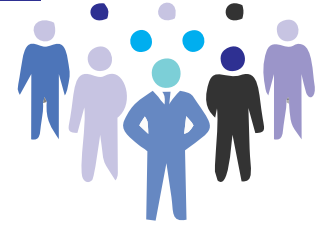


LABOUR AND EMPLOYMENT INDICATORS

HIES 2016, only covers ONLY the NORMAL households in administrative islands. It excludes tourist resorts, industrial islands and labour quarters (10+ people)

The labour force participation rate (LFPR) 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



Maldives	263 THOUSAND
Male'	118 THOUSAND
Atolls	145 THOUSAND



LABOUR FORCE PARTICIPATION RATE

Maldives	57.6%
Male'	60.7%
Atolls	55.1%

EMPLOYMENT TO POPULATION RATIO

Employed population out of 15+ population

Maldives	54.1%
Male'	56.2%
Atolls	52.4%



Foreigner

Foreigners accounted

4% of working age population covered in HIES



EMPLOYED

	Employed POPULATION	Employment RATE
Maldives	142 THOUSAND	93.9%
Male'	66 THOUSAND	92.5%
Atolls	76 THOUSAND	95.1%



UNEMPLOYED

	Unemployed POPULATION	Unemployment RATE
Maldives	9 THOUSAND	6.1%
Male'	5 THOUSAND	7.5%
Atolls	3 THOUSAND	4.9%

LABOUR FORCE (151 THOUSAND people)

TIME-RELATED UNDEREMPLOYMENT

	POPULATION	PERCENTAGE of employed population
Maldives	14 THOUSAND	10.0%
Male'	4 THOUSAND	5.9%
Atolls	10 THOUSAND	13.6%

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

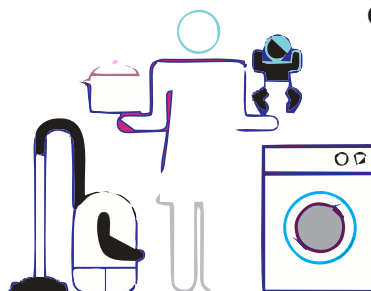
(iii) who were available to work additional hours given an opportunity for more work.

PERSONS OUTSIDE THE LABOUR FORCE (111 THOUSAND people)

POTENTIAL LABOUR FORCE



	POPULATION
Maldives	24 THOUSAND
Male'	7 THOUSAND
Atolls	16 THOUSAND



OTHERS OUTSIDE THE LABOUR FORCE

	POPULATION
Maldives	87 THOUSAND
Male'	38 THOUSAND
Atolls	49 THOUSAND

EMPLOYMENT RELATED INCOME- main job



Average monthly earnings
from main job
(In MVR)

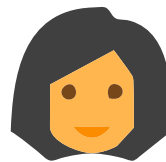
Maldives 10,229

Male' 13,528

Atolls 7,385

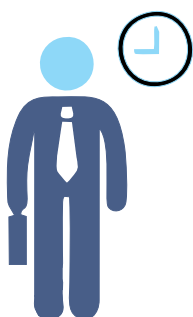


MVR 11,977



MVR 7,510

HOURS OF WORK- main job



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

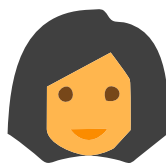
Maldives 8 hours

Male' 9 hours

Atolls 8 hours



9 hours

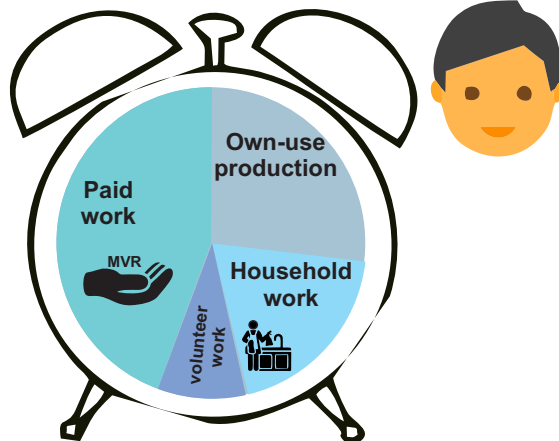
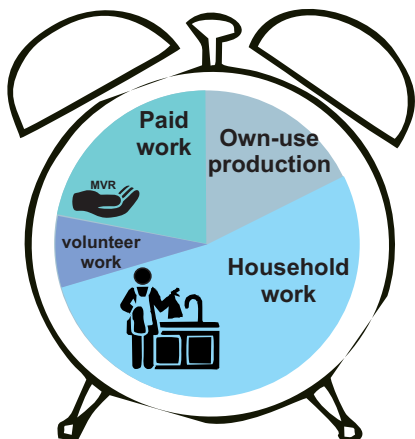
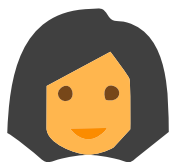


