H.H. Sheikh Tamim Bin Hamad Al-Thani

Emir of the State of Qatar
Preface

In view of the importance of labor market statistics in the socio-economic planning process, the Planning and Statistics Authority has carried out the Labor Force Sample Survey (LFSS) 2020 to outline the size and composition of the labor force in Qatar. The survey provides basic data to help assess the relation between labor market requirements in Qatar and demographic and socio-economic characteristics of the population such as education, labor, and economic activity. It goes without saying that reliance on these data is imperative for the design and evaluation of the development policies and programs in the State, such as socio-economic planning and human resources development support programs.

This survey was implemented as per standards of the International Labor Organization (ILO), and within the relevant modified international classifications, such as International Standard Industrial Classification (ISIC 4), International Standard Classification of Occupations (ISCO 88), and International Standard Classification of Education (ISCED 1997). It was based on a scientifically designed sample to help those interested in developing reliable estimates. Accordingly, this survey is based on conclusions regarding key findings and information on sampling, estimation methods and weighing of standard error on that sample.

The Planning and Statistics Authority (PSA) is pleased to publish the results of this survey and hopes it would achieve its goals and be of benefit to planners, researchers and other concerned entities.

By the same token, PSA extends appreciation to all sampled households for their positive response and cooperation that made this task a success. Appreciation is also extended to all those who worked on this survey, whether from inside or outside PSA.

Dr. Saleh bin Mohamed Al-Nabit
President, Planning and Statistics Authority
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Executive Summary

This report reviews the characteristics of labor force as revealed by the “Labor Force Sample Survey (LFSS) 2020” conducted over Qatar. The survey covers Qatari and non-Qatari households as well as collective households through a probability sample of 9,200 households composed of 60,024 members nationwide. The data are collected monthly, while the labor force characteristics are published quarterly. This survey complements previous Labor Force Sample Surveys of 2006-2009 and 2011-2019, aiming to update the relevant data.

The Key indicators cited in this report highlight the positive impact of the harmonization of the economic and social achievements that developed the livelihood and work environment in the State of Qatar. All demographic variables, either for national or non-national labor force, including all sex and age groups, have shown constant increase in participation rates in economic activities and remarkable decrease in unemployment rates. Combining these two phenomena has resulted in a net increase in the percentage of working-age population (working / working-age population ratio). Following are the main points of the Labor Force Survey 2020:

1- Increase in economic dependency ratio compared to 2019.
2- Qatari labor force annual growth has increased by 3% compared to 2019, while non-Qatari labor force annual growth has increased 1%.
3- Al-Shahaniya and Al-Khor municipalities have recorded the highest economic participation rates.
4- Slight decline of Qatari labor force annual growth rate in the private sector compared to 2019.
5- Disparity of monthly wage average between males and females, and an increase in gender equality index.
6- Average working hours for males are slightly higher than that of females, as the average working hours for males reached 48 hours, while the average working hours for females amounted to 47 hours.
7- Over half of Qatari workforce is employed in the professions of clerks and professionals.
8- Nearly half of labor force is observed in “construction and trade”.
9- Qatari labor force is concentrated in the public sector, whereas non-Qatari labor force is concentrated in domestic and private sectors.
10- Unemployment rate in Qatar (0.1%) remains unchanged in 2019 and 2020.
11- Annual growth rate of self-employment Qatari decreased compared to the previous year 2019, a decline of 20.3%.
12- 32% of the unemployed Qatari showed interest to work in private sector.
13- 61% of unemployed Qatari have not been offered a job opportunity in the private sector.
Concepts and Classifications

- **Economically Active Population**: Population in the working age (15 years and above) including actual employed population, and unemployed population.

- **Employed**: All persons aged (15 years and over) who, during the week prior to survey week:
  A. Have performed a work for wage, salary, profit or family gains, either cash or in-kind;
  B. Are temporarily not employed, but they are formally linked to their jobs.

- **Paid employees**: Persons with a job, either working or not at work during the survey, who perform work for cash or in-kind wage or salary.

- **Self-employed**: Those who work on their own or with one or more partners, hold the type of job defined as a "self-employment", and do not engage any "employees" to work for them on a continuous basis.

