



KEY FINDINGS REPORT ON THE LABOUR MARKET INDICATORS

NATIONAL INTEGRATED HOUSEHOLD SURVEY
LABOUR FORCE MODULE KEY FINDINGS 2024/25



SEPTEMBER, 2026

ADDIS ABABA



ESS Mission

By proving and implementing an integrated statistical system, in a manner that follows transparency and professional ethics, using standard methodology and modern technology; generating, analyzing and disseminating reliable official statistical data to data users in a timely and appropriate manner.

Vision

To be a globally competitive and credible center of excellence for official statistics.

Values

Our institution values transparency, reliability, accountability, participation, confidentiality, coordination, professional ethics and independence, collaboration and partnership, accessibility, humility, and teamwork to foster trust, integrity, and collective success in all we do.

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Foreword

The Ethiopian Statistical Service (ESS) takes great pride in introducing this vital statistical report on the National Integrated Household Survey of the Labour Force Statistics Module. This volume marks a significant milestone in our continuous effort to modernize national data infrastructure. Historical records and foundational frameworks remain available through the centralized ESS digital repository. The report reflects the shared vision and financial backing of our global development partners. We highly value the collaborative spirit of independent technical experts and institutional stakeholders. Their dedication ensures that this publication meets international standards of excellence and utility.

Note: Users and policymakers should specifically note that this framework strictly applies the international standards set by the 13th International Conference of Labour Statisticians (ICLS) Resolution. This standard establishes a clear, rigorous demarcation between "Productive Work" (activities included in labor force measurements, such as paid employment, self-employment, and subsistence production) and "Non-Productive Work" (activities excluded from traditional labor force metrics, such as unpaid domestic chores, care work, and personal activities). Aligning national statistics with this structural breakdown ensures precision, transparency, and global comparability in tracking Ethiopia's economic activity and labor market dynamics.

I must express our profound gratitude to the Government of Ethiopia for its unwavering financial backing of this survey, as well as to our regional governments and development partners for their indispensable cooperation. Bringing a nationwide, yearlong survey to reality requires an immense collective effort. I extend my deepest appreciation to our dedicated head office staff, statistical branch offices, desk heads, statisticians, and field enumerators who worked tirelessly through every challenge. Above all, we thank the respondents or households across the nation who opened their doors and shared the real truth with us; without your trust and participation, this data would not exist.

Ethiopian Statistical Service
Approval Date: 3 September, 2026
Baker Shale (PhD)

Director General
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ACRONYMS AND ABBREVIATIONS

ESS	Ethiopian Statistical Service
EAs	Enumeration Areas
EPR	Employment to Population Ratio
HHs	Households
IDP	Internally Displaced People
ILO	International Labour Organization
ICLS	International Conference of Labour Statistician
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
LMS	Labour Migration Survey
NGO	Non-Governmental Organization
NIHS	National Integrated Household Survey
LFPR	Labour Force Participation Rate
PSU	Primary Sampling Unit
SDG	Sustainable Development Goal
SNA	System of National Accounts
SSUs	Secondary Sampling Units

1. INTRODUCTION

The 2030 Agenda for Sustainable Development champions the pursuit of sustained, inclusive economic growth, underpinned by the goal of full, productive employment and decent work for all. However, persistent imbalances between labour supply and demand continue to drive rising unemployment on a global scale (United Nations, 2015). This challenge is further exacerbated by increasing migratory movements, as individuals' cross borders in search of better employment, education, and livelihood opportunities.

As a developing nation with a rapidly expanding population and a dynamic, emerging economy, Ethiopia faces the imperative of managing and utilizing its workforce with both efficiency and equity. Addressing this requires consistent monitoring of the economy's capacity to absorb labour, which serves as the bedrock for formulating evidence-based employment policies. Employment and unemployment rates act as critical barometers of national economic health, offering essential insights into the size, distribution, and utilization of Ethiopia's human capital.

To address these evolving labor market dynamics that the Ethiopian Statistical Service (ESS) conducted the first ever National Integrated Household Survey (NIHS) from 25 September 2024 to 24 August 2025. This landmark initiative establishes a comprehensive foundation for measuring and analyzing the complexities of the Ethiopian labour market.

1.1. Strategic Objectives and Impact

To maximize the value of the 2024/25 NIHS, the following strategic focus areas were prioritized:

Evidence Based Policy Formulation: Moving beyond descriptive statistics, the NIHS data provides the granular evidence necessary for policymakers to design targeted interventions that address specific structural gaps in the labour market.

Human Capital Profiling: By tracking employment status, demographic attributes, and sector specific distributions across the labour force, the survey establishes an empirical framework to monitor labour market absorption capacity and guide human resource development strategies.

Integrated Economic Planning: By integrating Labour Force, Migration, Tourism, Welfare, and Expenditure metrics, the NIHS offers a holistic view of the economy. This allows for cross sectoral strategic planning that recognizes the interdependence of social welfare and economic productivity.

Strengthening Monitoring and Evaluation: The survey creates a robust baseline for tracking progress toward national development goals and international commitments, such as the Sustainable Development Goals (SDGs), ensuring accountability and transparency in economic management.

DEFINITION OF TERMS AND CONCEPTS

Working Age Population

This refers to the segment of the population above a specific minimum age, defined for statistical purposes. It serves as the total pool from which the labor force is derived and is categorized based on an individual's relationship to the labor market. In Ethiopia, labour force statistics are commonly compiled for persons aged **10 years and above**.

Labour Force

Labour force is defined as the sum of working age persons who are either employed or unemployed during a specified reference period (ILO, Glossary).

Economically active persons: Comprise employed and unemployed persons.

Employed: Persons who, during the reference period, performed any work for pay (in cash or in kind) or profit or family gain. This includes both paid employees and the self employed. It also includes those who have a job but were temporarily absent (e.g., due to illness or vacation).

Unemployed: Persons who are **without work**, are **currently available** for work, and have taken **specific steps to seek** work (e.g., registering at an employment agency, applying to employers).

Labour Force Participation Rate: The proportion of the working age population that is economically active and engaged in the labour market (i.e., either employed or unemployed). It measures the relative size of the labour supply.

Employment: Persons in employment are defined as all those of working age 10 years and above who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise employed persons “at work”, i.e., who worked in a job for at least one hour; and 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.) (ILO, Glossary).

Employment to Population Ratio: The percentage of total employed persons to the total working age population. This is a broad measure of an economy's ability to create jobs.

Persons outside the Labour Force (Inactivity)

Persons are classified as outside the labour force (economically inactive) if they are neither employed nor unemployed during the reference period. These individuals are not engaged in productive economic activities and are not available for work. This category includes full time

students who are not working and not seeking work, homemakers, retirees or pensioners, persons unable to work due to illness or disability, and others who are not seeking employment because of family responsibilities or other personal reasons.

Average Monthly Earnings

Earnings for paid employees: The average remuneration received by employees during a month, Gross remuneration, including: wages and salaries, bonuses, commissions, overtime, allowances tips, payments in kind where applicable and other benefits obtained from the main job only.

Unemployment

Unemployment: All those of working age persons who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity, (ILO Glossary).

Unemployment Rate: The percentage of the labour force that is unemployed. It is a key indicator of labour underutilization and economic performance.

Long term Unemployment: Refers to persons who have been unemployed for 12 months or more. This is a key indicator of potential skills erosion and social exclusion.

Youth

Youth: Persons aged 15 35 years.

Reduced youth unemployment: The ratio of the number of unemployed youths to the total youth population.

Employment by Sector

Employment classified according to major economic activity: agriculture, industry and services

Occupation

The type of work performed by a person, classified according to the International Standard Classification of Occupations. For examples: managers, professionals, technicians, clerical support workers, skilled agricultural workers, craft workers among others.

2. SURVEY METHODOLOGY AND IMPLEMENTATION

2.1 Survey Methodology

The 2024/25 National Integrated Household Survey (NIHS) Labour Force Module was designed to provide comprehensive national coverage, spanning all sedentary and pastoralist regions of Ethiopia. The survey focused exclusively on private households within both urban and rural settings.

Exclusions and Scope: Institutional households fall outside the target coverage of this survey. The survey does not include institutional or nomadic populations. Specifically, individuals residing in collective living quarters such as university dormitories, hotels, hostels, IDP camps, elderly/childcare facilities, prisons, and monasteries are excluded. The homeless population also falls outside the scope of this assessment.

Sampling Design: To ensure high quality, representative data, the survey utilized a stratified two stage cluster sampling design:

First Stage: Enumeration Areas (EAs) were selected as Primary Sampling Units (PSUs).

Second Stage: Households (HHs) were selected as Secondary Sampling Units (SSUs).

Strategic stratification was implemented across regional states and urban/rural classifications to guarantee that the sample remains representative of key demographic and geographic domains.

Objectives: The primary goal of the NIHS Labour Force Module is to generate reliable, high precision estimates of essential labour market indicators including employment and unemployment rates at both the national and regional levels. This rigorous design ensures that the resulting data serves as a robust evidence base for monitoring labour market dynamics and informing national policy. Survey coverage and response rate metrics are detailed in Table 1.

Table 1 Survey Coverage and Response Rate, Country, NIHS: 2024/25

Variables	Planned	Covered	Coverage/Response rate %
Enumeration areas			
Labour force	2,880	2,833	98.4
Households			
Labour force	51,840	50,696	97.9

2.2 Questionnaire Design and Content

The **National Integrated Household Survey (NIHS) 2024/25 Labour Force Module** was designed to collect comprehensive information on the labour market characteristics of the population. The module covered key areas including labour force participation, employment, unemployment, time use and hours worked, employment characteristics, status in employment, informal employment, and other relevant labour market indicators in accordance with internationally recommended concepts and definitions.

The Labour Force Module was integrated into the NIHS household questionnaire and administered to eligible household members aged 10 years and above. The questionnaire was designed to capture information necessary for measuring the size and characteristics of the labour force and for producing nationally and sub nationally representative labour market statistics.

The questionnaire was developed and adapted to reflect the Ethiopian labour market context and the questionnaires were translated into six languages: Af Soomaali, Afan Oromo, Amharic, Qafar Af, Sidaamu Afoo, and Tigrigna. The team incorporated appropriate instructions, definitions, classifications, and coding structures to ensure consistent interpretation and reporting of labour market information during data collection.

2.3 Training of Field Staff

The training programme for the **NIHS 2024/25 Labour Force Module** was organized to ensure that all field personnel had a common understanding of the concepts, definitions, questionnaire items, interviewing techniques, and procedures required for collecting high quality labour force data.

Training was conducted through a structured cascade approach involving senior technical staff, coordinators, supervisors, and enumerators. The training emphasized the concepts and operational definitions of employment, unemployment, labour force participation, own use production, status in employment, informal employment, and other key labour market indicators.

The training was supported by detailed manuals, questionnaire instructions, classification and coding materials, and practical exercises. Classroom sessions were complemented by discussions, mock interviews, practical exercises, and field practice. These activities were intended both to strengthen the participants' understanding of labour force concepts and to identify potential difficulties that could arise during actual fieldwork.

Particular attention was given to the correct application of screening questions and the identification of different forms of work, including work for pay or profit, own use production of goods, unpaid family work, and other activities relevant to the measurement of labour force statistics. The training program of the survey was designed to be provided at two stages. The first stage of training of trainees (TOT) and the main training.

2.4 Organization and Implementation of Fieldwork

The NIHS 2024/25 Labour Force Module was implemented as an integral component of the National Integrated Household Survey. The fieldwork was organized through the **Ethiopian**

Statistical Service (ESS) branch office structure, with field personnel assigned to selected enumeration areas and sampled households.