7 hours

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

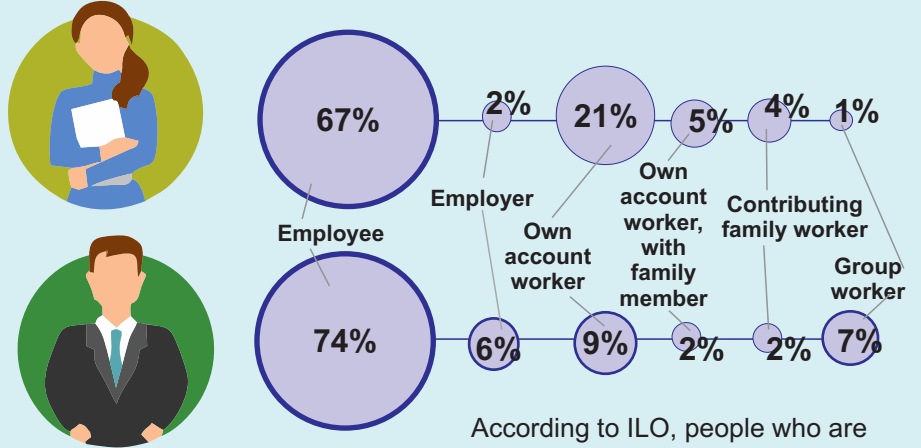
EMPLOYMENT TO POPULATION RATIO

Employed population out of 15+ population



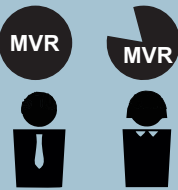
Employed women among females are relatively less than that among men

STATUS IN EMPLOYMENT- main job



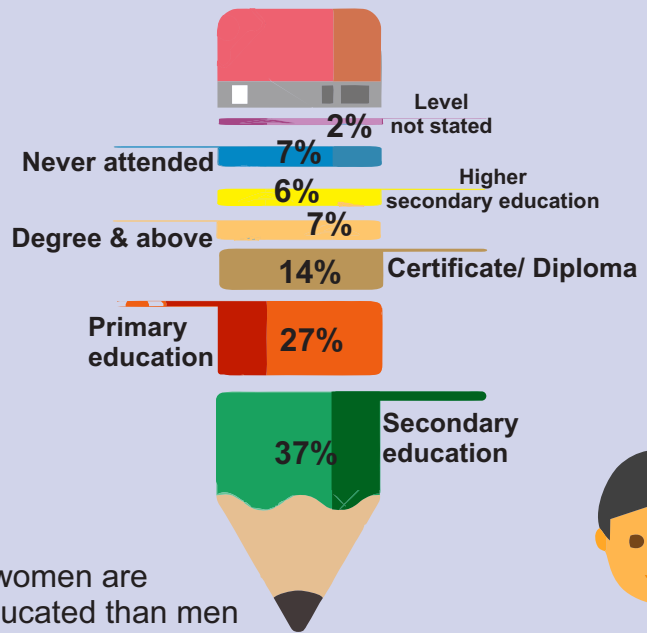
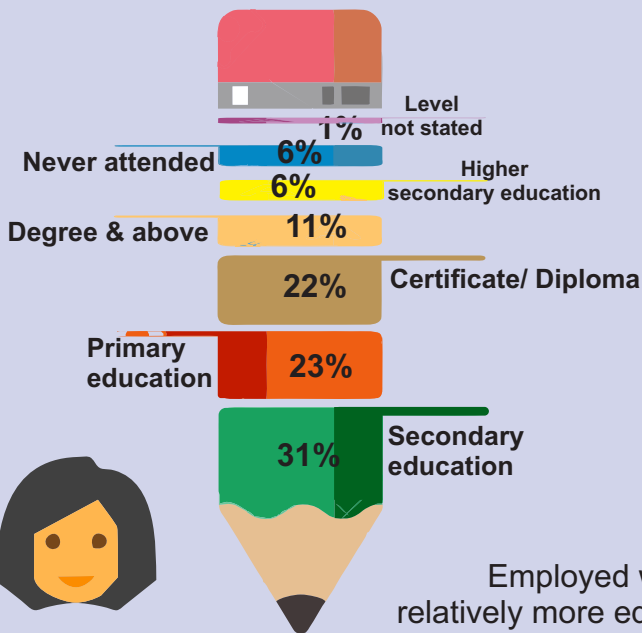
According to ILO, people who are own-account workers and contributing family workers are considered to be in vulnerable employment. 13% of employed men and 30% of employed women are in these forms of work.