- **Unemployed**: All persons aged (15 years and above) who, during the week prior to the survey week, were without work but looking actively for work and are currently ready for it. A distinction is made between two types of the unemployed:
  A. Unemployed persons seeking work for the first time: Persons, who have never worked before and, during the week prior to the survey, were actively seeking work. Those persons are also called “new entrants”.
  B. Unemployed persons who previously worked: Persons with previous work experience who, during the week prior to the survey, were without work and actively seeking work.

- **Labor force refined economic participation rate**: the rate of current economically active population (labor force) to working-age population (15 years and above) × 100.

- **Youth participation rate in labor force**: Number of employed persons aged (15-24 years) as a ratio of population in the same age group × 100

- **Unemployment rate**: Ratio of unemployed persons to the labor force population.

- **Youth unemployment rate**: Rate of the unemployed in the (15-24 age) group to the labor force of the same age group.

- **Employment rate**: Ratio of the employed to the labor force population.

- **Economic dependency ratio**: (No. of population - No. of the employed)/ No. of the employed ×100.

- **Females working for a wage in the non-agricultural sector**: Ratio of females working for a wage in the non-agricultural sector to the total of those working for a wage in the non-agricultural sector × 100.

- **Gender equality index of the female-to-male monthly wage rate**: Monthly wage average of females to that of males × 100.
Relationship between population and labor force

Total Population

Working-age population (Persons aged 15 years and above)

Persons under working age

Persons at work or temporarily not at work

Unemployed

Looking for and willing to work

Neither looking for nor willing to work

Employed

Unemployed

Inactive

Current economically active population

Current economically inactive population

Labor Force Sample Survey, 2020
Survey Key Findings

Economic dependency increase

The working age population (both economically active or inactive) amounted to 2.4 million people; a rise of 1% compared to 2019; with 1.9 million males. The number of working-age Qataris reached about 215 thousand people, while that of Non-Qataris attained almost 2.2 million people of working age. Statistics indicate that the economic dependency ratio increased to 30.0%, (i.e. every 10 employees have to support 3 individuals of the society), whereas the economic dependency ratio for Qataris increased i.e. each Qatari employee has to support 2 individuals of the Qatari society.

Over 2 million economically-active people in Qatar

Labor force in Qatar amounted to 2.1 million economically active people, a rise of 1% vis-à-vis the previous year. Females accounted for 295 thousand. The survey estimated that Qatari labor force at 111 thousand with an annaul growth of 3%. The Non-Qatari labor force annual growth rate rose by 1%, as they represented 95% of total labor force in 2020. Thus, for every economically active Qatari, there are 25 economically active Non-Qataris in average, and for every economically active Qatari female, there are 6 Non-Qatari females. Labor force in the age group (20-44 years) represented 80% of total labor force, which is the largest percentage of the total labor force.

As for municipalities, the labor force was concentrated in Al Rayyan and Doha municipalities with a percentage of 61%.
Decline of refined economic participation rates

The refined overall economic participation rate recorded 88%; with 96% for males and 58% for females, i.e. on average, out of every 10 working-aged persons, 9 persons participate in the labor force.

The refined economic participation rate for total Qatari labor force amounted to 52%, with 66% for males and 37% for females. Meanwhile, the refined economic participation rate for total Non-Qatari labor force recorded 92%.

The highest refined economic participation rates were recorded in the age group (30-34 years) reaching 95%, while the participation rate of youth (15-24 years) reached 66% in 2020. The refined economic participation rate for Qatari males reached its peak in the age group (30-34 years) at 99%, while it reached its peak for females in the age group (35-39 years) at 70%, then gradually dropped until leaving the labor market.

As for the labor force by nationality and age groups, the economic participation rates relatively declined compared to the total. The highest economic participation among Qatari was recorded in the age group (35-39 years) reaching 83%, while the highest economic participation among non-Qatari was recorded in the age group (30-34 years) reaching 96%. It is noteworthy that the highest participation rate by gender and nationality was for non-Qatari males, reaching 98%.

As for the refined economic participation rate by municipalities; the municipality of Al Shahiniya reached 96%.

The total employment rate\(^1\) amounted to 99.9%, with 99.9% for males and 99.5% for females which is complementary to the unemployment rate.

