Republic of The Gambia

GBoS

The Gambia Labour Force Survey (GLFS 2025) Draft Analytical Report

The Gambia Bureau of Statistics (GBoS)

CONTENTS

LIST OF TABLES

LIST OF FIGURES

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.

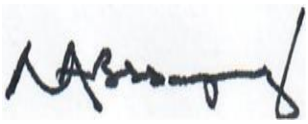
I commend all GBoS staff who contributed to the successful implementation of this survey. Special recognition goes to the three field coordinators: Mr. Muhammed I. Jaiteh, Mr. Sanna Manjang and Mr. Ebrima Suso for their leadership in coordinating survey design, training, data collection, and analysis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

My heartfelt appreciation goes to Mr. Alieu Saho, Deputy Statistician General, for reviewing the initial draft of this report and providing insightful contributions that significantly improved its quality.

I would also like to thank Ms. Awa Nagib, Ms. Isatou Badjie, Dr. Muhammed Bittaye, Mr. Mawdo Gibba, Mr. Lamin L. Dibba, Mr. Momodou Mansoor B. Joof, Mr. Abdou Sanyang, Mr. Mustapha Touray, Mr. Cherno Hamidou Faal and Mr. Ebrima Darboe for their roles as data editors. My appreciation also goes to Mr. Baba Jasseh, Mr. Lamin Manneh and Mr. Alasana Badjie for supporting data processing and IT operations. Special thanks are also extended to Mr. Ansu Singhateh and Mr. Ebrima Lowe, cartographers, for producing precise and visually clear maps that greatly facilitated field planning and supported teams in successfully locating households that were difficult to find.

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.



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 LU3[1], 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

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

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

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 remained largely unchanged, at 84.5 per cent in 2025 compared to 84.0 per cent in 2022-23. Youth self-employment declined from 59.8 per cent to 55.2 per cent, indicating continued barriers to formal job access among young people.

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 (86.3%) 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. In GLFS 2025, females accounted for 28.1 per cent of managerial positions, compared to 29.7 per cent in GLFS 2022-23. While this represents a slight decline, the change is not statistically significant and should therefore be interpreted with caution.

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 remained unchanged among females (14.8% to 14.8%) but declined among males (from 6.0% to 4.5%), 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. The unemployment rate for foreign citizens increased slightly from 4.9 per cent in GLFS 2022-23 to approximately 6.0 per cent in GLFS 2025, while the rate for citizens rose marginally 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 Objectives

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 Objectives

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

1.1.3 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.

1.1.4 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.

1.1.5 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.

1.2 Sampling Methodology

1.2.1 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.

1.2.2 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.

1.2.3 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

	2024 Census frame			GLFS 2025 Sample			
LGA	Urban EAs	Rural EAs	Total	Total EAs	Urban EAs	Rural EAs	Sample size in number of households
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

1.2.4 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.

1.2.5 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, ..., 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}.

1.2.6 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.

1.2.7 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:

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

where j = 1, 2, 3,..., 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.

1.2.8 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.

1.2.9 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.

1.2.10 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.

1.2.11 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

1.3 Concepts and Definitions

1.3.1 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.

1.3.2 Working Age Population

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

1.3.3 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).

1.3.4 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.

1.3.5 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.

1.3.6 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.

1.3.7 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.

1.3.8 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.

1.3.9 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.

1.3.10 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).

1.3.11 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.

1.3.12 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.

1.3.13 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.

1.3.14 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.

1.3.15 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.

1.3.16 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**: (Unemployed / Labour force) × 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**: (Unemployed + TRU) / Labour force × 100
- **LU3: Combined Unemployment and Potential Labour Force**
- Includes discouraged jobseekers and those marginally attached to the labour market.\
- **Formula**: (Unemployed + PLF) / Extended labour force × 100
- **LU4: Composite Labour Underutilisation**
- Encompasses all three groups: unemployed, time-related underemployed, and potential labour force. **Formula**: (Unemployed + TRU + PLF) / Extended labour force × 100

1.3.17 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).

1.3.18 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.

1.3.19 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.

1.3.20 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.

1.3.21 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.

1.3.22 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.

1.3.23 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 = [(Unemployed youth + Youth outside the labour force) - (Unemployed youth in education or training + Youth outside the labour force in education or training)] / Youth x 100

1.3.24 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.

1.3.25 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.

1.3.26 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."

1.3.27 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.

1.3.28 Youth

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

1.3.29 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.

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

Figure 2.1 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.

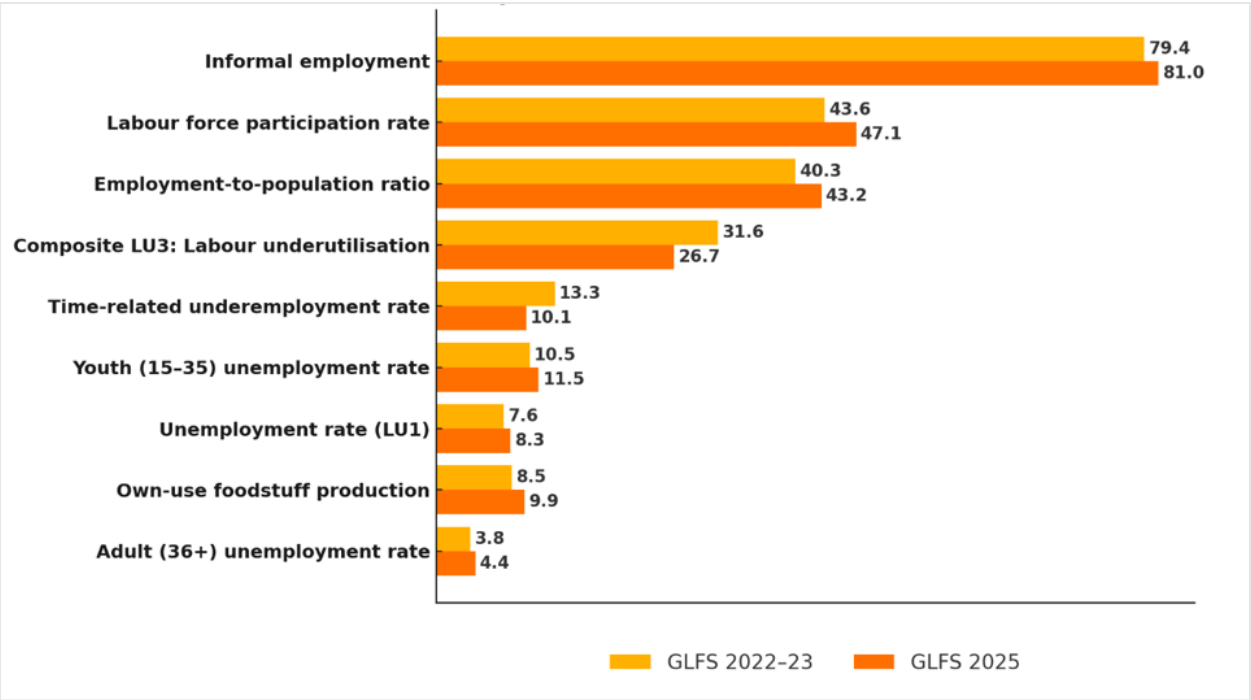


Figure 2.1: Key labour market changes (%): GLFS 2022-23 and GLFS 2025

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

Table 2.1 presents key labour market changes between GLFS 2022-23 and GLFS 2025 by sex and residence. The results show some encouraging progress but also remind 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 48.4 per cent and rural to 45.0 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 44.1 per cent, compared to 41.8 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 7.2 per cent, while urban rates increased from 8.1 per cent to 8.9 per cent. These figures show that even though more people are working, job searching remains a challenge, especially for females and urban populations.

Informal employment continues to dominate, particularly in rural areas. In GLFS 2025, 86.7 per cent of rural workers were in informal jobs, compared to 77.5 per cent in urban areas. While informal employment increased slightly among females (from 84.7% to 86.3%), it also 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 7.9%). But it remains high for females (14.2%) and rural workers (13.8%).

Labour underutilisation (LU3), which combines unemployment and the potential labour force, remained stable for males at 19.1 per cent. It fell for urban areas from 28.8 per cent to 21.7 per cent and for rural areas from 34.5 per cent to 33.8 per cent. 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 9.9 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	44.1	41.8	43.2
Unemployment rate (LU1)	7.8	7.2	8.1	7.0	7.5	9.2	8.9	7.2	8.3
Informal employment	74.7	84.7	71.2	89.6	76.7	86.3	77.5	86.7	81.0
Time-related underemployment rate	8.5	18.8	10.7	17.0	6.8	14.2	7.9	13.8	10.1
Composite LU3: Labour underutilisation	19.1	34.3	28.8	34.5	19.1	34.3	21.7	33.8	26.7
Youth (15-35) unemployment rate	10.5	10.5	10.7	9.7	11.5	11.5	11.2	9.9	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

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

Table 2.2 presents changes in key labour market indicators by Local Government Area (LGA) between GLFS 2022-23 and GLFS 2025. The results show improvements across several LGAs but also highlight persistent disparities.

Labour force participation increased in most LGAs, with particularly strong growth in Kanifing (from 41.2% to 55.3%) and Kerewan (from 40.0% to 55.9%). However, Basse experienced a sharp decline (from 41.7% to 29.0%) and now falls well below the national average. Kuntaur also saw a decrease (from 44.2% to 38.9%).

Employment-to-population ratios followed a similar pattern. Large increases were observed in Kanifing (from 36.4% to 50.2%) and Kerewan (from 37.9% to 54.0%), while Basse dropped considerably (from 40.4% to 27.8%) and Kuntaur also declined (from 41.1% to 31.3%).

Unemployment (LU1) showed mixed trends. It increased in Banjul (from 6.5% to 8.5%), Kanifing (from 7.8% to 9.1%), and Brikama (from 8.2% to 9.1%). Most notably, Kuntaur experienced a sharp rise from 8.0% to 19.6%. In contrast, unemployment fell substantially in Kerewan (from 7.7% to 3.5%), Janjanbureh (from 7.9% to 4.9%), and Basse (from 7.3% to 4.2%).

Informal employment remained widespread across all LGAs. It increased most notably in Basse (from 80.0% to 91.6%), Kuntaur (from 83.0% to 89.1%), and Janjanbureh (from 81.4% to 89.8%). Slight declines were observed in Kanifing (from 80.4% to 77.7%) and Brikama (from 78.6% to 77.4%).

Time-related underemployment showed mixed patterns. It increased substantially in Banjul (from 10.0% to 16.0%) and Janjanbureh (from 12.1% to 16.7%) but declined in Kanifing (from 12.4% to 8.4%), Brikama (from 11.3% to 8.9%), and Basse (from 11.5% to 7.4%).

Labour underutilisation (LU3) fell in several LGAs, particularly in Kanifing (from 32.1% to 20.3%) and Brikama (from 31.0% to 20.7%). However, it rose sharply in Kuntaur (from 32.9% to 56.5%) and Basse (from 31.6% to 47.0%), indicating growing labour market challenges in these areas.

Youth unemployment increased in most LGAs, with the largest rises in Kuntaur (from 10.8% to 24.5%) and Banjul (from 11.0% to 13.9%). Notable declines occurred in Kerewan (from 10.4% to 4.1%) and Janjanbureh (from 10.6% to 5.9%).

Adult unemployment remained low in most LGAs, though Kuntaur saw a sharp increase from 4.1% to 13.5%. Most other LGAs experienced slight declines or remained stable.

Own-use production of foodstuff grew sharply across nearly all LGAs, most notably in Kuntaur (from 23.5% to 31.1%), Janjanbureh (from 14.3% to 29.0%), and Banjul (from 0.1% to 3.4%). This suggests increased reliance on own-use food production as a coping mechanism, particularly in rural areas.

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	51.9	55.3	46.3	48.4	55.9	38.9	49.5	29.0	47.1
Employment-to-population ratio	47.5	50.2	42.1	44.4	54.0	31.3	47.1	27.8	43.2
Unemployment rate (LU1)	8.5	9.1	9.1	8.4	3.5	19.6	4.9	4.2	8.3
Informal employment	77.9	77.7	77.4	87.5	87.2	89.1	89.8	91.6	81.0
Time-related underemployment rate	16.0	8.4	8.9	15.3	13.7	10.4	16.7	7.4	10.1
Composite LU3: Labour underutilisation	24.6	20.3	20.7	33.0	24.5	56.5	35.5	47.0	26.7
Youth (15–35) unemployment rate	13.9	12.7	13.0	11.9	4.1	24.5	5.9	5.3	11.5
Adult (36+) unemployment rate	2.9	4.5	4.3	4.9	2.8	13.5	3.6	3.0	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.

3.1.1 Labour Force and Outside the Labour Force

Figure 3.1 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.

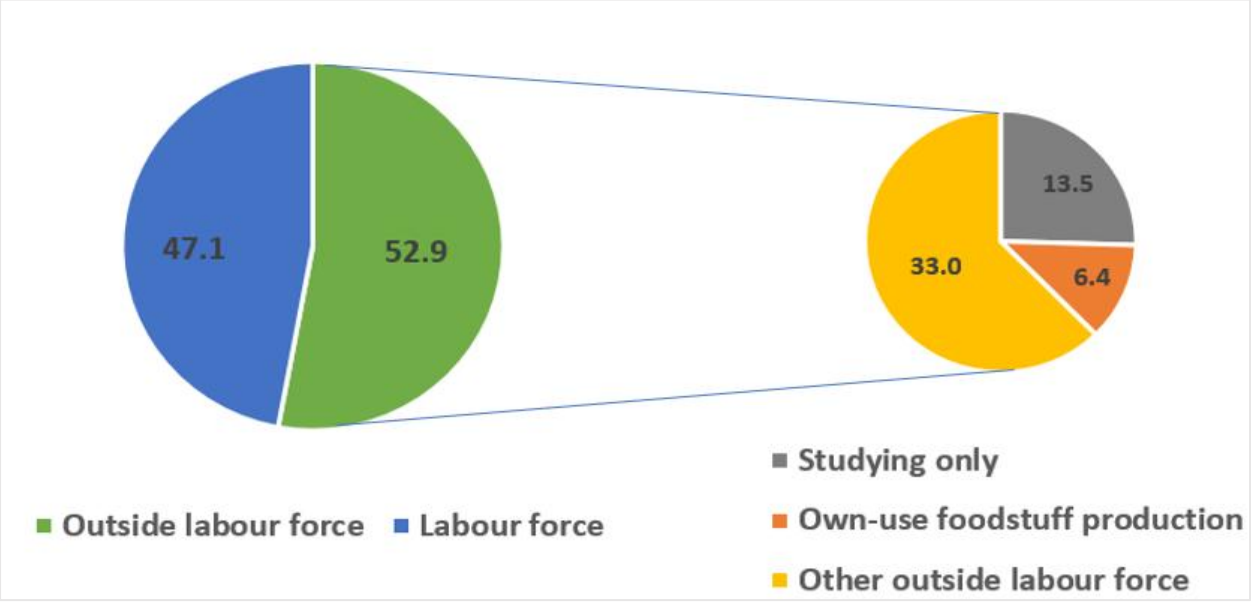


Figure 3.1: Working age population status (15 years and older) (%), GLFS 2025

3.1.2 Labour Force Participation Rate by Educational Attainment

Figure 3.2 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.

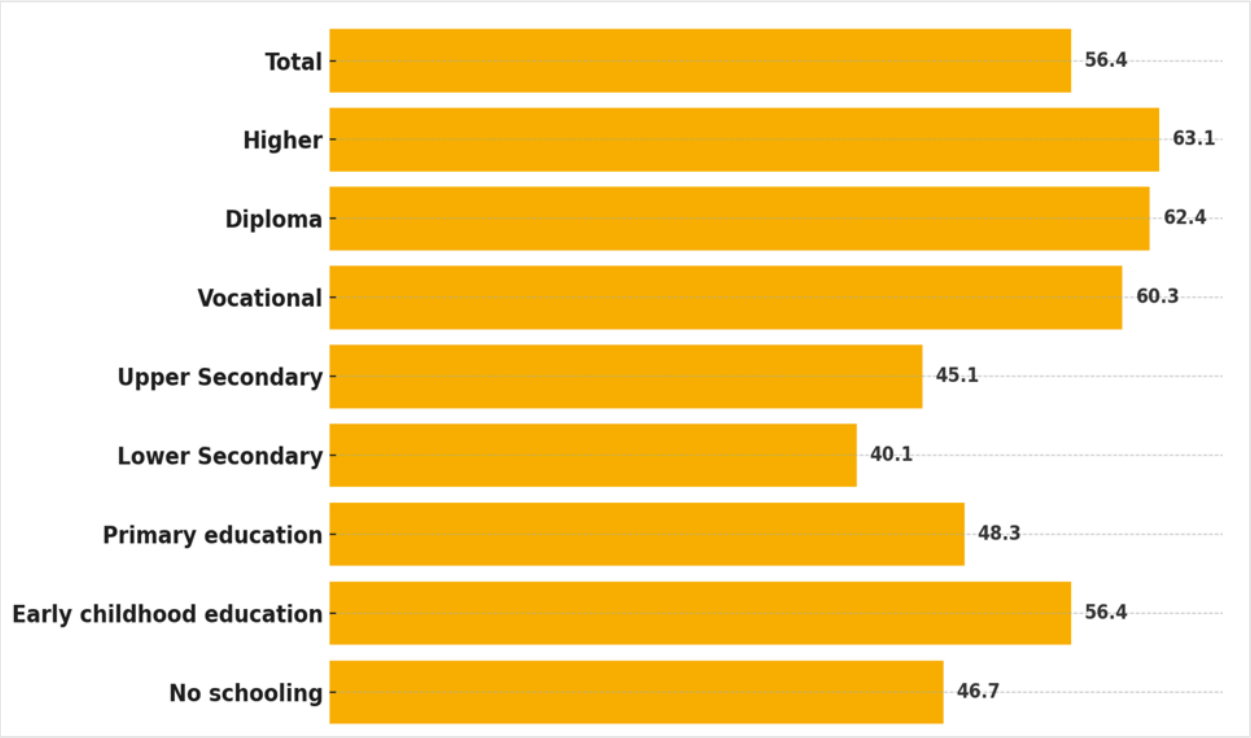


Figure 3.2: Figure 3. 2: Labour force participation rate by educational attainment (%), GLFS 2025

3.1.3 Labour Force Participation by Educational Attainment and Age Group

Figure 3.3 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.

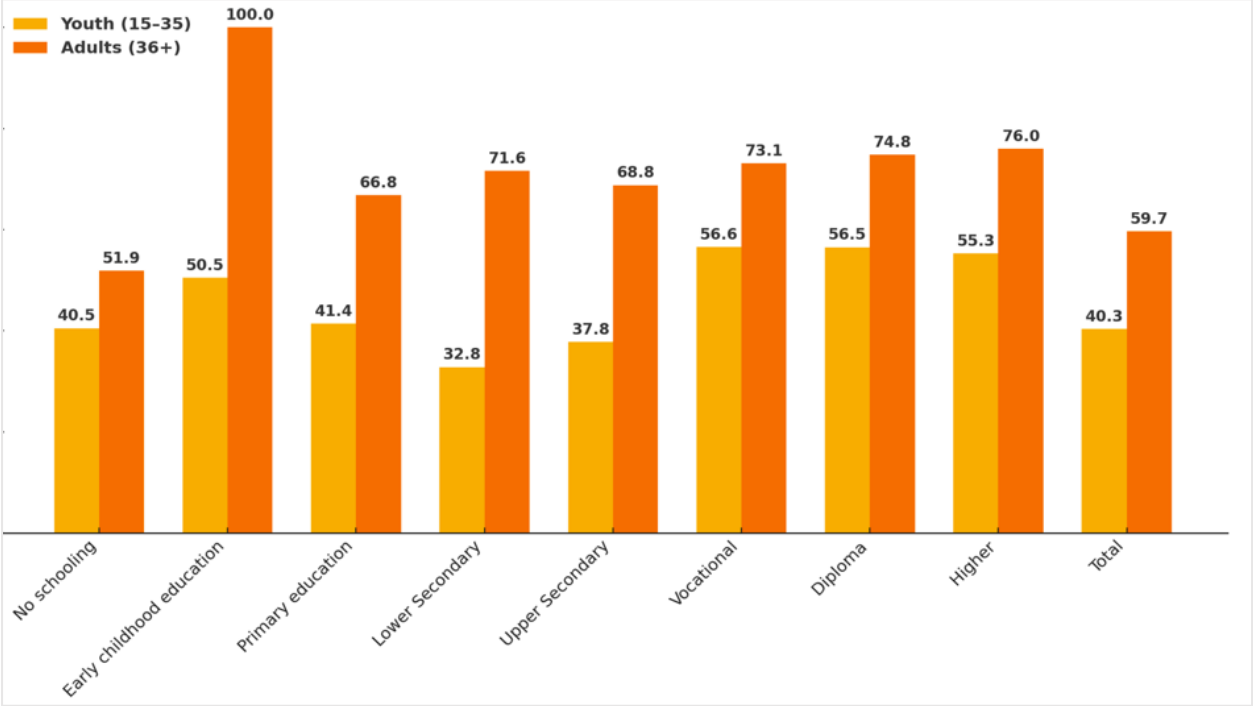


Figure 3.3: Labour force participation by educational attainment and age group (%), GLFS 2025

3.1.4 Labour force participation rate by sex and age group

Figure 3.4 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.

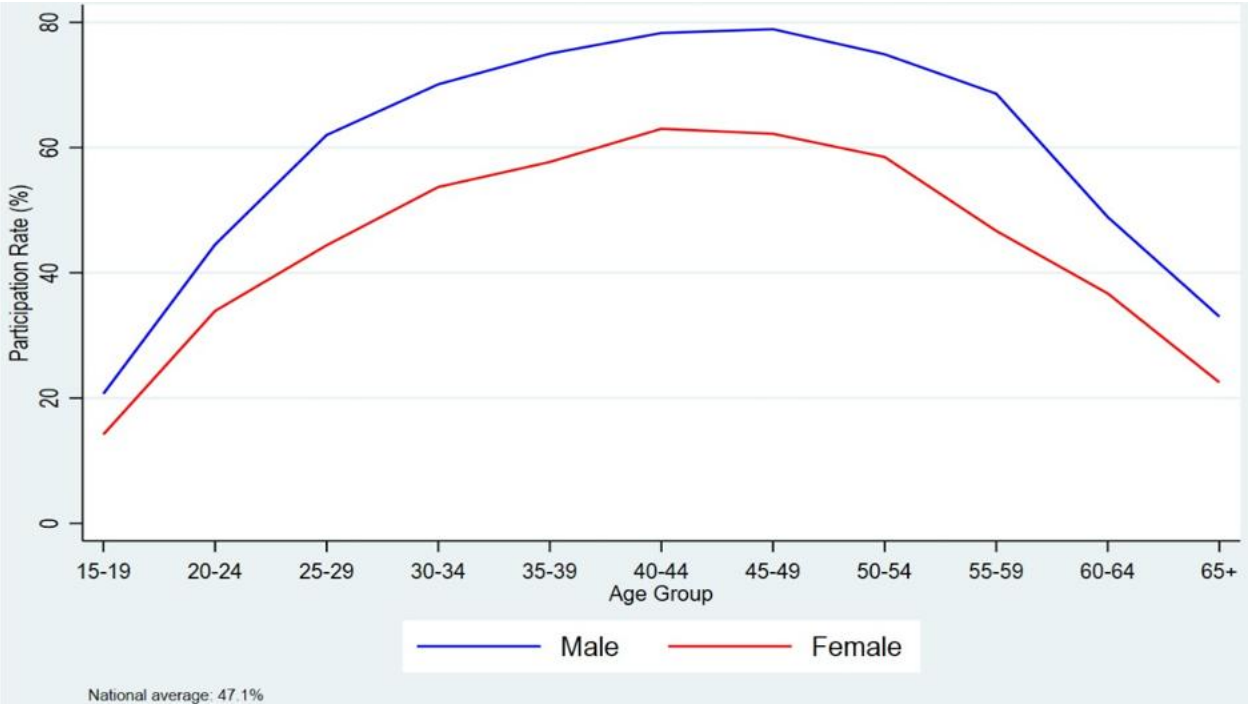


Figure 3.4: Labour force participation rate by age group and sex - Main job (%), GLFS 2025

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.

4.1.1 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.

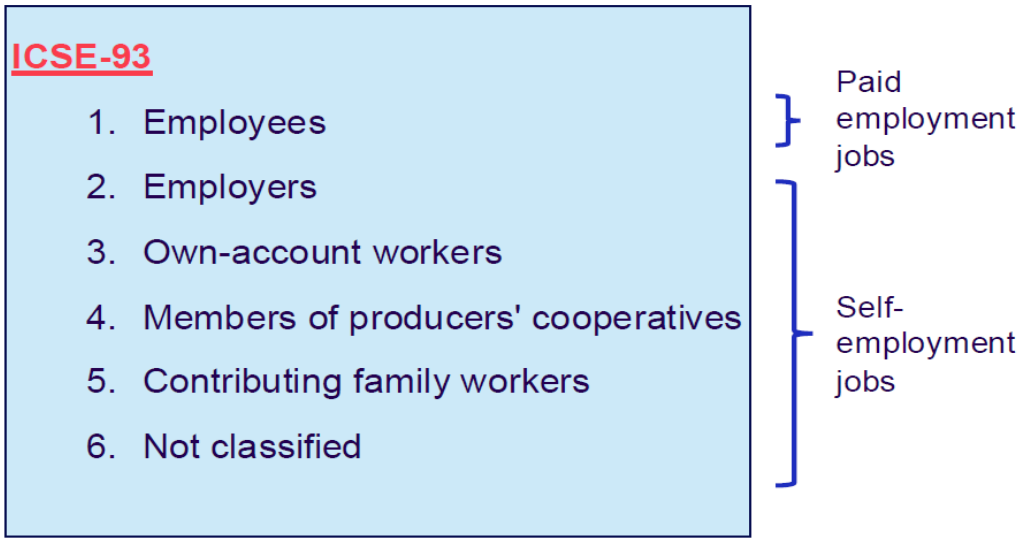
The International Classification of Status in Employment (ICSE) is a framework developed by the ILO to classify individuals in their main job based on the type of economic risk they face and the type of authority they exercise over establishments and other workers. ICSE-18 is the latest revision, designed 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-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 Figure 4.2, 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 Figure 4.3) 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.

