



The Gambia Labour Force Survey (GLFS 2025) Analytical Report

The Gambia Bureau of Statistics (GBoS)

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FOREWORD

The Gambia Bureau of Statistics (GBoS) is pleased to present the results of the 2025 Gambia Labour Force Survey (GLFS 2025). This survey was conducted by GBoS in collaboration with the Ministry of Trade, Regional Integration and Employment (MoTIE), with financial support from the Harmonizing and Improving Statistics in West Africa and Central Africa (HISWACA) Project. The HISWACA Project is a World Bank-funded regional initiative aimed at strengthening statistical systems across West and Central Africa.

The GLFS 2025 is the fourth comprehensive labour force survey conducted in The Gambia. Its main objective is to generate accurate and timely labour market and socio-economic data to guide evidence-based policy formulation and inform national development planning processes.

I wish to express my sincere appreciation to the World Bank for providing financial support through the HISWACA Project. I also extend special thanks to the GLFS 2025 Technical Working Group for their contributions to the design and preparation of the survey instruments.

We are especially grateful for the technical assistance provided by the International Labour Organization (ILO), in particular the ILO Department of Statistics and the ILO Decent Work Team for West Africa. I would like to acknowledge Dr. Yacouba Diallo, ILO Principal Statistician, for his invaluable technical support throughout the process.

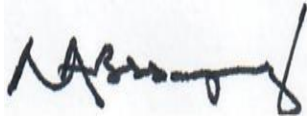
I commend all GBoS staff who contributed to the successful implementation of this survey. Special recognition goes to the three field coordinators: Mr. Muhammed I. Jaiteh, Mr. Sanna Manjang and Mr. Ebrima Suso for their leadership in coordinating survey design, training, data collection, and analysis and reporting.

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I extend my sincere thanks to all supervisors, enumerators and drivers who played a vital role in the fieldwork.

Most importantly, I wish to express heartfelt gratitude to all respondents who generously gave their time to participate in the interviews and provided the valuable information that made this report possible.

A handwritten signature in black ink, appearing to read 'Nyakassi M.B. Sanyang', written in a cursive style.

Nyakassi M.B. Sanyang
Statistician-General

June, 2025

ACRONYMS AND ABBREVIATIONS

| | |
|------|--|
| CAPI | Computer Assisted Personal Interviewing |
| DEFF | Design Effect |
| DEFT | Design Effect Factor |
| EA | Enumeration Area |
| GBoS | Gambia Bureau of Statistics |
| GIS | Geographic Information System |
| GLFS | Gambia Labour Force Survey |
| GRA | Gambia Revenue Authority |
| ICLS | International Conference of Labour Statisticians |
| ICSE | International Classification of Status in Employment |
| ILO | International Labour Organization |
| ISCO | International Standard Classification of Occupations |
| ISIC | International Standard Industrial Classification |
| IT | Information Technology |
| LF | Labour Force |
| LFPR | Labour Force Participation Rate |
| LFS | Labour Force Survey |
| LGA | Local Government Area |
| LU | Labour Underutilisation |
| N/A | Not Applicable |
| NEET | Not in Education, Employment, or Training |
| NGO | Non-Governmental Organization |

| | |
|--------|--|
| PLF | Potential Labour Force |
| PPS | Probability Proportional to Size |
| PWD | Persons with Disabilities |
| RF-NDP | Recovery-Focused National Development Plan |
| RSE | Relative Standard Error |
| SDG | Sustainable Development Goal |
| TRU | Time-Related Underutilisation |

EXECUTIVE SUMMARY

The Gambia's labour market has undergone meaningful changes between the 2022-23 and 2025 rounds of the Labour Force Surveys, reflecting both encouraging progress and continuing challenges. The data show improvements in labour force participation and employment, alongside persistent structural issues in informality, youth unemployment, and underemployment.

Labour force dynamics

The working age population (15 years and older) increased from approximately 1.40 million in GLFS 2022-23 to 1.43 million in GLFS 2025. Correspondingly, the labour force expanded by 10.8 per cent, from 609,410 to 675,470 individuals. This growth was driven by a notable rise in the labour force participation rate, from 43.6 per cent to 47.1 per cent. Employment also increased, with the number of employed persons rising from 563,395 to 619,620, with the employment-to-population ratio from 40.3 per cent to 43.2 per cent.

Unemployment and underemployment

Despite these gains, the unemployment rate for the population 15 years and older rose slightly from 7.6 per cent to 8.3 per cent, with youth (15-35 years) unemployment also increasing from 10.5 per cent to 11.5 per cent. Among females (15 years and older), the unemployment rate reached 9.2 per cent in GLFS 2025, compared to 7.5 per cent among males (15 years and older). Time-related underemployment declined from 13.3 per cent to 10.1 per cent overall, and from 14.6 per cent to 11.5 per cent among youth.

Labour underutilization (LU3)

Labour underutilization, measured by LU3¹, declined nationally from 31.6 per cent to 26.7 per cent and from 38.6 per cent to 33.3 per cent among youth. However, LU3 was significantly higher among females (34.3%) compared to males (19.1%), and in rural (33.8%) compared with urban areas (21.7%). Individuals in subsistence agriculture faced the highest underutilization levels at 60.0 per cent, more than double that of other workers (22.1%), underscoring the need for targeted rural and gender responsive strategies.

Youth employment and Not in Education, Employment or Training (NEET) Rates

Youth labour market indicators showed some progress. The share of youth not in employment, education, or training (NEET) declined from 45.3 per cent to 41.3 per cent among youth aged 15-35 years. Specifically, for youth aged 15-24 years, (**the SDG indicator 8.6.1**), the NEET rate

¹ LU3 is the combination of unemployment and potential labour force, refer to concepts and definitions.

dropped from 42.6 per cent to 38.3 per cent. However, the rate remained higher among young females (38.8%) and youth with disabilities (52.2%), pointing to ongoing challenges in inclusive youth engagement. Informal employment among youth increased slightly to 84.5 per cent from 84.0 per cent. Youth self-employment rose from 59.8 per cent to 62.9 per cent, indicating both entrepreneurial growth and continued barriers to formal job access.

Informality and gender disparities

Informality remains dominant across the labour market. Among those aged 15 years and older, informal employment increased from 79.4 per cent to 81.0 per cent, with a higher prevalence among females (82.3%) than males (76.7%). Informality was also widespread among persons with disabilities (78.8%), only a modest improvement from 79.2 per cent in GLFS 2022-23. These patterns reflect the limited reach of formal employment opportunities across population groups. Female labour force participation rose modestly from 39.6 per cent to 40.9 per cent, while men continued to dominate more secure forms of employment. The proportion of women in managerial positions fell from 36.1 per cent to 28.1 per cent between GLFS 2022-23 and GLFS 2025, highlighting persistent barriers to female leadership and career progression.

Persons with disabilities (PWD)

Persons with disabilities remain disproportionately excluded from the labour market. Their participation rate dropped significantly from 32.8 per cent to 20.1 per cent, compared to 47.4 per cent among those without disabilities. Although, the unemployment rate for PWD declined from 7.2 per cent to 3.8 per cent, this masks widespread non-participation. Informality among this group remains high, at 78.8 per cent in GLFS 2025. Among youth with disabilities, the NEET rate rose slightly from 61.1 per cent to 61.6 per cent, further widening the gap with the national average. These disparities point to the urgent need for inclusive policies that address discrimination, promote accessible work environments, and expand opportunities for training and formal employment.

Institutional sector

The private sector remained the dominant source of employment in The Gambia, accounting for 88.8 per cent of jobs in GLFS 2025, a slight decline from 89.6 per cent in GLFS 2022-23. Public sector employment increased to 9.8 per cent from 8.9 per cent, while the share of those employed in private households declined marginally from 1.5 per cent to 1.3 per cent.

Broad branch of economic activity

The services sector led the employment share, rising from 57.5 per cent to 61.7 per cent. Agriculture declined from 21.0 per cent to 17.6 per cent, and industry remained relatively stable

at around 21 per cent. Within the industry sector, manufacturing employment accounted for 8.9 per cent of total employment in GLFS 2025, slightly down from 9.1 per cent in GLFS 2022-23. Females continued to dominate in agriculture and services, while males were more engaged in industry.

Transition from International Classification of Status in Employment (ICSE)-93 to ICSE-18

Under the transition from International Classification of Status in Employment (ICSE)-93 to ICSE-18, independent workers without employees emerged as the largest employment category (53.5%), followed by employees (30.9%), dependent contractors (6.5%), employers (5.6%), and contributing family workers (3.5%). Workers in employment for profit including independent workers in household market enterprises, dependent contractors, and contributing family workers made up 64.4 per cent of total employment. Among employees, the majority were in permanent employment (21.9%), while other sub-categories included paid apprentices and interns (3.0%), short-term or casual employees (1.1%), and fixed-term employees (0.9%).

Working time

Average usual working hours per week in the main job rose from 44.1 hours to 46.7 hours, and actual hours worked increased from 38.0 hours to 39.0 hours.

Own-use production and own-use producers of foodstuff

Overall Engagement in own-use production work declined from 27.7 per cent in GLFS 2022-23 to 24.3 per cent in GLFS 2025, reflecting a reduced reliance on non-market activities. However, own-use foodstuff production (a subset of own-use production work) remained relatively stable, decreasing slightly from 10.5 per cent to 9.9 per cent. Within this category, participation increased marginally among females (from 7.6% to 7.8%) but declined among males (from 2.9% to 2.2%), highlighting the greater involvement of females in subsistence food production.

Labour market characteristics by birthplace and citizenship

In both the GLFS 2022-23 and GLFS 2025, labour market outcomes consistently favoured foreign-born individuals and foreign citizens over their native-born and citizen counterparts. In GLFS 2022-23, foreign-born individuals had a higher labour force participation rate (50.7%) compared to native-born individuals (43.2%), a pattern that became even more pronounced in 2025, with foreign-born participation rising to 65.8 per cent compared to 45.7 per cent for the native-born. Self-employment was the dominant employment status for both groups in GLFS 2022-23 and GLFS 2025, but it was more prevalent among the foreign-born, 76.3 per cent in GLFS 2022-23 and 69.2 per cent in GLFS 2025, compared to 64.5 per cent and 62.2 per cent for the native-born. The employment-to-population ratio also remained higher for foreign citizens, increasing from 51.0

per cent in GLFS 2022-23 to 59.8 per cent in GLFS 2025, while citizens registered lower rates of 39.9 per cent and 42.1 per cent, respectively. Also, the unemployment rate for foreign citizens dropped sharply from 4.9 to just 0.5 per cent, whereas the rate for citizens rose slightly from 7.7 per cent to 7.8 per cent, highlighting a persistent advantage for foreign nationals in accessing employment.

Internal migration

Internal migration in The Gambia shows significant long-term movement and urban concentration. While recent migration is low (4.1% moved in the last year), lifetime migration is high (64.2% reside outside their birth LGA). Brikama LGA is the primary destination (61.6% of migrants), attracting mostly from Banjul (55.5%), Kanifing (62.6%), and Kuntaur (54.2%). Kanifing is also a key destination, especially for those from Banjul (38.8%). Migration is mainly driven by marriage and family (78.1%), with work and study as secondary factors.

SUSTAINABLE DEVELOPMENT GOAL INDICATORS

Sustainable Development Goal Indicators – 2025 Gambia Labour Force Survey

| Indicator | Sex | | |
|---|----------|------------|-----------|
| | Male (%) | Female (%) | Total (%) |
| 5. Gender equality | | | |
| 5.5.2 Proportion of women in managerial positions | - | 28.1 | - |
| 8. Decent work and economic growth | | | |
| 8.3.1 Proportion of informal employment in total employment | 76.7 | 86.3 | 81.0 |
| 8.5.2 Unemployment rate, by sex, age and persons with disabilities | 7.5 | 9.2 | 8.3 |
| 8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training | 37.7 | 38.8 | 38.3 |
| 9. Industry, innovation and infrastructure | | | |
| 9.2.2 Manufacturing employment as a proportion of total employment | - | - | 8.9 |

Dash (-): means not applicable

CHAPTER 1: SURVEY METHODOLOGY

1.1 Introduction and Survey Objective

1.1.1 Introduction

Labour Force Surveys (LFS) are designed with the objective to produce official national statistics on the labour force, employment and unemployment for monitoring and planning purposes. LFS are the main source behind headline indicators of the labour market for short-term monitoring as well as more structural information on the number and characteristics of the employed, their jobs and working conditions, the job search activities of those without work, etc. They are a unique source of data on informal employment, and increasingly designed to produce statistics on unpaid forms of work and other related topics.

The 2025 Gambia Labour Force Survey (GLFS 2025) similar to the previous Labour Force Surveys collected information relating to employment, unemployment, as well as to determine the socio-economic characteristics of the labour force in support of macro-economic planning and employment policy formulation, implementation and monitoring. The data collected will develop programmes to improve the welfare of the people of The Gambia.

1.1.2 Objective

The broad objective of GLFS 2025 is to obtain comprehensive data on the status of the Labour Market. Broadly, the survey provides data on access to the labour market, the socio-economic characteristics of the labour force, the characteristics of employment and degree of informality for use in planning, policy implementation, monitoring and evaluation of Government programmes aimed at improving the livelihood of the population especially the vulnerable groups.

Specific objectives include the following:

- To measure the extent of labour underutilization including unemployment and underemployment in the country
- To provide measures of both current and usual economic activities
- To obtain a measure of the size of employment in the informal sector
- Geographical and sector contribution to employment
- Gender dimension of employment
- Economic migrants and their gender and geographical dimension

1.2 Survey Instruments

The survey instruments for GLFS 2025 consist of listing forms, questionnaires and instruction manuals for supervisors and enumerators. The questionnaires were developed by GBoS in collaboration with the technical working group.

The questionnaire comprises two parts: the household questionnaire and the individual questionnaire.

The Household Questionnaire listed all usual members of the selected households. Basic demographic information was collected on each person listed, including age, sex, marital status, nationality relationship to the head of the household, education, training, migration and functioning. The data on age of household members were used to identify individuals eligible for the individual questionnaire.

The individual questionnaire collected information on each eligible individual includes inter alia employment in the specified reference period, characteristics of current main job or business activity, working time in employment and job search. All usual household members aged 15 years and older were eligible for the individual questionnaire.

1.3 Training

Training of field staff for GLFS 2025 was conducted for a period of thirteen days from 29th January to 11th February 2025 with a break on 2nd February 2025.

The training was conducted in three phases. The first phase was characterized by taking the trainees through the household and individual questionnaires in English; i.e explaining the concepts/terminologies, flow and consistency of the questions.

In the second phase the questionnaires were translated into the major local languages (Mandinka, Wolof & Fula), as these are the main local languages spoken by respondents. All the trainees were engaged during translations, geared towards working out a common interpretation of the terminologies in the major local languages.

In the third phase, the trainees were introduced to Computer Assisted Personal Interviewing (CAPI). During the CAPI training session, the trainers projected the application and led the trainees through the application to ensure that all the questions and skips/logics were observed.

The training consisted of PowerPoint presentations, one-to-one sessions, mock interviews, assessment and pre-test for three days to assess the understanding of the trainees.

1.4 Data Collection

Main fieldwork (data collection) for GLFS 2025 started on the 16th and 17th of February 2025 for teams deployed in the urban and rural areas respectively. The fifty-eight days allocated for the main fieldwork ended officially on the 29th of April 2025 as all teams observed 6 days Koriteh (Eid al-Fitr) break.

Data collection was conducted in a total of 359 sampled Enumeration Areas (EAs) and 7,063 households which resulted in 31,757 individual interviews across the country.

The data collection was carried out by 10 teams, each comprised of 1 supervisor, 4 enumerators and 1 driver. Data collected from the household and individual questionnaires was directly inputted into tablet computers using the Computer Assisted Personal Interviewing (CAPI) application. The collected data were transmitted from the enumerators' tablets to that of supervisor via bluetooth and the supervisor syncs the data to the central office via internet connectivity on regular basis.

1.5 Sampling Methodology

1.5.1 Overview of Sampling Strategy

The GLFS 2025 is a nationally representative household survey conducted by the Gambia Bureau of Statistics. This survey was conducted to collect data on labour market activities from eligible individuals within selected households across the country. The primary objective of the GLFS 2025 is to generate accurate, disaggregated, and comparable estimates of key labour force indicators at various levels, including national, urban/rural, and LGAs. These estimates are essential for economic analysis, policymaking, and research, ensuring that labour market decisions are based on accurate, up-to-date information.

The sampling methodology for the GLFS 2025 employs a two-stage stratified design to ensure precision and representativeness. In the first stage, a stratified sample of enumeration areas (EAs) is selected from the 2024 census frame, with probability proportional to size (PPS), based on the number of households recorded in the EA. In the second stage, a fixed number of households is systematically selected within each sampled EA.

1.5.2 Sampling Frame

The sampling frame for the survey is derived from the 2024 Population and Housing Census, which was recently conducted nationwide. For purposes of surveys and censuses, the country is divided into eight LGAs: Banjul, Kanifing, Brikama, Mansakonko, Kerewan, Kuntaur, Janjanbureh, and Basse. Among these, the settlements in Banjul and Kanifing are exclusively urban. The urban and rural areas within each LGA except Banjul and Kanifing, which are exclusively urban, were

delineated as separate primary sampling strata, resulting in a total of 14 strata. Each LGA is further subdivided into districts, which are then further divided into settlements. An EA may consist of a single settlement, a cluster of small settlements, or a segment of a larger settlement.

1.5.3 Sample Size and Allocation

To ensure robust statistical analysis and optimal sample design for the GLFS 2025, it was essential to analyse the sampling errors, confidence intervals, and design effects associated with key estimates derived from the GLFS 2022-23 data. These metrics are critical for evaluating the adequacy of sample size requirements and assessing the statistical efficiency of the sampling framework. The design effect, defined as the ratio of the variance of an estimate under the actual sample design to the variance under a simple random sample of equivalent size, serves as a key indicator of the relative efficiency of the sampling strategy. This measure is predominantly influenced by the clustering effect inherent in the design.

For this analysis, the youth labour force participation rate (ages 15-35 years), estimated at 38.1 per cent in the GLFS 2022-23, was selected as the primary indicator. The sample size calculations were performed using the ILO Labour Force Survey (LFS) sample size calculation template, a standardized tool for such computations. The sample size was determined for each analytical domain as well as for the survey overall, resulting in a total requirement of 7,180 households.

Table 1.1 outlines the allocation of EAs and households across LGAs and by residence (urban/rural). The decision to select 20 households per EA was guided by several factors, including the design effect, budgetary constraints, and the time required for field teams to complete data collection in each EA. This approach led to the identification of 359 EAs for the survey, ensuring a balance between statistical precision and operational feasibility.

Table 1. 1: Sample allocation of EAs and households by LGA and residence

| LGA | 2024 Census frame | | | Total EAs | GLFS 2025 Sample | | Sample size in number of households |
|-------------------|-------------------|--------------|--------------|------------|------------------|------------|-------------------------------------|
| | Urban EAs | Rural EAs | Total | | Urban EAs | Rural EAs | |
| Banjul | 50 | - | 50 | 26 | 26 | - | 520 |
| Kanifing | 751 | - | 751 | 59 | 59 | - | 1,180 |
| Brikama | 1,585 | 715 | 2,300 | 59 | 40 | 19 | 1,180 |
| Mansakonko | 39 | 172 | 211 | 43 | 8 | 35 | 860 |
| Kerewan | 121 | 425 | 546 | 43 | 9 | 34 | 860 |
| Kuntaur | 16 | 234 | 250 | 43 | 5 | 38 | 860 |
| Janjanbureh | 51 | 275 | 326 | 43 | 7 | 36 | 860 |
| Basse | 143 | 359 | 502 | 43 | 12 | 31 | 860 |
| The Gambia | 2,756 | 2,180 | 4,936 | 359 | 166 | 193 | 7,180 |

"-" means Banjul and Kanifing LGAs are entirely urban areas, for this reason the values for rural are empty

1.5.4 Sample Selection Procedures

A stratified two-stage sampling approach was employed for the survey. In the first stage, EAs were systematically selected within each stratum using PPS. In the second stage, households were selected from the compiled listings through systematic random sampling. The methodologies applied at each sampling stage are detailed in the following sections.

1.5.4.1 First Stage Selection of EAs

During the initial sampling phase, the predetermined number of EAs for each stratum, as outlined in Table 1.1, was systematically selected using PPS from an ordered list of EAs within the sampling frame. The measure of size for each EA was derived from the total number of households recorded in The Gambia's 2024 Census frame. The following selection procedures were applied within each stratum:

1. Cumulate the measures of size (number of households) down the ordered list of EAs within the stratum. The final cumulated measure of size will be the total number of households in the frame for the stratum (M_h).
2. To obtain the sampling interval for stratum h (I_h), divide M_h by the total number of EAs to be selected in stratum h (n_h) specified in Table 1: $I_h = M_h/n_h$.
3. Select a random number (R_h) between 0 and I_h . The sample EAs in stratum h will be identified by the following selection numbers:

$$S_{hi} = R_h + [I_h \times (i - 1)], \text{ rounded up,}$$

where $i = 1, 2, \dots, n_h$

The i -th selected EA in the stratum is the one with a cumulated measure of size closest to S_{hi} that is greater than or equal to S_{hi} .

1.5.4.2 Listing of Households in Sample EAs

Prior to the GLFS 2025 data collection, a household listing exercise was carried out in each EA. Supervisors verified the boundaries of each sample EA to ensure full coverage and accuracy in the enumeration process. The household counts obtained from the listing were cross-checked against the corresponding figures from the census frame. Any significant discrepancies were thoroughly investigated by the GIS team and resolved to maintain data integrity and alignment with the census framework. Following the completion of the household listing exercises and subsequent data cleaning, a total of 7,063 households were selected for the survey.

1.5.4.3 Selection of Sample Households within Each Sample EA

A random systematic sample of 20 households was selected from the household listing for each sample EA using the following procedures:

- 1) All the households are assigned a serial number from 1 to M'_{hi} , the total number of households listed in the EA.
 - 2) To obtain the sampling interval for the selection of households within the sample EA (I_{hi}), divide M'_{hi} by 20, and maintain 2 decimal places.
 - 3) Select a random number (R_{hi}) with 2 decimal places, between 0.01 and I_{hi} .
- The selected households within the sample EA will be identified by the following selection numbers:

$$S_{hij} = R_{hi} + [I_{hi} \times (j-1)], \text{ rounded up to the next integer,}$$

where $j = 1, 2, 3, \dots, 20$

The j -th selected household is the one with a serial number equal to S_{hij} .

The listing information for all sample EAs were sent to GBoS for the selection of sample households.

1.5.5 Sample Probabilities and Sampling Weights

The data was subjected to a weighting process during the data management phase to account for the probability of selecting both an EA and a household within the EA. The final weights were standardized prior to their application to the dataset. This adjustment was necessary because the sampling design, as outlined earlier, is not self-weighting. Specifically, households were selected with unequal probabilities during the second stage of sampling. Consequently, an adjustment factor, or sampling weight, was incorporated into the tabulations to address variations in selection probabilities and the number of completed interviews within each EA. The necessary information for computing these weights was derived from the EA and household selection stages. A comprehensive spreadsheet containing all relevant sampling parameters and selection probabilities was developed to streamline the calculation of the design weights. These weights were subsequently adjusted to account for household non-response, resulting in the final sampling weights.

Furthermore, post-stratification weights were applied to align the sample population with the national population. This adjustment utilized the sex distribution and the population totals to ensure the sample accurately reflects the demographic structure of the country.

1.5.6 Post-Stratification Adjustment

To further improve the representativeness of the sample, post-stratification was performed using known population totals from the 2024 Population and Housing Census. The following variables were used for this adjustment:

- Sex (Male, Female)
- Residence (urban/rural area)
- Local Government Area (LGA)
- Working age population (15 years and older)

Each respondent was assigned to a post-stratum defined by the cross-classification of these variables. The `ipfweight` procedure in Stata was used to calibrate the individual weights so that the marginal distributions of the weighted survey data matched the census totals.

The resulting post-stratified weight (`ilo_wgt`) reflects both the sampling design and population benchmarks, improving the accuracy of estimates, especially for subpopulations.

1.5.7 Estimation of Sampling Errors

To evaluate the accuracy of the survey results, tables detailing sampling errors and confidence intervals for key estimates were generated. Sampling error reflects the discrepancy between an estimate and the value that would have been obtained from a full population census under identical conditions. These tables, included in the report's annex, provide precision measures for unemployment and employment estimates across various domains. For each estimate, the tables present the standard error, coefficient of variation (CV), 95% confidence interval, design effect (DEFF), and the number of observations. The variance estimator for a total, as implemented in STATA, the analytical tool used by GBoS, can be expressed as follows:

Variance Estimator for a Total

$$V(\hat{Y}) = \sum_{h=1}^L \left[(1 - f_h) \times \frac{n_h}{n_h - 1} \sum_{i=1}^{n_h} \left(\hat{Y}_{hi} - \frac{\hat{Y}_h}{n_h} \right)^2 \right],$$

where:

f_h = average first stage probability within stratum h ; $(1 - f_h)$ is the finite population

correction (fpc) factor

$$\hat{Y}_{hi} = \sum_{j=1}^{m_h} W'_{hi} y_{hij}$$

y_{hij} = value of variable y for the j -th sample household in the i -th sample EA of stratum h

$$\hat{Y}_h = \sum_{i=1}^{n_h} \hat{Y}_{hi}$$

The variance estimator for a ratio used by Stata packages can be expressed as follows:

Variance Estimator for a Ratio

$$V(\hat{R}) = \frac{1}{\hat{X}^2} \left[V(\hat{Y}) + \hat{R}^2 V(\hat{X}) - 2 \hat{R} COV(\hat{X}, \hat{Y}) \right],$$

where:

$$COV(\hat{X}, \hat{Y}) = \sum_{h=1}^L \left[(1 - f_h) \times \frac{n_h}{n_h - 1} \sum_{i=1}^{n_h} \left(\hat{X}_{hi} - \frac{\hat{X}_h}{n_h} \right) \left(\hat{Y}_{hi} - \frac{\hat{Y}_h}{n_h} \right) \right]$$

$V(\hat{Y})$ and $V(\hat{X})$ are calculated according to the formula for the variance of a total.

1.5.8 Household and individual response rates

The Survey achieved high response rates, with 96.3 per cent of eligible households and 92.1 per cent of eligible individuals aged 15 years and older completing the survey. These strong participation rates indicate robust data quality and minimal non-response bias, ensuring reliable labour market statistics. The slightly lower individual response rate may reflect typical challenges in personal interviews but remains well above standard survey benchmarks.

Table 1. 2: Results of the household and individual interviews

| Category | Eligible | Completed | Response Rate (%) |
|------------------|----------|-----------|-------------------|
| Household | 7,063 | 6,800 | 96.3 |
| Individual (15+) | 34,486 | 31,757 | 92.1 |

1.6 Concepts and Definitions

1.6.1 Household

A household consists of one person or a group of persons whether or not they are related by blood or marriage living together and who have a common arrangement of housekeeping that is sharing meal together and sharing living arrangement and they acknowledge one person male or female as the head of the household.

1.6.2 Working Age Population

All individuals aged 15 years and older who were usual residents in the country at the time of the survey.

1.6.3 Employed

The employed comprise all persons of working age who, during the reference week, performed at least one hour of work to produce goods or provide services for pay or profit, whether in cash or in kind. This includes:

employed persons “at work”, i.e. who worked in a job for at least one hour;

employed persons “not at work” due to temporary absence from a job, or to working-time arrangements (such as shift work, flexi-time and compensatory leave for overtime).

1.6.4 Branch of Economic Activity

The branch of economic activity refers to the main activity of the establishment in which a person worked during the reference period. The branch of economic activity of a person does not depend on the specific duties or functions of the person’s job, but rather on the characteristics of the economic unit in which the person works.

Data presented by branch of economic activity is based on the International Standard Industrial Classification of All Economic Activities (International Standard Industrial Classification (ISIC), Rev.4). They can be grouped by broad sector of economy:

- **Agriculture** comprises activities in agriculture, hunting, forestry and fishing.
- **Industry** comprises mining and quarrying, manufacturing, construction and public utilities (electricity, gas and water).
- **Services** consist of wholesale and retail trade, restaurants and hotels, transport, storage and communications, finance, insurance, real estate and business services, and community, social and personal services.

1.6.5 Employment-to-Population Ratio

The employment-to-population ratio is defined as the proportion of the working-age population that is employed. The indicator provides information on the ability of an economy to create employment; for many countries the indicator is often more insightful than the unemployment rate.

1.6.6 Formal and Informal Economic Units

An Economic unit has a formal status if it's:

- being owned or controlled by the government; or
- being recognized as separate legal entities from their owners; or
- keeping a complete set of accounts for tax purposes; or
- being registered with Registrar of Companies under the Ministry of Justice or Gambia Revenue Authority (GRA); or
- producing for the market and employing one or more persons to work as an employee with a formal job;

And economic units that do not fulfil any of the criteria above do not have a formal status.

1.6.7 Institutional Sector of Employment

Institutional sector of employment refers to the kind of economic unit in which the person is employed, as defined by its legal organisation, principal functions, behaviour and objectives.

The survey data distinguish three sectors of employment:

- **Public sector** refers to all government institutions or state-owned enterprises.
- **Private sector** includes market enterprises, as well as Non-Governmental Organisations (NGOs), non-profit institutions, international organizations and foreign embassies.
- **Household** refers to private households as employers of domestic workers.

1.6.8 Status in Employment (ICSE-18) Categories

Employers in corporations

- Individuals who own and operate incorporated enterprises and hire employees.

Employers in household market enterprises

- Individuals who operate unincorporated household businesses and hire employees.

Owner-operators of corporations without employees

- Individuals who run incorporated enterprises on their own without hiring employees.

Own-account workers in household market enterprises without employees

- Individuals who operate unincorporated household businesses on their own, without hiring employees.

Dependent contractors

- Individuals who are technically self-employed but are dependent on one or a few clients and do not have employment contracts, though their conditions resemble those of employees.

Permanent employees

- Workers with ongoing employment contracts that have no fixed end date.

Fixed-term employees

- Workers with employment contracts that specify a set end date.

Short-term and casual employees

- Workers with informal or temporary arrangements, often with irregular or unpredictable hours.

Paid apprentices, trainees and interns

- Individuals engaged in paid work primarily for training or skill development, often with structured learning components.

Contributing family workers

- Individuals who work in a market-oriented family business without receiving formal pay, typically assisting relatives and with limited authority.

1.6.9 Disability Status

The criteria for identifying a person with disability follows the Washington Group Short Set of functioning that assesses functional difficulties with six universal basic activities (functions): seeing, hearing, walking, self-care, cognition and communication. Respondents who answer “a lot of difficulty” or “cannot do it at all” to at least one of the six functioning questions are considered persons with disability.

1.6.10 International Migrants

International migrants are persons who usually reside in The Gambia but were born in another country or hold citizenship of another country. This includes both the foreign-born population and the foreign population (non-citizens).

1.6.11 International Migrant Workers

International migrant workers are persons of working age in The Gambia who are:

- **Usual residents:** non-Gambian citizens or foreign-born individuals who were either employed or unemployed during the reference period.
- **Non-resident foreign workers:** persons not usually resident in The Gambia but who were working for, or seeking work with, resident producer units during the reference period.

Since household surveys typically exclude non-residents, this survey defines international migrant workers as non-Gambian citizens who were employed or seeking work during the reference period.

1.6.12 Labour Force

The labour force is the sum of the number of persons of working age who are employed and the number of persons of working age who are unemployed.

1.6.13 Labour Force Participation Rate

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. The indicator informs on the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age.

The labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of the working-age population.

1.6.14 Potential Labour Force

The potential labour force is defined as persons not employed who:

- want to work and looked for work but were not available, or
- did not look for work but were available. This group also called discouraged job seekers are not seeking work because they don't believe work is available.

1.6.15 Time Related Underemployment

Persons in time-related underemployment comprise all persons in employment who satisfy the following three criteria during the reference period: a) are willing to work additional hours; b) are available to work additional hours i.e., are ready, within a specified subsequent period, to work additional hours given opportunities for additional work; and c) worked less than 35 hours.

The indicator is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time.

1.6.16 Labour Underutilization: Unemployed, Time-Related Underemployed (TRU), Potential Labour Force (PLF)

Labour underutilisation captures mismatches between labour supply and demand, reflecting the unmet need for employment. It extends beyond standard unemployment to include persons with insufficient working time or weak labour market attachment.

The ILO framework identifies four indicators to measure labour underutilisation (LU):

- **LU1: Unemployment**
- Persons of working age who:
 - Did not work for pay or profit during the reference period,
 - Actively sought work in the past four weeks, and
 - Were available to work during the reference week or within the next two weeks.

- **Long-term unemployment** refers to spells of 12 months or more.
- **Formula:** $(\text{Unemployed} / \text{Labour force}) \times 100$
- **LU2: Combined Unemployment and Time-related Underemployment**
- Adds persons who were employed but worked fewer than 35 hours during the reference week and were willing and available to work more hours (time-related underemployment).
- **Formula:** $(\text{Unemployed} + \text{TRU}) / \text{Labour force} \times 100$
- **LU3: Combined Unemployment and Potential Labour Force**
- Includes discouraged jobseekers and those marginally attached to the labour market.
- **Formula:** $(\text{Unemployed} + \text{PLF}) / \text{Extended labour force} \times 100$
- **LU4: Composite Labour Underutilisation**
- Encompasses all three groups: unemployed, time-related underemployed, and potential labour force. **Formula:** $(\text{Unemployed} + \text{TRU} + \text{PLF}) / \text{Extended labour force} \times 100$

1.6.17 Occupation

Occupation refers to the tasks and duties performed by an employed person at their job, irrespective of the branch of economic activity or status in employment of that person. The survey data have been classified with the International Standard Classification of Occupations (ISCO-08).

1.6.18 Outside Labour Force

Persons outside of the labour force are persons of working age who were not employed and who were not looking for a job. There are different reasons for not participating in the labour force such as being occupied in caring for family members; retired, sick or disabled or attending school; persons may believe no jobs are available; or they may simply not want to work.

1.6.19 Own-account Workers

Own-account workers are independent workers who operate an economic unit, alone or in partnership with others, that does not employ any employees on a regular basis. The economic unit which they operate may be incorporated or unincorporated.

1.6.20 Own-use Production Work (ILO, 19th International Conference of Labour Statisticians (ICLS), 2013)

Own-use production work refers to the production of goods by individuals for their own final use or that of their household. This includes activities such as growing food, fishing, hunting or gathering natural resources, processing food for storage, fetching water, collecting firewood, manufacturing household goods, and constructing own dwellings.

1.6.21 Own-use Producers of Foodstuff

Own-use producers of foodstuff are a subset of own-use production workers engaged specifically in the production of foodstuffs such as farming, fishing, hunting, or food processing for final use

by the household, rather than for sale or barter Note: Individuals engaged in own-use production are not considered employed, as their work is not done for pay or profit. However, they are recognized as being in work, under the category of own-use production of goods, as defined by the 19th ICLS.

1.6.22 Status in Employment

Status in employment refers to the type of work relationship a person has in his/her job, taking into account the kind of economic risk and degree of authority that the person experiences in their job. The survey data distinguish four statuses in employment: employee, employer, own-account worker and contributing family worker.

1.6.23 Youth Not in Education, Employment or Training (NEET)

The NEET rate measures the share of youth aged 15-35 years who are Not in Education, Employment or training as a percentage of the total youth population. It provides a measure of potential youth labour market entrants.

For measurement purpose it is important not to double count youth who are simultaneously both in employment and education or training. The formula can be expressed as:

NEET rate = $\frac{[(\text{Unemployed youth} + \text{Youth outside the labour force}) - (\text{Unemployed youth in education or training} + \text{Youth outside the labour force in education or training})]}{\text{Youth}} \times 100$

1.6.24 Main Job

The main job is defined, as per the international standards, as the one in which the person usually works the most hours, even if they were absent from it in the reference week. If the hours of work are the same in each job, the main job/business is the one that generates the highest income.

1.6.25 Internal Migration

- **Migrant (Life-time migrant)**
- An individual whose place of birth (Local Government Area (LGA)) is different from their current place of residence (LGA) at the time of the survey. This excludes those born abroad.
- **Non-migrant**
- An individual who either reported having always lived in the LGA of enumeration or whose place of birth is the same as their current LGA of residence.
- **Recent migrant**
- A person who has lived in their current location for less than one year, regardless of place of birth.

1.6.26 Decent work

The International Labour Organization (ILO) defines *decent work* as “productive work for women and men in conditions of freedom, equity, security and human dignity.” It reflects the quality of work beyond employment status alone and is central to inclusive and sustainable economic growth.

Work is considered ***decent*** when it:

- Provides a fair income;
- Ensures job security and safe working conditions;
- Guarantees equal opportunities and treatment for all;
- Offers social protection for workers and their families;
- Encourages personal development and social integration; and
- Respects workers’ rights to express concerns, organize, and participate in decisions affecting them.

This broader concept is integral to labour market diagnostics and underpins many Sustainable Development Goal (SDG) indicators, particularly SDG 8 on “Decent Work and Economic Growth.”

1.6.27 Predominantly Rural Local Government Areas

These are Local Government Areas (LGAs) in which the number of rural settlements are more than the number of urban settlements. The predominantly rural areas Brikama, Mansakonko, Kerewan, Kuntaur, Janjanbureh and Basse LGAs.

1.6.28 Youth

The Gambia adopted the African Union definition of youth, which defines youth as a person aged 15–35 years.

1.6.29 Formal and Informal Employment

The classification of employment as formal or informal is based on the characteristics of both the job and the economic unit in which the work is performed.

- Employers and independent (own-account) workers without employees are classified as being in formal employment if their enterprise meets at least one of the following conditions:
 - Registered with the Registrar of Companies under the Ministry of Justice,
 - Registered with the Gambia Revenue Authority (GRA),

- Maintains a complete set of accounts for tax purposes,
 - Is incorporated, or
 - Engages a formal employee (i.e., hires someone in formal employment).
- Dependent contractors (self-employed individuals who work for income from a single or main client) are classified as being in formal employment if they:
 - Operate an enterprise that is registered with the Registrar of Companies or the GRA, or
 - Have access to formal arrangements such as social insurance.
- Employees are considered to be in formal employment if their employer provides at least one of the following employment benefits:
 - Social security contributions,
 - Access to health insurance, or
 - Entitlement to both paid sick leave and paid annual leave.
- Contributing family workers are by default considered to be in informal employment, as there are currently no formal employment arrangements for such workers in The Gambia.

All workers who do not meet the criteria for formal employment as outlined above are classified as being in informal employment, regardless of the sector or type of economic unit.

Chapter 2: KEY LABOUR MARKET FINDINGS

2.1 Introduction

This chapter highlights key shifts in The Gambia's labour market between GLFS 2022-23 and GLFS 2025. The data show a growing number of people participating in the labour force and more being employed, but also reveal persistent challenges particularly around youth unemployment, informal work, and regional disparities. While some indicators have improved, others show that many people are still being left behind and need better, more secure job opportunities.

2.2 Key Labour Market Changes: GLFS 2022-23 and GLFS 2025

Error! Reference source not found. presents key labour market changes between GLFS 2022-23 and GLFS 2025. The results reveal meaningful changes in the labour market compared to GLFS 2022-23.

Overall, labour force participation rose from 43.6 per cent to 47.1 per cent, suggesting that more people of working age are actively engaging in the labour market. The employment-to-population ratio also increased from 40.3 per cent to 43.2 per cent, reflecting a rise in the proportion of the working-age population that is actually employed.

At the same time, the unemployment rate saw a slight increase from 7.6 per cent to 8.3 per cent, likely driven by a growing number of jobseekers, particularly among youth. The youth unemployment rate rose from 10.5 per cent to 11.5 per cent, pointing to continued challenges for young people entering the labour market.

Despite the rise in unemployment, there was a notable improvement in overall labour absorption. The rate of labour underutilisation (LU3) fell from 31.6 per cent to 26.7 per cent, largely due to a decline in time-related underemployment, which dropped from 13.3 per cent to 10.1 per cent.

One of the persistent features of the labour market continues to be informal employment, which increased slightly from 79.4 per cent to 81.0 per cent. This indicates that most employed people remain outside formal work arrangements, underscoring the structural nature of informality in The Gambia.

Meanwhile, participation in own-use production of foodstuffs rose from 8.5 per cent to 9.9 per cent, indicating a small but noticeable increase in unpaid work for household consumption. This shift may reflect changes in rural livelihoods, household coping strategies, or efforts to strengthen food security through self-reliant food production.

Finally, the unemployment rate among adults aged 36 years and older increased slightly from 3.8 per cent to 4.4 per cent, but remains well below that of younger age groups, suggesting that older workers still face fewer barriers to employment.

Overall, the findings point to a labour market that is gradually expanding in terms of participation and employment, with signs of improved job utilisation, though challenges such as youth unemployment and widespread informality remain.

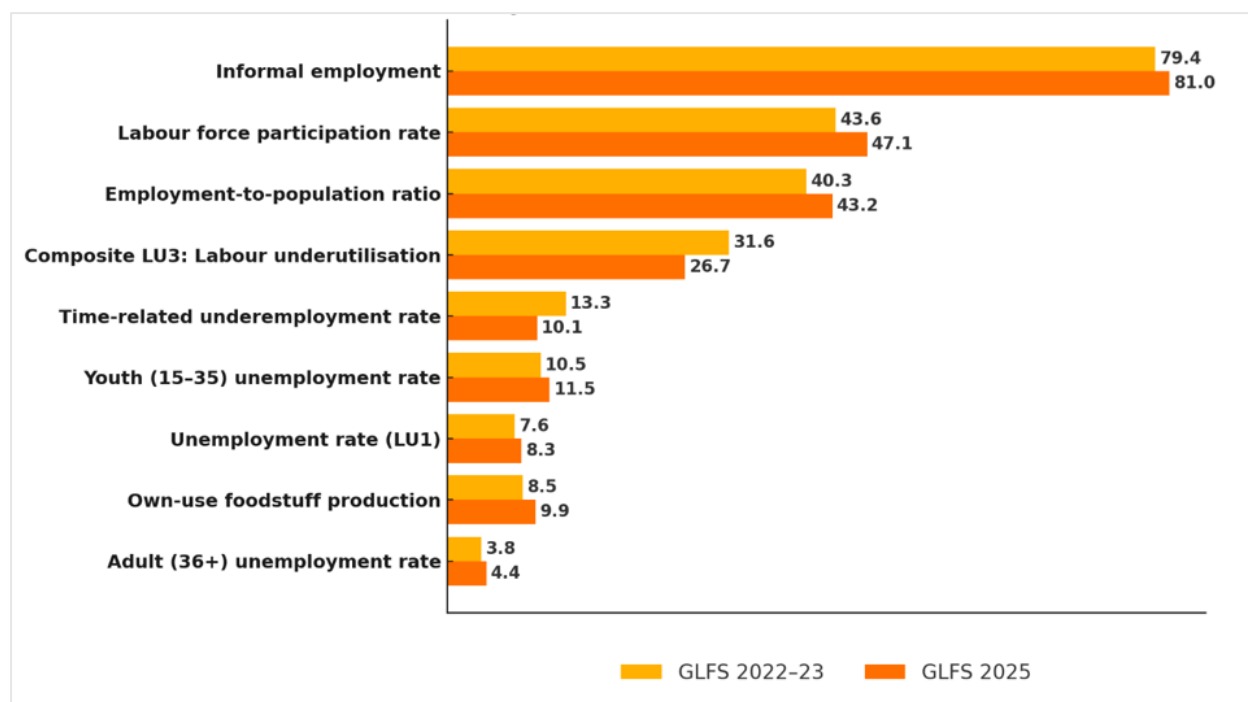


Figure 2. 1: Key labour market changes (%): GLFS 2022-23 and GLFS 2025

2.2.1 Labour Market Changes by Sex and Residence: GLFS 2022-23 vs GLFS 2025

Error! Reference source not found. presents key labour market changes between GLFS 2022-23 and GLFS 2025 by sex and residence. The results show some encouraging progress, but also reminds us of the gaps that still exist between males and females, and between urban and rural areas.

Labour force participation increased across all groups, but the growth was more significant among males. Male participation rose from 47.9 per cent in GLFS 2022-23 to 53.8 per cent in GLFS 2025. Among females, the increase was much smaller, from 39.6 per cent to 40.9 per cent. Urban and rural areas both saw slight improvements, with urban participation rising to 48.7 per cent and rural to 45.8 per cent. The data suggest that more people are joining the labour force, though males are doing so at a faster rate than females.

In terms of employment, the employment-to-population ratio also improved, especially for males and urban residents. Male employment increased from 44.2 per cent to 49.8 per cent, while females increased only slightly to 37.2 per cent. Urban employment rose to 45.2 per cent, compared to 40.5 per cent in rural areas. This shows a modest increase in employment opportunities, but also highlights ongoing disparities, particularly for females and those living in rural areas.

Unemployment (LU1) increased slightly overall. While the rate for males fell a bit from 7.8 per cent to 7.5 per cent, it went up for females, from 7.2 per cent to 9.2 per cent. Unemployment in rural areas also rose from 7.0 per cent to 8.4 per cent, while urban rates stayed about the same. These figures show that even though more people are working, job searching remains a challenge, especially for females and rural populations.

Informal employment continues to dominate, particularly in rural areas. In GLFS 2025, 88.5 per cent of rural workers were in informal jobs, compared to 70.4 per cent in urban areas. While informal employment dropped slightly among females (from 84.7% to 82.3%), it increased for males (from 74.7% to 76.7%). This suggests that most people are still working without formal contracts or social protection, and little has changed in that regard.