Enumerators were responsible for conducting household interviews using electronic data collection devices containing the structured NIHS questionnaire and relevant instructions. Supervisors provided close and regular supervision, including review of completed interviews, spot checks, re-interviews where necessary, and resolution of field level problems.

Throughout the fieldwork, technical experts, statisticians, supervisors, and coordinators monitored the implementation of the Labour Force Module to ensure that the prescribed concepts, definitions, skip patterns, and interviewing procedures were correctly applied.

Special attention was given to ensuring that respondents were properly identified and that all eligible household members were covered. Where language or communication difficulties occurred, appropriate assistance was provided to facilitate accurate interviewing.

2.5 Data Processing, Editing and Quality Control

Data processing for the NIHS 2024/25 Labour Force Module involved a series of systematic procedures, including data transmission, editing, validation, coding, consistency checking, and cleaning.

During fieldwork, built in checks and validation procedures in the electronic questionnaire helped identify errors and inconsistencies at the point of data collection. Supervisors also reviewed submitted questionnaires and followed up on identified problems where necessary.

At the ESS head office, the submitted data underwent further **computer assisted editing, coding, validation, and consistency checking**. Automated edit specifications and logical checks were applied to identify missing, inconsistent, or implausible responses. We conducted additional internal consistency checks using frequencies, cross tabulations, and other tabulation results.

The processed data were subsequently reviewed by subject matter experts and programmers to ensure that the final dataset met the required standards of completeness, consistency, and quality. The data processing activities were undertaken using appropriate statistical and data processing systems, in collaboration with the Labour Statistics technical team.

3. LABOUR FORCE OVERVIEW

Labour force statistics are pivotal to manpower planning, human resource development, and sustainable economic growth. The labour force surveys are conducted in various countries to gauge their labour force, composition of labour force, and surplus labour force etc. These statistics are basic need for policy formulation regarding labour issues, capacity building, employment, future projections and comparison with the past.

As a developing nation with a rapidly expanding population, Ethiopia faces the imperative of managing and utilizing its workforce with strategic foresight. Continuously monitoring the economy's capacity to absorb and integrate new entrants into the labour market is critical for shaping evidence-based employment policies.

Employment and unemployment rates serve as cornerstone indicators for evaluating overall economic health, offering deep insights into the size, structure, distribution, and utilization of the nation's human capital. To generate these vital metrics, the Ethiopian Statistical Service (ESS) conducted its inaugural Labour Force Module under the 2024/25 National Integrated Household Survey (NIHS).

The landmark 2024/25 National Integrated Household Survey (NIHS) Labour Force Module was designed as a vital instrument for generating comprehensive and reliable statistics on employment, unemployment, labour force participation, informal employment, and other key labour market dimensions. By providing detailed information on the country's active and potential labour force, the module enables a rigorous assessment of employment outcomes and labour market dynamics. The analysis of NIHS Labour Force Module data provides policymakers with a robust empirical foundation for diagnosing the current state of the labour market, identifying structural challenges, anticipating emerging trends, designing targeted interventions for sustainable job creation, and formulating evidence-based policies for employment, economic growth, national development, and effective planning.

3.1 Key Labour Force Estimates: Population Participation, and Economic Activity Status

The 2024/25 NIHS Labour Force Module delivers comprehensive demographic and employment estimates for the country, putting the total population at an estimated 111.0 million (with a 95% confidence interval of 106.8 to 141.1 million). Consistent with national statistical standards in Ethiopia, the survey defines the working age population as individuals aged 10 years and above.

This group numbers 80.1 million representing 72.1% of the total population and forms the foundational universe for all national labour force analyses. Within this population, the national sex ratio stands evenly at 100 males per 100 females, though this masks notable geographic variation between urban (90.5) and rural (103.3) settings.

Labour Force Participation Rate (LFPR) refers to the proportion of the working age population that is either employed or actively seeking and available for employment. In economic terms, it is the most critical indicator of the extent to

which a population is engaged in the official labour market. It measures the supply of labour available for the production of goods and services.

Regarding the population aged ten years and above:

- The economically active population (labour force) during the reference week reached 54.3 million persons.
- This equates to a Labour Force Participation Rate (LFPR) of 67.8%.
- Consequently, approximately 68 out of every 100 persons were either actively engaged in, or available for, the production of goods and services.

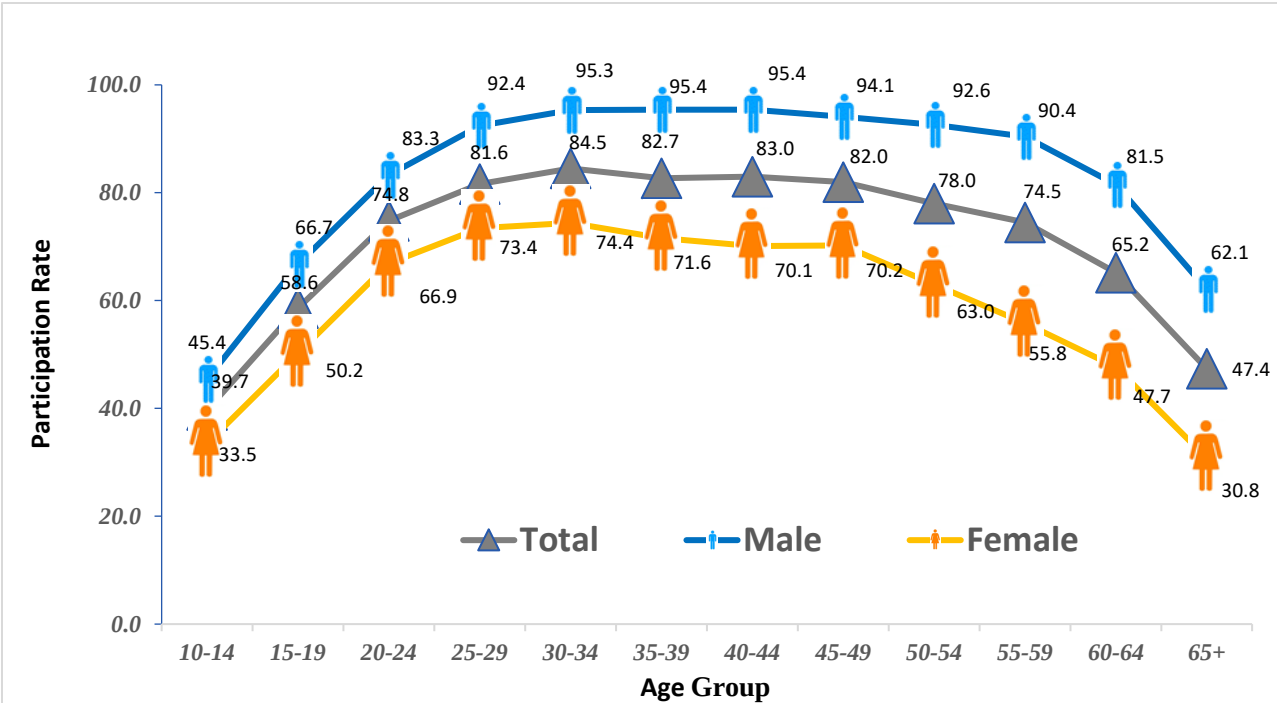
Here is the continuation of the analysis regarding the economically inactive population and regional participation trends:

- The economically inactive population consisted of 25.8 million persons, representing 32.2% of the relevant population.
- This category comprises individuals not engaged in economic activity due to reasons such as full time study/ education, homemaking, retirement/old age or illness.
- A notable gender disparity exists within this economically inactive group, with females accounting for 65.3% compared to 34.7% for males.

The national Labour Force Participation Rate (LFPR) of 67.8% recorded in 2024/25 represents a significant increase when compared to historical figures, which stood at 64.7% in February 2021 (see Annex Table 1). Regional performance varied, with Amhara, South West Ethiopia and South Ethiopia

reporting LFPRs that exceeded the national average. Conversely, the Gambella (52.8%) and Dire Dawa (56.5%) regions recorded the lowest participation rates, falling significantly below the national figure. Comprehensive data regarding these metrics are detailed in Annex Summary Tables

Figure 1 Labour Force Participation Rate, Country, NIHS: 2024/25



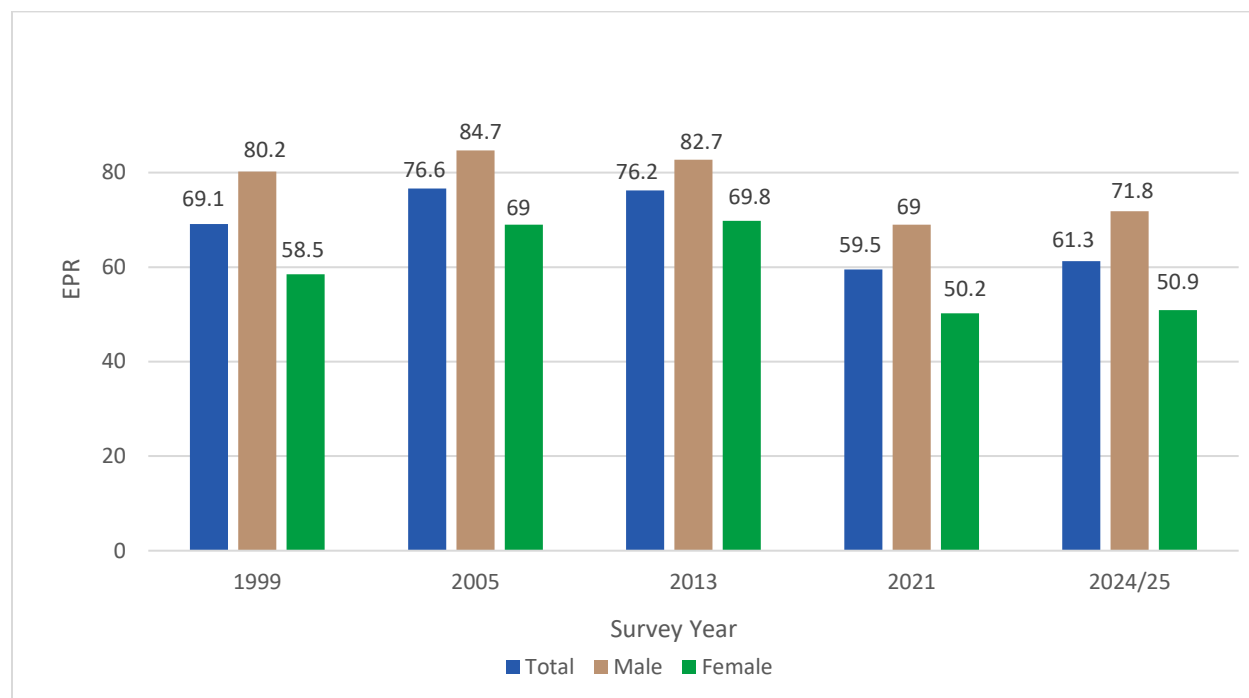
3.2 Employment to Population Ratio

The Employment to Population Ratio (EPR) is a key labour market indicator defined by the International Labour Organization (ILO) as the proportion of a country's working age population that is employed. It serves as a measure of an economy's ability to generate employment and is often used alongside unemployment rates to provide a more complete picture of labour market health.

At national level, the percentage share of the employed population aged ten years and above is 61.3 in 2024/25, while the 2021 not

including the result of Tigray Region was 59.5. With a national employment to population ratio of 61.3%, regional figures reveal a varied landscape of labour market engagement. While South West Ethiopia (73.5%) and Amhara (70.3%) report the highest ratios, significantly exceeding the national average, Dire Dawa (48.3%) and Gambella (49.4%) exhibit the lowest. Consequently, most regions fall within the 50% to 65% range, reflecting significant regional disparities (see Summary Table 1A C, Annex).

