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GCC-STAT



Labour Statistics

in The GCC Countries
for The First Quarter
of 2020

Quarterly report
April 2021



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Certified by the GCC-STAT

An electronic copy of the publication is available on the center's website, at the following link:

<https://www.gccstat.org/en/statistic/statistics/labour>

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Introduction

The GCC-STAT release with pleasure a report on GCC labour statistics for the first quarter of 2020, as it present the data of labour statistics of the GCC countries in graphic and infographic forms at the GCC level, as well as distributing them by Member States to the most prominent indicators of labour statistics in the first quarter of 2020 and comparing them with the previous and similar quarters of 2019.

The main purpose of the GCC-STAT publications, including this release is to keep pace with the user's needs with periodic statistical reports. If additional details are required; comprehensive, detailed and available data of the Centre can be accessed from the statistical agencies of Member States through the following link: <https://dp.gccstat.org/>

Technical Notes

1- Unemployment rate is not comparable among the GCC countries, given the different methodology for calculating the rate in terms of data source, coverage and comprehensiveness, and reference period. Unemployed is a non-working individual during the reference period who is actively seeking employment and open to work in case an appropriate job opportunity is available. The calculation of unemployment rate in both Kingdom of Saudi Arabia and State of Qatar is done through a quarterly labour force survey based on ILO standards to calculate unemployed individuals by specifying a weekly reference period, through which the volume of unemployed and employed persons can be measured, from which the unemployment rate can be calculated by dividing the total number of unemployed persons by the total number of the labour force (employed and unemployed persons) multiplied by 100. As for the Kingdom of Bahrain and the Sultanate of Oman, the rate is calculated through those who registered in the country's unemployment institutions that is called registered unemployment. It is calculated annually from the labour Force Survey in the United Arab Emirates . Regarding State of Kuwait, the calculation is only through the number of job seekers in the government sector.

2- Difference in the calculation of some percentages due to rounding numbers.



Executive Summary

- 22.2 million employed in the GCC countries (excluding United Arab Emirates) in the first quarter of 2020 (7 million citizens and 15 million Non-citizens), their number decreased by 0.9% compared to the fourth quarter of 2019 and increased from the first quarter of 2019 with a growth rate of 2.7%.
- The volume of employment increased in the first quarter of 2020 in Kingdom of Saudi Arabia, State of Qatar, and State of Kuwait, whereas it declined in Kingdom of Bahrain and Sultanate of Oman, compared to the similar quarter of 2019.
- The majority of employment (citizens and Non-citizens) in the GCC countries are males (83.3%), where State of Qatar is the highest in male employment.
- Kingdom of Saudi Arabia is the most recruiting in male Non-citizens employment among the GCC countries, followed by State of Qatar and Sultanate of Oman.
- State of Kuwait has the highest percentage of employed female citizens to the total citizens employment, followed by the State of Qatar.
- The gender percentage in the GCC countries remains high, with five employed males per employed female, whereas Kingdom of Saudi Arabia is the highest in gender percentage, especially for Non-citizens employment.
- The labour force participation rates in the GCC countries whose data are available (Kingdom of Bahrain, Kingdom of Saudi Arabia and State of Qatar) are among the highest in the world, except for Kingdom of Saudi Arabia.
- High unemployment rates in the GCC countries compared to the global rate, Kingdom of Saudi Arabia has the highest unemployment rate of citizens (males and females, at 11.8%), citizens females in particular (at 28.2%) in the first quarter of 2020.



Employment in The GCC Countries

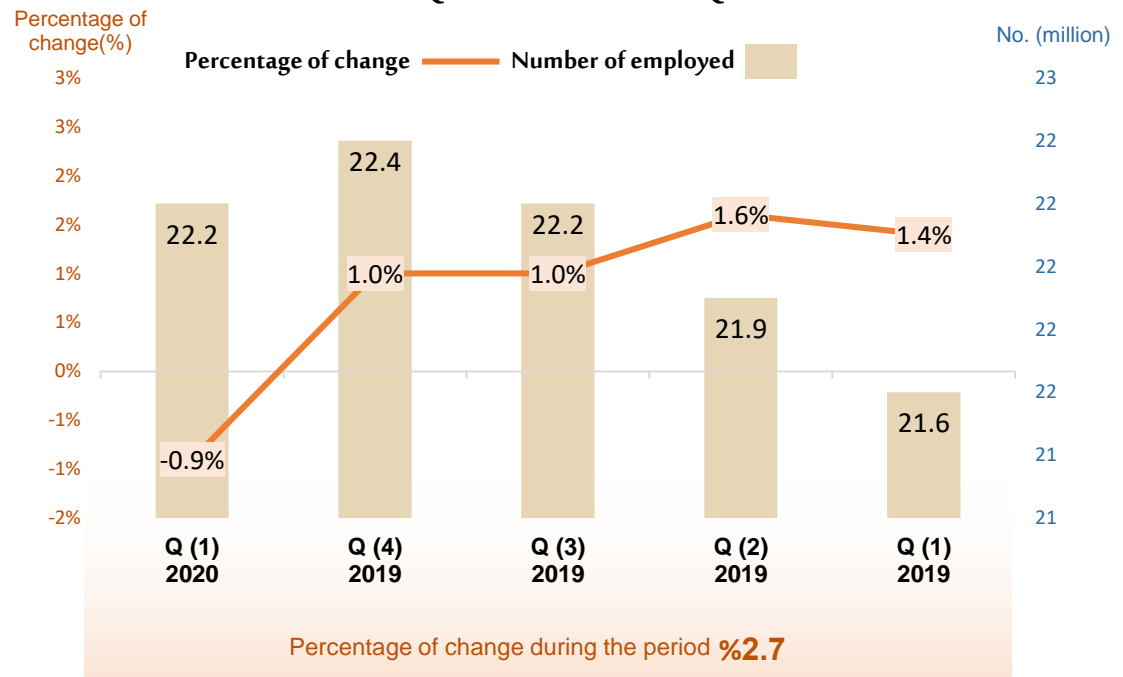


Employment ⁽¹⁾

Decreased number of employed in first quarter 2020, Variation in the growth of the volume of employment among the GCC countries, as the Kingdom of Bahrain and the Sultanate of Oman recorded a decline in the first quarter of 2020

- The number of employed in the GCC countries (excluding United Arab Emirates) reached about 22.2 million employees in the first quarter of 2020, their number decreased by 0.9% compared to the fourth quarter of 2019 and increased from the first quarter of 2019 with a growth rate of 2.7%.

Figure 1: Number of Employed and The Percentage of Change in the GCC, First Quarter 2019 - First Quarter 2020



Compared to the fourth quarter of 2019 (Previous quarter)

The volume of employment in the GCC dropped by about 190 thousand employed, as there was:

- A drop in the number of employed in four countries, Kingdom of Saudi Arabia (179 thousand), Oman (53 thousand) Kingdom of Bahrain (around a thousand), and State of Kuwait (less than a thousand).
- A growth in the volume of employment by about 43 thousand employed in State of Qatar.



Compared to the first quarter of 2019 (Similar quarter)

The volume of employment in the GCC increased by around 580 thousand employed, where there was:

- An increase in the number of employed in three countries, Kingdom of Saudi Arabia (668 thousand), State of Qatar (24 thousand) and State of Kuwait (28 thousand).
- A decrease in the number of employed in two countries, Kingdom of Bahrain (31 thousand) and Sultanate of Oman (109 thousand).

