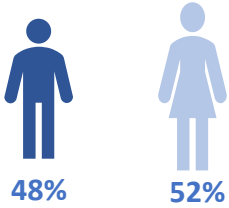


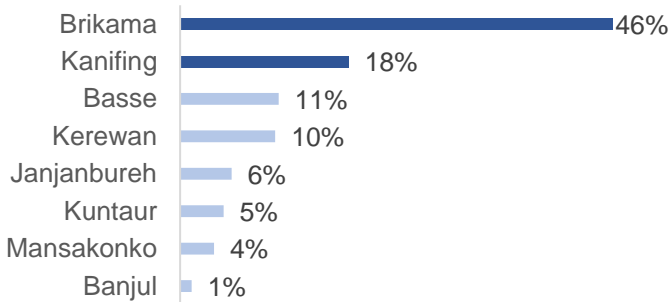
## Profile of the working-age population



Women account for more than half of the working-age population.

62% of the working-age population live in urban areas.

Working-age population by LGA



Brikama and Kanifing gather more than half of the working-age population.

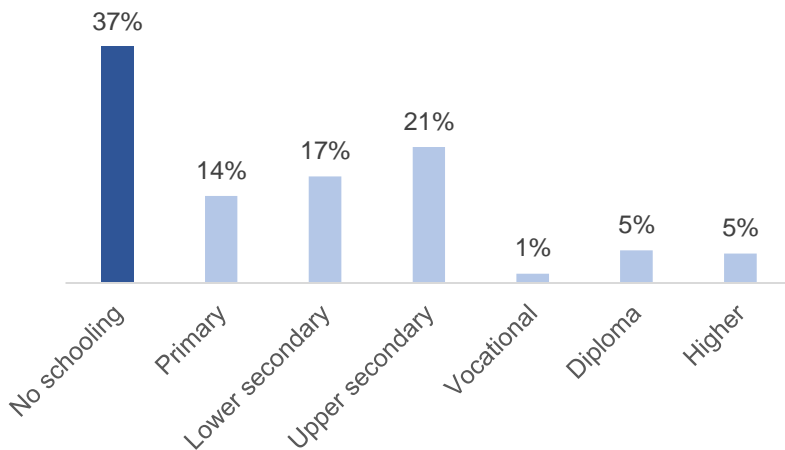
Mansakonko, Kuntaur and Janjanbureh that are mostly rural areas are sparsely populated.

More than one third of the working-age population has never attained formal education. This share amounts to 51% among the older cohort aged over 35 years.

One in ten persons have attained diploma or higher education.

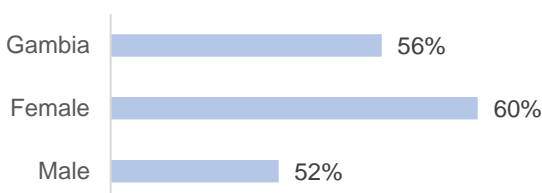
Whatever the age group very few people are graduated from vocational education and training reducing the population employability.

Working-age population by education attainment



Nearly six out of ten persons of working-age are outside the labour market, meaning that they are neither employed nor unemployed according to the ILO definition. The population outside of the labour market mainly consists of the youths (15-35 years) who account for 71%. This does not mean that they did not want to work. They can be studying or seeking a job but not being available in a short delay or be available but not searching because they think there is no opportunity or they don't have the required skills, etc.

Share of the population outside the labour force by sex

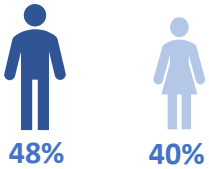


No difference was noticed in terms of educational attainment. Active and inactive population share the same profile.

As typically observed women are less active, often due to their family responsibilities.