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\(^1\) Employment rate is the ratio of employed persons to the working age population.
Nearly three-quarters of Qatari labor force are employed in government Departments

Around 80% of labor force work in the private sector\(^{(2)}\), whereas 10% work in the government sector\(^{(3)}\).

Although the private sector employs most of the labor force, the percentage of Qatari working there did not exceed 8% of total Qatari labor force in 2020, which is less than 2019. The Qatari employed by public sector attained 84% of total Qatari labor force.

77.4% of total labor force are married

Results show that the majority of the labor force aged 15 years and above are married, reaching 77.4% of total labor force. Thus, 64.2% of economically active Qatari males are married, while 55.5% of economically active Qatari females are married. The percentage of economically active persons who had never married reached 22.0% of total economically active persons aged 15 years and above. The percentage of economically active Qatari males who had never married reached 32.7% of total economically active Qatari males; whereas the percentage of economically active Qatari females who had never married reached 37.8% of total economically active Qatari females.

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\(^{(2)}\) It includes the private, diplomatic and non-profit sectors

\(^{(3)}\) It includes government authority and institution/government company
Over half of Qatari labor force are highly “skilled” 4

The 2020 statistics show that 49% of labor force worked in “Craft and Related Trades” as well as in “elementary occupations”. About 62% of labor force had a limited or no skill. About half of non-Qatari labor force had a limited skill. As for the Qatari labor force, 61% were highly skilled and held “senior, professional and technical” positions, whereas the percentage of non-Qatars working in these positions did not exceed 20%. The percentage of Qatari labor force in leadership positions(5) reached 11% of total Qatari labor force; 78% for Qatari males and 22% for Qatari females. As for the skill of the labor force working in the private sector, it important to note that over half of non-Qatari labor force in this sector are of limited skill, whereas most Qatari labor force working in the private sector are skilled and highly skilled.

(4) Skill Levels:
- Highly skilled: Legislators, senior officials and managers, professionals, technicians and associate professionals.
- Skilled: Clerks, service workers, vendors and agricultural and fishery workers.
- Limited skill: Craft and related trade workers and machine operators.
- Unskilled: Elementary occupations

(5) It includes professions of legislators, senior officials and managers
Nearly half of labor force work in “construction and trade”

The 2020 statistics show that 47% of labor force work in “Construction and Trade” activities, and around 79% of Qatari labor force work in “Public Administration”, “Education and Health”, and “Mining” activities.

The table below shows that more than half of Qatari males were concentrated in public administration activity by 66%. For Qatari females, “Education and Health” and “Public Administration” accounted for the largest share of their economic activities with 38% and 37%, respectively. For non-Qatari males, majority of them were engaged in “Construction” at 42%. Besides, almost 38% of non-Qatari females were concentrated in household activity.

<table>
<thead>
<tr>
<th>Economic Activity</th>
<th>Qatari males %</th>
<th>Qatari females %</th>
<th>Non-Qatari males %</th>
<th>Non-Qatari females %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture and fishery</td>
<td>0.1</td>
<td>0.0</td>
<td>1.6</td>
<td>0.0</td>
</tr>
<tr>
<td>Mining</td>
<td>6.4</td>
<td>3</td>
<td>1.5</td>
<td>1</td>
</tr>
<tr>
<td>Industry</td>
<td>2.2</td>
<td>0.3</td>
<td>5.6</td>
<td>0.6</td>
</tr>
<tr>
<td>Electricity, gas and AC supplies</td>
<td>1.6</td>
<td>1.8</td>
<td>0.5</td>
<td>0.4</td>
</tr>
<tr>
<td>Construction</td>
<td>1.7</td>
<td>0.5</td>
<td>42.4</td>
<td>1.1</td>
</tr>
<tr>
<td>Trade</td>
<td>1.3</td>
<td>1.6</td>
<td>12.5</td>
<td>8.7</td>
</tr>
<tr>
<td>Transportation and storage</td>
<td>1.2</td>
<td>3.1</td>
<td>7.2</td>
<td>2.9</td>
</tr>
<tr>
<td>Accommodation &amp; food services</td>
<td>1.3</td>
<td>1.8</td>
<td>4</td>
<td>5.8</td>
</tr>
<tr>
<td>Information &amp; communications</td>
<td>3.1</td>
<td>2.9</td>
<td>0.9</td>
<td>1</td>
</tr>
<tr>
<td>Financial services &amp; insurance</td>
<td>2.9</td>
<td>5.2</td>
<td>0.8</td>
<td>1.4</td>
</tr>
<tr>
<td>Professional and technical services</td>
<td>0.9</td>
<td>0.3</td>
<td>2.5</td>
<td>1.4</td>
</tr>
<tr>
<td>Administrative services</td>
<td>1.5</td>
<td>1.4</td>
<td>8.5</td>
<td>13</td>
</tr>
<tr>
<td>Public administration</td>
<td>65.5</td>
<td>37.4</td>
<td>2.5</td>
<td>2</td>
</tr>
<tr>
<td>Education &amp; Health</td>
<td>7.8</td>
<td>37.8</td>
<td>3.5</td>
<td>18.4</td>
</tr>
<tr>
<td>Household activities</td>
<td>0.0</td>
<td>0.0</td>
<td>3.8</td>
<td>38.4</td>
</tr>
<tr>
<td>Others</td>
<td>2.6</td>
<td>2.9</td>
<td>2.2</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>
It is noted that “Craft Workers” were concentrated in the “Construction” activity by 74%, and workers in the profession of “Elementary Occupations” were concentrated in “construction and household” activities by 51%. Around two thirds of Qatari in the category of “Clerks” worked in “Public Administration” in 2020.