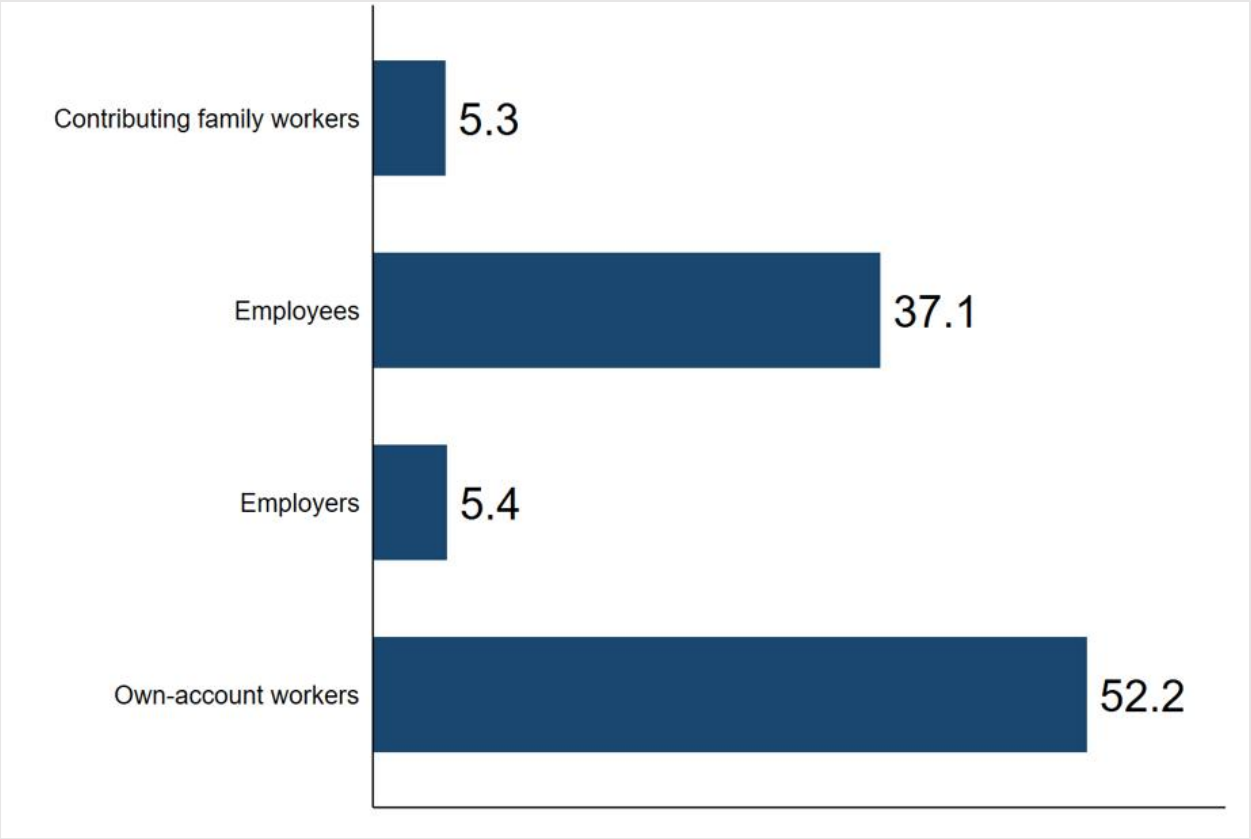


Figure 4.1: Status in employment (ICSE - 93) - Main job (%), GLFS 2025

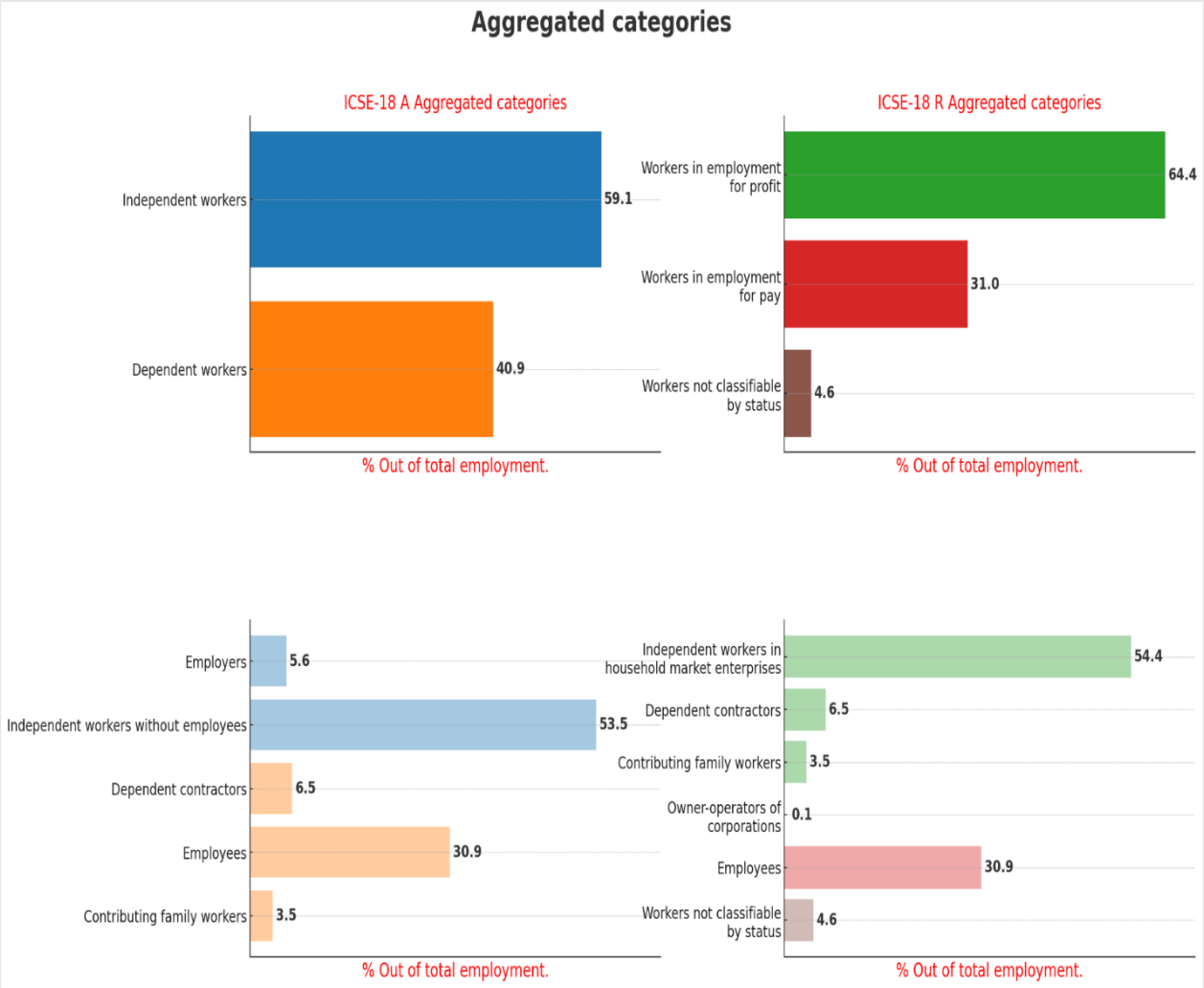


Figure 4.2: Status in employment (ICSE-18) - Main job (%), GLFS 2025

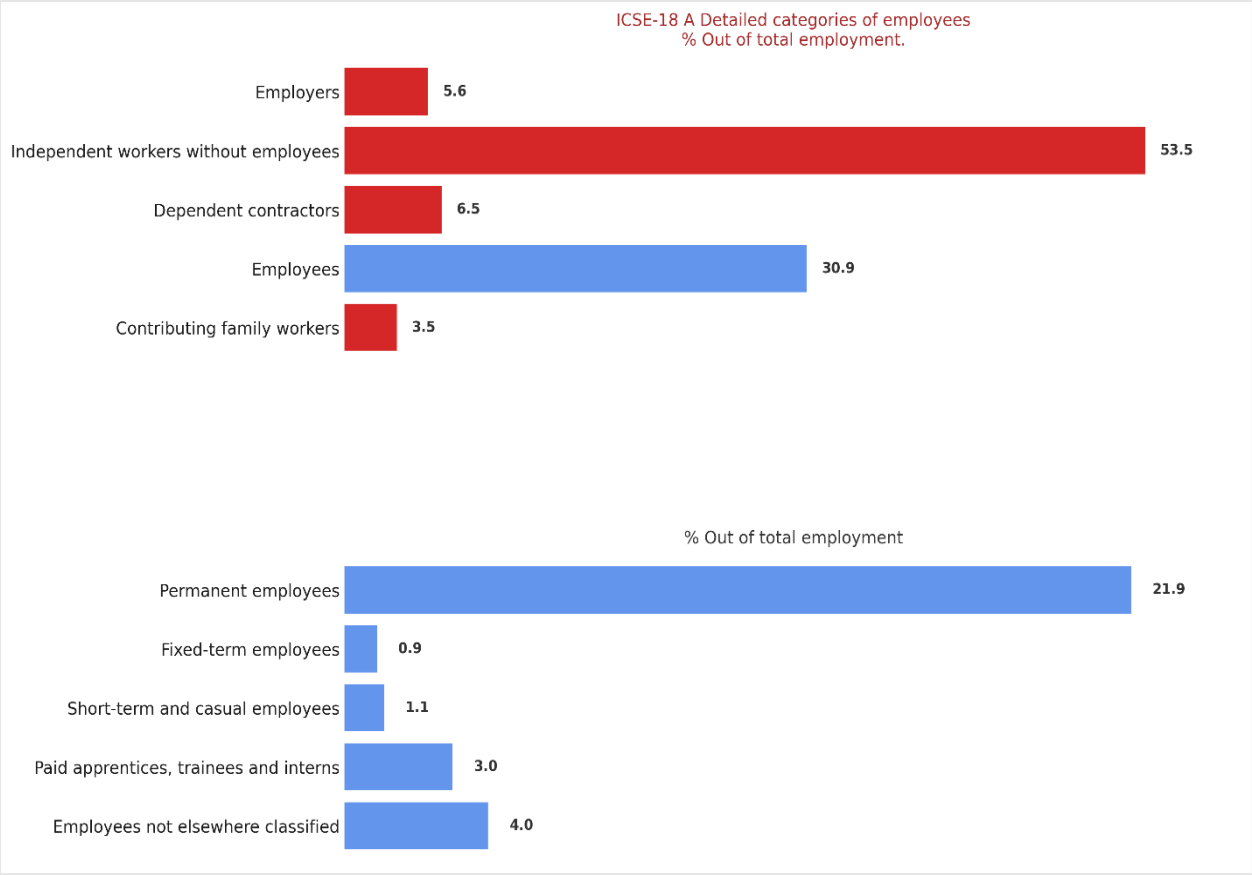


Figure 4.3: Detailed categories of employees (ICSE-18) (%), GLFS 2025

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.

4.1.2 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.

4.1.3 Share of the Employed by Institutional Sector

Figure 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.

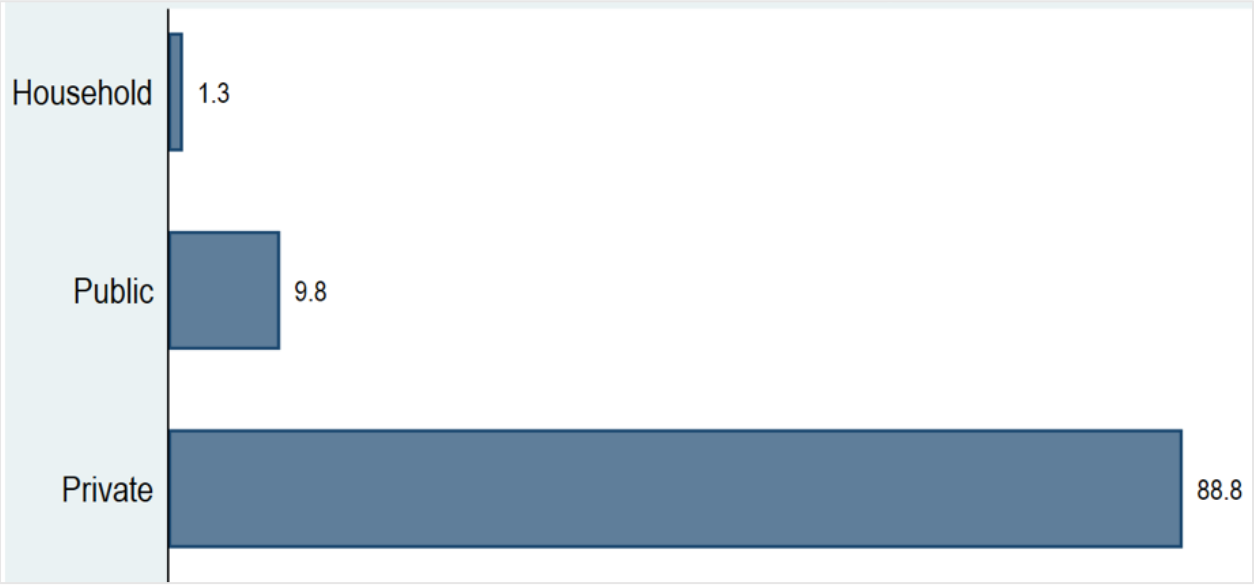


Figure 4.4: Institutional sector distribution of employment (%), GLFS 2025

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

Figure 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.

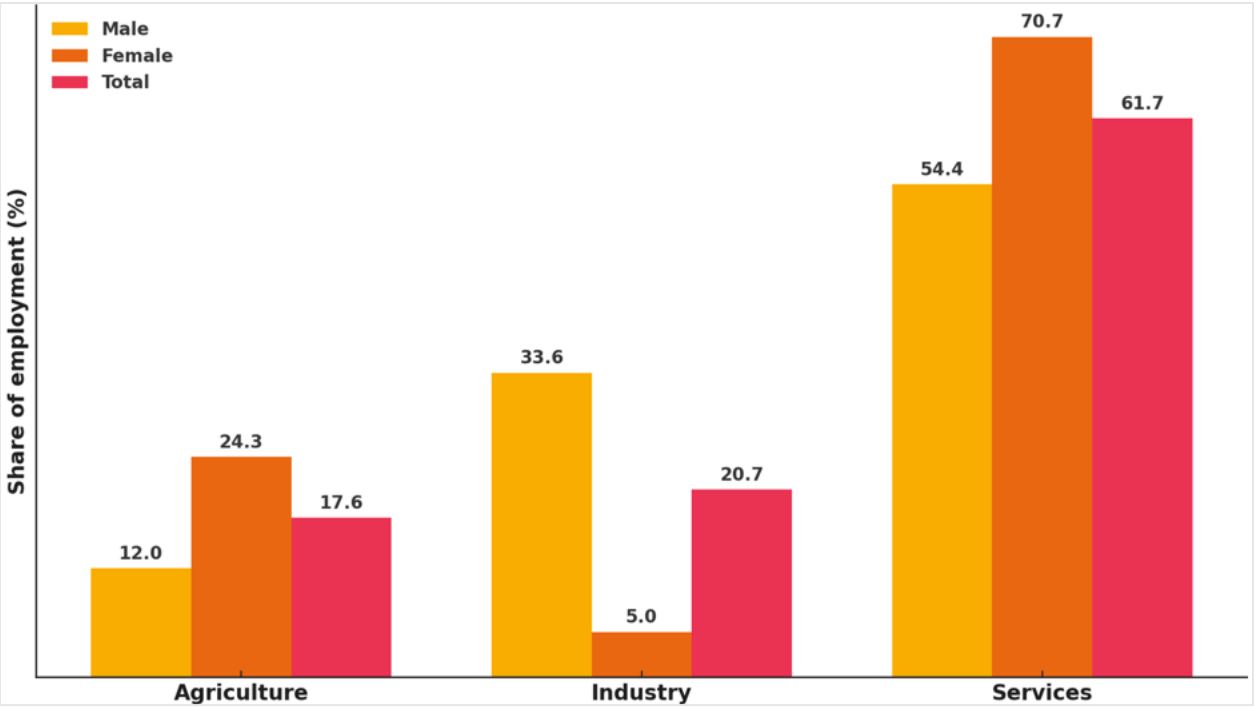


Figure 4.5: Share of employment by broad branch of economic activity and sex, GLFS 2025

Table 4.1 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**

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

Table 4.2 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**

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

Figure 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.

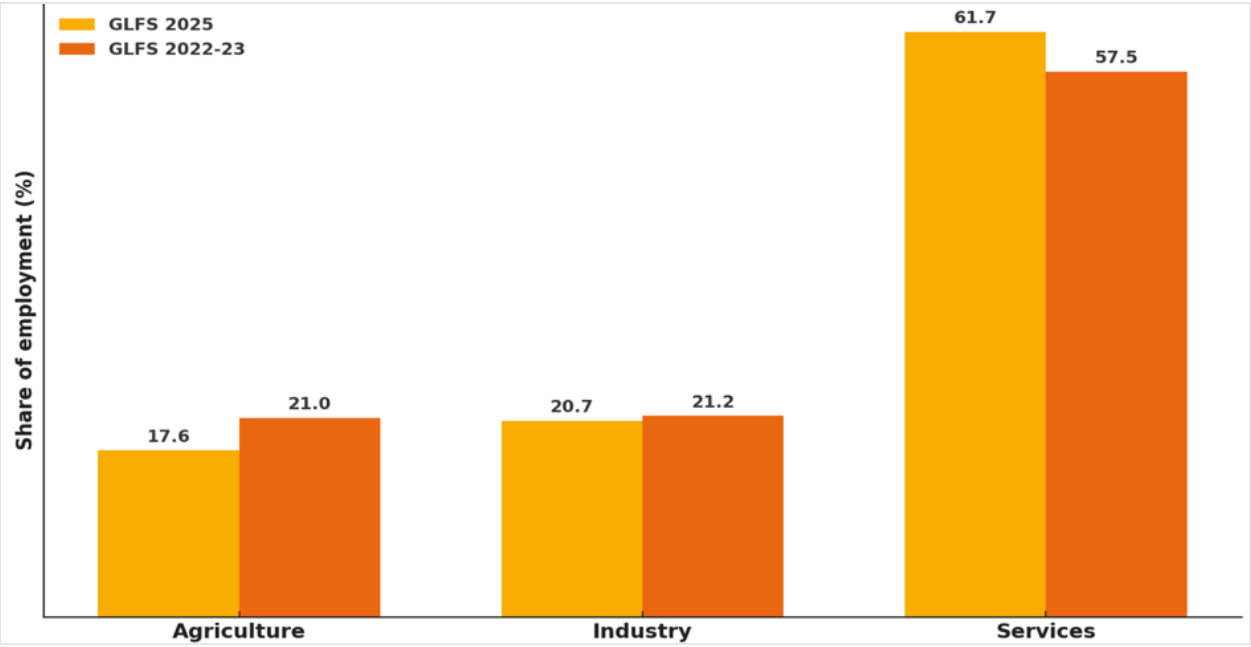


Figure 4.6: Changes in employment by broad economic activity, GLFS 2022-23 vs GLFS 2025

4.2 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.

4.2.1 Distribution of Employed Persons by Type of Production Unit

Figure 4.7 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.

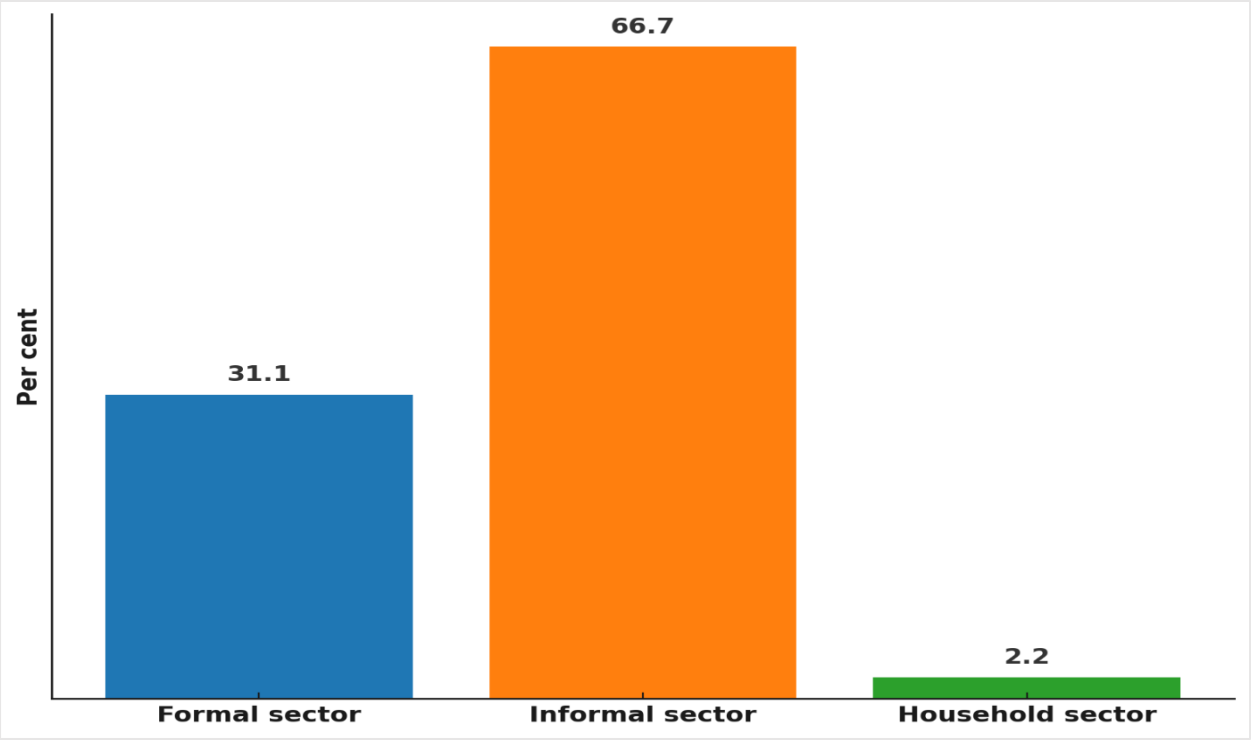


Figure 4.7: Distribution of employed persons by type of production unit, GLFS 2025

4.2.2 Informal Employment by Sex and Residence

With an overall informality rate of 81.0%, Figure 4.8 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.

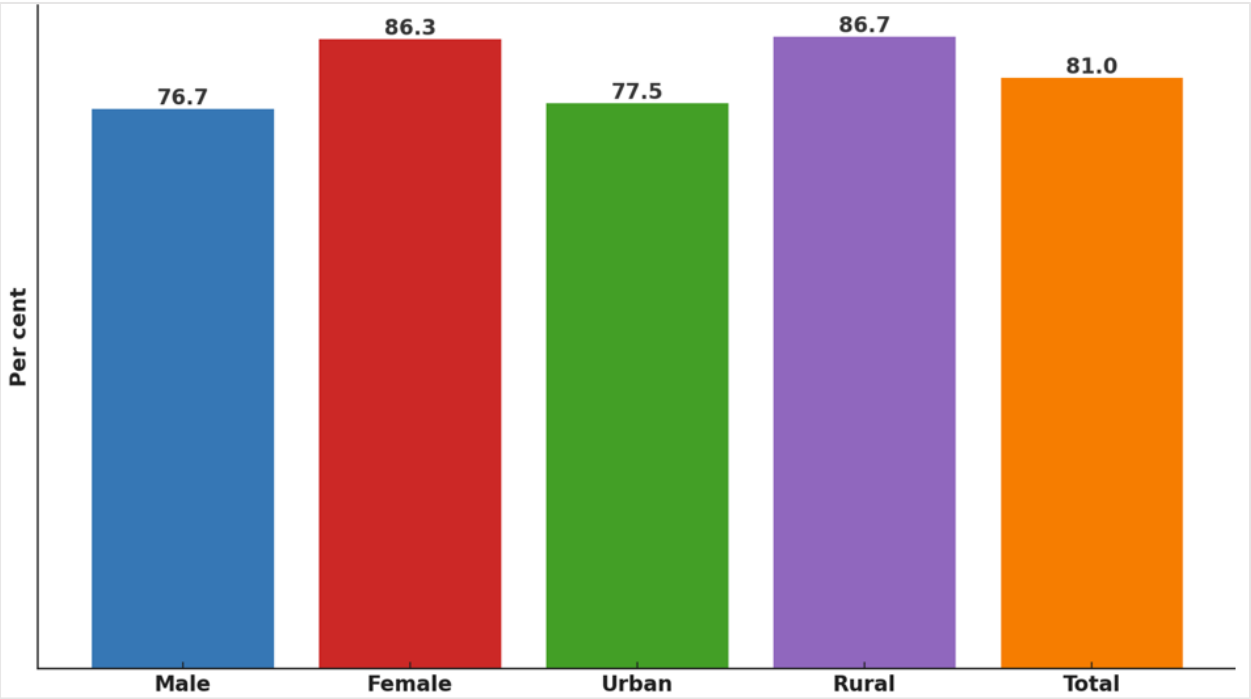


Figure 4.8: Informal employment rates by sex and residence, GLFS 2025

4.2.3 Informal Employment by Sector of Activity, GLFS 2025

Figure 4.9 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.

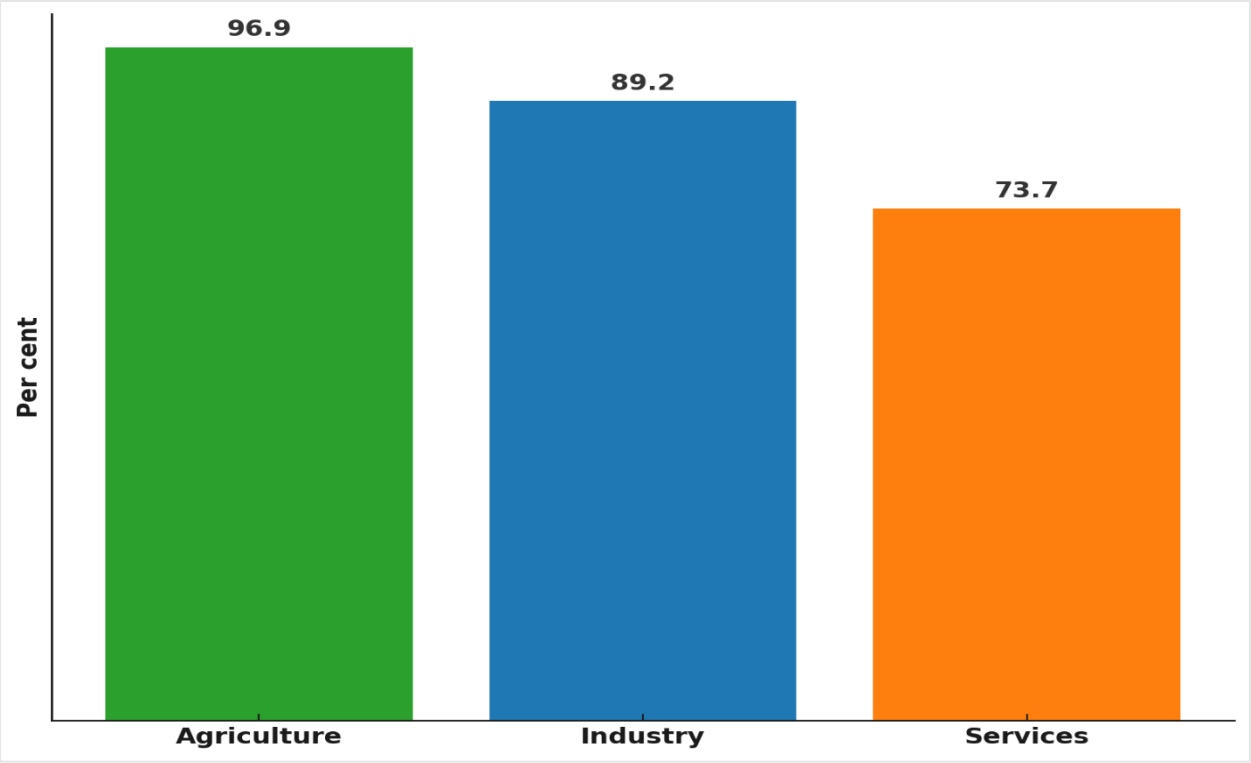


Figure 4.9: Informal employment by sector of activity, GLFS 2025

4.2.4 Informal Employment by Occupation, GLFS 2025

Figure 4.10 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.

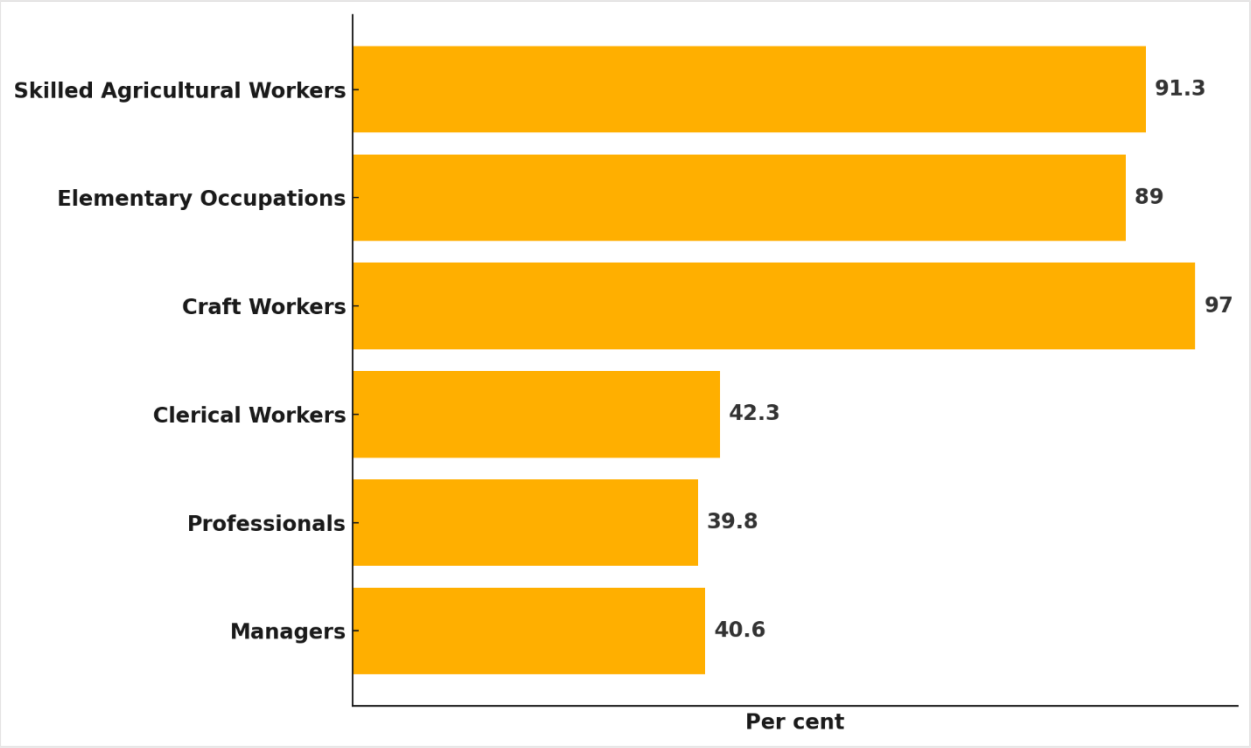


Figure 4.10: Informal employment by occupation, GLFS 2025

4.2.5 Informality by Production Unit, GLFS 2025

Figure 4.11 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.