There was some progress when it comes to time-related underemployment, that is, people working fewer hours than they want to. The rate dropped for all groups, especially among males (from 8.5% to 6.8%) and in urban areas (from 10.7% to 9.5%). But it remains high for females (14.2%) and rural workers (11.0%).

Labour underutilisation (LU3) which combines unemployment and the potential labour force fell among males and in urban and rural areas. However, it stayed the same for females, at a high 34.3 per cent. This points to deeper structural challenges that females face in accessing full and decent work.

Youth unemployment increased slightly for both males and females, reaching 11.5 per cent in GLFS 2025. In rural areas, it rose from 9.7 per cent to 11.9 per cent. This shows that young people are still struggling to find jobs, particularly in rural settings.

Among older adults (36 years and older), unemployment remains low, though there was a slight increase in GLFS 2025. Rates were similar for males and females (4.4%), with rural adults facing a slightly higher rate (5.3%) than their urban counterparts (3.6%).

Finally, more people especially in rural areas and among females are turning to own-use production of foodstuff. Participation increased from 14.6 per cent to 17.4 per cent in rural areas, and from 10.5 per cent to 14.8 per cent among females. This may reflect coping strategies in response to economic hardship, or a shift towards own-use food production.

Table 2. 1: Labour market changes by sex and residence, GLFS 2022-23 and GLFS 2025

| Indicator | GLFS 2022-23 | | | | GLFS 2025 | | | | |
|--|--------------|--------|-------|-------|-----------|--------|-------|-------|-------|
| | Male | Female | Urban | Rural | Male | Female | Urban | Rural | Total |
| Labour force participation rate | 47.9 | 39.6 | 43.1 | 44.0 | 53.8 | 40.9 | 48.4 | 45.0 | 47.1 |
| Employment-to-population ratio | 44.2 | 36.7 | 41.2 | 38.3 | 49.8 | 37.2 | 45.2 | 40.5 | 43.2 |
| Unemployment rate (LU1) | 7.8 | 7.2 | 8.1 | 7.0 | 7.5 | 9.2 | 8.1 | 8.4 | 8.3 |
| Informal employment | 74.7 | 84.7 | 71.2 | 89.6 | 76.7 | 82.3 | 70.4 | 88.5 | 81.0 |
| Time-related underemployment rate | 8.5 | 18.8 | 10.7 | 17.0 | 6.8 | 14.2 | 9.5 | 11.0 | 10.1 |
| Composite LU3: Labour underutilisation | 19.1 | 34.3 | 28.8 | 34.5 | 19.1 | 34.3 | 26.3 | 27.3 | 26.7 |
| Youth (15–35) unemployment rate | 10.5 | 10.5 | 10.7 | 9.7 | 11.5 | 11.5 | 11.2 | 11.9 | 11.5 |
| Adult (36+) unemployment rate | 3.8 | 3.8 | 3.5 | 4.3 | 4.4 | 4.4 | 3.6 | 5.3 | 4.4 |
| Own-use production of foodstuff | 6.5 | 10.5 | 4.1 | 14.6 | 4.5 | 14.8 | 5.1 | 17.4 | 9.9 |

2.2.2 Labour Market Changes by LGA: GLFS 2022-23 vs GLFS 2025

Error! Reference source not found. presents changes in key labour market indicators by LGA. The 2025 results show improvements across LGAs, but also highlights persistent disparities. Labour force participation increased in all LGAs, especially in Banjul and Kuntaur, while Mansakonko and Janjanbureh remained below the national average. Employment-to-population ratios followed a similar pattern, with the strongest gains in Banjul and Brikama, but weaker performance in the predominantly rural LGAs like Mansakonko.

Unemployment (LU1) increased slightly across most LGAs, with the highest rates in Mansakonko and Kuntaur. Informal employment remained widespread, particularly in Kuntaur (85.2%) and Mansakonko (84.3%), reflecting limited access to formal jobs.

Time-related underemployment declined in most LGAs but remained high in Mansakonko and Kuntaur. Labour underutilisation (LU3) also fell nationally but remain high in the interior. Youth unemployment rose slightly everywhere, while adult unemployment remained low, with Basse recording the highest rate (4.7%).

Own-use production of foodstuff grew sharply in rural areas most notably in Kuntaur and Janjanbureh suggesting increased reliance on own-use food production as a coping mechanism.

Table 2. 2: Labour Market Indicators by Local Government Area, GLFS 2022-23 vs GLFS 2025

| Indicator | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | Total |
|--|---------------------|----------|---------|------------|---------|---------|-------------|-------|-------|
| | GLFS 2022-23 | | | | | | | | |
| Labour force participation rate | 48.1 | 41.2 | 43.0 | 39.5 | 40.0 | 44.2 | 42.1 | 41.7 | 43.6 |
| Employment-to-population ratio | 44.3 | 36.4 | 40.9 | 35.7 | 37.9 | 41.1 | 39.2 | 40.4 | 40.3 |
| Unemployment rate (LU1) | 6.5 | 7.8 | 8.2 | 9.1 | 7.7 | 8.0 | 7.9 | 7.3 | 7.6 |
| Informal employment | 75.1 | 80.4 | 78.6 | 82.3 | 79.2 | 83.0 | 81.4 | 80.0 | 79.4 |
| Time-related underemployment rate | 10.0 | 12.4 | 11.3 | 13.0 | 11.7 | 12.8 | 12.1 | 11.5 | 13.3 |
| Composite LU3: Labour underutilisation | 30.2 | 32.1 | 31.0 | 33.5 | 31.7 | 32.9 | 32.0 | 31.6 | 31.6 |
| Youth (15–35) unemployment rate | 11.0 | 10.5 | 10.7 | 9.9 | 10.4 | 10.8 | 10.6 | 10.3 | 10.5 |
| Adult (36+) unemployment rate | 3.5 | 3.9 | 3.7 | 4.0 | 3.8 | 4.1 | 3.9 | 4.2 | 3.8 |
| Own-use production of foodstuff | 0.1 | 3.9 | 5.6 | 20.3 | 8.9 | 23.5 | 14.3 | 12.8 | 8.5 |
| | GLFS 2025 | | | | | | | | |
| Labour force participation rate | 51.0 | 43.5 | 46.2 | 41.3 | 43.8 | 47.6 | 45.0 | 44.9 | 47.1 |
| Employment-to-population ratio | 48.2 | 38.3 | 44.0 | 37.6 | 39.5 | 45.2 | 42.7 | 42.9 | 43.2 |
| Unemployment rate (LU1) | 7.2 | 8.5 | 8.3 | 9.3 | 8.4 | 8.7 | 8.2 | 8.0 | 8.3 |
| Informal employment | 76.5 | 82.1 | 80.0 | 84.3 | 81.6 | 85.2 | 83.7 | 82.5 | 81.0 |
| Time-related underemployment rate | 9.3 | 11.8 | 10.5 | 12.0 | 10.8 | 11.9 | 11.2 | 10.9 | 10.1 |
| Composite LU3: Labour underutilisation | 27.1 | 29.5 | 28.3 | 30.8 | 28.9 | 30.0 | 29.1 | 28.7 | 26.7 |
| Youth (15–35) unemployment rate | 12.0 | 11.5 | 11.7 | 10.5 | 11.2 | 11.8 | 11.6 | 11.3 | 11.5 |
| Adult (36+) unemployment rate | 4.0 | 4.3 | 4.2 | 4.5 | 4.1 | 4.6 | 4.4 | 4.7 | 4.4 |
| Own-use production of foodstuff | 3.4 | 2.6 | 6.5 | 22.1 | 12.1 | 31.1 | 29.0 | 14.2 | 9.9 |

CHAPTER 3: WORKING AGE POPULATION CHARACTERISTICS AND LABOUR FORCE PARTICIPATION

3.1 Introduction

This chapter presents an overview of the working-age population (15 years and older) and their labour force participation characteristics based on GLFS 2025 data. It explores overall participation rates, differences by educational attainment, disparities between youth and adults, and variations across age and sex. The findings underscore the demographic and structural factors that shape access to employment in The Gambia.

3.2 Labour Force and Outside the Labour Force

Error! Reference source not found. presents the distribution of the working-age population (15 years and older) by labour force participation status based on the GLFS 2025. Just under half (47.1%) of the population were classified as being in the labour force, either employed or actively seeking work. The remaining 52.9 per cent were outside the labour force. A closer breakdown of this group reveals that 13.5 per cent were studying only, 6.4 per cent were engaged in own-use foodstuff production, typically subsistence farming not intended for sale and 33.0 per cent were in other categories outside the labour force, including homemakers, discouraged jobseekers, and those unable to work. This distribution highlights the importance of disaggregating reasons for non-participation in order to inform targeted policy responses.

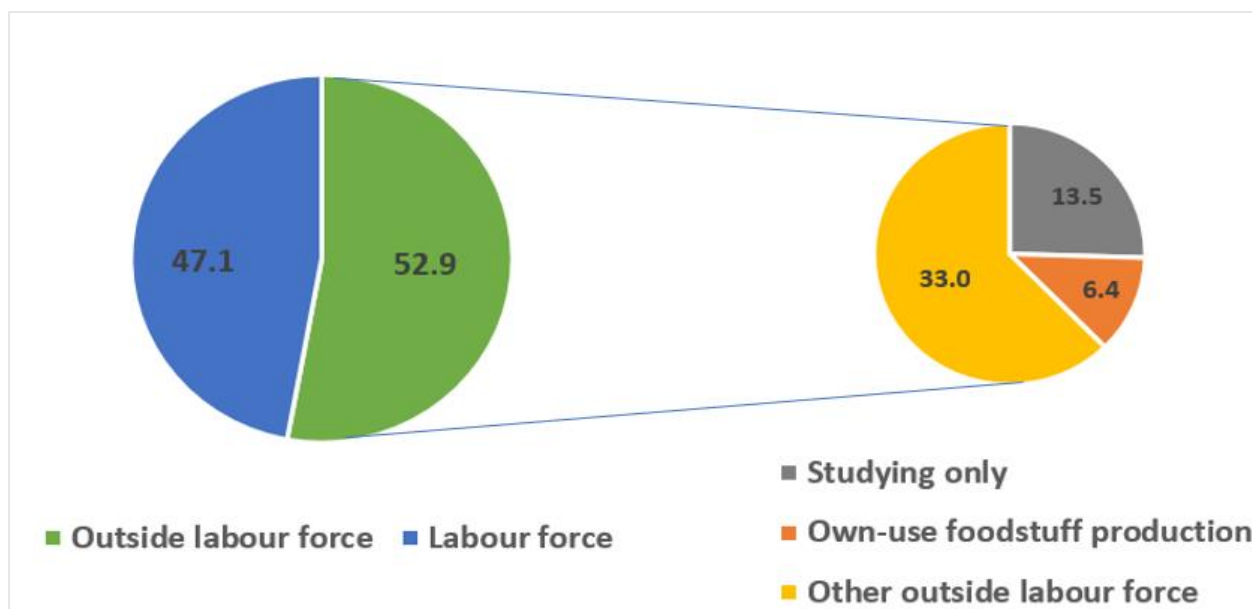


Figure 3. 1: Working age population status (15 years and older) (%), GLFS 2025

3.3 Labour Force Participation Rate by Educational Attainment

Error! Reference source not found. shows that overall, the labour force participation rate increased with educational attainment. Among those with no schooling, participation stood at 46.7 per cent, while it rose to 63.1 per cent among those with higher education. Vocational and diploma holders also recorded high participation rates (60.3% and 62.4%, respectively), underscoring the economic value of job-relevant training.

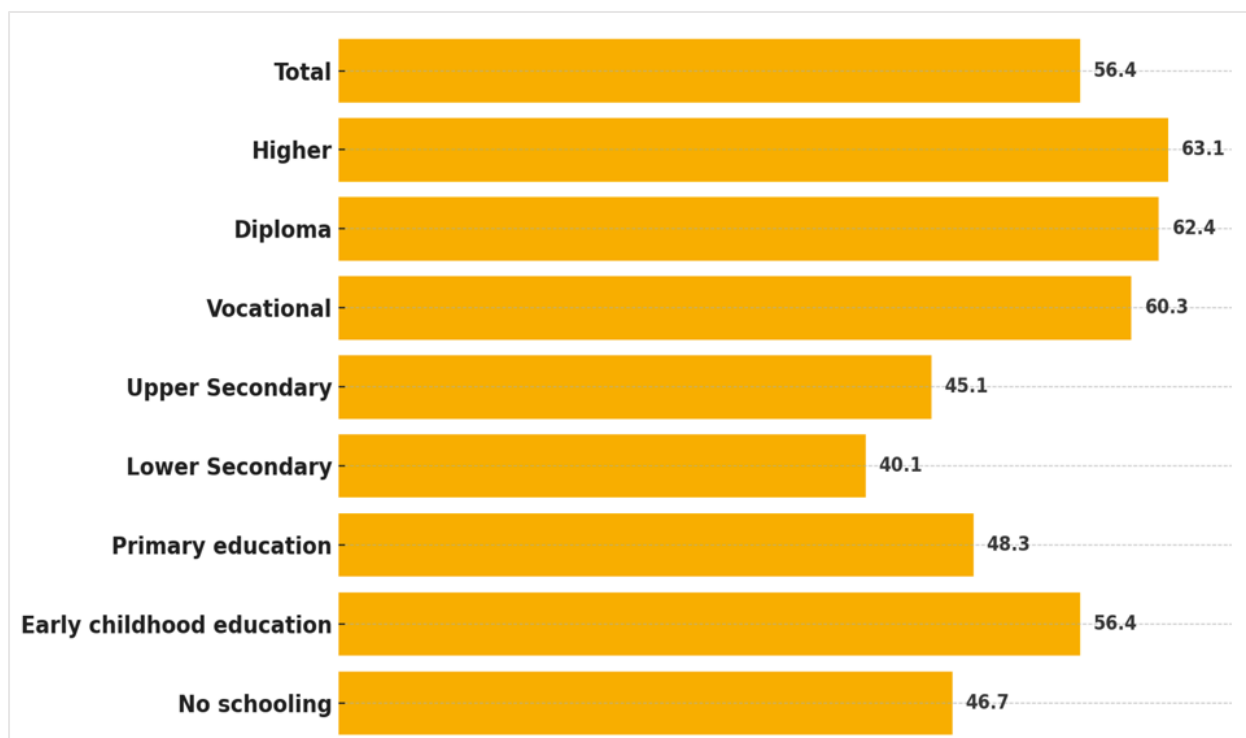


Figure 3. 2: Labour force participation rate by educational attainment (%), GLFS 2025

3.3.1 Labour Force Participation by Educational Attainment and Age Group

Error! Reference source not found. illustrates the labour force participation rate by level of education for youth (15-35 years) and adults (36 years and older) based on GLFS 2025 data. A clear pattern emerges: participation increases with educational attainment across both age groups, but the disparity between youth and adults is significant.

Among youth, participation remains low for those with lower secondary education (32.8%) and upper secondary education (37.8%), possibly reflecting continued schooling or delayed entry into the labour market. In contrast, adults in these same categories report participation rates of 71.6 per cent and 68.8 per cent, respectively.

The labour force participation rate among youth with vocational and diploma education was 56.6 per cent and 56.5 per cent respectively, compared to 73.1 per cent and 74.8 per cent among adults, highlighting the sustained value of technical and job-relevant training. The highest participation among adults is seen in the higher education category (76.0%), while youth with higher education record a lower rate of 55.3 per cent, potentially due to extended job search or transitions from school to work.

These results point to persistent challenges for youth in translating educational achievements into labour market entry and underscore the importance of education-to-employment linkages.

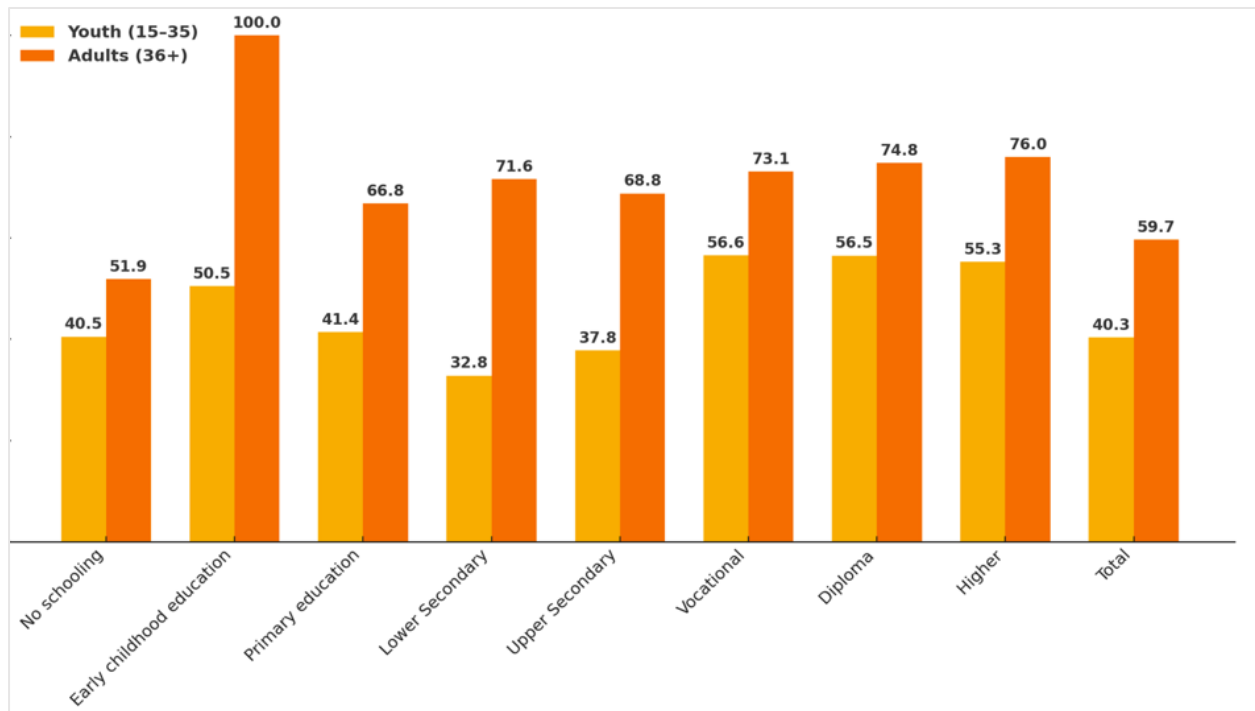


Figure 3. 3: Labour force participation by educational attainment and age group (%), GLFS 2025

3.3.2 Labour force participation rate by sex and age group

Error! Reference source not found. shows that labour force participation increases with age for both sexes, but consistently remains lower for females. Female participation peaks at 63.0 per cent between ages 40-44 years, compared to 78.9 per cent for males aged 45-49 years. The widest gender gaps appear between the ages of 25-44 years.

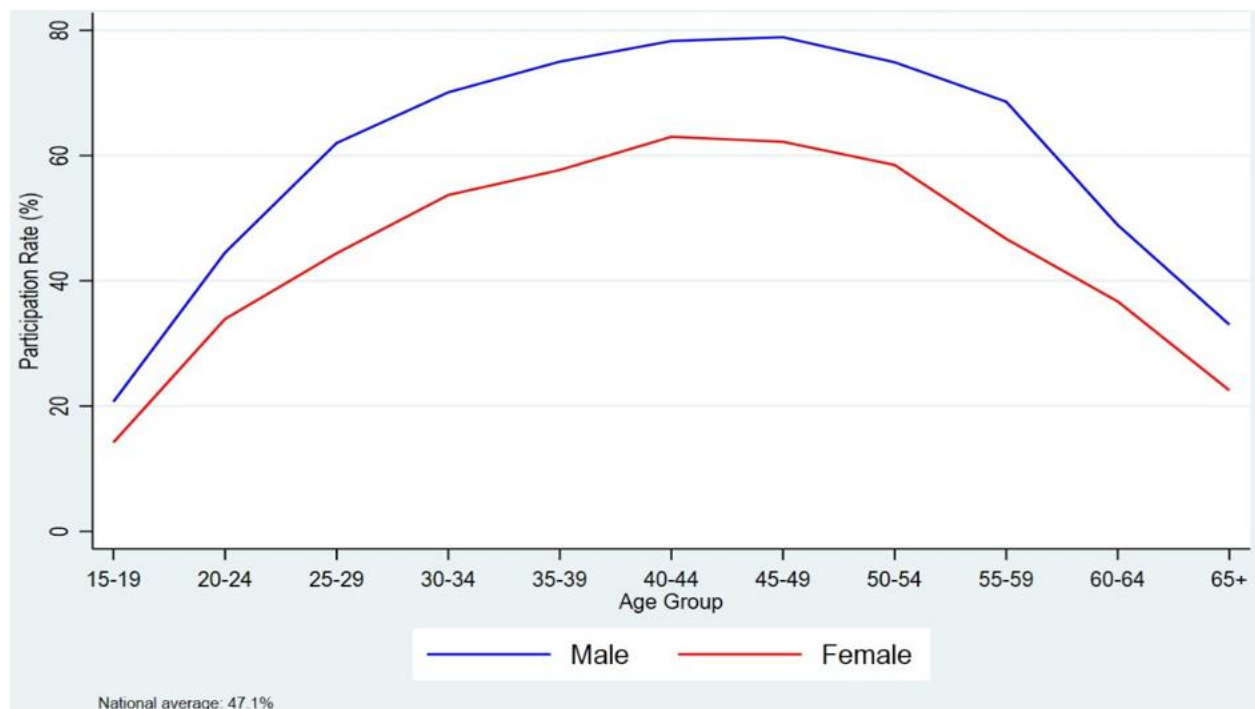


Figure 3. 4: Labour force participation rate by sex and age group, GLFS 2025

CHAPTER 4: EMPLOYMENT AT MAIN JOB

4.1 Introduction

Aggregate employment generally increases with growing population. Therefore, the ratio of employment to the working age population is an important indicator of the capacity of the economy to provide employment to a growing population. According to GLFS 2025 results, employment-to-population ratio is 43.2 per cent at national level.

4.2 International Classification of Status in Employment, 2018 (ICSE 18)

This chapter presents the distribution of the employed population according to their status in employment, utilizing the International Classification of Status in Employment, 2018 (ICSE-18). This represents a significant shift in our reporting, as previous rounds of GLFS used the older ICSE-93 classification to report status in employment. The adoption of ICSE-18 for GLFS 2025 aligns the reporting with the latest international standards, providing a more refined understanding of diverse employment relationships in the labour market.

The International Classification of Status in Employment (ICSE) is a framework developed by the ILO to classify individuals in their main job based on the type of economic risk they face and the type of authority they exercise over establishments and other workers. ICSE-18 is the latest revision, designed to better capture the complexities of contemporary labour markets, including various forms of self-employment and dependent work relationships. It provides a more granular categorization compared to its predecessor, ICSE-93. The decision to adopt ICSE-18 for GLFS 2025 reflects a commitment to utilizing the most current international standards for labour statistics. This transition involves notable changes in the categorization of workers compared to the ICSE-93 framework used in GLFS 2022-23.

Under ICSE-93, the primary categories included:

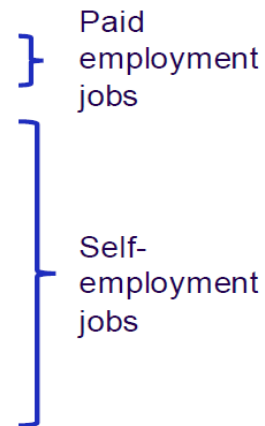
- **Employees**
- **Employers**
- **Own-account workers**
- **Contributing family workers, and**
- **Members of producers' cooperatives.**

ICSE-18 introduces a refined structure that provides greater detail, particularly within the realm of self-employment and dependent work. Key changes include:

- Disaggregation of **Self-employed workers**: What was broadly termed **Own-account workers** and **Employers** under ICSE-93 is more distinctly defined in ICSE-18, particularly separating **independent workers without employees** from **Employers**.
- Recognition of **Dependent contractors**: ICSE-18 explicitly identifies **Dependent contractors** as a distinct category, recognizing individuals who have characteristics of both employees and independent workers.
- Detailed breakdown of **Employees**: ICSE-18 provides a more detailed classification of employees based on the expected duration of their employment relationship.

ICSE-93

1. Employees
2. Employers
3. Own-account workers
4. Members of producers' cooperatives
5. Contributing family workers
6. Not classified



ICSE-18

| ICSE-18-A (by type of authority) |
|---|
| Independent workers |
| A. Employers |
| 11. Employers in corporations |
| 12. Employers in household market units |
| B. Independent workers without employees |
| 21. Owner-operators of corporations without employees |
| 22. Own-account workers in household market units without employees |
| Dependent workers |
| C. Dependent contractors |
| 30. Dependent contractors |
| D. Employees |
| 41. Permanent employees |
| 42. Fixed-term employees |
| 43. Short-term and casual employees |
| 44. Paid apprentices, trainees and interns |
| E. Contributing family workers |
| 51. Contributing family workers |

| ICSE-18-R (by type of risk) |
|---|
| Workers in employment for profit |
| F. Independent workers in household market units |
| 12. Employers in household market units |
| 22. Own-account workers in household market units without employees |
| C. Dependent contractors |
| 30. Dependent contractors |
| E. Contributing family workers |
| 51. Contributing family workers |
| Workers in employment for pay |
| G. Owner-operators of corporations |
| 11. Employers in corporations |
| 21. Owner-operators of corporations without employees |
| D. Employees |
| 41. Permanent employees |
| 42. Fixed-term employees |
| 43. Short-term and casual employees |
| 44. Paid apprentices, trainees and interns |

| ICSE-18 detailed categories | Differences compared to ICSE-93 |
|---|---|
| 11. Employers in corporations | Two detailed categories of employers |
| 12. Employers in household market units | |
| 21. Owner-operators of corporations without employees | Two detailed categories of own-account workers |
| 22. Own-account workers in household market units without employees | |
| 30. Dependent contractors | The new category of dependent contractors |
| 41. Permanent employees | Four detailed categories of employees |
| 42. Fixed-term employees | |
| 43. Short-term and casual employees | |
| 44. Paid apprentices, trainees and interns | |
| 51. Contributing family workers | CFW |
| | Members of producers' cooperatives do no longer constitute its own status in employment |

Based on the GLFS 2025 data classified according to ICSE-18 in **Error! Reference source not found.**, the distribution of the employed population in their main job is as follows:

The largest proportion of the employed population consists of independent workers without employees, accounting for 53.5 per cent. This category includes individuals who operate their own economic enterprises or engage in a trade or profession on their own account or in partnership with one or more partners, and who have no employees.

Employees constitute the second largest group, representing 30.9 per cent of the employed population. Employees are individuals who hold a paid job under an explicit or implicit contract of employment, where remuneration is not directly tied to the revenue of the employer.

Dependent contractors represent a notable segment of the employed population, accounting for 6.5 per cent. This group comprises individuals who have a work relationship that has characteristics of both employment and self-employment, typically with a high degree of dependence on a single client.

Employers, defined as those who operate their own economic enterprises or engage in a trade or profession on their own account or in partnership, and who have one or more employees, make up 5.6 per cent of the employed.

Finally, contributing family workers, who are engaged in an economic enterprise operated by a related person, and who cannot be regarded as partners or employees, account for 3.5 per cent.

Cumulatively, workers in employment for profit (Independent workers in household market enterprises, Dependent contractors, and Contributing family workers) account for 64.4 per cent of total employment.

Further disaggregating the Employees category (shown in **Error! Reference source not found.**) provides deeper insights into the nature of paid employment in the Gambia. Based on the expected duration of the employment relationship, the breakdown of employees is as follows: the majority of employees are in permanent employment, representing 21.9 per cent of the total employed population, paid apprentices, trainees and interns account for 3.0 per cent of total employment, short-term and casual employees represent 1.1 per cent, fixed-term employees are the smallest category, at 0.9 per cent and employees not elsewhere classified make up 4.0 per cent.

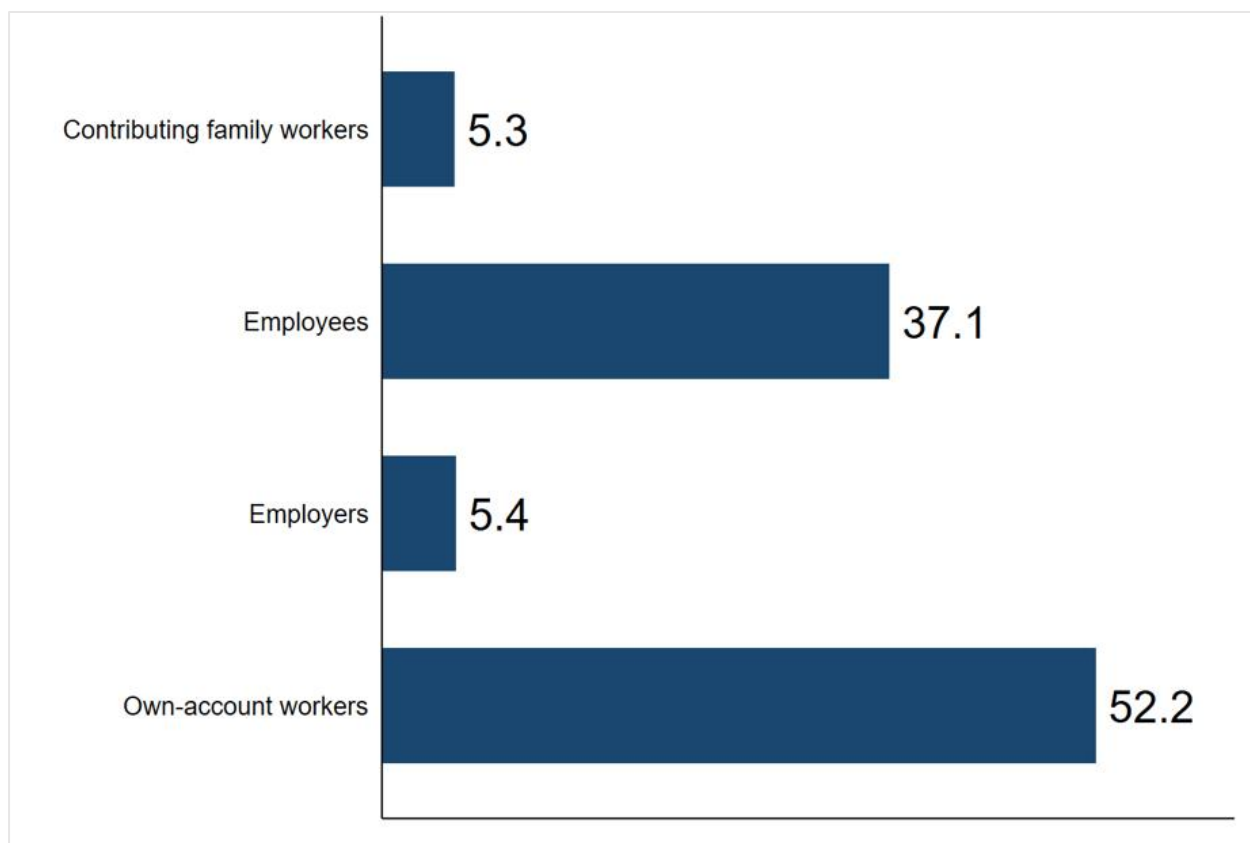


Figure 4. 1: Status in employment (ICSE - 93) - Main job (%), GLFS 2025

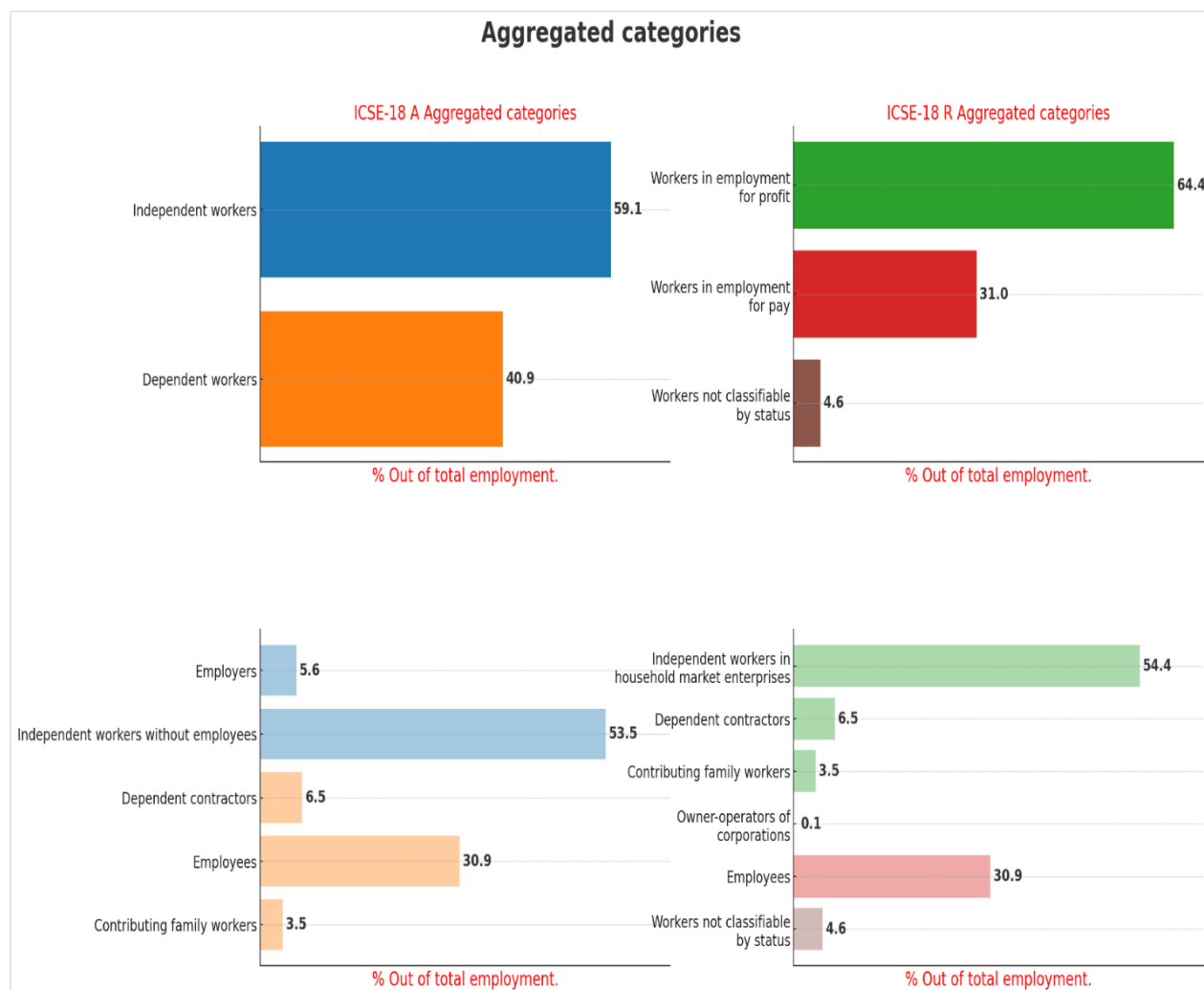


Figure 4. 2: Status in employment (ICSE-18) - Main job (%), GLFS 2025

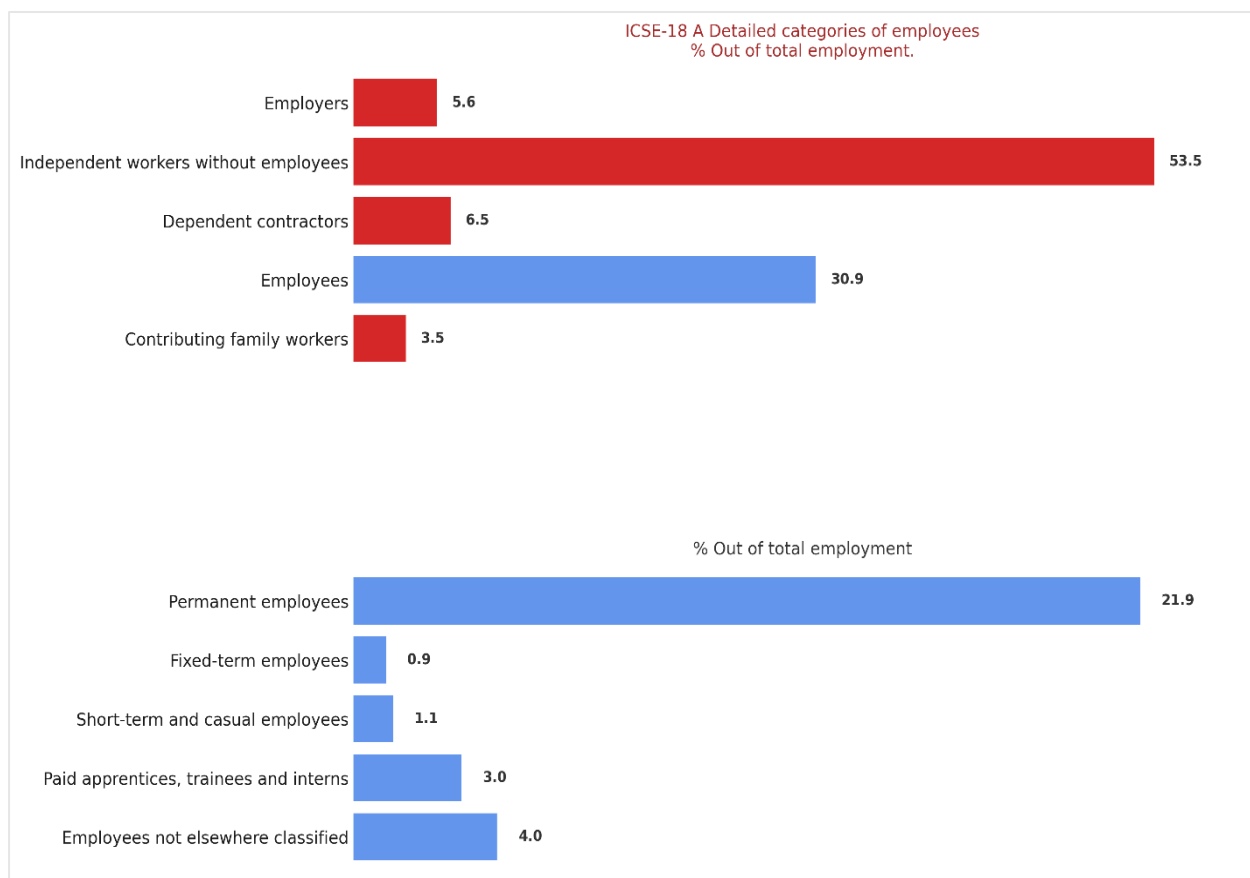


Figure 4. 3: Detailed categories of employees (ICSE-18) (%), GLFS 2025

Moving forward, ICSE-18 will be the standard framework for reporting employment status in The Gambia. This transition enhances data granularity and international comparability but requires careful consideration when drawing historical comparisons with ICSE-93-based data.

4.3 Employment Patterns and Sectoral Distribution

Understanding how employment is distributed across institutional sectors, economic activities, and occupational categories provides critical insights into the structure and dynamics of the labour market. This section presents findings from the GLFS 2025, focusing on the main job held by employed persons. It explores employment by institutional sector, economic branch (using ISIC Rev.4), and occupation (using ISCO-08), with a special emphasis on gender differences. The analysis also compares recent changes with the GLFS 2022-23, highlighting structural changes such as the increasing dominance of the services sector and the continuing gender disparities in access to certain types of employment. These insights are vital for formulating inclusive labour market policies and identifying areas requiring targeted interventions.

4.3.1 Share of the Employed by Institutional Sector

Error! Reference source not found.4.4 shows the share of employed persons by institutional sector of their main job. The private sector overwhelmingly dominated employment, accounting for 88.8 per cent of all jobs. Public sector employment made up 9.8 per cent, reflecting a relatively smaller share of government and public institution workers. Meanwhile, household employment jobs in private households as domestic workers remained marginal at just 1.3 per cent of total employment.

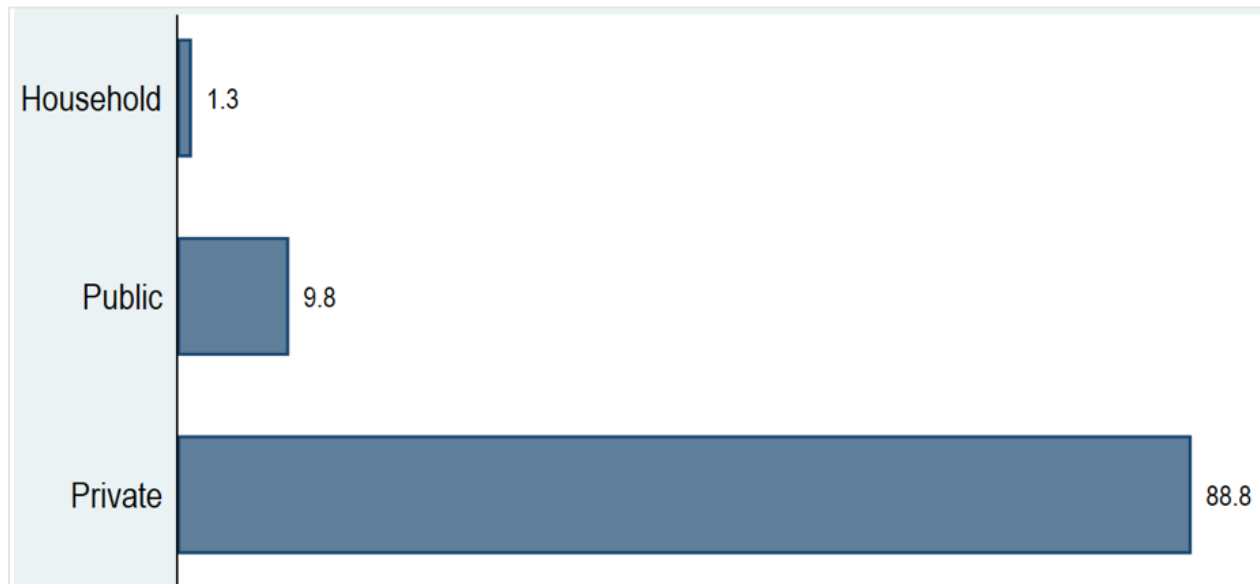


Figure 4. 4: Institutional sector distribution of employment (%), GLFS 2025

4.3.2 Share of the Employed by Broad Branch of Economic Activity and Sex

Error! Reference source not found.4.5 presents the distribution of employment by broad economic sector and sex. A clear gender divide emerges in the sectoral composition of employment. Among females, employment was overwhelmingly concentrated in the services sector (70.7%), followed by agriculture (24.3%). In contrast, male employment was more evenly distributed, with 54.4 per cent in services, 33.6 per cent in industry, and 12.0 per cent in agriculture. This reflects not only sectoral segregation in the labour market but also gendered access to industrial and agricultural employment, with females underrepresented in industry and overrepresented in service-based occupations.

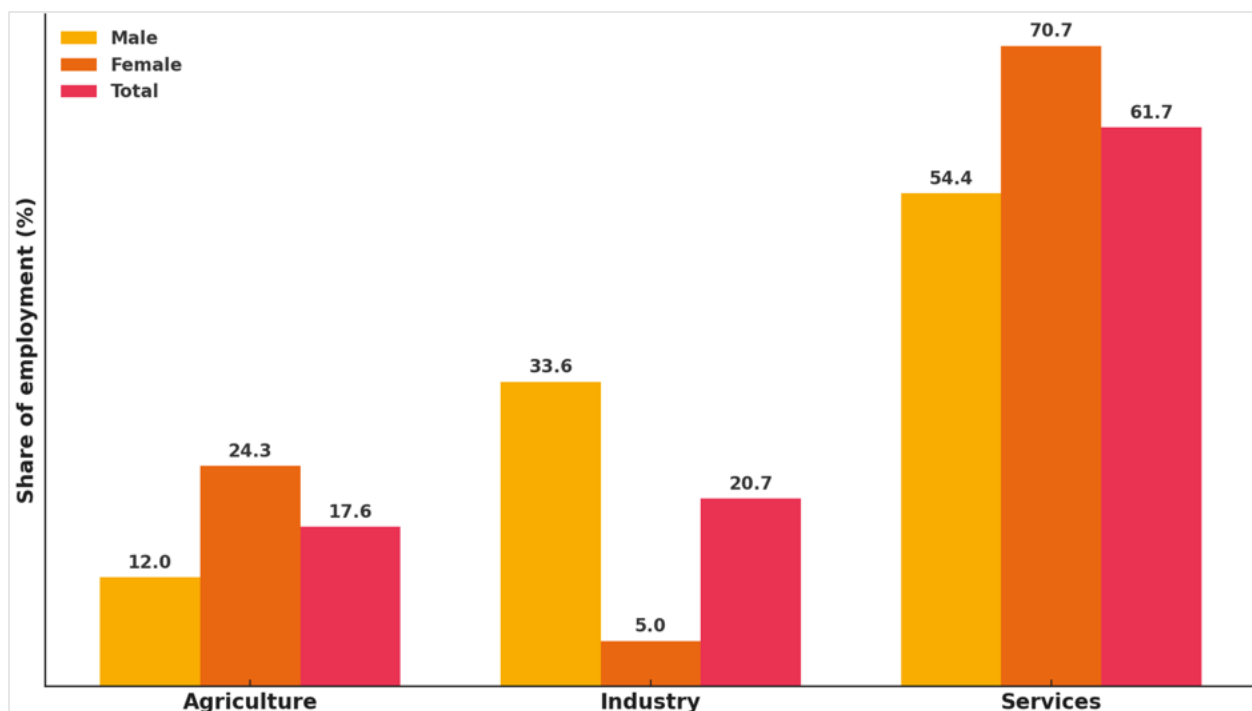


Figure 4. 5: Share of employment by broad branch of economic activity and sex, GLFS 2025

Error! Reference source not found. shows the share of employed persons by detailed economic activity using ISIC Rev.4 classification. Employment was most concentrated in wholesale and retail trade (30.6%), followed by construction (10.9%) and manufacturing (8.9%). Agriculture, forestry, and fishing together accounted for 17.6 per cent of total employment. Other notable sectors include transportation and storage (6.5%), education (6.3%), and accommodation and food service activities (4.5%). Activities such as mining and quarrying, electricity supply, and real estate constituted very small proportions, each below 1 per cent. The dominance of trade and construction underscores the structural importance of these sectors in the Gambian labour market.