Figure 2 Employment to Population Ratio by Sex during the Five Labor Force Survey Periods



3.3 Employment by Major Occupation

Occupation is defined as a set of jobs whose main tasks and duties share a high degree of similarity. The current standard, ISCO 08, provides a unified framework for classifying jobs by the type of work performed. According to the 2024/25 NIHS, the majority of employed persons (63.3 percent) work as skilled agricultural and fishery workers, while elementary occupations rank second at 18.5 percent. Managers account for the smallest share, at just 0.4 percent.

Over the past decades, the country has seen a marked shift toward agriculture as the dominant occupation growing from 38 percent to 63.3 percent of total employment while elementary occupations declined from 42 percent to 18.5 percent. Concurrently, employment in services, professional, and technical roles has grown, albeit from a very small base. Persistent gender segregation remains evident, with women disproportionately concentrated in lower skill service and elementary occupations (see Summary Table 2, Annex).

3.4 Employment by Major Industrial Divisions

Employment by Major Industrial Divisions classifies employed persons based on the economic activity of their establishment, typically aligned with the International Standard Industrial Classification of All Economic Activities (ISIC Rev. 4). This At the national level, the agricultural sector is the primary source of employment, accounting for approximately 69.4 percent of employed persons in 2024/25, followed by the service sector at 23.9 percent and the

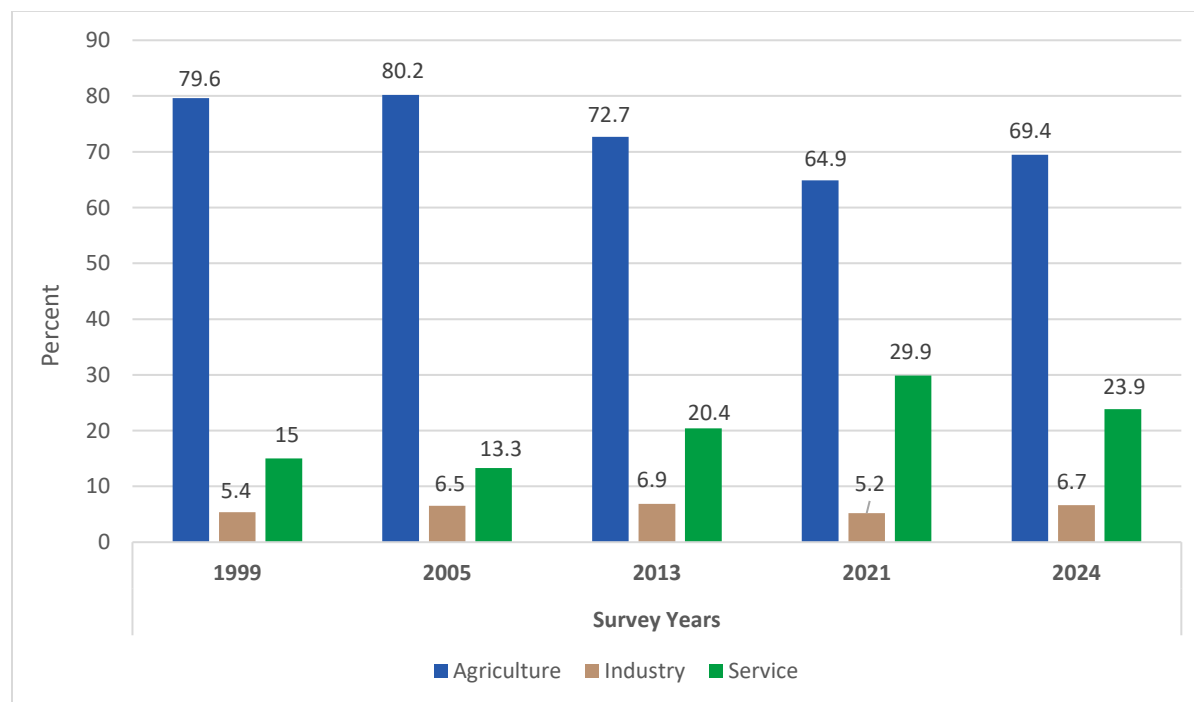
Classification allows for the monitoring of how sectors such as agriculture, manufacturing, construction, and services contribute to labour absorption within an economy.

Industrial sector at 6.7 percent. Agriculture continues to play a predominant role in absorbing the rural workforce (81.7 percent), whereas the service sector is more prevalent in urban areas (61.7 percent).

A periodic analysis of sector level employment reveals a notable evolution in the Ethiopian labour market. Employment share in agriculture which previously declined from 79.6% in 1999 to 64.9% in 2021 shows a recent rebound to 69.4% in the latest NIHS data. Concurrently, the industrial sector has

experienced modest growth, expanding its share from 5.2% in 2021 to 6.7% in 2024.25. Meanwhile, the service sector, which grew significantly from 15.0% in 1999 to 29.9% in 2021, maintains a stable employment share of 23.9% under the current 2024/25 findings (see Figure 1.3).

Figure 3 : Percentage Share of Employed Persons by Major Economics Sectors, Ethiopia



3.5 Status in Employment

Status in employment classifies an economically active individual based on their position in the labour market and the nature of their relationship with the job they hold.

Status in employment classifies the employed into categories such as wage and salaried workers, own account workers, and contributing family workers among others. During the 2024/25 survey period, the workforce distribution was as follows:

- **Self employed:** 62.5% of employed persons.
- **Employees:** 22.9%, including paid apprentices and interns.
- **Unpaid family workers:** 13.6%.
- **Other categories:** The remaining proportion consisted of members of cooperatives, members of small and micro enterprises, volunteers, unpaid trainees, and other classifications (*see Summary Table 2, Annex*).

3.6 Institutional Sector

Institutional sectors, a framework derived from the System of National Accounts (SNA) and utilized by the International Labour Organization (ILO), categorize economic agents such as individuals, households, and legal entities based on their shared economic behaviors and characteristics. An institutional unit is defined as an economic entity capable

of independently owning assets, incurring liabilities, and conducting transactions. By identifying these sectors, policy analysts are better equipped to calculate productivity, examine the structure of work, and differentiate between formal and informal economic units

In Ethiopia, the distribution of employment across these sectors demonstrates that private organizations represent the overwhelming majority of national employment, accounting for an 85.9% share. Government related sectors account for a 6.7% share of total employment, while the NGO and international organizations sector comprises a

5.1% share of the employed population. The remaining sectors account for small portions of the total, including households (1.2%), others (0.5%), small and microenterprises (0.4%), and cooperatives (0.3%) (*see Summary Table 2, Annex*).

3.7 Mean Earnings per Month

Paid employment jobs are defined by explicit (written or oral) or implicit contracts that provide workers with basic remuneration. While typically paid through wages and

salaries, employees may also receive remuneration via sales commissions, piece rates, bonuses, or in kind payments such as food, clothing, or housing.

Wages and compensation include data on average hourly earnings, which is used to

In alignment with International Labour Organization (ILO) standards, earnings for paid employees refer to gross remuneration in

- Remuneration for work performed.
- Remuneration for time not worked, including annual vacation, holidays, or other paid leave.

Conversely, these earnings specifically exclude Daily Subsistence Allowances (DSA), employer contributions to social

Within this survey, earnings for paid employees reflect gross remuneration, incorporating bonuses, overtime, allowances, and other benefits derived specifically from their main job. According to the NIHS, the

3.8 Wage Gap

The wage gap refers to the difference in average earnings between groups of workers, most commonly between men and women, expressed as a percentage of men's average earnings. It is a fundamental labour market indicator used to assess the extent of pay inequality and to evaluate whether workers receive equitable compensation for work of equal value. Wage differentials may arise from variations in occupation, educational attainment, work experience, hours worked, sector of employment, productivity, and labour market segmentation, while persistent gaps may also reflect structural barriers and discriminatory practices.

The NIHS findings reveal a substantial gender disparity in monthly earnings, with female paid employees earning considerably

analyze income levels and wage gaps, such as the gender pay gap.

cash or in kind, paid at regular intervals for time worked or work done. This includes:

- Various regular payments, such as basic pay, cost of living allowances, and allowances for non-standard or dangerous work.

security and pension schemes, benefits from those schemes, and severance or termination pay.

national mean monthly payment for a paid employee is Birr 6,704. Across national, urban, and rural locations, males earn a higher monthly payment (Birr 7,534) compared to females (Birr 5,473).

less than their male counterparts. Based on the national mean monthly earnings of Birr 7,534 for males and Birr 5,473 for females, the estimated gender wage gap is approximately 27.4 percent, indicating that female employees earn, on average, about three quarters of male earnings. Such disparities have important implications for income distribution, household welfare, poverty reduction, and inclusive economic growth. Monitoring wage gaps is therefore essential for evidence-based policymaking aimed at promoting equal pay, reducing occupational segregation, strengthening women's economic empowerment, and ensuring more equitable and efficient labour market outcomes.

Figure 4a Mean Amount of Earnings for Paid Employees, Eth. Birr, Country Total, 2024/25

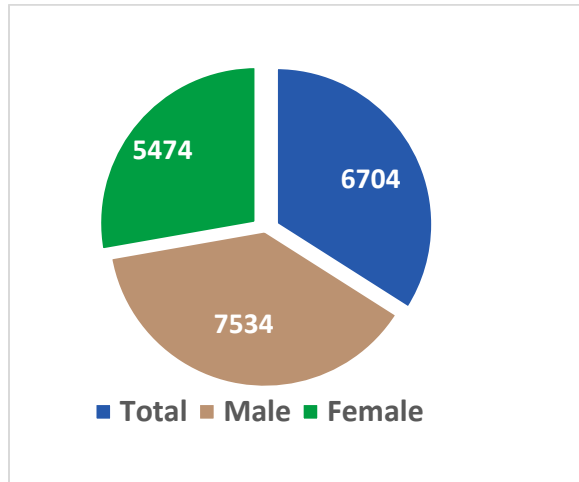
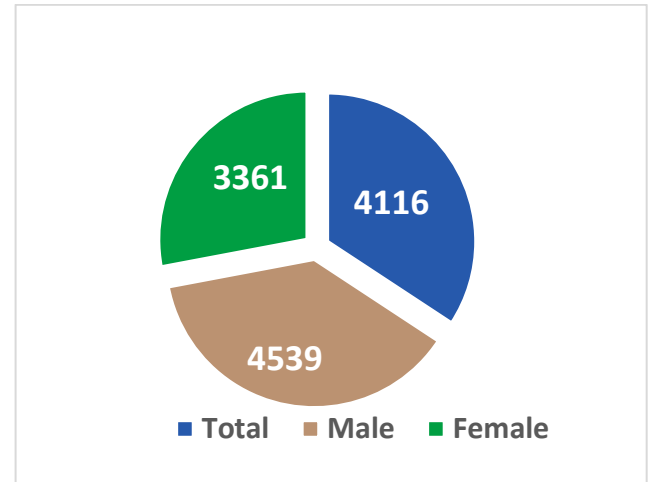


Figure 4b Mean Amount of Earnings for Paid Employees, Eth. Birr, Country Total, 2024/25