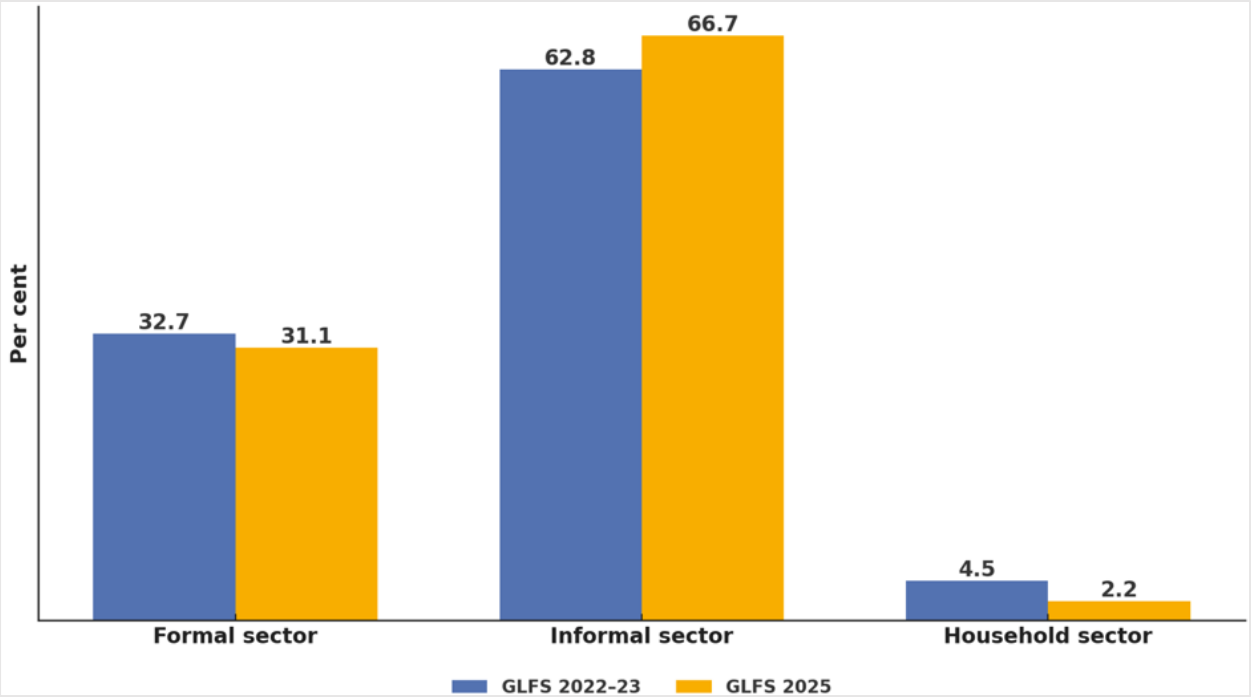


Figure 4.11: Informality by production unit, GLFS 2022-23 vs 2025

4.2.6 Informality by Sex and Residence

Figure 4.12 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.

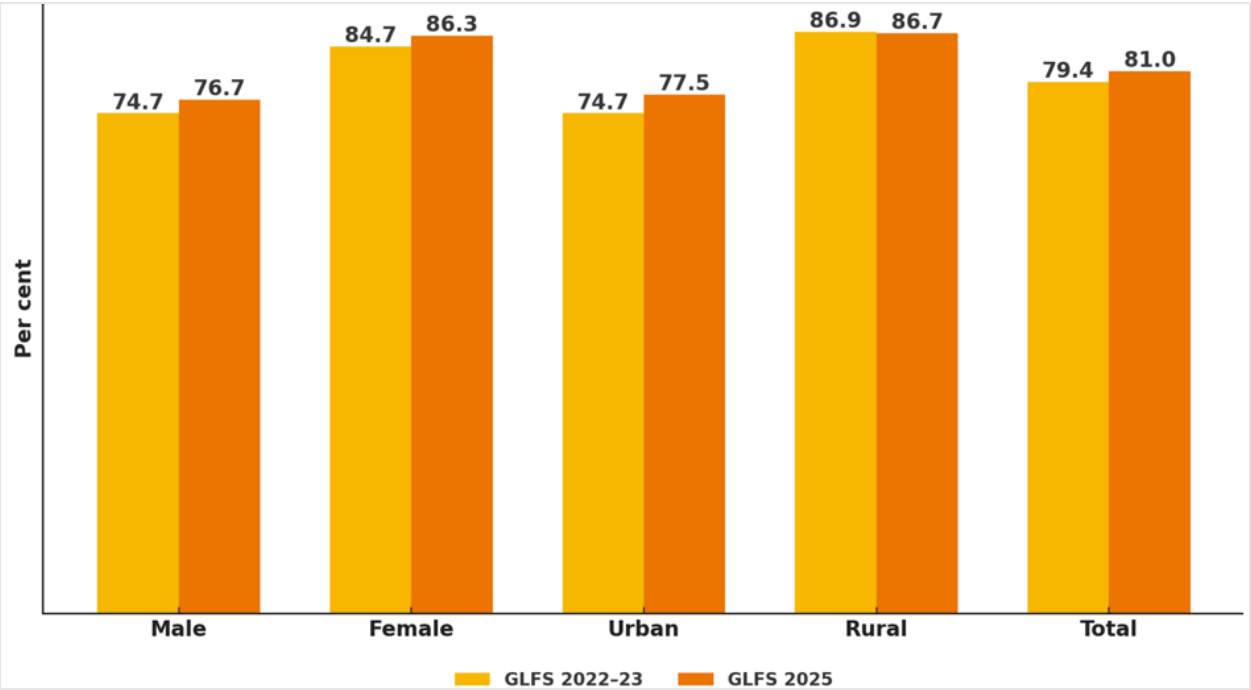


Figure 4.12: Informal employment by sex and residence, GLFS 2022-23 vs GLFS 2025

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.

4.2.7 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.

4.2.8 Usual vs Actual Working Hours

Figure 4.13 shows that in GLFS 2025, employed persons reported average usual working hours of 46.7 hours per week in their main job, while 39.0 hours were actually worked during the reference week. Secondary jobholders reported 25.5 usual hours per week, compared to 20.1 actual hours worked during the reference week. Considering all jobs, 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 across all jobs, was approximately 23.8 million hours.

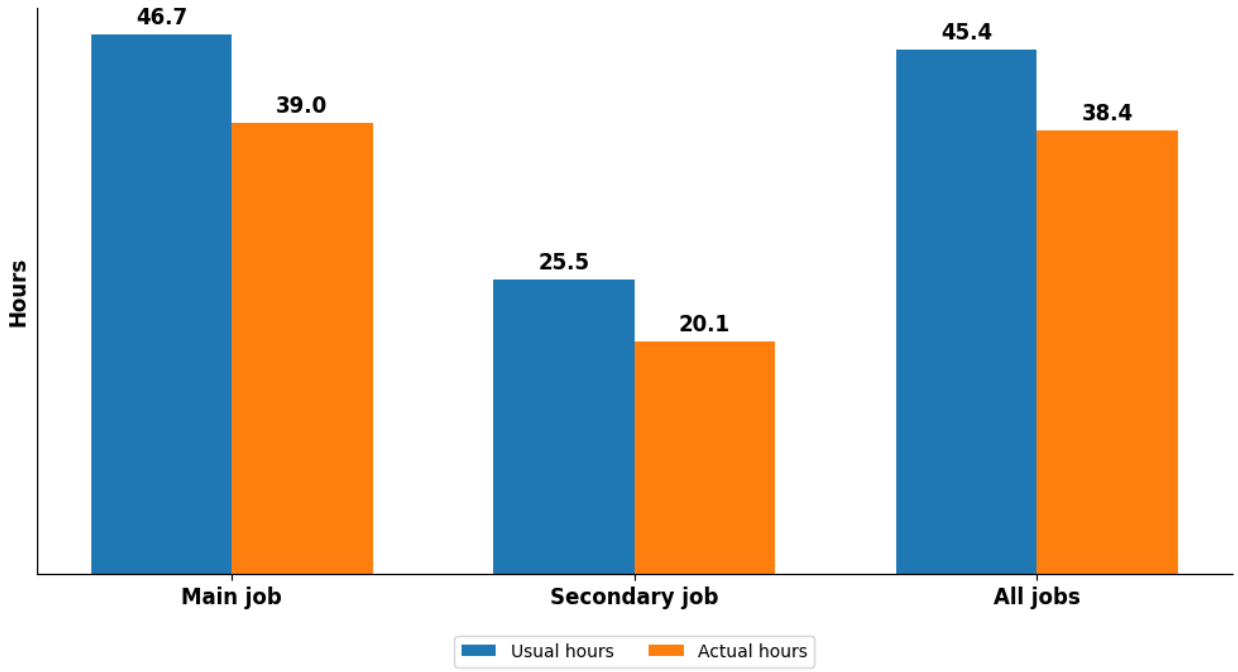


Figure 4.13: Average usual and actual weekly working hours by job type, GLFS 2025

4.2.9 Changes in Working Time

Figure 4.14 compares average hours worked between GLFS 2022-23 and GLFS 2025. The results show a modest increase in average usual hours worked, from 45.3 hours to 45.4 hours, while actual hours declined slightly from 38.9 hours to 38.4 hours. For secondary jobs, actual hours worked decreased from 20.7 hours in GLFS 2022-23 to 20.1 hours in GLFS 2025. This suggests a slight reduction in the intensity of secondary job activity, which may reflect changes in multi-job holding patterns, economic conditions, or differences in reporting.

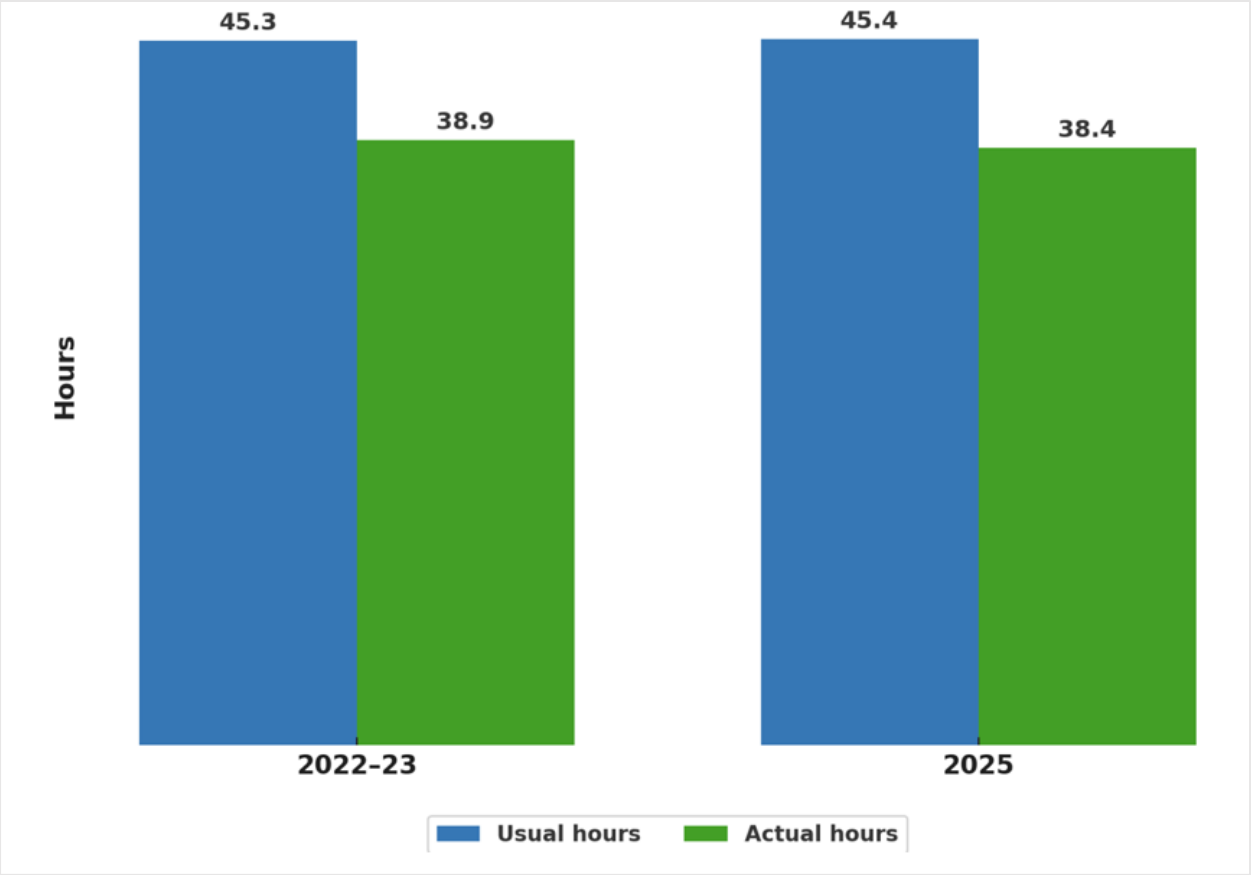


Figure 4.14: Comparison of average usual and actual hours worked, GLFS 2022-23 vs GLFS 2025

4.2.10 Distribution of Working Hours

Figure 4.15 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.

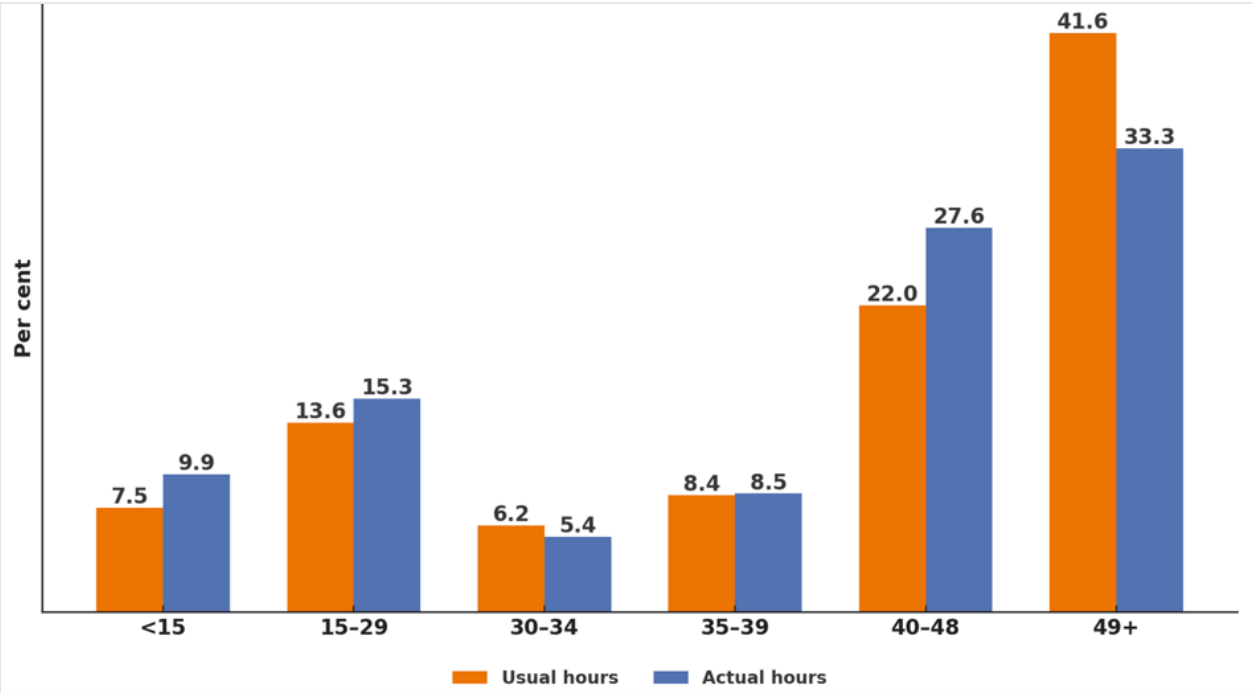


Figure 4.15: Distribution of usual and actual weekly working hours, GLFS 2025

4.2.11 Working Time by Sex and Residence

Figure 4.16 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.

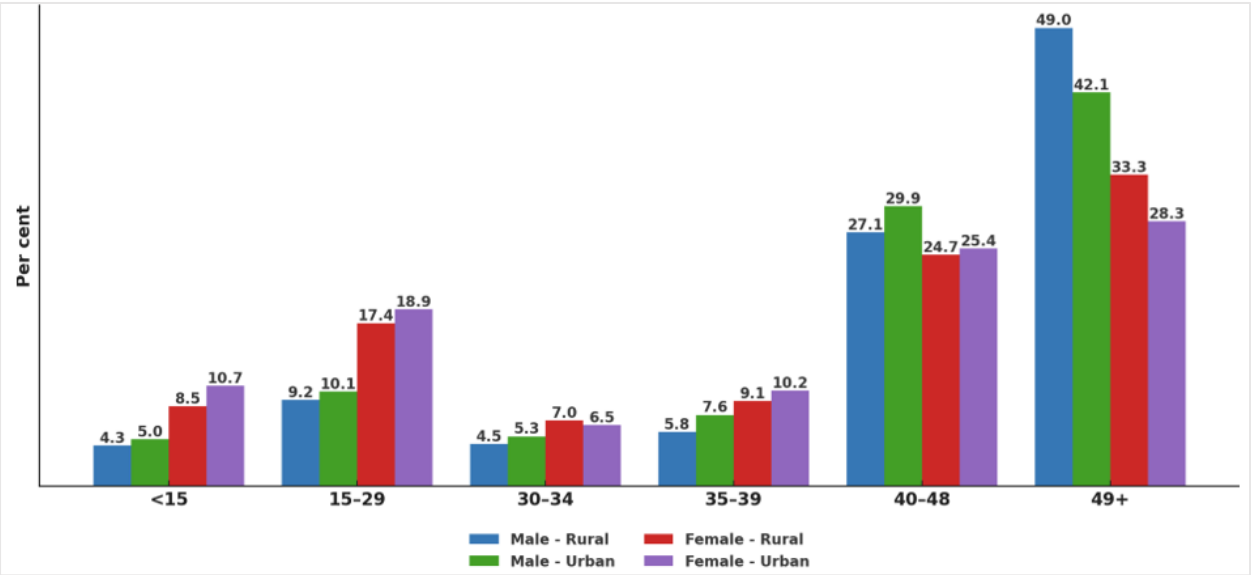


Figure 4.16: Employed population by usual weekly working hours, sex, and residence, GLFS 2025

Chapter 5. 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.

5.1.1 Labour Underutilisation by Sex and Residence

Figure 5.1 and Figure 5.2 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.

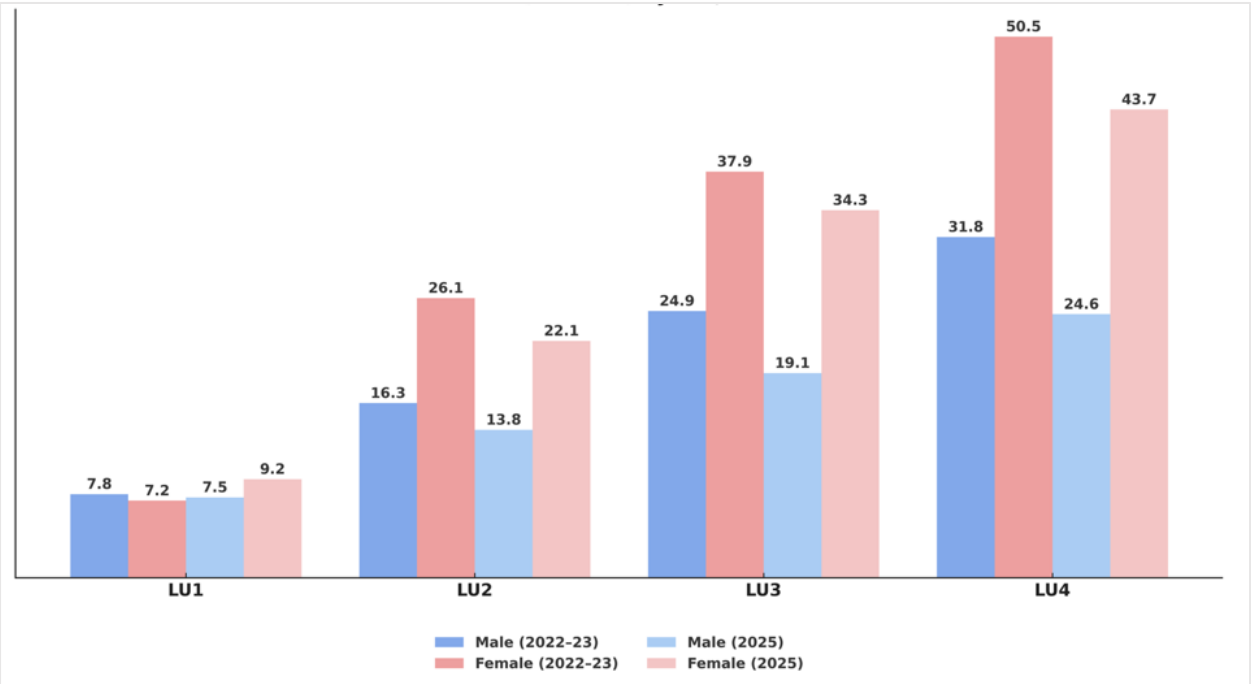


Figure 5.1: Labour underutilisation by sex (%), GLFS 2022-23 vs GLFS 2025

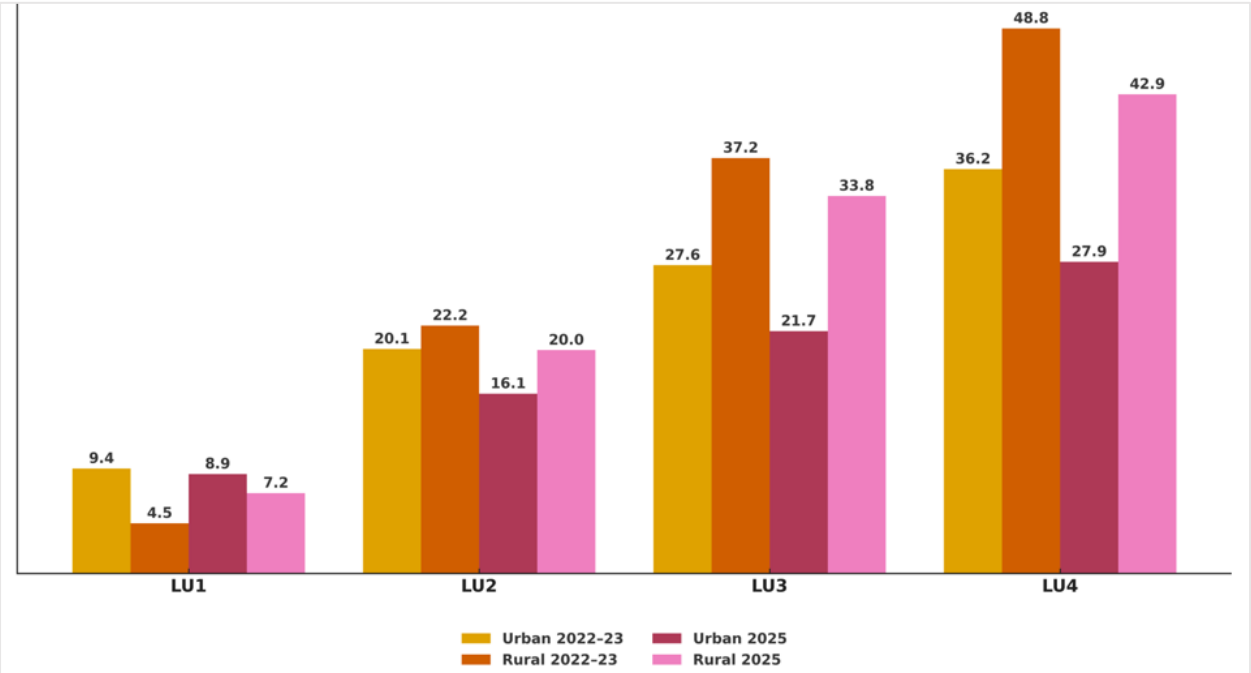


Figure 5.2:Labour underutilisation by residence (%), GLFS 2022-23 vs GLFS 2025

5.1.2 Labour Underutilisation by Age Group

Figure 5.3 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.

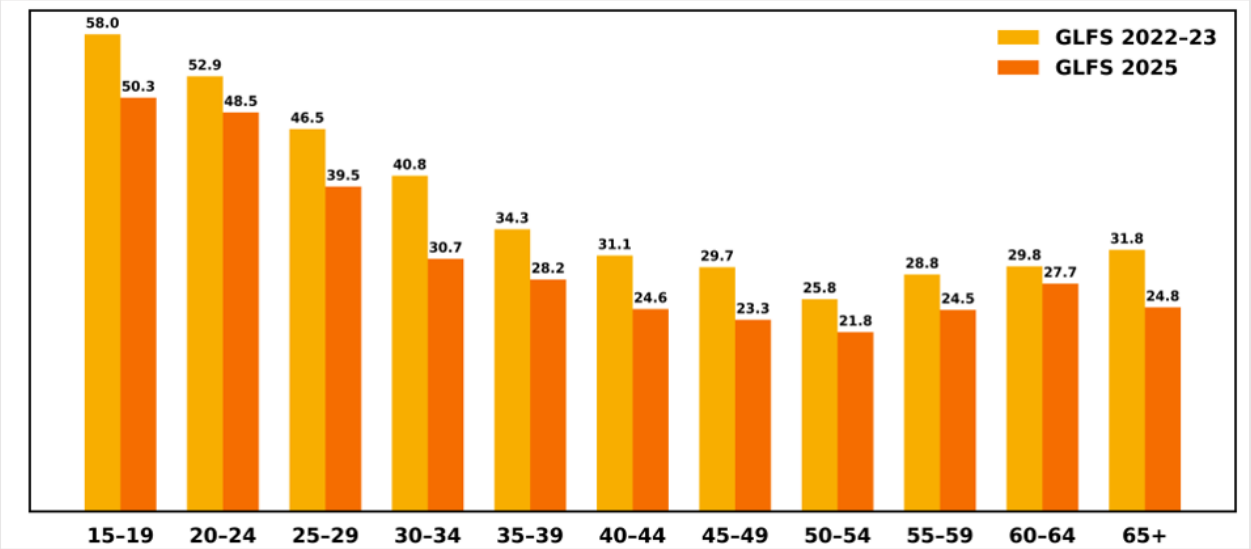


Figure 5.3:Labour underutilisation by age group (%), GLFS 2022-23 vs GLFS 2025

5.1.3 Underutilisation by Education Level

Figure 5.4 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 education[2] all recorded LU4 rates around 35 per cent, down from over 40 per cent

[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.*

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.

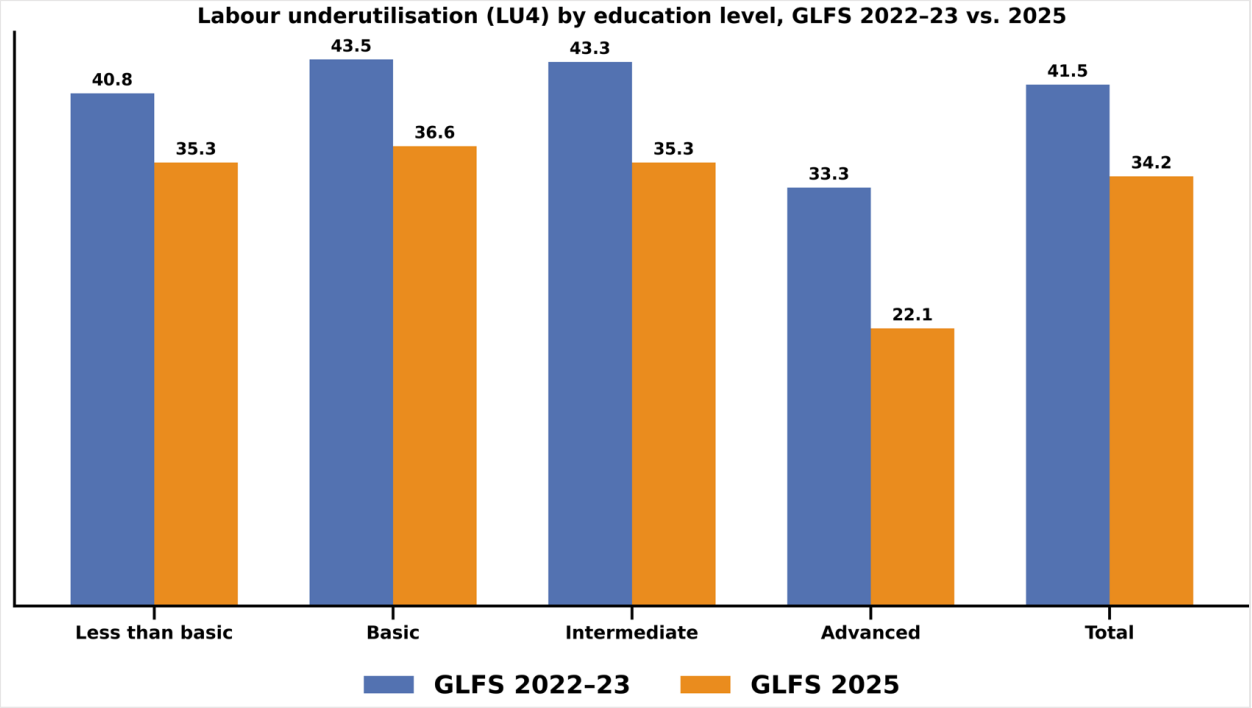


Figure 5.4: Labour underutilisation by level of education (%), GLFS 2022-23 vs GLFS 2025

5.1.4 Unemployment by Age Group

The age-disaggregated analysis of unemployment in Figure 5.5 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.

