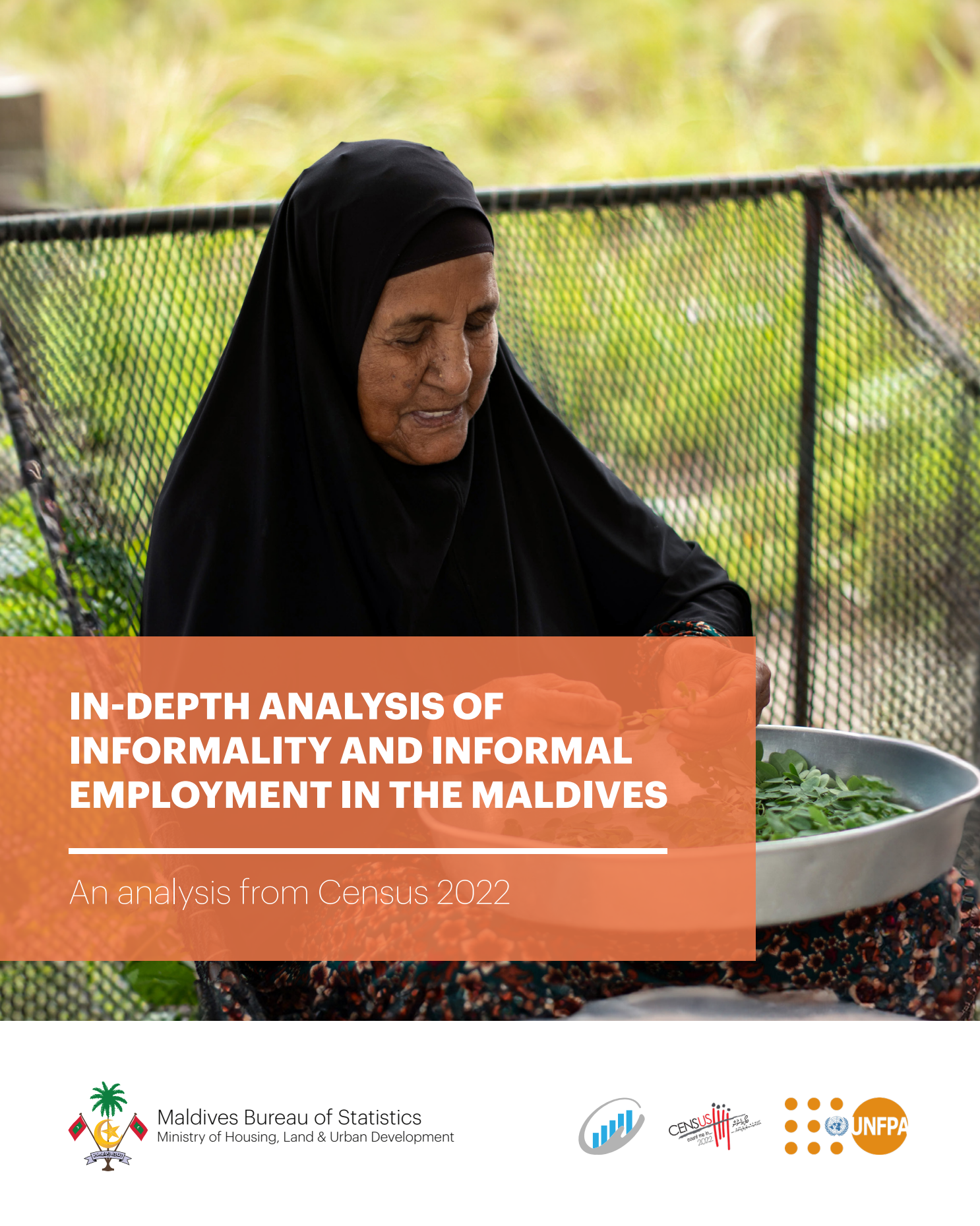




IN-DEPTH ANALYSIS OF INFORMALITY AND INFORMAL EMPLOYMENT IN THE MALDIVES

An analysis from Census 2022



Maldives Bureau of Statistics
Ministry of Housing, Land & Urban Development





In-depth analysis of informality and informal employment in the Maldives

An analysis from Census 2022



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ACRONYMS AND ABBREVIATIONS

COVID-19	Corona virus disease 2019
DHS	Demographic Health Survey
HIES	Household Income and Expenditure Survey
ICF	International Classification of Functioning, Disability and Health (ICF)
ICSE-18	International Classification of Status in Employment 2018
IE	Inclusive Education
NDR	National Disability Register
NEET	Not in Education, Employment or Training
NSPA	National Social Protection Agency
NTA	National Transfer Account
PWD	Persons With Disabilities
SAP	Strategic Action Plan
SDG	Sustainable Development Goal
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
UNESCWA	United Nations Economic and Social Commission for Western Asia
UNICEF	United Nations Children Fund
WB	World Bank
WG-SS	Washington Group Short Set of disability questions
WHO	World Health Organization

TERMS AND DEFINITIONS

TERM	DEFINITION
ENUMERATED POPULATION	Refers to the island where the person was found on census night (13 September 00.00 hrs)
RESIDENT POPULATION	Population who have been living in Maldives for more than one year or intends to live in Maldives for 1 year or more. This includes Resident Maldivian Population and Resident Foreign Population
RESIDENT MALDIVIAN	Maldivian who have been living in Maldives for more than one year or intends to live in Maldives for 1 year or more. Maldivians who are permanently living abroad is excluded from here
RESIDENT FOREIGNERS	Foreigners who have living in Maldives for more than one year or intends to live in Maldives for 1 year or more. Foreigners such as tourists, short term stay is excluded from this count
MAALE	Includes the 4 wards of Maale (Henveiru, Galolhu, Machchangoalhi, Maafannu), Hulumaale, Villimaale, and K. Hulhule with harbour of these areas
ATOLLS	Include administrative islands and non-administrative islands
ADMINISTRATIVE ISLANDS (ADMIN ISLANDS)	These are islands with islands/city councils
