LABOUR AND EMPLOYMENT INDICATORS

The labour force participation rate (LFRP) is an indicator of the level of labour market activity. It measures the extent of working age population who are economically active. It is defined as the ratio of labour force (employed + unemployed) to the working age population expressed in percentage term.

**POPULATION 15 YEARS AND ABOVE**

<table>
<thead>
<tr>
<th></th>
<th>Maldives</th>
<th>Male’</th>
<th>Atolls</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>THOUSAND</strong></td>
<td><strong>263</strong></td>
<td><strong>118</strong></td>
<td><strong>145</strong></td>
</tr>
</tbody>
</table>

Foreigners accounted 4% of working age population covered in HIES.

**LABOUR FORCE PARTICIPATION RATE**

<table>
<thead>
<tr>
<th></th>
<th>Maldives</th>
<th>Male’</th>
<th>Atolls</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>%</strong></td>
<td><strong>57.6</strong></td>
<td><strong>60.7</strong></td>
<td><strong>55.1</strong></td>
</tr>
</tbody>
</table>

**EMPLOYMENT TO POPULATION RATIO**

<table>
<thead>
<tr>
<th></th>
<th>Maldives</th>
<th>Male’</th>
<th>Atolls</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>%</strong></td>
<td><strong>54.1</strong></td>
<td><strong>56.2</strong></td>
<td><strong>52.4</strong></td>
</tr>
</tbody>
</table>

**LABOUR FORCE** (151 THOUSAND people)

**EMPLOYED**

<table>
<thead>
<tr>
<th></th>
<th>Employed</th>
<th>Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maldives</td>
<td>142 THOUSAND</td>
<td>93.9%</td>
</tr>
<tr>
<td>Male’</td>
<td>66 THOUSAND</td>
<td>92.5%</td>
</tr>
<tr>
<td>Atolls</td>
<td>76 THOUSAND</td>
<td>95.1%</td>
</tr>
</tbody>
</table>

**UNEMPLOYED**

<table>
<thead>
<tr>
<th></th>
<th>Unemployed</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maldives</td>
<td>9 THOUSAND</td>
<td>6.1%</td>
</tr>
<tr>
<td>Male’</td>
<td>5 THOUSAND</td>
<td>7.5%</td>
</tr>
<tr>
<td>Atolls</td>
<td>3 THOUSAND</td>
<td>4.9%</td>
</tr>
</tbody>
</table>

**TIME-RELATED UNDEREMPLOYMENT**

<table>
<thead>
<tr>
<th></th>
<th>Population</th>
<th>Percentage of employed population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maldives</td>
<td>14 THOUSAND</td>
<td>10.0%</td>
</tr>
<tr>
<td>Male’</td>
<td>4 THOUSAND</td>
<td>5.9%</td>
</tr>
<tr>
<td>Atolls</td>
<td>10 THOUSAND</td>
<td>13.6%</td>
</tr>
</tbody>
</table>

Short hours of work are a sign of labour underutilization. However, if the short hours of work are voluntary, then it is not considered as labour underutilization or time-related underemployment.

Time-related underemployment refers to persons who are employed and who, during the reference period:

(i) wanted to work additional hours;
(ii) whose working time in all jobs was less than threshold (i.e. 48 hours per week), and
(iii) who were available to work additional hours given an opportunity for more work.

**PERSONS OUTSIDE THE LABOUR FORCE** (111 THOUSAND people)

**POTENTIAL LABOUR FORCE**

<table>
<thead>
<tr>
<th></th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maldives</td>
<td>24 THOUSAND</td>
</tr>
<tr>
<td>Male’</td>
<td>7 THOUSAND</td>
</tr>
<tr>
<td>Atolls</td>
<td>16 THOUSAND</td>
</tr>
</tbody>
</table>

**OTHERS OUTSIDE THE LABOUR FORCE**

<table>
<thead>
<tr>
<th></th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maldives</td>
<td>87 THOUSAND</td>
</tr>
<tr>
<td>Male’</td>
<td>38 THOUSAND</td>
</tr>
<tr>
<td>Atolls</td>
<td>49 THOUSAND</td>
</tr>
</tbody>
</table>

National Bureau of Statistics | Ministry of Finance & Treasury | www.statisticsmaldives.gov.mv | email: info@stats.gov.mv
EMPLOYMENT RELATED INCOME - main job