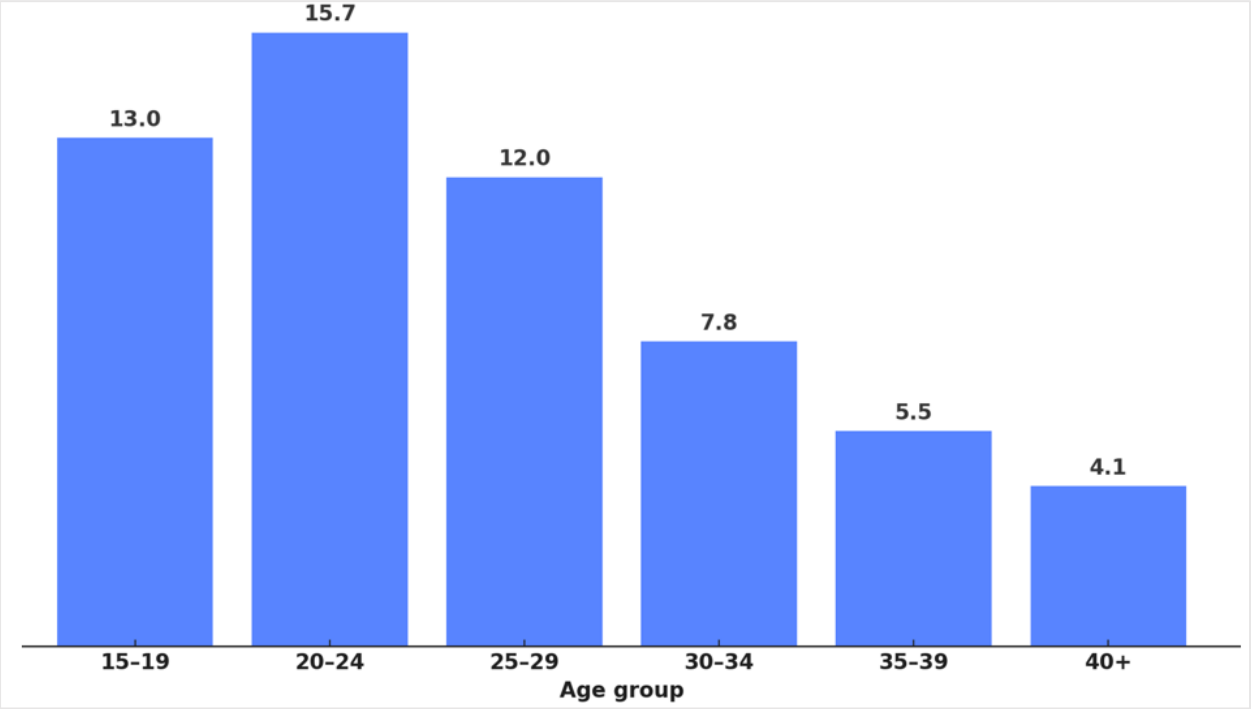


Figure 5.5: Unemployment by age group (%), GLFS 2025

5.1.5 Duration of Unemployment

As shown in Figure 5.6, 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.

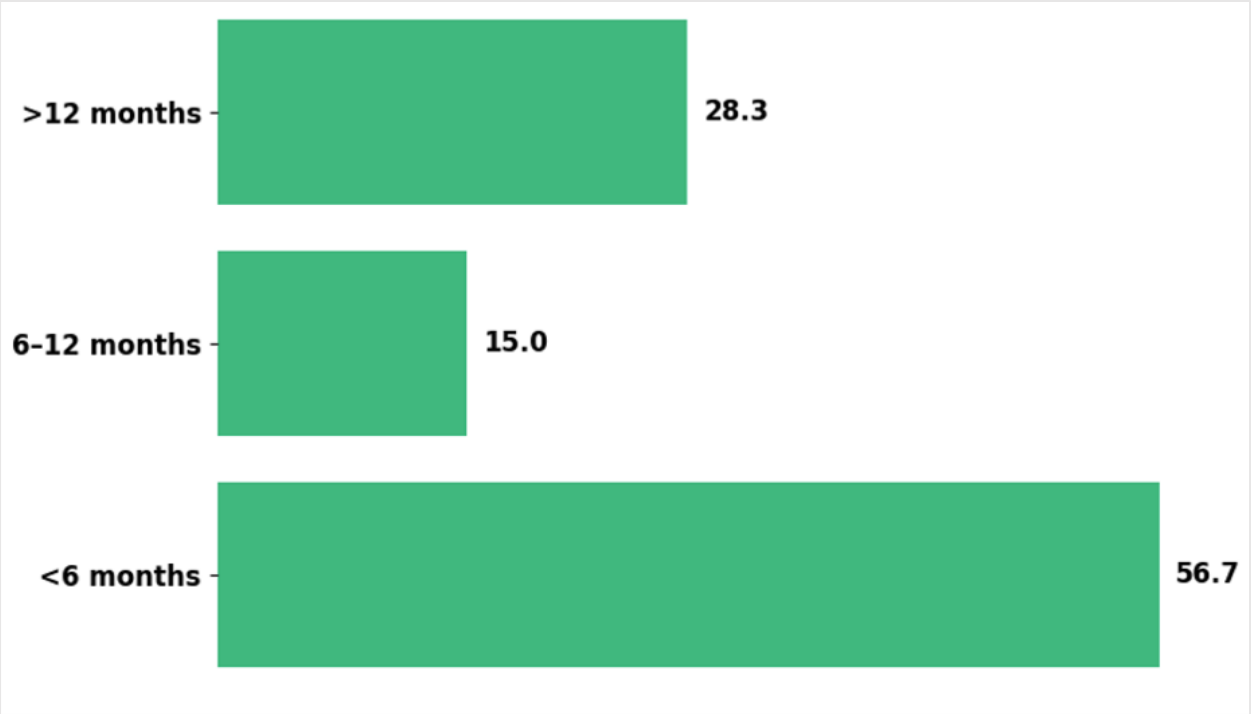


Figure 5.6: Duration of unemployment among the unemployed (%), GLFS 2025

5.1.6 Composition of Labour Underutilisation

Figure 5.7 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.

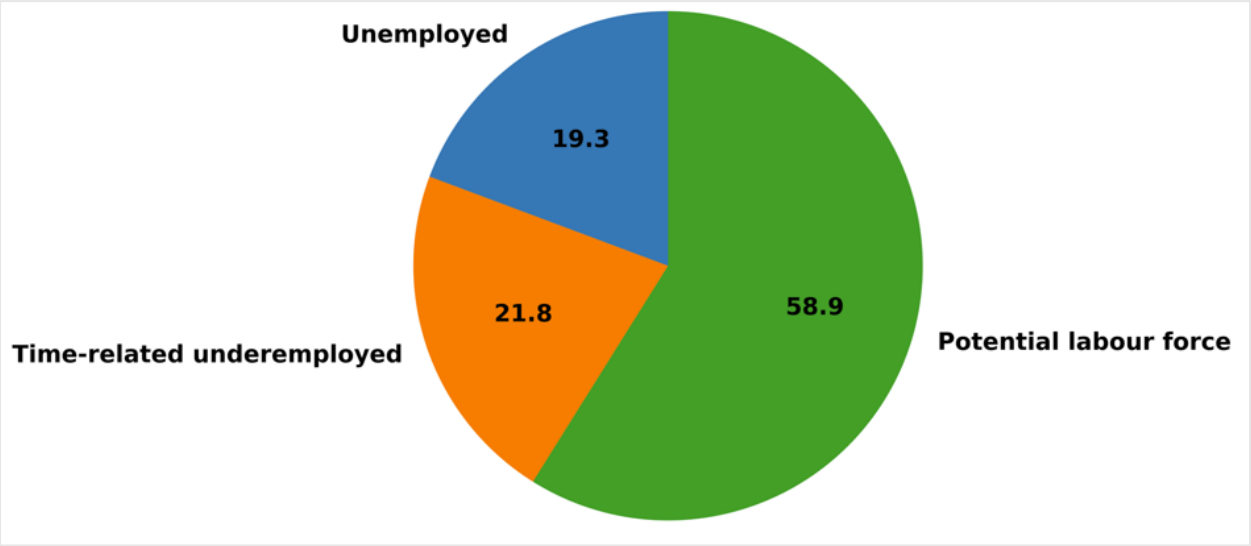


Figure 5.7: Composition of labour underutilisation (%), GLFS 2025

5.1.7 Composite Underutilisation by Key Characteristics

Table 5.1 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
Disability Status	With Disability	36.9
	Without Disability	34.2
Total		**34.2**

5.1.8 Labour Underutilisation by LGA

Table 5.2 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.

5.1.9 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.

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

Figure 5.8 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.

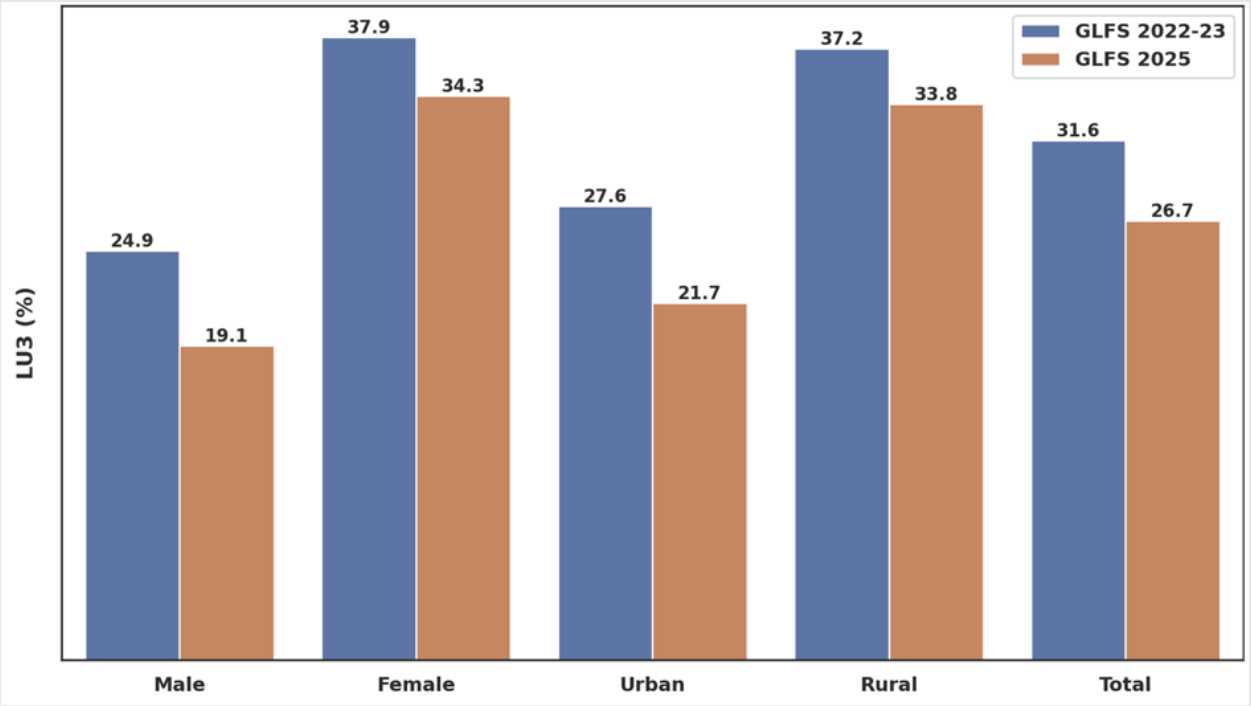


Figure 5.8: LU3 by sex and residence, GLFS 2022-23 vs GLFS 2025

5.1.11 LU3 by LGA, GLFS 2025

Figure 5.9 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.

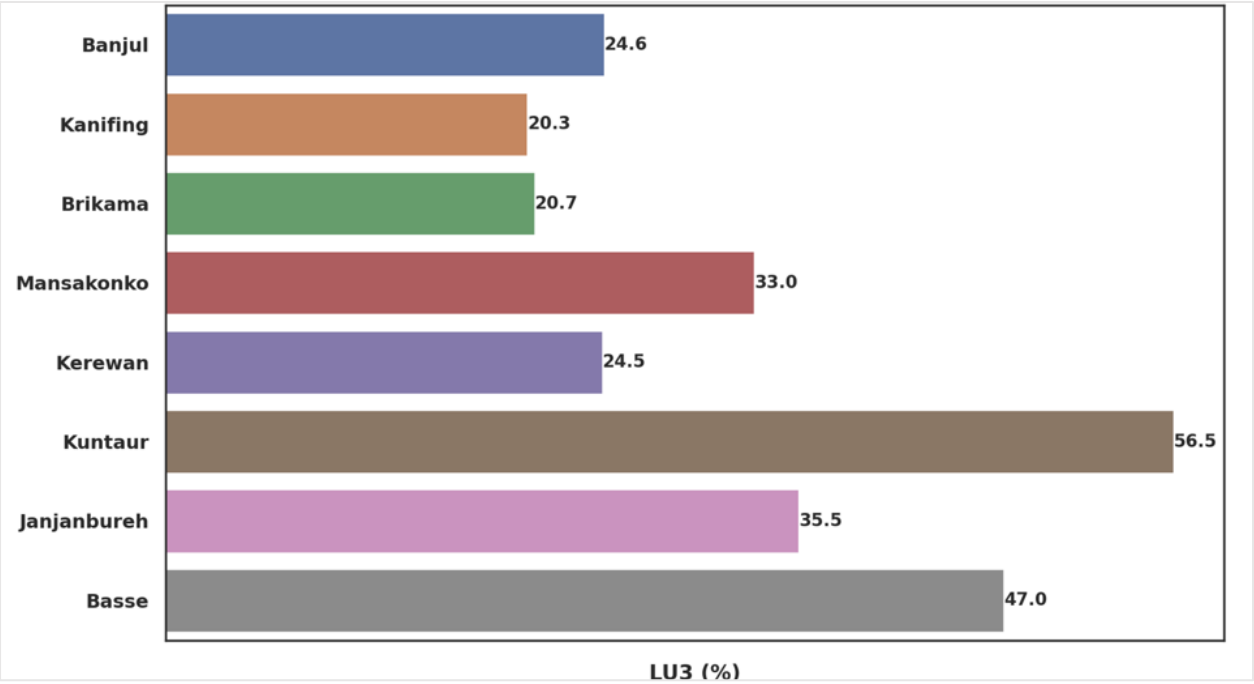


Figure 5.9: LU3 by LGA, GLFS 2025

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.

6.1.1 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%).

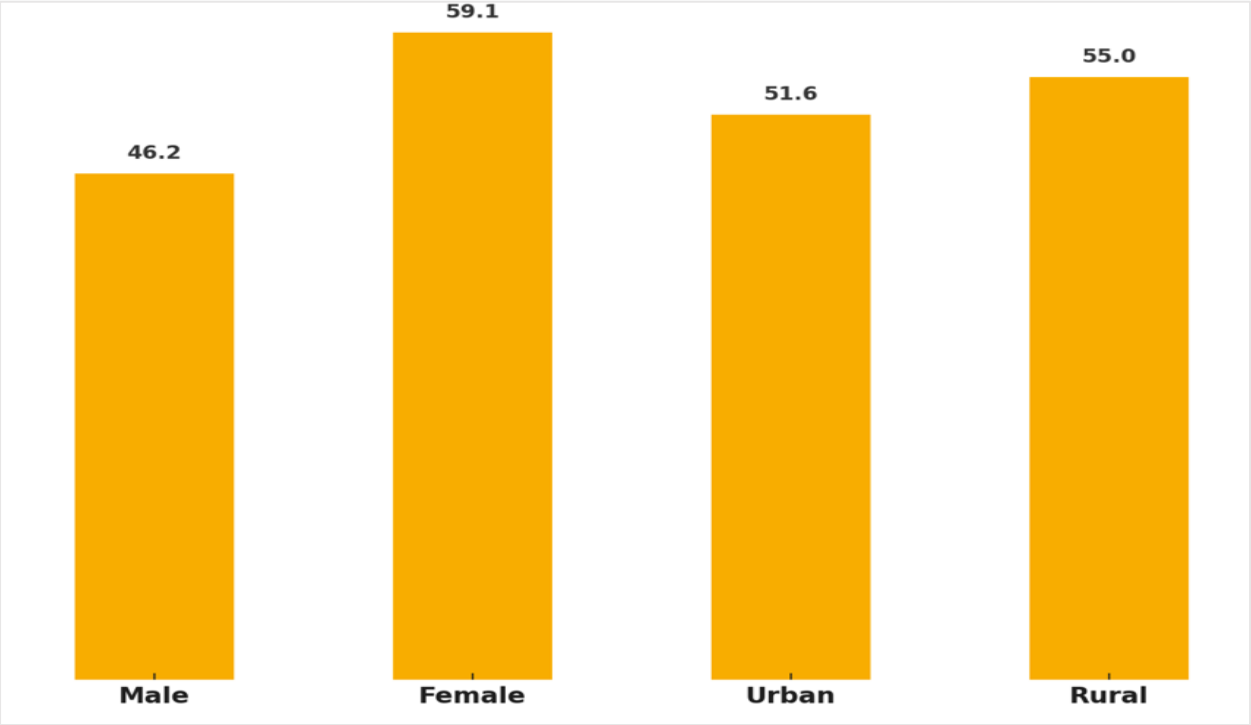


Figure 6.1: Share of population outside the labour force by sex and residence (%), GLFS 2025

6.1.2 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.

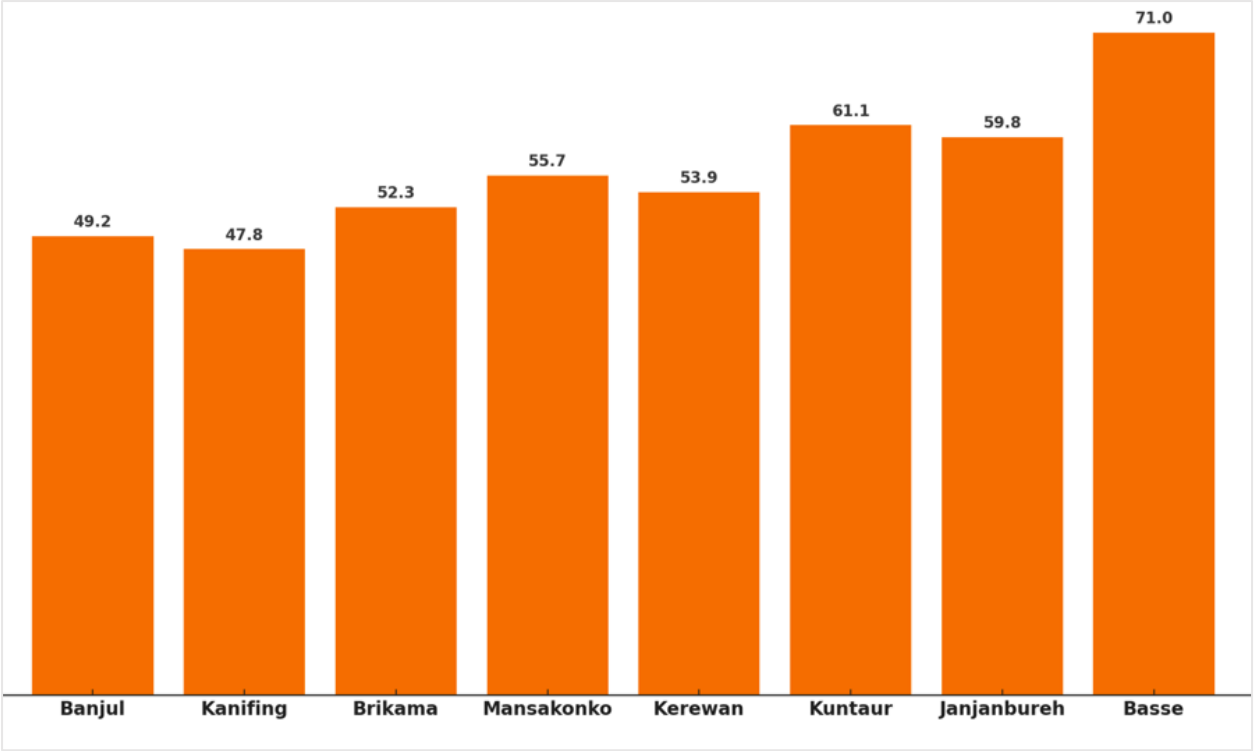


Figure 6.2: Labour force detachment by LGA (%), GLFS 2025

6.1.3 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.

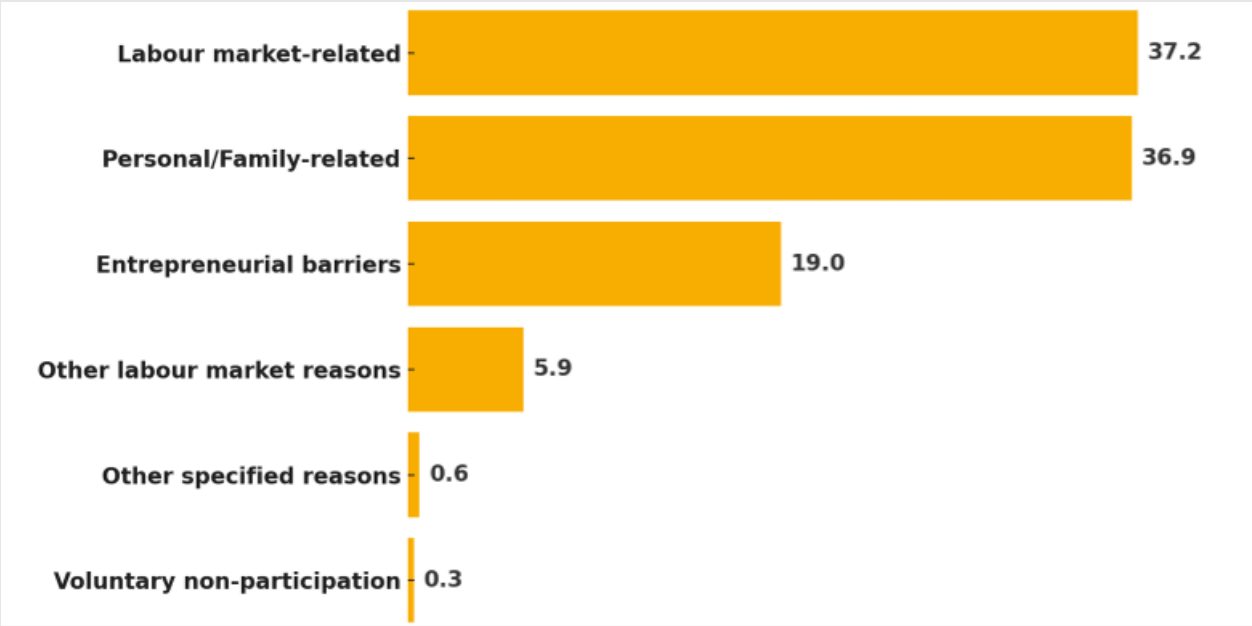


Figure 6.3: Reasons for not seeking employment among persons outside the labour force (%), GLFS 2025

6.1.4 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.

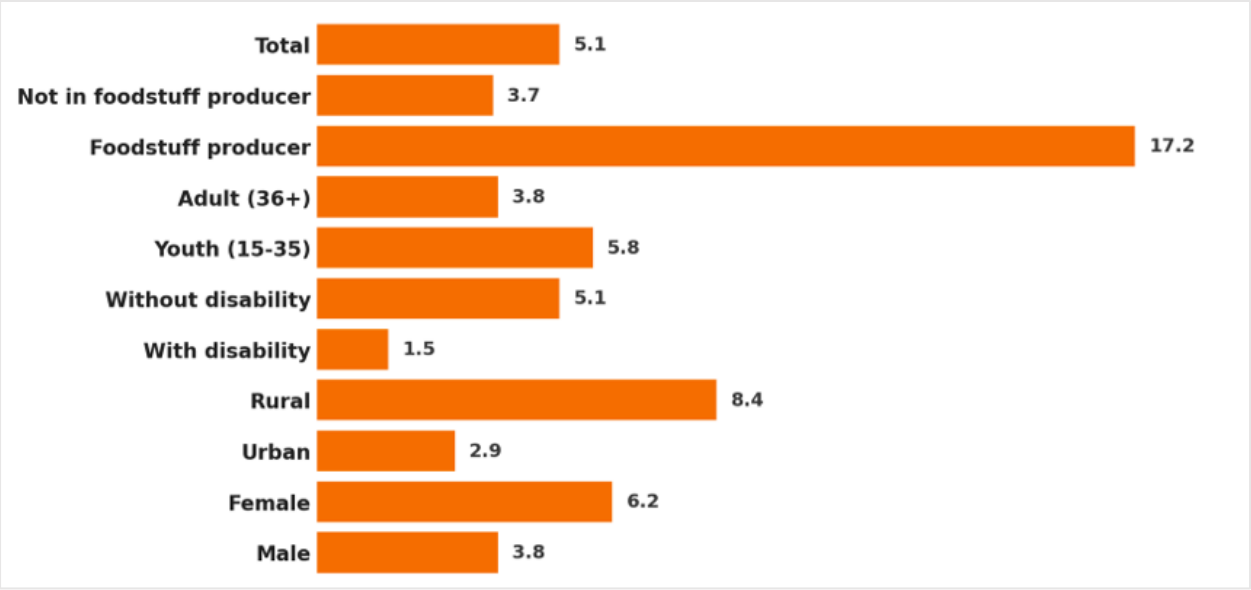


Figure 6.4: Share of discouraged job-seekers by sex, residence, disability status, age group, and own-use foodstuff production status (%), GLFS 2025

6.1.5 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.

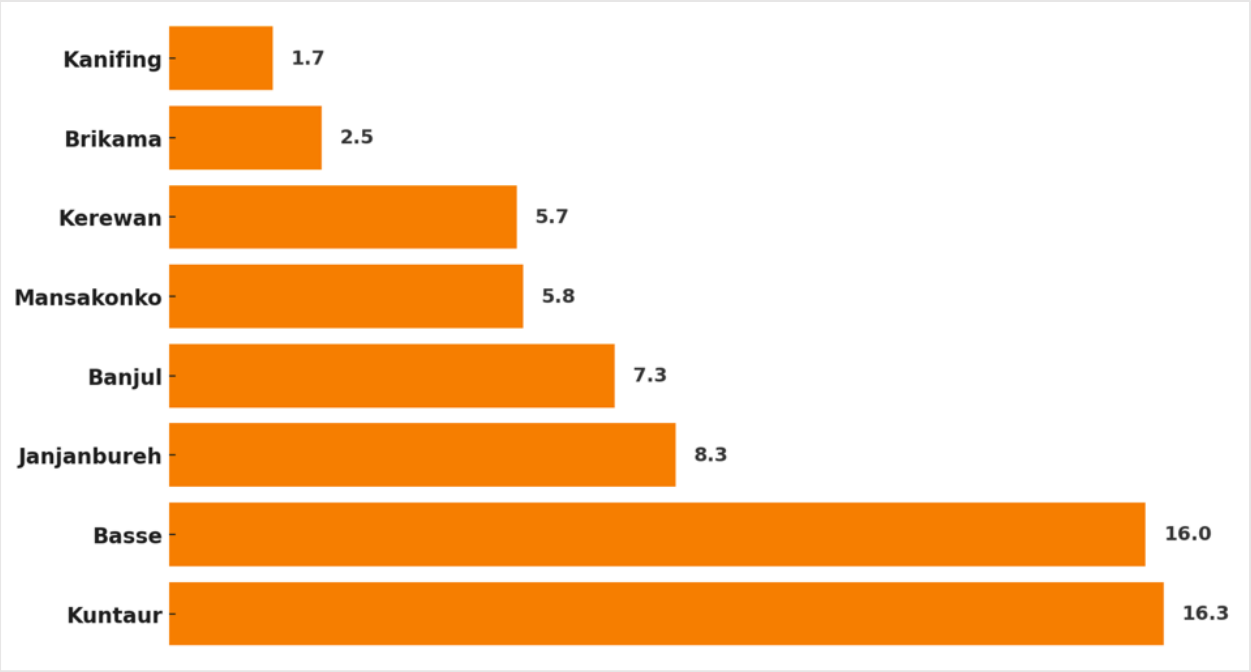


Figure 6.5: Discouraged job-seekers by LGA (%), GLFS 2025

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.

7.1.1 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%).

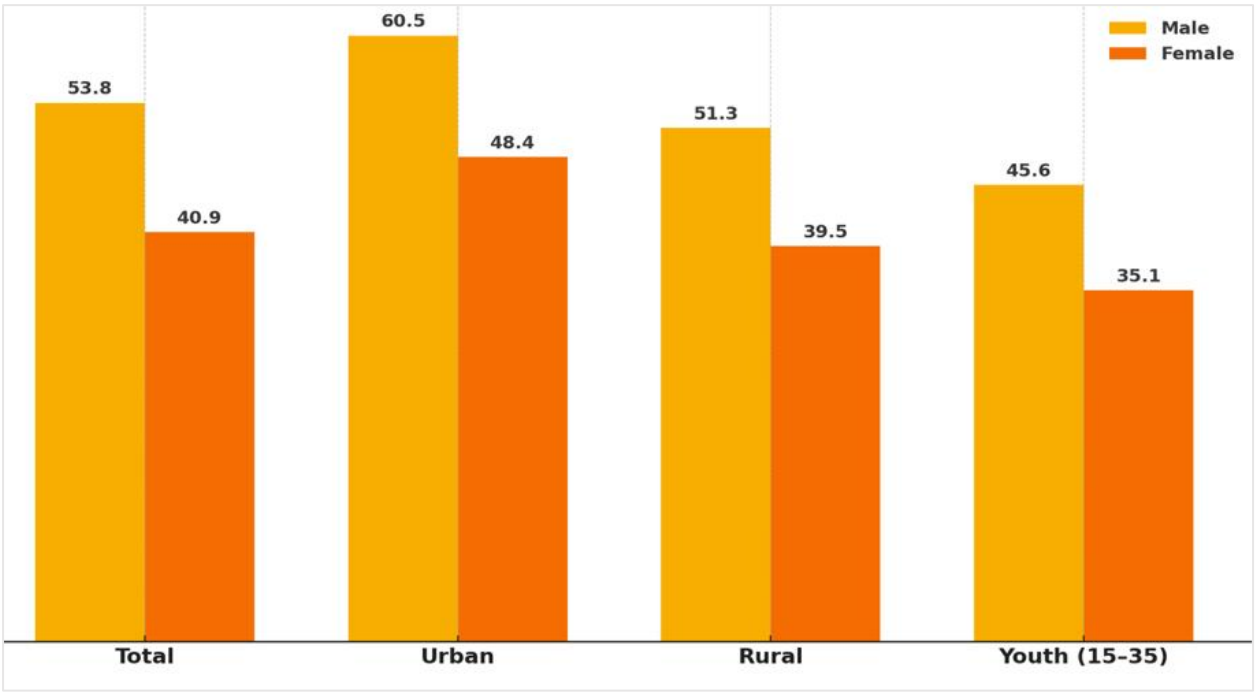


Figure 7.1: Labour force participation rate by sex and residence (%), GLFS 2025

7.1.2 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.