NON-ADMINISTRATIVE ISLANDS (NON-ADMIN ISLANDS)	Includes resorts, industrial islands, and other islands. Industrial islands and other islands include resorts under development, islands leased out for agricultural, fisheries purposes, etc. These islands are included if anyone lives and sleeps there. It also includes Thilafushi and Gulheefalhu
SOUTH THILADHUNMATHI (HDH ATOLL)	The count of population in South Thiladhunmathi is including Kulhudhufushi City
MAALE ATOLL (K)	Number of the Males per 100 Female in the population (Males divided by Females x 100)
POPULATION DENSITY	Population density refers to the number of people living in an area per square kilometer or other unit of land area

MEDIAN AGE

Median age is the age that divides a population into two numerically equal groups - that is, half the people are younger than this age and half are older. It is a single index that summarizes the age distribution of a population

GROWTH RATE

The rate at which a population is increasing (or decreasing) in a given year due to natural increase and net migration, expressed as a percentage of the base population.

Formula:

= $\text{LN (current census year population/ Previous census year population) / time in between 2 census} \times 100$,

where:

Current census = 382639

Previous census = 338434

Time = 7.99

DEPENDENCY RATIO

The demographic dependency ratio is a measure showing the number of dependents, aged 0-14 years and over the age of 65, to the working age group 15 to 64 years

CHILD DEPENDENCY RATIO

The child dependency ratio is the ratio of the population aged 0-14 to the population aged 15-64, presented as the number of dependents per 100 persons of working age (15-64)

AGED DEPENDENCY RATIO

The old-age-dependency ratio is the ratio of the number of elderly people at an age when they are generally economically inactive (i.e. aged 65 and over), compared to the number of people of working age (i.e. 15-64 years old).

FOREWORD

The Population and Housing Census of Maldives stands as the most extensive national statistical undertaking, offering a highly comprehensive source of data on the population and households. Maldives has been conducting censuses since 1911 with the first modern census conducted in 1977. Censuses were conducted every five years since between 1985 and 2000. The 2005 census was postponed to 2006 due to tsunami of 2004, resulting in an eight-year gap between the last two censuses. The 2022 represents a significant milestone as the 30th census conducted in the Maldives owing to a gap of 8 years.