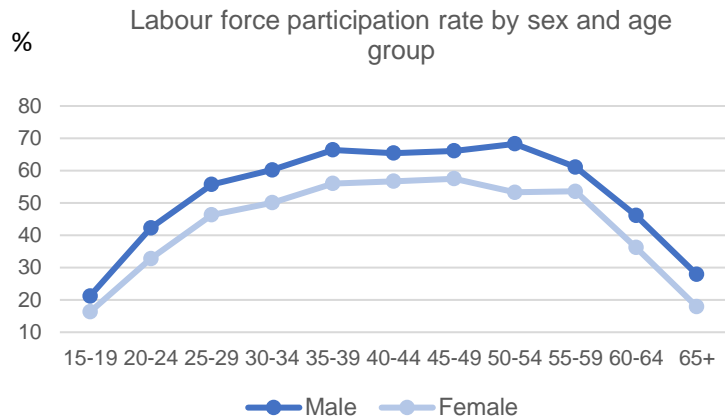
## Participation in the labour market

The **labour force participation rate** is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available.

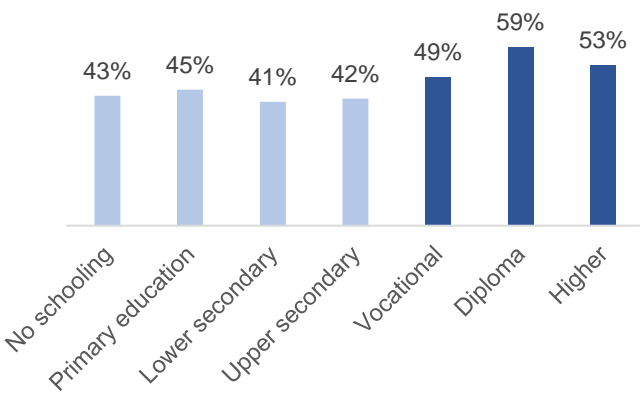


On average less than half of the working-age population is actively participating in the labour market (44%). The level of labour force participation is primarily dependent on the employment opportunities.

The labour market participation reaches a maximum in prime ages (35-59 years) around 60 per cent. The profile by age group shows that young people enter the labour market later, that could be due to longer education or the difficulty to transitioning from school to work because of lack of opportunities. The participation declines at the age of retirement. **At every age women are less engaged in the labour market.**



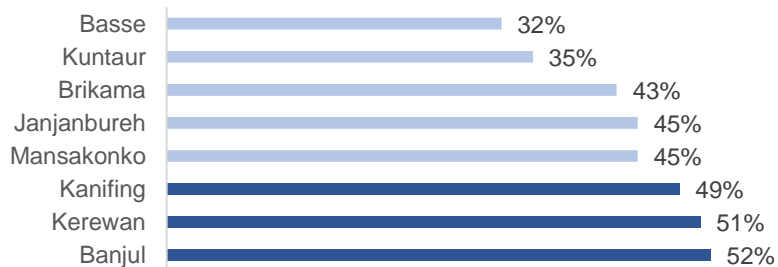
Labour force participation rate by educational attainment



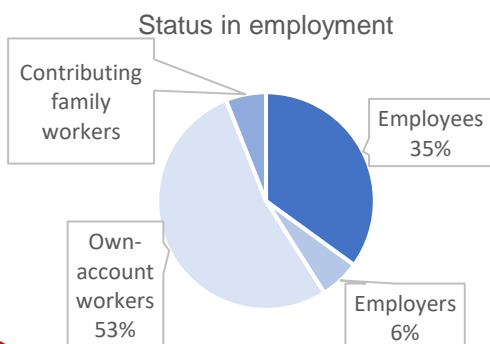
**Better educated persons are more active.** Persons who attained diploma or completed tertiary education and to a lesser extent vocational education are more likely to participate in the labour market, showing the importance of training and education on employability.

**Greater Banjul area and Kerewan record the highest proportion of active population.** In contrast Basse and Kuntaur that are the poorest LGAs offer limited employment opportunities.