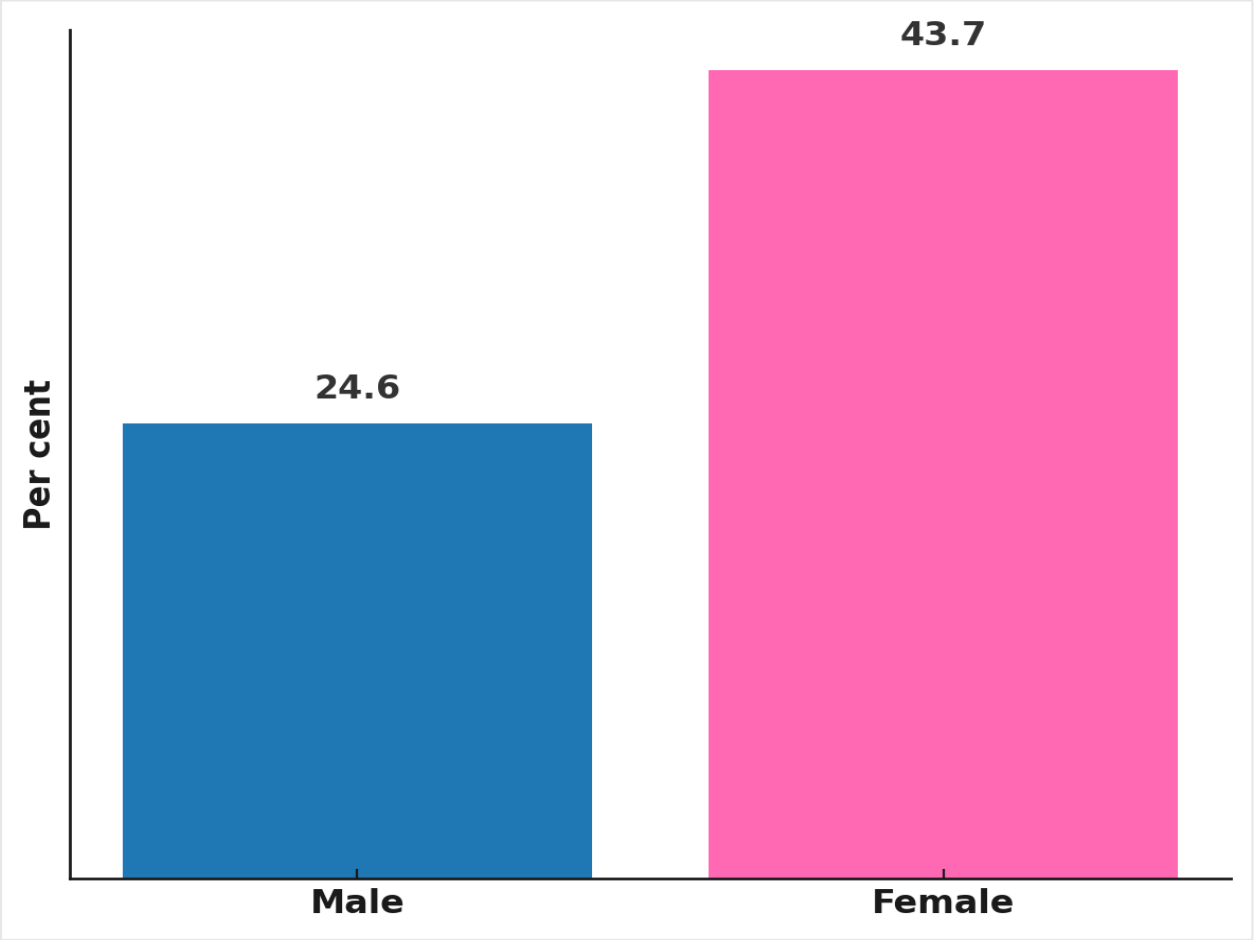


Figure 7.2: Composite labour underutilisation (LU4) by sex, GLFS 2025

7.1.3 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.

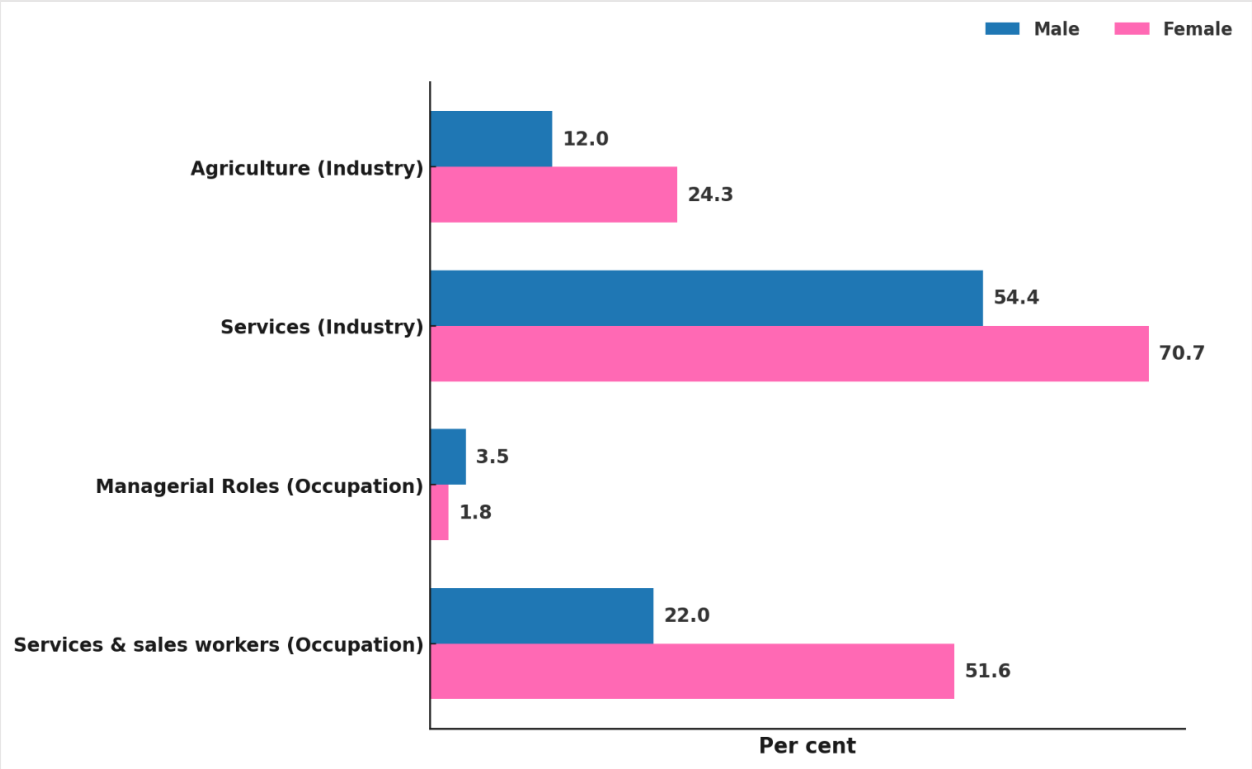


Figure 7.3: Sectoral and occupational segregation (%), GLFS 2025

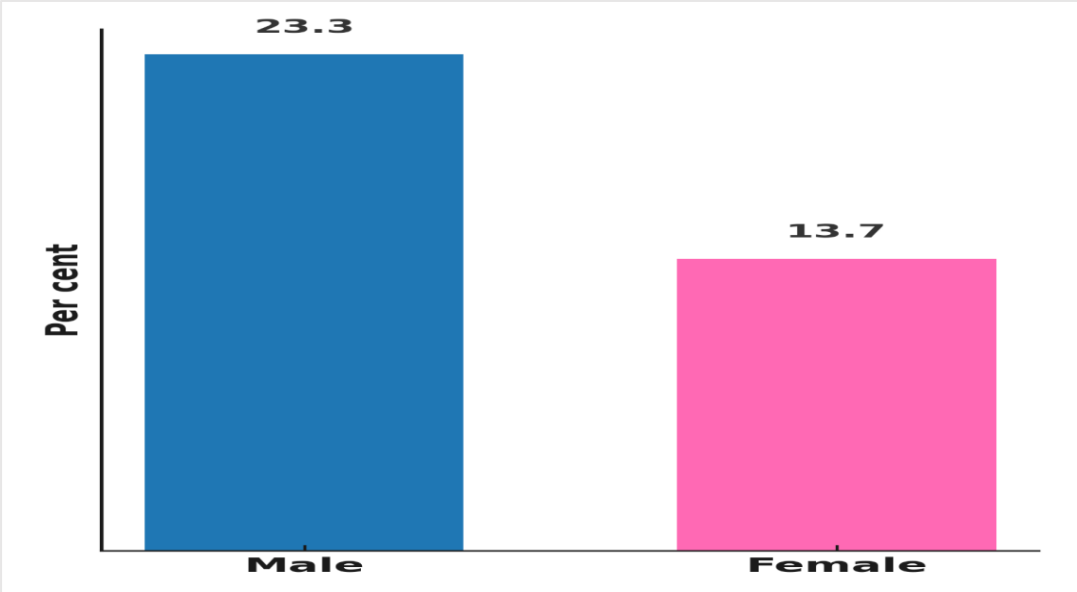


Figure 7.4: Distribution of employment in formal jobs by sex (%), GLFS 2025

7.1.4 Informality and Vulnerability

Informal employment continues to dominate among females. In GLFS 2025, 86.3 per cent of employed females were in informal jobs, compared to 76.7 per cent of males. Rural females were the most affected, with 91.0 per cent engaged in informal work, compared to 82.9 per cent of rural males. Among female workers, 94.5 per cent of own-account workers and 100.0 per cent of contributing family workers are in informal employment. This underscores the predominance of subsistence-based and informal self-employment.

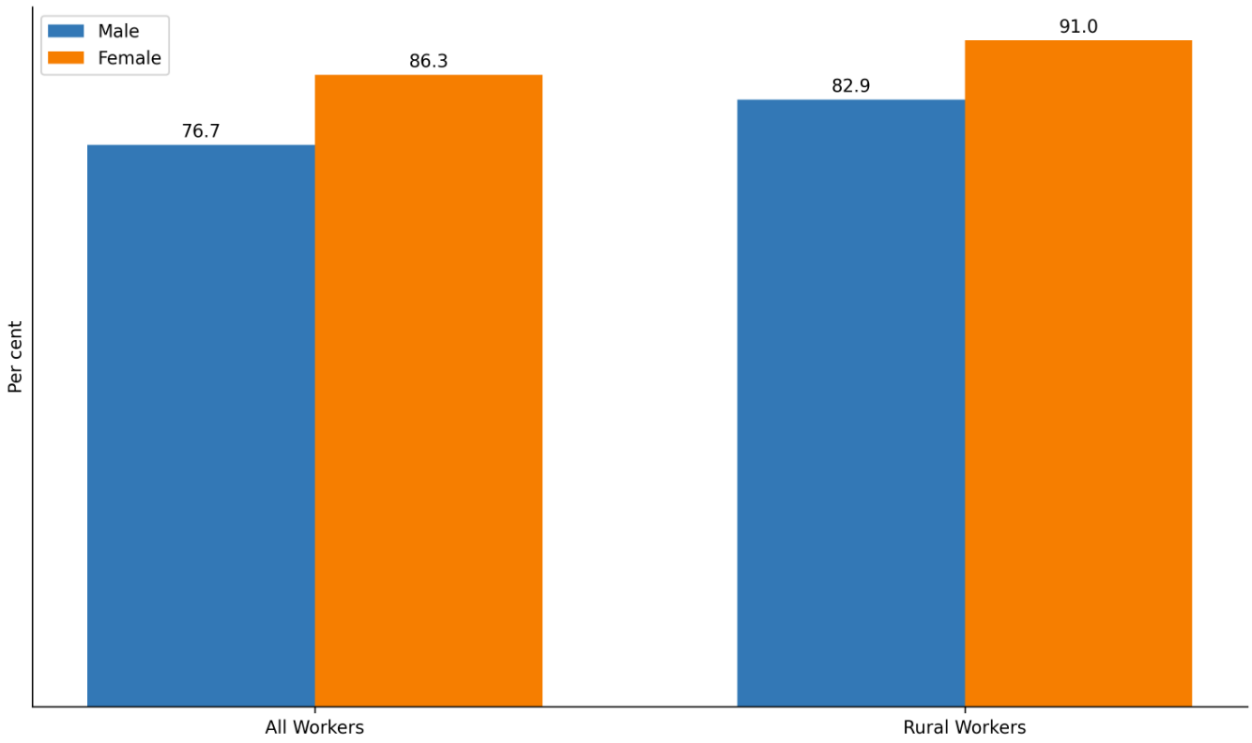


Figure 7.5: Informality by sex (%), GLFS 2025

7.1.5 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.

7.1.6 Youth-Specific Challenges

Among youth aged 15-35 years, 45.3 per cent of females were 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.

7.1.7 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 39.5 per cent, compared to 41.9 per cent among urban females. Youth with disabilities experienced lower employment rates, with 22.5 per cent employed, compared to 35.5 per cent among youth without disabilities. Consequently, youth with disabilities made up only 0.3 per cent of all employed youth. These differences reflect structural barriers that may disproportionately affect rural females and persons with disabilities.

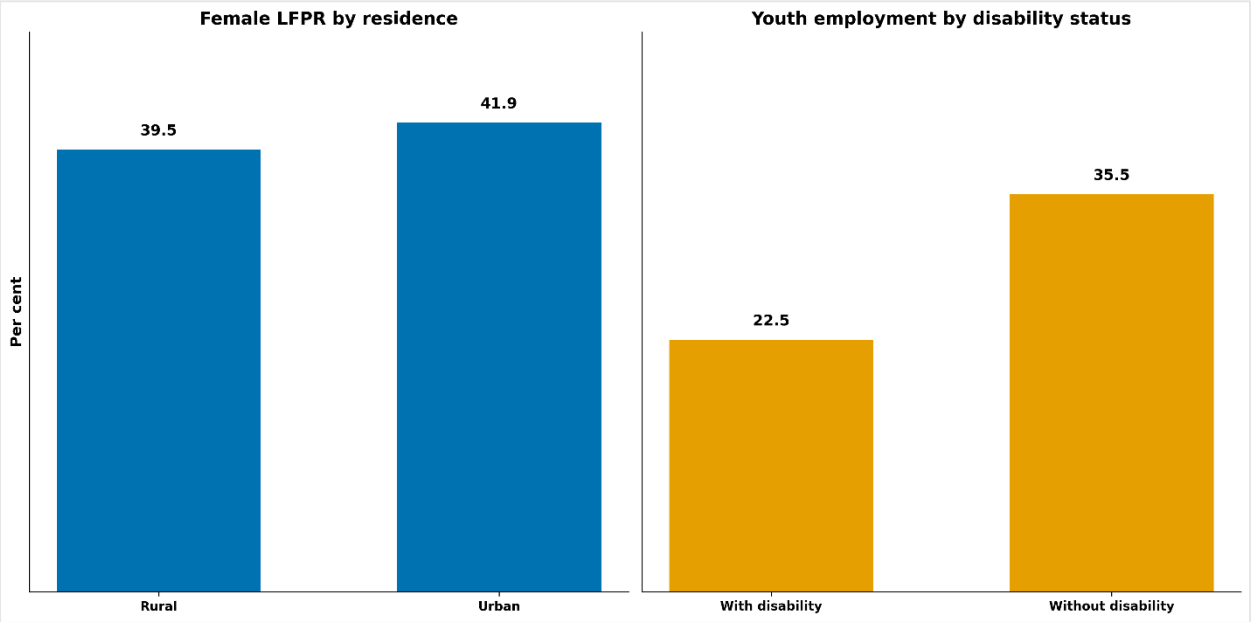


Figure 7.6: Female labour force participation by residence and youth employment by disability status (%), GLFS

7.1.8 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.

7.1.9 Leadership and Decision-Making

In GLFS 2025, females accounted for 28.1 per cent of managerial positions, compared to 29.7 per cent in GLFS 2022-23. While this represents a slight decline, the change is not statistically significant and should therefore be interpreted with caution. The results indicate that women remain underrepresented in managerial and decision-making positions, in line with SDG Indicator 5.5.2. Despite progress in education and labour force participation, structural barriers may still limit women's advancement into leadership roles.

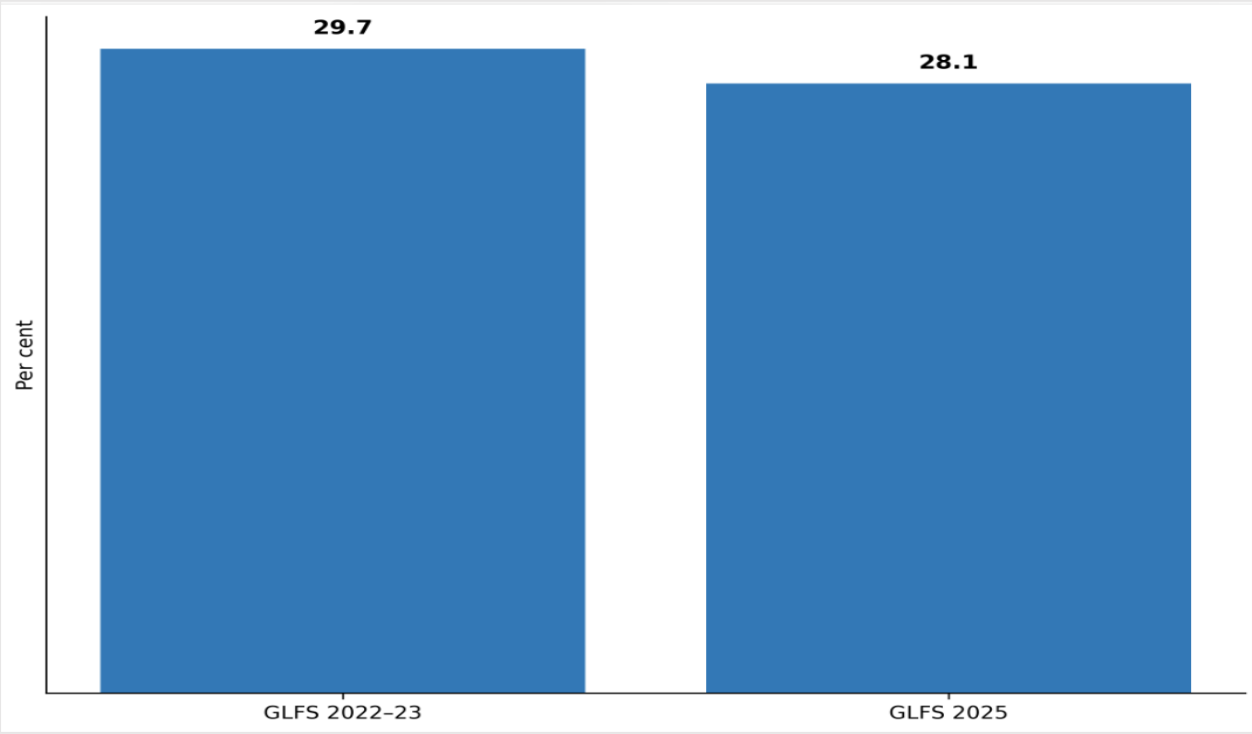


Figure 7.7: Share of women in managerial positions (SDG Indicator 5.5.2) (%), GLFS 2022-23 vs GLFS 2025

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.

8.1.1 Key Labour Market Indicators for Youth

Figure 8.1 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.

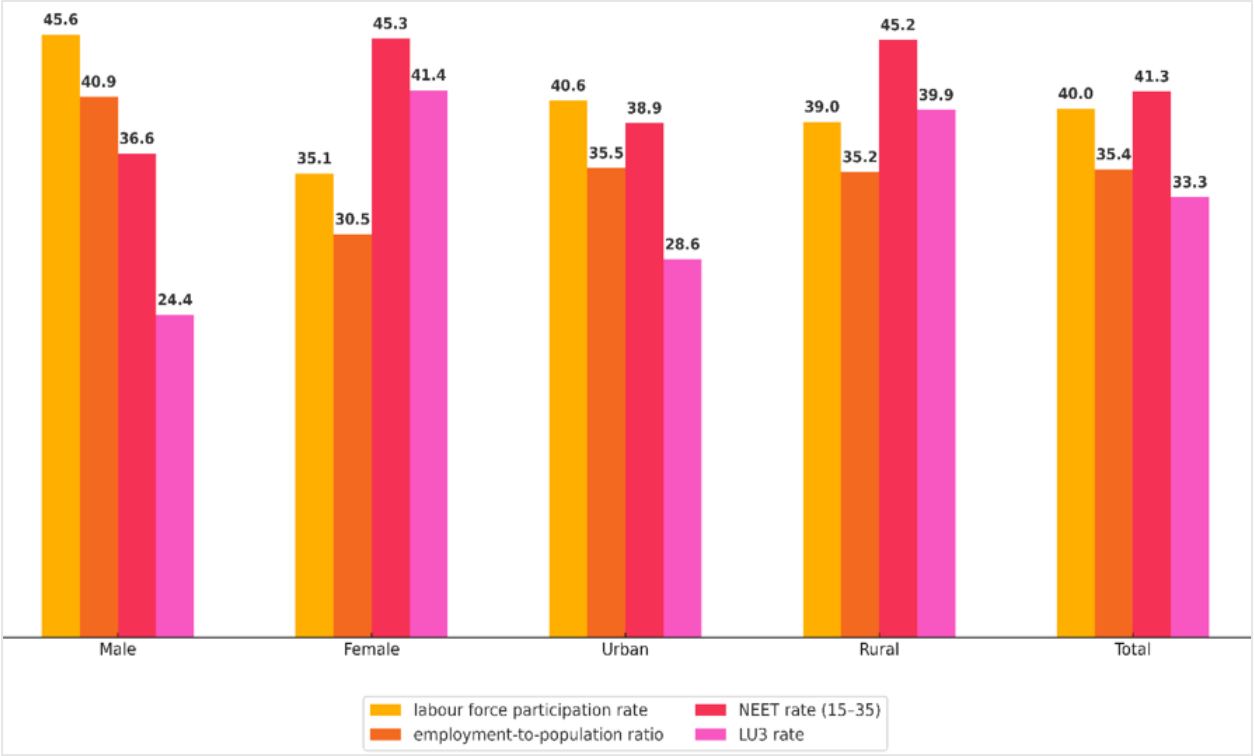


Figure 8.1: Key labour market indicators for youth (15-35 years) (%), GLFS 2025

8.1.2 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 Figure 8.3 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.

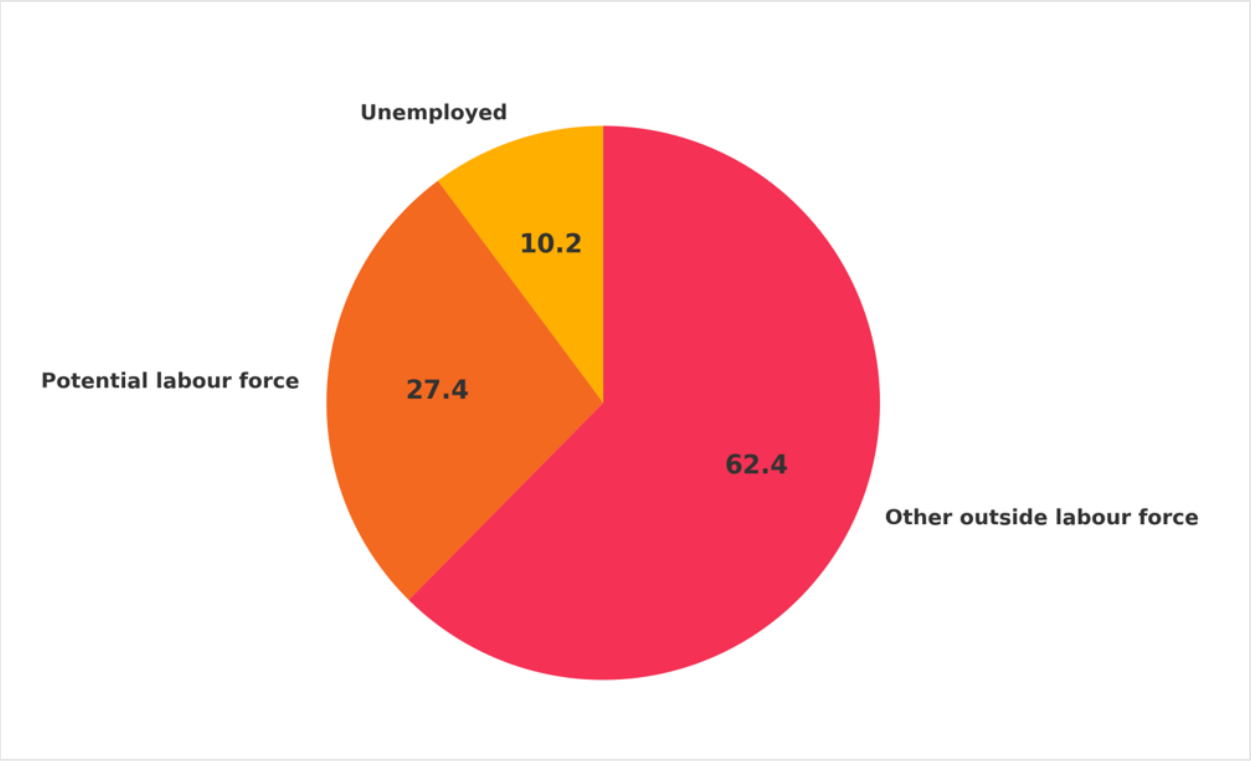


Figure 8.3: Composition of youth NEET, GLFS 2025

8.1.3 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%). Alarmingly, 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 (see Figure 8.4).

Figure 8.4: Distribution of youth by employment and education/training (%), GLFS 2025

8.1.4 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.

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.

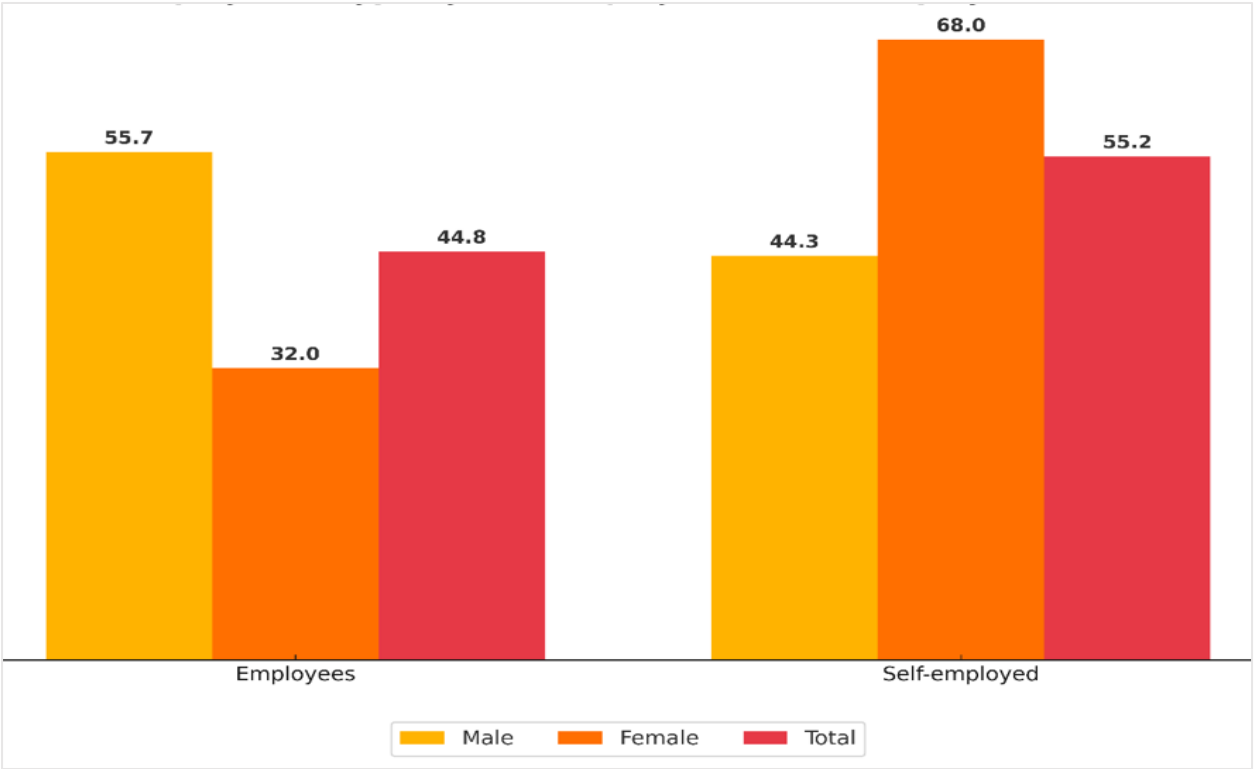


Figure 8.5: Youth status in employment (%), GLFS 2025

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 (see Table 8.1).