Table 4. 1: Share of employment by branch of economic activity in - main job, GLFS 2025

| Economic activity (ISIC REV.4) | Total |
|--|--------------|
| Agriculture, forestry and fishing | 17.6 |
| Mining and quarrying | 0.3 |
| Manufacturing | 8.9 |
| Electricity, gas, steam and air conditioning supply | 0.3 |
| Water supply; sewerage, waste management and remediation activities | 0.3 |
| Construction | 10.9 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 30.6 |
| Transportation and storage | 6.5 |
| Accommodation and food service activities | 4.5 |
| Information and communication | 0.6 |
| Financial and insurance activities | 1.3 |
| Real estate activities | 0.3 |
| Professional, scientific and technical activities | 0.5 |
| Administrative and support service activities | 1.5 |
| Public administration and defence; compulsory social security | 3.4 |
| Education | 6.3 |
| Human health and social work activities | 1.7 |
| Arts, entertainment and recreation | 0.7 |
| Other service activities | 2.4 |
| Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use | 1.3 |
| Activities of extraterritorial organizations and bodies | 0.1 |
| Total | 100.0 |

4.3.3 Occupation (ISCO-08) in Main Job by Sex, GLFS 2025

Error! Reference source not found. shows the distribution of occupations by sex using the ISCO-08 major groups. Service and sales work was the most common occupation, accounting for over half (51.6%) of female employment and 22 per cent of male employment. Males were more concentrated in craft and related trades (27.9%) and plant and machine operation (10.9%), while females were more likely to be in skilled agricultural jobs (21.4%). Professional and managerial roles remained limited, especially among females, who made up only 6.1 per cent of professionals and 1.8 per cent of managers. These figures reflect the persistence of occupational segregation by gender, with females underrepresented in higher-skilled and better-paid occupations.

Table 4. 2: Occupation (ISCO-08) in Main Job by Sex, GLFS 2025

| Occupation (ISCO-08) - Main job | Male | Female | Total |
|--|--------------|---------------|--------------|
| Managers | 3.5 | 1.8 | 2.8 |
| Professionals | 8.2 | 6.1 | 7.2 |
| Technicians and Associate Professionals | 4.5 | 1.9 | 3.3 |
| Clerical Support Workers | 0.9 | 1.3 | 1.0 |
| Service and Sales Workers | 22.0 | 51.6 | 35.3 |
| Skilled Agricultural, Forestry and Fishery Workers | 10.1 | 21.4 | 15.2 |
| Craft and Related Trades Workers | 27.9 | 3.8 | 17.1 |
| Plant and Machine Operators and Assemblers | 10.9 | 0.5 | 6.2 |
| Elementary Occupations | 11.4 | 11.4 | 11.4 |
| Armed Forces Occupations | 0.6 | 0.1 | 0.4 |
| Total | 100.0 | 100.0 | 100.0 |

4.3.4 Changes in Employment by Broad Economic Activity, GLFS 2022-23 vs 2025

Error! Reference source not found.4.6 compares the share of employment across broad economic sectors between GLFS 2022-23 and GLFS 2025. There was a noticeable shift away from agriculture, which declined from 21.0 per cent to 17.6 per cent of total employment. Industry also saw a slight decline from 21.2 per cent to 20.7 per cent. In contrast, the services sector expanded significantly, increasing its share from 57.5 per cent to 61.7 per cent. This shift suggests gradual structural transformation, with the labour market becoming increasingly service-oriented; an evolution that is typically associated with urbanisation and shifts in consumer and business demand.

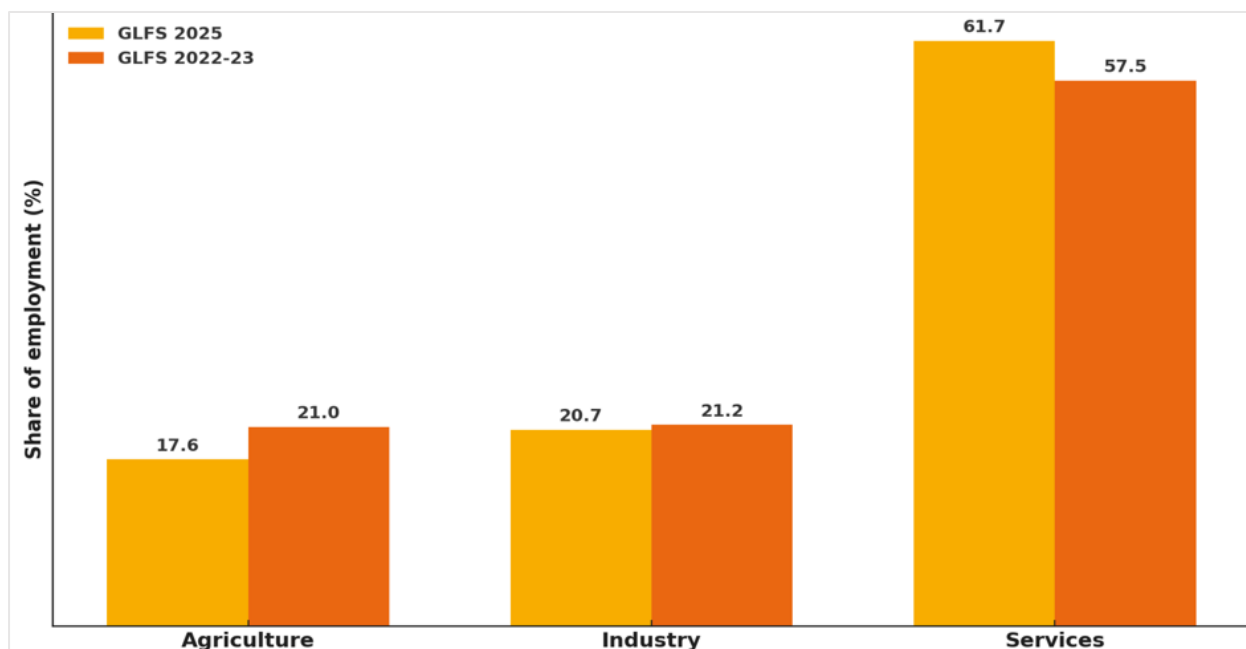


Figure 4. 6: Changes in employment by broad economic activity, GLFS 2022-23 vs GLFS 2025

4.4 Informality

Informality continues to dominate the Gambian labour market, manifesting both in terms of where people work (sector of production) and how they are employed (type of job). This chapter explores the extent, characteristics, and changes of informal employment and production, with comparative insights from GLFS 2022-23 and 2025.

4.4.1 Distribution of Employed Persons by Type of Production Unit

Error! Reference source not found.7 presents the distribution of workers by the type of economic unit where they work. In 2025, 66.7 per cent of employed persons worked in the informal sector, compared to 31.1 per cent in the formal sector. Only 2.2 per cent were engaged in the household sector. This structure highlights the predominance of unregulated or unregistered production units in the Gambian economy.

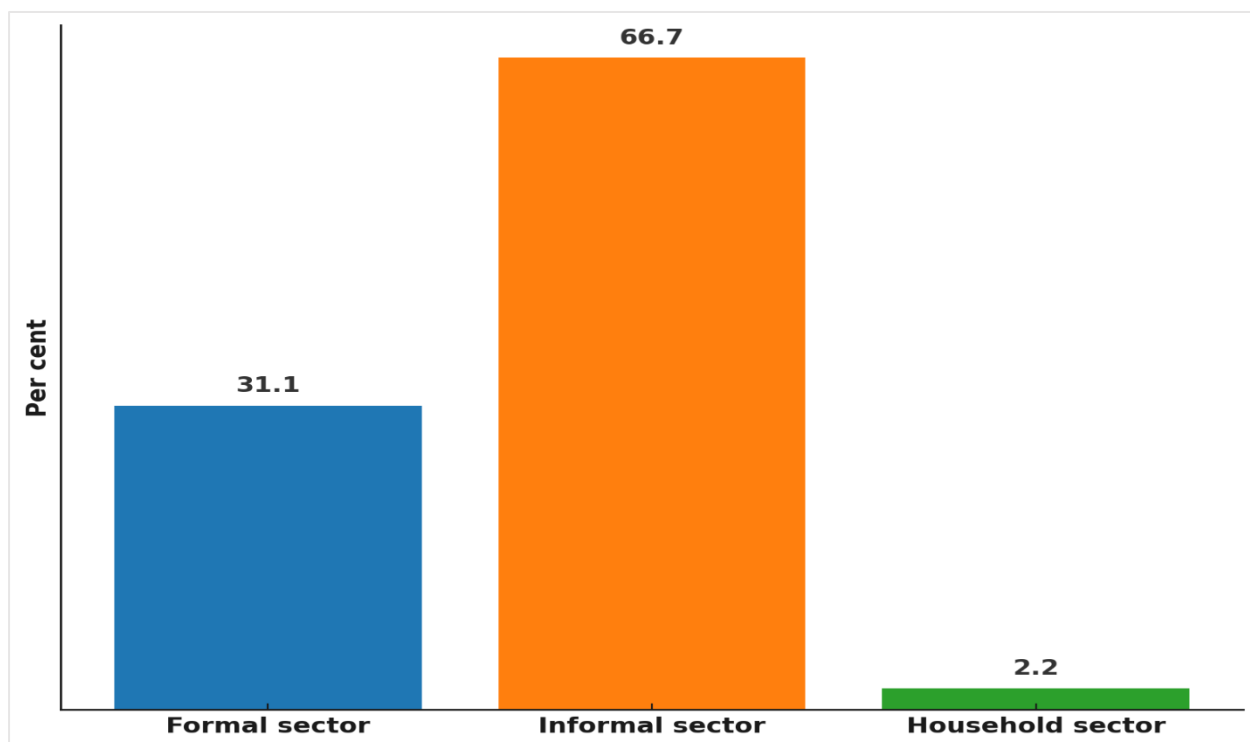


Figure 4. 7: Distribution of employed persons by type of production unit, GLFS 2025

4.4.2 Informal Employment by Sex and Residence

With an overall informality rate of 81.0%, **Error! Reference source not found.**8 shows that females (86.3%) and rural residents (86.7%) are significantly more likely to be informally employed than their male (76.7%) and urban (77.5%) counterparts. This reflects persistent gender and geographic disparities in access to formal work, with females and rural populations overrepresented in lower-tier, informal segments of the labour market.

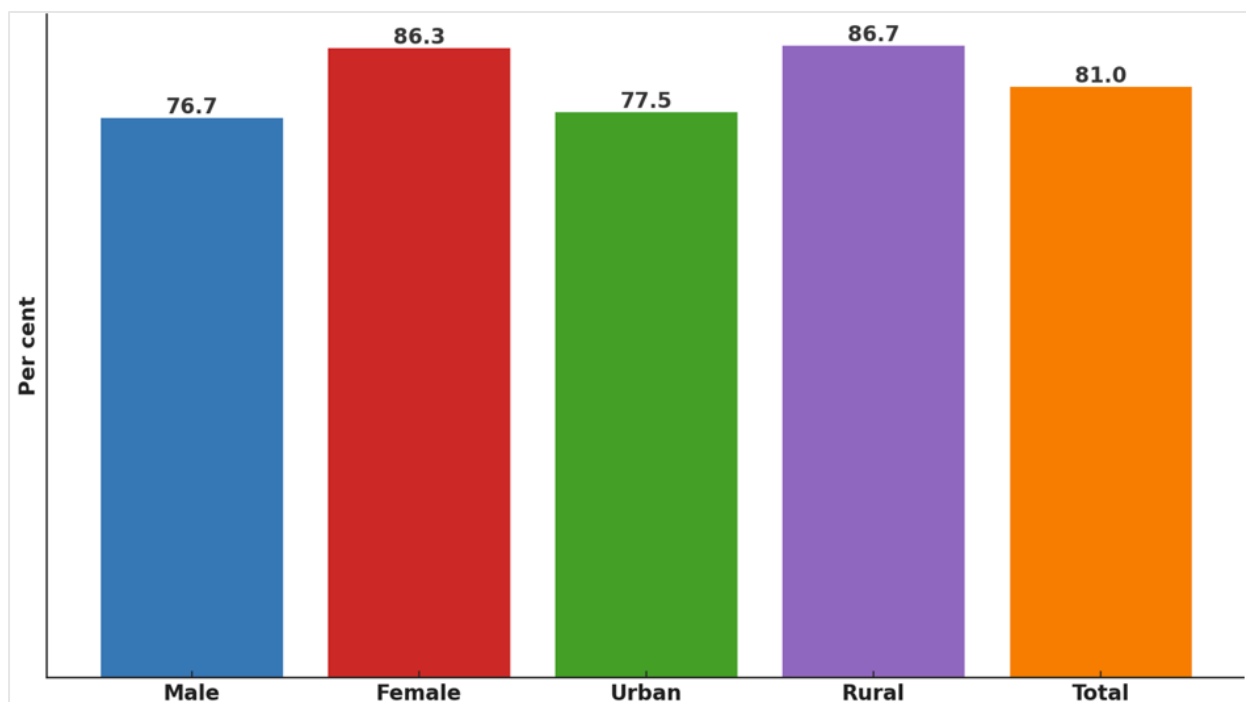


Figure 4. 8: Informal employment rates by sex and residence, GLFS 2025

4.4.3 Informal Employment by Sector of Activity, GLFS 2025

Error! Reference source not found.9 illustrates sectoral patterns of informality. The agriculture sector had near-universal informality at 96.9 per cent, followed by industry (89.2%) and services (73.7%). This indicates that informal work is not confined to agriculture or rural areas but spans all major sectors of the economy.

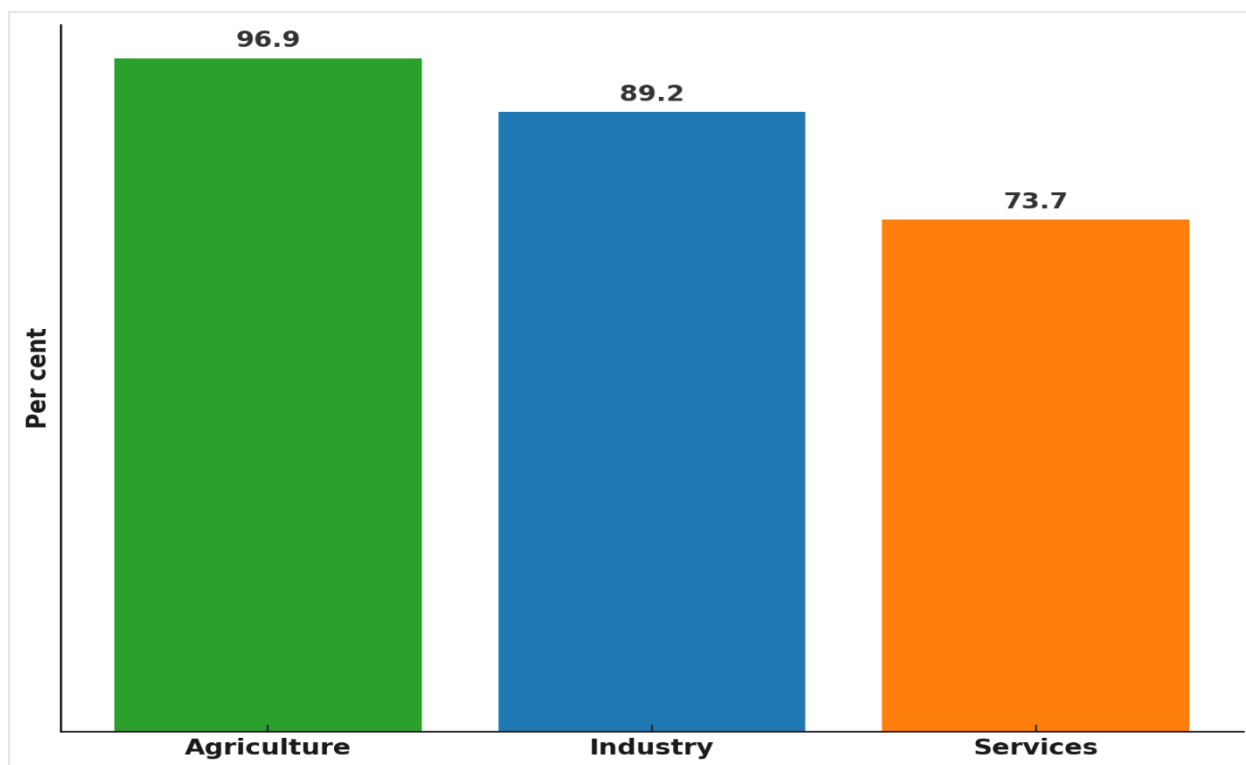


Figure 4. 9: Informal employment by sector of activity, GLFS 2025

4.4.4 Informal Employment by Occupation, GLFS 2025

Error! Reference source not found.¹⁰ highlights occupational differences in informality. Informality was highest among Skilled Agricultural Workers (97%), Elementary Occupations (91.3%), and Craft Workers (89%). In contrast, Managers (40.6%), Professionals (39.8%), and Clerical Workers (42.3%) were more likely to hold formal jobs, reflecting higher regulation and better contract coverage in white-collar occupations.

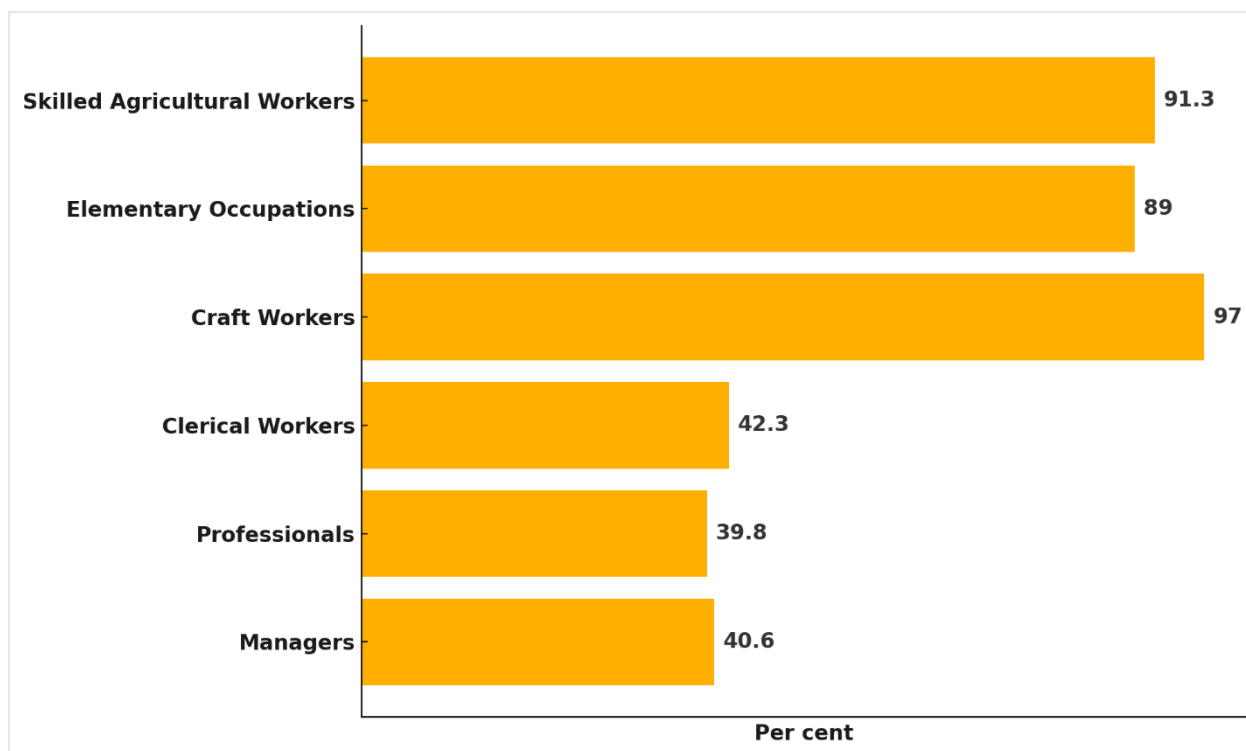


Figure 4. 10: Informal employment by occupation, GLFS 2025

4.4.5 Informality by Production Unit, GLFS 2025

Error! Reference source not found.¹¹ compares changes in informality across production units. Between GLFS 2022-23 and GLFS 2025, the share of jobs in the informal sector increased from 62.8 per cent to 66.7 per cent, underscoring a continued reliance on informal work arrangements. At the same time, formal sector employment declined from 32.7 per cent to 31.1 per cent, and household sector employment fell from 4.5 per cent to 2.2 per cent. These shifts suggest that, despite modest economic and demographic changes, informal employment remains structurally embedded in the labour market.

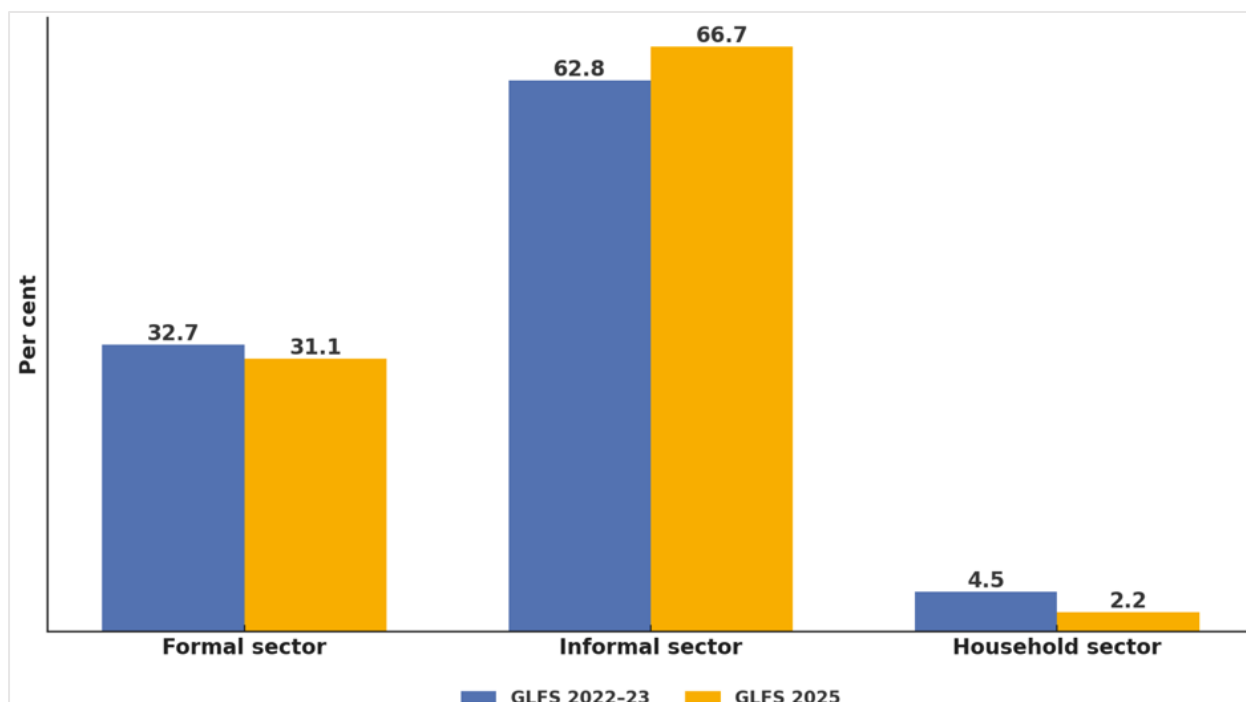


Figure 4. 11: Informality by production unit, GLFS 2022-23 vs 2025

4.4.6 Informality by Sex and Residence

Error! Reference source not found.12 presents changes in informal employment by sex and residence between GLFS 2022-23 and GLFS 2025. Among males, the share in informal employment rose from 74.7 per cent to 76.7 per cent, while for females, it increased from 84.7 per cent to 86.3 per cent. In urban areas, informality rose from 74.7 per cent to 77.5 per cent, and in rural areas it remained largely unchanged, moving from 86.9 per cent to 86.7 per cent. Overall, total informal employment increased from 79.4 per cent in GLFS 2022-23 to 81.0 per cent in GLFS 2025, underscoring the persistent dominance of informal work arrangements in the labour market.

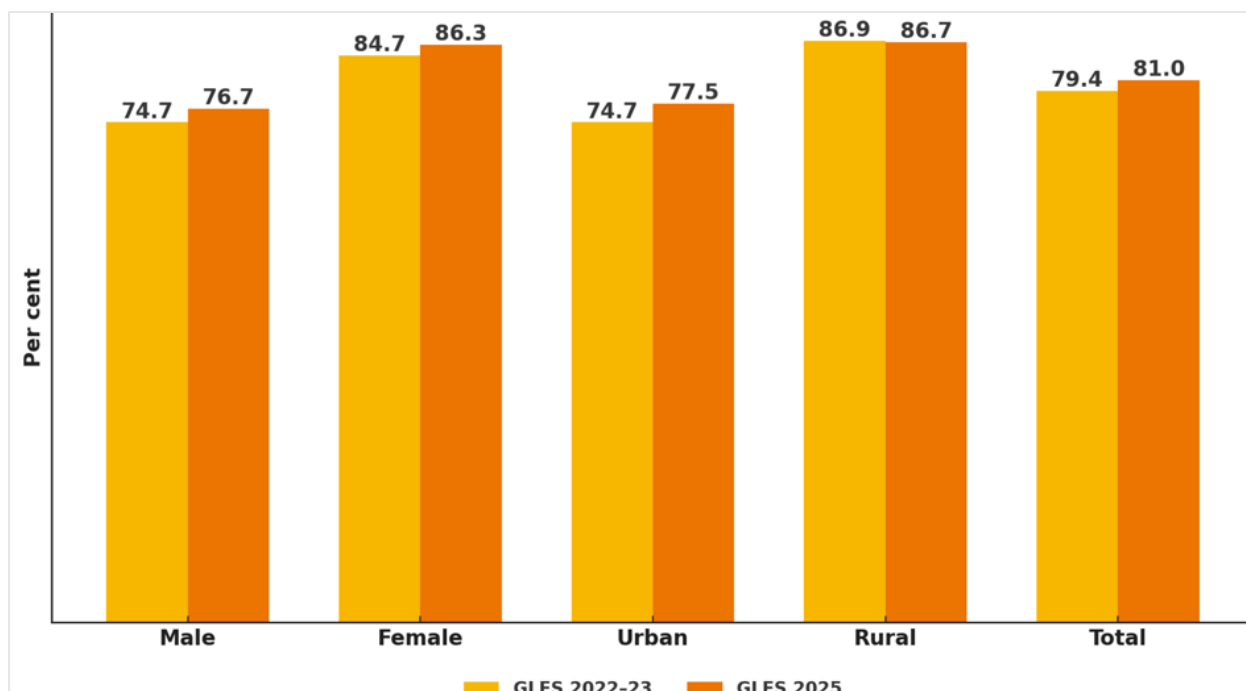


Figure 4. 12: Informal employment by sex and residence, GLFS 2022-23 vs GLFS 2025

Informality remains a defining feature of the Gambian labour market, affecting more than 4 out of 5 workers. It is particularly concentrated in agriculture, low-skill occupations, and rural areas, with females disproportionately affected. The persistence of informality across time and sectors highlights the need for targeted policy reforms to incentivise registration, extend legal protections, and promote transitions to formal employment especially for vulnerable groups.

4.5 Working Time in Employment

This section analyses the usual and actual hours worked by employed persons in The Gambia, based on the GLFS 2025. It considers working time across main and secondary jobs, differences in average hours worked, and overall volume of employment. Comparisons are also made with the GLFS 2022-23 to track changes over time. The findings offer insights into the intensity of work, underemployment, and labour market dynamics across sex and residence.

4.5.1 Usual vs Actual Working Hours

Error! Reference source not found.3 shows that in GLFS 2025, employed persons reported working an average of 46.7 hours per week at their main job, but only 39.0 hours were actually worked during the reference week. Secondary jobholders typically worked 25.5 hours per week, but reported just 2.1 actual hours during the reference week. When all jobs are considered, usual working hours averaged 45.4 hours compared to 38.4 hours actually worked. The total volume of employment in the economy, measured in actual hours worked at all jobs, was approximately 23.8 million hours.

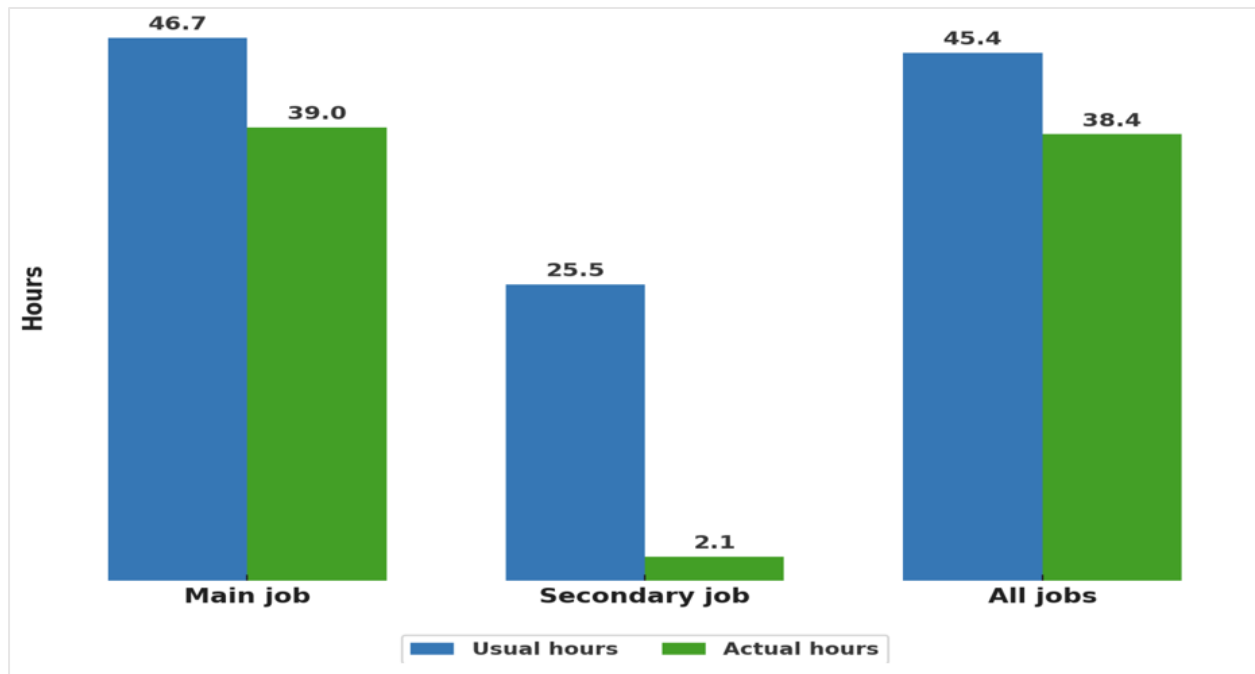


Figure 4. 13: Average usual and actual weekly working hours by job type, GLFS 2025

4.5.2 Changes in Working Time

Error! Reference source not found.14 compares average hours worked between GLFS 2022-23 and GLFS 2025. The data indicate modest growth in average usual hours worked (from 45.3 hours to 45.4 hours), while actual hours slightly decreased (from 38.9 hours to 38.4 hours). Notably, secondary job activity dropped sharply in terms of actual hours worked from 20.7 hours in GLFS 2022-23 to just 2.1 hours in GLFS 2025 possibly reflecting shifts in economic structure, multi-job holding patterns, or data recall differences.

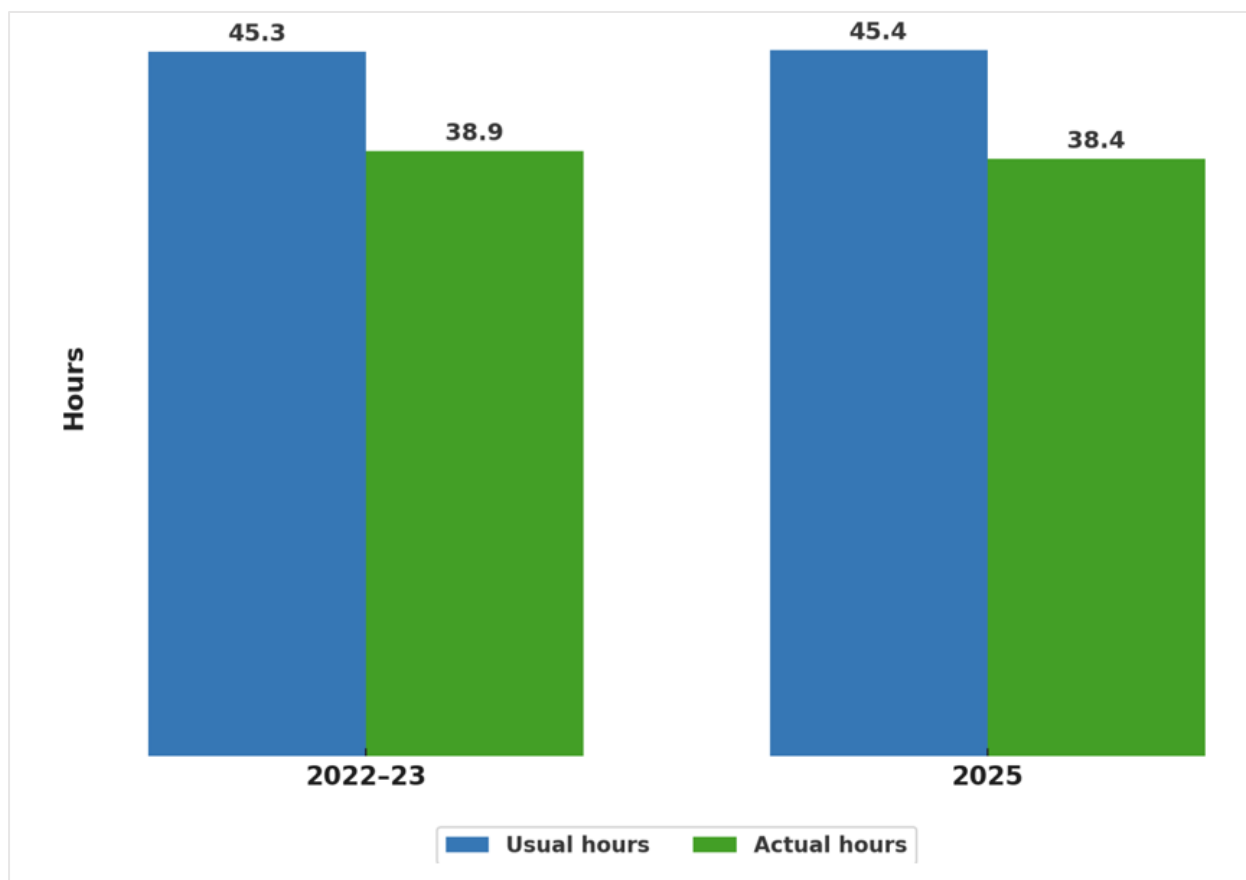


Figure 4. 14: Comparison of average usual and actual hours worked, GLFS 2022-23 vs GLFS 2025

4.5.3 Distribution of Working Hours

Error! Reference source not found.15 presents the distribution of employed persons by usual and actual weekly hours worked in GLFS 2025. One in three workers (33.3%) actually worked more than 49 hours during the reference week, though 41.6 per cent reported usually working those hours. About 15.3 per cent worked between 15-29 hours, and 9.9 per cent worked less than 15.0 hours in the reference week. These findings highlight both high-intensity work and potential time-related underemployment.

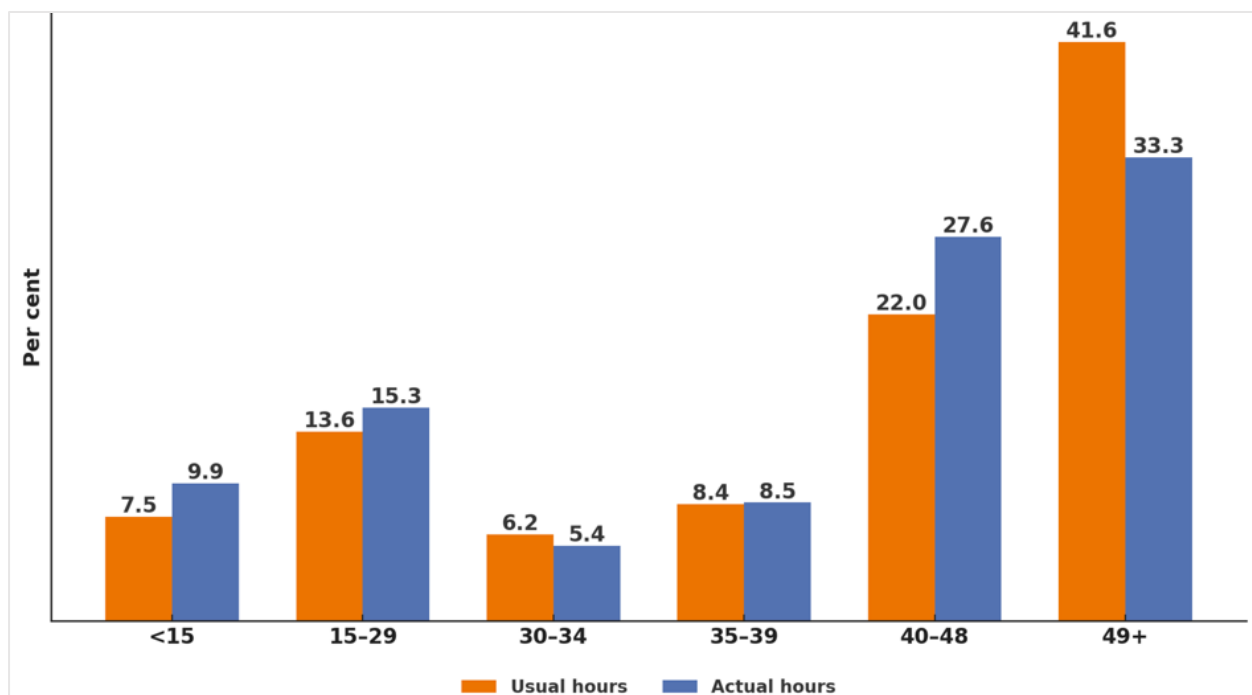


Figure 4. 15: Distribution of usual and actual weekly working hours, GLFS 2025

4.5.4 Working Time by Sex and Residence

Error! Reference source not found.16 disaggregates usual working hours by sex and residence. Rural males had the highest concentration of long working hours: 49.0 per cent of them worked 49+ hours weekly. Urban areas had a more balanced distribution across working hour bands. Females were more concentrated in the lower hour brackets across both rural and urban settings, though the gender gap in working time persists in all locations.

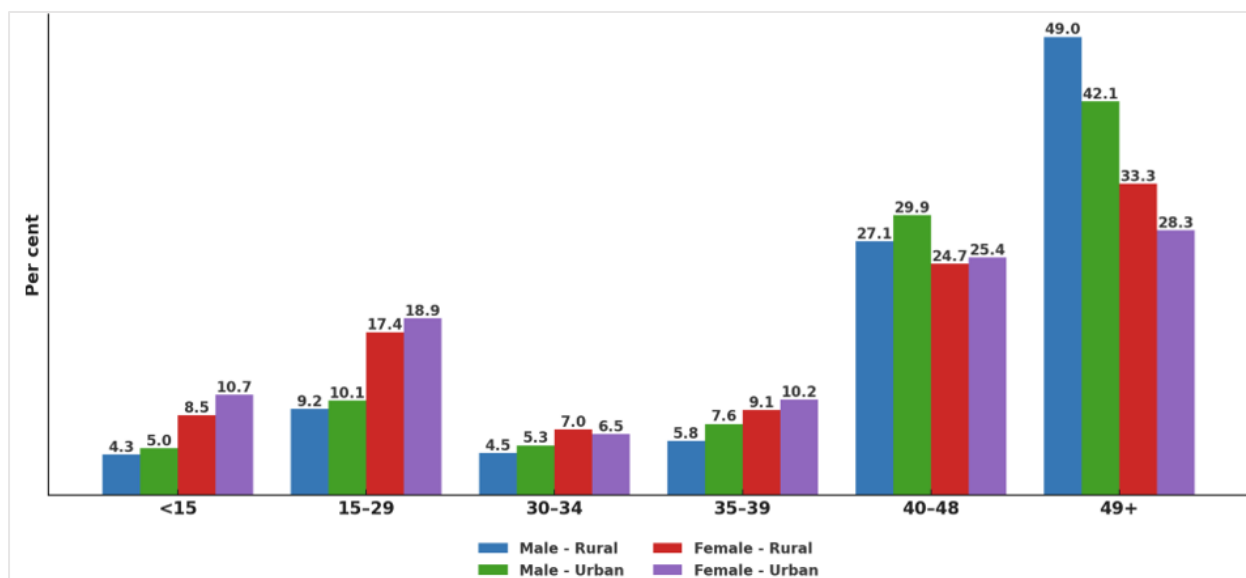


Figure 4. 16: Employed population by usual weekly working hours, sex, and residence, GLFS 2025

CHAPTER 5: LABOUR UNDERUTILIZATION - CHANGES AND DISPARITIES

5.1 Introduction

Labour underutilisation captures the unmet need for employment beyond standard unemployment, encompassing time-related underemployment, the potential labour force, and combinations of these components. This expanded ILO framework measured through LU1 to LU4 offers a more holistic understanding of labour market inefficiencies, particularly in contexts such as The Gambia, where informality and limited job absorption remain widespread.

Between GLFS 2022-23 and GLFS 2025, labour underutilisation declined from 41.5 per cent to 34.2 per cent, suggesting modest improvements in employment adequacy. However, this aggregate reduction masks persistent disparities across demographic and geographic groups. The GLFS 2025 round builds on the GLFS 2022-23 benchmark to assess evolving patterns and gaps by sex, residence, age, education, and residence.

5.2 Labour Underutilisation by Sex and Residence

Error! Reference source not found. and **Error! Reference source not found.** present LU1 to LU4 by sex and residence for both the 2022-23 and 2025 rounds of the GLFS. Labour underutilisation declined across all subgroups, but persistent disparities remain. In GLFS 2025, the LU4 rate stood at 43.7 per cent for females, substantially higher than the 24.6 per cent recorded for males. This gap reflects longstanding gender-related barriers in accessing stable and adequate employment.

A similar pattern is evident by place of residence. Rural areas recorded LU4 rate of 42.9 per cent, far above the 27.9 per cent observed in urban areas. While both groups saw improvements since GLFS 2022-23, rural labour underutilisation remains structurally high, driven by limited job opportunities, subsistence work, and low access to formal labour markets.