This series of statistical releases aim to provide an in-depth view of what is behind the census figures, shedding light on the fundamental population issues that underlie them. It is our goal to enhance the understanding of population and development issues within the country, providing a comprehensive view of the data. Additionally, the census plays a crucial role in reporting on numerous SDG indicators by providing essential updates and with necessary disaggregation of data.

I extend my heartfelt gratitude to all individuals and organisations whose contributions made it possible for us to present the census findings to the public. Special thanks are due to United Nation Population Fund (UNFPA) for providing financial support throughout the process and for facilitating the technical input from consultants, whose expertise and guidance were invaluable in successfully completing these releases. I would like to start by thanking Mr. Andreas Kutka and Mr. Peter Bruekmann for the continuous support they provided our team for the implementation of the census, from designing stage to the release of census preliminary results. My thanks go out to Professor Lakshman Dissanayake and Dr. Liwan Liyanage, for overseeing the progress of each chapter, and guiding the chapter writers and enhancing their capacities throughout the process. Lastly, the success of this census releases owes much to the tireless effort and dedication of the Maldives Bureau of Statistics staff, and I take this moment to express my sincere appreciation to each and every one of them.

This information is accessible through our website www.statisticsmaldives.gov.mv. We believe in the dissemination of reliable statistics in an unbiased manner to the general public. We encourage data users to utilize the Census results effectively, promoting a culture of decision-making in the country.

I am hopeful that the information in this Release and other subsequent census related publications, would be very useful for evidence based decision-making and formulation of policies and plans. Both the national and local level could use the census information to define service areas, identify current requirement of services and infrastructure, and future demands. Further, it would serve as the basis for measuring progress towards the achievement of key national targets as well as other time-bound targets of the country as we undergo a new phase in administration.

Aishath Hassan
Chief Statistician

Maldives Bureau of Statistics
Ministry of Housing, Land & Urban Development

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The conduct of the 2022 Population and Housing Census of Maldives entailed nationwide coordination and collaboration. The Maldives Bureau of Statistics (MBS), would like to take this opportunity to express our sincere gratitude to all the agencies and individuals who contributed immensely to the success of the Census.

We are truly indebted to the United Nations Population Fund (UNFPA) for the immense support provided throughout the process, from census planning stage to the publication of these census Releases. We would also like to extend our sincere gratitude to UNICEF, UNDP, ADB, World Bank, PARIS21 and IOM for their support in the implementation of a successful census. Our sincere appreciation also goes to Ministries, Agencies, CSOs for their cooperation and contribution to complete the census operation across the country. We are indeed grateful to City Councils, Atoll Councils, Island Councils, Atoll Census Managers, island census focal points for their support and leadership in ensuring the successful completion of census in their respective communities. We would like to convey our sincere appreciation to the government for funding and providing other financial support when needed. We would like to thank Maldives Police Services for arranging security services during the entire enumeration process, MTCC for transport arrangement and local media for their coverage and dissemination of census announcements in a timely manner.

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This series of statistical releases would not have been possible without the dedicated efforts of the following MBS staff.

Statistical Release 1: Population dynamics in the Maldives

Ms. Fathimath Yania

Statistical Release 2: Population movement and migration dynamics

Ms. Fathimath Riyaza

Statistical Release 3: Education status of the population

Ms. Ashiyath Shazna

Statistical Release 4: Disability in the Maldives

Ms. Fathimath Riyaza

Statistical Release 5: Mapping the Employment Landscape: A Comprehensive Analysis of the situation in the Maldives

Ms. Aishath Hassan

Statistical Release 6: Improving Labor Market Dynamics: Understanding Unemployment and Workforce Inactivity

Ms. Aishath Shahuda

Statistical Release 7: In-depth analysis of informality and informal employment in the Maldives

Ms. Lizama Faheem

Statistical Release 8: Nuptiality and Fertility in The Maldives

Ms. Mariyam Shadeena

Statistical Release 9: Household Characteristics

Ms. Aishath Sobaha

Statistical Release 10: An insightful analysis of resort employment in the Maldives

Ms. Sajida Ahmed

Finally, special thanks, appreciation and gratitude to all staff of Maldives Bureau of Statistics for overseeing the whole processes, from planning, organisation, implementation, cleaning and having the results published.