Labour force participation rate by LGA



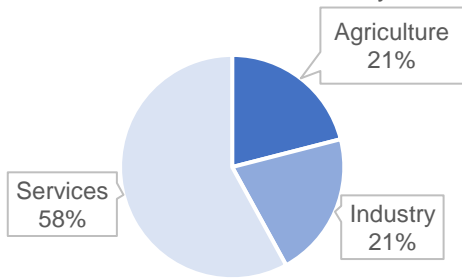
## Employment Characteristics



The vast majority of the employed population has one job, **multiple job holders** accounts for 5%.

**Half of the employed are own-account workers and one third are employees.** The proportion of employers remains low.

Sector of economic activity

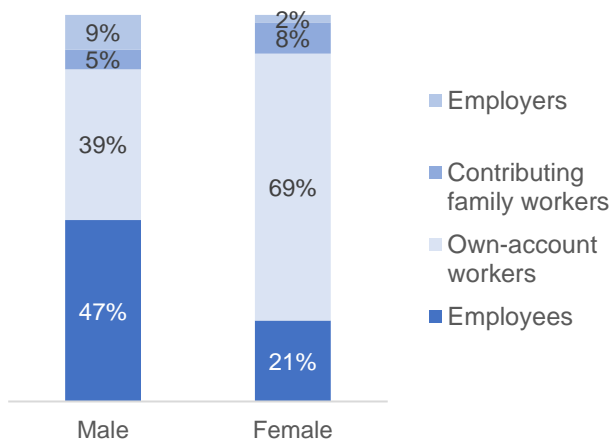


The **services sector** is predominant with three main branches: **wholesale and retail trade & repair of motor vehicles (26%)**, accommodation and food service activities (6%) and transportation and storage (6%).

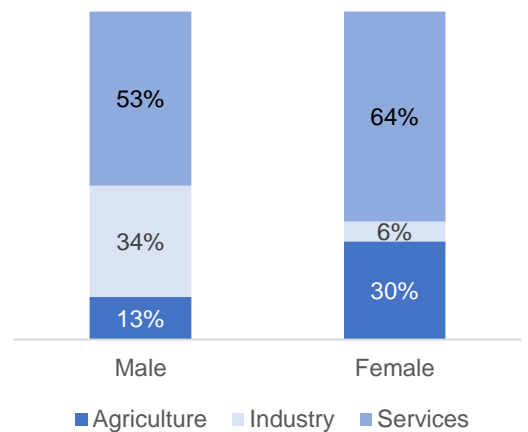
The proportion of workers in agriculture and industry are similar. The share of manufacturing employment (SDG 9.2.2) represents 9% of total employment.

The situation of men and women in the labour market differs widely. Nearly half of the **men** are engaged on **paid employment (employees)**, the equivalent figure for women is more twice smaller. **The vast majority of women are own-account workers**, the gender gap amounts to 30 points. Women are mainly engaged in **services & sale work** and to a lesser extent in agriculture. Women are under-represented in the **industry** sector that employs **one men in three**. Nevertheless the sector of services remain the main provider of jobs for male workers.

Status in employment by sex



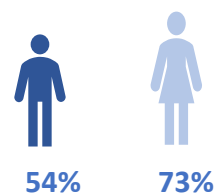
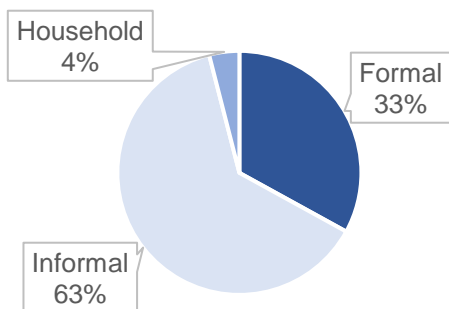
Sector of economic activity by sex



### Jobs quality

**Job quality remain an issue, more than six out of ten employed work in informal employment.** The proportion of informal employment in total employment is an SDG indicator under Goal 8 'Decent work and economic growth'. *Informal employment comprises workers employed within the informal sector and workers employed in the formal sector who do not benefit from social protection (pension funds, paid annual leave and sick leave). The informal sector regroups private businesses that are not registered with the Gambia Revenue Authority or that do not have complete set of accounts.*

Distribution of employed by type of employment



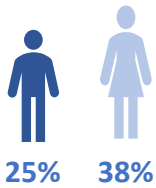
Women are over-represented in **low quality jobs**.