Average monthly earnings from main job (In MVR)

<table>
<thead>
<tr>
<th></th>
<th>Maldives</th>
<th>Male’</th>
<th>Atolls</th>
</tr>
</thead>
<tbody>
<tr>
<td>MVR</td>
<td>10,229</td>
<td>13,528</td>
<td>7,385</td>
</tr>
</tbody>
</table>

HOURS OF WORK - main job

Hours of work in the main job (Hours per day)

<table>
<thead>
<tr>
<th></th>
<th>Maldives</th>
<th>Male’</th>
<th>Atolls</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours</td>
<td>8 hours</td>
<td>9 hours</td>
<td>7 hours</td>
</tr>
</tbody>
</table>

HOURS SPENT IN ALL PRODUCTIVE ACTIVITIES (Paid & unpaid work)

On average, women spent more hours in all the activities.

On average, **Women** spent **6 hours** per day in the household work while **men** spent **3 hours** in household work.
**PROFILE OF THE EMPLOYED POPULATION**

**Employment to Population Ratio**

Employed population out of 15+ population

- Employed women among females are relatively less than that among men

**Status in Employment - Main Job**

- 67% Employee
  - 40% Employer
  - 21% Own account worker
  - 5% Group worker
  - 4% Contributing family worker
  - 1% Own account worker, with family member

**Gender Pay Gap**

Gender pay gap for employees were **20%** as per main job.

**Education Level**

- Never attended: 6% (Female), 7% (Male)
- Degree & above: 11% (Female), 6% (Male)
- Certificate/Diploma: 22% (Female), 14% (Male)
- Secondary Education: 31% (Female), 37% (Male)
- Primary Education: 23% (Female), 27% (Male)

According to ILO, people who are own-account workers and contributing family workers are considered to be in vulnerable employment. 13% of employed men and 30% of employed women are in these forms of work.

**Informal Sector**

- 40% Employed women among females
- 31% Employed men among males

More women work in informal sector than men

**Proportion of Women in Managerial Positions**

Of all people employed in decision-making and management roles, only **19.5% are women**

National Bureau of Statistics | Ministry of Finance & Treasury | www.statisticsmaldives.gov.mv | email: info@stats.gov.mv
BRANCH OF ECONOMIC ACTIVITY

AVERAGE MONTHLY EARNINGS-MAIN JOB BY EDUCATION ATTAINMENT

TIME RELATED UNDEREMPLOYMENT

Time-related underemployment refers to persons who are employed and who, during the reference period
(i) wanted to work additional hours;
(ii) whose working time in all jobs was less than threshold (i.e. 48 hours per week), and
(iii) who were available to work additional hours given an opportunity for more work.

EMPLOYEES WITH LOW EARNINGS IN THE MAIN JOB

According to ILO framework of decent work indicators, the employees with low pay rate (ELPR) aim to capture the percentage of employees that are working for low wages.
It is defined as the percentage of employees whose hourly earnings in main jobs equal less than two-thirds of the median hourly earnings of all employees.

On average women earn less than men irrespective of their level of education

HOUSEHOLD INCOME AND EXPENDITURE SURVEY (HIES), 2016 - EMPLOYMENT

National Bureau of Statistics | Ministry of Finance & Treasury | www.statisticsmaldives.gov.mv | email: info@stats.gov.mv
PROFILE OF THE UNEMPLOYED POPULATION

Persons in unemployment are defined as all those are 15 years and above who (a) were not in employment; (b) carried out activities to seek employment during a specified recent period; and (c) were currently available to take up employment given a job opportunity.

UNEMPLOYMENT RATE

A total of 9,284 persons were unemployed with an unemployment rate of 6.1%

5.6% 6.4%

Unemployment is slightly high among men

METHOD OF SEARCH FOR EMPLOYMENT

Majority (47%) of the unemployed men as well as women seek employment opportunities through internet, news, gazette, etc

DURATION OF UNEMPLOYMENT

Duration of unemployment is the length of time during which unemployed person was seeking and available for work.

Majority of unemployed people (61%) have been looking for a job for less than 6 months

PREFERRED TYPE OF ORGANIZATION

Men prefer to work in government organization

Women prefer home based work

DECLINE JOB

10% of those who are not employed have declined a job.

Out of those who declined a job, 75% of them were women.