8.1.5 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 (Figure 8.6 and Table 8.1).

8.1.6 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.

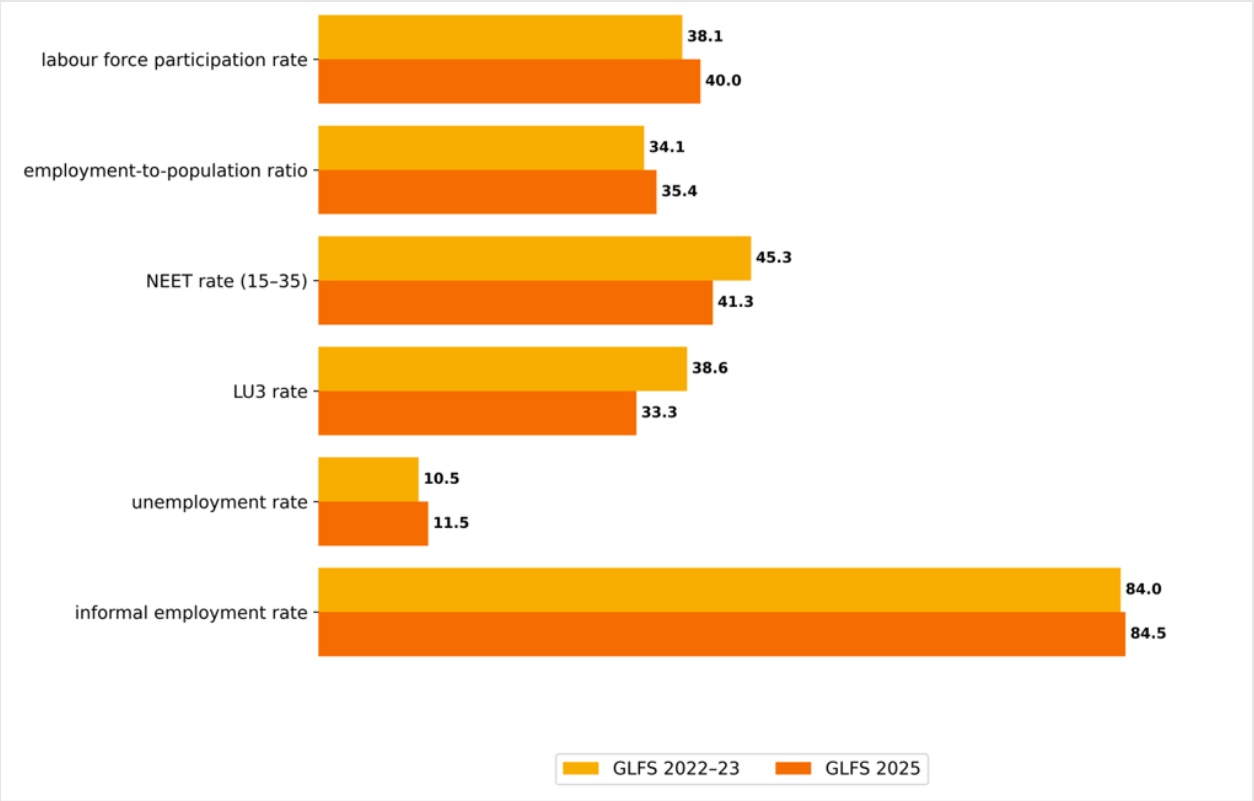


Figure 8.6: Change in key labour market indicators for youth (%), GLFS 2022-23 vs GLFS 2025

8.1.7 LGA patterns in youth Labour market outcomes

Figure 8.1 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.

9.1.1 Agricultural Employment and Own-Use Farming

Table 9.1 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.

9.1.2 Employment in Agriculture by Sex and Residence

Figure 9.1 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.

Table 9.2: Employment in agriculture by sex and residence (%), GLFS 2025

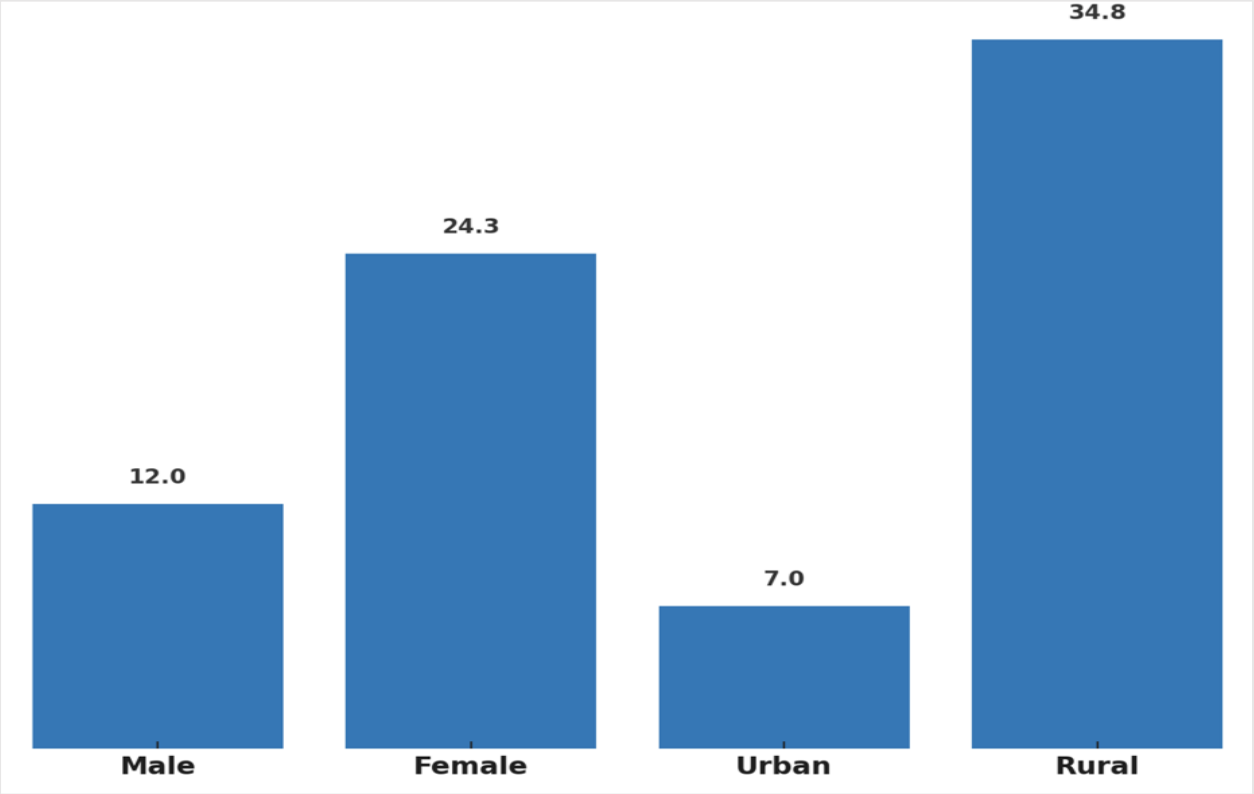


Figure 9.1: Employment in agriculture by sex and residence (%), GLFS 2025

9.1.3 Own-Use Foodstuff Production by Sex and Residence

Figure 9.2 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.

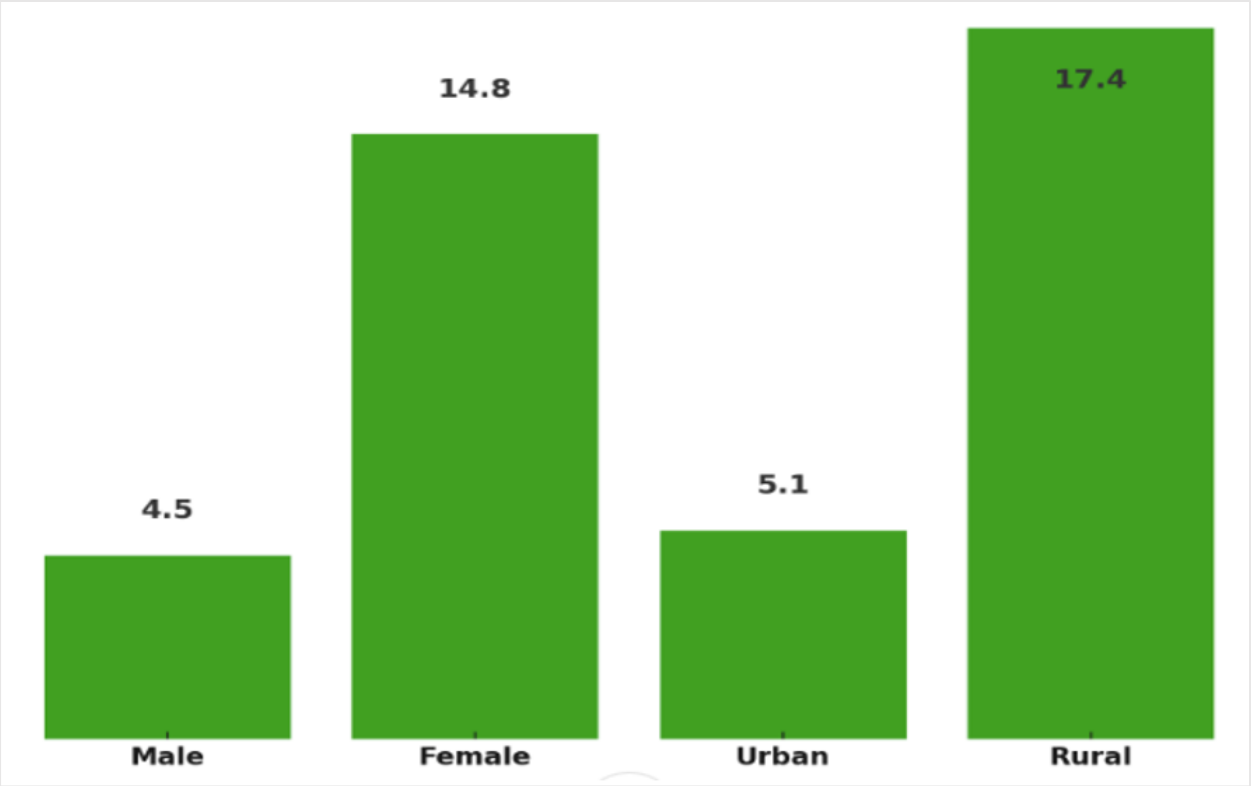


Figure 9.2: Own-use foodstuff production by sex and residence (%), GLFS 2025

9.1.4 Foodstuff Producers and Agricultural Employment

Figure 9.3 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.

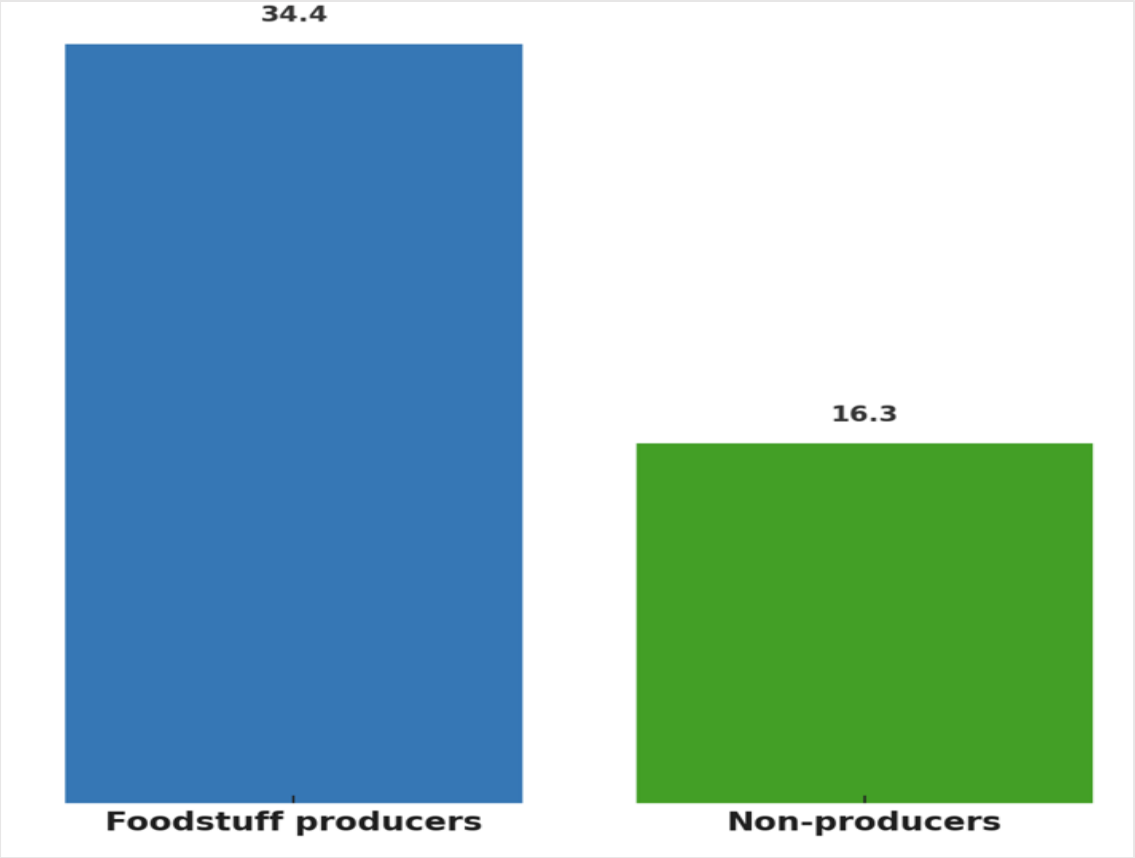


Figure 9.3: Agricultural employment by foodstuff production status (%), GLFS 2025

9.1.5 Informality in Agricultural Work

Figure 9.4 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.

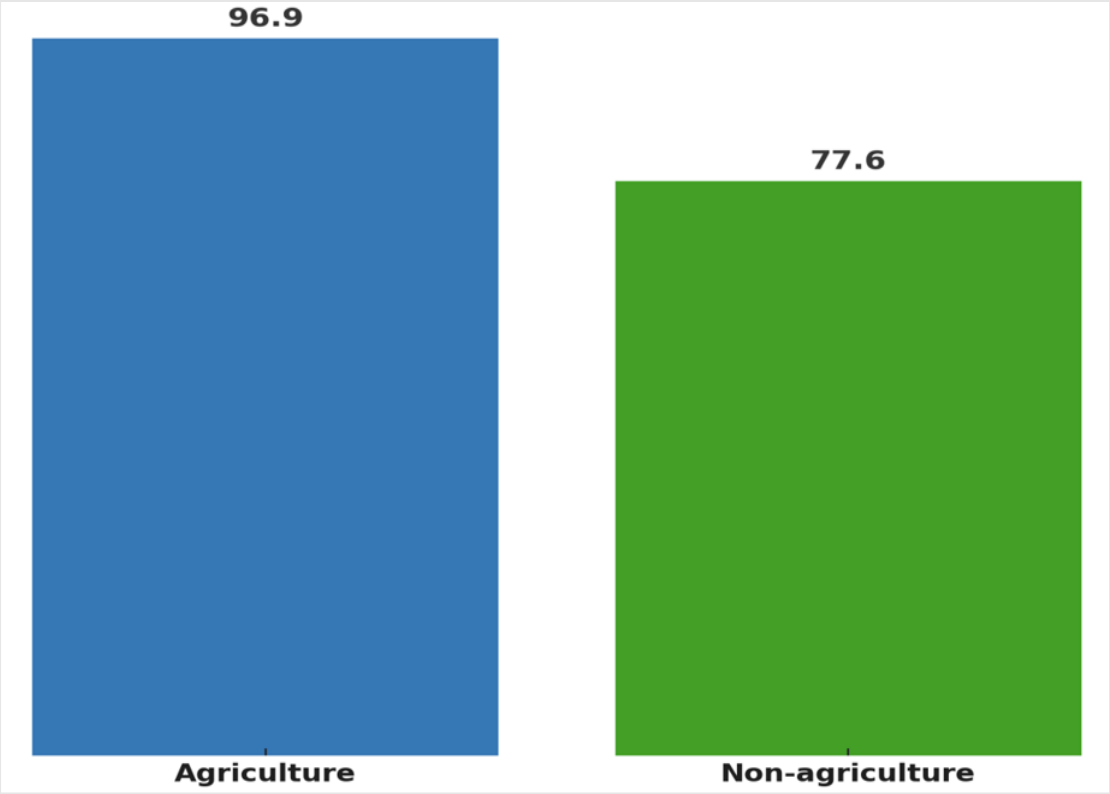


Figure 9.4: Informal employment by sector (%), GLFS 2025

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

Figure 9.3 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 9.3: 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.

10.1.1 Engagement in Own-Use Production and Foodstuff Production

Figure 10.1 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 (44.2%) and females (29.6%) compared to urban residents (11.5%) and males (18.6%).

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 (17.4%) and females (14.8%), with lower rates observed among urban residents (5.1%) and males (4.5%). These findings highlight the gendered and rural nature of own-use food production in The Gambia.

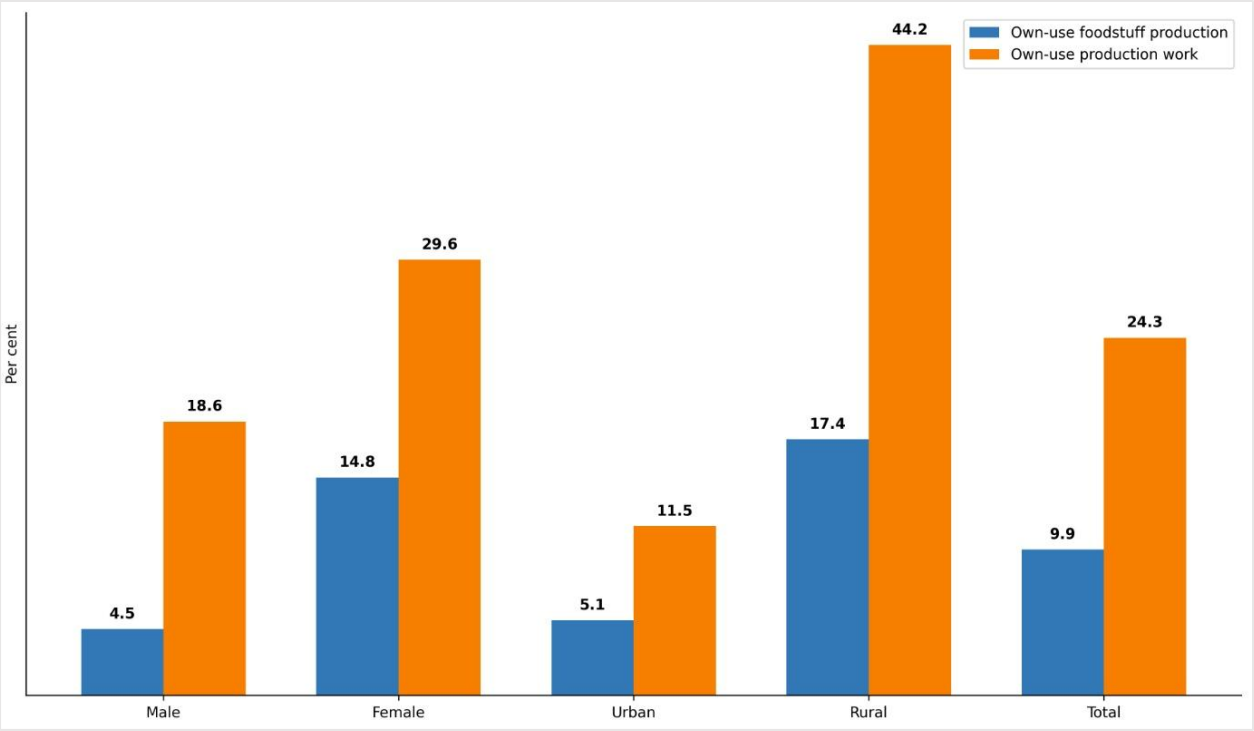


Figure 10.1: Engagement in own-use production and foodstuff production, by sex and residence, GLFS 2025

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

Figure 10.2 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.

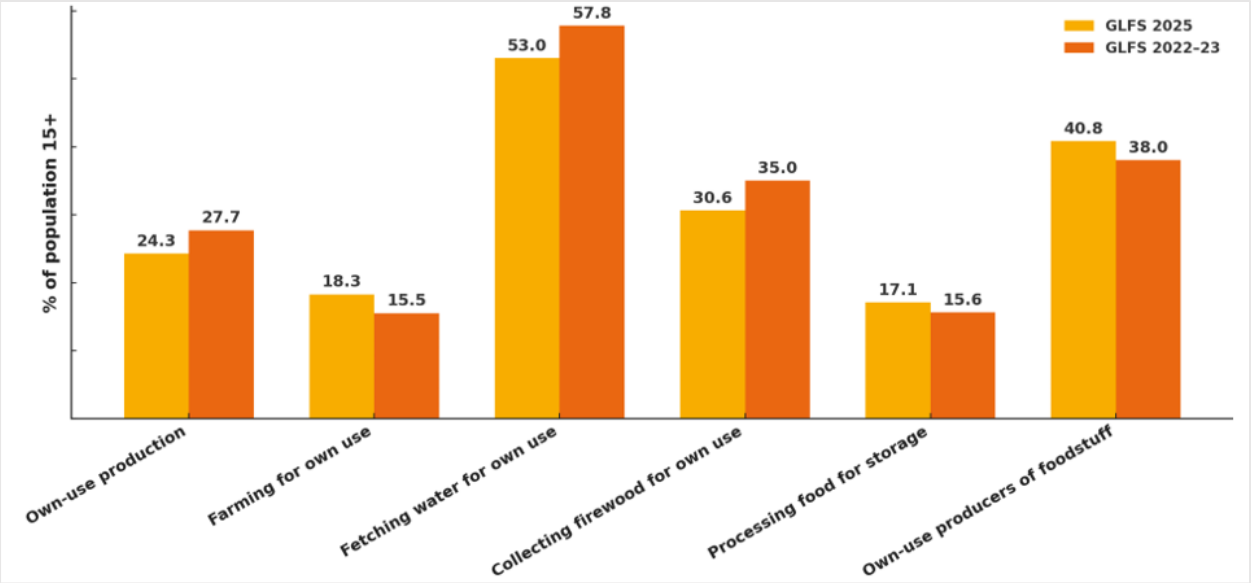


Figure 10.2: Share of population (15 years and older) engaged in own-use production work, GLFS 2022-23 vs GLFS 2025

10.1.3 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 years and older engaged in own-use foodstuff production, disaggregated by sex and residence for GLFS 2022-23 and GLFS 2025. Overall engagement declined slightly, from 10.5 per cent in GLFS 2022-23 to 9.9 per cent in GLFS 2025.

The decline was observed mainly among males, whose participation fell from 6.0 per cent to 4.5 per cent, while female participation remained unchanged at 14.8 per cent in both survey rounds. A similar pattern was observed by residence: urban participation declined from 5.7 per cent to 5.1 per cent, while rural engagement decreased from 18.2 per cent to 17.4 per cent.

These results point to a slight reduction in own-use foodstuff production overall, while confirming that engagement remains substantially higher among females and rural populations, underscoring its continuing importance in household subsistence and livelihoods.

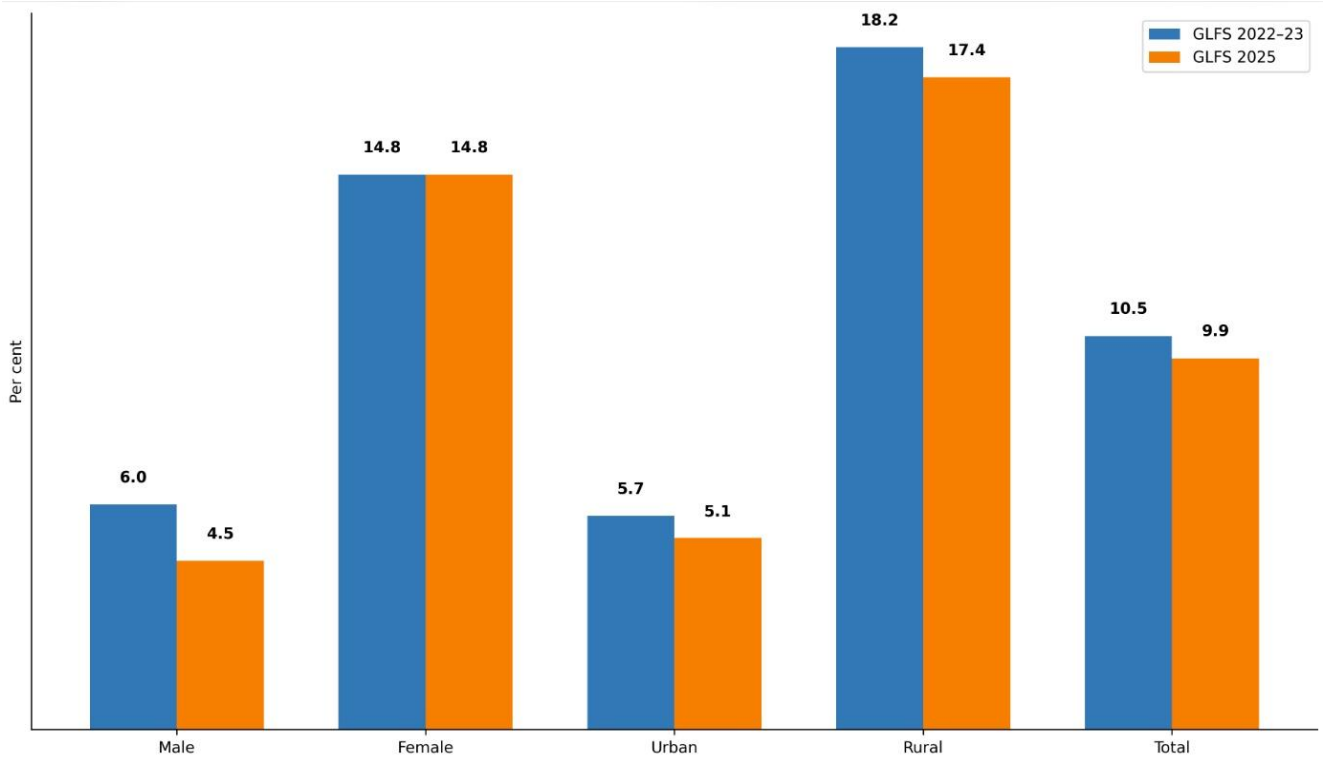


Figure 10.3: Own-use foodstuff production by sex and residence, GLFS 2022-23 vs GLFS 2025

10.1.4 Labour Force Status and Own-Use Foodstuff Production

Figure 10.4 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.

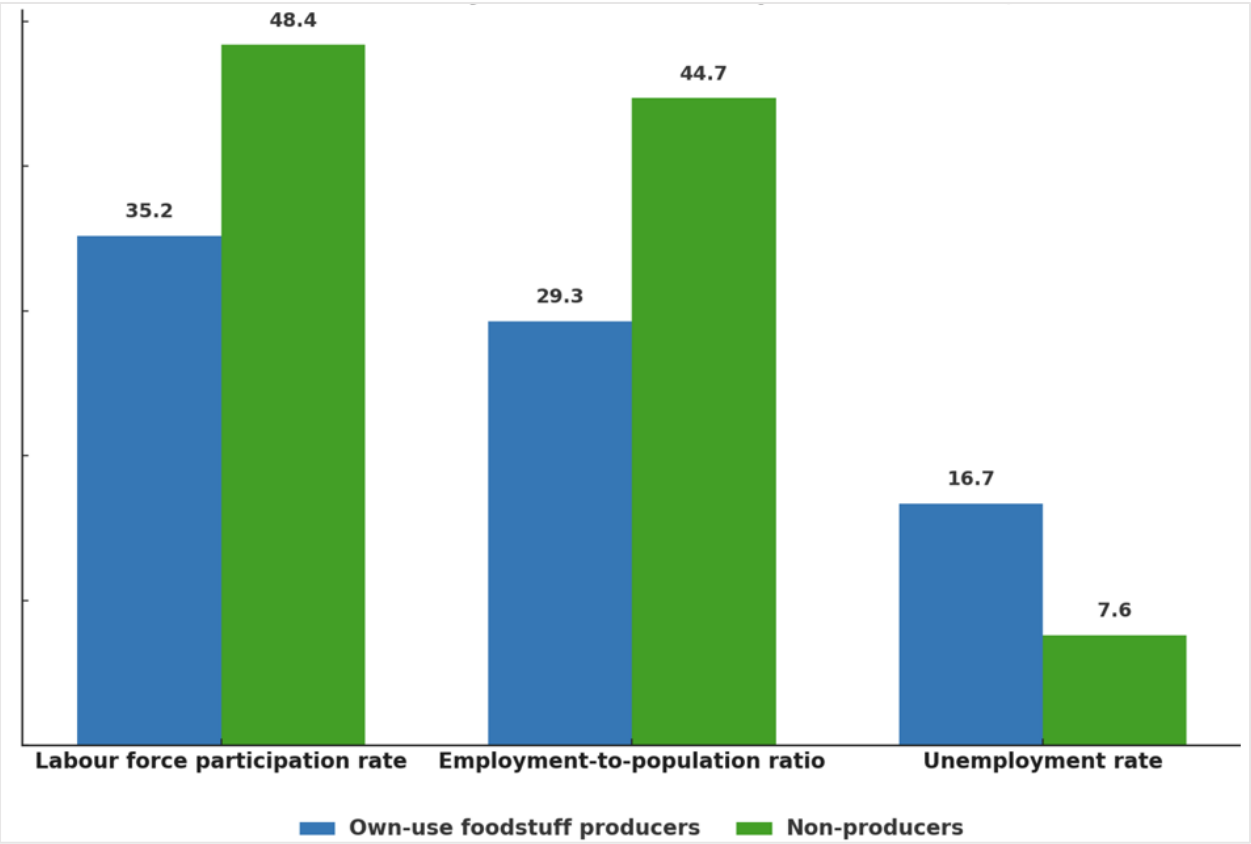


Figure 10.4: Labour market outcomes by own-use foodstuff production status (%), GLFS 2025

10.1.5 Informal Employment and Agriculture Share Among the Employed

Figure 10.5 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.