3.9 Hours of Work

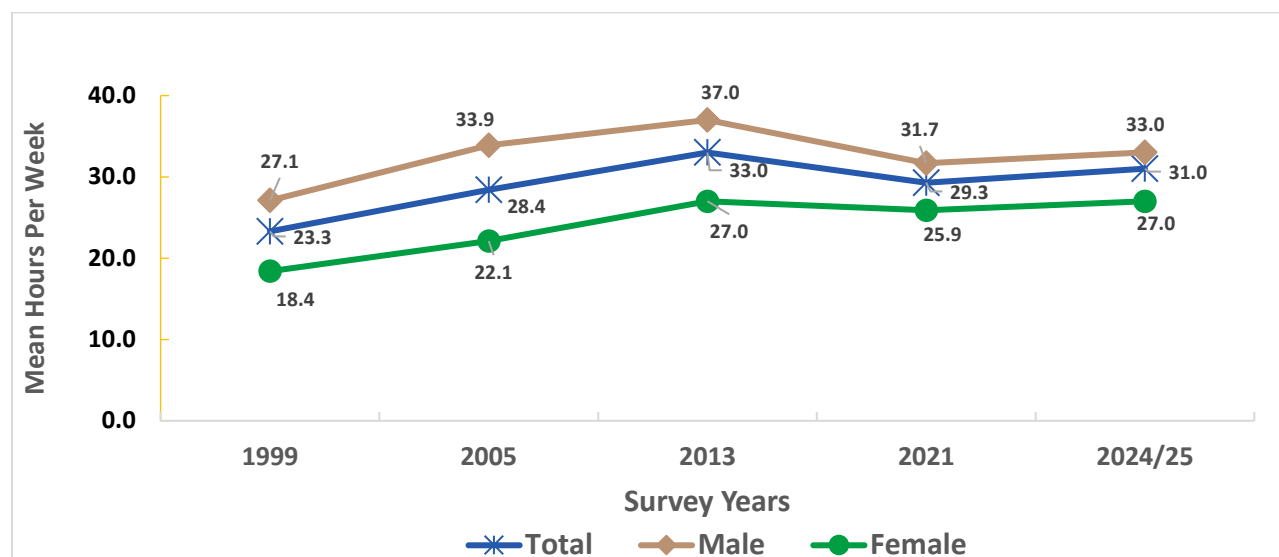
According to International Labour Organization (ILO) standards, "hours of work" refers to the time persons in employment perform activities to produce goods or provide services during a specified short reference period.

Hours of work tracks the number of hours worked, helping to identify issues like

excessive working hours or time related underemployment.

The national mean for actual hours of work per week in Ethiopia is 31.0 hours. This indicator varies significantly by area of residence, with urban workers averaging 37.2 hours per week compared to 29.3 hours per week for those in rural areas.

Figure 5 Mean Hours of Work per week, Country Total, 2021 and 2024/25



3.10 Sector of Economy

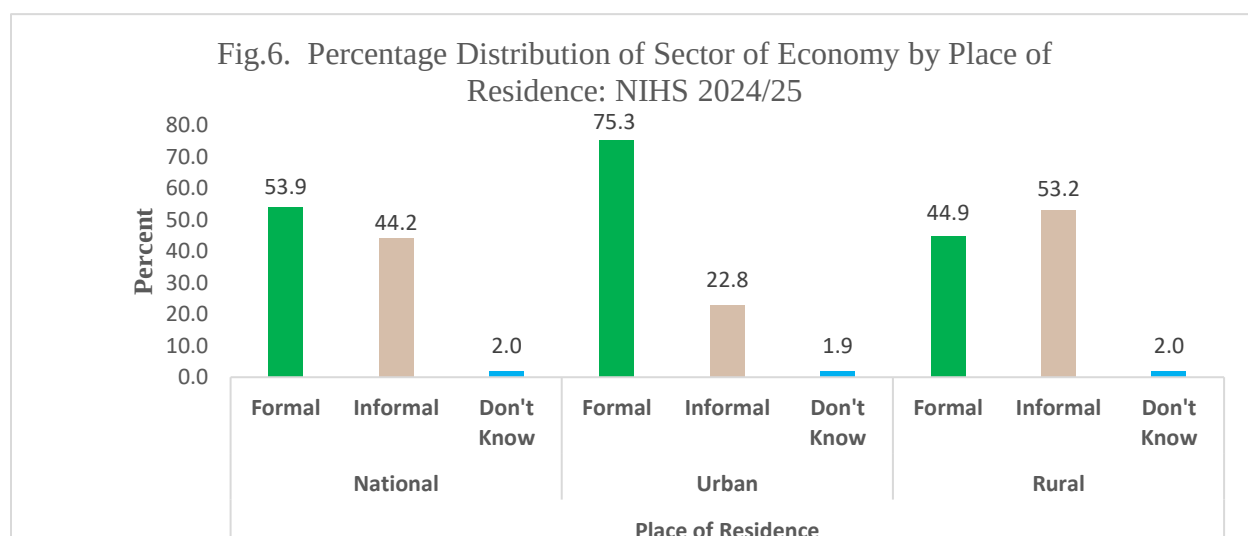
The definition of the formal economy relies on the following criteria:

- **Market Production:** The economic unit must be engaged in the production of goods or services for the market.
- **Regulatory Compliance:** In addition to market production, the unit must fulfill at least one of the following two conditions:
 - ✓ Possess a legal license.
 - ✓ Maintain a book of accounts.
- **Informal Sector Classification:** If neither of the above regulatory conditions is fulfilled, the establishment is considered part of the informal sector.
- **Exemptions:** As per the 15th ICLS (ILO 1993), subsistence farming and private household work are explicitly

excluded from this formal/informal analysis.

The distribution of employment between formal and informal sectors in Ethiopia is as follows:

- **National Level:** 53.9% of employment is classified as formal, and 44.2% is informal.
- **Urban Areas:** The formal sector accounts for a significantly higher share at 75.3%, compared to 22.8% for the informal sector.
- **Rural Areas:** Employment is predominantly informal, with 53.2% of the population in the informal sector and 44.9% in the formal sector.



3.11 Population outside the labour force and reasons for inactivity

The population outside the labour force, also known as the inactive population, comprises working age individuals who are neither employed nor unemployed because they are not actively seeking or available for work during the reference period. The inactivity rate measures the proportion of the working age population that falls into this category, and together with the labour force participation rate, it equals 100 per cent. People remain outside the labour force for a variety of reasons, including attending school or training, caring for children or other family

members, retirement, illness or disability, discouragement from seeking work due to perceived lack of opportunities, or personal choice not to work. Understanding inactivity is essential for labour market analysis, as it helps identify untapped labour potential and the barriers preventing participation, thereby informing policies aimed at increasing employment opportunities, improving skills development, expanding childcare and social protection services, and promoting inclusive economic growth.

Table 2 Percentage Distribution of Population Not in the Labour Force (Reasons for Inactivity)
Country: NIHS 2024/25 and LMS 2021

Reason for Being Active	Place of Residence						Sex	
	National		Urban		Rural		National_ NIHS	
	NIHS	LMS	NIHS	LMS	NIHS	LMS	Male	Female
<i>Home make</i>	30.0	19.2	25.0	13.7	32.0	21.0	5.1	43.3
<i>In Study</i>	40.6	4.5	50.3	4.8	36.7	4.5	56.2	32.3
<i>Maternity</i>	2.6	54.1	3.5	63.6	2.2	51.0	0.2	3.9
<i>Injury, illness</i>	6.4	4.1	5.0	1.1	7.0	1.3	9.5	4.8
<i>Disability</i>	1.0	1.2	0.9	3.9	1.1	4.2	1.7	0.7
<i>Too Young</i>	8.4	6.4	4.6	2.7	9.9	7.6	13.3	5.8
<i>Too Old</i>	8.6	8.6	7.6	7.6	9.0	8.9	8.9	8.4
<i>Pensioned</i>	0.7	0.4	1.5	1.3	0.4	0.1	1.1	0.5
<i>Remittance</i>	1.0	0.4	1.1	0.4	1.0	0.4	2.4	0.2
<i>Covid 19</i>		0.1		0.2		0.0		
<i>Others</i>	0.7	1.0	0.6	0.8	0.8	1.0	1.7	0.2

4 Unemployment in Ethiopia

According to the 13th International Conference of Labour Statisticians (13th ICLS), unemployment is generally measured using three criteria: (i) being without work, (ii) being currently available for work, and (iii) actively seeking work during a specified reference period.

However, the application of this definition varies according to labour market conditions. In developed countries, where labour markets are well organized and employment opportunities are more readily available, the standard definition of unemployment is applied. Under this definition, unemployed persons are those who are without work, available for work, and have taken active steps to seek employment during the reference period.

In developing countries such as Ethiopia, labour markets are often characterized by limited labour market information systems, inadequate labour absorption, and a high prevalence of self-employment. In such contexts, the strict application of the job search criterion may underestimate the true extent of unemployment. To address these realities, the 13th ICLS recommended the use of relaxed definitions of unemployment.

Two forms of relaxation are commonly recognized:

1. **Partially relaxed unemployment**, which includes persons who satisfy the standard definition as well as those who are available for work and have future employment arrangements or are temporarily laid off.

2. **Completely relaxed unemployment**, which is based only on the criteria of being without work and available for work, regardless of whether active job search has been undertaken.

The completely relaxed definition is considered particularly appropriate for many developing countries because it captures individuals who are willing and available to work but are not actively seeking employment due to limited job opportunities or other labour market constraints.

and available for work, irrespective of whether they are actively seeking employment. This group includes discouraged job seekers—persons who desire employment and are available to work but have ceased active job search because they believe that no suitable jobs are available.

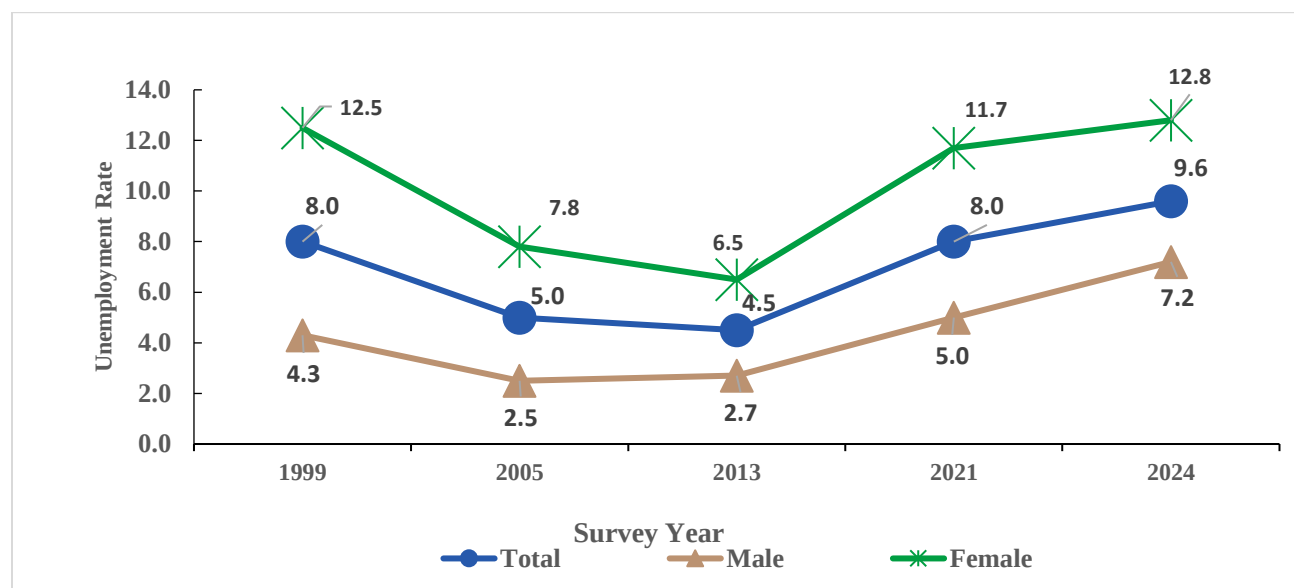
In Ethiopia, the relaxed definition of unemployment has often been considered more suitable for reflecting labour market realities. Under this definition, unemployed persons include all individuals who are without work

4.1 Unemployment at National Level

According to the survey results, there are 5,238,234 unemployed persons in the country, representing an unemployment rate of 9.6 percent. This indicates that 10 out of every 100 economically active persons aged ten years and older are unemployed, reflecting an overall increase in

unemployment compared to previous estimates. Furthermore, unemployment differentials by sex reveal that the female unemployment rate, at 12.8 percent, is higher than the male unemployment rate of 7.2 percent at the national level.