(1) Excluding United Arab Emirates data, as it is not available on a quarterly basis



Employment by Gender⁽¹⁾

The majority of employment in the GCC countries are males (83.3%), State of Kuwait has the highest percentage of employed female citizens to the total citizens employment, Kingdom of Saudi Arabia is the most recruiting in male Non-citizens employment.

- Males accounted for 83.3% of the total employed in the GCC, compared to 16.7% of females, as most of the Non-citizens employment are males. (Figure 2)
- State of Qatar led the GCC countries in the percentage of male employment (by 86.1%), while State of Kuwait was the lowest (by 72.7%). (Figure 2)
- State of Kuwait is the highest among GCC countries in the percentage of employed female citizens to the total citizens employment (by 57.5%)⁽²⁾, followed by State of Qatar (at 36.4%). (Figure 3)
- Kingdom of Saudi Arabia is the highest among GCC countries in recruiting male Non-citizens employment (by 90.9%), followed by State of Qatar and Sultanate of Oman (at 87%). (Figure 4)

Figure 2: Percentage Distribution of Total Employment by Gender in the GCC Countries, First Quarter of 2020

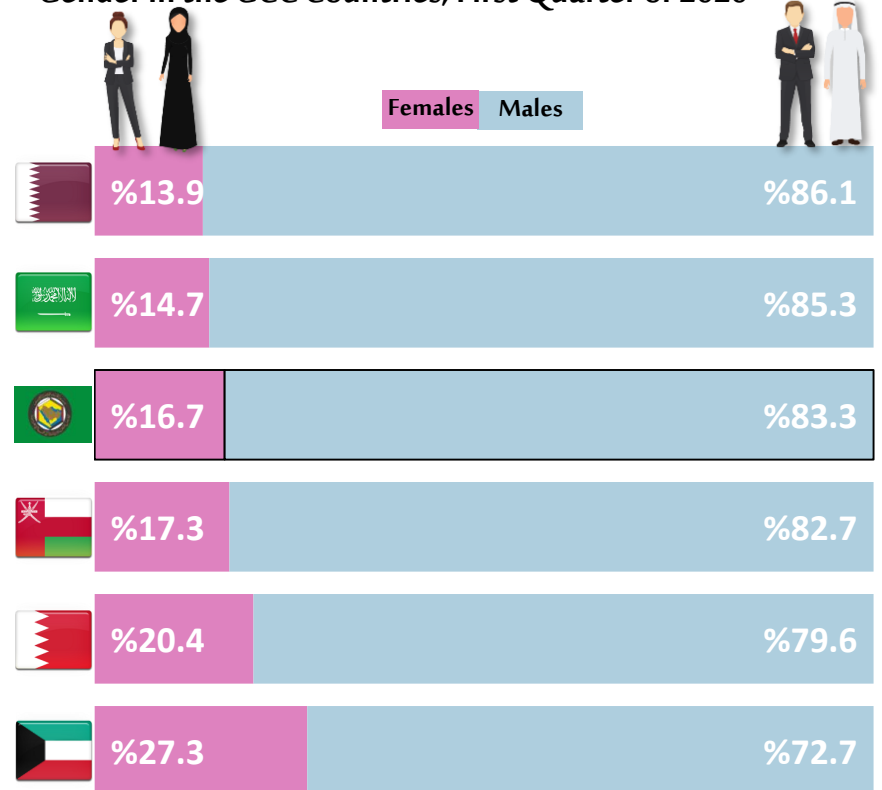


Figure 3: Percentage Distribution of Citizens Employment by Gender in the GCC Countries, First Quarter of 2020

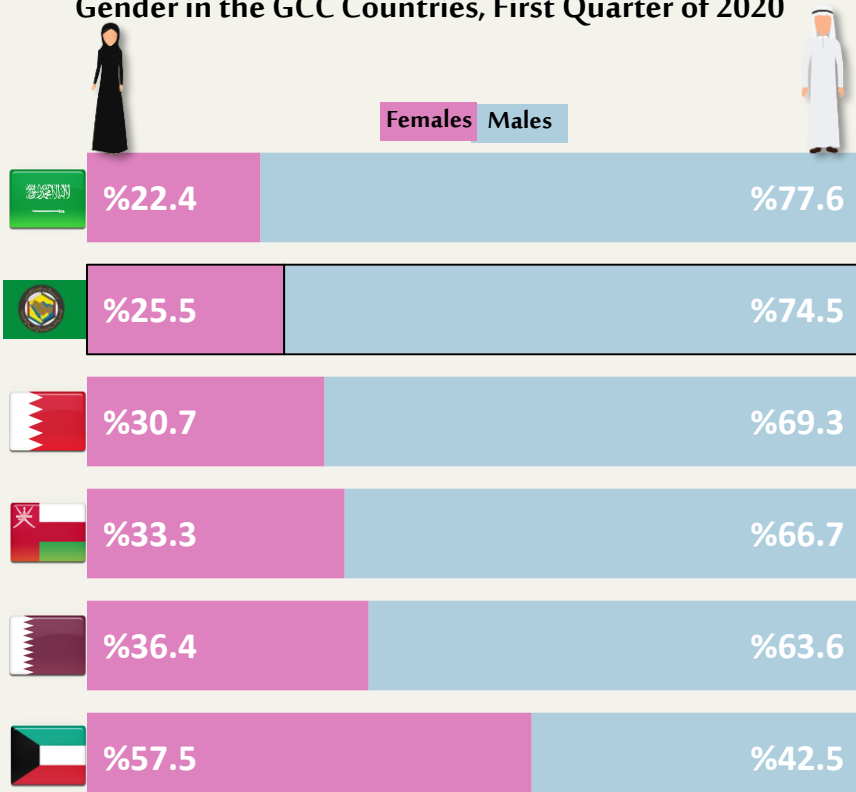
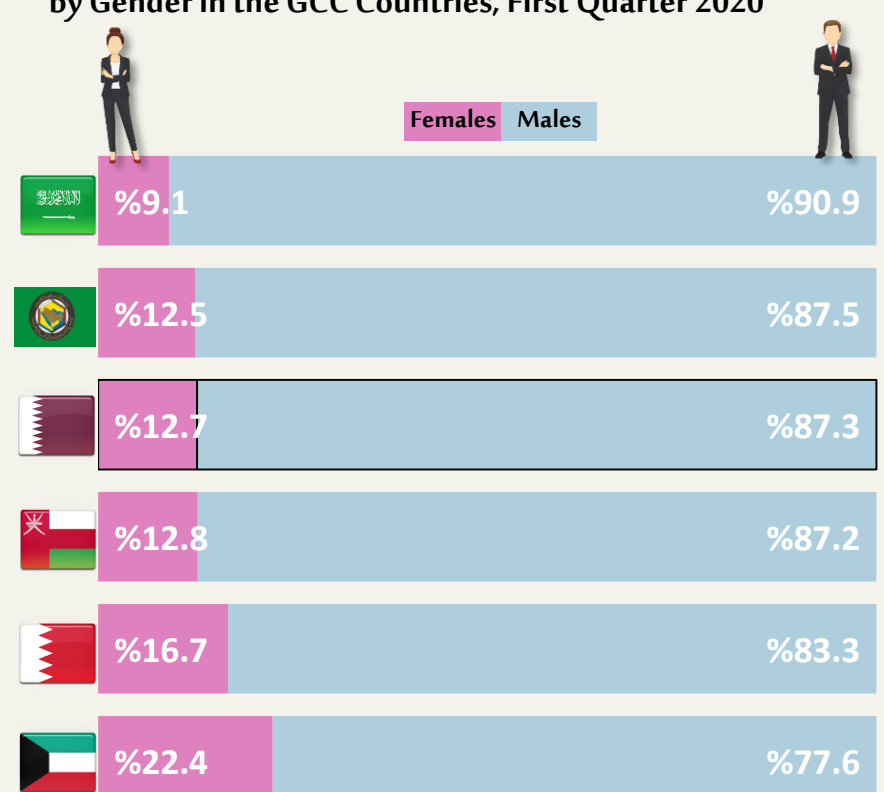


Figure 4: Percentage Distribution of Non-citizens Employment by Gender in the GCC Countries, First Quarter 2020



(1) Excluding United Arab Emirates data, as it is not available on a quarterly basis. Sultanate of Oman and State of Kuwait do not include security and defense employees.