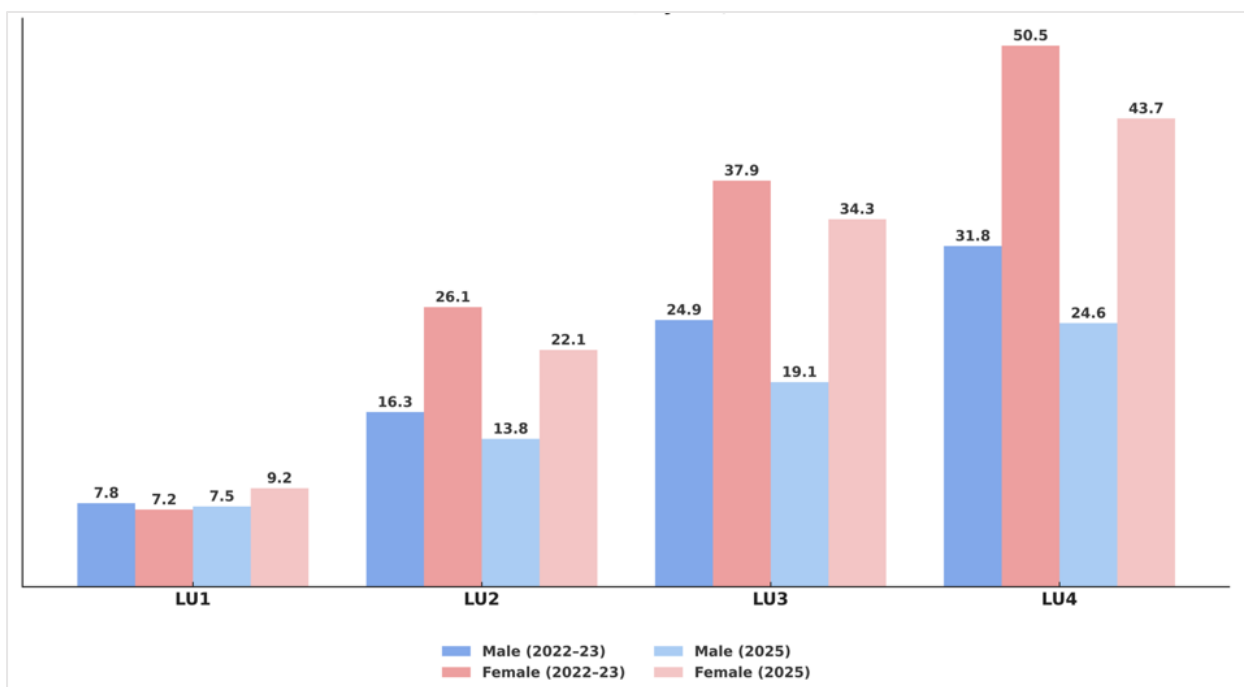


Figure 5. 1: Labour underutilisation by sex (%), GLFS 2022-23 vs GLFS 2025

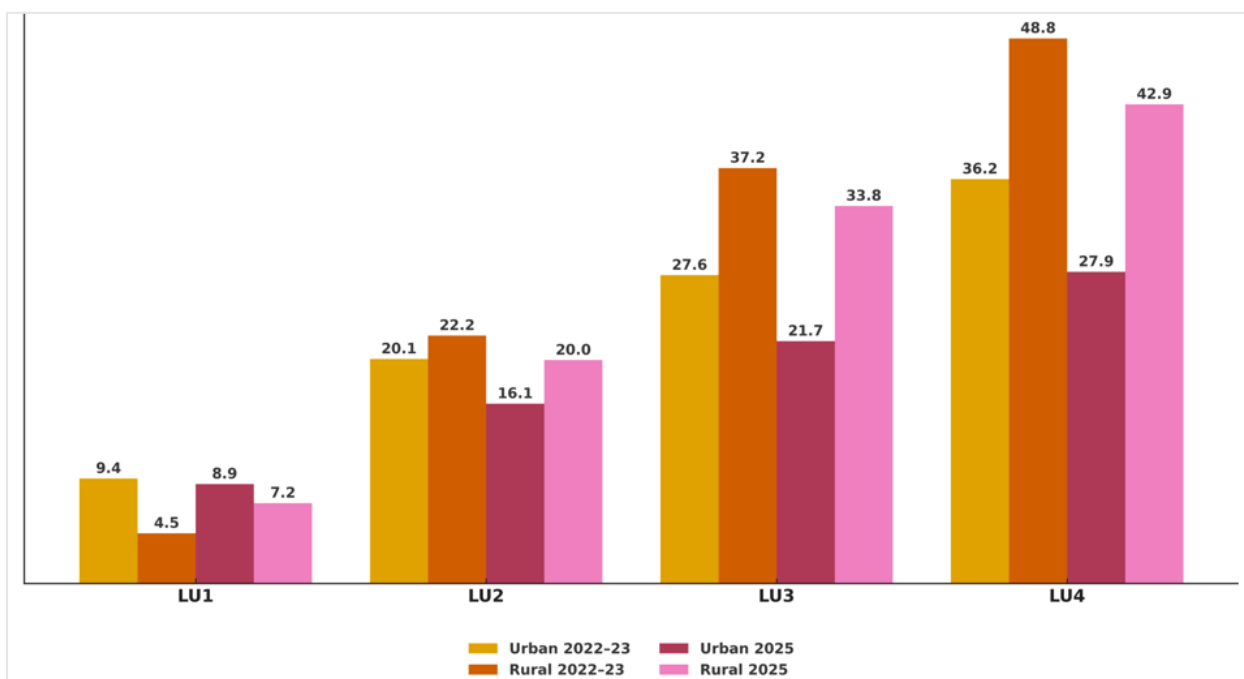


Figure 5. 2: Labour underutilisation by residence (%), GLFS 2022-23 vs GLFS 2025

5.3 Labour Underutilisation by Age Group

Error! Reference source not found. highlights LU4 by age group in both the GLFS 2022-23 and GLFS 2025 rounds. Labour underutilisation remains disproportionately high among young people. In GLFS 2025, LU4 stood at 50.3 per cent for those aged 15-19 years and 48.5 per cent for the 20-24 years group (still well above the national average).

For older age groups, LU4 declines steadily through the mid-50s. The lowest underutilisation rate in GLFS 2025 was recorded among persons aged 50-54 years (21.8%), suggesting greater employment stability with age. However, this pattern shifts slightly beyond age 55 years, with LU4 increasing to 24.5 per cent among those aged 55-59 years, 27.7 per cent for the 60-64 years group, and 24.8 per cent for persons aged 65 years and older. These patterns may reflect challenges in job retention or limited formal retirement protections.

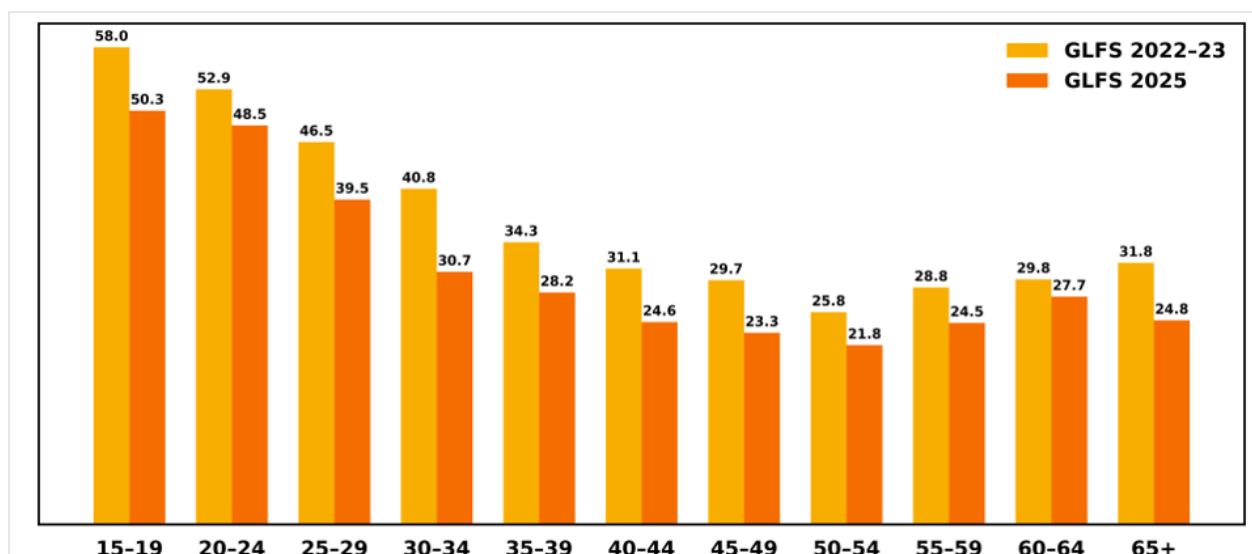


Figure 5. 3: Labour underutilisation by age group (%), GLFS 2022-23 vs GLFS 2025

5.4 Underutilisation by Education Level

Error! Reference source not found. shows labour underutilisation by education level. As expected, LU4 follows an inverse pattern with educational attainment. In GLFS 2025, individuals with less than basic, basic, and intermediate education² all recorded LU4 rates around 35 per

² "**Less than basic**" includes no schooling and early childhood education; "**Basic**" covers primary and lower secondary education; "**Intermediate**" includes upper secondary and vocational certificate levels; "**Advanced**" refers to diploma and higher education.

cent, down from over 40 per cent in GLFS 2022-23. By contrast, LU4 among those with advanced education was significantly lower at 22.1 per cent in GLFS 2025, down from 33.3 per cent.

The sharp decline in LU4 across all educational tiers, especially among those with lower qualifications, signals modest improvements in labour market absorption. Still, the gap between those with advanced education and others remains substantial, underlining the continued role of education in improving employment outcomes.

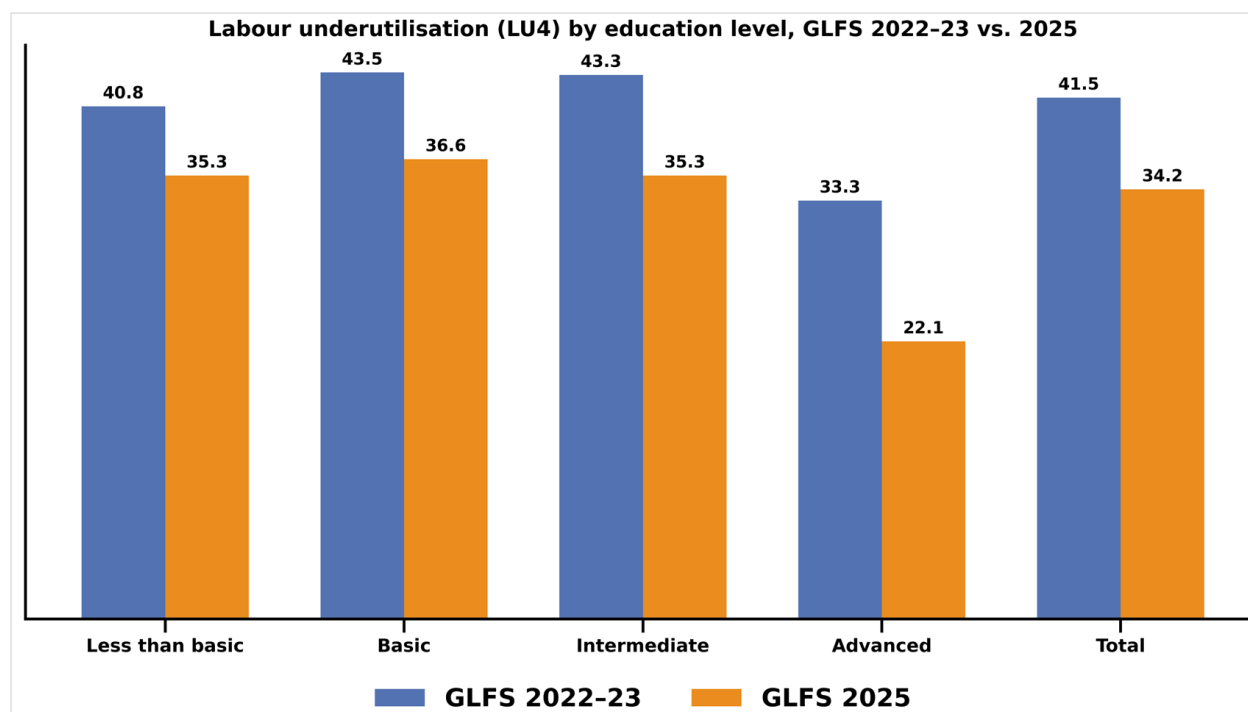


Figure 5. 4: Labour underutilisation by level of education (%), GLFS 2022-23 vs GLFS 2025

5.5 Unemployment by Age Group

The age-disaggregated analysis of unemployment in **Error! Reference source not found.** reveals stark disparities in labour market outcomes. Youth unemployment remains a pressing challenge, peaking at 15.7 per cent among individuals aged 20-24 years, and remaining high for those aged 15-19 years (13.0%) and 25-29 years (12.0%). These figures reflect common barriers to labour market entry, such as limited job openings, experience requirements, and skill mismatches.

Moreover, part of the elevated unemployment in younger age groups particularly 15-19 years and 20-24 years may be attributed to the transitional nature of this stage, where many individuals are still attending school or recently completed their education. Those actively seeking work while pursuing studies or shortly after graduation may experience short-term unemployment spells, which inflate the rates in these cohorts.

By contrast, unemployment rates decline significantly with age. Among individuals aged 30-34 years, the rate falls to 7.8 per cent, and further drops to 5.5 per cent for those aged 35-39 years, and just 4.1 per cent for those aged 40 years and older. This suggests that once individuals establish a foothold in the labour market, their risk of unemployment diminishes substantially.

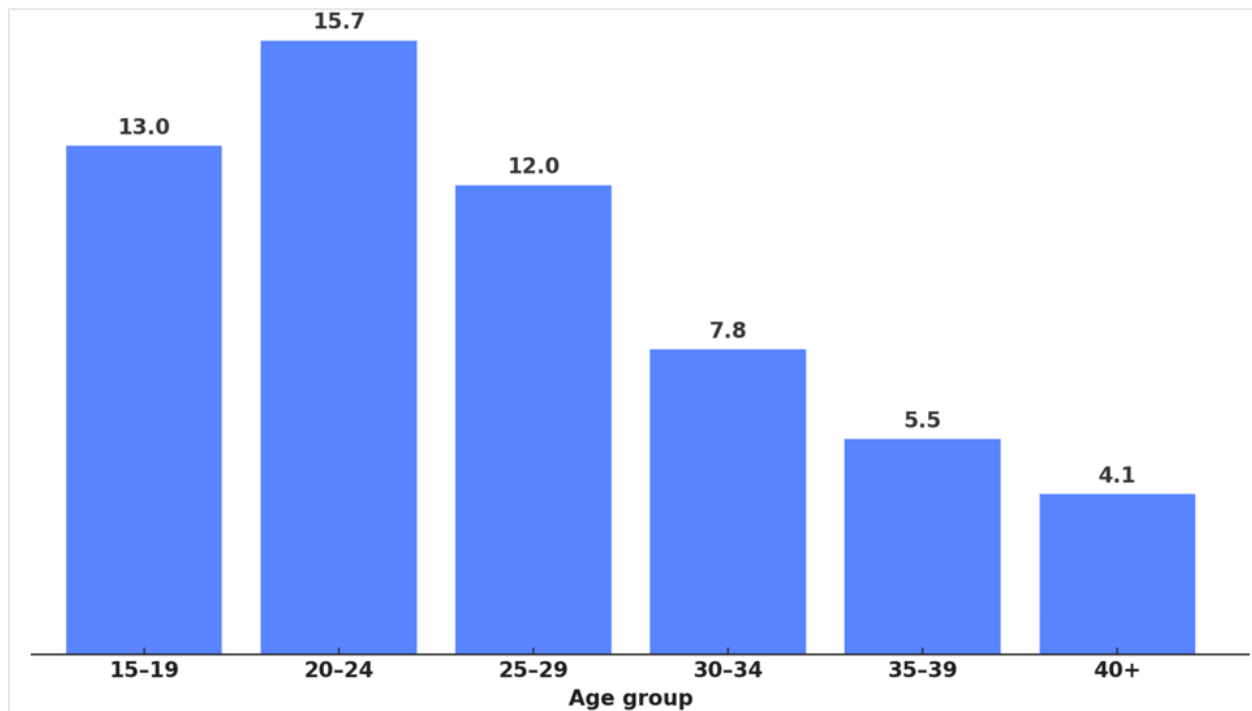


Figure 5. 5: Unemployment by age group (%), GLFS 2025

5.6 Duration of Unemployment

As shown in **Error! Reference source not found.**, most unemployed persons in GLFS 2025 had been without work for less than six months (56.7%). However, 28.3 per cent reported being unemployed for over a year reflecting high levels of long-term unemployment. These patterns signal deep labour market frictions and limited employment absorption.

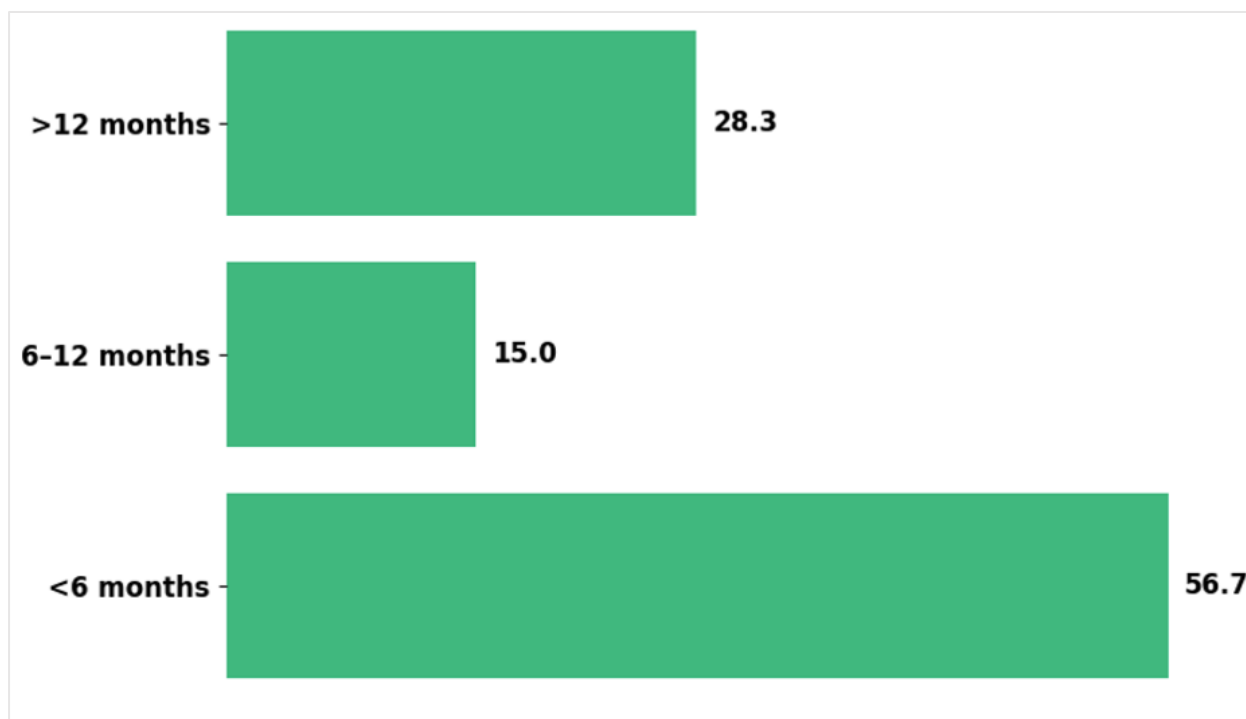


Figure 5. 6: Duration of unemployment among the unemployed (%), GLFS 2025

5.7 Composition of Labour Underutilisation

Error! Reference source not found. shows that in GLFS 2025, the largest share of underutilised persons belonged to the potential labour force (58.9%) i.e. individuals who want employment but are either not actively seeking work or not immediately available. Time-related underemployment accounted for 21.8 per cent, while unemployed persons (LU1) made up just 19.3 per cent.

Time-related underemployment includes individuals who worked fewer than 35 hours during the reference week, wanted additional paid work, and were available to take on more hours.

These results underscore the limitations of using unemployment alone to assess labour market slack. The data reveal that most underutilised persons are either insufficiently employed or discouraged from job search, pointing to the need for more inclusive employment strategies.

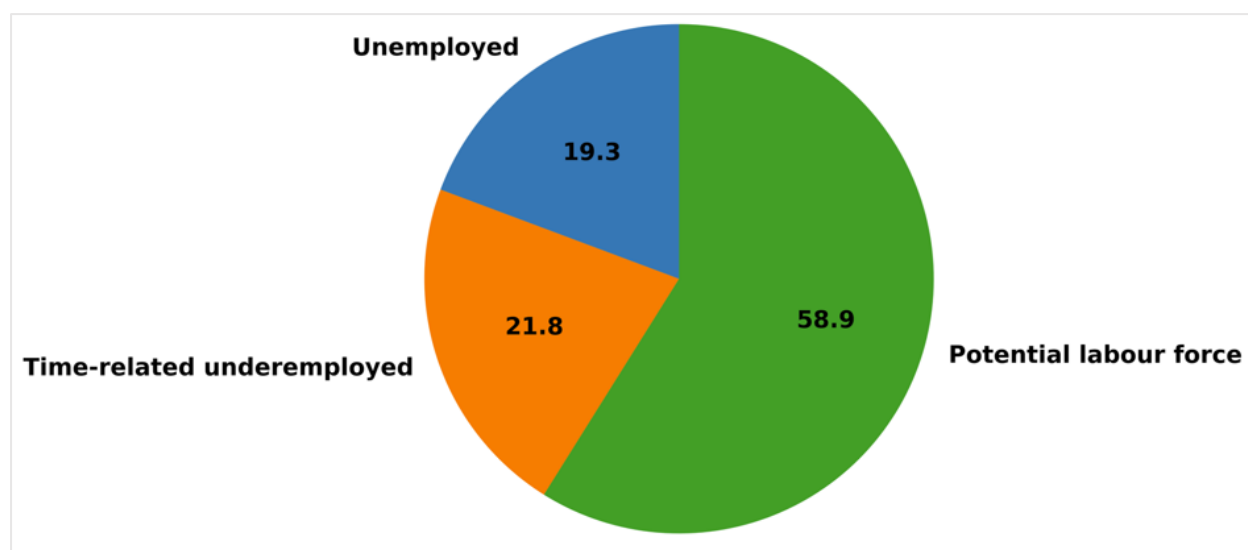


Figure 5. 7: Composition of labour underutilisation (%), GLFS 2025

5.8 Composite Underutilisation by Key Characteristics

Error! Reference source not found. presents LU4 by selected demographic and labour market groups. Underutilisation was highest among own-use foodstuff producers (68.0%), followed by females (43.7%), rural residents (42.9%), and youth aged 15-35 years (41.0%). In contrast, LU4 was significantly lower among males (24.6%), urban dwellers (27.9%), and older adults aged 36 years and older (25.0%).

Persons with disabilities also reported higher-than-average underutilisation (36.9%), suggesting continued gaps in employment access for vulnerable populations.

The disparities highlight the uneven distribution of employment opportunities and the persistence of structural barriers among subsistence workers, females, youth, and persons living in rural areas.

Table 5. 1: Composite Underutilisation by Key Characteristics, GLFS 2025

| Characteristic | | LU4 (%) |
|-------------------------|--------------------|---------|
| Sex | Male | 24.6 |
| | Female | 43.7 |
| Residence | Urban | 27.9 |
| | Rural | 42.9 |
| Age Group | Youth (15-35) | 41 |
| | Adult (36+) | 25 |
| Subsistence Agriculture | Foodstuff Producer | 68 |
| | Non-Producer | 29.4 |

| Characteristic | LU4 (%) |
|--------------------|-------------|
| Disability Status | 36.9 |
| Without Disability | 34.2 |
| Total | 34.2 |

5.9 Labour Underutilisation by LGA

Error! Reference source not found. presents LU4 and LU1 across Local Government Areas (LGAs). Kuntaur (61.0%), Basse (51.0%), and Janjanbureh (46.3%) reported the highest underutilisation rates, indicating severe regional labour market gaps.

Kuntaur stands out not only for its LU4 rate but also for its exceptionally high unemployment rate of 19.6 per cent, 2.3 times the national average (8.3%). This dual burden suggests acute job scarcity and limited absorption of available labour.

In contrast, LGAs such as Kanifing (27.0%) and Brikama (27.7%) reported lower underutilisation, though both recorded relatively high unemployment (9.1%), pointing to persistent issues of job quality and access even in more urbanised areas.

Table 5. 2: Labour underutilisation by LGA, GLFS 2025

| LGA | LU4 (%) | LU1 (%) |
|-------------|---------|---------|
| Banjul | 36.7 | 8.5 |
| Kanifing | 27.0 | 9.1 |
| Brikama | 27.7 | 9.1 |
| Mansakonko | 43.2 | 8.4 |
| Kerewan | 34.8 | 3.5 |
| Kuntaur | 61.0 | 19.6 |
| Janjanbureh | 46.3 | 4.9 |
| Basse | 51.0 | 4.2 |

Labour underutilisation in The Gambia remains structurally entrenched, disproportionately affecting females, youth, rural residents, and low-educated workers. While overall LU4 fell slightly from GLFS 2022-23 to GLFS 2025, the depth of underutilisation remains a challenge. Most affected groups remain unable to access stable, adequate work despite being willing and available. Policy efforts must therefore target informal transitions, youth inclusion, education-to-work linkages, and job creation to foster inclusive and productive employment.

5.10 Beyond the Unemployment Rate: Capturing Labour Market Gaps with LU3

Although SDG Indicator LU1 (the standard unemployment rate) remains a widely used labour market measure, it does not adequately capture the true extent of unmet need for employment in The Gambia. By design, LU1 excludes individuals who are available for work but are not actively seeking employment, such as discouraged jobseekers and the marginally attached. These groups are particularly relevant in The Gambia's labour market, where structural barriers often deter active job search.

To address this limitation, The Gambia adopted Indicator LU3 in GLFS 2022-23, the combined rate of unemployment and potential labour force as a more inclusive and realistic measure of labour underutilisation. This indicator has been formally integrated into the Recovery-Focused National Development Plan (RF-NDP) 2023-2027. LU3 encompasses both the unemployed and those who are available for work but not currently searching, offering a more complete picture of unmet employment needs and labour market slack.

5.10.1 LU3 by sex and residence, GLFS 2022-23 vs GLFS 2025

Error! Reference source not found.8 presents the combined rate of unemployment and potential labour force (LU3) by sex and place of residence for the GLFS 2022-23 and GLFS 2025 rounds of the Gambia Labour Force Survey (GLFS). According to the GLFS 2025, the national LU3 rate stands at 26.7 per cent, reflecting a moderate decline from 31.6 per cent recorded in GLFS 2022-23. However, the data reveal persistent disparities. Females experienced a significantly higher LU3 rate (34.3%) than males (19.1%) in GLFS 2025, highlighting gender-based constraints in accessing decent employment. Similarly, rural areas faced markedly higher labour underutilisation (33.8%) compared to urban areas (21.7%), suggesting spatial inequalities in labour market opportunities.

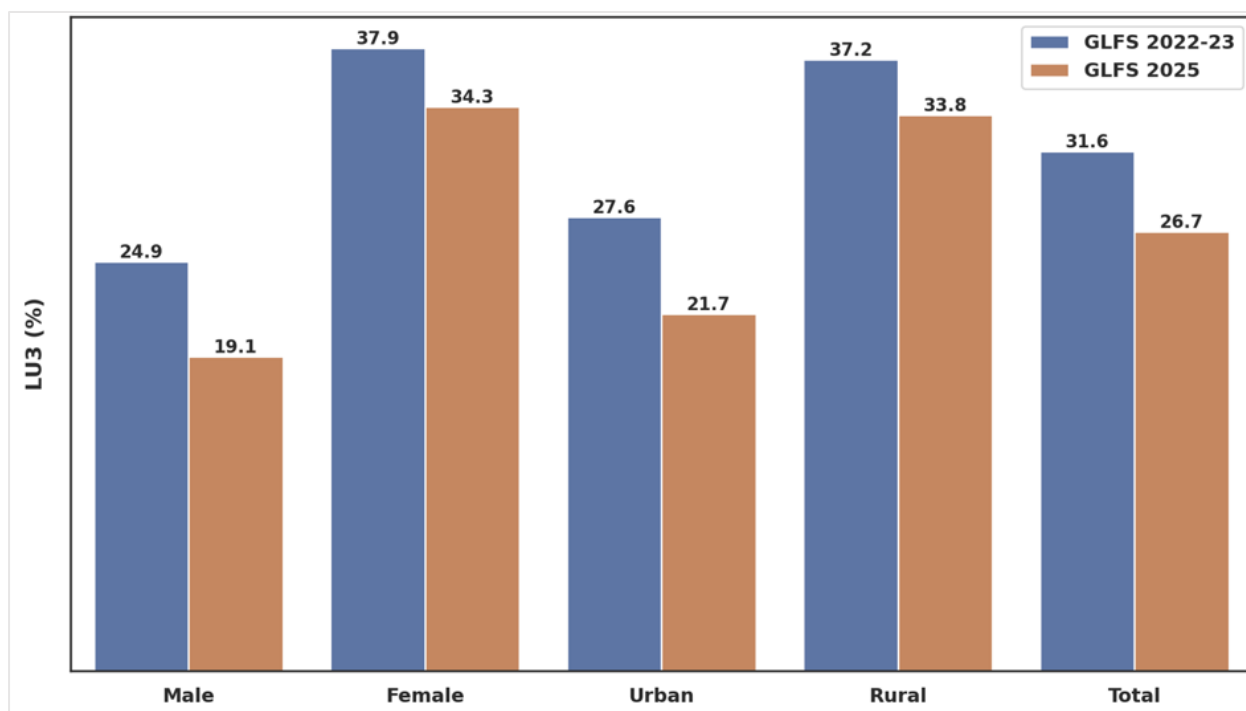


Figure 5. 8: LU3 by sex and residence, GLFS 2022-23 vs GLFS 2025

5.10.2 LU3 by LGA, GLFS 2025

Error! Reference source not found.9 displays LU3 estimates by LGA based on the GLFS 2025. The results show considerable subnational variation in labour underutilisation. The highest LU3 rates were observed in Kuntaur (56.5%), Basse (47.0%), and Janjanbureh (35.5%), pointing to challenges in accessing employment in these LGAs. In contrast, Kanifing (20.3%) and Brikama (20.7%) reported the lowest LU3 rates, indicating relatively better employment conditions in these LGAs. These differences in LGAs underscore the need for geographically targeted employment and skills development programmes.

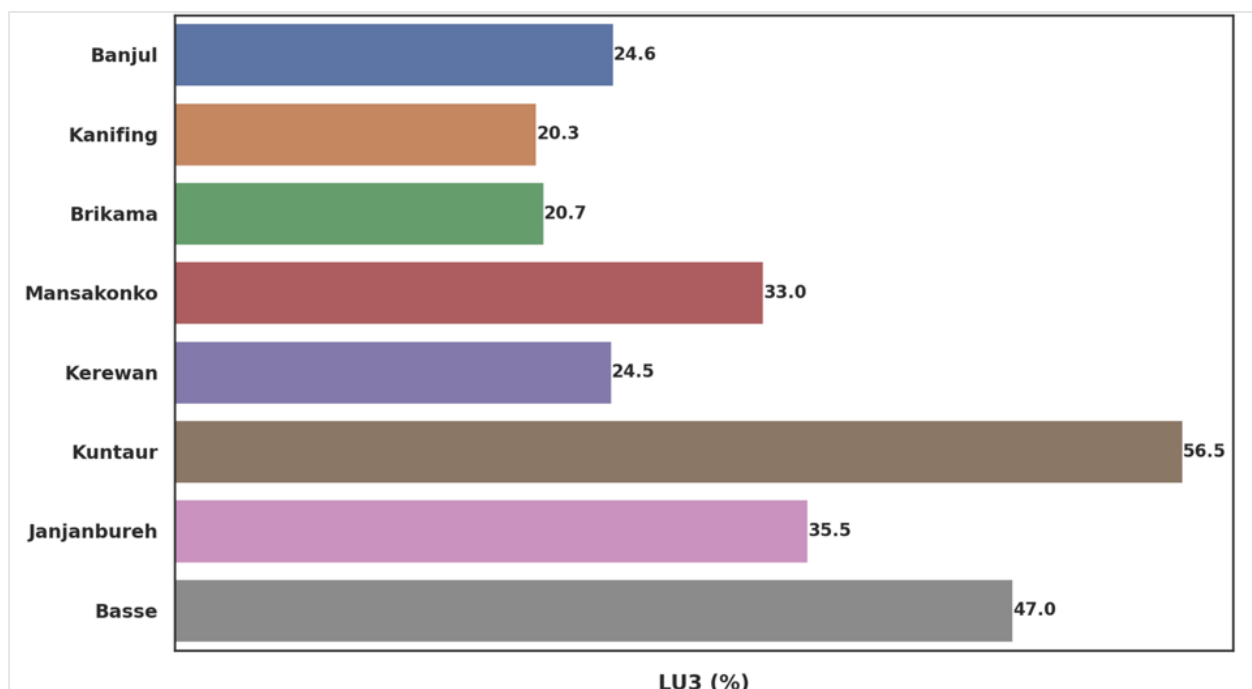


Figure 5. 9: LU3 by LGA, GLFS 2025

These findings highlight the importance of using LU3 as a central indicator for employment-related policymaking. It better reflects the reality of underemployment in The Gambia and provides stronger evidence based for designing inclusive and targeted labour market interventions.

CHAPTER 6: PERSONS OUTSIDE THE LABOUR FORCE

6.1 Introduction

Understanding the characteristics and motivations of persons outside the labour force is critical for informing inclusive employment policies and addressing structural barriers to participation. According to the GLFS 2025, 52.9 per cent of the working-age population (15 years and older) were not engaged in the labour force, meaning they were neither employed nor actively seeking work during the reference period. This chapter presents an analysis of their demographic profile, reasons for non-participation, and patterns of discouragement.

6.2 Labour Force Detachment by Sex and Residence

Labour force detachment was higher among females (59.1%) than males (46.2%), confirming persistent gender gaps in labour market participation. Rural residents also exhibited higher rates of non-participation (55.0%) compared to urban residents (51.6%).

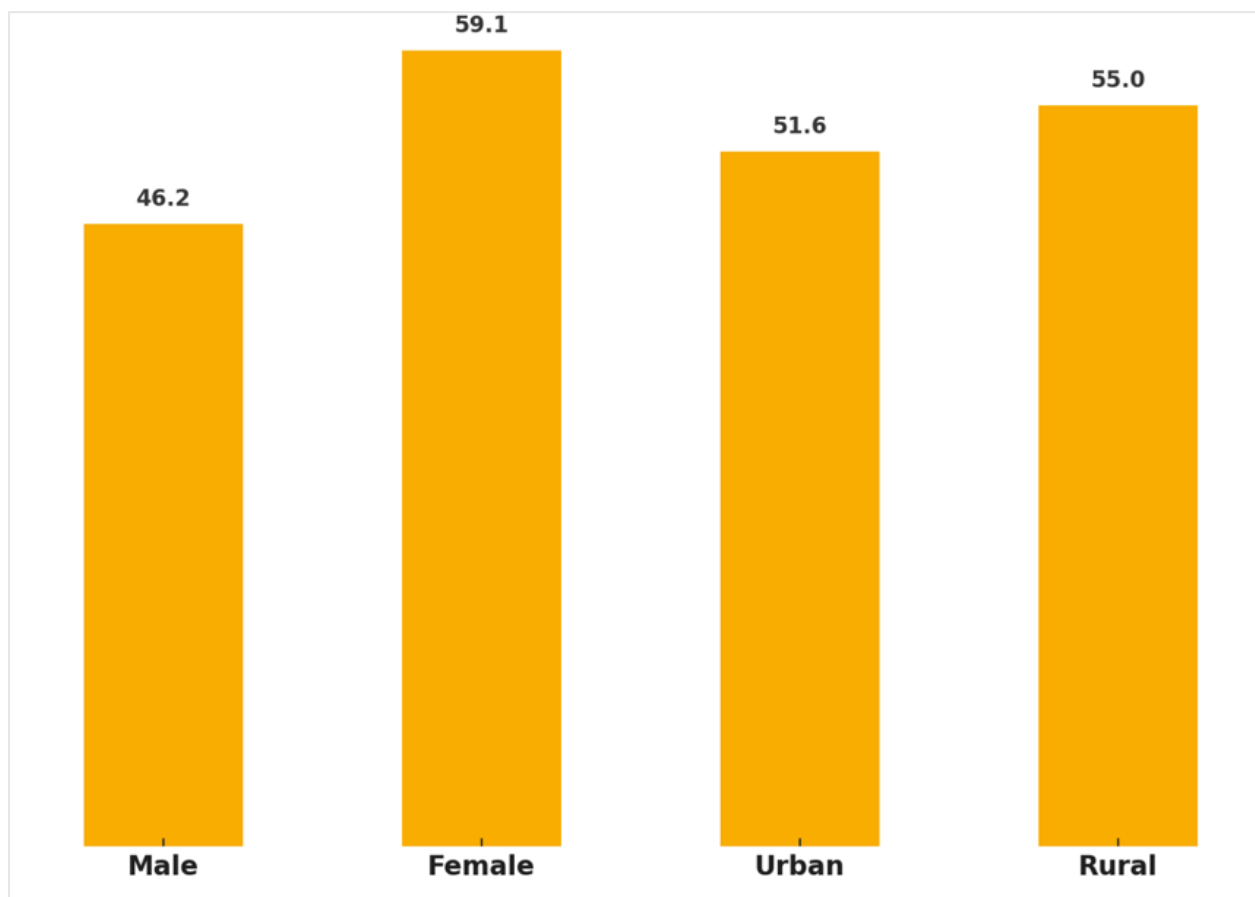


Figure 6. 1: Share of population outside the labour force by sex and residence (%), GLFS 2025

6.3 Labour Force Detachment by LGA

Significant disparities were observed across LGAs. Kuntaur (61.1%) and Basse (71.0%) recorded the highest shares of persons outside the labour force, suggesting limited labour demand or prevailing structural constraints. These LGA patterns highlight the uneven distribution of labour market opportunities across The Gambia and call for location-based strategies to foster inclusive economic participation.

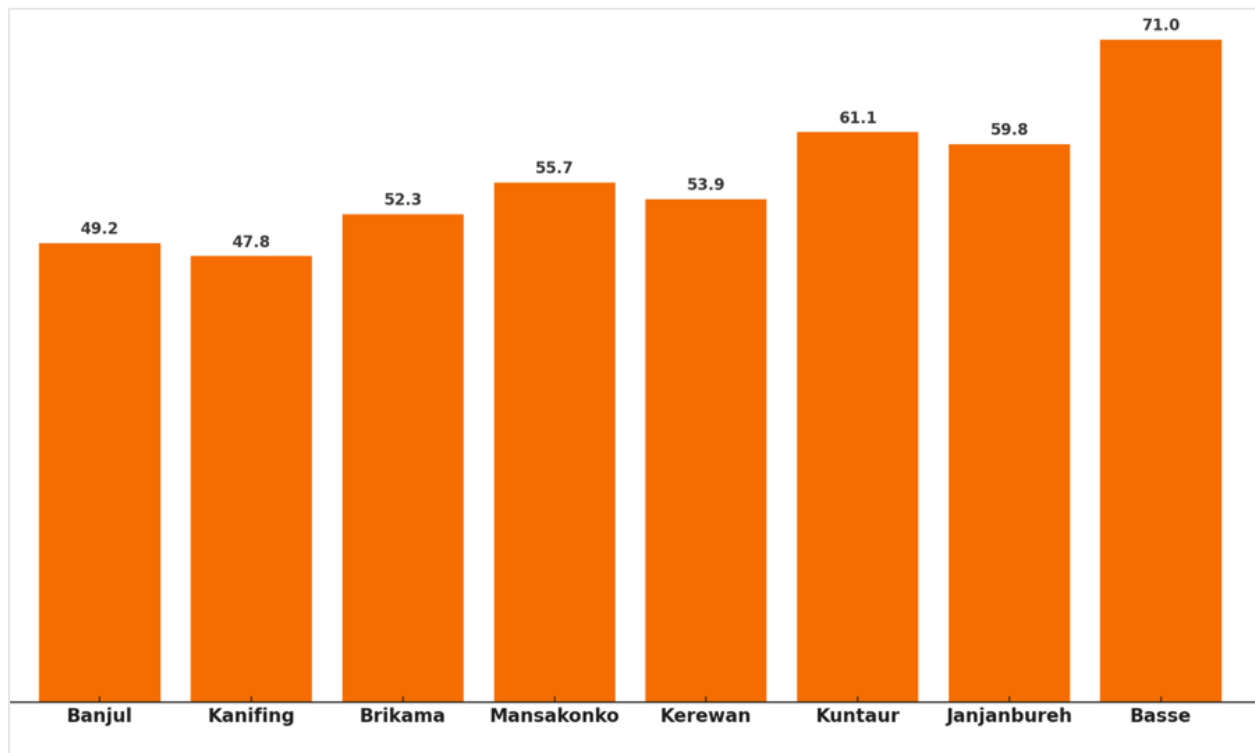


Figure 6. 2: Labour force detachment by LGA (%), GLFS 2025

6.4 Labour Market Attachment (Reasons for Not Seeking Work)

The survey classified reasons for not seeking work among persons outside the labour force as follows. Labour market-related reasons accounted for 37.2 per cent and included lack of job opportunities, or not knowing where to search for jobs. Other labour market reasons represented 5.9 per cent and included those awaiting seasonal work, replies from employers, or start dates. Personal or family-related reasons made up 36.9 per cent and included schooling, caregiving responsibilities, health issues, or age constraints. Entrepreneurial barriers, such as lack of resources to start a business, accounted for 19.0 per cent. Voluntary non-participation, including retirees or those relying on other income, represented only 0.3 per cent, while 0.6 per cent reported other specified reasons.

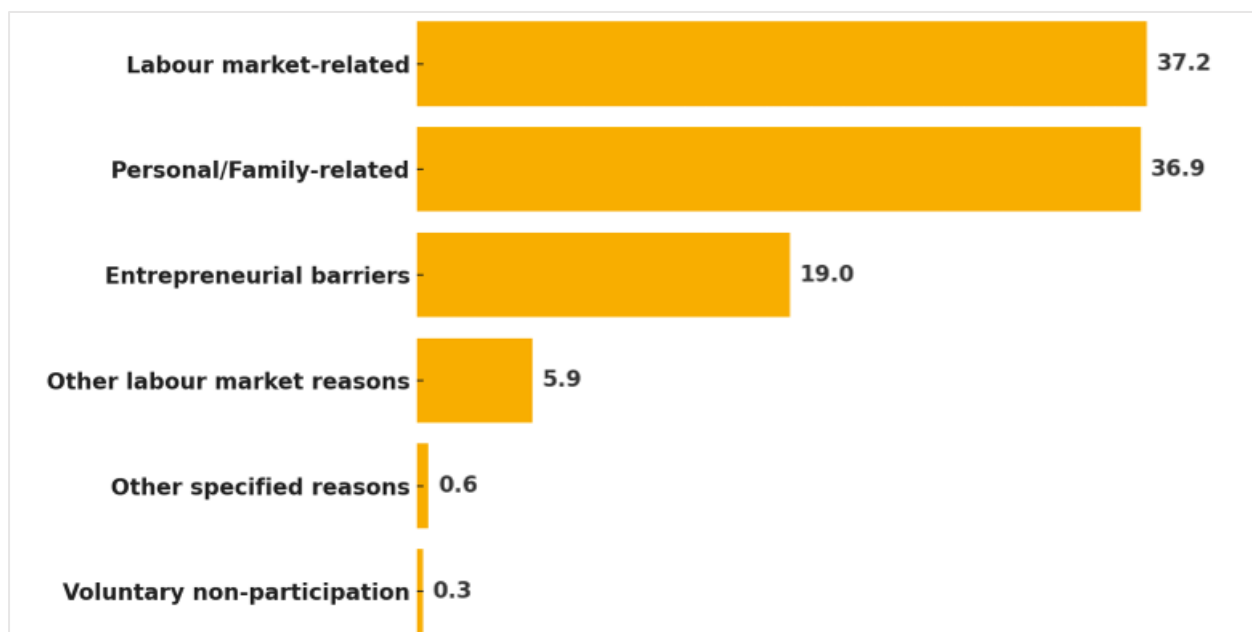


Figure 6. 3: Reasons for not seeking employment among persons outside the labour force (%), GLFS 2025

6.5 Discouraged Job Seekers by Demographic and Socioeconomic Characteristics

At the national level, 5.1 per cent of the working-age population were classified as discouraged job seekers i.e. those willing to work but not actively searching due to perceived barriers. The phenomenon was more prevalent among females (6.2%) than males (3.8%), and among rural residents (8.4%) compared to urban residents (2.9%). Discouragement was also significantly higher among own-use foodstuff producers (17.2%), indicating limited transition from subsistence to market-based employment. Young people aged 15-35 years faced higher discouragement (5.8%) than adults (3.8%), while persons with disabilities reported lower discouragement rates (1.5%), likely due to their overall lower job-seeking activity.

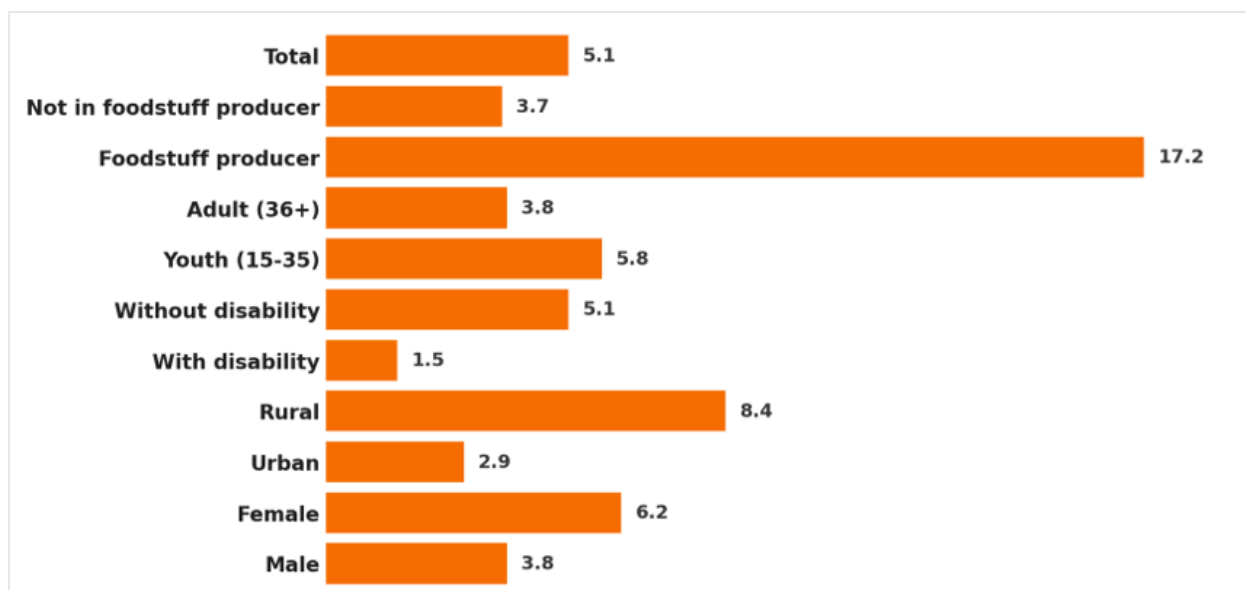


Figure 6. 4: Share of discouraged job-seekers by sex, residence, disability status, age group, and own-use foodstuff production status (%), GLFS 2025

6.6 Discouraged Job-Seekers by LGA

Discouraged job-seeking was more prominent in certain LGAs. The highest rates were recorded in Kuntaur (16.3%) and Basse (16.0%), where limited labour demand and persistent barriers may have contributed to lower motivation to search for work. Janjanbureh followed with 8.3 per cent, while Banjul (7.3%), Mansakonko (5.8%), and Kerewan (5.7%) also reported relatively high levels. In contrast, lower rates were observed in LGAs such as Brikama (2.5%) and Kanifing (1.7%), possibly reflecting better employment access.