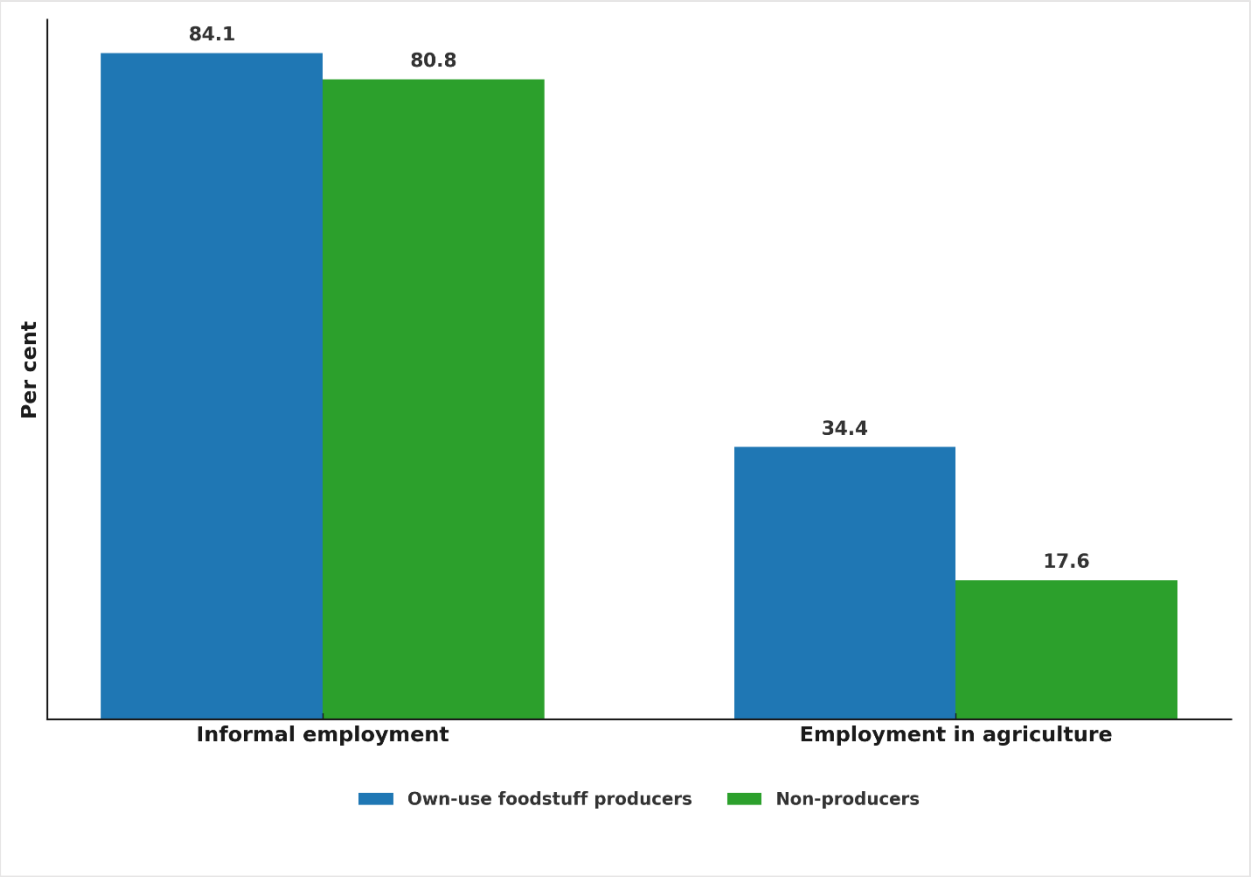


Figure 10.5: Informal employment and agriculture share among employed (%), GLFS 2025

10.1.6 Labour Underutilisation and Vulnerability

Figure 10.6 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.

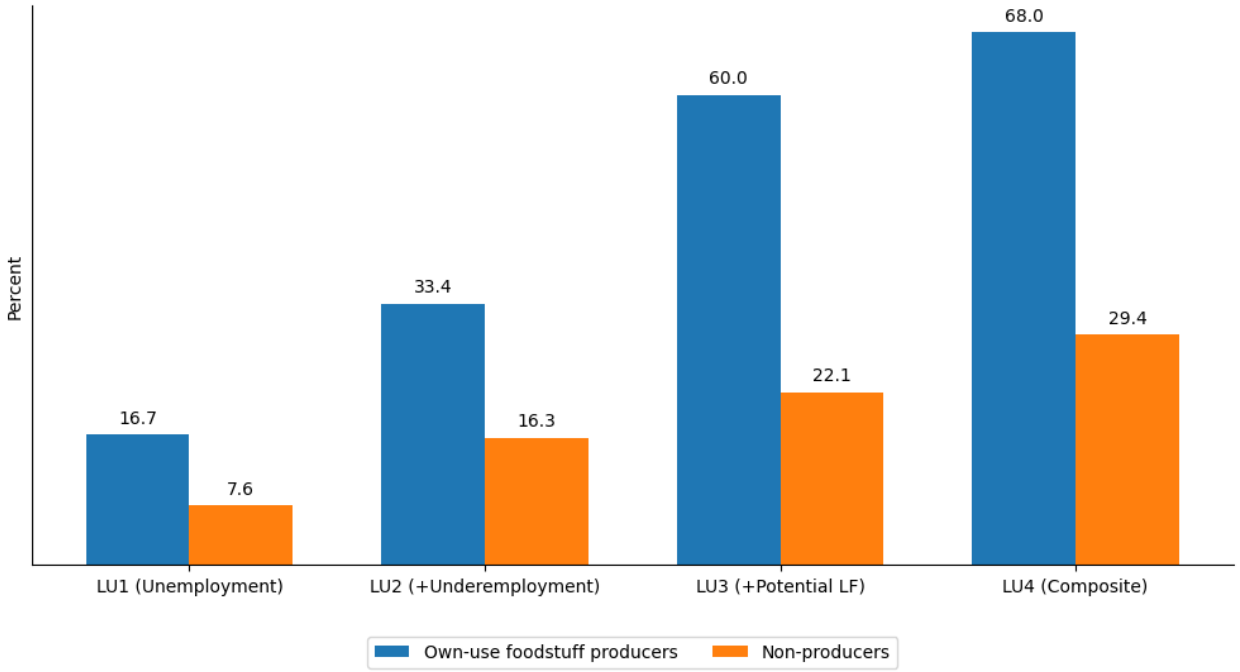


Figure 10.6: Labour underutilisation indicators by foodstuff production status (%), GLFS 2025

10.1.7 Own-Use Production Among the Labour Force

Table 10.1 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

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

Table 10.2 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.

11.1.1 Internal Migration Patterns by Local Government Area (LGA)

Figure 11.1 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.

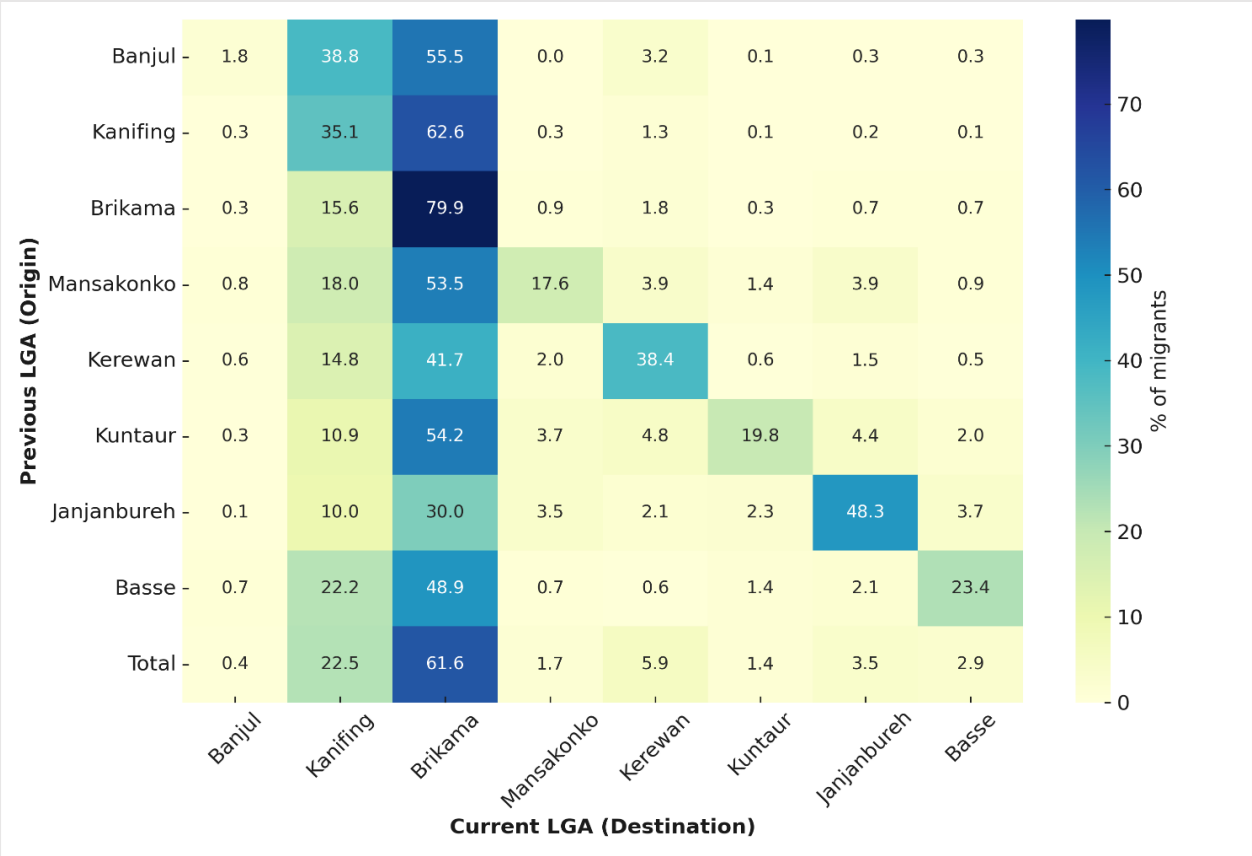


Figure 11.1: LGA to LGA migration matrix, GLFS 2025

11.1.2 Recent and Life-Time Migrants

Analysis from Figure 11.2 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.

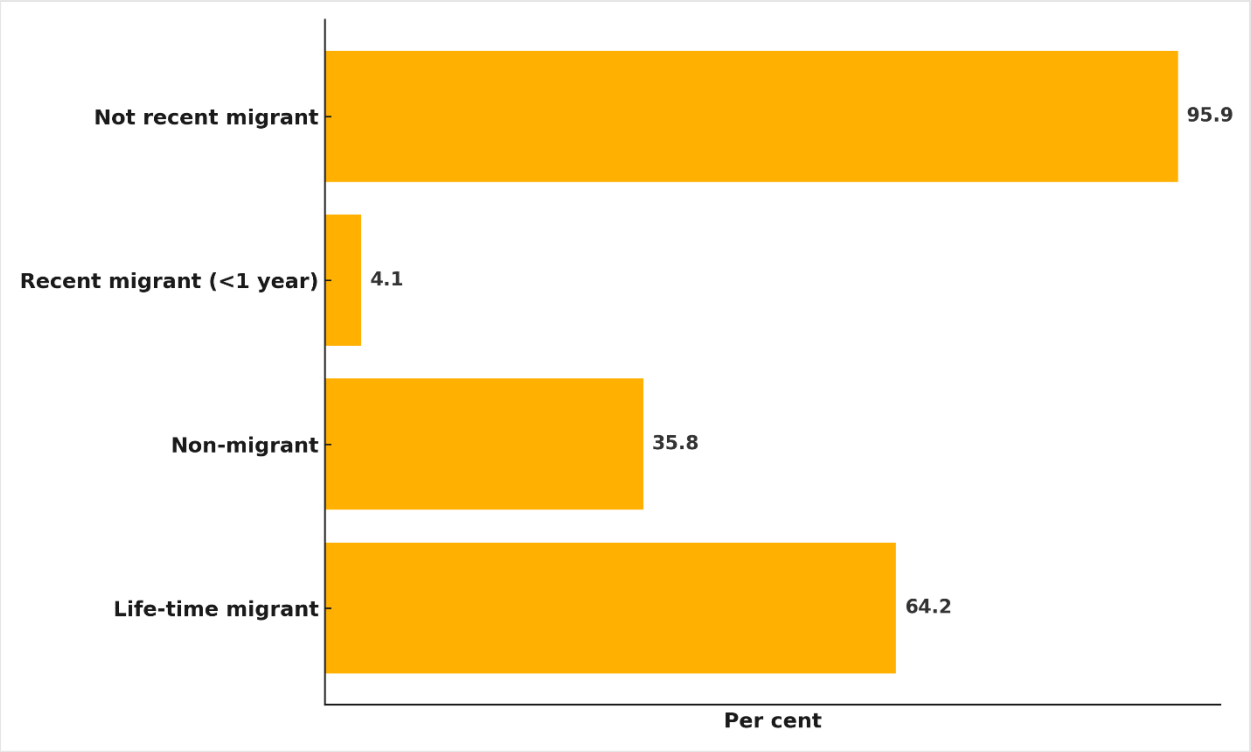


Figure 11.2: Recent and life-time migration, GLFS 2025

11.1.3 Reasons for Internal Migration

Figure 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.

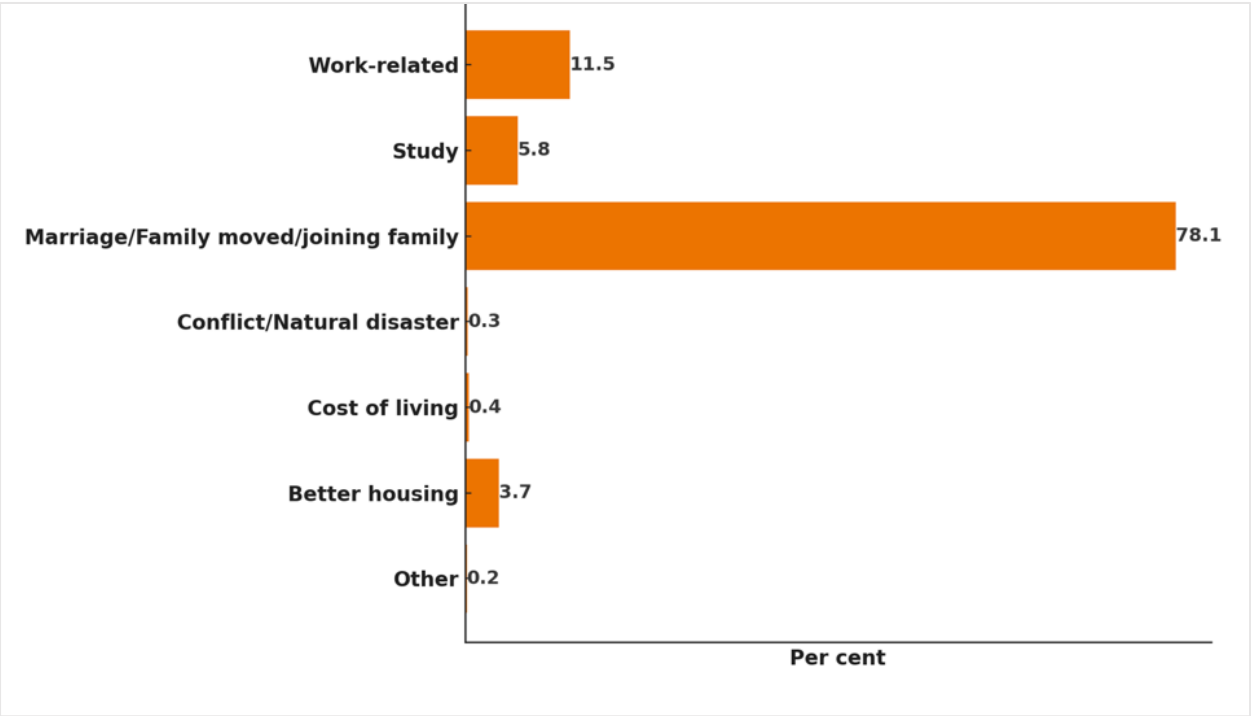


Figure 11.3: Reasons for internal migration, GLFS 2025

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.

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

Table 12.1 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			
	Male	Female	Total	Male	Female	Total	*Note*
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**	

12.1.2 Profile of International Migrants: Key Countries of Origin

Table 12.2 shows that the immigrant population in The Gambia is predominantly regional, originating from neighbouring countries within the Economic Community of West African States (ECOWAS). As detailed in Table 1.2, the majority of foreign-born individuals are from Senegal (38.5%) and Guinea (27.5%). Together, migrants from these two countries account for two-thirds of the total international migrant stock.

Migrants from other ECOWAS countries, including Guinea-Bissau (8.4%), Sierra Leone (8.2%), and Nigeria (4.4%), constitute the next largest groups. In total, the top five countries of origin represent 87.0 per cent of all international migrants, highlighting a highly concentrated origin profile that underscores the role of regional mobility.

Table 12.2: Distribution of International Migrants by Country of Birth

Country of Birth	Per Cent
Senegal	38.5
Guinea	27.5
Guinea-Bissau	8.4
Sierra Leone	8.2
Nigeria	4.4
Ghana	1.7
Other West Africa	5.2
Mauritania	1.3
Other Africa	1.0
Non-African	2.9
Liberia	0.7
Don't Know	0.2
Total	100.0

12.1.3 Working-Age and Employed Population by Place of Birth

Figure 12.1 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.

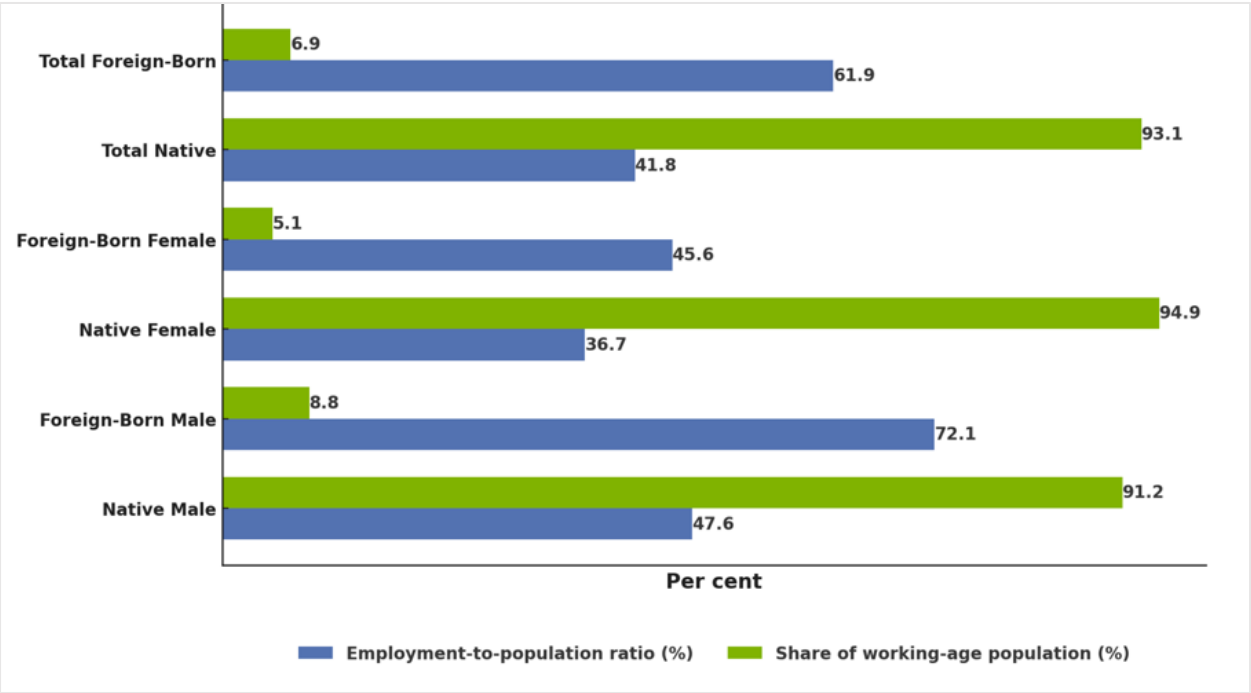


Figure 12.1: Working-age and employed population by place of birth and sex, GLFS 2025

12.1.4 Labour Force Participation and Employment Outcomes

Figure 12.2 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%).

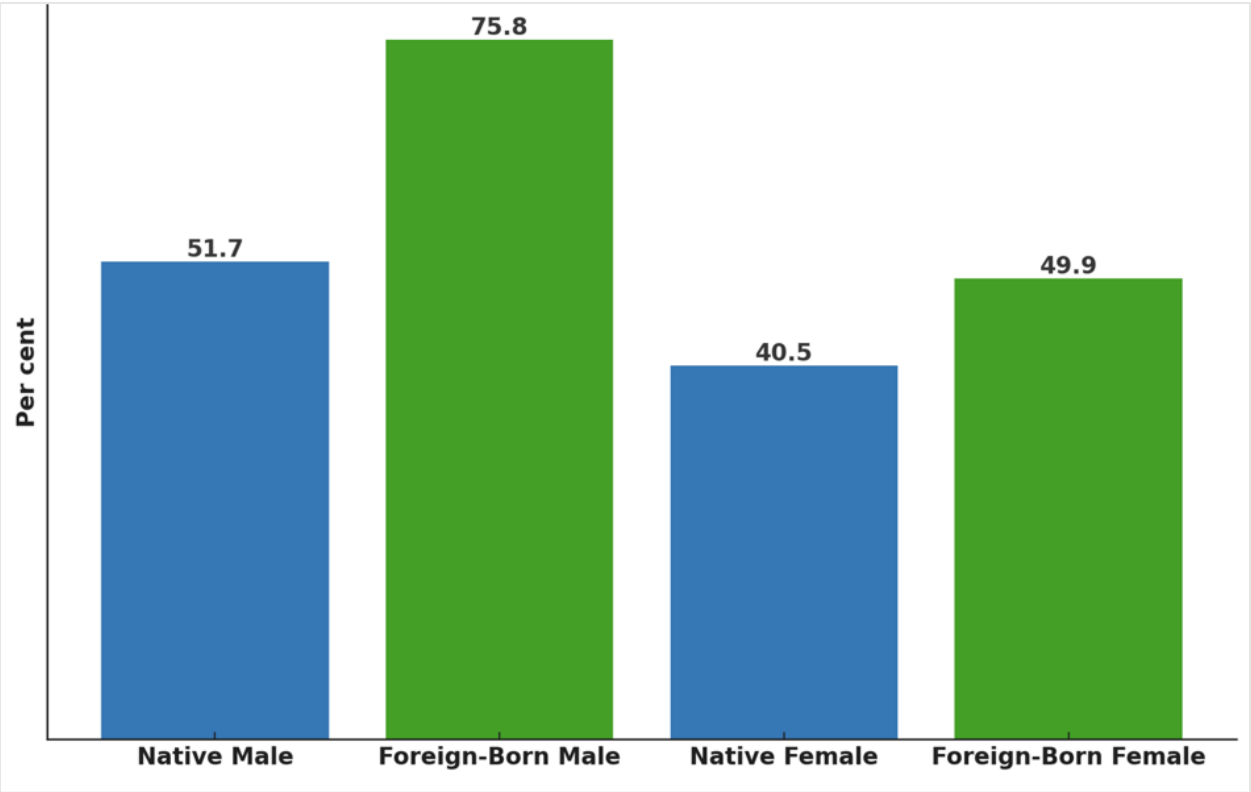


Figure 12.2: Labour force participation rate by place of birth and sex, GLFS 2025

Figure 12.3 compares employment-to-population ratios by citizenship status. Overall, employment rates are higher among foreign citizens than among citizens, for both males and females.

The disparity is particularly pronounced among males, where employment among foreign-citizen males stood at 70.8 per cent, compared with 47.9 per cent for citizen males. Among females, employment was also higher for foreign citizens (42.1 per cent) than for citizen females (36.9 per cent).

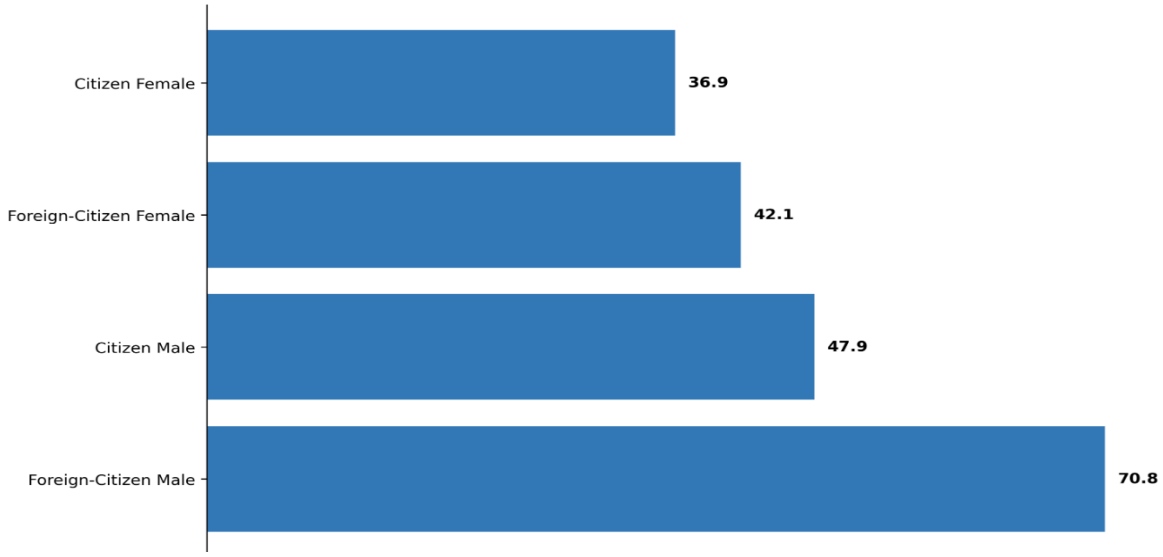


Figure 12.3: Employment-to-population ratio by citizenship and sex (%), GLFS 2025

12.1.5 Employment Structure by Sector

Figure 12.4 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.