Figure 7 Trends of Unemployment Rate by Sex, During the Five National Labour Force Survey Periods Country Total



4.1.1 Unemployment in Urban vs Rural Areas

Urban unemployment remained significantly higher than rural unemployment throughout the survey periods, although it declined from 1999 to 2024/25. In contrast, rural unemployment decreased until 2013 but increased in subsequent years. In both urban and rural areas, females consistently experienced higher unemployment rates than males, highlighting persistent gender

disparities in the labour market. Despite overall improvements in urban employment conditions, unemployment among women remains a major challenge, while the recent rise in rural unemployment suggests growing labour market pressures in rural area.

Figure 6a Urban Unemployment Rate, Country Urban, 2024/25

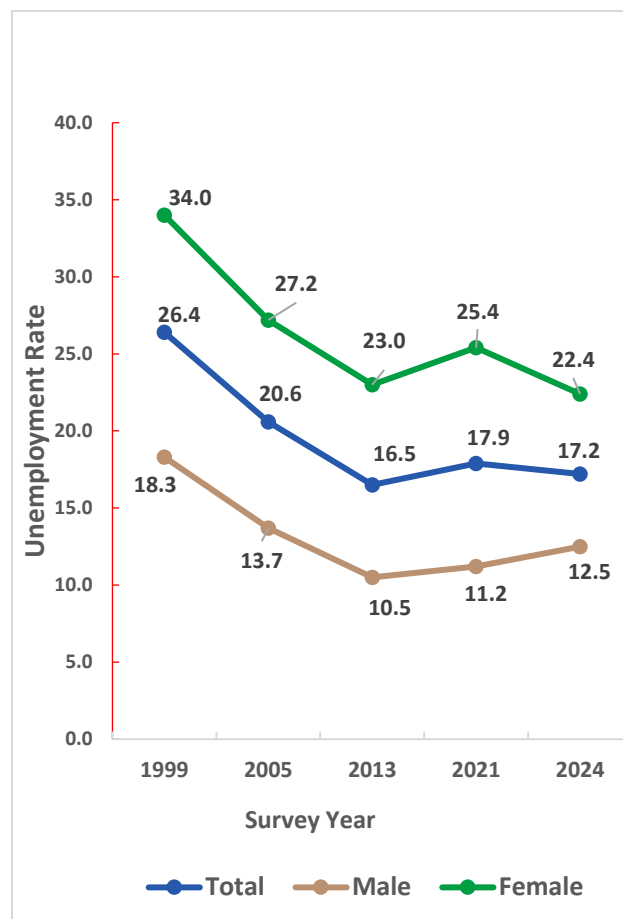
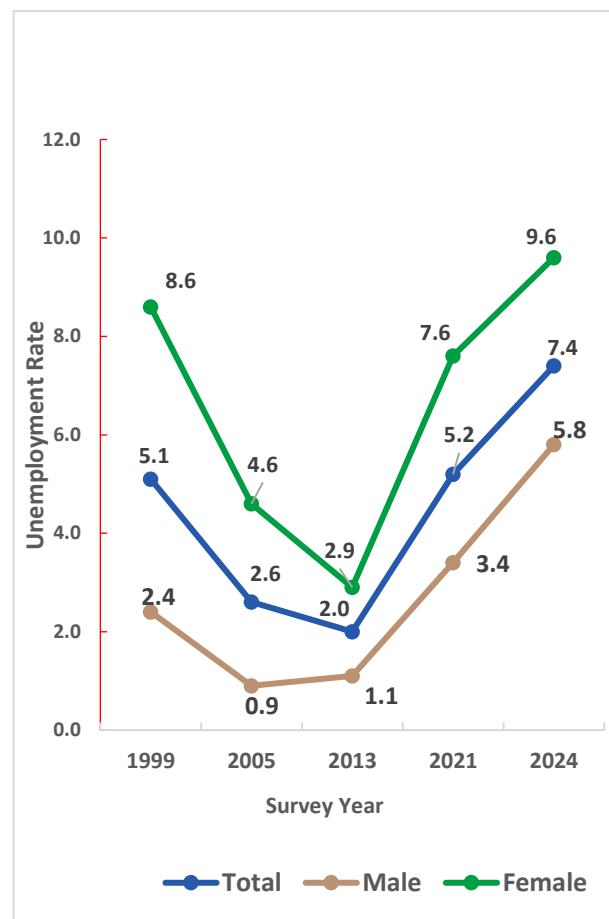


Figure 7b Rural Unemployment Rate, Country Total, 2024/25



The rise in rural unemployment reflects growing labour market pressures, policy responses could focus on expanding employment opportunities and strengthening rural livelihoods. This may include promoting rural non-farm enterprises, supporting small and medium businesses, improving agricultural productivity and value chains,

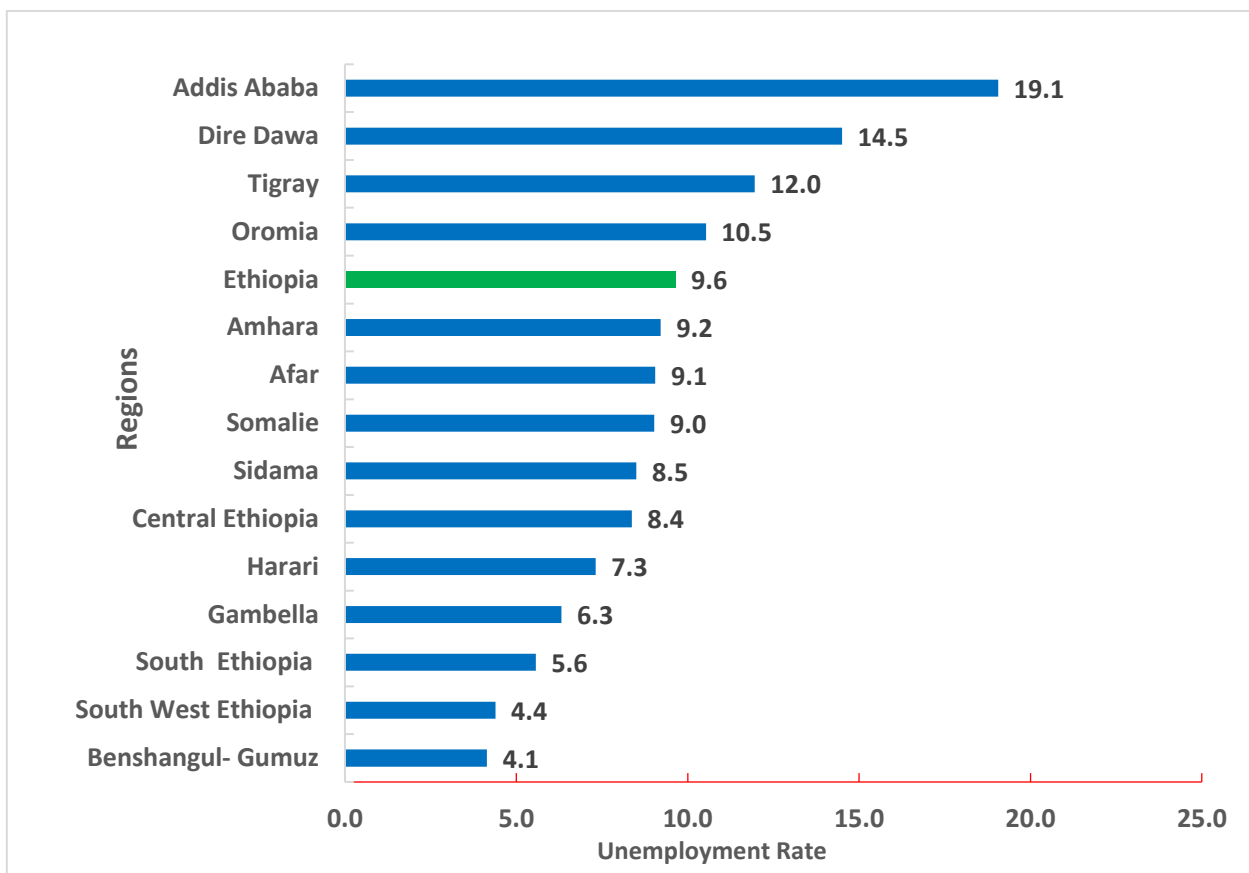
expanding vocational and entrepreneurship training, investing in rural infrastructure, and facilitating access to finance. Special attention should be given to women and youth, who often face greater barriers to employment. Such measures can help create productive jobs, diversify income sources, and reduce unemployment in rural areas.

4.1.2 Unemployment at the Regional Level

Regional unemployment across Ethiopia shows significant variation, with Addis Ababa reporting the highest rate at 19.1%, followed by Dire Dawa at 14.5%, Tigray at 12.0%, and Oromia at 10.5% stood above

national average. In contrast, the lowest unemployment rates are concentrated in South West Ethiopia at 4.4% and Benshangul Gumuz at 4.1% (Figure 1.8).

Figure 7 Unemployment Rate of Regions, NIHS, 2024/25



4.2 Youth Unemployment

The position of young people in the labour market is influenced by various demographic, economic, and social factors, characterizing youth unemployment as a complex socio economic issue. In the Ethiopian context, youth are broadly defined in alignment with the **African Youth Charter**—which Ethiopia

has officially ratified as individuals aged **15–35 years**. Adopting this 15–35 age bracket ensures that labour market diagnostics for young people align seamlessly with both continental development frameworks and national strategic monitoring.

4.2.1 National Overview

The National Integrated Household Survey (NIHS) 2024/25 indicates that the national youth unemployment rate stands at **12.9 percent**, implying that nearly one in eight economically active young people is unemployed and this figure may appear moderate compared to global averages.

However, this national average conceals substantial disparities across place of residence, sex, and region, demonstrating that youth unemployment in Ethiopia is not a uniform phenomenon but rather a highly stratified labour market outcome.

4.2.2 Urban Rural Disparities

A defining characteristic of the findings is the pronounced urban rural divergence, resulting in a national trend where stable overall figures

Urban Structural Mismatch: Rapid urbanization and rural urban migration might continue to outpace formal job creation, leading to a surplus of job seeking youth in urban centers. Nationally, urban youth

Rural Dynamics (10.2%): While the rural rate is significantly lower, it is deceptively positive. The lower unemployment rate observed in rural areas should be interpreted with caution. While rural labour markets appear to absorb a larger share of youth, much of this employment is concentrated in

Consistency across Regions: The data show a consistent pattern across all regions: urban unemployment exceeds rural unemployment in every region. This reflects rapid

Exceptionally Large Urban Rural Gaps: The urban rural gap is particularly pronounced in regions such as Amhara (24.3% urban versus 8.6% rural), Afar (21.6% versus 7.2%), Tigray (23.0% versus 12.8%), Dire Dawa (20.9% versus 10.6%),

mask severe employment challenges in urban centers.

unemployment climbs to 20.6 percent more than double the corresponding rural rate of 10.2 percent highlighting deep seated structural imbalances within the labour market.

subsistence agriculture, family farming, and informal economic activities that are often characterized by low productivity and low earnings. Consequently, the lower rural unemployment rate may conceal substantial levels of underemployment and vulnerable employment.

urbanization, limited job creation in towns and cities, and the continued ability of rural areas to absorb labour through agriculture and family based economic activities.

and Oromia (22.2% versus 12.3%) exhibit exceptionally large gaps. These large differentials might suggest that urban labour markets are struggling intensely to absorb the growing number of young job seekers.