BRIEF SUMMARY OF FINDINGS

The formal employment as operationalized in Census 2022 encompasses employers, self-employed individuals, and members of producer cooperatives operating within registered enterprises and government institutions, along with all employees contributing to social security benefits, specifically pensions. When employment status is unspecified but the individual contributes to a pension, they are classified under formal employment.

Informal employment encompasses all individuals engaged in employment outside formal channels, encompassing employers, self-employed individuals, and producer cooperative members who are not part of the formal sector, as well as employees lacking pension benefits from employers. Similarly, when employment status is missing and pension benefits are absent, the individual is categorized as engaged in informal employment. This category also encompasses all contributing family workers, regardless of formal sector affiliation.

According to Census 2022, 40% of employed population is in informal employment, totaling 120,062 workers, of which women constitute 21.4% while men account for 78.6%. The informal employment consists of 33.7% of employed women and 42.1% of employed men. Men dominate both informal and formal employment.

The total employment is divided into three production units: informal sector, formal sector and households. Over 79% of employment belongs to the formal sector while informal sector and households occupy 14% and 6.5% respectively. In the household sector, women's share outweighs that of men, at 71.5%, while in informal sector and formal sector, men lead at 85.8% and 76.4% respectively. A similar trend with slight variation occurs in both Maale and atolls.

A striking share of 62.1% of informal employment is foreign workers while only 37.9% are Maldivians. However, a significant variation occurs between women and men: 78% of women in informal employment are Maldivians while 73% of men are foreigners. Among Maldivians in informal employment, 44% are women, while 56% are men.

At the national level, the informal employment is highest in Maale with an outstanding share of 48.6% of total informal employment in the country. Maale is followed by Kaafu atoll, Seenu atoll (Addu city) and Haa Dhall atoll.

The informal employment in relation to formal employment is highest in Gnaviyani atoll (Fuvahmulah City) at 51.3%. Conversely, informal employment is lowest in Alif Dhaal atoll at 26.9%.

The exposure of women to informal employment peaks in Shaviyani atoll at 46.8%. This means that 46.8% of employed women are in informal employment in the atoll. The men's exposure to informal employment peaks in Gnaviyani atoll at 56.2%. Men have high exposure to informal employment in all atolls with leading cities.

The employed population in Maldives in informal and formal employment experiences a significant leap at 25-29 year age group, reaching a peak at 30-34 years, and slightly declining at 35-39 years. Beyond that, it decreases significantly.

The educational attainment among employed population indicates that, in both informal and formal work, secondary education leads. The informal workers with secondary education account for over 29,000, while formal work consists of over 54,000 individuals with secondary education. Surprisingly, 18.7% of those holding degree and above are also in informal employment.

Among Maldivians in informal employment, the primary educational share in atolls is significantly higher than in Maale at 33% and 13% respectively, while those holding certificates or diploma in Maale and atolls are at 20% and 10%.

At republic level, the informal employment is most prominent in construction industry with over 31,000 workers. For each construction worker in formal employment, approximately 3 construction workers are engaged in informal employment. Trade, manufacturing, agriculture and fishing and accommodation and food services also have significantly high informal employment. In terms of the share of informal employment within each of the top 10 industries, activities of households occupy the largest share of 95.3% while education occupies the lowest share (18.7%).

The construction sector being the leading industry in informal employment constitute of 99% men, while only 1% is women. At 83%, women lead education industry in informal employment. Women closely compete in activities households at 70%. The Maldivian women in informal employment occupy 89% of education industry, 88% of activities of households, 80% of human health and social services, while Maldivian men lead in informal employment in mining (100%), construction (96%), public administration (76%), accommodation and food services (70%) and so on.

At the broadest major group level in occupations, informal employment is lead by craft and related trade workers accounting for over 32,000 people. This category includes, bakers, pastry cooks, tailors, carpenters, other craftsmen, etc. This is followed by elementary occupations which include cleaners, construction labourers, helpers, messengers, and alike. Within informal employment, craft and related

workers occupy 26.8% while elementary occupations account for 23.8%.