GENDER PAY GAP



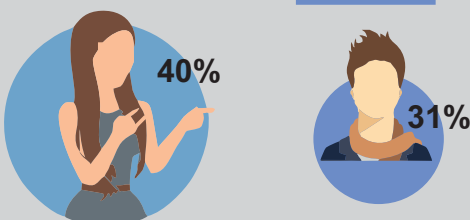
Gender pay gap for employees were **20%** as per main job.

EDUCATION LEVEL



Employed women are relatively more educated than men

INFORMAL SECTOR

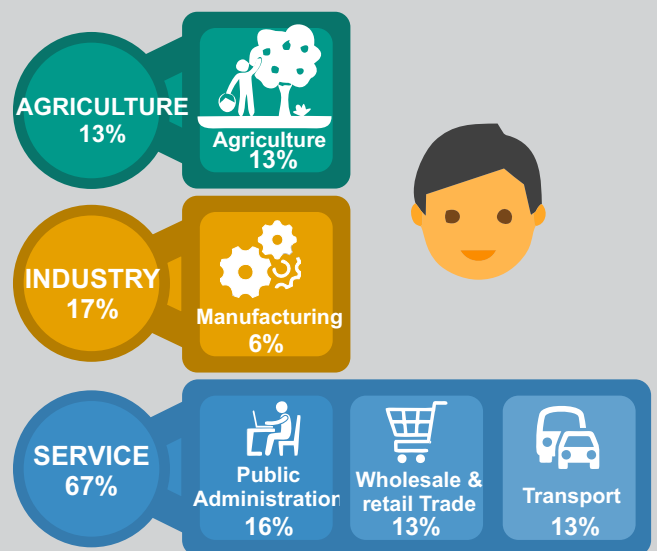
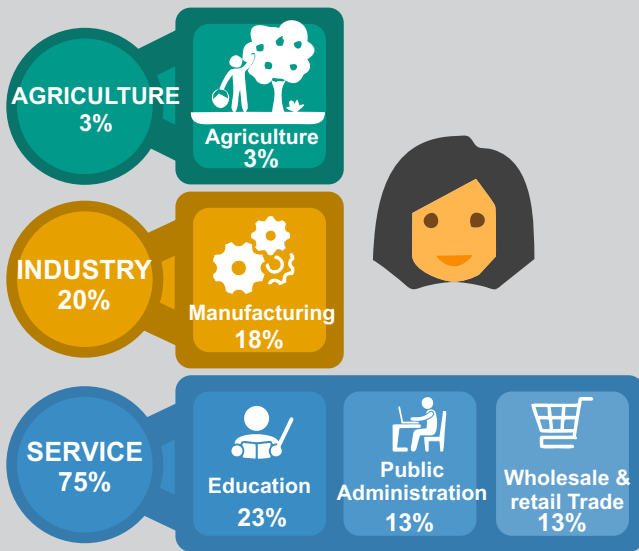


More women work in informal sector than men

PROPORTION OF WOMEN IN MANAGERIAL POSITIONS

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

BRANCH OF ECONOMIC ACTIVITY

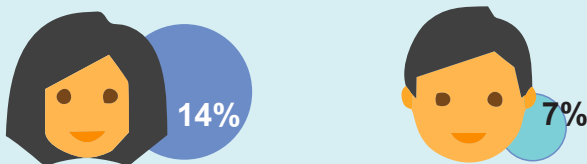


Employment in tourism and construction industry is not properly reflected in the HIES, due to its coverage

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.