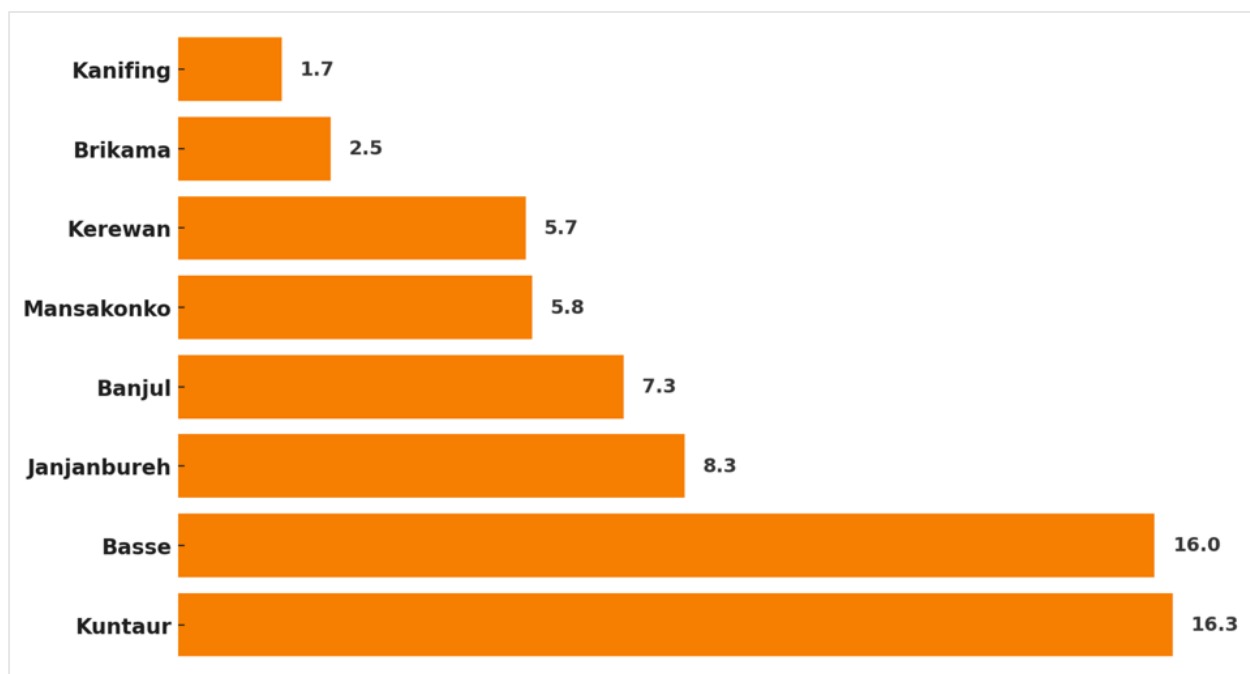


Figure 6. 5: Discouraged job-seekers by LGA (%), GLFS 2025

CHAPTER 7: WOMEN IN THE LABOUR MARKET

7.1 Introduction

Females constitute 52.2 per cent of the working-age population (15 years and older) in The Gambia and play a vital role in the country's social and economic development. While progress has been made in expanding educational opportunities for females, challenges remain in translating these gains into equitable labour market outcomes. This chapter draws on data from the GLFS 2025 to explore key gender differences in labour force participation, employment status, informality, sectoral distribution, and unpaid work. The analysis aims to inform efforts toward advancing gender-responsive labour policies and promoting inclusive economic growth.

7.2 Labour Force Participation

Labour force participation remains significantly lower among females. In GLFS 2025, the female labour force participation rate stood at 40.9 per cent, compared to 53.8 per cent among males. The gender gap is more pronounced in rural areas, where only 39.5 per cent of females participated in the labour force, compared to 51.3 per cent of males. Among youth aged 15-35 years, female participation drops further to 35.1 per cent, trailing their male counterparts by nearly 11 percentage points (45.6%).

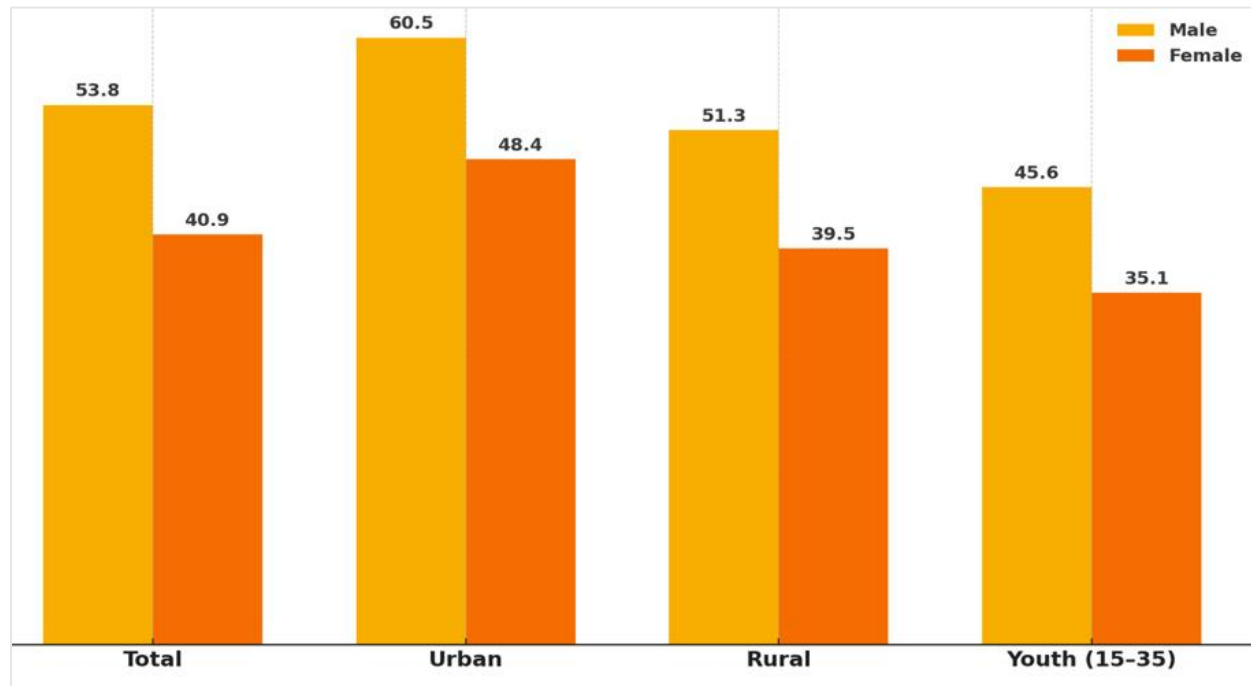


Figure 7. 1: Labour force participation rate by sex and residence (%), GLFS 2025

7.3 Employment and Underutilisation

The employment-to-population ratio for females (37.2%) lags behind that of males (49.8%), indicating reduced access to paid work. Labour underutilisation, as captured by LU4, is disproportionately high among females at 43.7 per cent, compared to 24.6 per cent for males. This reflects a combination of underemployment, discouragement, and limited labour market opportunities. Among youth, the female unemployment rate was 13.1 per cent, exceeding the 10.2 per cent rate observed among male youth.

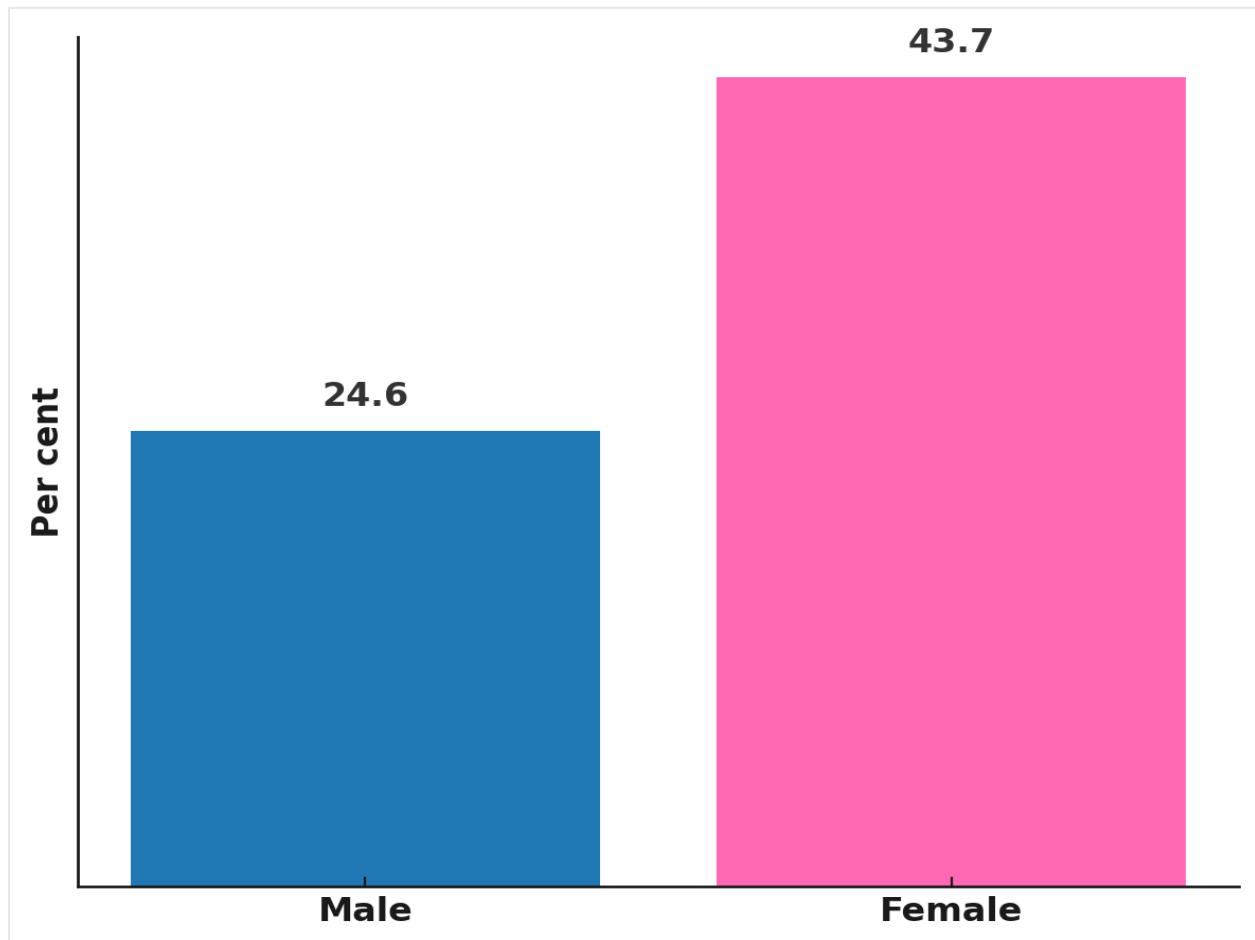


Figure 7. 2: Composite labour underutilisation (LU4) by sex, GLFS 2025

7.4 Sectoral and Occupational Segregation

Females are overrepresented in agriculture and informal service occupations, while underrepresented in formal and managerial roles. In GLFS 2025, 24.3 per cent of employed females worked in agriculture, compared to 12.0 per cent of males. The majority (70.7%) were employed in services, compared to 54.4 per cent of males. Only 13.7 per cent of employed females held formal jobs, compared to 23.3 per cent for males. Occupational segregation remains

acute with 51.6 per cent of employed females engaged in sales and service jobs, compared to just 22.0 per cent of males. Managerial representation was low, with only 1.8 per cent of employed females in such roles, compared to 3.5 per cent of males.



Figure 7. 3: Sectoral and occupational segregation (%), GLFS 2025

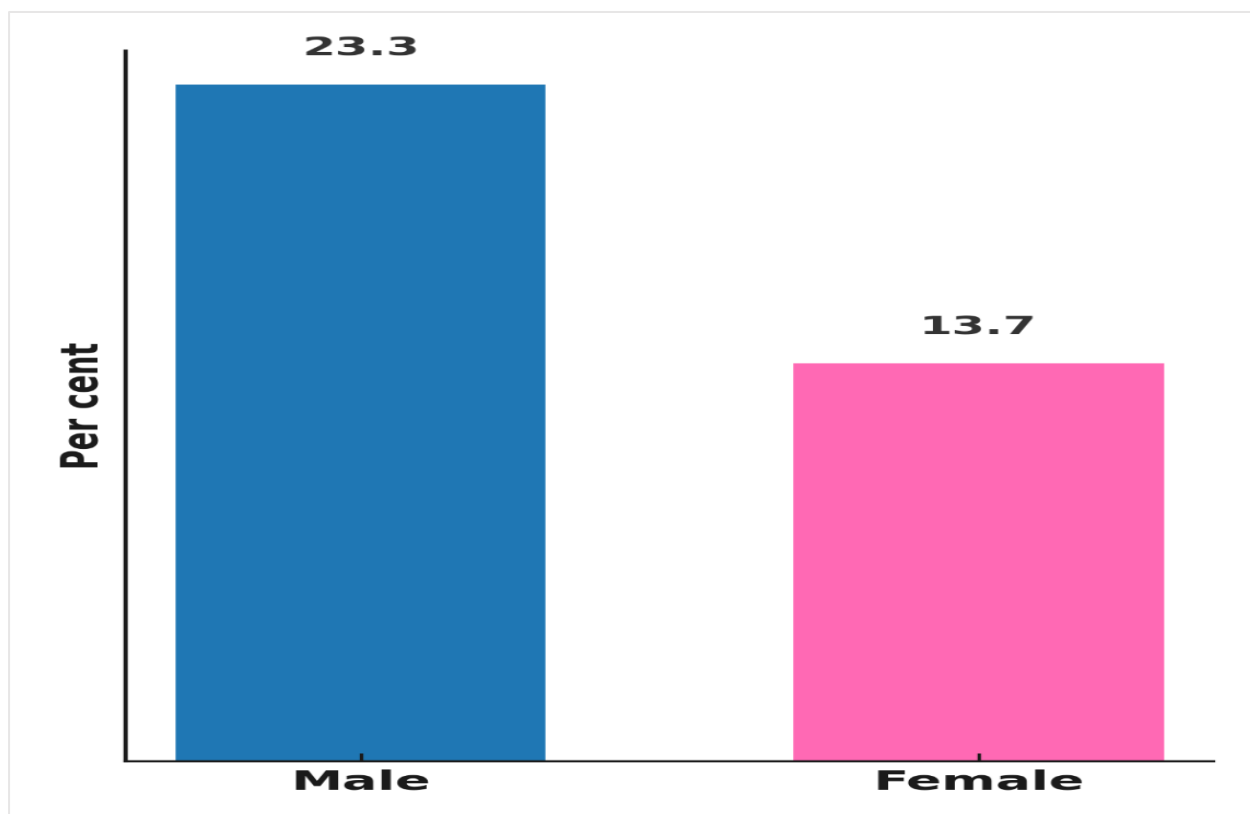


Figure 7. 4: Distribution of employment in formal jobs by sex (%), GLFS 2025

7.5 Informality and Vulnerability

Informal employment continues to dominate among females. In GLFS 2025, 82.3 per cent of employed females were in informal jobs, compared to 76.7 per cent of males. Rural females were the most affected, with 86.7 per cent engaged in informal work. Among employed females, 86.1 per cent were either own-account workers or contributing family workers (7.4%) underscoring the predominance of subsistence-based and informal self-employment.

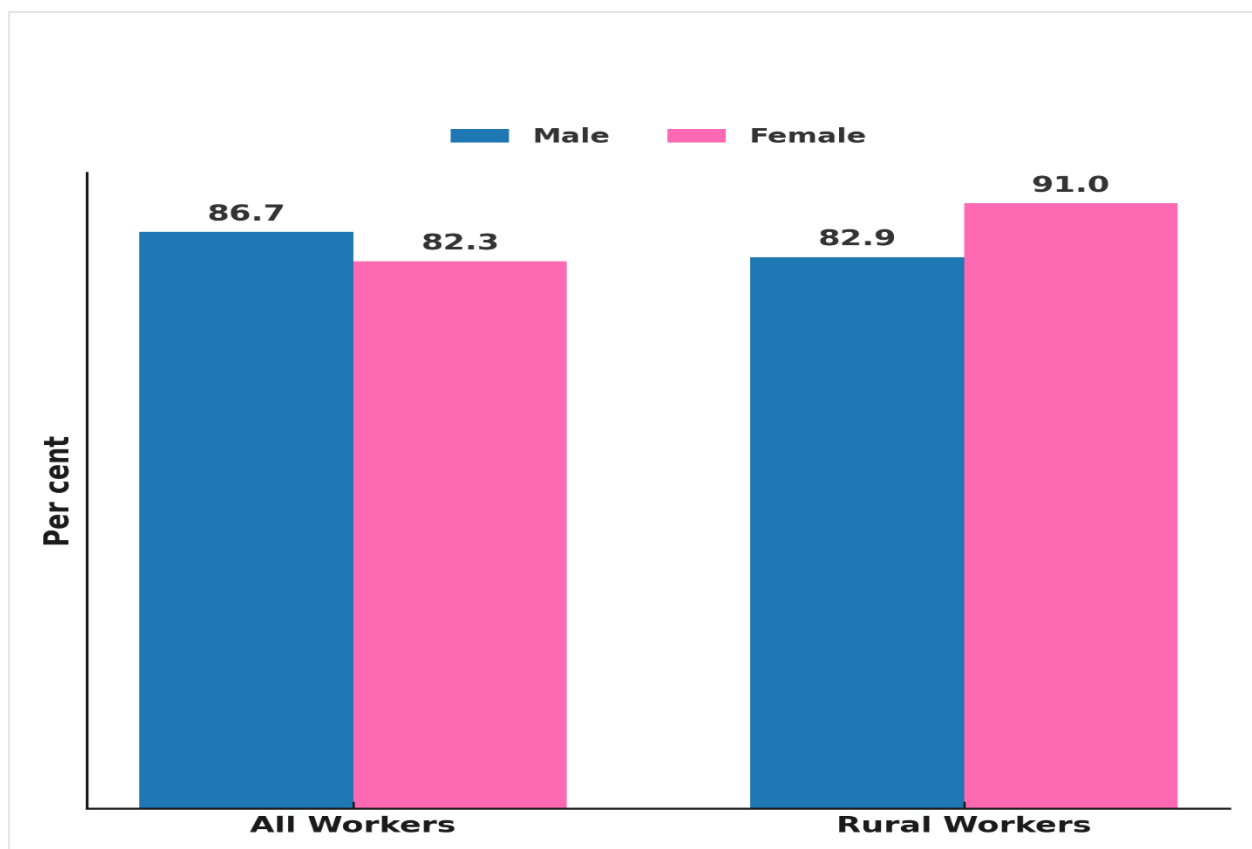


Figure 7. 5: Informality by sex (%), GLFS 2025

7.6 Unpaid Work and Time Constraints

A substantial proportion of females engage in own-use production activities, limiting their ability to participate in paid employment. In GLFS 2025, 29.6 per cent of females were involved in own-use production work, compared to 18.6 per cent of males. This includes unpaid farming (18.3%) as well as household tasks such as fetching water (53.0%) and firewood (30.6%). These responsibilities contribute to time poverty and constrain females' capacity for skill development or formal employment.

7.7 Youth-Specific Challenges

Among youth aged 15-35 years, 45.3 per cent of females were not NEET, compared to 36.6 per cent of males. Additionally, 6.8 per cent of young females were discouraged from participating in the labour market, compared to 4.6 per cent of young males. These figures highlight the specific vulnerabilities of young females in transitioning from school to work.

7.8 Disparities in Labour Market Participation by Residence and Disability Status

Labour market participation varies notably by place of residence and disability status. The labour force participation rate for females in rural areas stood at 39.0 per cent, compared to 48.4 per cent among urban females. Youth with disabilities experienced much lower employment rates, with only 0.3 per cent in employment, compared to 99.7 per cent among youth without disabilities. These differences reflect structural barriers that may disproportionately affect rural females and persons with disabilities.

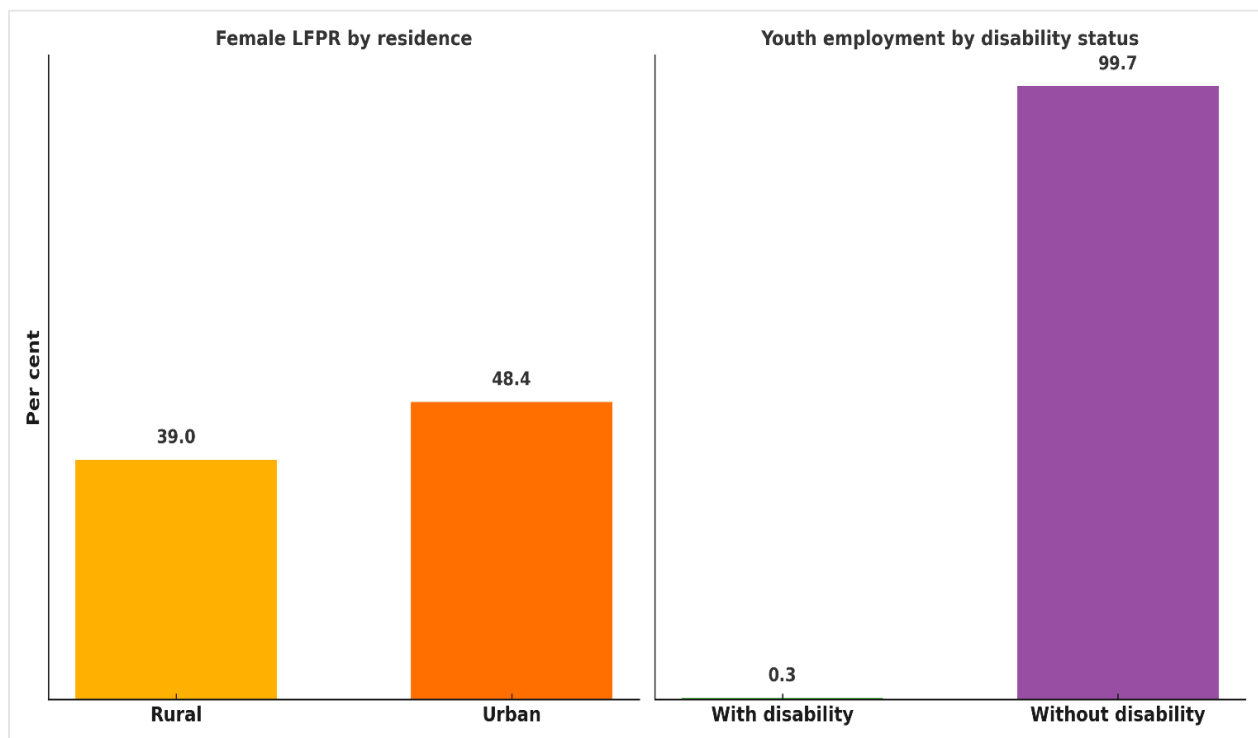


Figure 7. 6: Female labour force participation by residence and youth employment by disability status (%), GLFS 2025

7.9 Inclusive Employment Opportunities: Insights from GLFS 2025

Despite structural challenges, females are demonstrating entrepreneurial resilience. In GLFS 2025, 75.2 per cent of employed females were self-employed, compared to 52.9 per cent of males. Foreign-born females also showed stronger labour market attachment, with an employment rate of 42.1 per cent, surpassing that of native-born females (36.9%). These findings highlight potential entry points for inclusive policy interventions.

7.10 Leadership and Decision-Making

In GLFS 2025, females accounted for 28.1 per cent of managerial positions, marking a decline from 36.1 per cent in GLFS 2022-23. This drop, reflected in SDG Indicator 5.5.2, underscores a setback in efforts to promote gender equality in leadership. Despite progress in education and employment participation, females continue to face barriers to advancing into decision-making roles.

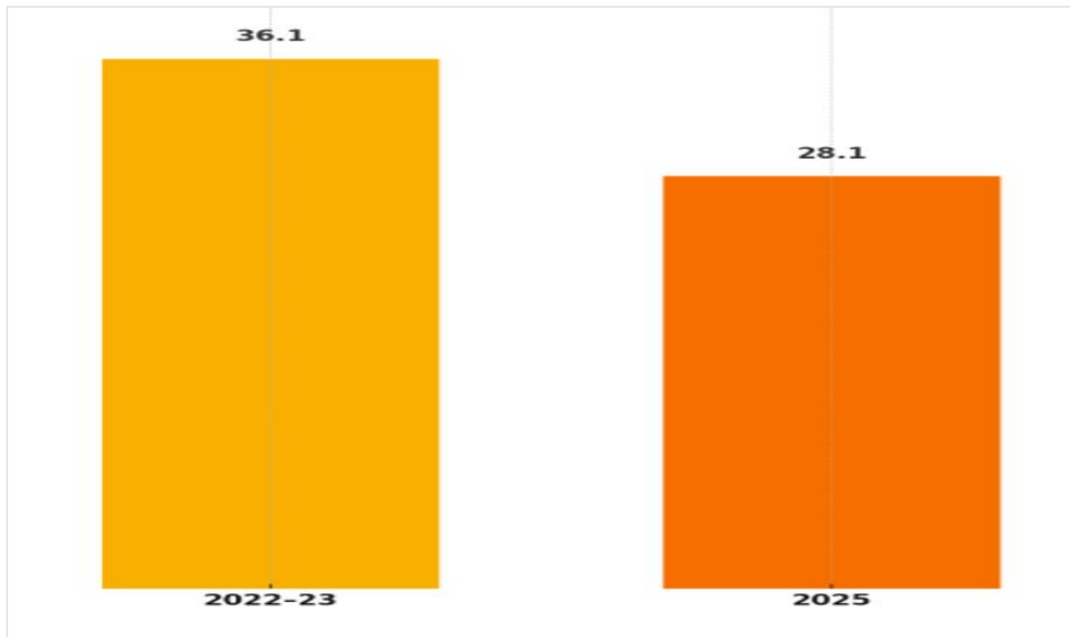


Figure 7. 7: Share of women in managerial positions (SDG Indicator 5.5.2) (%), GLFS 2022-23 vs GLFS 2025

CHAPTER 8: YOUTH IN TRANSITION: LABOUR MARKET OUTCOMES AND CHALLENGES

8.1 Introduction

Youth aged 15 to 35 years represent a substantial proportion of the population of The Gambia and are central to the country's aspirations for inclusive growth and demographic dividend. However, the youth labour market remains characterised by low participation, informality, and limited access to decent jobs, particularly for females. The GLFS 2025 provides vital evidence to assess progress and challenges in youth engagement in the world of work, benchmarked against the GLFS 2022-23 round.

8.2 Key Labour Market Indicators for Youth

Error! Reference source not found. presents data on the labour market outcomes for the youth in The Gambia. The youth labour force participation rate rose slightly from 38.1 per cent in GLFS 2022-23 to 40.0 per cent in GLFS 2025. This upward shift was driven mainly by an increase among young males, from 41.8 to 45.6 per cent, while female youth participation remained relatively low at 35.1 per cent, highlighting a persistent gender gap.

Youth employment-to-population ratio also improved, from 34.1 per cent to 35.4 per cent, suggesting incremental progress in labour market absorption. Nonetheless, labour underutilisation remains high, especially among rural youth, who face structural challenges related to employment opportunities.

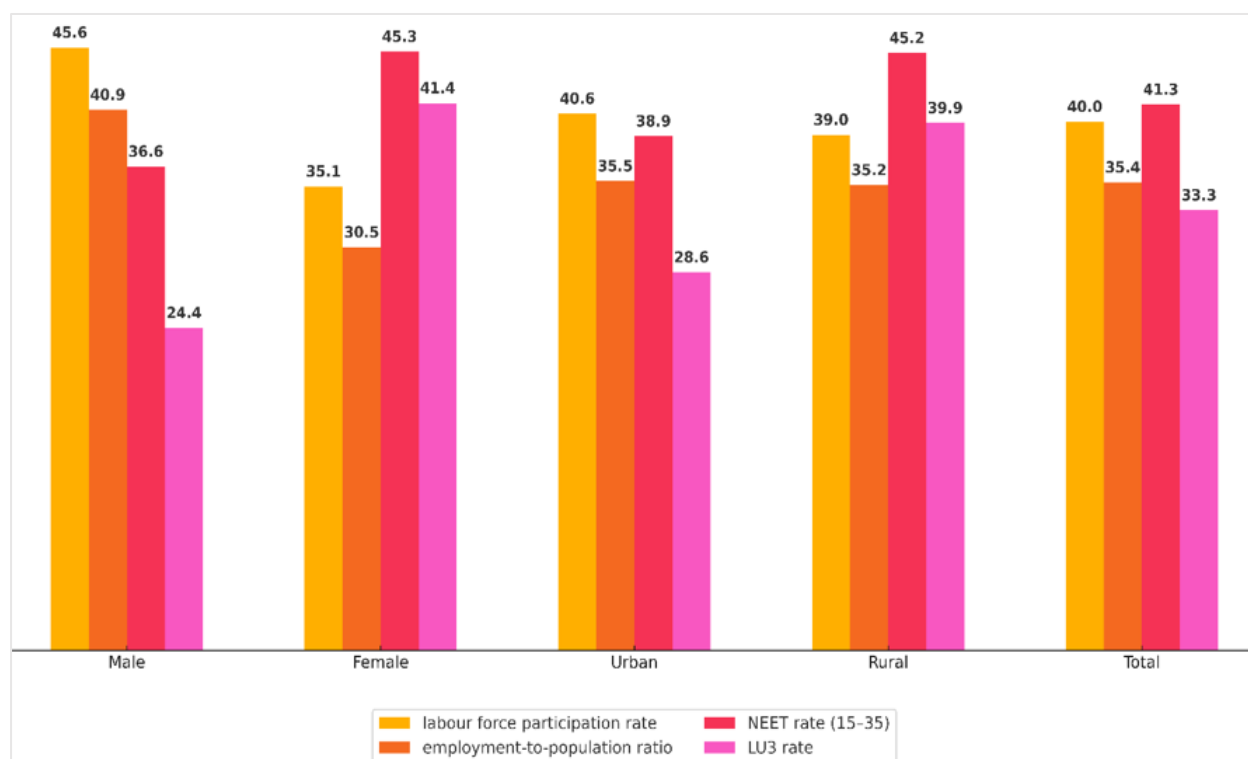


Figure 8. 1: Key labour market indicators for youth (15-35 years) (%), GLFS 2025

8.3 Youth (15-35 years) Not in Education, Employment or Training (NEET)

Although the NEET rate declined from 45.3 per cent in GLFS 2022-23 to 41.3 per cent in GLFS 2025, the level remains high and a critical policy concern. The gender gap widened, with 45.3 per cent of young females classified as NEET, compared to 36.6 per cent of young males.



Figure 8. 2: Youth NEET rate by sex (%), GLFS 2025

A deeper breakdown of NEET youth in GLFS 2025 in **Error! Reference source not found.** reveals that 10.2 per cent are unemployed and actively seeking work, 27.4 per cent constitute the potential labour force, meaning they are available for work but not actively searching, and 62.4 per cent are disengaged, neither in employment nor looking for work, often due to domestic responsibilities or discouragement. This structure reflects significant socio-economic and gendered barriers to labour market integration.

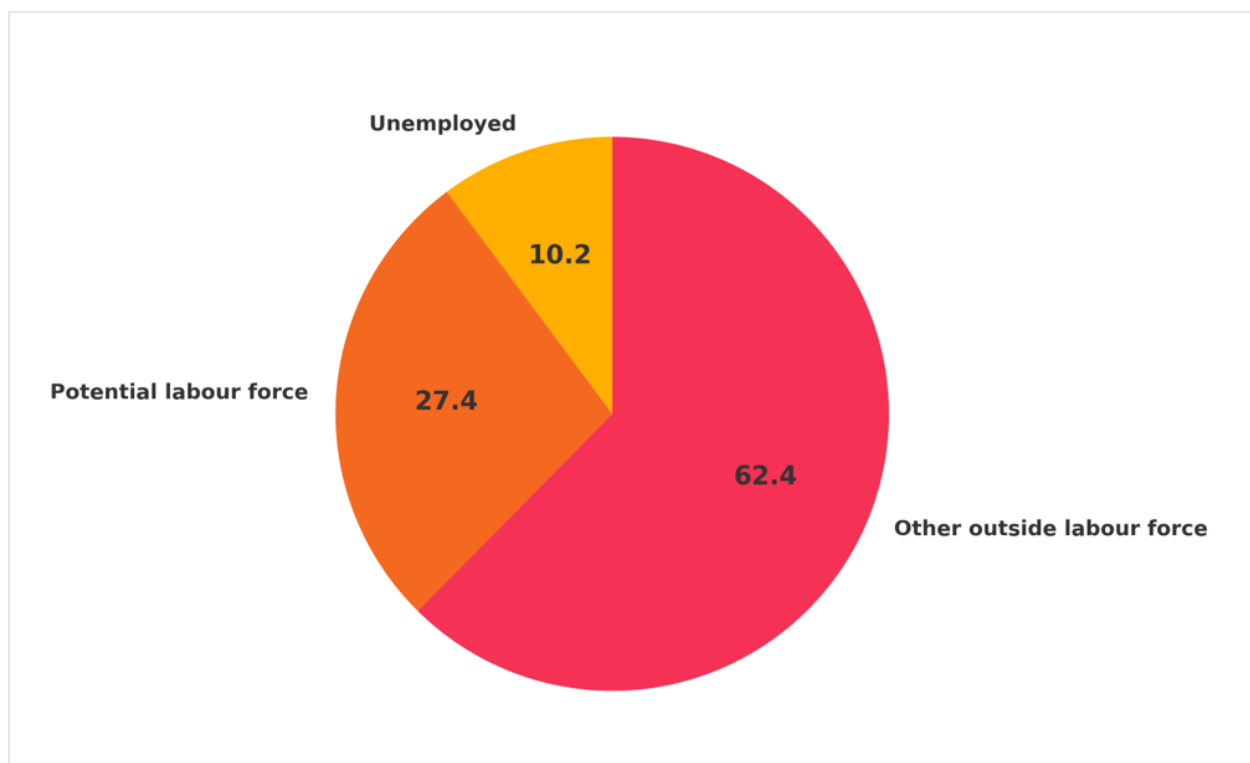


Figure 8. 3: Composition of youth NEET, GLFS 2025

8.4 Combining Work and Learning: Youth Engagement and Disengagement

Opportunities for youth to combine work and learning remain limited, with only a small share (3.6%) managing to navigate both paths. The data reveals a pattern where most young people are primarily engaged in either employment (31.8%) or education/training (23.4%), while a significant portion (41.3%) are disengaged from both. This high rate of NEET youth represents a critical challenge in ensuring youth inclusion and development.

Gender disparities are particularly striking. While young females are slightly more likely than young males to be in education (24.2% vs 22.4%), they lag significantly in employment (27.4% vs 36.9%) and in combining work and learning (3.1% vs 4.1%). Alarming, 45.3% of young females are classified as NEET, compared to 36.6 per cent of young males. These figures underscore persistent structural inequalities that hinder young females' full participation in the labour market and continued education. Factors such as unpaid care responsibilities and restrictive social norms likely play a substantial role in creating these disparities.

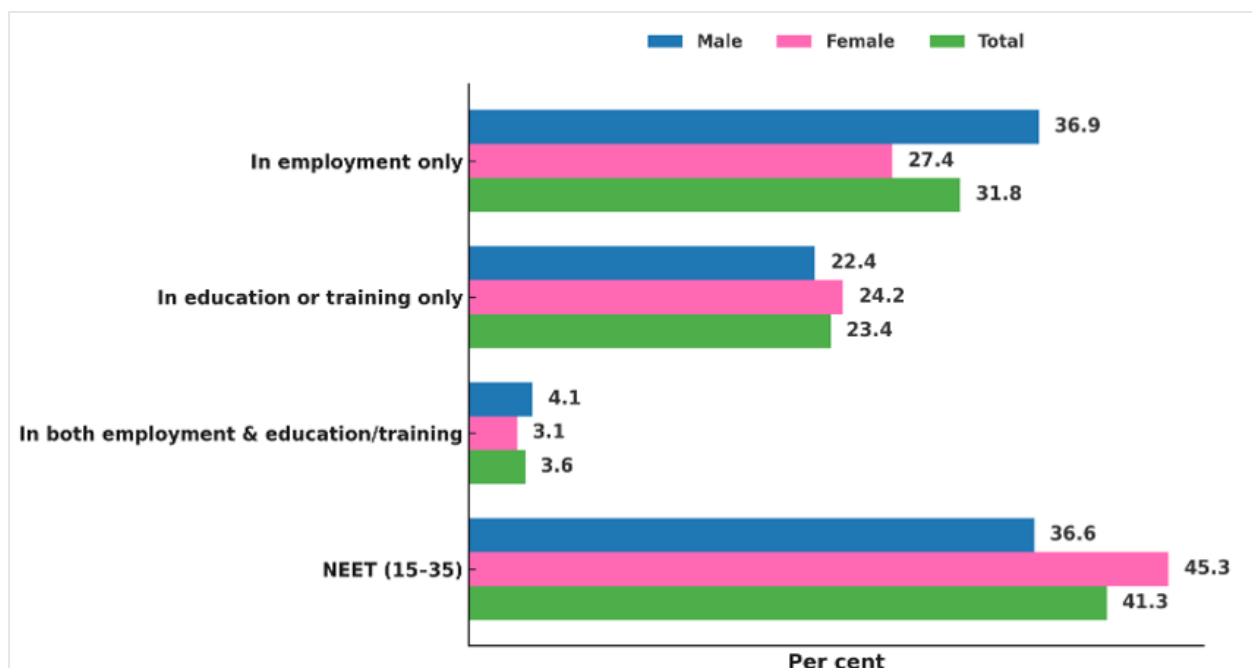


Figure 8. 4: Distribution of youth by employment and education/training (%), GLFS 2025

8.5 Employment Characteristics: Formality, Sector, and Type

The youth labour market remains overwhelmingly informal. In GLFS 2025, 84.5 per cent of employed youth were in informal jobs, with females (85.8%) more likely than males to be in informal employment. This indicates limited access to job security, social protection, and workplace rights.

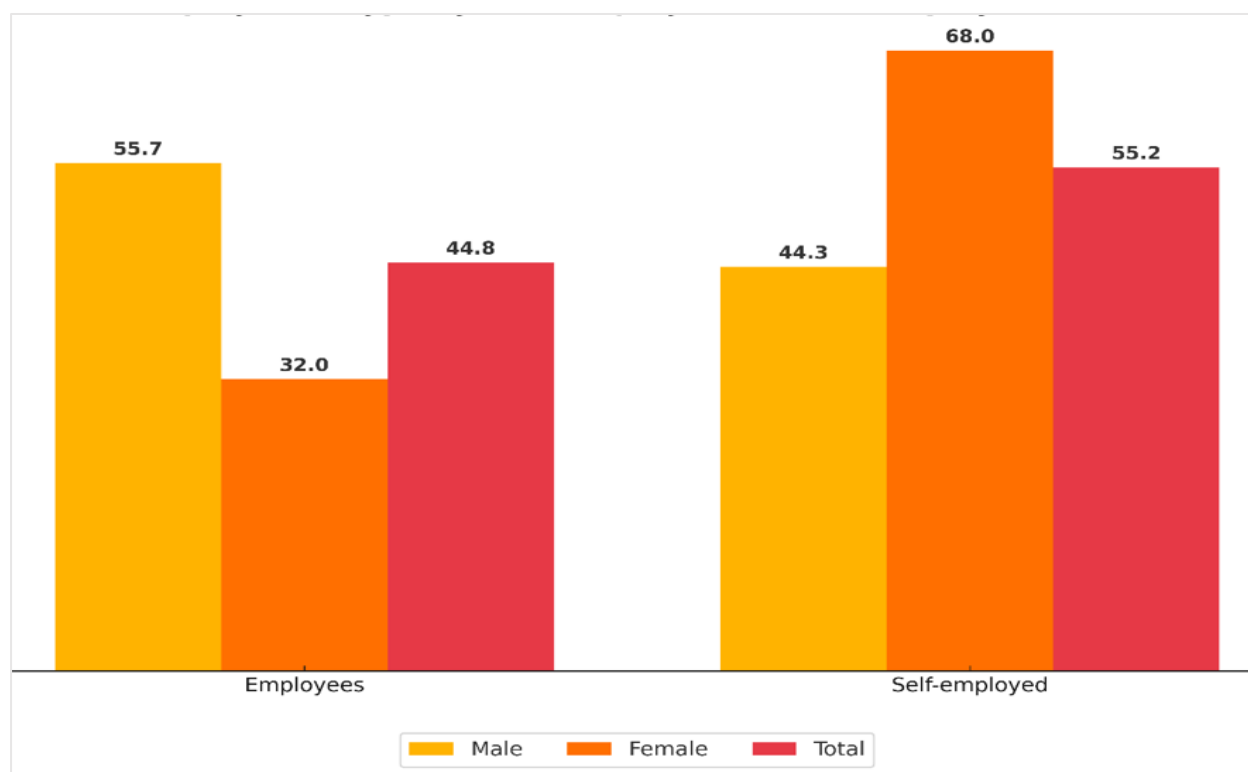


Figure 8. 5: Youth status in employment (%), GLFS 2025

Sectorally, youth employment continued its shift away from agriculture (16.0% in GLFS 2025), driven by urbanisation and expanding service and trade sectors. However, the majority of non-agricultural work remains informal (**Error! Reference source not found.**).

By employment type, 44.8 per cent of employed youth are employees, mostly males, while 55.2 per cent are self-employed, predominantly females. This reflects gendered patterns of entrepreneurship linked to necessity and informality.

8.6 Labour Underutilisation and Vulnerability

The LU3 rate which captures unemployed youth and those in the potential labour force declined from 38.6 per cent in GLFS 2022-23 to 33.3 per cent in GLFS 2025. This signals improved engagement, though disparities persist. Female youth have a LU3 rate of 41.4 per cent, compared to 24.4 per cent for their male counterparts.

Time-related underemployment fell to 11.5 per cent in GLFS 2025, but remained elevated among young females, pointing to issues of job quality, and limited formal sector absorption (**Error! Reference source not found.** and **Error! Reference source not found.**).

8.7 Youth Employment Dynamics: GLFS 2022-23 vs GLFS 2025

A comparative analysis reveals moderate but mixed labour market shifts for youth. The NEET rate declined by 4.0 percentage points, the employment-to-population ratio rose from 34.1 per cent to 35.4 per cent, the LU3 rate dropped by 5.3 percentage points, and the unemployment rate increased from 10.5 per cent to 11.5 per cent. Informality remained stagnant, with a marginal increase to 84.5 per cent. While these shifts suggest early gains from youth employment policies, informality and gender inequality persist as structural bottlenecks.

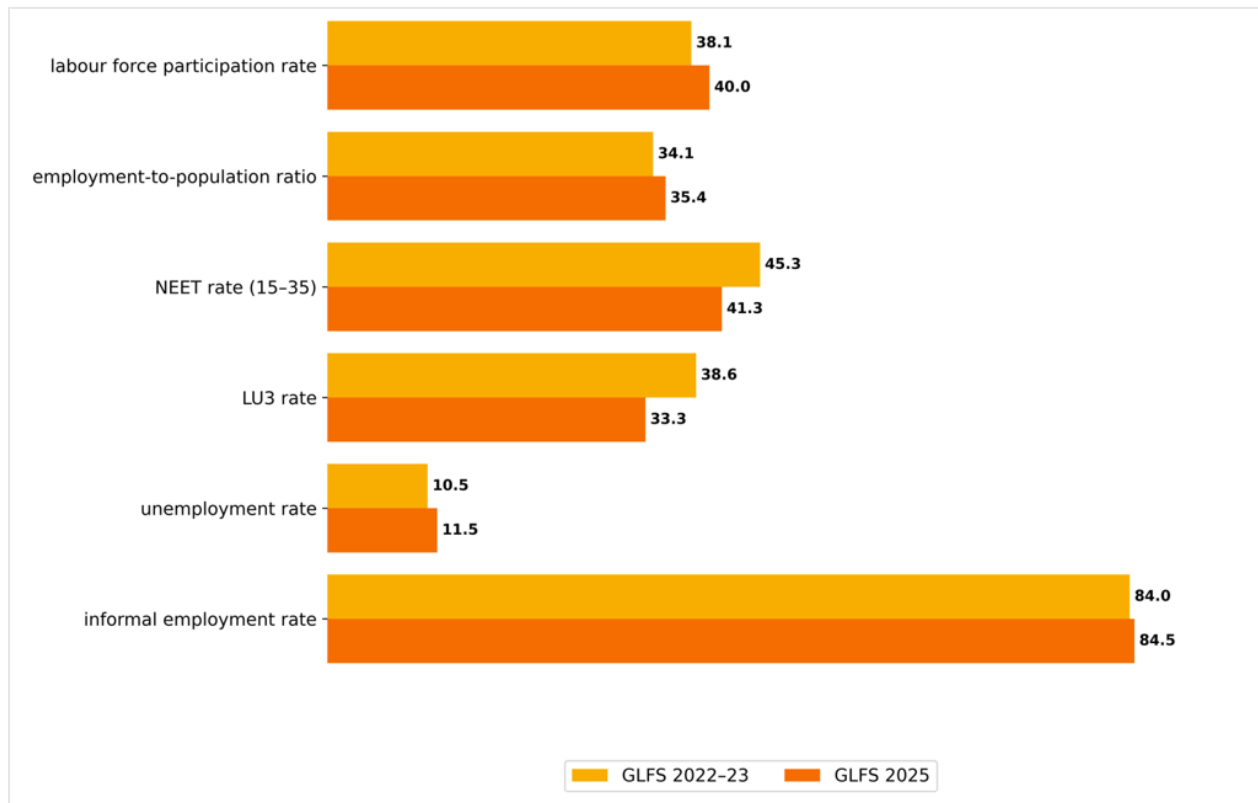


Figure 8. 6: Change in key labour market indicators for youth (%), GLFS 2022-23 vs GLFS 2025

8.8 LGA patterns in youth Labour market outcomes

Error! Reference source not found. reveals that labour force participation among youth varies significantly across LGAs, ranging from 24.5 per cent in Basse to 49.8 per cent in Kerewan. Kanifing (49.1%) and Banjul (44.7%) also report relatively high participation, while Kuntaur (35.0%) and Brikama (37.8%) fall below the national average of 40.0 per cent. Correspondingly, youth in Basse (75.5%) and Kuntaur (65.0%) are the most likely to be outside the labour force.