4.2.3 Gender Dimensions of Youth Unemployment

The Gender Gap: Gender disparities represent one of the most significant findings of the survey. Nationally, the youth unemployment rate for females (17.4 percent) is almost double that of males (9.1 percent), resulting in a gender gap of 8.3 percentage points gap, revealing deep structural barriers. This disparity points to persistent structural barriers that limit young women's access to employment

opportunities. Several factors may contribute to this outcome, including the disproportionate burden of unpaid domestic and care responsibilities, limited access to productive resources and finance, occupational segregation and discriminatory hiring practices in certain sectors, which limits their mobility and time available for formal employment.

Intersectionality: Regional data further demonstrate the severity of gender inequalities. Female unemployment exceeds male unemployment in almost every region. Particularly large gender gaps are observed in Oromia (20.8% for females versus 9.1% for males), Somali (18.5% versus 8.3%), Amhara

(16.8% versus 7.9%), Addis Ababa (24.4% versus 15.2%), and Dire Dawa (21.7% versus 14.3%). These findings suggest that young women face considerably greater challenges in entering and remaining in employment than their male counterparts.

Barriers to Entry: Women face significant structural barriers, including a disproportionate burden of unpaid care work, limited access to professional networks and

capital, and discriminatory hiring practices that favor male dominated, low skill physical labour.

4.2.4 Regional Variations

The survey data reveals considerable regional variation in youth unemployment, reflecting differences in economic structure, labour market opportunities, demographic pressures, and levels of urbanization.

The highest youth unemployment rates are recorded in Addis Ababa (20.3%), Dire Dawa (17.7%), Tigray (16.3%), Oromia (14.4%), and Somali (13.1%). These regions may be characterized by slower employment growth relative to labour supply, and localized economic challenges. In the case of Addis

Ababa and Dire Dawa, the high rates might reflect the difficulties faced by urban economies in generating sufficient employment opportunities for a rapidly growing youth population.

Conversely, the lowest youth unemployment rates are observed in Benishangul Gumuz (5.6%), South West Ethiopia (6.1%), South Ethiopia (7.6%), Gambella (8.0%), and Harari (8.7%). While these lower rates may suggest stronger labour absorption, they may also reflect lower labour force participation and greater engagement in subsistence agriculture.

Regional Labour Market Typologies

The regional patterns can broadly be grouped into three categories:

First: the urban centered economies represented by Addis Ababa and Dire Dawa exhibit the highest unemployment rates. Despite being major economic centers, these areas face significant challenges in generating sufficient employment opportunities for educated youth entering the labour market.

Second: regions such as Amhara, Oromia, Sidama, and Central Ethiopia fall within a moderate risk category. Although their overall unemployment rates are close to the national average, they exhibit exceptionally high urban unemployment rates, indicating that secondary cities are increasingly unable to absorb rural to urban migrants.

Third: the "Frontier": Low unemployment rates in regions such as Benishangul Gumuz, South West Ethiopia, and Gambella should not be mistaken for economic prosperity. Instead, these figures reflect a reliance on subsistence agriculture and family based labor. In these areas, youth are typically

absorbed into family farms out of necessity, trapping them in low productivity rather than providing access to formal, productive wage employment.

Table 3 Youth unemployment rate by regions, place of residence and sex

Region	Place of Residence			Sex	
	Total	Urban	Rural	Male	Female
Ethiopia	12.9	20.6	10.2	9.1	17.4
Tigray	16.3	23.0	12.8	16.9	15.6
Afar	10.5	21.6	7.2	8.4	13.2
Amhara	12.0	24.3	8.6	7.9	16.8
Oromia	14.4	22.2	12.3	9.1	20.8
Somali	13.1	20.0	11.9	8.3	18.5
Benshangul Gumuz	5.6	10.3	3.5	5.1	6.1
South Ethiopia	7.6	10.8	6.7	5.1	10.9
Sidama	11.5	16.5	10.3	11.0	12.0
South West Ethiopia	6.1	12.3	4.9	4.4	8.0
Central Ethiopia	11.6	15.4	10.5	11.8	11.5
Gambella	8.0	12.0	5.5	8.5	7.5
Harari	8.7	13.0	3.8	5.0	12.7
Addis Ababa	20.3	20.3		15.2	24.4
Dire Dawa	17.7	20.9	10.6	14.3	21.7

4.3 Duration of Unemployment

Duration of unemployment refers to the continuous period during which an unemployed person has been actively seeking and available for work but has not found employment. As a key labour market indicator, it provides a deeper understanding of labour market performance than the unemployment rate alone by revealing how difficult it is for job seekers to transition into employment and how efficiently labour demand matches labour supply. Unemployment duration is commonly classified into short term unemployment (less than 12 months) and long term unemployment (12 months or more). In a dynamic and healthy economy, unemployment is expected to be largely frictional and short lived, reflecting normal job transitions. However, prolonged unemployment signals structural challenges such as limited job creation, skills mismatches, weak labour demand, or barriers to labour market entry.

Extended periods of unemployment can lead to skill depreciation, income loss, reduced employability, and increased social and economic vulnerability for individuals and households. Consequently, analysing the duration of unemployment serves as a critical "temperature check" of labour market health, enabling policymakers to assess labour market efficiency and design targeted

Interventions including active labour market programmes, skills development initiatives, job matching services, and employment support policies to facilitate quicker and more sustainable transitions into productive employment.

Table 4 Duration of Unemployment of Regions: NIHS, 2024/ 25 and LMS 2021

<i>Region</i>	<i>Duration of Unemployment</i>			<i>Long term Unemployment</i>		<i>Total Number of Unemployed Population</i>
	<i>Short term Unemployment</i>	<i>Less than 1 month</i>	<i>1 month to 5 months</i>	<i>6 months to 11 months</i>	<i>12 months to 23 months</i>	<i>24 months and above</i>
Tigray	20,778	104,273	11,842	68,585	91,174	296,653
Afar	12,274	13,555	3,470	13,294	39,483	82,076
Amhara	130,199	276,324	374,884	215,476	302,122	1,299,005
Oromia	136,007	547,988	91,114	223,865	311,155	2,110,129
Somali	4,605	77,708	69,274	29,087	46,692	227,366
Benshangul Gumuz	3,918	9,767	1,966	4,923	4,968	25,542
South Ethiopia	28,798	46,417	14,102	69,414	68,782	227,514
Sidama	11,171	46,233	9,251	55,718	63,494	185,867
South West Ethiopia	12,116	26,419	4,788	20,673	19,457	83,452
Central Ethiopia	17,791	72,514	27,394	42,295	63,315	223,309
Gambella	1,089	6,628	382	1,988	3,094	13,180
Harari	1,420	1,644	3,244	1,307	2,441	10,057
Addis Ababa	26,823	89,859	115,764	61,304	102,259	396,008
Dire Dawa	2,948	7,760	2,866	10,279	12,145	35,998
Ethiopia	411,321	1,337,518	1,531,051	823,040	1,135,304	5,238,234
% Share NIHS	7.9	25.5	29.2	15.7	21.7	100.0
% Share NIHS 2024/2			62.6		37.4	100.0
% Share LMS 2021			62.1		37.9	100.0

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Appendix

Key Indicators of Employment and Unemployment

Summary Table 1: Key Indicators of Employment and Unemployment by Region and Sex During the Five National Labour Force Survey Periods, COUNTRY – TOTAL															
Region and Sex	Activity/Labor Force Participation Rate					Employment to Population ratio					Unemployment Rate				
	March 1999	March 2005	June 2013	February 2021	2024/25	March 1999	March 2005	June 2013	February 2021	2024/25	March 1999	March 2005	June 2013	February 2021	2024/25
Country – Total															
Total	75.1	80.7	79.8	64.7	67.8	69.1	76.6	76.2	59.5	61.3	8.0	5.0	4.5	8.0	9.6
Male	83.8	86.8	85.0	72.6	77.4	80.2	84.7	82.7	69.0	71.8	4.3	2.5	2.7	5.0	7.2
Female	66.9	74.9	74.6	56.8	58.4	58.5	69.0	69.8	50.2	50.9	12.5	7.8	6.5	11.7	12.8
Tigray															
Total	71.4	77.3	77.6		59.9	67.1	73.2	73.4		52.7	6.1	5.3	5.5		12.0
Male	78.8	82.9	82.9		72.8	75.7	80.2	80.1		63.7	3.9	3.3	3.4		12.5
Female	65.1	72.4	72.7		48.1	59.6	67.0	67.2		42.7	8.4	7.4	7.7		11.2
Afar															
Total	74.8	73.3	79.6	59.3	60.7	67.1	64.9	73.8	52.7	55.2	10.4	11.4	7.3	11.3	9.1
Male	85.8	82.2	83.3	71.2	73.0	82.6	77.9	79.1	66.5	67.3	3.6	5.2	5.0	6.6	7.8
Female	63.2	64.1	76.1	46.9	47.5	50.5	51.6	68.6	38.2	42.2	20.0	19.5	9.8	18.6	11.2
Amhara															
Total	75.6	83.2	83.2	68.0	77.5	69.8	80.5	80.4	62.9	70.3	7.7	3.2	3.4	7.5	9.2
Male	86.6	89.9	88.2	77.7	85.3	82.4	88.5	86.4	74.0	80.2	4.8	1.5	2.0	4.7	5.9
Female	64.9	76.8	78.3	58.4	69.8	57.5	72.8	74.5	51.9	60.6	11.4	5.2	4.9	11.0	13.1
Oromia															
Total	76.2	80.8	81.9	64.8	67.1	71.6	77.5	79.4	60.4	60.0	6.1	4.1	3.0	6.9	10.5
Male	84.7	86.9	86.9	72.4	76.8	82.5	85.4	85.4	69.7	70.9	2.5	1.7	1.7	3.6	7.7
Female	68.1	74.9	76.7	57.3	57.5	61.0	69.8	73.2	51.0	49.2	10.4	6.9	4.6	11.0	14.3
Somali															
Total	78.7	73.9	65.9	51.2	57.6	68.6	65.7	62.4	45.0	52.4	12.8	11.1	5.3	12.1	9.0
Male	85.6	82.0	77.2	57.3	66.8	80.2	76.2	73.7	51.5	62.4	6.3	7.1	4.5	10.1	6.5
Female	71.6	66.0	54.1	44.7	48.1	56.8	55.5	50.5	38.1	42.1	20.7	15.9	6.5	14.8	12.6
Benishangul Gumuz															
Total	69.8	78.0	80.5	77.3	65.3	66.2	74.6	78.2	74.0	62.6	5.2	4.4	2.9	4.3	4.1
Male	73.4	84.2	83.1	81.2	70.5	71.0	82.3	81.6	78.8	67.8	3.3	2.2	1.8	3.0	3.8
Female	66.4	72.4	78.0	73.5	60.2	61.6	67.6	74.8	69.4	57.4	7.2	6.6	4.0	5.6	4.5
SNNP															
Total	76.6	82.7	78.6	65.4		72.4	79.8	75.4	60.8		5.5	3.5	4.1	7.0	
Male	83.8	88.5	83.1	73.2		82.0	87.4	81.1	69.5		2.2	1.2	2.4	5.0	
Female	69.6	77.5	74.4	57.7		63.1	72.9	70.0	52.2		9.3	5.9	5.9	9.6	
South Ethiopia															
Total					67.9					55.9					5.6
Male					78.3					67.5					3.8
Female					57.3					44.2					8.0
Sidama															
Total				64.4	61.1				60.8	73.5				5.5	8.5
Male				69.6	73.4				67.2	80.9				3.5	4.4
Female				59.1	48.8				54.5	66.3				7.8	8.4