Time-related underemployment was higher for women than men

AVERAGE MONTHLY EARNINGS-MAIN JOB BY EDUCATION ATTAINMENT

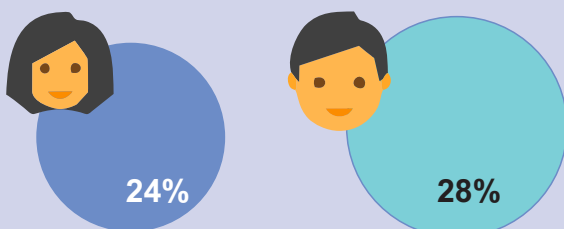
Education Attainment	Women (MVR)	Men (MVR)
Pre-school education	MVR 4,401	MVR 7,775
Primary education	MVR 4,774	MVR 9,158
Secondary education	MVR 6,473	MVR 12,204
Higher secondary education	MVR 7,948	MVR 11,430
Certificate/ Diploma	MVR 8,843	MVR 14,829
Degree & above	MVR 14,941	MVR 22,331
Never attended	MVR 4,325	MVR 7,190

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

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.



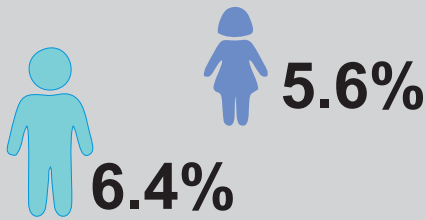
PROFILE OF THE UNEMPLOYED POPULATION

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%



Unemployment is slightly high among men



METHOD OF SEARCH FOR EMPLOYMENT

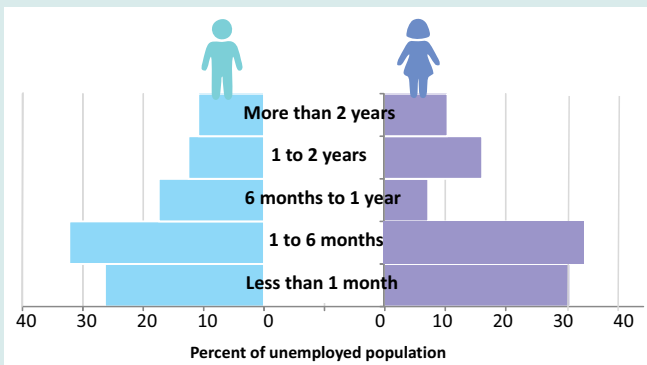


Majority (47%) of the unemployed men as well as women seek employment opportunities through internet, news, gazette, etc