Employment-to-population ratios are highest in Kerewan (47.7%) and Kanifing (42.8%), indicating better absorption of active youth into jobs. Basse (23.2%), Kuntaur (26.4%), and Brikama (32.9%) record lower ratios.

The NEET rate for youth aged 15-35 years is highest in Kuntaur (61.0%) and Basse (55.7%), well above the national average of 41.3 per cent. Kanifing (33.9%) and Kerewan (36.6%) record the lowest NEET levels. For youth aged 15-24 years, NEET rates exceed 40.0 per cent in Kuntaur (59.5%), Basse (49.5%), Mansakonko (41.1%), and Janjanbureh (43.6%).

Youth employment remains predominantly informal across all LGAs. Informality exceeds 90.0 per cent in Mansakonko, Kerewan, Kuntaur, Janjanbureh, and Basse. Excluding agriculture, informal employment remains high in Banjul (81.1%) and Kanifing (81.7%), reflecting the dominance of informal services and trade.

By employment type, youth are more likely to be employees in Banjul (52.5%) and Kanifing (53.9%), while self-employment dominates in Basse (74.1%) and Mansakonko (68.1%). The national average stands at 44.8 per cent employees and 55.2 per cent self-employed.

Discouraged job-seeking is highest in Kuntaur (18.8%) and Basse (18.0%), compared to just 2.0 per cent in Kanifing. These patterns are consistent with the LU3 indicator, which reaches 63.2 per cent in Kuntaur and 53.6 per cent in Basse, well above the national average of 33.3 per cent.

The LU4 composite measure of labour underutilisation exceeds 50.0 per cent in four LGAs: Kuntaur (67.4%), Basse (57.5%), Janjanbureh (50.5%), and Mansakonko (50.2%), pointing to multi-dimensional deficits in youth employment outcomes.

Table 8. 1: Youth key labour market indicators by LGA, GLFS 2025

| Indicator | LGA | | | | | | | | |
|---|--------|----------|---------|------------|---------|---------|-------------|-------|-------|
| | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | Total |
| Labour force participation rate (%) | 44.7 | 49.1 | 37.8 | 40.9 | 49.8 | 35.0 | 45.1 | 24.5 | 40.0 |
| Outside the labour force (%) | 55.3 | 50.9 | 62.2 | 59.1 | 50.2 | 65.0 | 54.9 | 75.5 | 60.0 |
| Employment-to-population ratio (%) | 38.5 | 42.8 | 32.9 | 36.1 | 47.7 | 26.4 | 42.4 | 23.2 | 35.4 |
| NEET (%) (15-35 years) | 36.8 | 33.9 | 40.0 | 43.0 | 36.6 | 61.0 | 43.9 | 55.7 | 41.3 |
| NEET (%) (15-24 years) | 32.1 | 32.0 | 36.6 | 41.1 | 34.7 | 59.5 | 43.6 | 49.5 | 38.3 |
| Employees (%) | 52.5 | 53.9 | 49.7 | 31.9 | 30.6 | 30.4 | 34.6 | 25.9 | 44.8 |
| Self-employed (%) | 47.5 | 46.1 | 50.3 | 68.1 | 69.4 | 69.6 | 65.4 | 74.1 | 55.2 |
| Discouraged job-seekers (%) | 10.0 | 2.0 | 3.1 | 6.7 | 6.1 | 18.8 | 9.6 | 18.0 | 5.8 |
| Informal employment (%) | 84.2 | 83.1 | 80.9 | 90.4 | 90.6 | 92.4 | 91.9 | 91.7 | 84.5 |
| Employed population in agriculture (%) | 3.1 | 1.5 | 12.3 | 24.8 | 39.7 | 31.9 | 34.6 | 20.3 | 16.0 |
| Informal employment excluding agriculture (%) | 81.1 | 81.7 | 68.8 | 66.3 | 51.5 | 60.7 | 58.4 | 71.7 | 68.9 |
| Time related underemployment rate (%) | 17.6 | 8.8 | 10.8 | 16.2 | 15.6 | 11.3 | 18.0 | 8.5 | 11.5 |
| LU1: Unemployment rate (%) | 13.9 | 12.7 | 13.0 | 11.9 | 4.1 | 24.5 | 5.9 | 5.3 | 11.5 |
| LU2: Combined rate of time-related underemployment and unemployment (%) | 29.0 | 20.4 | 22.4 | 26.1 | 19.0 | 33.1 | 22.8 | 13.4 | 21.7 |
| LU3: Combined rate of unemployment and potential labour force (%) | 35.7 | 26.2 | 27.7 | 40.5 | 29.4 | 63.2 | 39.6 | 53.6 | 33.3 |
| LU4: Composite measure of labour underutilization (%) | 47.0 | 32.7 | 35.5 | 50.2 | 40.4 | 67.4 | 50.5 | 57.5 | 41.0 |

CHAPTER 9: AGRICULTURE AND THE LABOUR MARKET

9.1 Introduction

Agriculture remains a vital component of household survival and employment in The Gambia. Although formal employment in agriculture has slightly declined, the sector continues to absorb a substantial share of the rural and female workforce. Moreover, a significant portion of the population engages in unpaid agricultural activity for household use such as farming, fishing, hunting, and food processing reinforcing the role of agriculture not only as a livelihood but also as a coping mechanism. This chapter provides a combined view of employment in agriculture and own-use agricultural production using data from GLFS 2025 and compares with the GLFS 2022-23 round.

9.2 Agricultural Employment and Own-Use Farming

Error! Reference source not found. presents data on different forms of own-use agricultural activity. The results show that an estimated 108,791 persons were employed in agriculture, accounting for 17.6 per cent of total employment among those aged 15 years and older. This share is down from 20.2 per cent in GLFS 2022-23, reflecting a gradual shift toward non-agricultural employment, particularly in urban areas.

Alongside employment, a further 63,811 individuals were engaged in farming for own use, while thousands more participated in fishing, hunting, food processing, and related own-use production. In total, 142,215 individuals, 40.8 per cent of all own-use producers were classified as own-use producers of foodstuff, indicating widespread subsistence activity even outside the labour force.

Table 9. 1: Agricultural activity by type, GLFS 2025

| Activity | Count | Per cent of own-use producers (%) |
|--------------------------------------|---------|-----------------------------------|
| Farming for own use | 63,811 | 18.3 |
| Fishing for own use | 320 | 0.1 |
| Hunting/gathering for own use | 37,317 | 10.7 |
| Processing food for storage | 59,737 | 17.1 |
| Own-use foodstuff production (total) | 142,215 | 40.8 |

Insight: Subsistence food production remains deeply embedded in household livelihoods.

9.3 Employment in Agriculture by Sex and Residence

Error! Reference source not found. shows that engagement in agricultural employment is strongly influenced by sex and residence. In GLFS 2025, 24.3 per cent of employed females worked in agriculture compared to 12.0 per cent of males. Rural areas exhibited significantly higher agricultural employment (34.8%) than urban settings (7.0%), highlighting the dependency rural areas on farming as a source of livelihood.

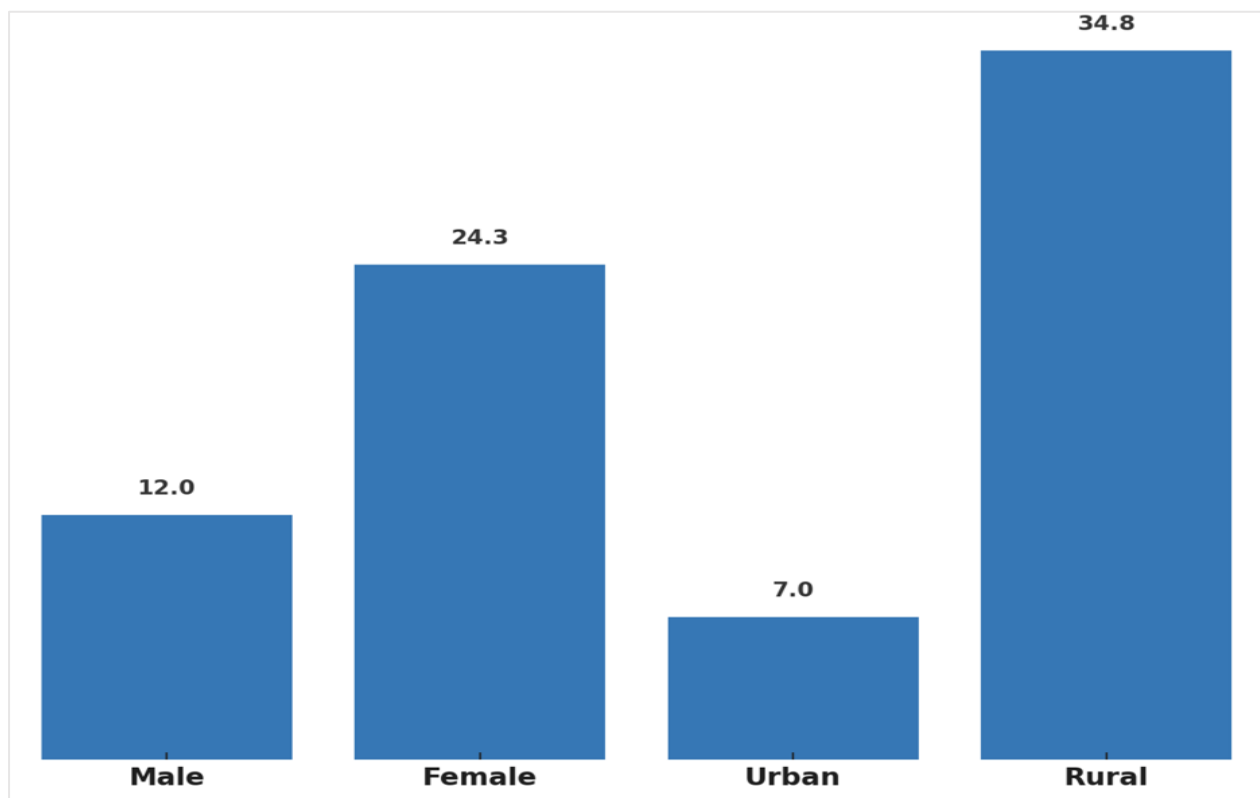


Figure 9. 1: Employment in agriculture by sex and residence (%), GLFS 2025

9.4 Own-Use Foodstuff Production by Sex and Residence

Error! Reference source not found. further reveals that own-use foodstuff production is similarly skewed by sex and residence. 14.8 per cent of females and 17.4 per cent of rural residents engaged in foodstuff production, compared to only 4.5 per cent of males and 5.1 per cent of urban dwellers. This reinforces the gendered and rural nature of subsistence agriculture in The Gambia.

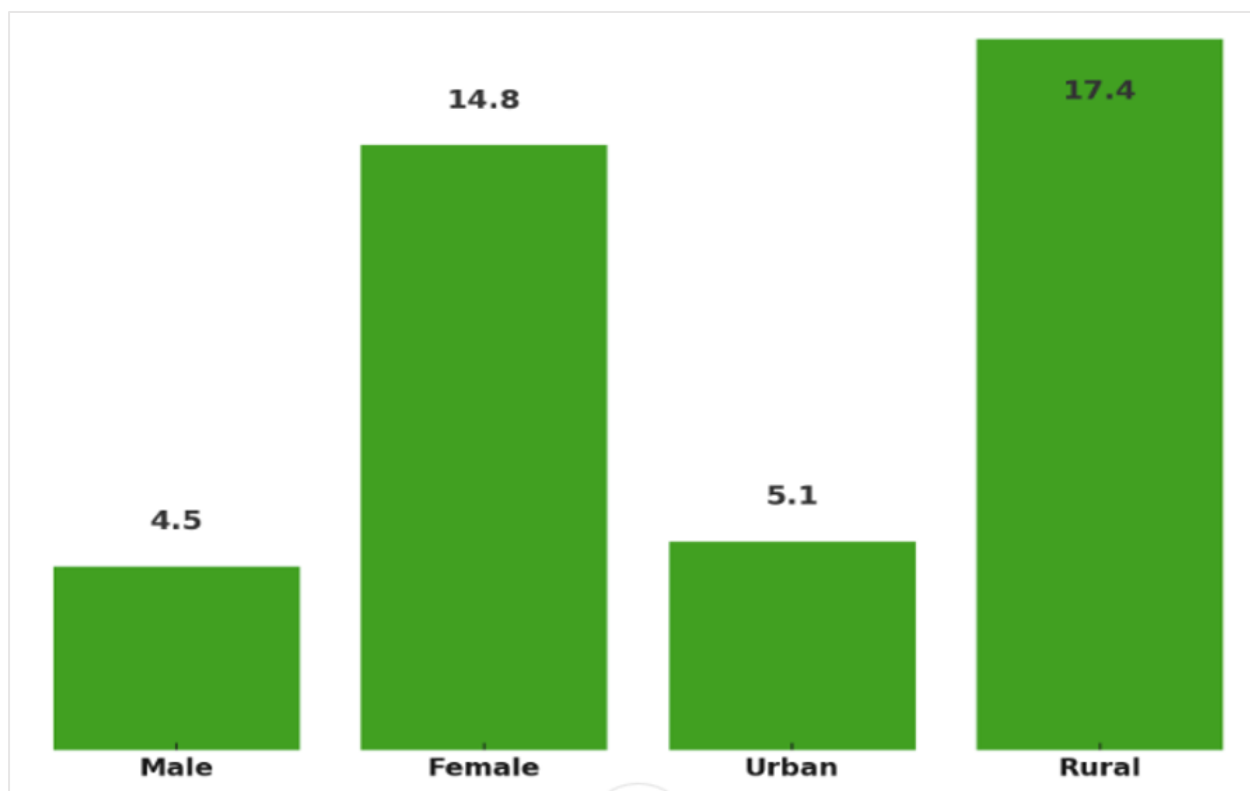


Figure 9. 2: Own-use foodstuff production by sex and residence (%), GLFS 2025

9.5 Foodstuff Producers and Agricultural Employment

Error! Reference source not found. shows that foodstuff producers are twice as likely to be employed in agriculture than non-producers. In GLFS 2025, 34.4 per cent of foodstuff producers were employed in agriculture, compared to 16.3 per cent of those who were not. This reflects the close association between subsistence food production and formal agricultural employment, particularly in rural settings.

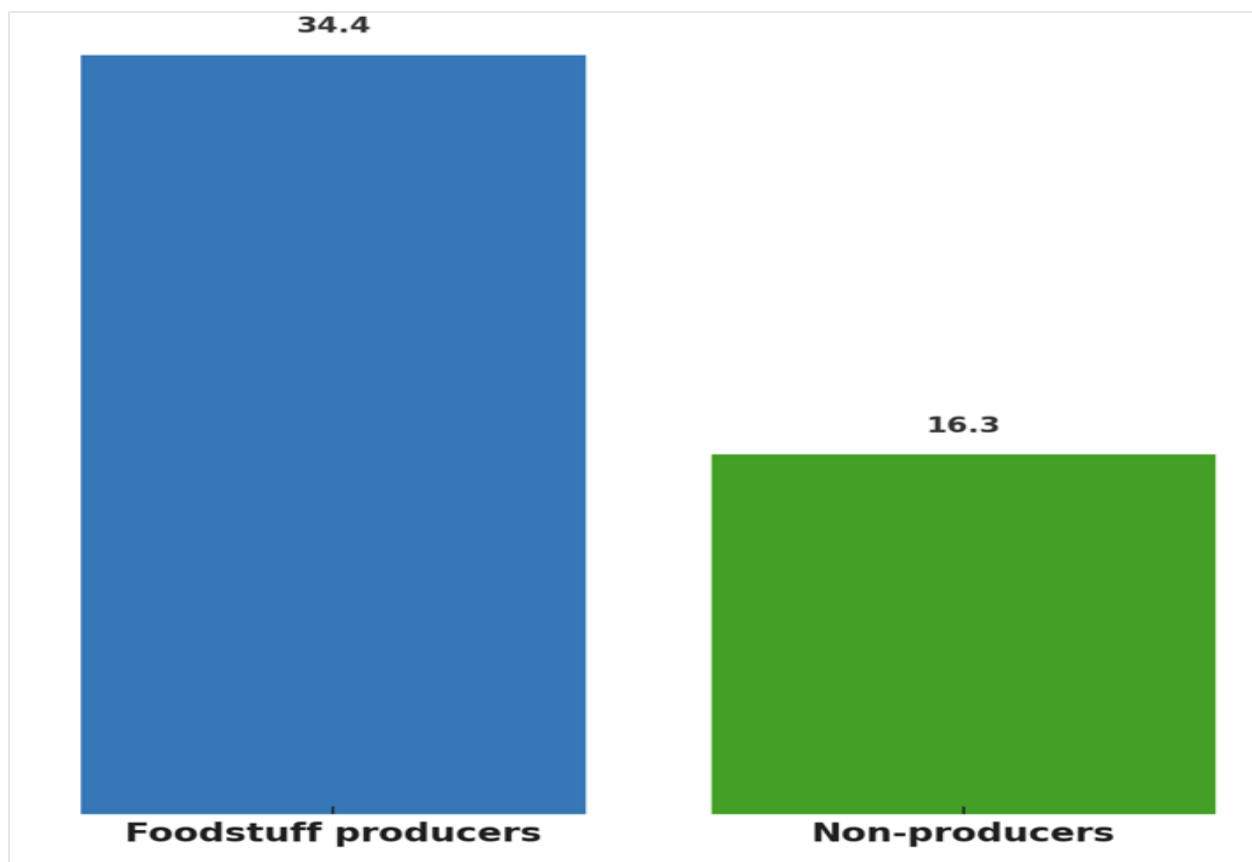


Figure 9. 3: Agricultural employment by foodstuff production status (%), GLFS 2025

9.6 Informality in Agricultural Work

Error! Reference source not found. presents informal employment rates by sector. The data shows that agriculture remains overwhelmingly informal, with 96.9 per cent of agricultural workers lacking formal contracts or protections. This contrasts with a still-high, but relatively lower rate of 77.6 per cent in non-agricultural sectors. These findings point to entrenched vulnerability within agricultural labour, especially in rural areas where regulation and social protection coverage are limited.

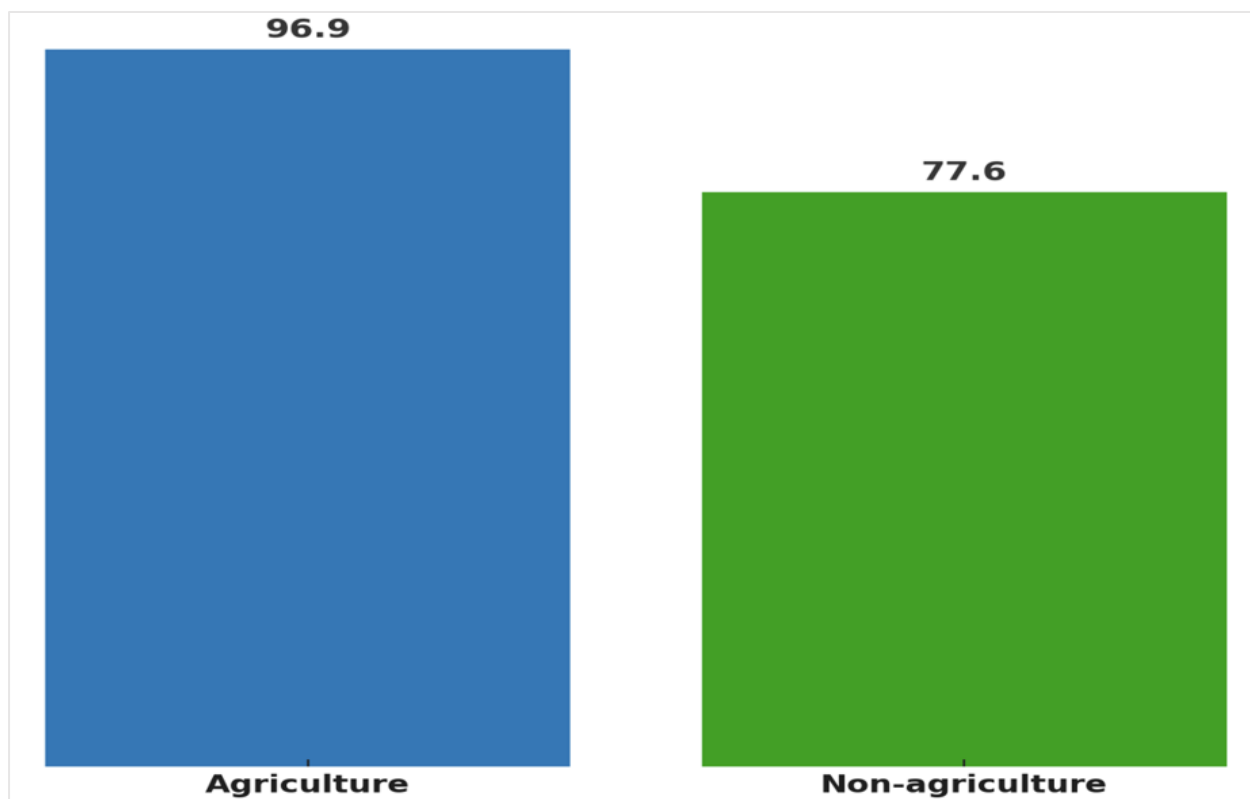


Figure 9. 4: Informal employment by sector (%), GLFS 2025

8.7 Employment in Agriculture Across Key Demographic Groups GLFS 2022-23 and GLFS 2025

Error! Reference source not found.² compares agricultural employment rates across key demographic groups between GLFS 2022-23 and GLFS 2025. The share of workers employed in agriculture fell across nearly all categories, with rural employment dropping from 42.5 per cent to 34.8 per cent. Among females, the rate fell from 29.8 per cent to 24.3 per cent, and among foodstuff producers, from 38.0 per cent to 34.4 per cent. These declines point to shifting livelihood patterns, likely influenced by urban migration, diversification, and informal service work.

Table 9. 2: Employment in agriculture (%), GLFS 2022-23 vs GLFS 2025

| Characteristic | GLFS 2022-23 | GLFS 2025 |
|--------------------|--------------|-------------|
| Male | 11.4 | 12.0 |
| Female | 29.8 | 24.3 |
| Urban | 6.2 | 7.0 |
| Rural | 42.5 | 34.8 |
| Foodstuff producer | 38.0 | 34.4 |
| Non-producer | 18.5 | 16.3 |
| Total | 20.2 | 17.6 |

Agriculture remains a fundamental pillar of the labour market in The Gambia, particularly for females, rural populations, and households involved in subsistence food production. While the share of agricultural employment is gradually declining, the sector continues to absorb informal workers and underpin household food security. The high informality and strong overlap with own-use foodstuff production point to the need for integrated rural development strategies that enhance productivity, provide formalisation pathways, and link subsistence work to broader economic opportunities.

CHAPTER 10: OWN-USE PRODUCTION WORK

10.1 Introduction

A significant portion of the population of The Gambia engages in own-use production work activities undertaken primarily for self-consumption rather than the market. These include farming, fetching water, collecting firewood, and processing food. While not counted as employment in labour force statistics, these activities are crucial for household welfare, particularly in rural and low-income settings. The GLFS 2025 data reveal important insights into the scale, composition, and labour market intersection of own-use production work in The Gambia, showing how these practices persist amid changing employment dynamics.

10.2 Engagement in Own-Use Production and Foodstuff Production

Error! Reference source not found. presents the share of the population engaged in own-use production and own-use foodstuff production, disaggregated by sex and residence. In GLFS 2025, 24.3 per cent of individuals aged 15 years and older reported participating in own-use production work. Participation was significantly higher among rural residents (17.3%) and females (15.4%) compared to urban residents (7.0%) and males (8.9%).

Similarly, 9.9 per cent of the population engaged in foodstuff production for own use. This form of subsistence activity was more prevalent among rural residents (6.8%) and females (7.8%), with lower rates observed among urban residents (3.1%) and males (2.2%). These findings highlight the gendered and rural nature of own-use food production in The Gambia.

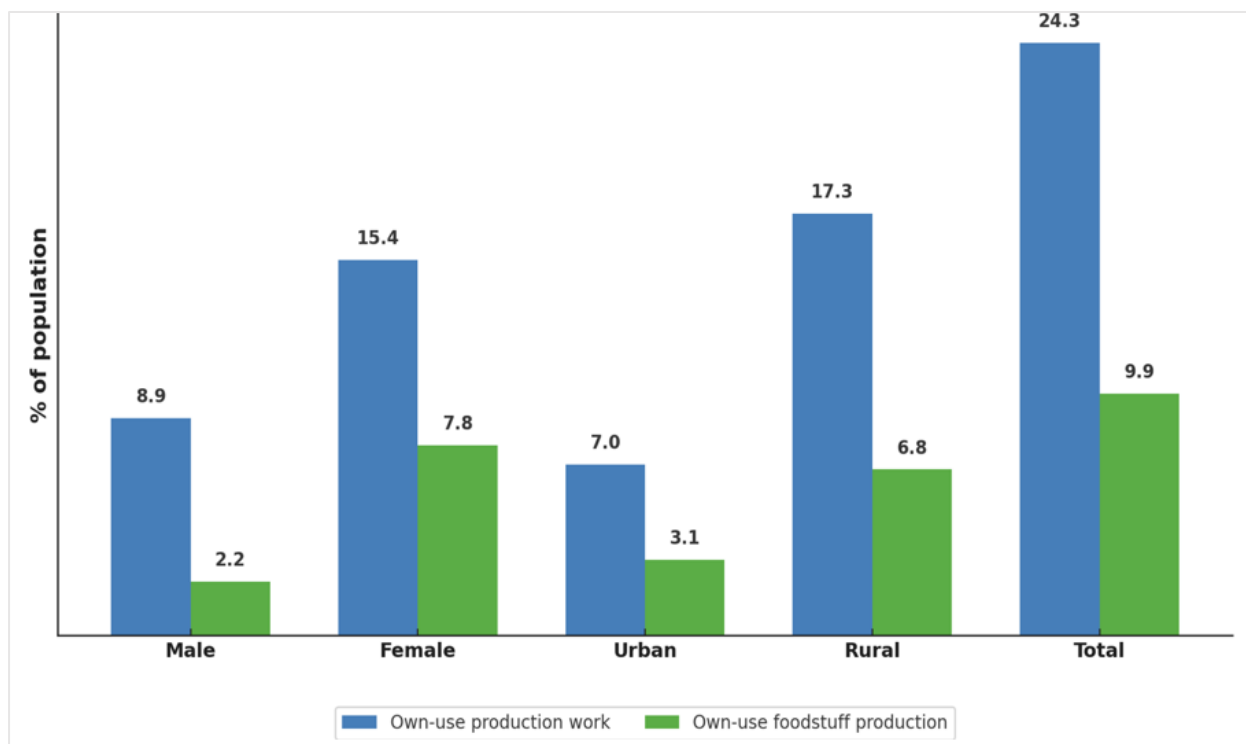


Figure 10. 1: Engagement in own-use production and foodstuff production, by sex and residence, GLFS 2025

10.3 Engagement in Own-Use Production Work (GLFS 2022-23 vs GLFS 2025)

Error! Reference source not found. compares engagement in own-use production activities between GLFS 2022-23 and GLFS 2025. The share of the population aged 15 years and older involved in any form of own-use production work declined from 27.7 per cent in GLFS 2022-23 to 24.3 per cent in GLFS 2025. Among those engaged in own-use work in GLFS 2025, 40.8 per cent were own-use producers of foodstuff (a subset that includes farming, fishing, hunting, and food processing for storage). While this reflects a notable concentration of subsistence work in food-related activities, other common forms of own-use work included fetching water (53.0%) and collecting firewood (30.6%). These activities remain essential, particularly in rural areas.

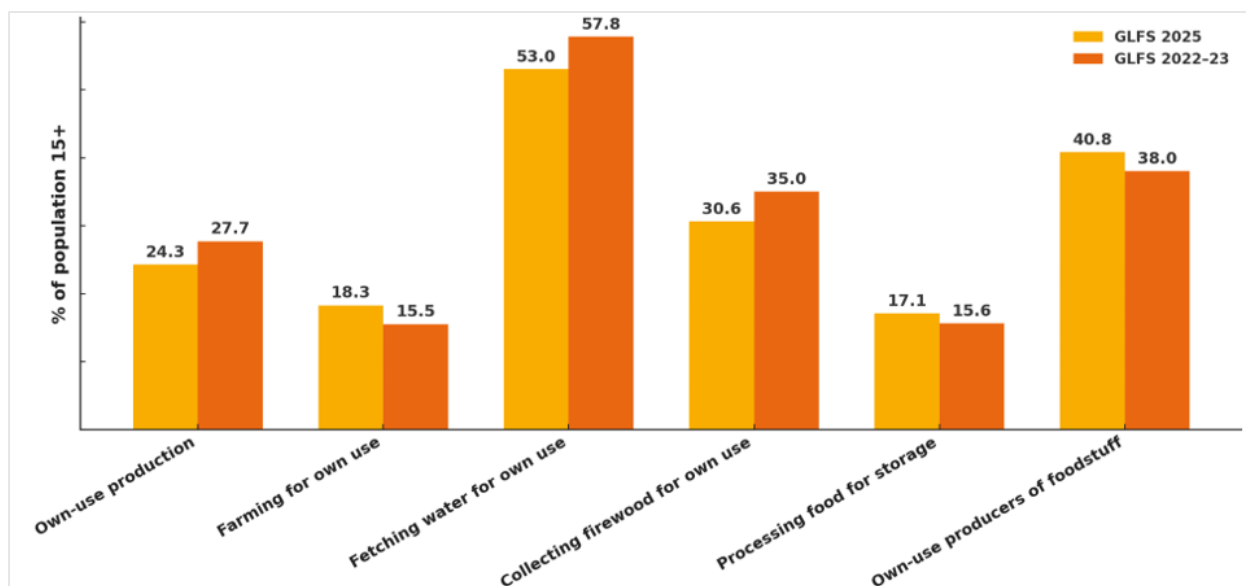


Figure 10. 2: Share of population (15 years and older) engaged in own-use production work, GLFS 2022-23 vs GLFS 2025

10.4 Own-Use Foodstuff Production by Sex and Residence, GLFS 2022-23 vs GLFS 2025

Figure 10.3 shows the share of the population aged 15 and older engaged in own-use foodstuff production, disaggregated by sex and residence for the GLFS 2022-23 and GLFS 2025 survey rounds. Overall engagement declined slightly, from 10.5 per cent in GLFS 2022-23 to 9.9 per cent in GLFS 2025.

The decrease was more pronounced among males, whose participation dropped from 2.9 per cent to 2.2 per cent, while female participation rose marginally from 7.6 per cent to 7.8 per cent. A similar pattern was observed by residence: urban participation declined from 3.5 per cent to 3.1 per cent, while rural engagement fell from 7.0 per cent to 6.8 per cent.

These results suggest a modest contraction in own-use foodstuff production overall, but with continued reliance among females and rural populations, reinforcing its role in sustaining livelihoods.

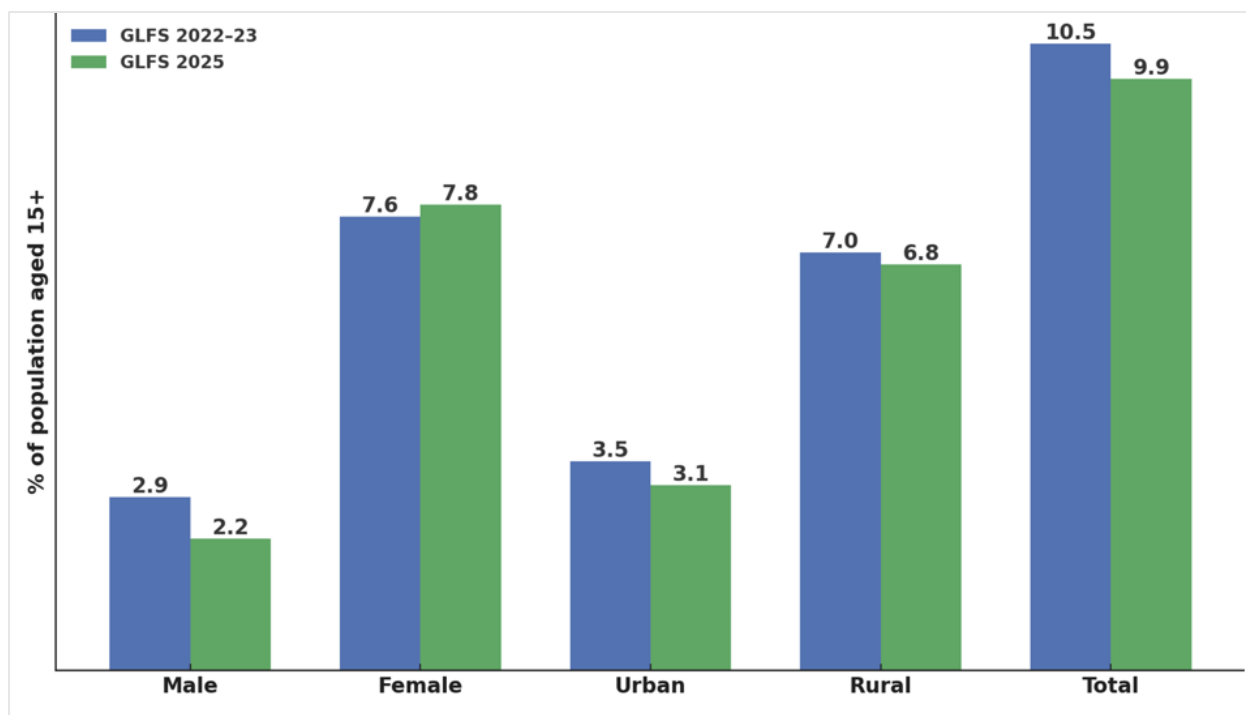


Figure 10. 3: Own-use production by sex and residence, GLFS 2022-23 vs GLFS 2025

10.5 Labour Force Status and Own-Use Foodstuff Production

Error! Reference source not found.4 shows that labour force indicators were considerably worse for foodstuff producers. Their labour force participation rate stood at 35.2 per cent, compared to 48.4 per cent for non-producers. Similarly, the employment-to-population ratio was lower (29.3% vs 44.7%) and the unemployment rate was more than twice as high (16.7% vs 7.6%).

These disparities highlight the subsistence-oriented nature of foodstuff production and the exclusion of these groups from formal labour markets.

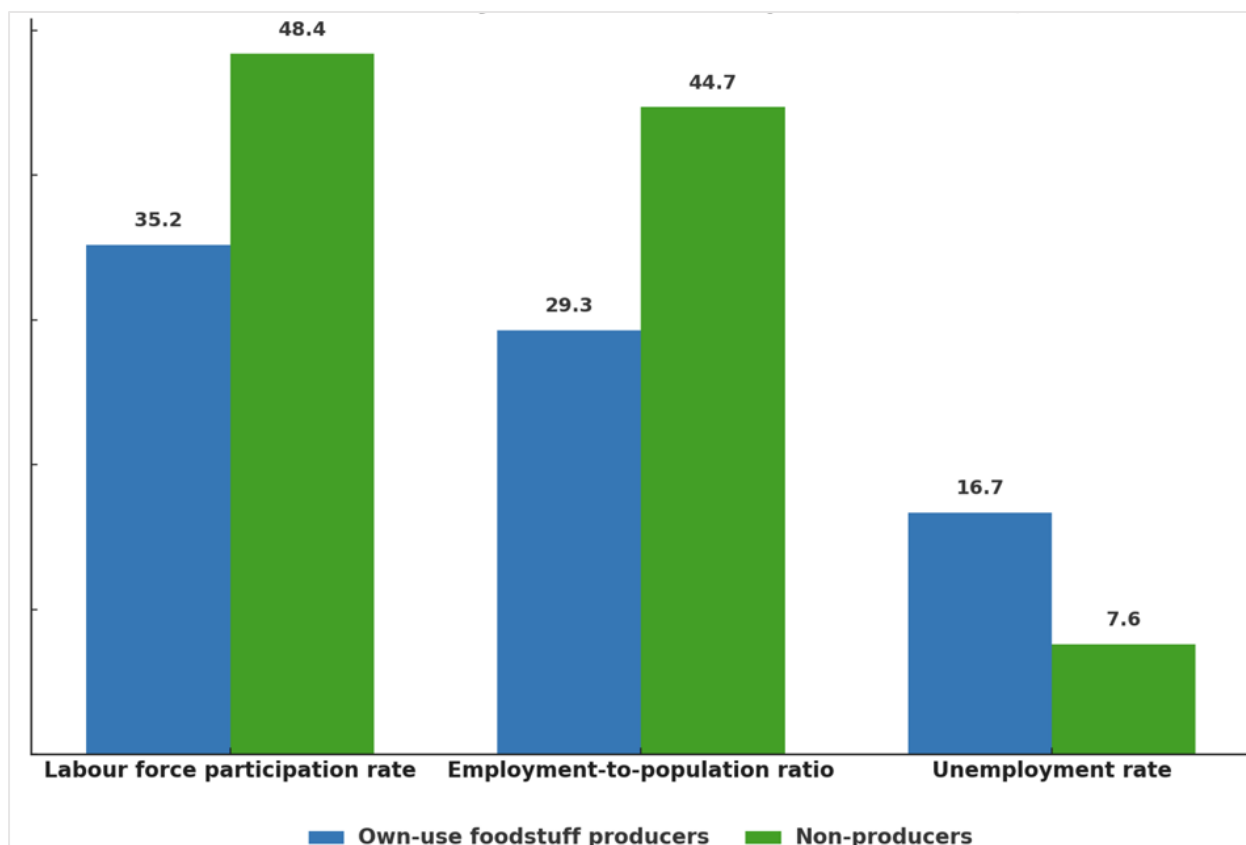


Figure 10. 4: Labour market outcomes by own-use foodstuff production status (%), GLFS 2025

10.6 Informal Employment and Agriculture Share Among the Employed

Error! Reference source not found.5 presents the share of informal employment and agricultural work among foodstuff producers. Among the employed, 84.1 per cent of foodstuff producers worked informally, compared to 80.8 per cent of non-producers.

Additionally, 34.4 per cent of foodstuff producers were employed in agriculture, more than double the national average of 17.6 per cent. These patterns underscore the intersection of own-use food production with informal, low-productivity rural employment.

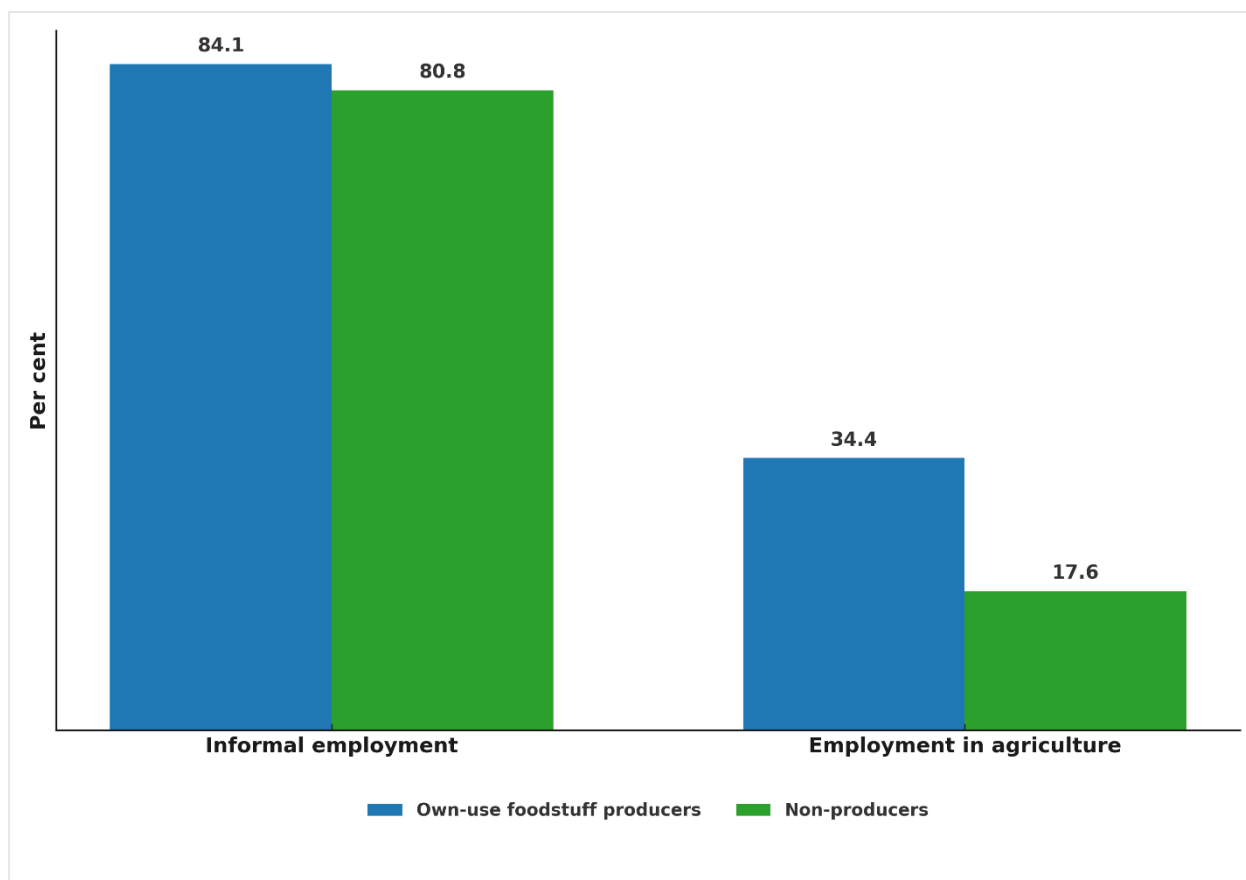


Figure 10. 5: Informal employment and agriculture share among employed (%), GLFS 2025

10.7 Labour Underutilisation and Vulnerability

Error! Reference source not found.6 highlights labour underutilisation (LU1 to LU4) by foodstuff production status. Labour underutilisation (LU4) stood at 68.0 per cent for foodstuff producers, compared to 29.4 per cent for non-producers.

The most striking disparity was seen in LU3 (unemployment + potential labour force), which reached 60.0 per cent among producers versus 22.1 per cent among non-producers. This indicates that own-use foodstuff production often fills a void for those unable to access market-based employment, reflecting hidden underemployment and discouragement.

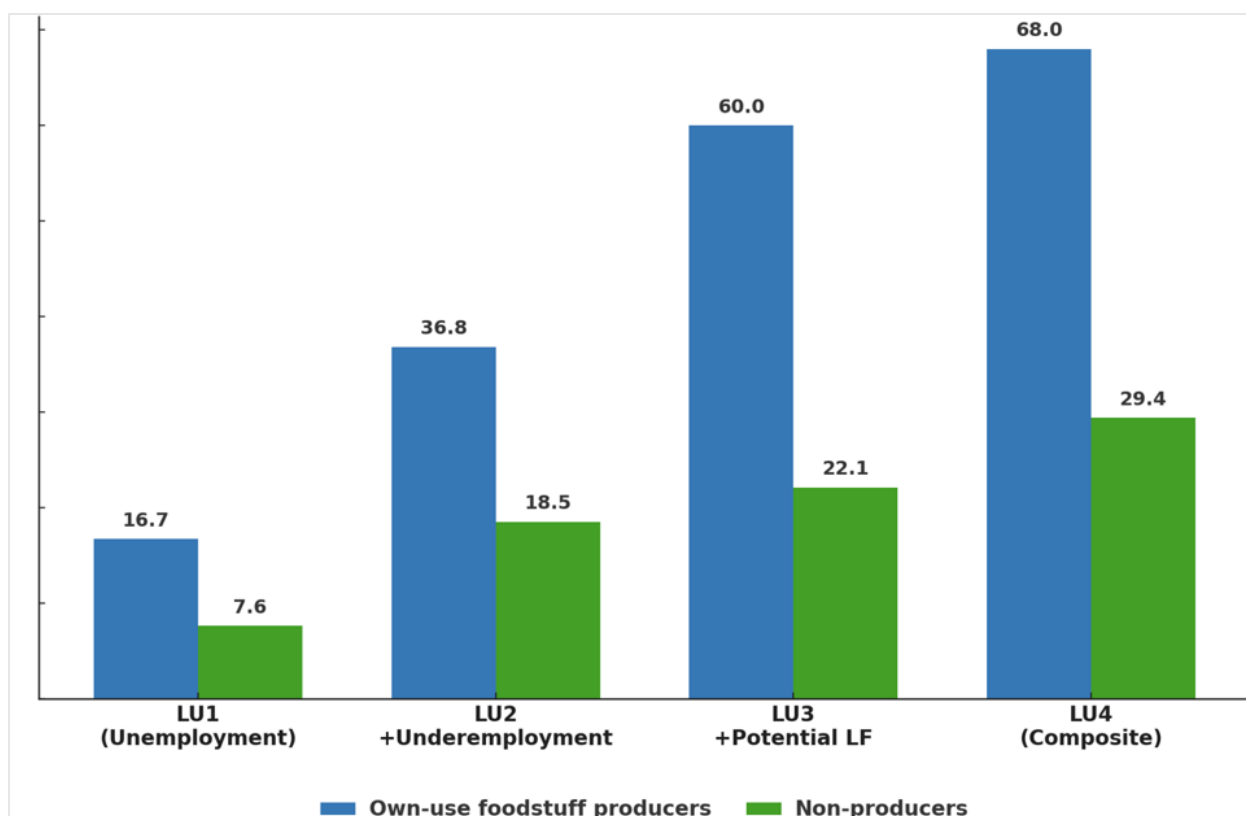


Figure 10. 6: Labour underutilisation indicators by foodstuff production status (%), GLFS 2025

10.8 Own-Use Production Among the Labour Force

Error! Reference source not found. shows the prevalence of own-use production among the employed and unemployed. In GLFS 2025, 25.9 per cent of the labour force engaged in own-use production work. Among them, 25.4 per cent of employed persons and 32.2 per cent of unemployed persons reported doing own-use work suggesting that this activity serves as a fallback during periods of joblessness.