**Rise in number of labor force in the professions of Clerks and Professionals compared to 2016**

According to the data of LFSS 2020, number of “Professionals” and “Clerks” increased by 25% compared to 2016.

As for the compiled data by activities, a rise is observed in the number of workers in “Public Administration” activity from 2016 to 2020. However, a decline is noticed in the “Construction” activity during 2020.

**52% of Qatari labor force are university graduates and above**

56% of total non-Qatari labor force working in the private sector were below secondary school, while 88% of total economically active Qatari males working in the government sector\(^{(6)}\) were holders of “secondary degree or above”.

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(6) It includes government authority and institution / government company
Majority of labor force are permanent and wage-earning workers

55% of Qatari labor force work in the "Public Administration" activity, 86% of them hold a "secondary or above" degree, whereas 49% of non-Qatari labor force work in the "construction and trade" activity, 67% of them have a "Below Secondary" educational level.

Around 89% of Qatari labor force hold "secondary degree or above" of the total Qatari labor force. On the other hand, 71% of non-Qatari labor force hold a "secondary degree or below" of the total non-Qatari labor force.

Percentage of self-employed and family workers declined

107 thousand Qataris and 2.01 million non-Qataris were wage-earning workers. The majority of workers (99.6%) were wage-earning, and 99.96% of workers were interested in permanent jobs.

Self-employed workers did not exceed 1,098 workers accounting for 0.1% of the total economically active workers in non-agricultural activity.

The percentage of economically active workers in self-employment sector (7) amounted to 0.4% of total economically active workers; 3.1% of total Qataris and 0.2% of total non-Qataris. A decline in the annual growth rate of self-employed Qataris was noticed vis-à-vis the previous year 2019, at a decrease of 20.3%.

Statistics indicate a slight rise in the share of females in wage-earning jobs in the non-agricultural sector.

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(7) It includes those who are self-employed and employers who manage their work.
Average weakly working hours at 48 hours

The average working hours per week reached 48 hours, amounting to 48 and 47 hours for males and females, respectively.

The average working hours of workers in the “Elementary Occupations” amounted to 52 hours, representing one of the highest working hours in the professions, followed by the professions of “Plant & Machine Operators and Assemblers” and “Craft and Related Trades Workers” with an average of 51 working hours per week. The lowest average working hours were in the professions of "Legislators, Senior Officials, and Managers" and "Professionals" with an average of 41 hours per week.

The highest average working hours by economic activity were observed for workers in the “Household Activities” with 52 hours weekly, followed by “Construction” and "Administrative and Support Service” activities with 51 hours weekly on average. The lowest working hours at all were in the activities of “Public Administration, Defense, and Compulsory Social Security” with 38 working hours per week.