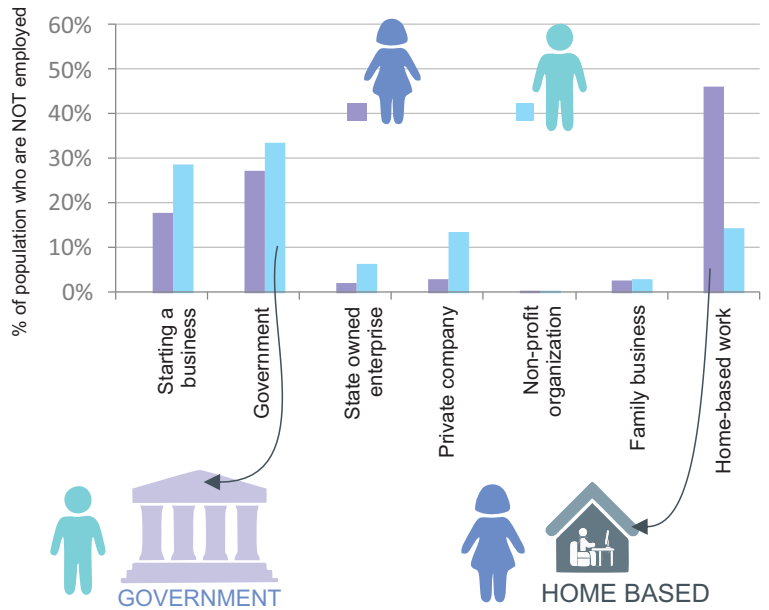
DURATION OF UNEMPLOYMENT

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

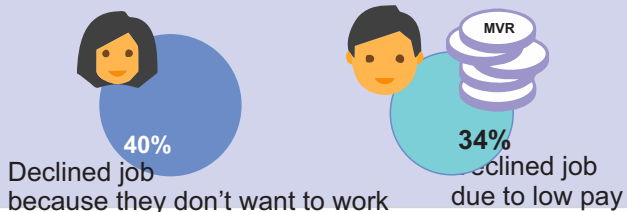


Women prefer home based work

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.**



KIND OF JOB PREFERRED



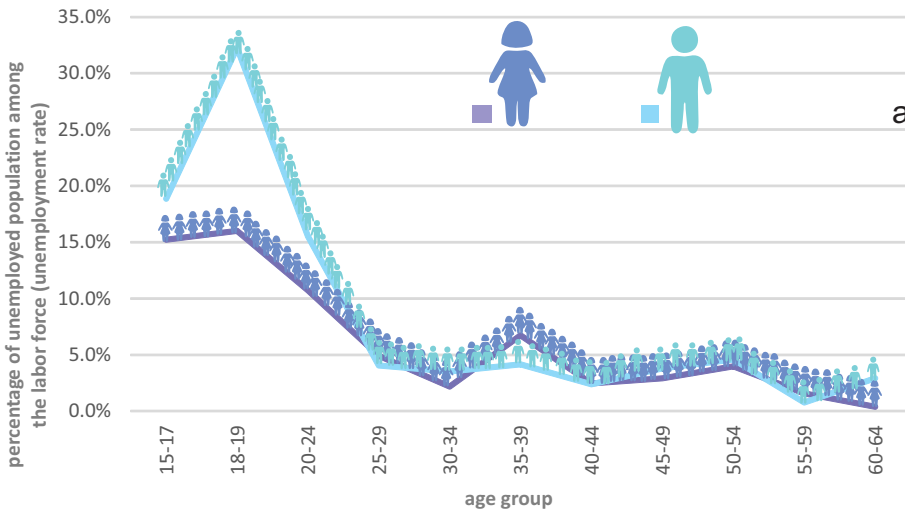