(2) State of Kuwait's data do not include security, defense and Al-Diwan Al-Amiri employees, the majority of whom are male. In addition, 51% of the total population are female



(cont.) Employment by Gender⁽¹⁾

The sex ratio in the GCC countries remains high, with about five males per - female due to male Non-citizens employment, whereas Kingdom of Saudi Arabia is the highest in sex ratio, especially for Non-citizens employment.

- The percentage of male to female employment (Sex ratio)⁽²⁾ in the GCC is high, with about five employed male per female employed. The percentage decreased from 530 employed males per 100 females in the first quarter of 2019 to 497 employed males per 100 females in the first quarter of 2020 due to the decline in the volume of employment, especially the non-citizens ones.
- The sex ratio of citizens employment in the GCC fell from 343 in the first quarter of 2019 to 293 males per 100 females. (Figure 7)
- The sex ratio of non-citizens employment is higher than the percentage of citizens employment, as it reached 7 males per female in the first quarter of 2020. (Figure 8)

Figure 5: Sex ratio (Male per 100 Females) of Total Employment in the GCC, First Quarter of 2019 - First Quarter 2020 (%)

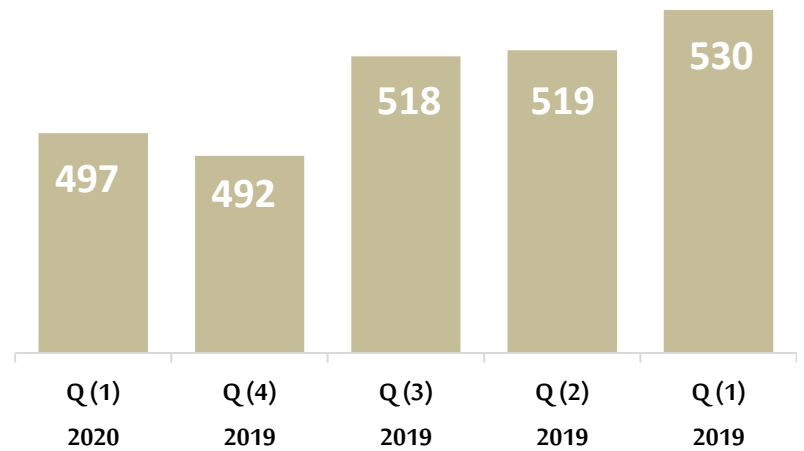
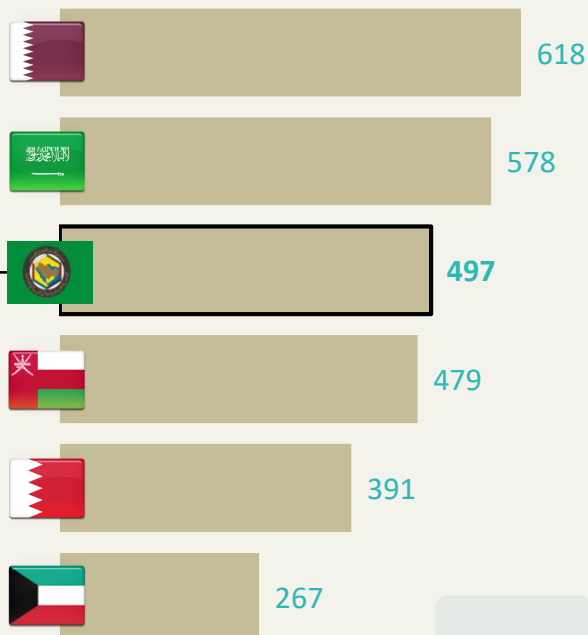
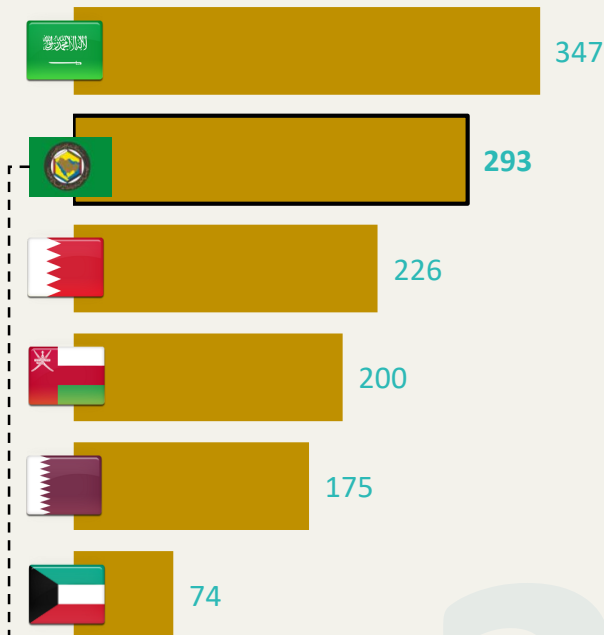


Figure 6: Sex Ratio (Male per 100 Females) of Total Employment in the GCC Countries, First Quarter of 2020



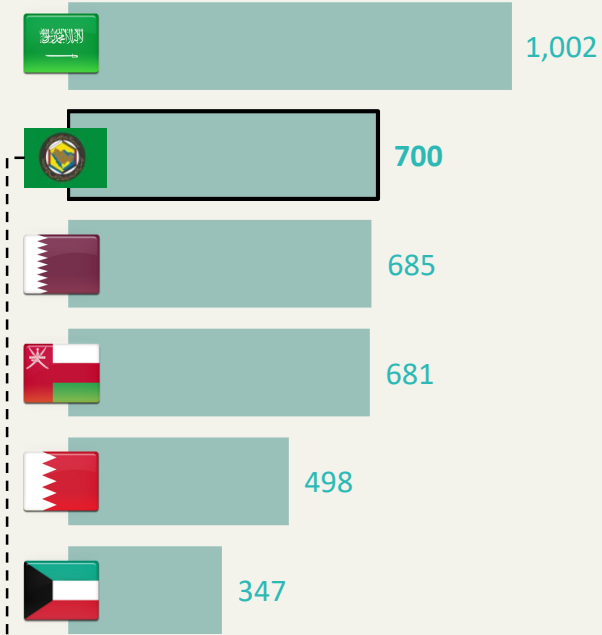
1 Employed female VS **5** Employed males

Figure 7: Sex Ratio (Male per 100 Females) of Citizens Employment in the GCC Countries, First Quarter of 2020



1 Employed female VS **3** Employed males

Figure 8: Sex Ratio (Male per 100 Females) of Non-citizen-Employment in the GCC Countries, First Quarter of 2020



1 Employed female VS **7** Employed males

(1) Excluding United Arab Emirates data, as it is not available on a quarterly basis

(2) Sex ratio of employment is calculated by dividing the number of employed males to the number of employed females, multiplied by 100.