However, the highest average working hours by sectors were in the domestic sector with 52 hours weekly, whereas the lowest average was recorded in the "Public Administration" and "Non-profit" sectors, with 38 hours weekly.
Females’ average monthly wage is lower than that of males

The average monthly wage for the total wage-earning workers amounted to nearly QR 12 thousand, with QR 12 thousand for males, and QR 11 thousand for females in 2020. The gender equality index recorded 0.94.

At the level of occupations, the highest average monthly wages were observed in “Legislators, Senior Officials, and Managers” with an average of QR 44 thousand, followed by “Professionals” with QR 28 thousand. The lowest average wages were recorded in “elementary occupations” with an average of QR 3 thousand.

As for the economic activities, the highest average monthly wages were recorded in “Mining and Quarrying” with QR 32 thousand, followed by “Public Administration” with QR 29 thousand. The lowest average monthly wages were recorded in the “household activities” with QR 3 thousand.

At the level of sectors, the highest monthly wages were recorded in “Public Administration” with an average of QR 29 thousand, followed by the “Government Agency/Company” with QR 28 thousand. The “Domestic” sector recorded the lowest average monthly wages at QR 3 thousand.
Unemployment Rate of 0.1% in Qatar

The unemployment rate (15 years +) in Qatar reached 0.1% (nearly 3 thousand unemployed persons); 0.1% for males, and 0.5% for females. The total unemployment rate for Qatari was 0.4%; with 0.3% for Qatari males, and 0.8% for Qatari females. Additionally, the total unemployment rate for non-Qatari reached 0.1%; with 0.1% for non-Qatari males, and 0.5% for non-Qatari females.

The youth unemployment (15-24 years) amounted to 0.5%; with 0.2% and 1.7% for males and females, respectively.

Results indicate that 72% of unemployed Qatari applied for a job at the Labor Department, to employers and followed up with the office where they registered. Moreover, 32% of unemployed Qatari showed interest to work in the private sector.

As for causes of unemployment among Qatari according to job seekers, 61% of them believed that this is due to "lack of experience", "lack of suitable work" and "search for a better job".

Among the reasons why the unemployed are not looking for work was "taking action before last month and waiting the result", with 56% of the total unemployed.
The 2020 statistics point out that 57% of the unemployed were holders of university degree and above, whereas 22% were holders of secondary degree level, 10% holders of preparatory degree level, 5% holders of elementary degree level and 7% holders of diploma.

With regards to the period of unemployment of job seekers by months, it was found that majority of them (39%) were unemployed for a period of seven months to one year, and 38% were unemployed for less than 6 months, while 23% were unemployed for more than 12 months.

As for the training of the unemployed, the statistics indicate that 43% of the unemployed Qataris, who were high school graduates, have attended training courses, and 91% of them have attended training programs in English and computer. The statistics have listed the reasons why the unemployed high school graduate Qataris were unwilling to work in the private sector as follows: “low wage” by 50%, “working hours” by 33%, “social status” by 8% and “gender mix” by 8%.

It is noteworthy that 61% of the unemployed Qataris were not offered a job in the private sector, taking into account that 32% of them were willing to work in this sector.
Housewives represent 46% of economically inactive population

The number of economically inactive population of working age (15 years and above) was 291 thousand, of which males and females made up 81 thousand and 210 thousand, respectively. The proportion of the economically inactive population reached 12% of the total working age population in 2020.

As for the causes behind the inactivity of the economically inactive population, 87% of them were full-time students and full-time housewives. The Qatari who were full-time students and full-time housewives amounted to 75% of the total economically inactive Qatari.
Survey Objectives

1. Estimation of labor force size in the State of Qatar.
2. Distribution of labor force by different characteristics: age group, gender, educational level, marital status, employment status, economic activity, occupation, sector … etc.
3. Measurement of employment and unemployment levels in the State of Qatar.
5. Study of the relationship between the occupation and educational specialization.
6. Study of the population that falls outside the category of labor force by age group, gender, nationality, educational level, marital status, desire to work, reason for reluctance to work, and reason for leaving the previous work.
7. Establishment of an updated database, and provision of the entire data and information necessary for conducting studies.
Survey Description

1. Survey Scope

The targeted population of the labor force survey features all Qatari and non-Qatari households inside Qatar. This includes individuals living in normal and collective households. The latter are a group of persons with no ties of kinship, but they share living conditions in a residential unit, i.e. labor camps, boarding schools, nurses in hospitals…etc. The survey covers small collective households (less than 7 persons), and large collective households (7 persons or more). However, it does not cover short-stay accommodations such as hotels.