Summary Table 1: Cont'd

Region and Sex	Activity/Labor Force Participation Rate					Employment to Population ratio					Unemployment Rate				
	March 1999	March 2005	June 2013	February 2021	2024/25	March 1999	March 2005	June 2013	February 2021	2024/25	March 1999	March 2005	June 2013	February 2021	2024/25
South West Ethiopia															
Total					76.9					54.7					7.9
Male					83.8					65.5					3.5
Female					70.1					44.3					9.3
Central Ethiopia															
Total					59.7					49.4					9.4
Male					72.2					59.3					5.5
Female					47.7					40.8					7.1
Gambella															
Total	62.7	51.3	68.4	51.5	52.8	54.8	38.1	65.4	47.3	59.9	12.5	25.7	4.4	8.2	6.3
Male	71.7	52.1	71.9	55.4	63.4	67.4	44.7	70.8	52.9	69.4	6.0	14.3	1.5	4.6	6.4
Female	53.8	50.4	65.2	47.7	43.5	42.4	31.8	60.4	41.8	51.1	21.2	37.1	7.3	12.4	6.2
Harari															
Total	69.3	69.3	70.3	64.0	64.6	54.4	57.6	64.2	57.7	51.7	21.5	16.8	8.7	13.8	7.3
Male	77.8	74.3	76.2	70.3	72.3	68.8	66.7	71.4	66.3	62.3	11.6	10.2	6.3	5.8	4.0
Female	61.3	64.7	65.0	58.0	57.5	40.9	49.3	57.7	49.6	43.3	33.3	23.8	11.2	14.6	11.1
Addis Ababa City Administration															
Total	65.0	64.5	62.8	61.8	63.8	40.5	44.4	47.6	48.1	48.3	37.8	31.2	24.2	22.1	19.1
Male	71.3	70.3	71.0	70.0	71.5	51.6	54.5	59.7	59.3	60.0	27.6	22.5	15.8	15.3	12.8
Female	59.8	59.6	55.9	55.2	57.8	31.1	35.9	37.4	39.2	37.8	47.9	39.8	33.0	29.0	25.1
Dire Dawa City Administration															
Total	71.6	70.5	69.3	60.9	56.5	54.0	53.6	59.0	51.2	51.0	24.6	23.9	14.9	15.9	14.5
Male	75.7	70.8	73.6	68.8	67.8	62.5	60.5	66.2	62.2	66.4	17.4	14.6	10.2	9.6	11.5
Female	68.1	70.1	65.5	53.5	46.4	46.6	47.3	52.6	41.0	35.6	31.6	32.6	19.7	23.5	18.5

Summary Table 2: Key Indicators of Employment and Unemployment by Sex during the Four National Labour Force Survey Periods, COUNTRY TOTAL

Key Indicators	March 1999			March 2005			June 2013			February 2021			2024/25		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Percentage of Employed Persons by Occupational Groups															
Managers	0.3	0.2	0.0	0.3	0.3	0.1	0.5	0.4	0.1	0.5	0.6	0.3	0.4	0.5	0.3
Professionals	0.2	0.2	0.0	0.5	0.4	0.1	1.3	0.9	0.4	2.3	2.7	1.8	3.0	3.2	2.8
Technicians and associate professionals	1.0	0.7	0.2	1.0	0.7	0.3	1.9	1.3	0.6	2.3	2.5	2.1	0.6	0.6	0.6
Clerical support workers	0.6	0.3	0.3	0.6	0.3	0.3	0.5	0.2	0.3	0.5	0.3	0.7	0.6	0.6	0.7
Service and sales workers	5.6	2.1	3.5	6.7	2.1	4.5	8.7	3.0	5.6	11.1	8.1	15.3	8.5	6.4	11.4
Skilled agricultural forestry and fishery workers	37.7	31.8	5.9	40.5	29.8	10.7	47.9	32.2	15.7	51.1	58.3	41.3	63.3	64.4	61.8
Craft and related trades workers	12.1	2.1	10.0	7.0	2.2	4.8	4.4	2.1	2.3	2.5	2.3	2.8	3.0	4.0	1.6
Plant and machine operators and assemblers	0.5	0.5	0.1	0.6	0.4	0.1	1.0	0.9	0.1	1.5	2.4	0.2	1.8	2.9	0.4
Elementary occupations	41.9	18.7	23.1	42.8	17.4	25.4	33.7	13.0	20.7	28.0	22.6	35.5	18.5	17.2	20.3
Others	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.3	0.0	0.2	0.3	0.1
Percentage of Employed Persons by Industrial Divisions															
Manufacturing, Mining, Quarrying & Constriction.	5.4	2.3	3.1	6.5	2.7	3.9	6.9	3.6	3.3	5.2	6.3	3.9	6.7	8.6	4.0
<i>Manufacturing</i>										2.9	2.8	3.0	2.1	2.1	2.2
<i>Electricity</i>													0.1	0.2	0.1
<i>Water Supply</i>													0.4	0.3	0.6
<i>Mining, Quarrying</i>										0.6	0.7	0.4	0.4	0.5	0.3
<i>Construction</i>										1.8	2.8	0.4	3.6	5.5	0.9
Whole sale & Retail Trade	5.9	2.2	3.7	5.2	2.1	3.1	5.4	2.0	3.4	5.9	4.4	8.0	5.5	4.0	7.7
Other Service Sectors	9.1	3.5	5.6	8.1	3.7	4.4	15.0	5.5	9.6	24.0	17.7	32.4	16.9	16.1	13.3
Accommodation and Arts, entertainment										1.0	0.5	1.6	1.5	0.6	2.8
Agriculture, Hunting, Forestry and Fishing	79.6	48.6	31.0	80.2	45.2	35.0	72.7	42.9	29.8	64.9	71.6	55.7	69.4	70.7	67.7

Summary Table 2 Cont'd															
Key Indicators	March 1999			March 2005			June 2013			February 2021			2024/25		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Paid Employees Mean Amount of Total Payment per month (in Birr)															
Urban + Rural										4,127	4,556	3,363	6,704	7,534	5,473
Urban										4,666	5,428	3,541	7,484	8,657	5,948
Rural										2,811	2,861	2,661	4,626	5,034	3,762
Unemployment rate by literacy status															
Literate	8.0	4.3	12.5	7.8	4.2	15.7	7.0	4.0	12.4	9.3	5.5	16.0	10.9	8.0	15.9
Illiterate	6.0	2.4	9.2	3.5	1.0	5.4	2.9	1.2	4.0	6.3	4.2	8.1	7.6	5.6	9.3
Reduced Youth unemployment (LMS, 2021= Age 15 29 while NIHS, 2024/45=Age 15 35)															
Urban + Rural										7.7	5.2	9.9	12.9	9.1	17.4
Urban										14	10.2	16.8	20.6	15.0	25.9
Rural										5.4	3.7	7.1	10.2	7.3	13.9

Summary Table 3: Economically Active Population (10+ Years) and Unemployment Rate by Region and Residence (2024/25)

Region and Place of Residence	Employed	Unemployed	Economically Active/ Labour Force	Unemployment Rate
C o u n t r y T o t a l	49,093,745	5,238,234	54,331,979	9.6
Urban	10,237,436	2,126,881	12,364,317	17.2
Rural	38,856,309	3,111,353	41,967,662	7.4
Tigray	2,184,319	296,653	2,480,972	12.0
Urban	622,458	139,407	761,864	18.3
Rural	1,561,862	57,246	1,719,108	9.1
Afar	824,384	82,076	906,460	9.1
Urban	163,676	36,191	199,868	18.1
Rural	660,708	5,885	706,593	6.5
Amhara	2,806,389	1,299,005	14,105,394	9.2
Urban	2,162,001	557,503	2,719,505	20.5
Rural	10,644,387	741,502	11,385,889	6.5
Oromia	7,920,049	2,110,129	20,030,178	10.5
Urban	3,022,660	674,556	3,697,216	18.2
Rural	4,897,389	,435,573	16,332,962	8.8
Somali	2,292,126	227,366	2,519,492	9.0
Urban	289,238	51,259	340,497	15.1
Rural	2,002,888	176,107	2,178,995	8.1
Benshangul Gumuz	590,746	25,542	616,289	4.1
Urban	151,774	14,128	165,901	8.5
Rural	438,972	11,415	450,387	2.5
South Ethiopia	3,860,768	227,514	4,088,282	5.6
Urban	776,998	65,502	842,499	7.8
Rural	3,083,771	62,012	3,245,783	5.0
Sidama	2,000,291	185,867	2,186,158	8.5
Urban	346,881	49,800	396,681	12.6
Rural	1,653,409	136,067	1,789,477	7.6
South West Ethiopia	1,818,076	83,452	1,901,529	4.4
Urban	257,108	27,409	284,517	9.6
Rural	1,560,968	56,043	1,617,011	3.5
Central Ethiopia	2,444,625	223,309	2,667,934	8.4
Urban	458,994	63,869	522,863	12.2
Rural	1,985,631	59,440	2,145,071	7.4
Gambella	195,480	13,180	208,660	6.3
Urban	70,892	7,240	78,132	9.3
Rural	124,588	5,940	130,528	4.6
Harari	127,468	10,057	137,525	7.3
Urban	66,882	8,448	75,331	11.2
Rural	60,586	1,609	62,194	2.6
Addis Ababa	1,682,008	396,008	2,078,017	19.1
Urban	1,682,008	396,008	2,078,017	19.1
Rural				
Dire Dawa	212,152	35,998	248,150	14.5
Urban	137,967	28,613	166,579	17.2
Rural	74,185	7,386	81,570	9.1

Summary Table 4: Youth Economically Active Persons of Regions (age 15 35 years) and Unemployment Rate by Place of Residence: 2024/25