Women prefer to do manual job



Men prefer to do technical/ professional jobs

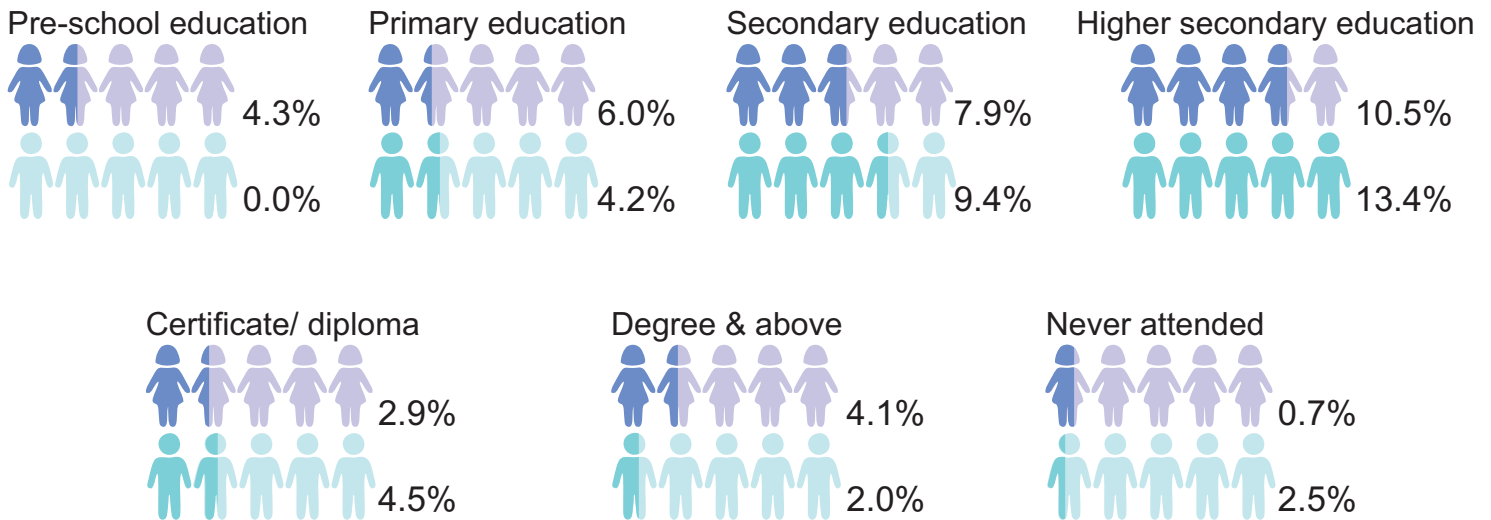
PROFILE OF THE UNEMPLOYED POPULATION

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

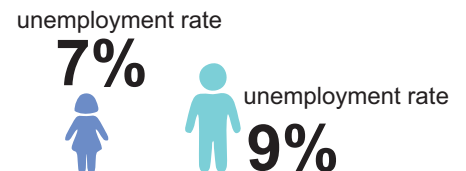
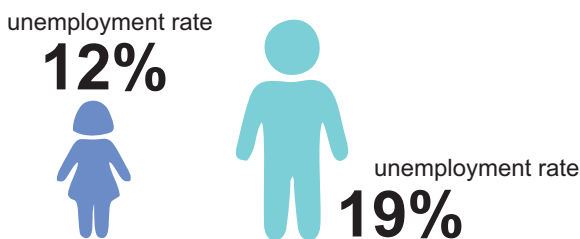