Among Maldivians in Maale, service and sales workers lead with over 3,202 persons, while craft related trades worker leads atolls at 9,117 persons. Skilled agriculture holds the second rank in atolls with over 5,900 persons, where atolls occupy 93.4% of the occupation among Maldivians.

The employment status in both informal and formal employment is lead by 'employees', constituting 74% of total informal employment and 94.7% of total formal employment. This is followed by own account workers and group workers.

At republic level, the average daily work hours in informal employment is 8.6 hours. The formal employment has a slightly lower daily work duration at 8.5 hours. The women in informal employment spend 6 hours a day, which is less than women in formal employment spending 7.8 hours. On the contrary, the men in informal employment spend more time at work (9.3 hours) compared to those in formal employment (8.8 hours). In Maale, women spend 7 hours a day, while women in atolls spend 5.3 hours. The men in both Maale and atolls spend exactly 9.3 hours a day.

INTRODUCTION

The term “informal economy” encompasses economic activities conducted by individuals and business entities that operate outside the scope of formal regulations and protections, as defined by existing legal and regulatory frameworks (International Labour Organization - ILO)¹. Within this context, informal enterprises or units pertain to unregistered and unregulated business entities, while informal employment refers to labor conducted under informal arrangements, occurring either within formal enterprises or informal units.

Notably, the ILO’s publication highlights that 6 out of every 10 workers and 4 out of every 5 enterprises globally are associated with the informal economy, signifying participation in the informal sector or informal employment².

In the Maldives Census 2022, the formal sector encompasses government entities and all registered enterprises, regardless of ownership and other attributes. Meanwhile, “households” denote individuals engaged in income-generating activities at home, without representing distinct business identities and people working for households such as domestic helpers. Informal enterprises encompass all income-generating entities, excluding formal units and households. Formal employment as operationalized in Census 2022 encompasses employers, self-employed individuals, and members of producer cooperatives operating within registered enterprises and government institutions, along with all employees contributing to social security benefits, specifically pensions. When employment status is unspecified but the individual contributes to pension, they are classified under formal employment. Informal employment encompasses all individuals engaged in employment outside formal channels, encompassing employers, self-employed individuals, and producer cooperative members who are not part of the formal sector, as well as employees lacking pension benefits from employers. Similarly, when employment status is missing and pension benefits are absent, the individual is categorized as engaged in informal employment. This category also encompasses all contributing family workers, regardless of formal sector affiliation.

The prevalent assumption is that the informal economy correlates with poverty and inadequate working conditions. However, the situation varies across countries, contingent on overall income levels, living standards, and policy frameworks addressing challenges faced by low-income segments. Moreover, the extent of the informal sector (characterized by unregistered business entities) correlates with potential revenue loss for governments. Unregistered informal enterprises evade tax obligations, leading to reduced governmental income. Individuals in informal employment lack employer-provided pensions.

¹ https://www.ilo.org/global/topics/wages/minimum-wages/beneficiaries/WCMS_436492/lang-en/index.htm

² *ibid*

The implications differ based on each country's economic policies. In the Maldives, universal healthcare coverage through Aasandha for all citizens and the provision of old-age pensions at 65 years of age mitigate some impacts of informal employment on individuals. Nevertheless, this scenario imposes costs on the government in the absence of corresponding revenues, underlining the importance of assessing the informal sector's size and informal employment to facilitate contingency budgeting.

This chapter will analyze gender-specific informal employment trends, differentiating between Maldivians and foreigners, across diverse geographical locations, and in relation to age, education, industry, occupation, employment status, and work hours.



CHAPTER 1

SIZE OF INFORMAL ECONOMY

1. SIZE OF INFORMAL ECONOMY

Understanding the informal economy is essential for policymakers and researchers seeking to address its complexities and implications for economic development and social well-being. Further, the informal economy, encompassing activities that possess market value and have the potential to contribute to tax revenue and GDP if properly documented, is a prevalent global phenomenon. According to data from the International Labour Organization, approximately 2 billion workers, constituting 60 percent of the global employed population aged 15 and older, engage in informal sector activities at least part of the time³. The magnitude of the informal sector gradually diminishes as economies progress, although significant variations persist among regions and countries. The informal economy comprises both the informal sector and informal employment.