Declined job because they don’t want to work

40%

Declined job due to low pay

34%

KIND OF JOB PREFERRED

Women prefer to do manual job

Men prefer to do technical/professional jobs
**PROFILE OF THE UNEMPLOYED POPULATION**

**UNEMPLOYMENT RATE BY AGE GROUP**

Unemployment rate is low at the age group 15-17 years, as the majority of population in this group is still studying.

Unemployment is highest for new labour market entrants at age group 18-19 years. As these fresh school leavers will not have either the requested skills or the work experience to be among employed population.

**UNEMPLOYMENT RATE BY EDUCATION ATTAINMENT**

<table>
<thead>
<tr>
<th>Education Attainment</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-school education</td>
<td>4.3%</td>
</tr>
<tr>
<td>Primary education</td>
<td>6.0%</td>
</tr>
<tr>
<td>Secondary education</td>
<td>7.9%</td>
</tr>
<tr>
<td>Higher secondary education</td>
<td>10.5%</td>
</tr>
<tr>
<td>Certificate/ diploma</td>
<td>2.9%</td>
</tr>
<tr>
<td>Degree &amp; above</td>
<td>4.1%</td>
</tr>
<tr>
<td>Never attended</td>
<td>0.7%</td>
</tr>
</tbody>
</table>

**YOUTH UNEMPLOYMENT RATE**

Of the 9,284 unemployed persons, almost 4,900 (53%) are aged 15-24 years (young population) and 6,397 (70%) are aged 18-35 years (youth population).

**15-24 years - 16% unemployment rate**

**18-35 years - 8% unemployment rate**

**12% unemployment rate**

**19% unemployment rate**

**7% unemployment rate**

**9% unemployment rate**
Persons outside the labour force are defined as persons aged 15 years and above who are neither employed nor unemployed (i.e. they are neither working nor seeking and available for work) during the reference period. It consists of all people 15 years and above who, were not employed but who were either

(a) seeking employment but not currently available or
(b) currently available for employment but did not seek employment and
(c) currently not available for employment and did not seek employment.

These first two categories are referred as potential labour force.

**PERSONS OUTSIDE THE LABOUR FORCE**

- **42%** of 15 years and above population were outside the labour force
- **72%** More women remain outside the labour force than men

**REASON FOR NOT SEEKING EMPLOYMENT**

- **49%** Household chores
- **16%** Studying
- **34%** Studying
- **32%** Due to ill health

**15-24 years**

- For both men and women reason for not seeking work is due to studying

**25 years & above**

- For women, main reason for not seeking work is due to household chores
- For men, main reason for not seeking work is due to ill health, most of them were elderly persons.

**PERSONS OUTSIDE THE LABOUR FORCE BY AGE**

- Potential labour force **24,135 people**
- Others outside the labour force **87,469 people**
- Outside the labour force **111,604 people**
The ILO defines the potential labour force as all persons 15 years and above, who, during the reference period, were neither in employment nor in unemployment but who were considered as whether (a) unavailable jobseekers (seeking for employment but not currently available) or (b) available potential jobseekers (currently available for employment but not carry out activities to seek employment).

17,522 people among the potential labour force, women are significantly high compared to men. 97% of potential labour force are considered as discourage workers (available for employment but did not seek).

LABOUR UNDERUTILIZATION

Main Labour underutilization indicators

LU1: Unemployment rate represents the persons without employment, putting pressure on labour market. This is a narrow view of absence of employment highlighting the potential matches between available labour supply (people) and available demand (jobs) at a given point in time.

LU2: Combined rate of time-related underemployment and unemployment highlights the extend of the pressure on labour market caused by mostly people in precarious working condition (i.e. working less hours while looking for other job opportunity) in addition to those already available and looking for jobs. The inclusion of the time-related underemployment brings together into the LU2 the situation of insufficient working time in relation to alternative employment situations.

LU3: Combined rate of unemployment and potential labour force allows understanding the overall extend of lack of employment by including for instance those who has been discouraged. If opportunity is provided through new investment or entrepreneurial initiative, the country jobs to be created will be able to absorb all those looking for jobs depending whether there has been upskilling or jobs created in remote areas.

LU4: Composite measure of labour underutilization represents the overall lack of satisfactory jobs in the labour market. Hence, it is a combination of Time-related underemployment, Unemployment and potential labour force.

Women & youth were more affected by the labour underutilization

Women among the youth who were not in employment, education or training were higher than that of men.