Employment by Nationality ⁽¹⁾

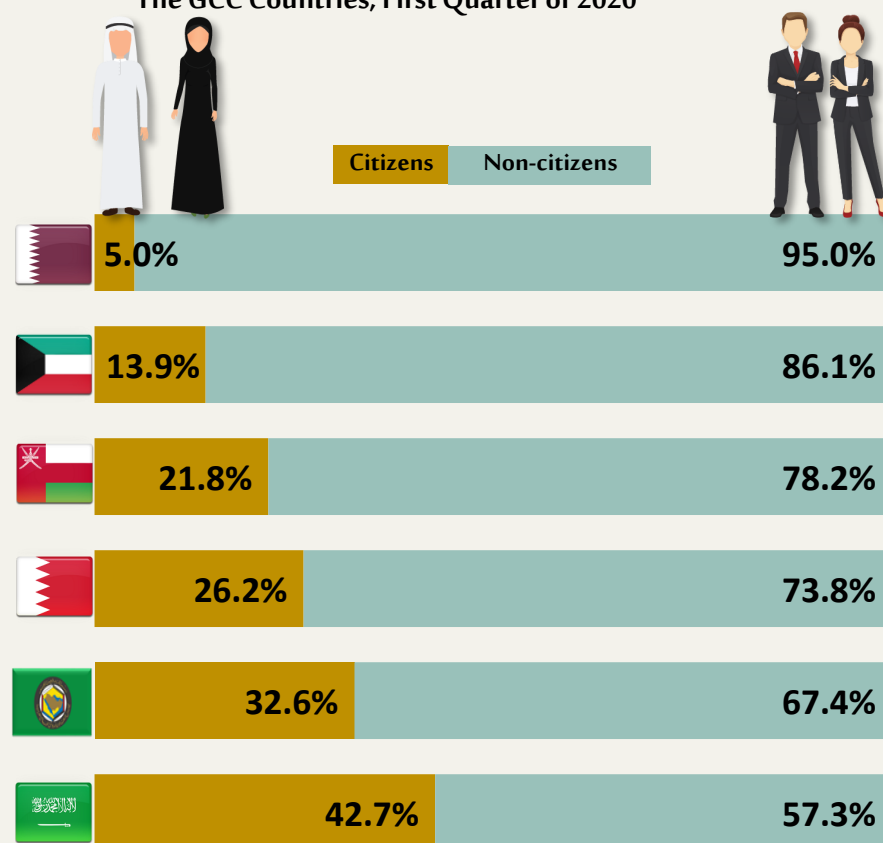
Citizen employment accounted for one third of total employment (32.6%)
About 7 million citizens are employed compared to 15 million employed Non-citizens.

Table 9: Employment Volume and Percentage of Change by Nationality in The GCC, First Quarter of 2019 - First Quarter 2020

Q(1) 2020	Q (4) 2019	Q (3) 2019	Q (2) 2019	Q (1) 2019	
7.2	7.3	7.1	6.9	6.5	No. (Million) Citizen employment
%0.7-	%3.0	%2.3	%5.7	%4.6	percentage of change (%) (Compared to the previous quarter)
14.9	15.1	15.1	15.0	15.0	No. (Million) Non-citizens employment
%0.9-	%0.0	%0.5	%0.3-	%6.2	percentage of change (%) (Compared to the previous quarter)

- 7 million citizens were employed in the GCC in the first quarter of 2020, accounting for about one third of total employment in the GCC (by 32.6%).
- The volume of citizen employment declined by less than 1% from the previous quarter (fourth quarter 2019), whereas it increased by 10.5% compared to the similar quarter (first quarter of 2019)
- The volume of non-citizens employment declined as well, in the first quarter of 2020 compared to the first and fourth quarters of 2019, by less than 1% for each.
- Kingdom of Saudi Arabia recorded the highest percentage of citizen employment out of the total employment (42.7%), while the lowest percentage was in State of Qatar (5.0%).

Figure 10: Percentage Distribution of Total Employment by Nationality in The GCC Countries, First Quarter of 2020



(1) Excluding United Arab Emirates data, as it is not available on a quarterly basis.



(cont.) Employment by Nationality⁽¹⁾

Half of the Non-citizens employment in the GCC countries were recruited to Kingdom of Saudi Arabia and 67% of the other half were recruited to State of Kuwait and State of Qatar

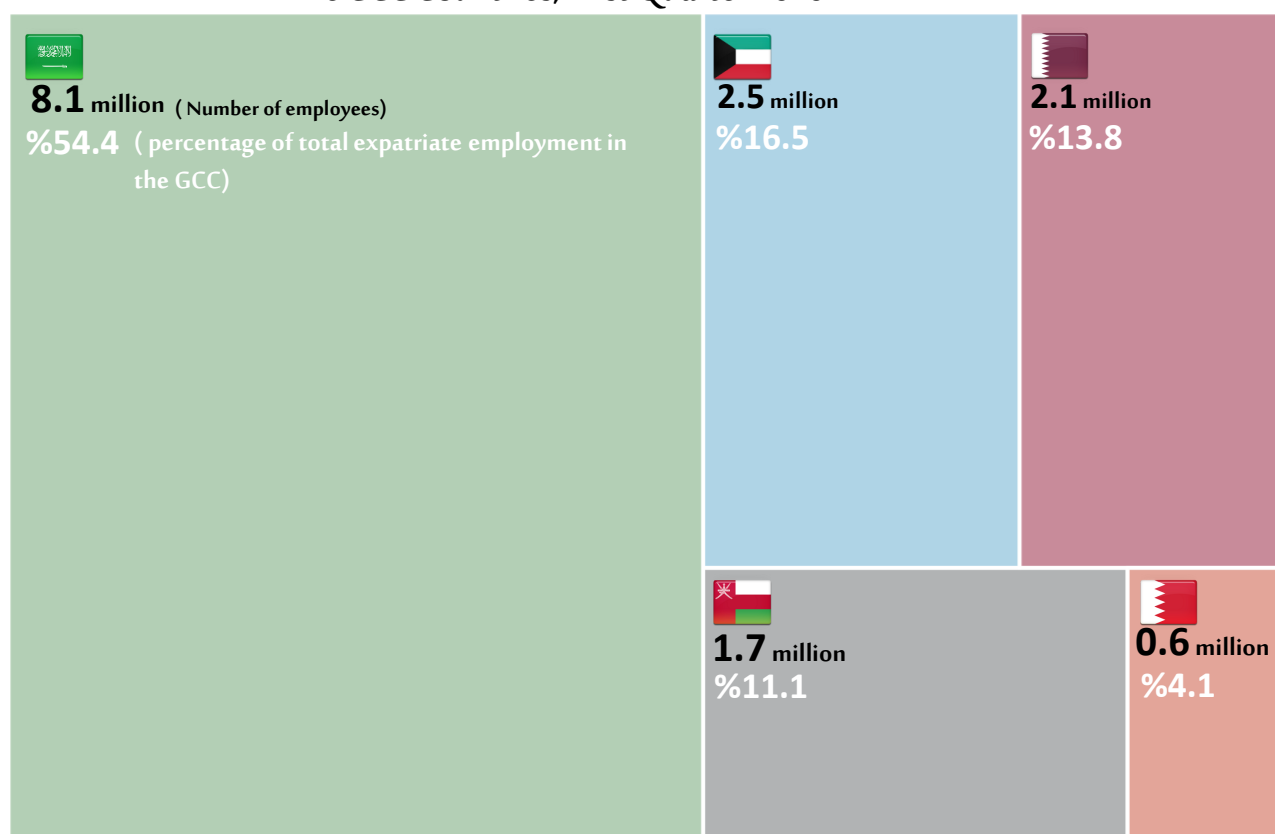
Figure 11: Percentage Distribution of Citizen Employment in The GCC Countries, First Quarter 2020

- Around 84% of the total citizen employment of the GCC countries in Kingdom of Saudi Arabia, and 16% distributed to other member states.