1.1a Total employment by production units (production sectors)

The Table 1.1a (below) helps identify the size of informal sector in the total employment, which includes both locals and foreigners. The total employment is distributed among 3 types of production units—formal sector⁴, informal sector and households. Hence production units and production sector will be interchangeably used in this analysis. The production unit focuses on the formality or informality of the workplace or production unit. Institutions and businesses that are formally registered or regulated by the government are in formal sector, while those which are not registered are in the informal sector. Economic activities which are carried out within the households or which serve the household, such as domestic helpers, fall within households.

According to the data, only 14% of total employment in the Maldivian economy belongs to informal sector. These activities are often characterized by their casual and unstructured nature. Examples of informal sector activities can range from online outlets and small-scale agriculture to unregistered small businesses. A significant 79.5% of employment falls in formal sector and 6.5% is in the households.

PRODUCTION UNITS (SECTORS)	NUMBER OF PERSONS	SHARE OF EMPLOYMENT
INFORMAL SECTOR	42,162	14.0
FORMAL SECTOR	238,729	79.5
HOUSEHOLDS	19,531	6.5
TOTAL	300,422	100.00

Table 1.1a: Total employment by production units (also known as production sectors)

³ <https://www.imf.org/en/Publications/fandd/issues/2020/12/what-is-the-informal-economy-basics>

⁴ International Labour Organisation (2013) *Measuring informality: a statistical manual on the informal sector and informal employment* (Geneva: ILO)

1.1b Total employment by employment types

The production sectors can be further segregated by gender (Table 1.1b). This will enable policy-makers to identify the vulnerability of specific genders to informal sector or households. Among women in total employment, 7.9% are in informal sector while of 16.1% of men are in this sector. Unlike in the informal sector, share of men in households is much less, i.e., 2.5% while, 18.3% of women work in households. The large majority of both women and men work in formal sector consisting of 73.8% of women and 81.4% of men. However, in households, women's share is significantly high-at 71.5% compared to men. Out of total employment in informal sector and formal sector, women occupy 14.2% and 23.6% respectively.

PRODUCTION SECTORS	TOTAL EMPLOYMENT			SHARES WITHIN GENDER		WOMEN'S SHARE
	FEMALE	MALE	TOTAL	FEMALE	MALE	
INFORMAL SECTOR	5,997	36,165	42,162	7.9	16.1	14.2
FORMAL SECTOR	56,328	182,401	238,729	73.8	81.4	23.6
HOUSEHOLDS	13,955	5,576	19,531	18.3	2.5	71.5
TOTAL	76,280	224,142	300,422	100.0	100.0	25.4

Table 1.1b: Total employment by production sectors and gender

1.1c Total employment by employment types

The employment is divided into formal and informal employments. This represents the nature of job performed by individual workers. It relates to the individual person, and indicates the condition of the worker. Table 1.1c (below) depicts the distribution of total employment by employment types. According to data, 40% of all workers are in informal employment while 60% are in the formal employment.

EMPLOYMENT TYPES	NUMBER OF PERSONS	SHARE OF EMPLOYMENT
INFORMAL EMPLOYMENT	120,062	40.0
FORMAL EMPLOYMENT	180,360	60.0
TOTAL	300,422	100.0

Table 1.1c: Total employment by employment types

1.1d Total employment by employment types and gender

The employment types have been further disaggregated by gender (Table 1.1d). The data depicts that while 33.7% of women and 42.1% of men are in informal employment, majority of each gender are in formal employment. A significant share of 66.3% of women are in formal employment. However, men's share in the formal employment is slightly low-at 57.9%. When considering the total number of men and women in employment, women's share in both informal and formal employment is much less, i.e., 21.4% in informal employment; 28.0% in formal employment.