Table 10. 1: Engagement in own-use production among employed and unemployed, GLFS 2025

| Status | Count | Per cent |
|--------------|---------|----------|
| Labour force | 175,057 | 25.9 |
| - Employed | 157,097 | 25.4 |
| - Unemployed | 17,960 | 32.2 |

10.9 Key Labour Market Indicators for Own-Use Foodstuff Over Time (GLFS 2022-23 vs GLFS 2025)

Error! Reference source not found. presents changes in key labour market indicators for foodstuff producers between GLFS 2022-23 and GLFS 2025. All indicators show a decline in labour market engagement and a rise in vulnerability.

Labour force participation fell from 41.3 per cent to 35.2 per cent, and the employment-to-population ratio declined from 37.3 per cent to 29.3 per cent. The unemployment rate rose sharply (from 9.6% to 16.7%), as did overall labour underutilisation (from 62.5% to 68.0%), suggesting that conditions for these groups have worsened over time.

Table 10. 2: Own-use foodstuff producers and labour force indicators, GLFS 2022-23 vs GLFS 2025

| Indicator | GLFS 2022-23 | GLFS 2025 |
|------------------------------------|--------------|-----------|
| Labour force participation (%) | 41.3 | 35.2 |
| Employment-to-population ratio (%) | 37.3 | 29.3 |
| LU1: Unemployment rate (%) | 9.6 | 16.7 |
| LU4: Labour underutilisation (%) | 62.5 | 68.0 |

CHAPTER 11: INTERNAL MIGRATION

11.1 Introduction

This chapter presents findings on regional internal migration patterns within The Gambia. It explores the extent of both recent and life-time movements in relation to individuals' place of birth, highlights key destination areas, and examines the main reasons reported by those who have migrated.

11.2 Internal Migration Patterns by Local Government Area (LGA)

Error! Reference source not found. presents region-to-region migration matrix. This matrix shows the previous LGA of residence for the current population of each LGA. The diagonal values (in bold) represent intra-LGA mobility (movement within the same LGA).

The results show that Brikama is the dominant destination for internal migrants, receiving 61.6% of all recorded flows and being the primary destination from every other LGA. Kanifing is the secondary hub, receiving most migrants from Banjul. The data also reveals significant internal mobility within several LGAs, particularly Janjanbureh (48.3%), Basse (23.4%), and Kuntaur (19.8%). This pattern highlights a dual pattern of strong urbanization towards Brikama and Kanifing, alongside active internal resettlement within certain regions.

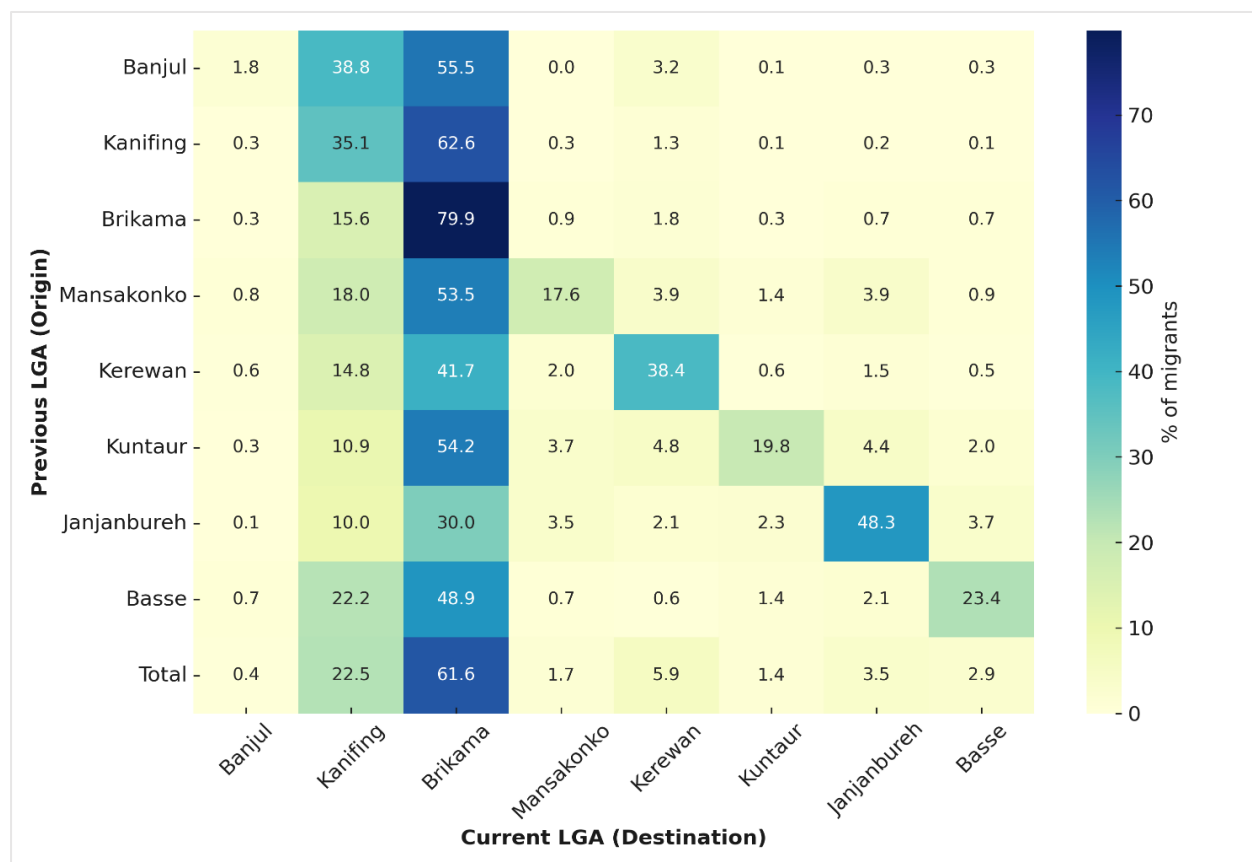


Figure 11. 1: LGA to LGA migration matrix, GLFS 2025

11.3 Recent and Life-Time Migrants

Analysis from **Error! Reference source not found.1.2** reveal that recent mobility is limited, with only 4.1 per cent of the population having moved to their current residence within the past year. This suggests a degree of stability, as the vast majority (95.9%) of the population has resided in their current location for over a year. However, examining lifetime migration patterns shows a different picture: nearly two-thirds (64.2%) of the population were born in a different region from where they currently live. This indicates significant internal migration over the course of individuals' lives, likely influenced by factors such as urban job opportunities, as seen in Brikama's role as a dominant destination, or rural depopulation. Thus, while recent migration rates are low (4.1%), the high rate of lifetime migration (64.2%) suggests that migration is a long-term, structural phenomenon rather than a recent occurrence.

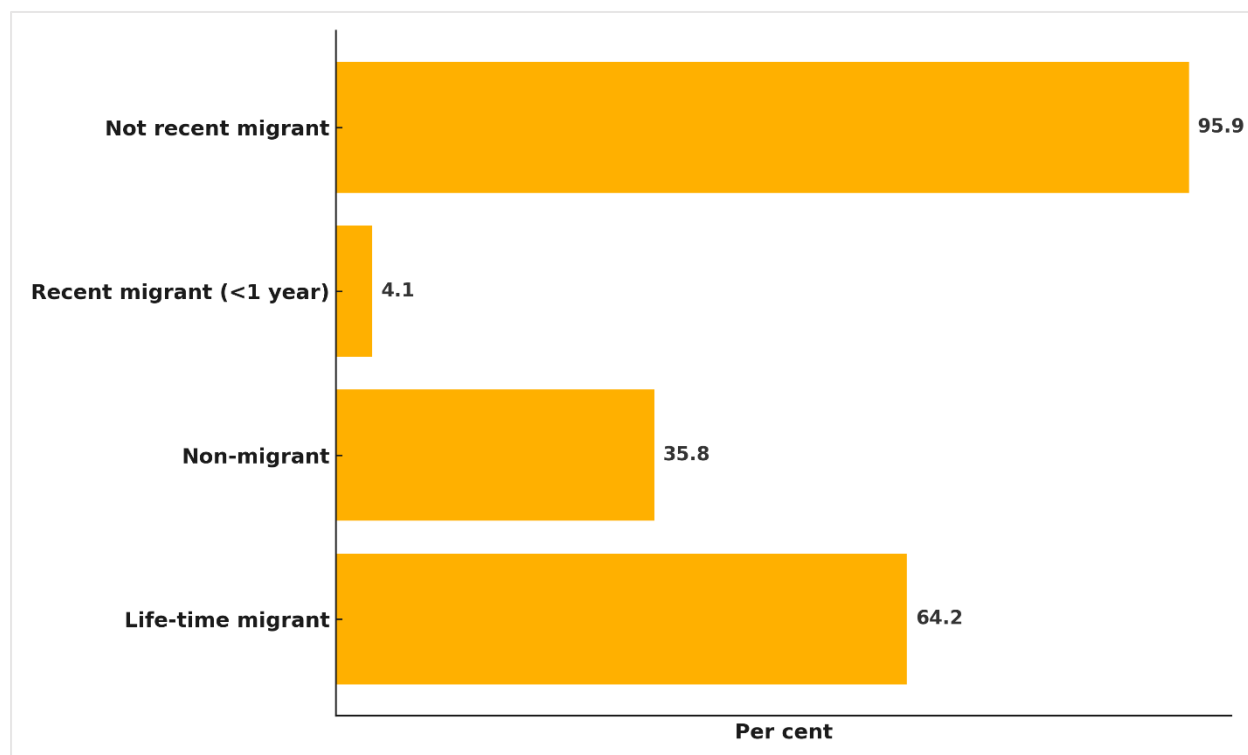


Figure 11. 2: Recent and life-time migration, GLFS 2025

11.4 Reasons for Internal Migration

Error! Reference source not found.11.3 reveals the primary motivations behind internal migration. The main reason for migration is related to Marriage/Family moved/joining family (78.1%). This indicates that social and familial ties are the most significant drivers of internal movement within the population. In contrast, work-related reasons account for a much smaller proportion of migration decisions (11.5%), suggesting that while employment is a factor, it is secondary to family-related reasons. Similarly, Study (5.8%) represents a relatively small driver of internal migration. Other reasons, such as Conflict/Natural disaster (0.3%), Cost of living (0.4%), and better housing (3.7%), individually account for very minor proportions of migration.

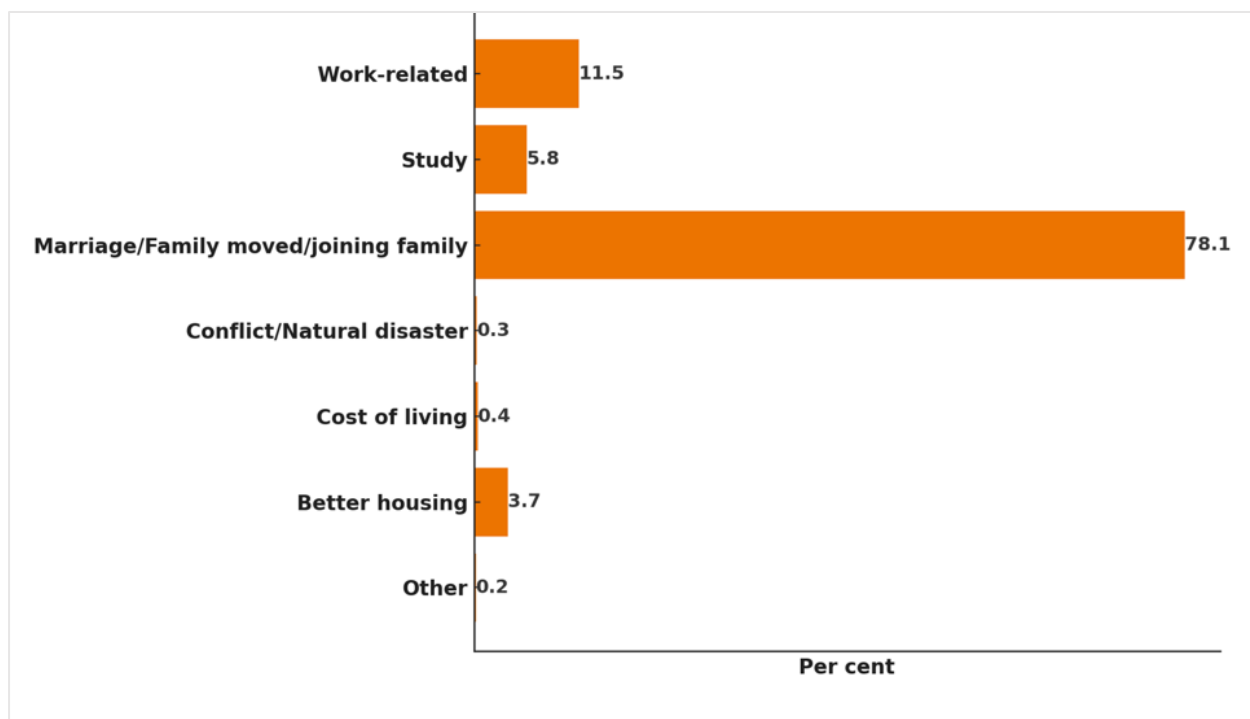


Figure 11. 3: Reasons for internal migration, GLFS 2025

CHAPTER 12: INTERNATIONAL MIGRANTS IN THE LABOUR MARKET

12.1 Introduction

Migration continues to shape the composition and structure of The Gambia's labour market. While native-born and citizen populations constitute the vast majority of the working-age population, foreign-born and foreign-citizen residents exhibit distinct labour market characteristics including higher labour force participation, greater reliance on self-employment, and different sectoral distributions. This chapter presents a comparative analysis of key labour market indicators by place of birth and citizenship status, using data from GLFS 2025 and GLFS 2022-23.

12.2 Recent and Long-Term International Migrants Among the Working-Age Population (15 years and older)

Error! Reference source not found. International migrants accounted for 6.9 per cent of the working-age population. Of these, 2.3 per cent were recent migrants who arrived in the past five years, while 4.6 per cent were long-term migrants who arrived before the year 2020. The vast majority of the population aged 15 and older were non-migrants born in The Gambia (93.1%).

The data show a higher proportion of male migrants compared to female migrants. Among males, 2.8 per cent were recent migrants and 6.0 per cent were long-term migrants. In contrast, recent and long-term migrants made up 1.6 per cent and 3.5 per cent of the female population respectively. This suggests that international migration is more common among males, particularly for those who have resided in the country for longer periods.

Table 12. 1: Working-age (15 years and older) population by international migration status, GLFS 2025

| Migration Status | Count | | | Per cent | | | Note |
|---|----------------|----------------|------------------|--------------|--------------|--------------|---------------------|
| | Male | Female | Total | Male | Female | Total | |
| Non-migrants (born in The Gambia) | 625,350 | 710,544 | 1,335,894 | 91.2 | 94.9 | 93.1 | Born in The Gambia |
| Recent international migrants (<5 years) | 19,356 | 11,678 | 32,921 | 2.8 | 1.6 | 2.3 | Arrived 2020–2025 |
| Long-term international migrants (5+ years) | 40,981 | 26,420 | 65,514 | 6.0 | 3.5 | 4.6 | Arrived before 2020 |
| Total population 15 and older | 685,687 | 748,642 | 1,434,329 | 100.0 | 100.0 | 100.0 | |

12.3 Working-Age and Employed Population by Place of Birth

Error! Reference source not found. presents the distribution of the working-age and employed population by place of birth and sex. Foreign-born individuals made up 6.9 per cent of the working-age population, with a higher share among males (8.8%) than females (5.1%). Despite their smaller population share, foreign-born individuals exhibited higher employment rates than natives. Foreign-born males had the highest employment-to-population ratio at 72.1 per cent, compared to 47.6 per cent among native males. Similarly, foreign-born females had a higher employment rate (45.6%) than native females (36.7%). These differences suggest stronger labour market attachment among the foreign-born population, particularly among males.

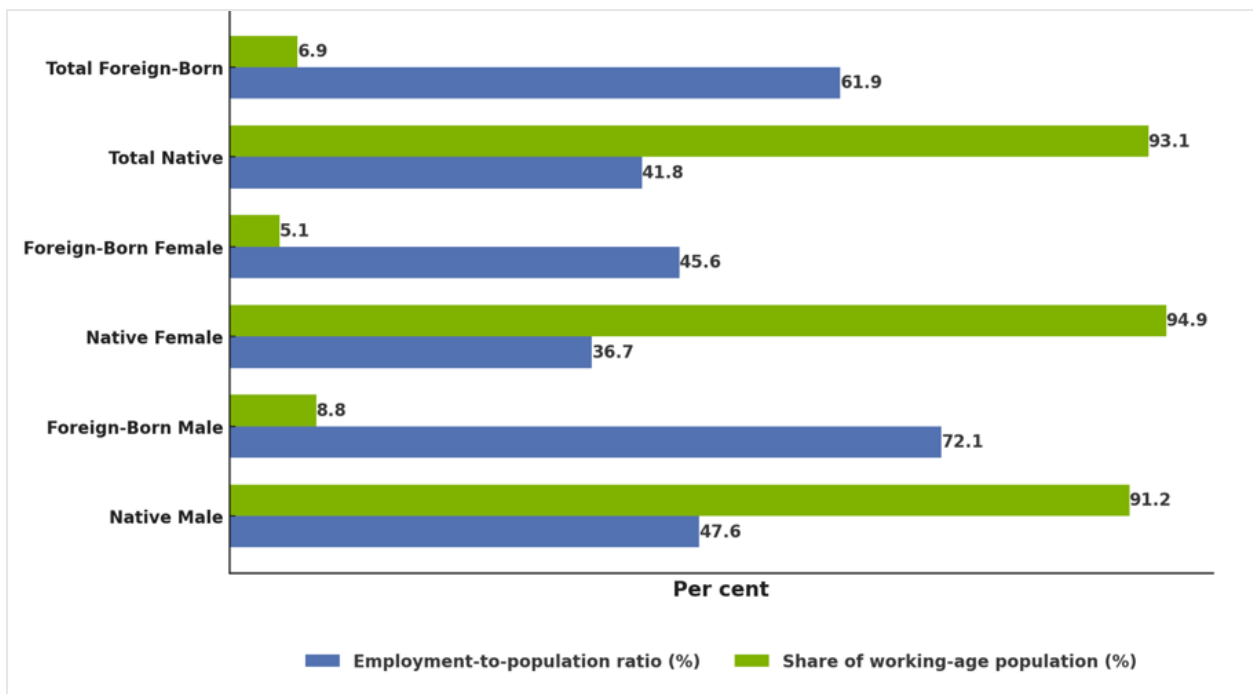


Figure 12. 1: Working-age and employed population by place of birth and sex, GLFS 2025

12.4 Labour Force Participation and Employment Outcomes

Error! Reference source not found. shows that labour force participation was significantly higher among the foreign-born (65.8%) than among natives (45.7%), driven primarily by male participation. Foreign-born males had a participation rate of 75.8 per cent, well above the 51.7 per cent observed among native males. Among females, participation was also higher for the foreign-born (49.9%) than for natives (40.5%).

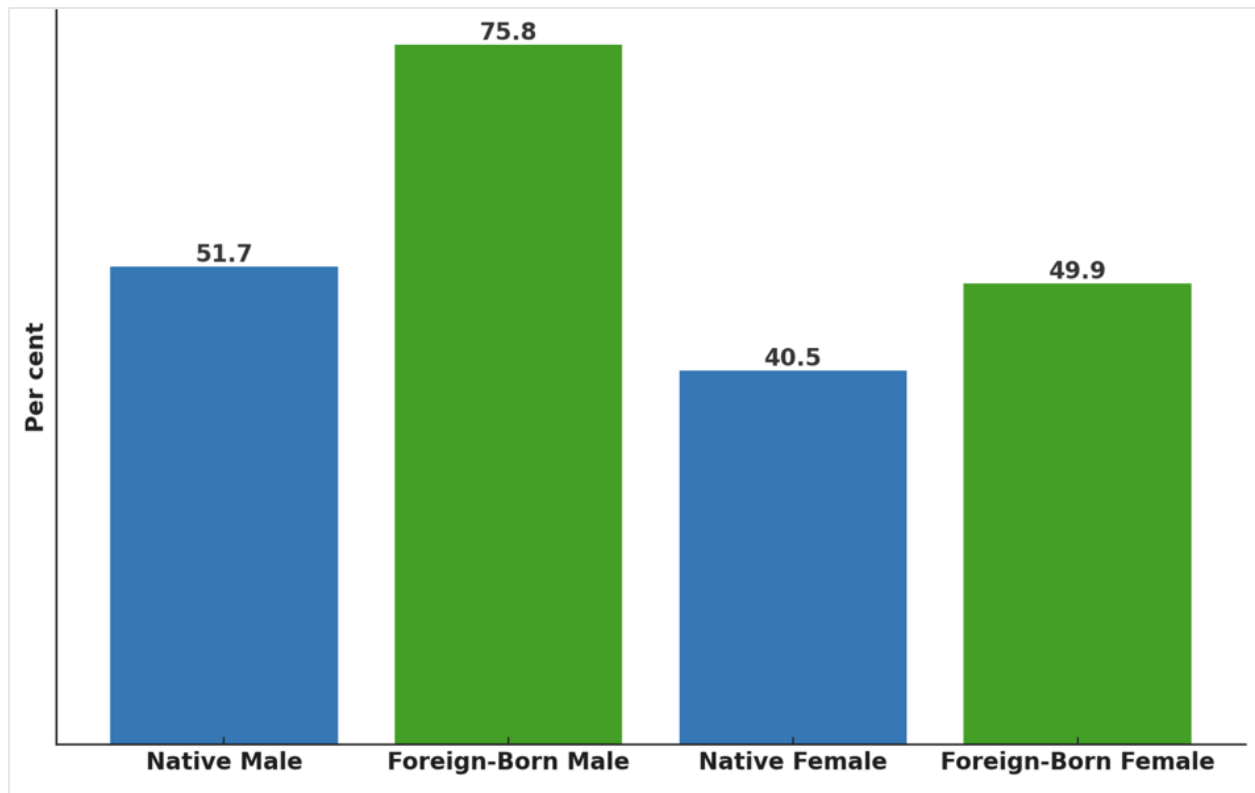


Figure 12. 2: Labour force participation rate by place of birth and sex, GLFS 2025

Error! Reference source not found. compares employment-to-population ratios by citizenship. Foreign-citizens had an employment rate of 59.8 per cent, far above the 42.1 per cent observed for citizens. The gap was particularly pronounced among males, 70.8 per cent for foreign-citizen males vs 47.9 per cent for citizen males.

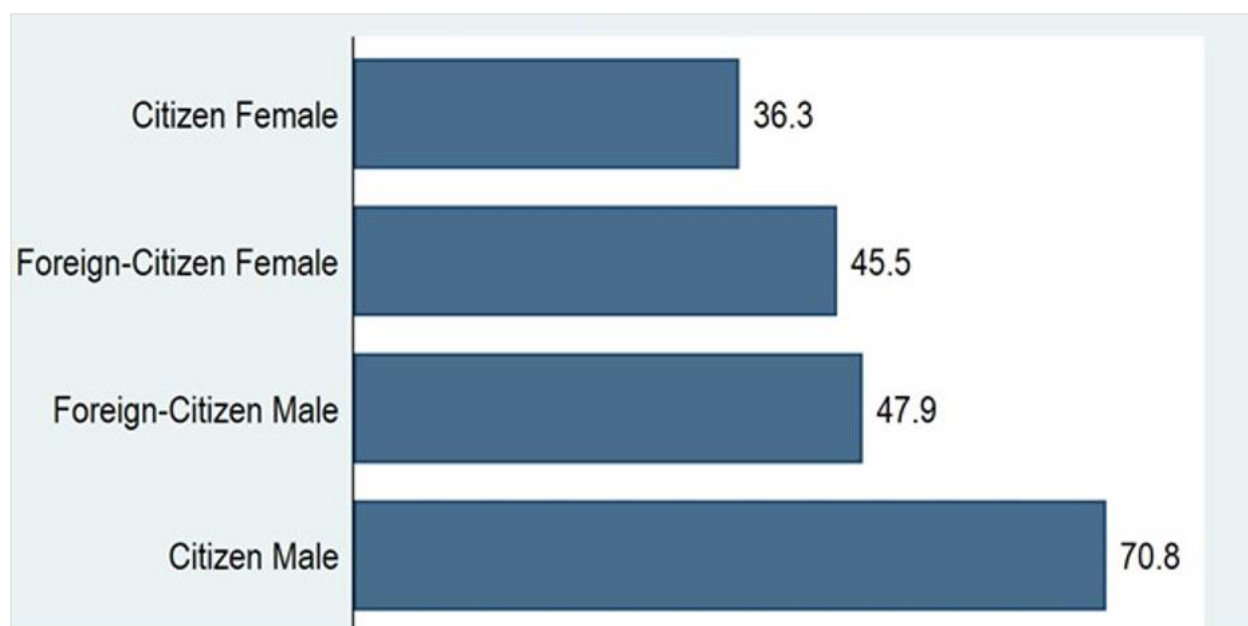


Figure 12. 3: Employment-to-population ratio by citizenship and sex (%), GLFS 2025

12.5 Employment Structure by Sector

Error! Reference source not found. shows that the sectoral distribution of employment was broadly similar across groups. Both citizens and foreign-citizens were most likely to work in services accounting for 61.4 per cent and 64.7 per cent of their employment, respectively. However, foreign-citizens had lower participation in agriculture (13.3%) compared to 18.0 per cent for citizens.

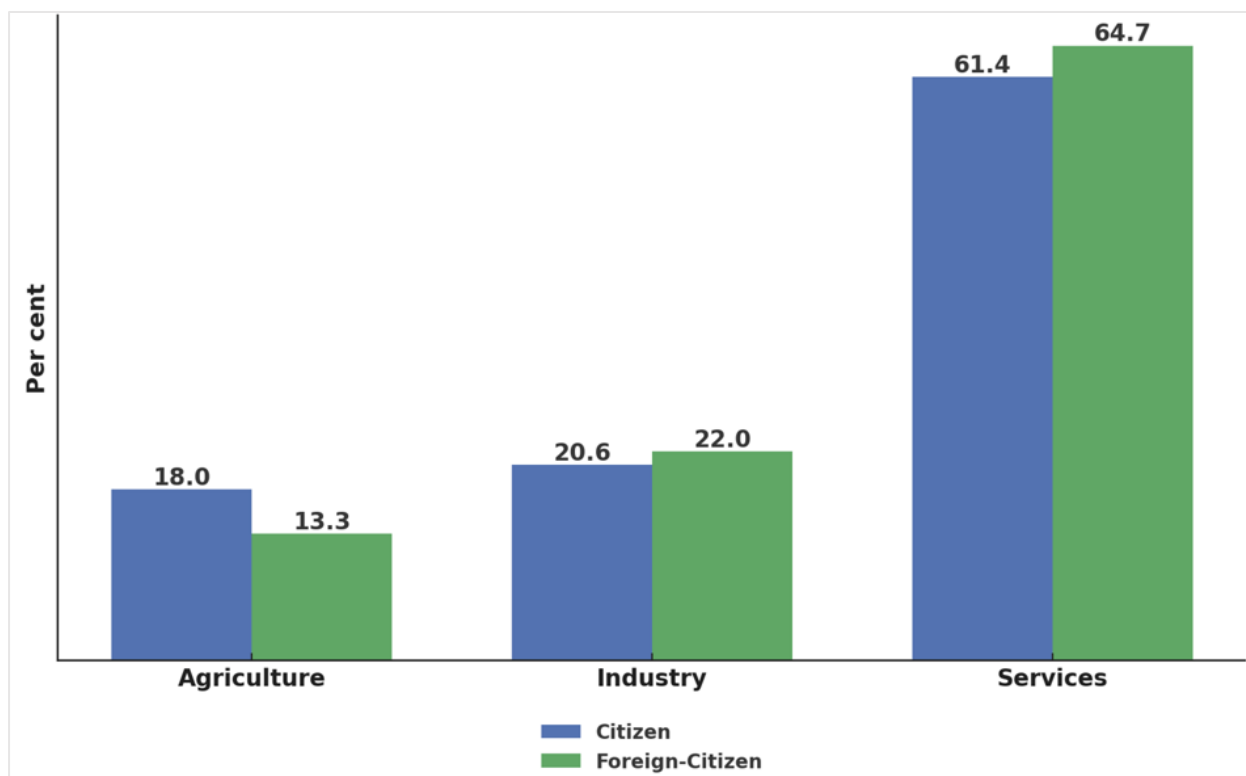


Figure 12. 4: Sector of employment by citizenship, GLFS 2025

12.6 Status in Employment

Error! Reference source not found. highlights differences in employment status. The vast majority of both citizens (62.3%) and foreign-citizens (69.3%) were self-employed. Only 30.7 per cent of foreign-citizens were employees, compared to 37.7 per cent of citizens, suggesting limited access to formal wage employment for foreign workers.

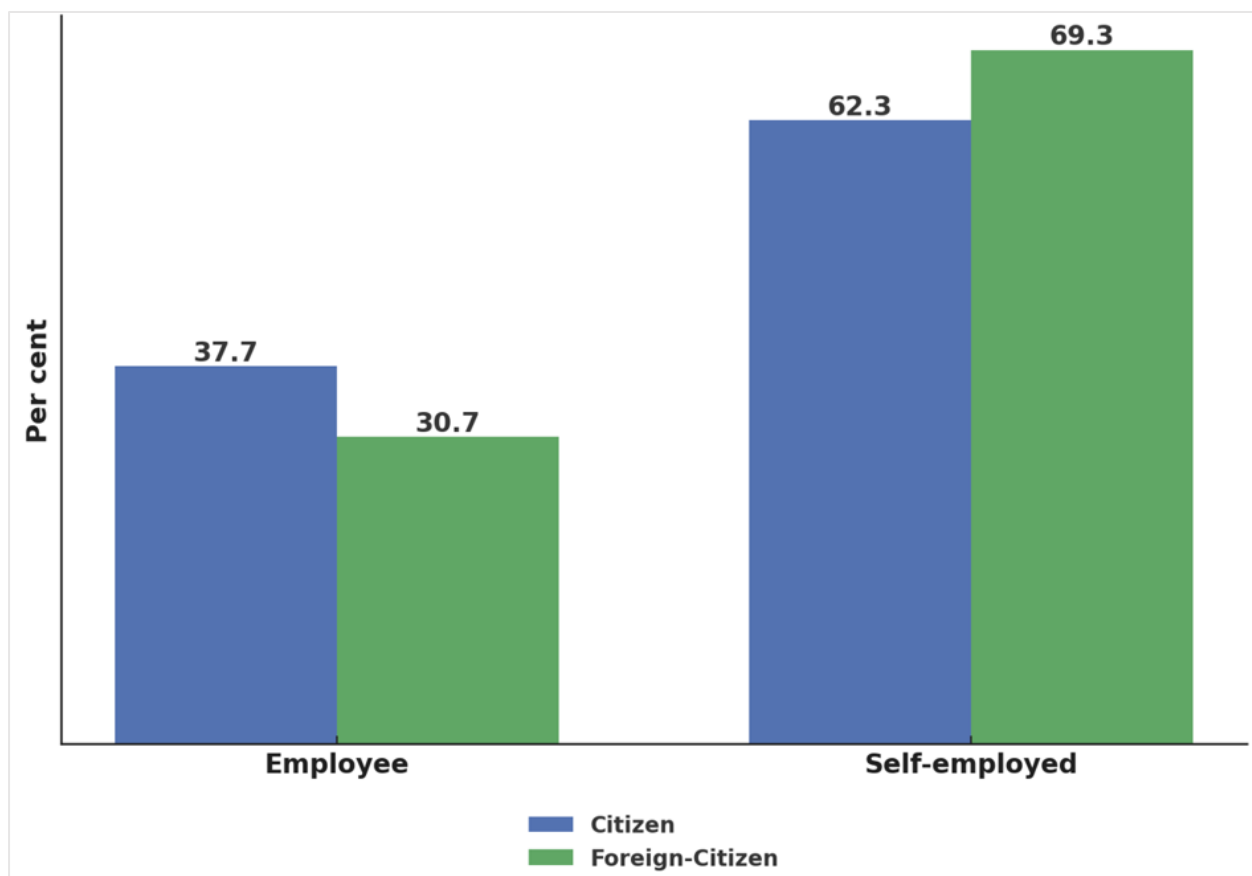


Figure 12. 5: Status in employment by citizenship, GLFS 2025

12.7 Unemployment

Error! Reference source not found.2 shows that the majority of the unemployed were native-born, simply reflecting their population dominance. However, unemployment rates were lower among foreign-citizens (0.5%) than citizens (7.8%). Female citizens had the highest unemployment rate at 8.7 per cent.

Table 12. 2: Unemployment rate by citizenship and sex, GLFS 2025

| | Unemployment Rate (%) |
|--------------------------|-----------------------|
| Citizen (Male) | 7.0 |
| Citizen (Female) | 8.7 |
| Foreign-Citizen (Male) | 0.5 |
| Foreign-Citizen (Female) | 0.4 |

12.8 Labour Force Participation Rate by Place of Birth, GLFS 2022-23 vs GLFS 2025

Error! Reference source not found. presents changes in labour force participation by place of birth. Between GLFS 2022-23 and GLFS 2025, foreign-born individuals experienced a significant increase in participation, rising from 50.7 per cent to 65.8 per cent. Among native populations, the change was modest (from 43.2% to 45.7%).

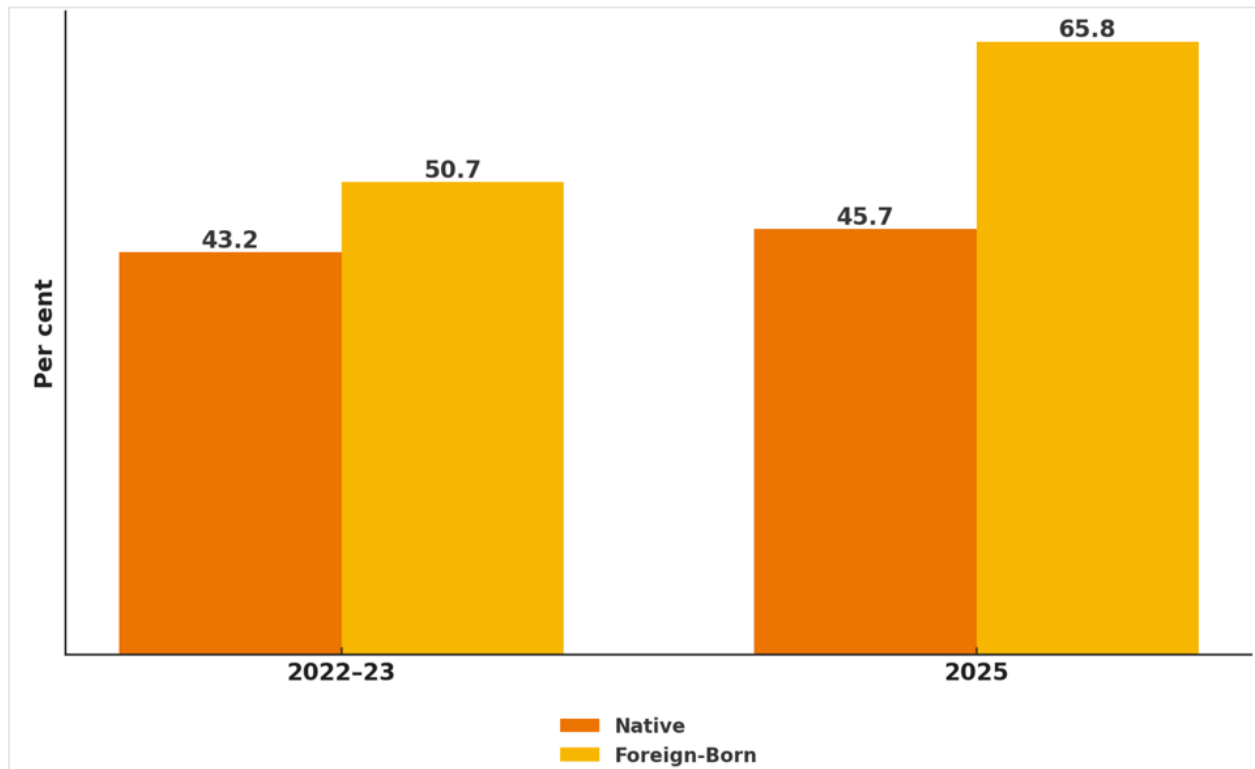


Figure 12. 6: Labour force participation by place of birth, GLFS 2022-23 vs GLFS 2025

Error! Reference source not found.3 compares changes in Status in employment by place of birth. The share of self-employment remained high across both rounds, but the proportion of employees among foreign-born individuals rose from 23.7 per cent in GLFS 2022-23 to 30.8 per cent in GLFS 2025, indicating growing wage-based participation.

Table 12. 3: Status in employment by place of birth, GLFS 2022-23 vs GLFS 2025

| Group | Employees (%) | Self-employed (%) |
|----------------------|---------------|-------------------|
| Native 2022-23 | 35.4 | 64.5 |
| Native 2025 | 37.8 | 62.2 |
| Foreign-born 2022-23 | 23.7 | 76.3 |
| Foreign-born 2025 | 30.8 | 69.2 |

12.9 Migration Drivers and Labour Market Links

Error! Reference source not found. summarises the main reasons for migration to The Gambia. Among the foreign-born population, nearly 42 per cent cited work-related reasons, looking for work (17.4%), other work (14.9%), or to take up a job (9.7%). Family reasons (marriage and family reunification) were also prominent, accounting for nearly 47 per cent of all migration.

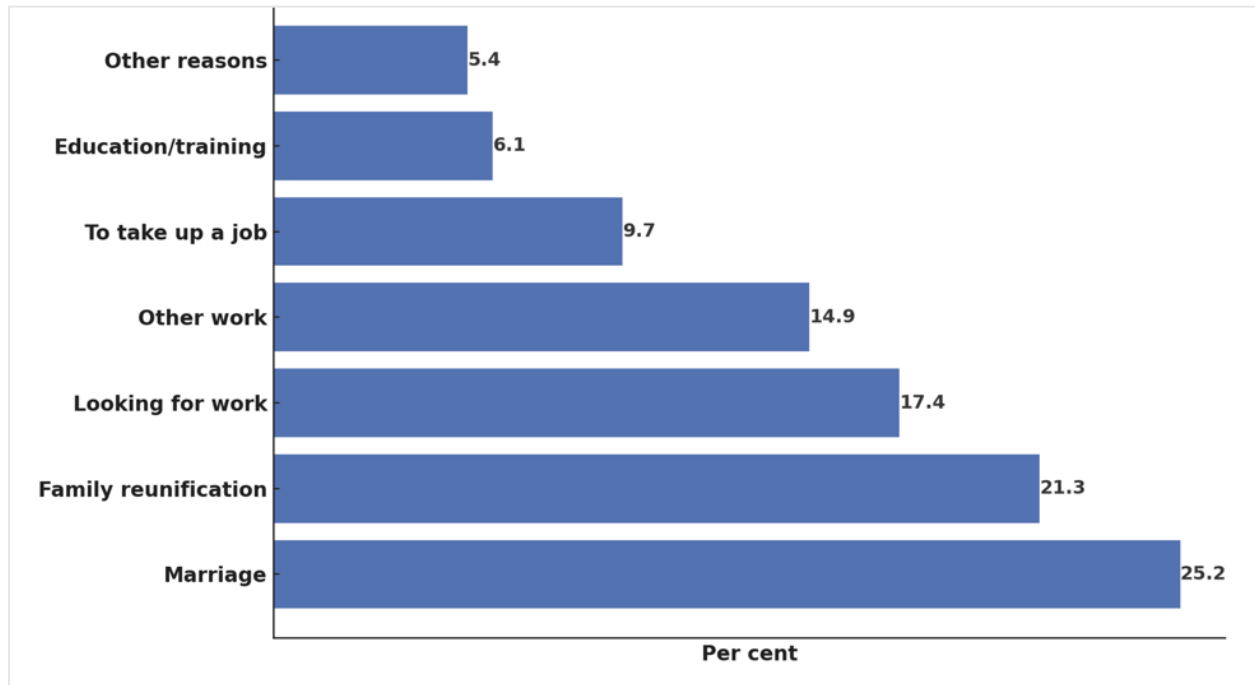


Figure 12. 7: Main reasons for migration to The Gambia, GLFS 2025

CHAPTER 13: LABOUR MARKET OUTCOMES OF PERSONS WITH DISABILITIES

13.1 Introduction

Understanding labour market outcomes for PWD is essential for promoting inclusive development and aligning national policies with the Sustainable Development Goals (SDGs). Data from the GLFS 2025, complemented by comparative insights from the GLFS 2022-23 round, provides valuable evidence to inform policy and programming. This chapter presents an overview of key labour force indicators for PWD, highlights disparities in youth employment, and examines broader issues of underutilization and employment structure.

13.2 Labour Force Participation and Employment

Error! Reference source not found. compares key labour market indicators for persons with and without disabilities based on GLFS 2025. It highlights significant disparities in participation and employment outcomes.

In GLFS 2025, 20.1 per cent of persons with disabilities were in the labour force, compared to 47.4 per cent of persons without disabilities. The employment-to-population ratio was 19.4 per cent for PWDs, while it stood at 43.5 per cent for persons without disabilities. These figures reflect continued exclusion from productive employment for persons with disabilities.

The unemployment rate was lower among persons with disabilities, at 3.8 per cent, compared to 8.3 per cent among persons without disabilities. However, this lower rate is largely due to the fact that 79.9 per cent of persons with disabilities were outside the labour force, compared to 52.6 per cent of persons without disabilities.

Informal employment was common across both groups. Among employed persons with disabilities, 78.8 per cent were in informal employment, while 81.0 per cent of persons without disabilities were informally employed. This indicates limited access to formal employment opportunities regardless of disability status.

Labour underutilisation, measured using the LU4 indicator, was 36.9 per cent among persons with disabilities and 34.2 per cent among persons without disabilities. This suggests that persons with disabilities face greater challenges in securing sufficient and stable employment.

Overall, the data show that PWDs remain underrepresented in the labour market. These findings underscore the importance of inclusive employment strategies and targeted interventions.

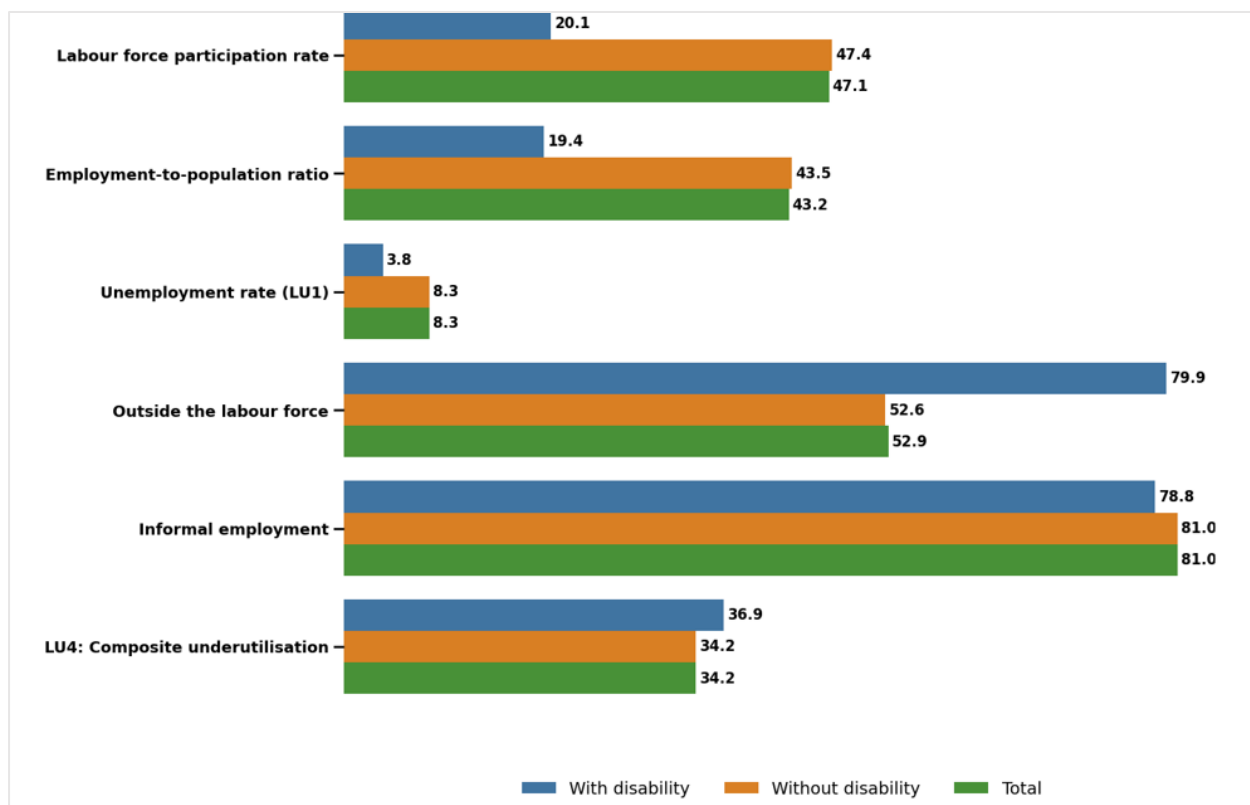


Figure 13. 1: Labour force participation and employment (%), GLFS 2025

13.3 Changes in Labour Force Participation by Disability Status

Error! Reference source not found. shows that between GLFS 2022-23 and GLFS 2025, labour force participation declined notably among persons with disabilities, dropping from 32.8 per cent to 20.1 per cent. In contrast, participation among persons without disabilities increased from 44.1 per cent to 47.4 per cent. This growing disparity highlights the continued need for inclusive employment strategies that address the specific barriers faced by persons with disabilities in accessing the labour market.