YOUTH UNEMPLOYMENT RATE

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



PROFILE OF PERSONS OUTSIDE THE LABOUR FORCE

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%



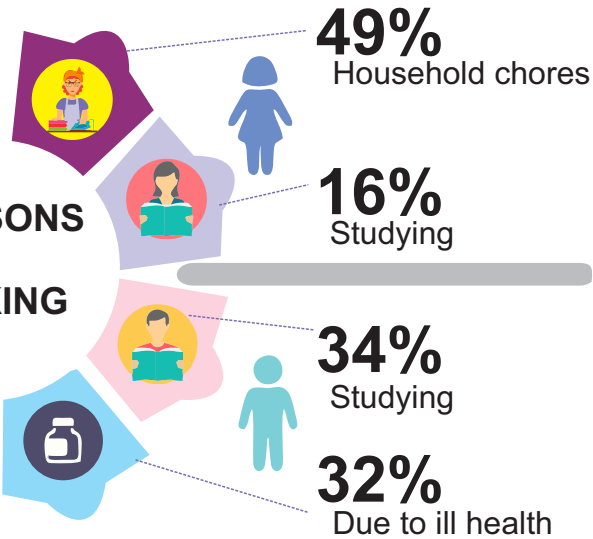
28%



More women remain outside the labour force than men

REASON FOR NOT SEEKING EMPLOYMENT

MAIN REASONS FOR NOT SEEKING A JOB



15-24 years



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

25 years & above

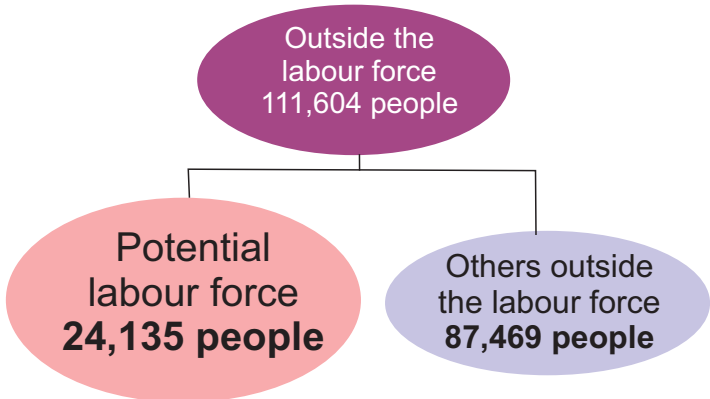
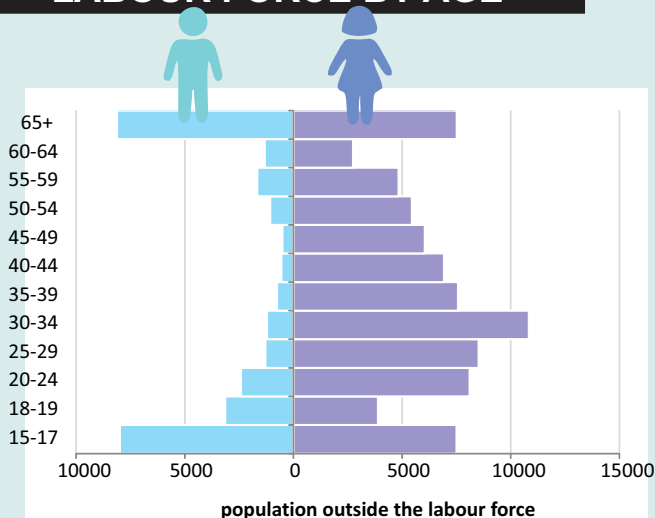


For women, main reason for not seeking work is due to household chores



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




PROFILE OF PERSONS OUTSIDE THE LABOUR FORCE

POTENTIAL LABOUR FORCE



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).

 **17,522** people

 **6,613** 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).

LABOUR UNDERUTILIZATION

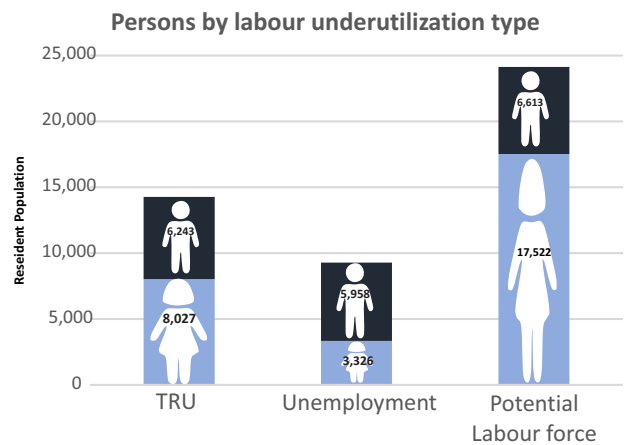
Main Labour underutilization indicators

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.

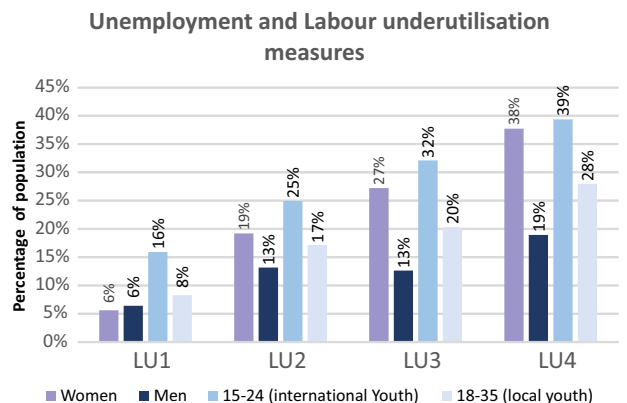
LU2: Combined rate of time-related underemployment and unemployment highlights the extend of the pressure on labour market caused by mostly people in precarious working condition (i.e. working less hours while looking for other job opportunity) in addition to those already available and looking for jobs.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



Majority of women in the labour underutilization category were among the potential labour force



Women & youth were more affected by the labour underutilization

YOUTH WHO ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET)

18-35 years  **39%**  **17%**

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