Figure 12: Percentage Distribution of Non-citizens Employment in The GCC Countries, First Quarter 2020

- About half (54.4%) of the non-citizens employment in the GCC countries were recruited to Kingdom of Saudi Arabia, as State of Kuwait and State of Qatar accounted for almost 67% of the other half of the non-citizens employment in the GCC countries.



(1) Excluding United Arab Emirates data, as it is not available on a quarterly basis



Labour Force Participation Rate in The GCC Countries

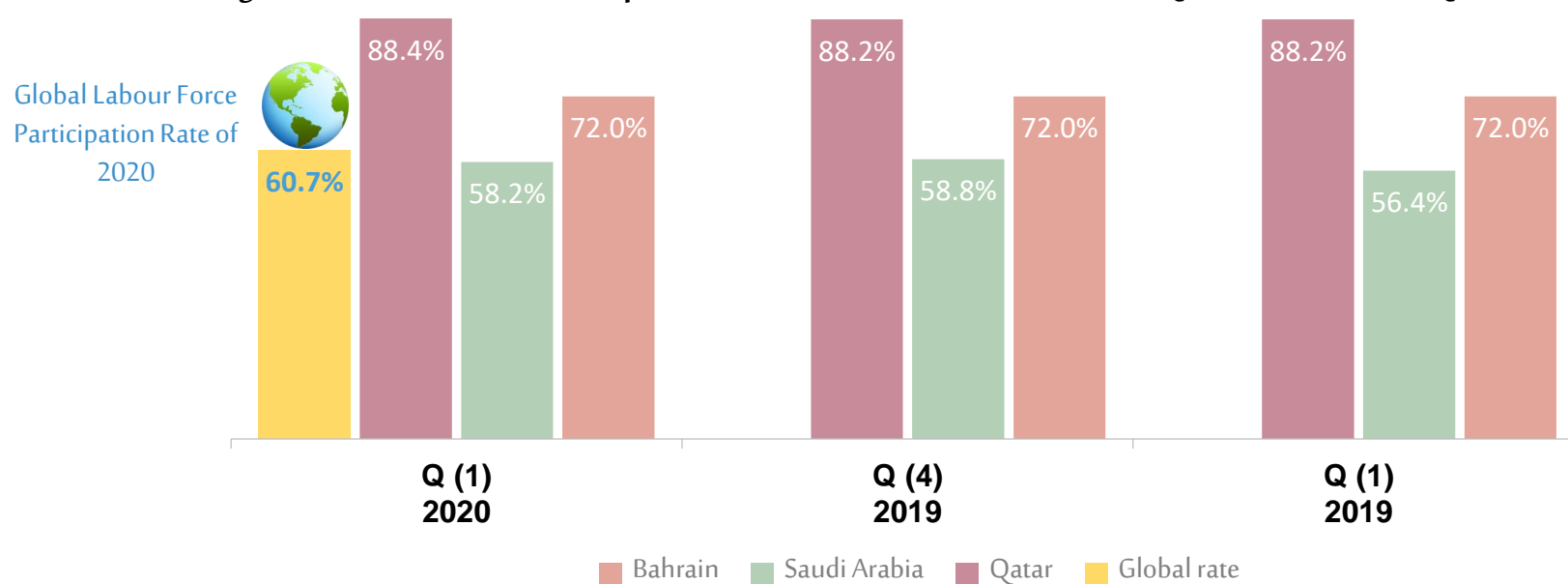


Labour Force Participation Rate⁽¹⁾

Kingdom of Saudi Arabia's labour force participation rate is closer to the global rate

- The labour force participation rate is the percentage of working-age population who actively participate in the labour market by working or seeking jobs. It is an indicator of the volume of the labour force supply in the labour market that measures the economic performance in the country, where it plays a key role in examining the factors that determine the volume and composition of human resources and developing future outlook of supply in the labour market. The importance of this indicator lies in its use in formulating employment policies, identifying training needs, using it for financial planning of insurance protection systems (retirement and social insurance) and calculating the expected working life for both males and females.
- The labour force participation rate is calculated by dividing the number of labour forces, which include employed and unemployed persons (15 years and older) to the working-age population of 15 years and older, multiplied by 100.⁽²⁾

Figure 13: Labour Force Participation Rate in The GCC Countries, First Quarter 2019 - First Quarter 2020



Kingdom of Bahrain



- Kingdom of Bahrain recorded its labour force participation rates in the first quarter of 2020 (by 72%), which is considered high compared to the global rate
- The rate is stable compared to the previous quarter and the similar quarter of 2019.

Kingdom of Saudi Arabia



- Kingdom of Saudi Arabia's labour force participation rates are relatively low and are the closest to the global rate (58.2%).
- The rate declined from the previous quarter of 2019 by about 1%, while the similar quarter of 2019 increased by around 3.3%.

State of Qatar



- State of Qatar is considered one of the highest countries with participation rates due to the large volume of **non-citizens** employment (88.4%).
- A growth rate by about 0.2% over the first and fourth quarters of 2019.

(1) Excluding United Arab Emirates, Sultanate of Oman, and State of Kuwait data, as it is not available on a quarterly basis

(2) KILM- Labour force participation rate. ILO 2015.



(Cont.) Labour Force Participation Rate ⁽¹⁾

Significant variation between the labour force participation rates of citizens and non-citizens, and male participation rates are the highest.

Figure 14: Labour Force Participation Rate of Citizens (Males and Females) in The GCC Countries, First Quarter 2019 - First Quarter 2020

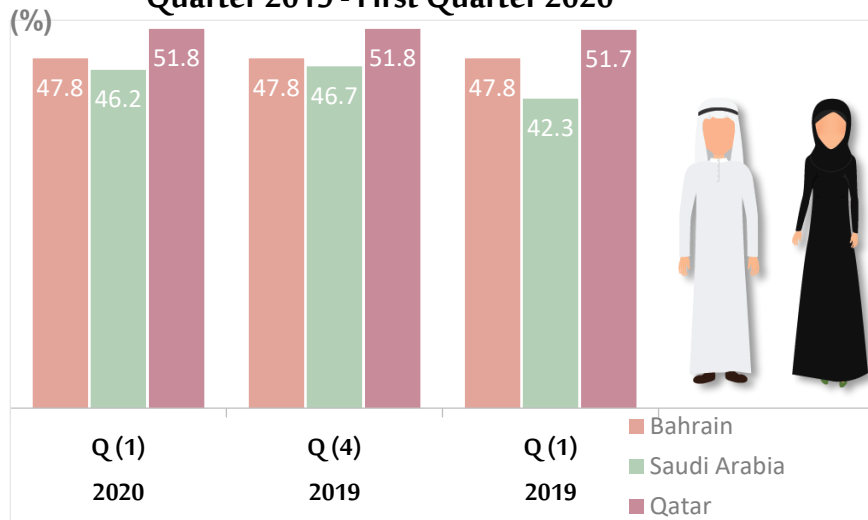


Figure 15: Labour Force Participation Rate of Male Citizens in The GCC Countries, First Quarter 2019 - First Quarter 2020