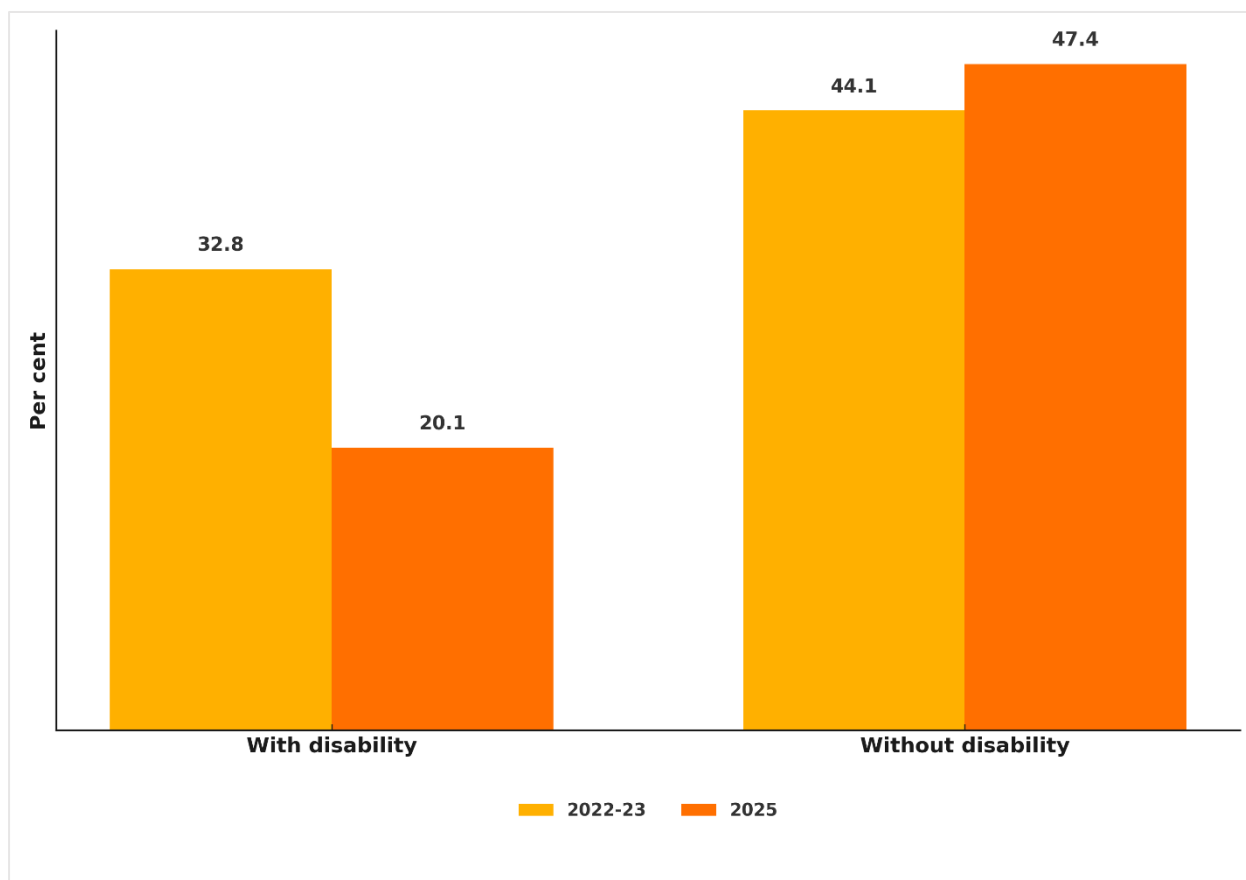


Figure 13. 2: Changes in labour force participation by disability status, GLFS 2022-23 vs GLFS 2025

13.4 Youth with Disabilities (15-35 years)

Error! Reference source not found. reveals that youth with disabilities in The Gambia continue to face major barriers to labour market inclusion. In GLFS 2025, their labour force participation rate was just 23.5 per cent, significantly lower than the 40.1 per cent recorded among youth without disabilities. Although the unemployment rate among youth with disabilities dropped to 4.5 per cent, this figure reflects limited job-seeking activity rather than improved employment outcomes.

The NEET rate (Not in Education, Employment or Training) was 61.6 per cent among youth with disabilities, far higher than the 41.2 per cent observed for those without disabilities. Rural youth with disabilities were particularly marginalised, with only 10.7 per cent participating in the labour force, compared to 39.2 per cent for rural youth without disabilities.

These disparities underscore the persistent exclusion of youth with disabilities from productive opportunities and point to the need for more inclusive labour market strategies.

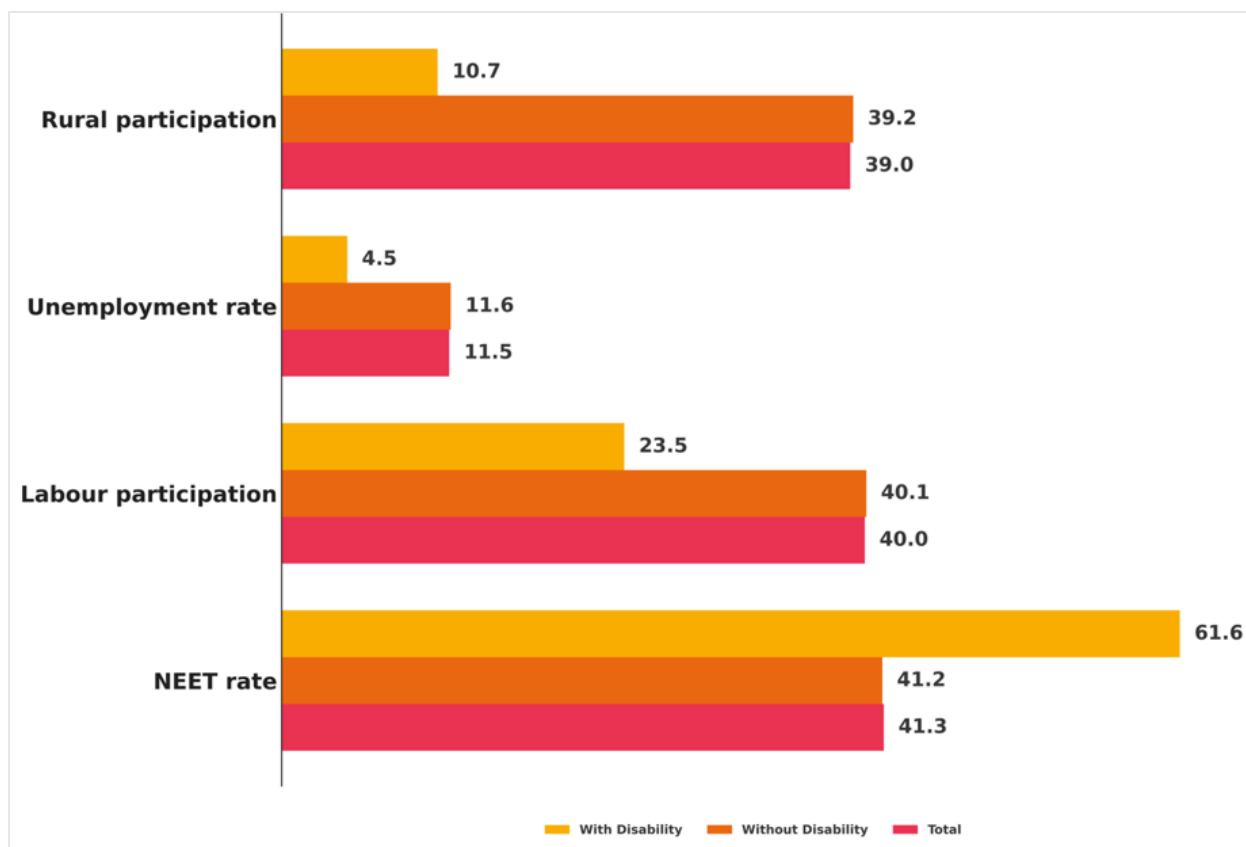


Figure 13. 3: Labour market indicators for youth with disabilities (%), GLFS 2025

13.5 Labour Underutilisation among Persons with Disabilities

Error! Reference source not found. reveals the results on labour underutilisation among persons with disabilities. Persons with disabilities (PWD) in The Gambia faced slightly higher overall labour underutilisation than those without disabilities. The LU4 rate, a composite measure that includes unemployment, time-related underemployment, and potential labour force, was 36.9 per cent for PWD, compared to 34.2 per cent for those without disabilities.

Time-related underemployment affected 13.7 per cent of employed PWD, suggesting that many are willing and available to work more hours than they currently do. In contrast, the share among non-disabled workers was 10.1 per cent. Interestingly, only 1.5 per cent of PWD were classified as discouraged job seekers, much lower than the 5.1 per cent seen among persons without disabilities potentially reflecting long-term detachment from the labour market.

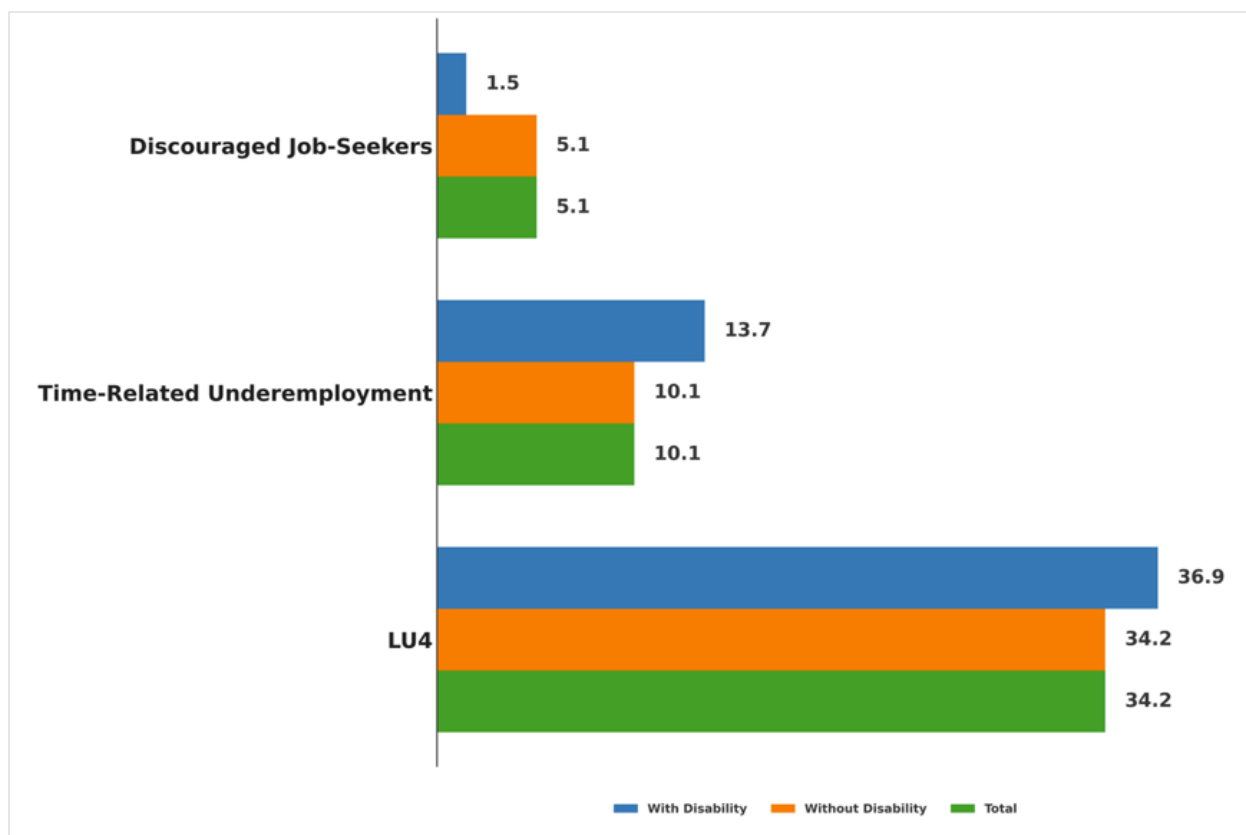


Figure 13. 4: Labour underutilisation among persons with disability (%), GLFS 2025

13.6 Status in Employment and Market-Oriented Agriculture for Persons with Disability

Error! Reference source not found. shows the distribution of employed persons by status in employment and engagement in agriculture, comparing those with and without disabilities. Among persons with disabilities, 67.3 per cent were self-employed, higher than the 62.9 per cent recorded for those without disabilities. This indicates a greater dependence on self-employment among persons with disabilities, possibly due to limited access to wage jobs.

Only 32.7 per cent of persons with disabilities were employees, compared to 37.1 per cent of those without disabilities, highlighting the barriers they face in accessing formal employment.

In agriculture, 15.3 per cent of employed persons with disabilities worked in the sector, slightly below the 17.6 per cent observed among those without disabilities. This suggests that persons with disabilities are somewhat less engaged in market-oriented agricultural activities.

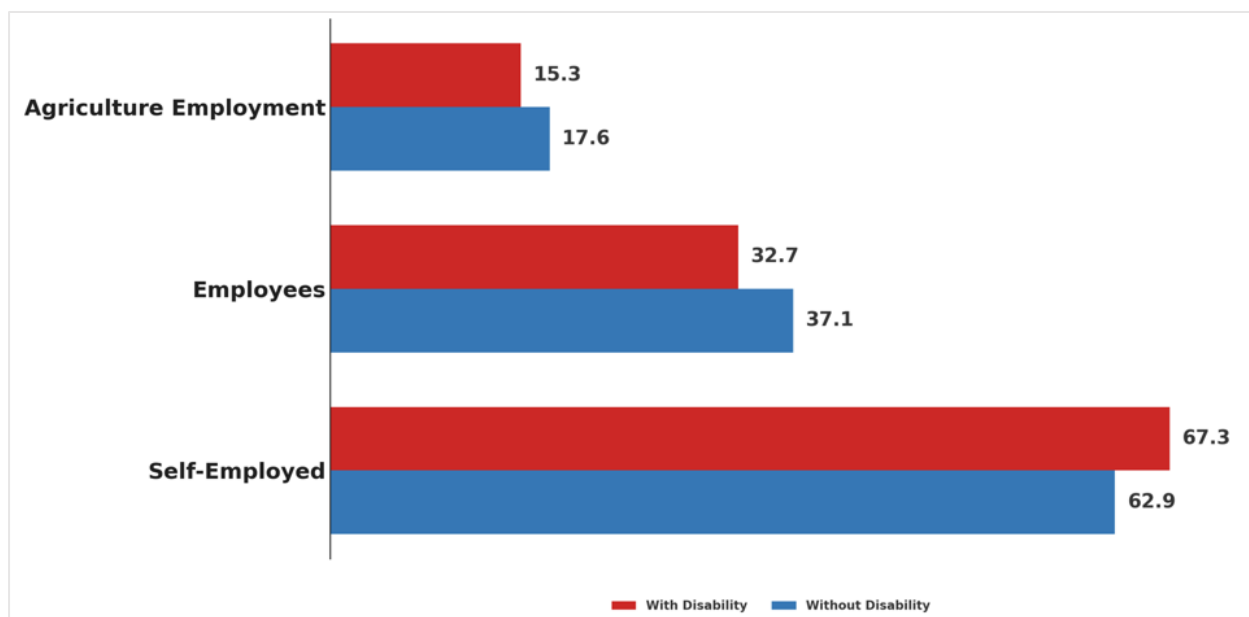


Figure 13. 5: Status in employment and market-oriented agriculture for persons with disability (%), GLFS 2025

CONCLUSION

The GLFS 2025 provides critical insights into the evolving dynamics of the national labour market. The findings highlight both progress and persistent challenges across key labour indicators, with important implications for inclusive development and evidence-based policymaking.

Labour force participation increased modestly, reflecting a growing engagement of the working-age population in economic activity. Employment gains were more concentrated among males and urban residents, while rural populations and females continue to face structural barriers. Informal employment remains the norm for the vast majority of workers, especially among females, youth, and persons with disabilities.

While the unemployment rate rose slightly, broader measures such as labour underutilisation (LU3) show signs of improvement, driven by reductions in time-related underemployment. Nevertheless, underutilisation remains significantly higher in rural areas and among females and youth, indicating ongoing gaps in access to decent and stable work.

Youth continue to experience high rates of unemployment and NEET, despite some improvement since the previous round. This suggests that while efforts to engage young people in education, training, or employment are beginning to yield results, more targeted interventions are needed to sustain and expand these gains.

The data further reveal limited inclusion of persons with disabilities in the labour market, reflected in their low participation rates and high levels of NEET and informality. These findings reinforce the importance of mainstreaming disability inclusion in employment policies and programmes.

Sectorally, employment continues to shift away from agriculture and into services, particularly for females. However, vulnerable forms of employment, including own-account work and contributing family work, remain widespread, especially in rural and subsistence contexts.

In sum, while the labour market in The Gambia is expanding and diversifying, it remains deeply segmented. Structural inequalities by sex, residence, age, and disability status continue to limit access to decent work for large segments of the population. The GLFS 2025 findings underscore the urgency of strengthening labour market institutions, expanding opportunities for formal and productive employment, and ensuring that no one is left behind.

The Gambia Bureau of Statistics encourages all stakeholders: government, development partners, private sector actors, and civil society to use these findings to guide targeted policies and programmes that promote inclusive and equitable labour market outcomes.

KEY POLICY TAKEAWAY

The GLFS 2025 results highlight a labour market that is slowly expanding but still marked by deep structural disparities. Informality remains high, youth and females face persistent barriers, and persons with disabilities continue to be excluded from meaningful participation. To achieve inclusive growth, The Gambia must prioritise investments in employment creation, skills development, and social protection particularly for rural youth, females, and persons with disabilities. Data from this survey should guide the design of targeted labour market interventions under the RF-NDP and ensure no one is left behind.

ANNEX A: STATISTICAL TABLES

Annex A. 1: Precision and design effects for key labour market indicators

| Indicator | Estimate (%) | standard error (%) | 95% Confidence Interval | RSE (%) | DEFF | DEFT |
|---|--------------|--------------------|-------------------------|---------|------|------|
| Labour force participation rate | 47.1 | 0.8 | [45.5, 48.7] | 1.7 | 9.0 | 3.0 |
| Employment-to-population ratio | 43.2 | 0.7 | [41.7, 44.7] | 1.6 | 7.8 | 2.8 |
| Informal employment | 81.0 | 0.8 | [79.5, 82.5] | 1.0 | 5.3 | 2.3 |
| Employed population in agriculture | 17.6 | 1.1 | [15.3, 19.8] | 6.3 | 13 | 3.6 |
| Informal employment excluding agriculture | 64.0 | 1.1 | [61.9, 66.1] | 1.7 | 7.3 | 2.7 |
| LU1: Unemployment rate | 8.3 | 0.7 | [7.0, 9.6] | 8.4 | 9.0 | 3.0 |
| LU2: Combined rate of time-related underemployment and unemployment | 17.6 | 0.8 | [16.0, 19.2] | 4.5 | 7.3 | 2.7 |
| LU3: Combined rate of unemployment and potential labour force | 26.7 | 0.7 | [25.3, 28.2] | 2.6 | 5.8 | 2.4 |
| LU4: Composite measure of labour underutilization | 34.2 | 0.8 | [32.6, 35.8] | 2.3 | 6.3 | 2.5 |
| NEET (15-35 years) | 41.3 | 0.8 | [39.6, 42.9] | 2.0 | 6.3 | 2.5 |
| NEET (15-24 years) | 38.3 | 1.1 | [36.1, 40.4] | 2.9 | 6.3 | 2.5 |
| LU3 (15-35 years) | 33.3 | 0.9 | [31.4, 35.1] | 2.7 | 5.8 | 2.4 |
| LU3 (15-24 years) | 42.2 | 1.2 | [39.8, 44.6] | 2.8 | 3.6 | 1.9 |

Annex A. 2: Main labour force and labour underutilization (LU) indicators, 15 years and older, GLFS 2025 (%) – Main job

| | Sex | | Residence | | Local Government Area (LGA) | | | | | | | | Disability status | | Age (years) | | Own-use foodstuff production | | |
|------------------------------------|---------|---------|-----------|---------|-----------------------------|----------|---------|------------|---------|---------|-------------|---------|-------------------|--------------------|---------------|---------|------------------------------|---------------------------|-----------|
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | Male | Female | Urban | Rural | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | With disability | Without disability | Youth (15-35) | (36+) | Foodstuff producer | Not in foodstuff producer | Total |
| Population 15 years and older | 685,687 | 748,642 | 872,940 | 561,389 | 18,517 | 249,762 | 699,567 | 51,038 | 134,652 | 61,532 | 80,051 | 139,210 | 17,137 | 1,417,192 | 918,346 | 515,983 | 142,215 | 1,292,114 | 1,434,329 |
| Labour force | 368,944 | 306,526 | 422,700 | 252,770 | 9,603 | 138,099 | 323,888 | 24,700 | 75,292 | 23,908 | 39,625 | 40,355 | 3,453 | 672,017 | 367,388 | 308,082 | 50,012 | 625,458 | 675,470 |
| -Employed | 341258 | 278362 | 385118 | 234,502 | 8,787 | 125,500 | 294,461 | 22,636 | 72,670 | 19,233 | 37,684 | 38,649 | 3,323 | 616,297 | 324,955 | 294,665 | 41,677 | 577,943 | 619,620 |
| -Unemployed | 27,686 | 28,165 | 37,582 | 18,268 | 816 | 12,599 | 29,427 | 2,064 | 2,621 | 4,676 | 1,942 | 1,706 | 131 | 55,720 | 42,433 | 13,418 | 8,336 | 47,515 | 55,851 |
| Outside the labour force | 316,743 | 442,116 | 450,240 | 308,619 | 8,914 | 111,663 | 375,679 | 26,338 | 59,360 | 37,624 | 40,426 | 98,855 | 13,684 | 745,175 | 550,958 | 207,901 | 92,203 | 666,656 | 758,859 |
| Labour underutilization | 103,970 | 185,031 | 137,019 | 151,981 | 4,276 | 42,481 | 102,959 | 14,591 | 33,505 | 26,958 | 27,035 | 37,196 | 1,680 | 287,321 | 199,439 | 89,562 | 70,801 | 218,200 | 289,001 |
| -Unemployed | 27,686 | 28,165 | 37,582 | 18,268 | 816 | 12,599 | 29,427 | 2,064 | 2,621 | 4,676 | 1,942 | 1,706 | 131 | 55,720 | 42,433 | 13,418 | 8,336 | 47,515 | 55,851 |
| -Time-related underemployed | 23,294 | 39,588 | 30,495 | 32,387 | 1,408 | 10,584 | 26,319 | 3,460 | 9,954 | 2,004 | 6,288 | 2,865 | 456 | 62,426 | 37,448 | 25,434 | 8,353 | 54,529 | 62,882 |
| -Potential labour force | 52,990 | 117,278 | 68,942 | 101,326 | 2,052 | 19,298 | 47,213 | 9,067 | 20,930 | 20,278 | 18,805 | 32,625 | 1,093 | 169,175 | 119,558 | 50,710 | 54,112 | 116,156 | 170,268 |
| Informal employment | 261,698 | 240,170 | 298,522 | 203,346 | 6,846 | 97,554 | 227,882 | 19,801 | 63,389 | 17,143 | 33,838 | 35,415 | 2,620 | 499,248 | 274,664 | 227,204 | 35,056 | 466,812 | 501,868 |
| Employees | 160,729 | 69,015 | 161,215 | 68,529 | 3,717 | 57,462 | 121,198 | 5,628 | 18,560 | 4,817 | 10,836 | 7,526 | 1,085 | 228,659 | 145,730 | 84,014 | 8,539 | 221,205 | 229,744 |
| Self-employed | 180,529 | 209,347 | 223,903 | 165,973 | 5,070 | 68,038 | 173,263 | 17,009 | 54,111 | 14,415 | 26,847 | 31,123 | 2,238 | 387,638 | 179,225 | 210,651 | 33,137 | 356,739 | 389,876 |
| Discouraged job-seekers | 26,155 | 46,288 | 25,278 | 47,165 | 1,354 | 4,226 | 17,237 | 2,977 | 7,718 | 10,013 | 6,611 | 22,307 | 257 | 72,186 | 52,906 | 19,537 | 24,452 | 47,991 | 72,443 |
| Employed population in agriculture | 41,011 | 67,780 | 27,100 | 81,691 | 287 | 2,668 | 43,228 | 7,187 | 28,523 | 6,090 | 12,614 | 8,194 | 507 | 108,284 | 51,841 | 56,950 | 14,318 | 94,473 | 108,791 |

| | Sex | | Residence | | Local Government Area (LGA) | | | | | | | | Disability status | | Age (years) | | Own-use foodstuff production | | |
|---|---------|---------|-----------|---------|-----------------------------|----------|---------|------------|---------|---------|-------------|--------|-------------------|--------------------|---------------|---------|------------------------------|---------------------------|---------|
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | Male | Female | Urban | Rural | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | With disability | Without disability | Youth (15-35) | (36+) | Foodstuff producer | Not in foodstuff producer | Total |
| Informal employment (excluding agriculture) | 222,654 | 173,836 | 273,349 | 123,141 | 6,582 | 95,046 | 186,355 | 12,914 | 35,613 | 11,195 | 21,486 | 27,299 | 2,113 | 394,377 | 223,827 | 172,663 | N/A | N/A | 396,490 |
| Labour force participation rate (%) | 53.8 | 40.9 | 48.4 | 45.0 | 51.9 | 55.3 | 46.3 | 48.4 | 55.9 | 38.9 | 49.5 | 29.0 | 20.1 | 47.4 | 40.0 | 59.7 | 35.2 | 48.4 | 47.1 |
| Outside the labour force (%) | 46.2 | 59.1 | 51.6 | 55.0 | 48.1 | 44.7 | 53.7 | 51.6 | 44.1 | 61.1 | 50.5 | 71.0 | 79.9 | 52.6 | 60.0 | 40.3 | 64.8 | 51.6 | 52.9 |
| Employment-to-population ratio (%) | 49.8 | 37.2 | 44.1 | 41.8 | 47.5 | 50.2 | 42.1 | 44.4 | 54.0 | 31.3 | 47.1 | 27.8 | 19.4 | 43.5 | 35.4 | 57.1 | 29.3 | 44.7 | 43.2 |
| Employees (%) | 70.0 | 30.0 | 70.2 | 29.8 | 1.6 | 25.0 | 52.8 | 2.5 | 8.1 | 2.1 | 4.7 | 3.3 | 0.5 | 99.5 | 63.4 | 36.6 | 3.7 | 96.3 | 37.1 |
| Self-employed (%) | 52.9 | 75.2 | 58.1 | 70.8 | 57.7 | 54.2 | 58.8 | 75.1 | 74.5 | 74.9 | 71.2 | 80.5 | 67.3 | 62.9 | 55.2 | 71.5 | 79.5 | 61.7 | 62.9 |
| Discouraged job-seekers (%) | 3.8 | 6.2 | 2.9 | 8.4 | 7.3 | 1.7 | 2.5 | 5.8 | 5.7 | 16.3 | 8.3 | 16.0 | 1.5 | 5.1 | 5.8 | 3.8 | 17.2 | 3.7 | 5.1 |
| Informal employment (%) | 76.7 | 82.3 | 77.5 | 86.7 | 77.9 | 77.7 | 77.4 | 87.5 | 87.2 | 89.1 | 89.8 | 91.6 | 78.8 | 81.0 | 84.5 | 77.1 | 84.1 | 80.8 | 81.0 |
| Employed population in agriculture (%) | 12.0 | 24.3 | 7.0 | 34.8 | 3.3 | 2.1 | 14.7 | 31.8 | 39.3 | 31.7 | 33.5 | 21.2 | 15.3 | 17.6 | 16.0 | 19.3 | 34.4 | 16.3 | 17.6 |

| | Sex | | Residence | | Local Government Area (LGA) | | | | | | | | Disability status | | Age (years) | | Own-use foodstuff production | | |
|---|------|--------|-----------|-------|-----------------------------|----------|---------|------------|---------|---------|-------------|-------|-------------------|--------------------|---------------|-------|------------------------------|---------------------------|-------|
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | Male | Female | Urban | Rural | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | With disability | Without disability | Youth (15-35) | (36+) | Foodstuff producer | Not in foodstuff producer | Total |
| Informal employment excluding agriculture (%) | 65.2 | 62.4 | 71 | 52.5 | 74.9 | 75.7 | 63.3 | 57.1 | 49.0 | 58.2 | 57.0 | 70.6 | 63.6 | 64.0 | 68.9 | 58.6 | N/A | N/A | 64.0 |
| Time related underemployment rate (%) | 6.8 | 14.2 | 7.9 | 13.8 | 16.0 | 8.4 | 8.9 | 15.3 | 13.7 | 10.4 | 16.7 | 7.4 | 13.7 | 10.1 | 11.5 | 8.6 | 20.4 | 9.4 | 10.1 |
| LU1: Unemployment rate (%) | 7.5 | 9.2 | 8.9 | 7.2 | 8.5 | 9.1 | 9.1 | 8.4 | 3.5 | 19.6 | 4.9 | 4.2 | 3.8 | 8.3 | 11.5 | 4.4 | 16.7 | 7.6 | 8.3 |
| LU2: Combined rate of time-related underemployment and unemployment (%) | 13.8 | 22.1 | 16.1 | 20.0 | 23.2 | 16.8 | 17.2 | 22.4 | 16.7 | 27.9 | 20.8 | 11.3 | 17.0 | 17.6 | 21.7 | 12.6 | 33.4 | 16.3 | 17.6 |
| LU3: Combined rate of unemployment and potential labour force (%) | 19.1 | 34.3 | 21.7 | 33.8 | 24.6 | 20.3 | 20.7 | 33.0 | 24.5 | 56.5 | 35.5 | 47.0 | 26.9 | 26.7 | 33.3 | 17.9 | 22.1 | 60.0 | 26.7 |

| | Sex | | Residence | | Local Government Area (LGA) | | | | | | | | Disability status | | Age (years) | | Own-use foodstuff production | | |
|---|------|--------|-----------|-------|-----------------------------|----------|---------|------------|---------|---------|-------------|-------|-------------------|--------------------|---------------|-------|------------------------------|---------------------------|-------|
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | Male | Female | Urban | Rural | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | With disability | Without disability | Youth (15-35) | (36+) | Foodstuff producer | Not in foodstuff producer | Total |
| LU4: Composite measure of labour underutilization (%) | 24.6 | 43.7 | 27.9 | 42.9 | 36.7 | 27.0 | 27.7 | 43.2 | 34.8 | 61.0 | 46.3 | 51.0 | 36.9 | 34.2 | 41.0 | 25.0 | 68.0 | 29.4 | 34.2 |

Annex A. 3: Main labour force and labour underutilization (LU) indicators 15-35 years, GLFS 2025 (%) – Main job

| | Sex | | Residence | | Local Government Area (LGA) | | | | | | | | Disability status | | Age (years) | | Own-use foodstuff production | | Total |
|---|---------|---------|-----------|---------|-----------------------------|----------|---------|------------|---------|---------|-------------|--------|-------------------|--------------------|---------------|---------|------------------------------|------------------------|---------|
| | Male | Female | Urban | Rural | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | With disability | Without disability | Youth (15-35) | (36+) | Foodstuff producer | Not foodstuff producer | |
| Population 15-35 years | 430,618 | 487,728 | 572,716 | 345,630 | 10,917 | 158,511 | 469,188 | 29,932 | 77,692 | 37,331 | 49,079 | 85,696 | 4,647 | 913,699 | 85,711 | 832,635 | 85,711 | 832,635 | 918,346 |
| Labour force | 196,208 | 171,180 | 232,526 | 134,862 | 4,882 | 77,796 | 177,580 | 12,246 | 38,680 | 13,062 | 22,145 | 20,997 | 1,092 | 366,296 | 26,111 | 341,277 | 26,112 | 341,276 | 367,388 |
| -Employed | 176,220 | 148,735 | 203,387 | 121,568 | 4,204 | 67,881 | 154,420 | 10,793 | 37,095 | 9,856 | 20,830 | 19,876 | 1,043 | 323,912 | 20,454 | 304,501 | 20,454 | 304,501 | 324,955 |
| -Unemployed | 19,988 | 22,445 | 29,139 | 13,294 | 678 | 9,915 | 23,160 | 1,453 | 1,585 | 3,206 | 1,315 | 1,121 | 49 | 42,384 | 5,657 | 36,776 | 5,658 | 36,775 | 42,433 |
| Outside the labour force | 234,410 | 316,548 | 340,191 | 210,767 | 6,035 | 80,715 | 291,608 | 17,685 | 39,011 | 24,269 | 26,935 | 64,700 | 3,554 | 547,404 | 59,600 | 491,358 | 59,600 | 491,358 | 550,958 |
| Labour underutilization | 70,853 | 128,586 | 99,316 | 100,123 | 3,074 | 30,092 | 75,872 | 9,108 | 21,191 | 18,061 | 17,414 | 24,627 | 698 | 198,741 | 44,399 | 155,040 | 44,400 | 155,039 | 199,439 |
| -Unemployed | 19,988 | 22,445 | 29,139 | 13,294 | 678 | 9,915 | 23,160 | 1,453 | 1,585 | 3,206 | 1,315 | 1,121 | 49 | 42,384 | 5,657 | 36,776 | 5,658 | 36,775 | 42,433 |
| -Time-related underemployed | 14,036 | 23,412 | 17,985 | 19,463 | 739 | 5,958 | 16,683 | 1,748 | 5,771 | 1,118 | 3,741 | 1,690 | 292 | 37,156 | 5,005 | 32,443 | 5,005 | 32,443 | 37,448 |
| -Potential labour force | 36,829 | 82,729 | 52,192 | 67,366 | 1,657 | 14,219 | 36,029 | 5,907 | 13,835 | 13,737 | 12,358 | 21,816 | 357 | 119,201 | 33,737 | 85,821 | 33,737 | 85,821 | 119,558 |
| NEET (15-35) | 157,743 | 221,183 | 222,540 | 156,386 | 4,013 | 53,759 | 187,797 | 12,870 | 28,443 | 22,764 | 21,566 | 47,714 | 2,861 | 376,065 | 50,782 | 328,144 | 50,782 | 328,144 | 378,926 |
| NEET (15-24) | 96,833 | 105,256 | 117,218 | 84,871 | 2,118 | 27,091 | 100,822 | 7,458 | 15,835 | 12,190 | 12,162 | 24,413 | 1,208 | 200,881 | 23,334 | 178,755 | 23,334 | 178,755 | 202,089 |
| Informal employment | 147,078 | 127,586 | 166,352 | 108,312 | 3,540 | 56,435 | 124,857 | 9,753 | 33,603 | 9,105 | 19,136 | 18,235 | 529 | 274,135 | 17,715 | 256,949 | 17,715 | 256,949 | 274,664 |
| Employees | 98,080 | 47,650 | 103,091 | 42,639 | 2,205 | 36,594 | 76,798 | 3,439 | 11,351 | 2,998 | 7,207 | 5,138 | 677 | 145,053 | 4,722 | 141,008 | 4,722 | 141,008 | 145,730 |
| Self-employed | 78,140 | 101,085 | 100,296 | 78,929 | 1,999 | 31,287 | 77,622 | 7,354 | 25,744 | 6,858 | 13,623 | 14,738 | 367 | 178,858 | 15,732 | 163,493 | 15,732 | 163,493 | 179,225 |
| Discouraged job-seekers | 19,629 | 33,277 | 20,355 | 32,551 | 1,093 | 3,222 | 14,705 | 1,994 | 4,719 | 7,001 | 4,707 | 15,465 | 116 | 52,790 | 15,871 | 37,035 | 15,871 | 37,035 | 52,906 |
| Employed population in agriculture | 18,539 | 33,302 | 11,342 | 40,499 | 129 | 992 | 18,924 | 2,677 | 14,720 | 3,146 | 7,217 | 4,036 | 153 | 51,688 | 6,075 | 45,766 | 6,075 | 45,766 | 51,841 |
| Informal employment (excluding agriculture) | 129,019 | 94,808 | 155,235 | 68,592 | 3,411 | 55,443 | 106,317 | 7,156 | 19,103 | 5,987 | 12,159 | 14,251 | 376 | 223,451 | 11,693 | 212,134 | 11,693 | 212,134 | 223,827 |
| Labour force participation rate (%) | 45.6 | 35.1 | 40.6 | 39.0 | 44.7 | 49.1 | 37.8 | 40.9 | 49.8 | 35.0 | 45.1 | 24.5 | 23.5 | 40.1 | 30.5 | 41.0 | 30.5 | 41.0 | 40.0 |
| Outside the labour force (%) | 54.4 | 64.9 | 59.4 | 61.0 | 55.3 | 50.9 | 62.2 | 59.1 | 50.2 | 65.0 | 54.9 | 75.5 | 76.5 | 59.9 | 69.5 | 59.0 | 69.5 | 59.0 | 60.0 |
| Employment-to-population ratio (%) | 40.9 | 30.5 | 35.5 | 35.2 | 38.5 | 42.8 | 32.9 | 36.1 | 47.7 | 26.4 | 42.4 | 23.2 | 22.4 | 35.5 | 23.9 | 36.6 | 23.9 | 36.6 | 35.4 |
| NEET % (15-35) | 36.6 | 45.3 | 38.9 | 45.2 | 36.8 | 33.9 | 40.0 | 43.0 | 36.6 | 61.0 | 43.9 | 55.7 | 61.6 | 41.2 | 59.2 | 39.4 | 59.2 | 39.4 | 41.3 |
| NEET % (15-24) | 37.7 | 38.8 | 35.9 | 42.2 | 32.1 | 32 | 36.6 | 41.1 | 34.7 | 59.5 | 43.6 | 49.5 | 52.2 | 38.2 | 55.2 | 36.8 | 55.2 | 36.8 | 38.3 |

| | Sex | | Residence | | Local Government Area (LGA) | | | | | | | | Disability status | | Age (years) | | Own-use foodstuff production | | Total |
|---|------|--------|-----------|-------|-----------------------------|----------|---------|------------|---------|---------|-------------|-------|-------------------|--------------------|---------------|-------|------------------------------|------------------------|-------|
| | Male | Female | Urban | Rural | Banjul | Kanifing | Brikama | Mansakonko | Kerewan | Kuntaur | Janjanbureh | Basse | With disability | Without disability | Youth (15-35) | (36+) | Foodstuff producer | Not foodstuff producer | |
| Employees (%) | 55.7 | 32 | 50.7 | 35.1 | 52.5 | 53.9 | 49.7 | 31.9 | 30.6 | 30.4 | 34.6 | 25.9 | 64.9 | 44.8 | 23.1 | 46.3 | 23.1 | 46.3 | 44.8 |
| Self-employed (%) | 44.3 | 68.0 | 49.3 | 64.9 | 47.5 | 46.1 | 50.3 | 68.1 | 69.4 | 69.6 | 65.4 | 74.1 | 35.2 | 55.2 | 76.9 | 53.7 | 76.9 | 53.7 | 55.2 |
| Discouraged job-seekers (%) | 4.6 | 6.8 | 3.6 | 9.4 | 10.0 | 2.0 | 3.1 | 6.7 | 6.1 | 18.8 | 9.6 | 18.0 | 2.5 | 5.8 | 18.5 | 4.4 | 18.5 | 4.4 | 5.8 |
| Informal employment (%) | 83.5 | 85.8 | 81.8 | 89.1 | 84.2 | 83.1 | 80.9 | 90.4 | 90.6 | 92.4 | 91.9 | 91.7 | 50.7 | 84.6 | 86.6 | 84.4 | 86.6 | 84.4 | 84.5 |
| Employed population in agriculture (%) | 10.5 | 22.4 | 5.6 | 33.3 | 3.1 | 1.5 | 12.3 | 24.8 | 39.7 | 31.9 | 34.6 | 20.3 | 14.7 | 16.0 | 29.7 | 15.0 | 29.7 | 15.0 | 16.0 |
| Informal employment excluding agriculture (%) | 73.2 | 63.7 | 76.3 | 56.4 | 81.1 | 81.7 | 68.8 | 66.3 | 51.5 | 60.7 | 58.4 | 71.7 | 36.0 | 69.0 | 57.2 | 69.7 | 57.2 | 69.7 | 68.9 |
| Time related underemployment rate (%) | 8.0 | 15.7 | 8.8 | 16.0 | 17.6 | 8.8 | 10.8 | 16.2 | 15.6 | 11.3 | 18.0 | 8.5 | 28.0 | 11.5 | 24.5 | 10.7 | 24.5 | 10.7 | 11.5 |
| LU1: Unemployment rate (%) | 10.2 | 13.1 | 12.5 | 9.9 | 13.9 | 12.7 | 13.0 | 11.9 | 4.1 | 24.5 | 5.9 | 5.3 | 4.5 | 11.6 | 21.7 | 10.8 | 21.7 | 10.8 | 11.5 |
| LU2: Combined rate of time-related underemployment and unemployment (%) | 17.3 | 26.8 | 20.3 | 24.3 | 29.0 | 20.4 | 22.4 | 26.1 | 19.0 | 33.1 | 22.8 | 13.4 | 31.2 | 21.7 | 40.8 | 20.3 | 40.8 | 20.3 | 21.7 |
| LU3: Combined rate of unemployment and potential labour force (%) | 24.4 | 41.4 | 28.6 | 39.9 | 35.7 | 26.2 | 27.7 | 40.5 | 29.4 | 63.2 | 39.6 | 53.6 | 28.0 | 33.3 | 65.8 | 28.7 | 65.8 | 28.7 | 33.3 |
| LU4: Composite measure of labour underutilization (%) | 30.4 | 50.6 | 34.9 | 49.5 | 47.0 | 32.7 | 35.5 | 50.2 | 40.4 | 67.4 | 50.5 | 57.5 | 48.2 | 40.9 | 74.2 | 36.3 | 74.2 | 36.3 | 41.0 |

Annex A. 3: List of field staff

| COORDINATORS | | |
|------------------------------|------------------------------|-----------------------------|
| Mr. Muhammed I. Jaiteh | Mr. Sanna Manjang | Mr. Ebrima Suso |
| FIELD DATA EDITORS | | |
| Dr. Muhammed Bittaye | Mr. Mawdo Gibba | Mr. Lamin L. Dibba |
| Ms. Isatou Badjie | Ms. Awa Nagib | Mr. Momodou Mansoor B. Joof |
| Mr. Abdou Sanyang | Mr. Mustapha Touray | Mr. Cherno Hamidou Faal |
| Mr. Ebrima Darboe | | |
| IT PERSONNEL | | |
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| CARTOGRAPHERS | | |
| Mr. Ansu Singhateh | Mr. Ebrima Lowe | |
| SUPERVISORS | | |
| Ms. Marie Zean Mendy | Ms. Fatou Fadera | Ms. Fatou S. Jabang |
| Ms. Mamanding Colley | Ms. Haddy I Bojang | Ms. Salima Drammeh |
| Ms. Amie Bojang | Mr. Omar Manneh | Mr. Sandiki Colley |
| Mr. Amadou Conta | | |
| ENUMERATORS | | |
| Mr. Baboucarr Jasseh | Mr. Omar Fatty | Mr. Biran Ceesay |
| Ms. Rohey Gibba | Mr. Alpha Joof | Ms. Awa Jabang |
| Mr. Alpha Amadou Cham | Mr. Mustapha Saho | Mr. Buba Gibba |
| Mr. Sheriff Joof | Ms. Nyimansata Sanneh | Ms. Serreh Sonko |
| Mr. Salifu Marong | Mr. Mariama Kinteh | Mr. Yusupha Jadama |
| Mr. Modou Cham | Ms. Isatou Bojang | Mr. Bakary Ceesay |
| Ms. Mariama M. Badjie | Mr. Ebrima Ndow | Mr. Bakary Sanyang |
| Mr. Ebrima Fadera | Mr. Hamadi Conteh | Ms. Isatou M. Manneh |
| Mr. Algazeem Uchenna Sanyang | Mr. Alpha Mendy | Mr. Ebrima Darboe |
| Ms. Haddyjatou Mbye | Mr. Musa Touray | Mr. Abubacarr Touray |
| Mr. Abdourahman Drammeh | Ms. Isha Coker | Ms. Fatoumatta Jatta |
| Mr. Ebrima Jammeh | Mr. Modou Lamin Janneh | Ms. Fatoumata Bah |
| Ms. Isatou Bah | Ms. Nafisatou Eptisam Colley | Ms. Marie Lamin Mboob |
| Ms. Sarata L. Bojang | | |