2. Reference Period

Data are collected monthly. The survey reference period is the week prior to the one when interviews are conducted.

3. Themes Covered by the Survey

The survey measures the labor force core statistics – economically active population, employment, unemployment, and the relevant demographic, social and economic variables which included sector, economic activity, occupation, educational level, etc. In addition to the key themes, the survey investigates income, working hours, work type, current and previous occupation, economic activity, employment status, stability at work, reasons for becoming jobless, secondary work (multiple occupations), duration and methods of job search, reasons for unemployment and not searching for a job, desire and readiness to work or receive training and other variables. Further, the survey tackles the methods used previously by the Qatari employees (less than 25 years of age) to obtain their current jobs, and the reasons why the unemployed Qataris are not seeking employment in the private sector.
Survey Implementation

The 2020 Labor Force Sample Survey estimates are based on a probability sample composed of 9,200 households and 60,024 individuals distributed as shown in the table below. Data are collected monthly and labor force key characteristics are published quarterly.

The sample design of the 2020 Labor Force Sample Survey is based on the probability sampling method. Sampling goes through two stages; the first one is to identify the preliminary sampling units, while the second one is to select a sample from the households within each unit of the identified preliminary sampling units. The selected unit is called “preliminary sampling unit”, whereas the unit selected in the second stage is called “secondary sampling unit”.

The sampling frame used in this survey is based on the Census of Population, Housing and Establishments of 2020. The country is divided into small geographic units called census blocks. They represent the enumeration areas used in the census. Such blocks are collected to establish the preliminary sampling units. In addition, separate sampling frames are set for Qatari and non-Qatari households, and small collective households (2-6 persons). The census list of the entire large collective households (7 persons and above) is used as a frame.

Sampling units are distributed on the basis of four aspects:

1- Qatari households
2- Non-Qatari households (non-collective)
3- Non-Qatari small collective households (2-6 persons)
4- Non-Qatari large collective households (7 persons and above).

Final sample of Qatari and non-Qatari households and individuals
in small and large collective households, 2020

<table>
<thead>
<tr>
<th>Statement</th>
<th>Lists</th>
<th>Sample</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Households</td>
<td>Individuals</td>
</tr>
<tr>
<td>Total</td>
<td>43,446</td>
<td>226,752</td>
</tr>
<tr>
<td>Qatari households</td>
<td>13,099</td>
<td>119,408</td>
</tr>
<tr>
<td>Non-Qatari households</td>
<td>23,795</td>
<td>84,356</td>
</tr>
<tr>
<td>Small collective households</td>
<td>6,552</td>
<td>22,988</td>
</tr>
<tr>
<td>Large collective households</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
For further details on:

- Survey implementation and methodology
- Sampling, field operations and weighting procedures
- Standard errors of survey estimates

Please visit our websites:

- Planning and Statistics Authority: www.psa.gov.qa

Published Tables

The online bulletin of the Labor Force Sample Survey 2020 is presented in 116 tables. It features the labor market key indicators. The main 26 tables are selected for this analytical report, and the rest of tables are available on www.psa.gov.qa.
Electronic publications and reports of the Labor Force Sample Survey

The Labor Force Sample Survey’s results are displayed as electronic publications and statistical reports on the characteristics and structure of labor force in terms of education, employment, economic activity, key occupations and their distribution by sectors.

The publications tackle the labor market’s key indicators, and the analysis deals with unemployment and the unemployed, their education, age groups, duration of job search, the steps they have done to seek employment and the reasons for unemployment from their perspective. The analytical report highlights the unemployed Qataris who hold below secondary education certificates and secondary education certificates, and their enrollment in training courses, and desire to work in the private sector.
Get your complete electronic version of the results of the Labor Force Sample Survey 2020

The complete version contains the frame, sample, field operations and methodology of weight preparation and standard errors of the survey estimates. All previous versions are available on PSA Website: www.psa.gov.qa