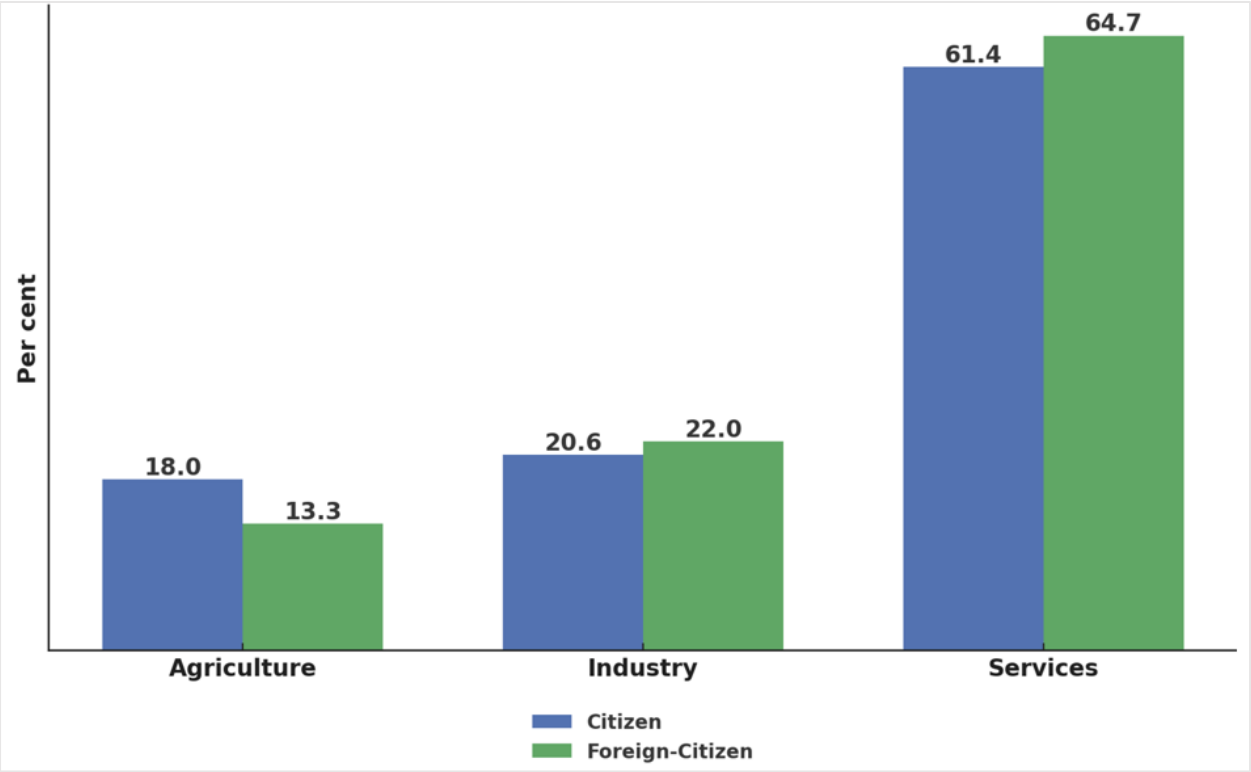


Figure 12.4: Sector of employment by citizenship, GLFS 2025

12.1.6 Status in Employment

Figure 12.5 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.

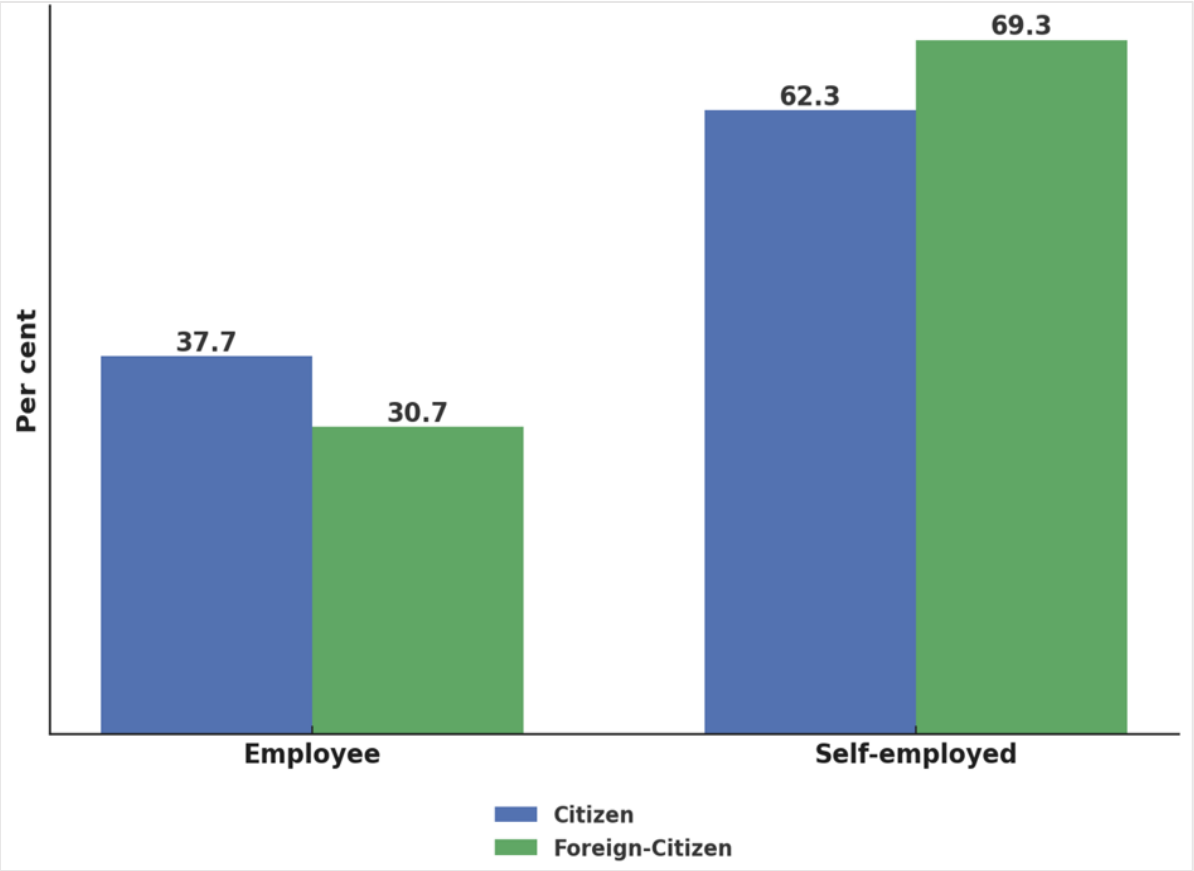


Figure 12.5: Status in employment by citizenship, GLFS 2025

12.1.7 Unemployment

Table 12.3 shows that the majority of the unemployed were native-born, simply reflecting their population dominance. However, unemployment rates were lower among foreign-citizens than citizens. Citizen (Male) unemployment was 7.9%, while Citizen (Female) was 9.2%. Foreign-Citizen (Male) unemployment was 4.7%, and Foreign-Citizen (Female) was 8.6%. Female citizens had the highest unemployment rate at 9.2 per cent.

Table 12.3: Unemployment rate by citizenship and sex, GLFS 2025

	Unemployment Rate (%)
Citizen (Male)	7.9
Citizen (Female)	9.2
Foreign-Citizen (Male)	4.7
Foreign-Citizen (Female)	8.6

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

Figure 12.6 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%).

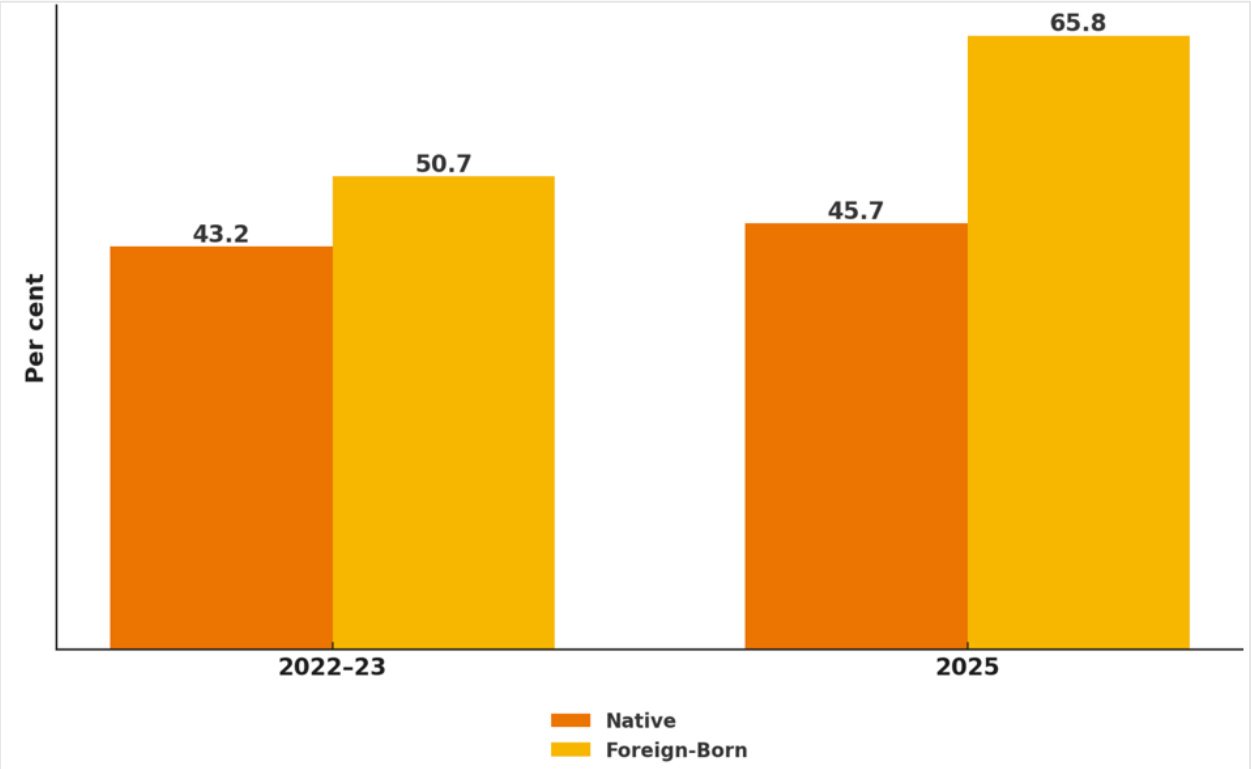


Figure 12.6: Labour force participation by place of birth, GLFS 2022-23 vs GLFS 2025

Table 12.4 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 12.4: 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

12.1.9 Migration Drivers and Labour Market Links

Figure 12.7 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.

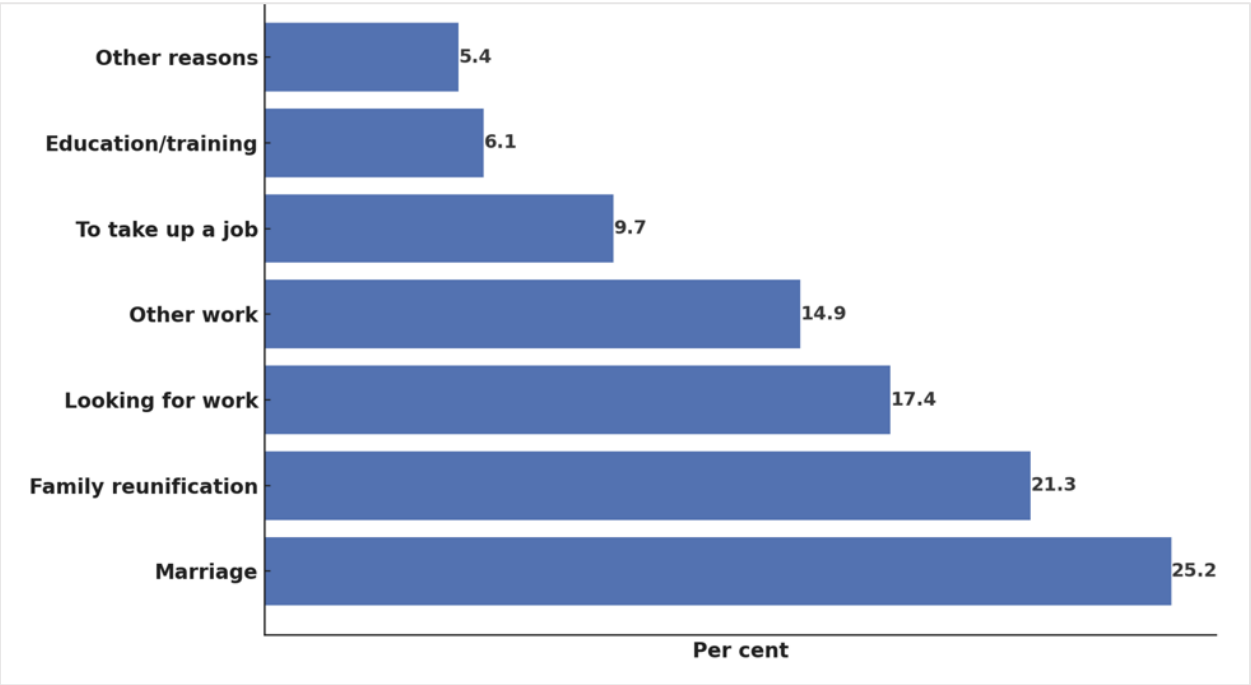


Figure 12.7: Main reasons for migration to The Gambia, GLFS 2025

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.

13.1.1 Labour Force Participation and Employment

Figure 13.1 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.

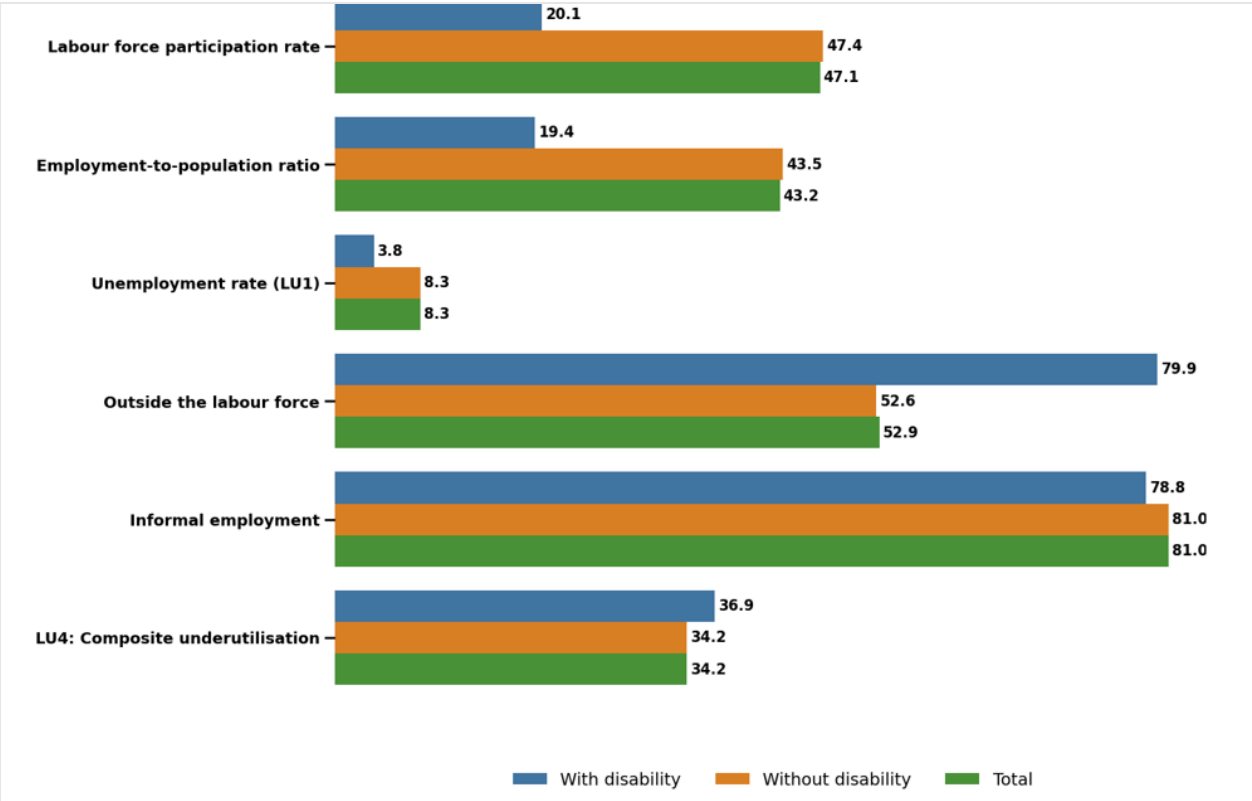


Figure 13.1: Labour force participation and employment (%), GLFS 2025

13.1.2 Changes in Labour Force Participation by Disability Status

Figure 13.2 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.

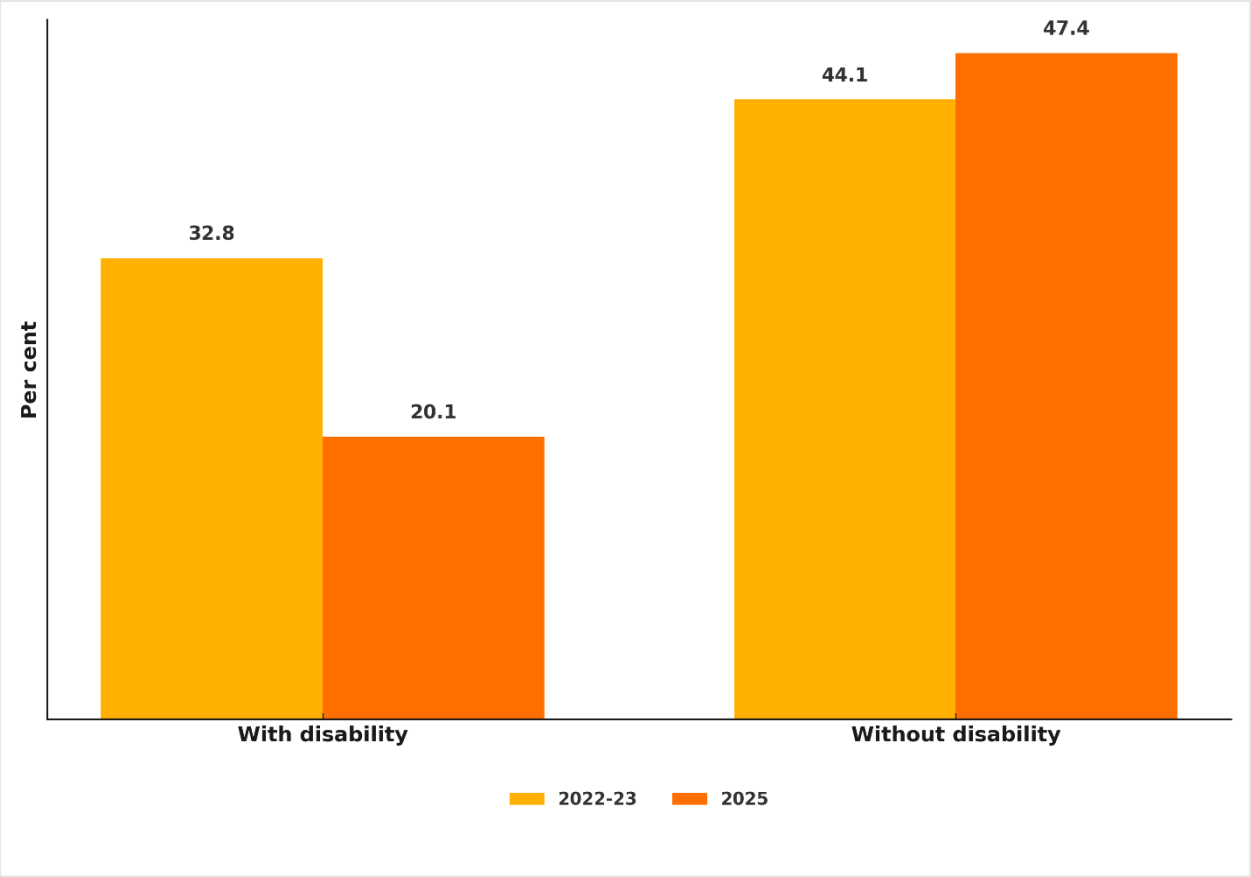


Figure 13.2: Changes in labour force participation by disability status, GLFS 2022-23 vs GLFS 2025

13.1.3 Youth with Disabilities (15-35 years)

Figure 13.3 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.

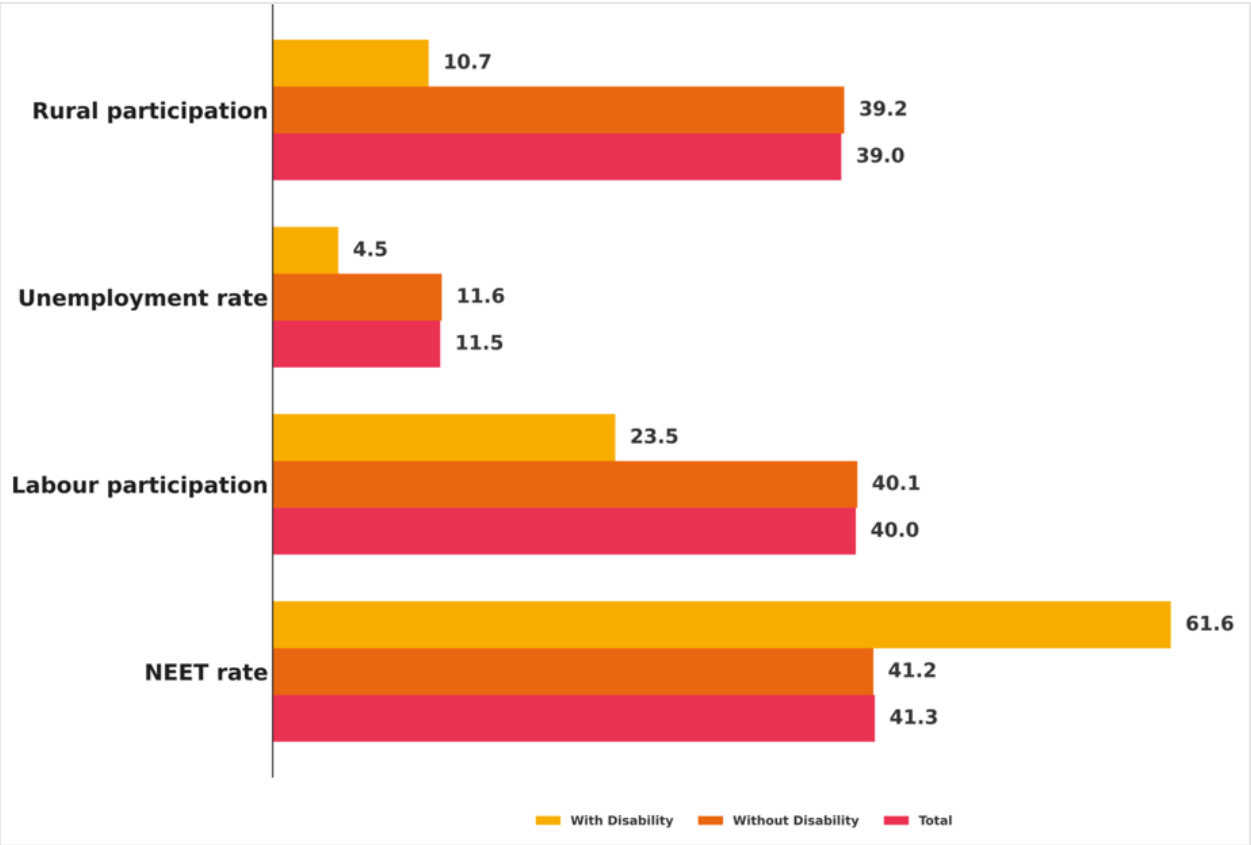


Figure 13.3: Labour market indicators for youth with disabilities (%), GLFS 2025

13.1.4 Labour Underutilisation among Persons with Disabilities

Figure 13.4 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.

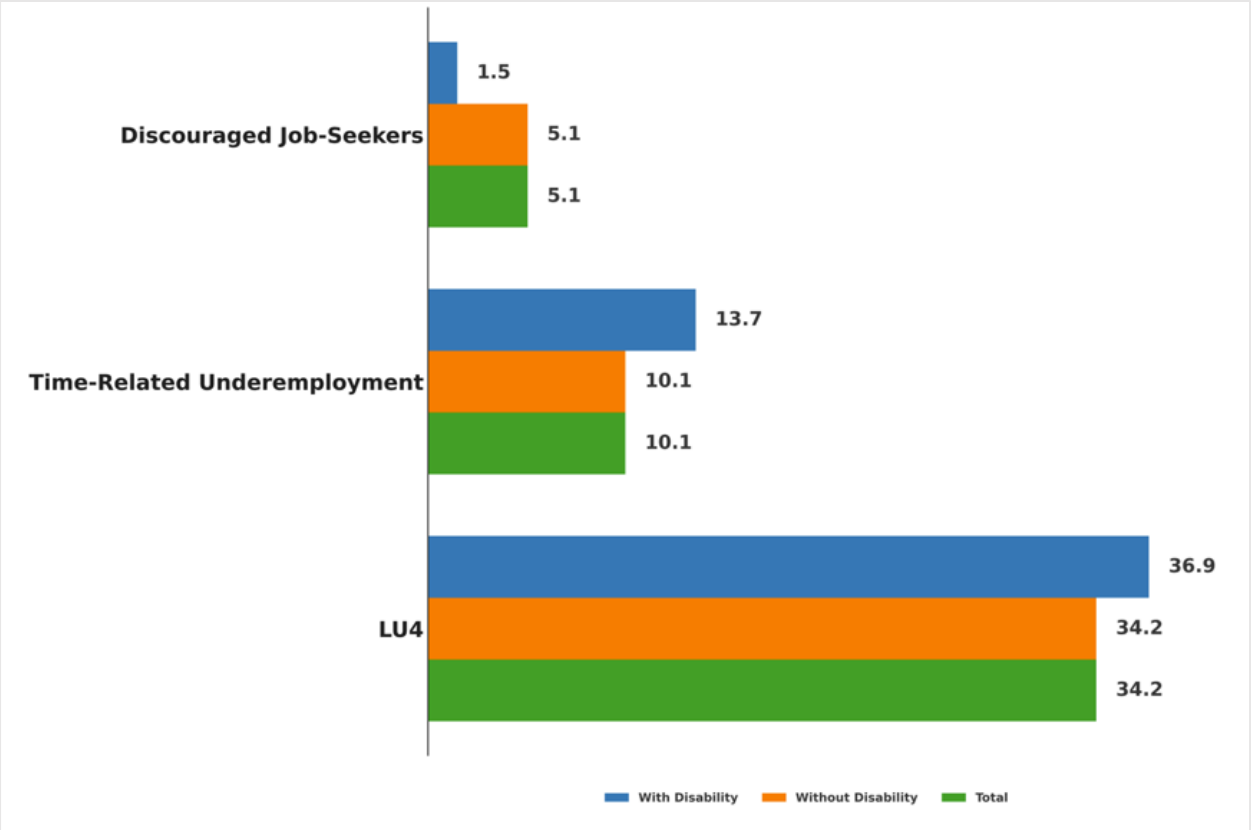


Figure 13.4: Labour underutilisation among persons with disability (%), GLFS 2025

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

Figure 13.5 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.

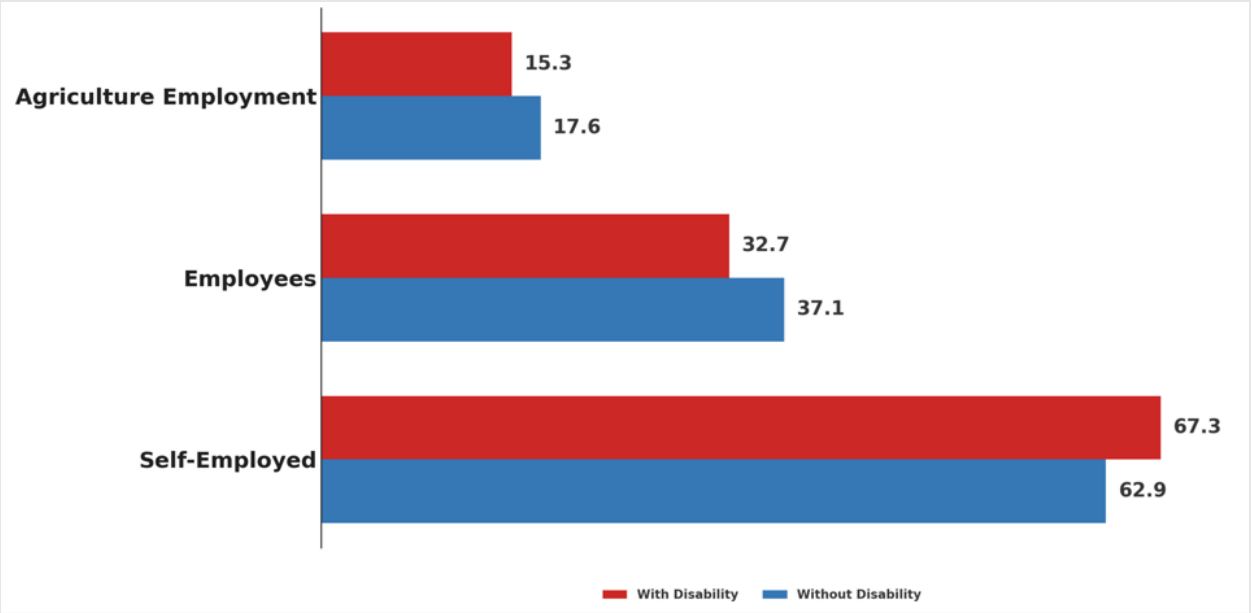


Figure 13.5: Status in employment and market-oriented agriculture for persons with disability (%), GLFS 2025

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 (%)	47.1	24.8	41.9	29.2	42.3	45.8	41.2	24.9	25.5	25	28.8	19.5	32.7	37.1	44.8	28.5	20.5	38.3	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	86.3	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
Potential labour force (%)	16.7	26.5	15.3	32.8	23	17.3	12.6	34.4	35.3	53.9	46.5	33.0	8.0	22.7	21.7	24.4	58.7	17.4	22.4

	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
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
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		Own-use foodstuff production		Total
	Male	Female	Urban	Rural	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	With disability	Without disability	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	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	26,112	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	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	5,658	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	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	44,400	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	5,658	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	38.3

	Sex		Residence		Local Government Area (LGA)								Disability status		Own-use foodstuff production		Total
	Male	Female	Urban	Rural	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	With disability	Without disability	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	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	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	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	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	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	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	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	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	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	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	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		
Mr. Baba Jasseh	Mr. Alasana Badjie	Mr. Lamin Manneh
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		