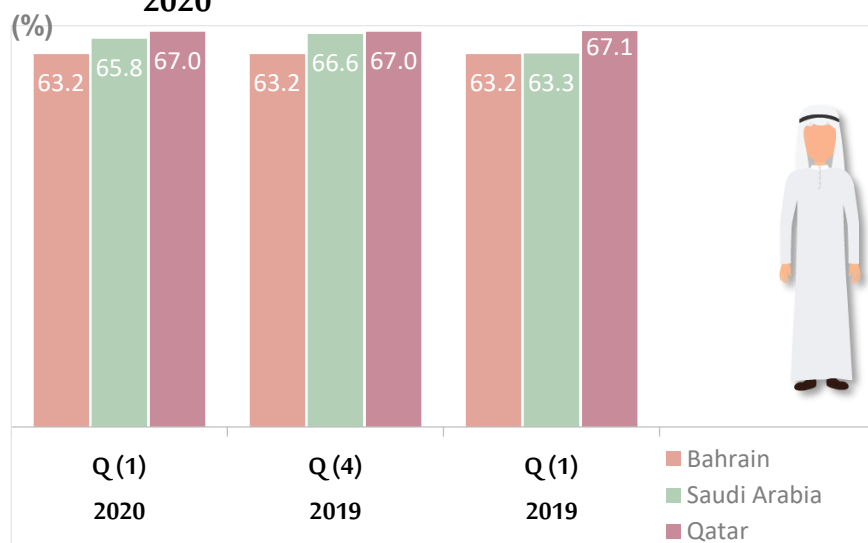
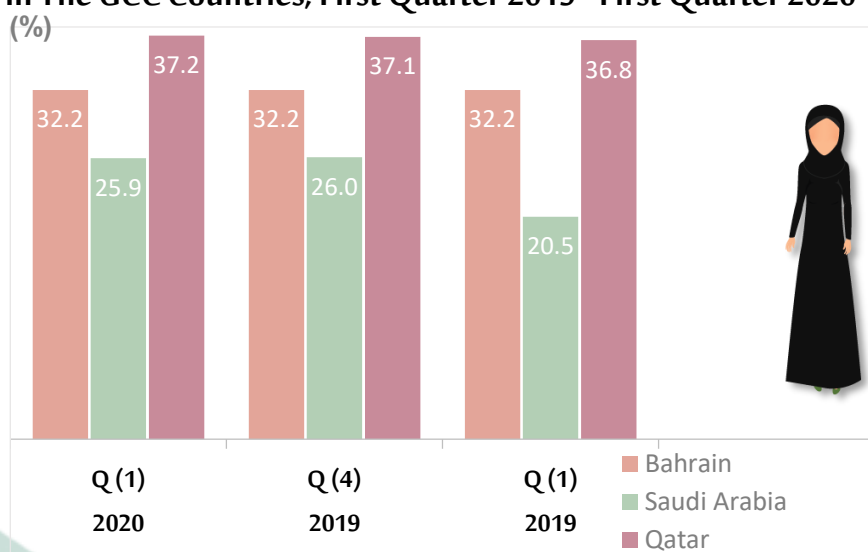


Figure 16: Labour Force Participation Rate of Female Citizens in The GCC Countries, First Quarter 2019 - First Quarter 2020



Kingdom of Bahrain



- The labour force participation rate of male and female citizens in Kingdom of Bahrain stabilized in the first quarter of 2020 compared to the first and fourth quarters of 2019.
- The gender rate varied in favour of males in the first quarter of 2020 (63.2% for males vs. 32.2% for females)

Kingdom of Saudi Arabia



- Kingdom of Saudi Arabia recorded the lowest participation rate among the GCC countries whose data are available (46.2% in the first quarter of 2020).
- The rate in the first quarter of 2020 increased by 9.2% compared to the similar quarter of 2019, while it decreased by less than 1% from the fourth quarter of 2019.
- The gender rate varied in favour of males in the first quarter of 2020 (65.8% for males vs. 25.9% for females)

Qatar



- State of Qatar recorded the highest participation rate among the GCC countries whose data are available (51.8% in the first quarter of 2020).
- The rate stabilized to some extent in the first quarter of 2020 compared to the first and fourth quarters of 2019.
- The gender rate varied in favour of males in the first quarter of 2020 (67.0% for males vs. 37.2% for females), however the participation rate of Qatari females is higher than the rate of Bahraini and Saudi females.

⁽¹⁾ Excluding United Arab Emirates, Sultanate of Oman, and State of Kuwait data, as it is not available on a quarterly basis



(Cont.) Labour force Participation Rate ⁽¹⁾

Significant variation between the labour force participation rates of citizens and non-citizens, and male participation rates are the highest.

Figure 17: Labour Force Participation Rate of Non-citizens (Males and Females) in The GCC Countries, First Quarter 2019 - First Quarter 2020

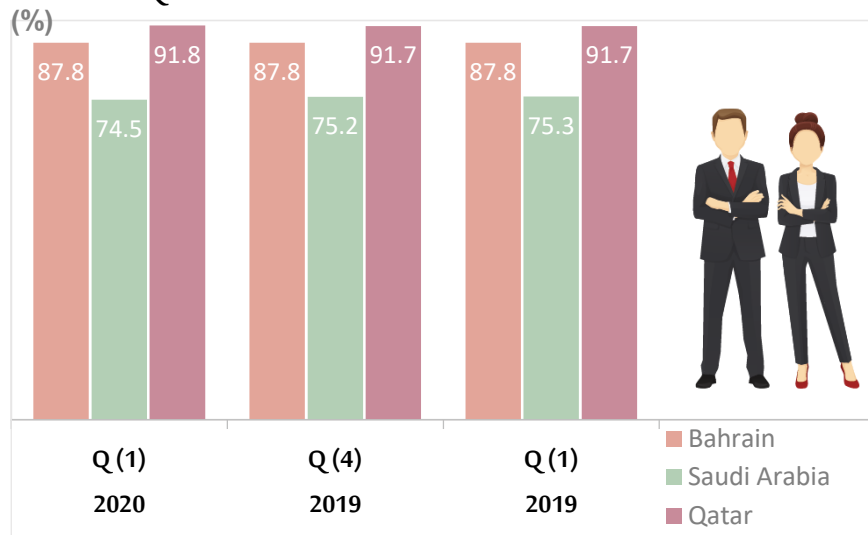


Figure 18: Labour Force Participation Rate of Male Non-citizens in The GCC Countries, First Quarter 2019 - First Quarter 2020