<i>Region and Place of Residence</i>	<i>Employed</i>	<i>Unemployed</i>	<i>Economically Active/ Labour Force</i>	<i>Unemployment Rate</i>
C o u n t r y –Total	25,148,284	3,728,997	28,877,281	12.9
Urban	5,873,612	1,527,779	7,401,391	20.6
Rural	19,274,672	2,201,218	21,475,890	10.2
Tigray	1,071,526	208,801	1,280,327	16.3
Urban	38,835	101,445	440,279	23.0
Rural	32,691	107,356	840,047	12.8
Afar	418,458	49,040	467,498	10.5
Urban	5,330	23,268	108,599	21.4
Rural	33,128	25,771	358,899	7.2
Amhara	6,245,690	867,596	7,113,286	12.2
Urban	1,235,368	396,802	1,632,170	24.3
Rural	5,010,322	470,794	5,481,116	8.6
Oromia	9,493,158	1,597,972	11,091,131	14.4
Urban	1,804,638	515,637	2,320,275	22.2
Rural	7,688,521	1,082,335	8,770,855	12.3
Somali	1,113,480	167,624	1,281,105	13.1
Urban	148,946	37,369	186,314	20.1
Rural	964,535	130,256	1,094,790	11.9
Benshangul Gumuz	313,328	18,529	331,857	5.6
Urban	89,886	10,349	100,235	10.3
Rural	223,443	8,180	231,622	3.5
South Ethiopia	1,930,793	158,952	2,089,745	7.6
Urban	418,765	50,660	469,425	10.8
Rural	1,512,028	108,292	1,620,320	6.7
Sidama	1,098,143	142,047	1,240,190	11.5
Urban	207,152	40,286	247,438	16.3
Rural	890,991	101,761	992,752	10.3
South West Ethiopia	991,597	64,778	1,056,375	6.1
Urban	150,959	21,625	172,584	12.5
Rural	840,638	43,154	883,791	4.9
Central Ethiopia	1,130,591	149,181	1,279,772	11.7
Urban	250,338	45,692	296,030	15.4
Rural	880,253	103,488	983,742	10.5
Gambella	113,395	9,835	123,229	8.0
Urban	41,566	5,683	47,249	12.0
Rural	71,829	4,152	75,980	5.5
Harari	69,440	6,638	76,078	8.7
Urban	35,360	5,308	40,669	13.1
Rural	34,080	1,329	35,409	3.8
Addis Ababa	971,753	248,118	1,219,871	20.3
Urban	971,753	248,118	1,219,871	20.3
Rural				
Dire Dawa	112,310	24,182	136,492	17.7
Urban	74,013	19,629	93,641	21.0
Rural	38,297	4,553	42,850	10.6

Table B1: Sampling Errors for Proportion of active Working Age Population, NIHS 2025

Variable	Value (P)	Standard Error (SE)	Number of Cases		Design Effect (DEFT)	Relative Error (CV = SE/P)	Confidence limits	
			Unweighted (N)	Weighted (WN)			Lower (P - 2SE)	Upper (P + 2SE)
Ethiopia	67.81	0.36	107,921	54,331,979	3.180	0.005	67.10	68.52
Place of residence								
Rural	69.52	0.46	70,192	41,967,662	3.564	0.007	68.61	70.42
Urban	62.59	0.42	37,729	12,364,317	1.747	0.007	61.77	63.41
Region								
Tigray	59.89	1.14	6,926	2,480,972	2.163	0.019	57.63	62.11
Afar	60.68	1.53	3,911	906,460	1.749	0.025	57.64	63.64
Amhara	77.47	0.66	16,659	14,105,393	3.093	0.009	76.14	78.75
Oromia	67.12	0.76	20,567	20,030,178	4.029	0.011	65.61	68.59
Somali	57.56	1.58	8,137	2,519,492	3.044	0.027	54.44	60.61
Benshangul Gumuz	65.30	2.08	4,222	616,289	1.933	0.032	61.13	69.25
South Ethiopia	67.92	1.12	9,265	4,088,282	2.694	0.017	65.68	70.09
Sidama	61.07	1.08	6,652	2,186,157	1.911	0.018	58.93	63.16
South West Ethiopia	76.91	1.00	7,178	1,901,528	1.710	0.013	74.88	78.82
Central Ethiopia	59.65	1.11	7,869	2,667,934	2.192	0.019	57.45	61.82
Gambella	52.77	1.82	2,995	208,660	1.047	0.035	49.19	56.32
Harari	64.60	1.08	3,718	137,525	0.476	0.017	62.45	66.69
Addis Ababa	63.82	0.74	6,222	2,078,017	1.269	0.012	62.36	65.26
Dire Dawa	56.48	1.13	3,225	248,150	0.688	0.020	54.25	58.67

Table B2: Estimates and Sampling Errors of the Unemployment Rate among the Economically Active Population (Labor Force), NIHS 2025

	Value (Rate)	Standard Error (SE)	Number of Cases		Design Effect (DEFT)	Relative Error (CV = SE/P)	Confidence limits	
			Unweighted (N)	Weighted (WN)			Lower (P - 2SE)	Upper (P + 2SE)
Ethiopia	9.64	0.26	10,753	5,238,234	2.850	0.027	9.15	10.16
Place of residence								
Rural	7.41	0.30	4,846	3,111,353	3.317	0.041	6.84	8.03
Urban	17.20	0.40	5,907	2,126,881	1.654	0.023	16.43	18.00
Region								
Tigray	11.96	0.80	796	296,653	1.728	0.067	10.48	13.61
Afar	9.05	1.00	402	82,076	1.484	0.111	7.27	11.22
Amhara	9.21	0.47	1,770	1,299,005	2.725	0.051	8.33	10.17
Oromia	10.53	0.56	2,422	2,110,129	3.619	0.053	9.49	11.68
Somali	9.02	0.93	878	227,366	2.297	0.103	7.36	11.02
Benshangul Gumuz	4.14	0.74	195	25,542	1.301	0.179	2.91	5.87
South Ethiopia	5.57	0.53	575	227,514	2.098	0.096	4.61	6.71
Sidama	8.50	0.78	590	185,867	1.846	0.092	7.09	10.16
South West Ethiopia	4.39	0.51	347	83,452	1.539	0.117	3.49	5.51
Central Ethiopia	8.37	0.71	691	223,309	1.864	0.085	7.08	9.87
Gambella	6.32	0.74	214	13,180	0.617	0.117	5.02	7.92
Harari	7.31	0.58	214	10,057	0.366	0.079	6.26	8.53
Addis Ababa	19.06	0.69	1,176	396,008	1.124	0.036	17.75	20.44
Diredawa	14.51	1.12	427	35,998	0.704	0.077	12.45	16.84

Table B.3. Estimates and Sampling Errors of the Unemployment Rate among the Youth Economically Active Population Aged 15–35 Years (Youth Labor Force), NIHS 2025

Variable	Value (Rate)	Standard Error (SE)	Number of Cases		Design Effect (DEFT)	Relative Error (CV = SE/P)	Confidence limits	
			Unweighted (N)	Weighted (WN)			Lower (P 2SE)	Upper (P+2SE)
Ethiopia	12.91	0.33	7,574	3,728,997	2.334	0.025	12.29	13.56
Place of residence								
Rural	10.25	0.39	3,375	2,201,218	2.699	0.038	9.50	11.05
Urban	20.64	0.49	4,199	1,527,779	1.463	0.024	19.71	21.61
Region								
Tigray	16.31	1.08	554	208,801	1.478	0.066	14.30	18.53
Afar	10.49	1.21	240	49,040	1.214	0.116	8.34	13.12
Amhara	12.20	0.63	1,206	867,596	2.304	0.052	11.01	13.49
Oromia	14.41	0.67	1,836	1,597,972	2.858	0.047	13.14	15.78
Somali	13.08	1.32	657	167,624	1.991	0.101	10.70	15.91
Benshangul Gumuz	5.58	0.90	145	18,529	1.006	0.160	4.07	7.62
South Ethiopia	7.61	0.66	407	158,952	1.612	0.087	6.41	9.01
Sidama	11.45	1.06	447	142,047	1.664	0.093	9.53	13.71
South West Ethiopia	6.13	0.80	269	64,778	1.535	0.130	4.74	7.90
Central Ethiopia	11.66	1.00	470	149,181	1.572	0.085	9.84	13.75
Gambella	7.98	0.96	159	9,835	0.559	0.121	6.28	10.08
Harari	8.72	0.67	146	6,638	0.292	0.076	7.50	10.12
Addis Ababa	20.34	0.85	723	248,118	1.039	0.042	18.73	22.05
Dire Dawa	17.72	1.50	277	24,182	0.652	0.085	14.96	20.86

Table B4: Sampling Errors for Proportion of Employed Working Age Population NIHS 2025

Variable	Value (P)	Standard Error (SE)	Number of Cases		Design Effect (DEFT)	Relative Error (CV = SE/P)	Confidence limits	
			Unweighted (N)	Weighted (WN)			Lower (P 2SE)	Upper (P+2SE)
Ethiopia	61.27	0.45	97,168	49,093,745	3.778	0.007	60.39	62.15
Place of residence								
Rural	64.37	0.58	65,346	38,856,309	4.264	0.009	63.23	65.49
Urban	51.83	0.49	31,822	10,237,436	1.970	0.009	50.87	52.78
Region								
Tigray	52.73	1.30	6,130	2,184,319	2.411	0.025	50.18	55.26
Afar	55.18	1.69	3,509	824,384	1.890	0.031	51.86	58.46
Amhara	70.34	0.86	14,889	12,806,389	3.681	0.012	68.62	72.00
Oromia	60.05	0.96	18,145	17,920,049	4.861	0.016	58.16	61.90
Somali	52.36	1.79	7,259	2,292,125	3.424	0.034	48.84	55.86
Benshangul Gumuz	62.60	2.19	4,027	590,746	2.006	0.035	58.22	66.78
South Ethiopia	64.14	1.27	8,690	3,860,768	2.965	0.020	61.62	66.59
Sidama	55.88	1.27	6,062	2,000,290	2.212	0.023	53.37	58.36
South West Ethiopia	73.53	1.23	6,831	1,818,076	1.993	0.017	71.06	75.86
Central Ethiopia	54.66	1.33	7,178	2,444,625	2.581	0.024	52.04	57.26
Gambella	49.44	1.88	2,781	195,480	1.078	0.038	45.76	53.12
Harari	59.88	1.10	3,504	127,468	0.474	0.018	57.70	62.02
Addis Ababa	51.66	0.74	5,046	1,682,008	1.223	0.014	50.21	53.11
Dire Dawa	48.28	1.33	2,798	212,151	0.806	0.028	45.68	50.90

Table B5: Sampling Errors for Proportion of Inactive Working Age Population, NIHS 2025								
Variable	Value (P)	Standard Error (SE)	Number of Cases		Design Effect (DEFT)	Relative Error (CV = SE/P)	Confidence limits	
			Unweighted (N)	Weighted (WN)			Lower (P - 2SE)	Upper (P + 2SE)
Ethiopia	32.19	0.36	58,917	25,788,542	3.184	0.011	31.48	32.91
Place of residence								
Rural	30.48	0.46	33,715	18,399,450	3.579	0.015	29.58	31.40
Urban	37.41	0.42	25,202	7,389,091	1.762	0.011	36.59	38.23
Region								
Tigray	40.11	1.14	4,499	1,661,497	2.164	0.028	37.89	42.37
Afar	39.32	1.53	2,583	587,455	1.749	0.039	36.36	42.36
Amhara	22.53	0.66	5,204	4,101,908	3.093	0.029	21.25	23.86
Oromia	32.88	0.76	10,381	9,813,754	4.029	0.023	31.41	34.39
Somali	42.44	1.59	6,510	1,857,992	3.066	0.037	39.37	45.58
Benshangul Gumuz	34.70	2.08	2,313	327,427	1.933	0.060	30.74	38.87
South Ethiopia	32.08	1.13	4,537	1,930,580	2.722	0.035	29.89	34.34
Sidama	38.93	1.08	4,287	1,393,579	1.911	0.028	36.84	41.07
South West Ethiopia	23.09	1.03	2,322	570,945	1.750	0.045	21.14	25.17
Central Ethiopia	40.35	1.12	5,462	1,804,497	2.194	0.028	38.18	42.55
Gambella	47.23	1.82	2,813	186,760	1.047	0.039	43.68	50.81
Harari	35.40	1.08	1,747	75,355	0.476	0.031	33.31	37.55
Addis Ababa	36.18	0.74	3,587	1,177,828	1.269	0.020	34.74	37.64
Dire Dawa	43.52	1.15	2,429	191,244	0.702	0.026	41.28	45.79



ETHIOPIA

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