The proportion of women in **managerial positions (SDG indicator 5.5.2)** under Goal 5 "Achieve gender equality and empower all women and girls" stands at 36%, below the objective of equal opportunities for leadership.

## Labour underutilization

The *unemployment rate* as defined by the ILO does not reflect the unmet needs for employment in low income countries. The ILO developed the concept of *labour underutilization (LU)*, the indicator *LU3* is considered as a *proxy for unemployment*. *LU3* combines the unemployed and the potential labour force. ILO qualifies as *unemployed*, persons who are not employed, who are available to start a job within the next two weeks and who have been actively seeking employment in the last four weeks. The *potential labour force* consists of jobless persons who have a strong attachment to the labour market. They are (i) either seeking employment but are not available to start a job in the next two weeks (illness, study, housework, ...), (ii) or want to work but have not been seeking a job (discouraged job seekers, lack of skills or experience,...).

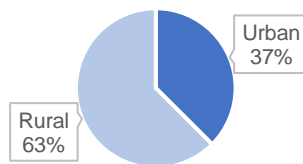
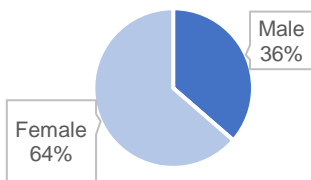
**LU3 32%** Nearly one third of the working-age population is **underutilized**, in other words in a situation of unemployment.



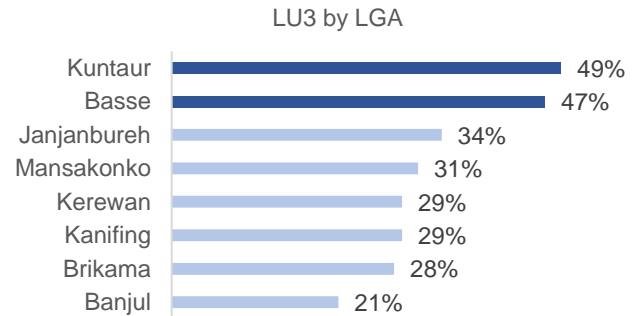
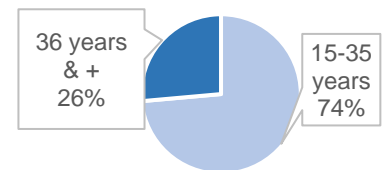
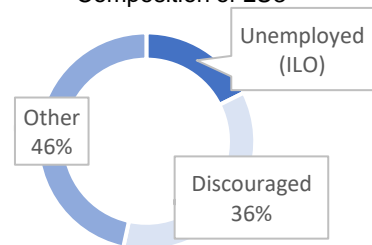
Labour underutilization is more prevalent among **female** than male and in **rural** areas (37%) compared to urban areas (28%).

**Discouraged job-seekers** accounts for more than one in three underutilized population.

Discouraged job-seekers mainly consist of **women, rural** inhabitants and the **youths**.



Composition of LU3



In **Basse** and **kuntaur** nearly half of the working-age population is underutilized.

## Subsistence farming

One in ten persons of working-age performs subsistence farming, this proportion is more than twice higher among the underutilized population.

Working-age population



11%

Labour force



10%

Underutilized (LU3)



23%

**Source:** The 2022-23 Gambia Labour Force Survey is a nationally representative household-based sample survey. The sample consisted of 6,595 households and 48,300 individuals aged 15 years and above. The data collection was carried out from January to March 2023.