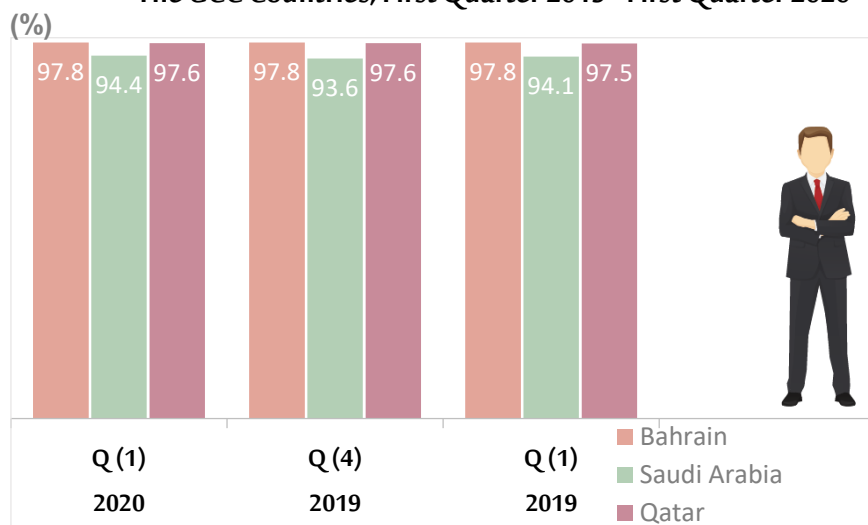
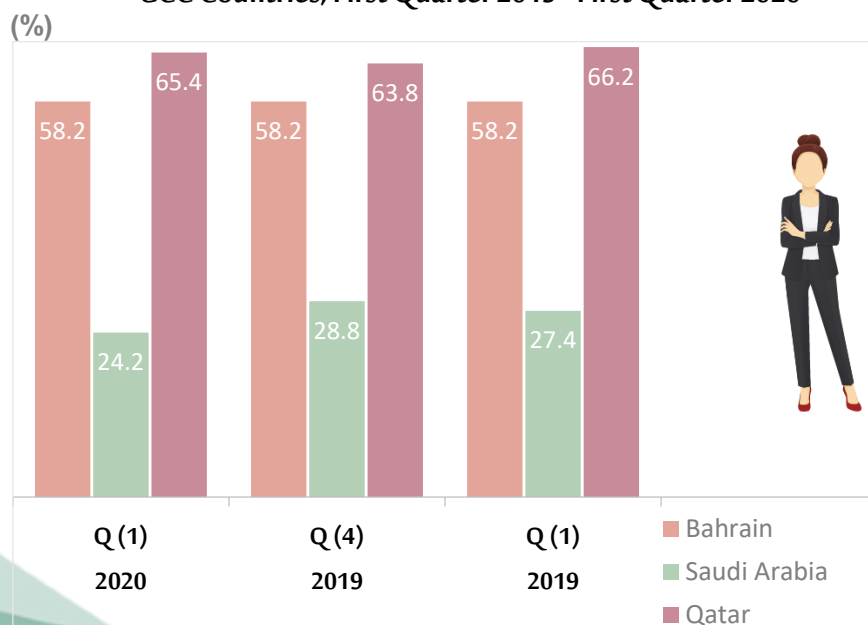


Figure 19: Labour Force Participation Rate of Female Non-citizens in The GCC Countries, First Quarter 2019 - First Quarter 2020



Kingdom of Bahrain

- The labour force participation rate of expatriates in Bahrain reached 87.8% compared to the rate of the citizens by 47.8%.
- The rate stabilized in the first quarter of 2020 compared to the previous and similar quarters of 2019.
- The gender rate varied significantly in favour of males in the first quarter of 2020 (97.8% for males vs. 58.2% for females).

Kingdom of Saudi Arabia

- Relative stability in the rate in the first quarter of 2020 compared to the similar and previous two quarters of 2019 (74.5%).
- The gender rate varied dramatically in favour of males in the first quarter of 2020 (94.4% for males vs. 24.2% for females).

State of Qatar

- The rate stabilized to some extent in the first quarter of 2020 compared to the similar and previous quarters of 2019 (92%).
- The gender rate varied in favour of males in the first quarter of 2020 (97.6% for males vs. 65.4% for females).

(1) Excluding United Arab Emirates, Sultanate of Oman, and State of Kuwait data, as it is not available on a quarterly basis



Unemployment Rate in The GCC Countries

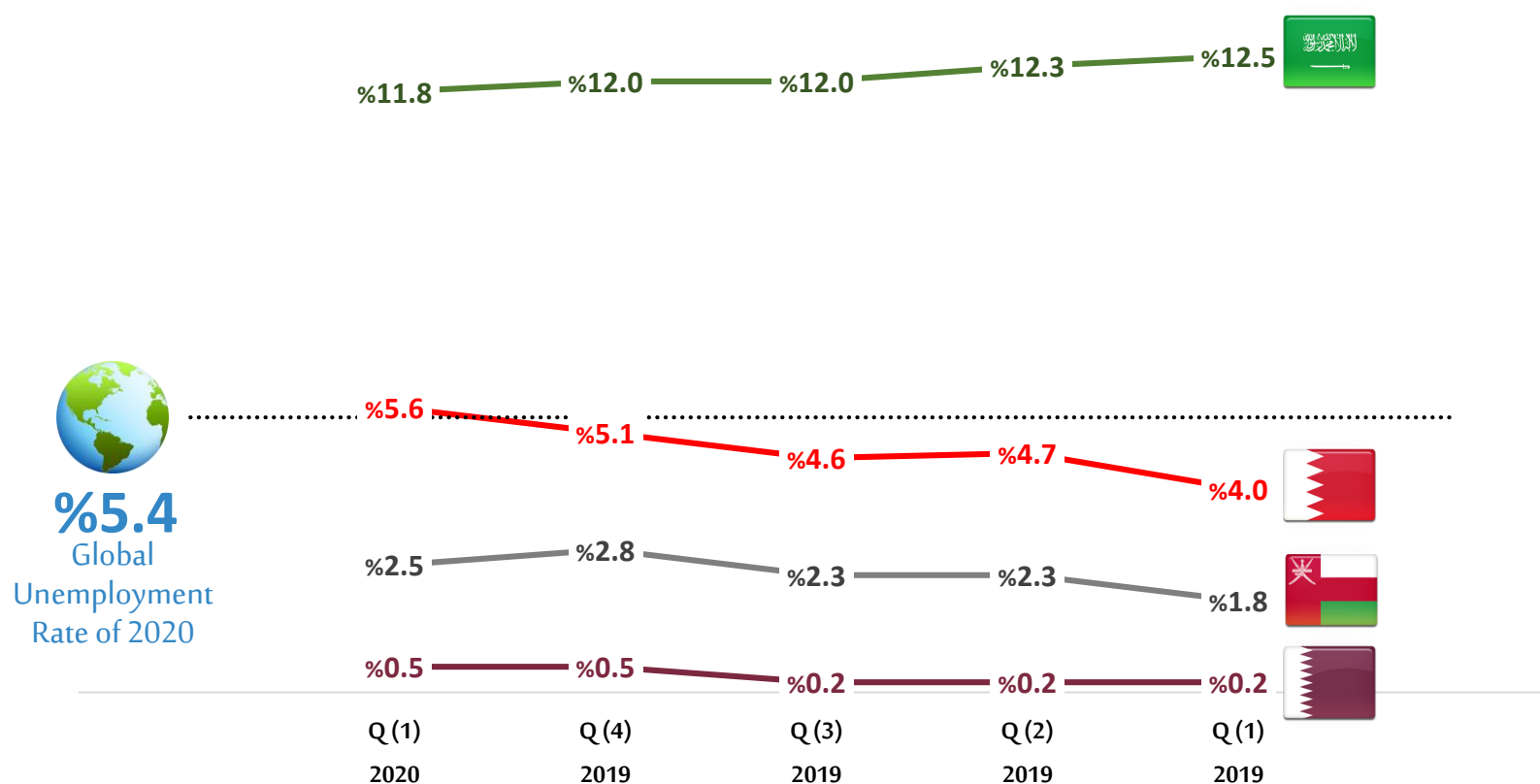


Unemployment Rates for Citizens⁽¹⁾

The unemployment rate for citizens in the GCC countries is non-comparable considering the difference in rate calculation methodology. Nevertheless, some GCC countries recorded high unemployment rates compared to the global rate of 5.4% ⁽²⁾.

- Unemployment rate is one of the most widely used labour market indicators, as it measures the lack of full use of supply in the labour market. Also, it reflects the capacity of the country's economy in employment creation for unemployed individuals who are not working, seeking jobs, open to work and looking for it actively. In addition, its an indication of the efficiency and effectiveness of the country's economy in absorbing its labour force and the performance of its labour market. The unemployment rate is calculated by dividing the number of unemployed individuals to the number of individuals in the labour force (employed and unemployed) multiplied by 100.⁽³⁾
- The high unemployment rates for citizens in Kingdom of Saudi Arabia witnessed a decrease in the first quarter of 2020 compared to the similar and previous quarters of 2019 (5.9% and 2.0% respectively), whereas an increasing pattern was experienced in Kingdom of Bahrain, Sultanate of Oman and State of Qatar.

Figure 20: Unemployment Rate for Citizens (Males and Females) in The GCC Countries, First Quarter 2019 - First Quarter 2020



(1) Excluding United Arab Emirates and State of Kuwait data, as it is not available on a quarterly basis

(2) Please refer to the technical notes on page 4.

(3) KILM- Labour force participation rate. ILO 2015.



Unemployment Rates for Citizens⁽¹⁾ By Gender

The unemployment rates of female citizens are still higher than male in all GCC countries whose data are available

Four GCC countries whose data are available on unemployment rates of citizens by gender, based on these data:

- Unemployment rate of female citizens is higher than males' rate in all GCC countries
- All GCC countries have high Unemployment rates of female citizens except State of Qatar, whereas Kingdom of Saudi Arabia is the highest.
- Kingdom of Saudi Arabia experienced a regressive pattern compared to the first quarter of 2019 despite its high unemployment rates. On the contrary, the other three countries witnessed an increasing pattern.

Figure 21: Unemployment Rate of Male Citizens in The GCC Countries, First Quarter of 2019 - First Quarter of 2020

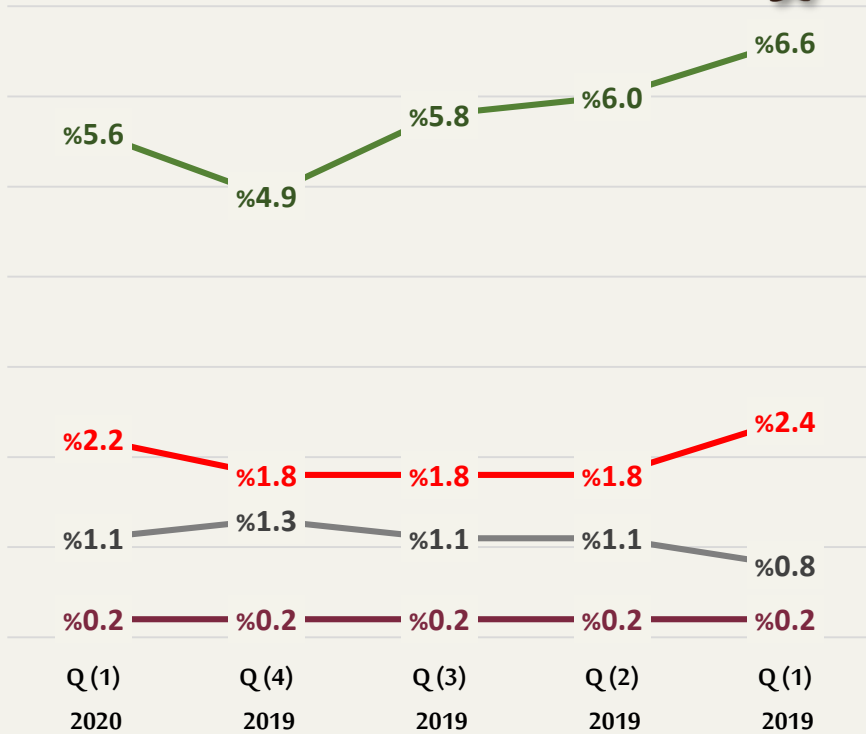
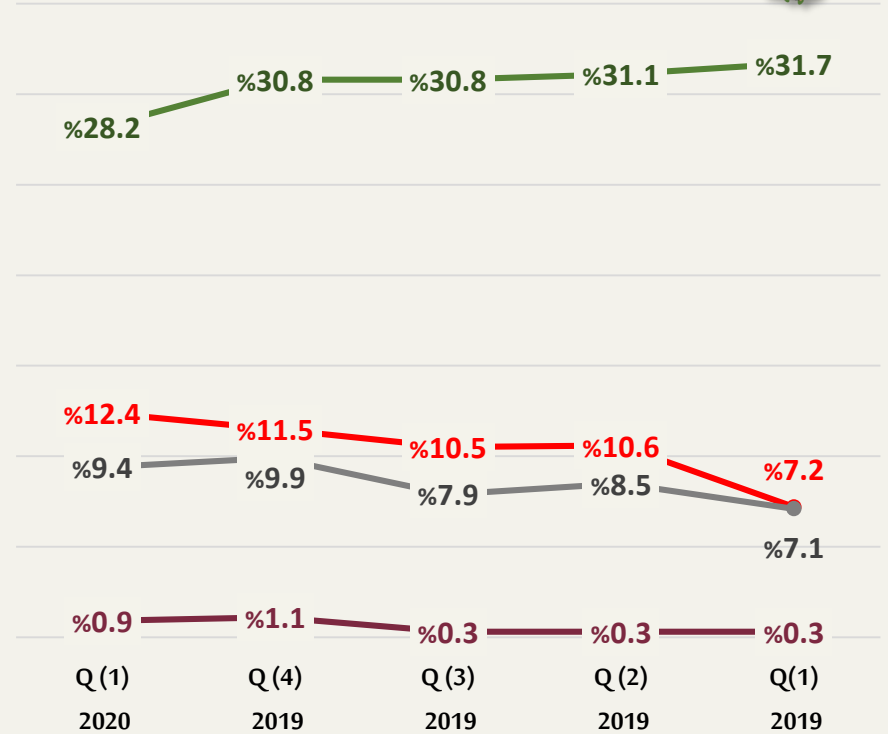


Figure 22: Unemployment Rate of Female Citizens in The GCC Countries, First Quarter of 2019 - First Quarter of 2020



(1) Excluding United Arab Emirates and State of Kuwait data, as it is not available on a quarterly basis

Data Sources



Federal Competitiveness and Statistics Centre
[http://www. https://fcsa.gov.ae/](http://www.fcsa.gov.ae)



Information and eGovernment Authority, Kingdom of Bahrain
<http://www.cio.gov.bh>



General Authority for Statistics, Kingdom of Saudi Arabia
<http://www.stats.gov.sa>



National Center for Statistics and Information, Sultanate of Oman
<http://www.ncsi.gov.om>



Planning and Statistics Authority, State of Qatar
<http://www.qsa.gov.qa>



Central Statistical Bureau, State of Kuwait
<http://www.csb.gov.kw>