EMPLOYMENT TYPES	TOTAL EMPLOYMENT			SHARE WITHIN GENDER		WOMEN'S SHARE AGAINST MEN
	FEMALE	MALE	TOTAL	FEMALE	MALE	
INFORMAL EMPLOYMENT	25,693	94,369	120,062	33.7	42.1	21.4
FORMAL EMPLOYMENT	50,587	129,773	180,360	66.3	57.9	28.0
TOTAL	76,280	224,142	300,422	100	100	25.4

Table 1.1d: Total employment by employment types and gender

1.2a Production sectors within total informal and formal employment

Within the context of informal employment, there are three main categories: the informal sector, households, and the formal sector.

1. Informal Sector (35.1% of informal employment): Within the total informal employment, 35.1% workers (table 1.2a) are in informal sector. This highlights its significance in terms of providing livelihoods and income for many individuals. There is no formal employment within informal sector. This suggests that in unregistered, unregulated businesses, the workers are mainly in informal employment.

2. Households (16.1% of informal employment): The household sector represents a smaller portion of informal employment at 16.1%. This category refers to employment opportunities within households, which can encompass domestic work, caregiving, and other labor arrangements that take place within households. These are income generating activities that serve households or are carried out within the household. Only 0.1% of formal employment falls within households.

3. Formal Sector (48.8% of informal employment; 99.9% of formal employment): The formal sector comprises businesses and activities that are registered with the government, and therefore liable to adhere to labor laws and regulations. In this context, only a limited 48.8% of informal employment can be found within the formal sector. Unlike in the informal employment, 99.9% of formal employment falls

within formal sector. This suggests that the majority of employment in the formal sector consists of formal employment arrangements rather than informal ones.

This illustrates the distribution of informal employment across these three key categories: the informal sector, formal sector and households. It also highlights the substantial presence of informal and formal employment integrated into the formal sector within the broader employment landscape.

EMPLOYMENT SECTOR	EMPLOYMENT TYPE	
	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT
INFORMAL SECTOR	35.1	-
FORMAL SECTOR	48.8	99.9
HOUSEHOLDS	16.1	0.1
TOTAL	100.0	100.0

Table 1.2a: Shares of production sectors within informal and formal employment

1.2b Production sectors within total informal and formal employment by gender

Table 1.2b and 1.2c shows the gender disaggregation of total informal and formal employment. Over 25,000 women and 94,000 men work in informal employment while a much larger number of people work in the formal employment—that is, over 50,000 women and over 129,000 men. This includes Maldivians and foreigners.

Among women in informal employment, 23.3% (table 1.2c) work in informal sector, while 53.9% are engaged in the household sector. Less than a quarter of women in informal employment work in the formal sector. In contrast, over a half of the men in informal employment (i.e., 55.9%) work in the formal sector, while only 5.8% work in the households. A significant share of 38.3% of men in informal employment belong to the informal sector. In formal employment, 99.8% of women and 99.9% of men are engaged in formal sector of the economy while the rest are in households. Within informal employment, women's share in comparison to men is highest in households at 71.6%. Even in formal employment, women's share in in households is higher than men, at 57.9%. This is because compared to women, relatively fewer men are employed in the households, since men usually work away from home.

TOTAL EMPLOYMENT BY EMPLOYMENT TYPES, SECTORS AND GENDER					
EMPLOYMENT SECTOR	INFORMAL EMPLOYMENT		FORMAL EMPLOYMENT		GRAND TOTAL
	FEMALE	MALE	FEMALE	MALE	
INFORMAL SECTOR	5,997	36,165	-	-	42,162
FORMAL SECTOR	5,855	52,711	50,473	129,690	238,729
HOUSEHOLDS	13,841	5,493	114	83	19,531
TOTAL	25,693	94,369	50,587	129,773	300,422

Table 1.2b: Total number of men and women in informal and formal employment by production units

EMPLOYMENT SECTOR	SHARES OF INFORMAL AND FORMAL EMPLOYMENT BY GENDER						
	INFORMAL EMPLOYMENT		FORMAL EMPLOYMENT		TOTAL	WOMEN'S SHARE WITHIN EACH SECTOR	
	FEMALE	MALE	FEMALE	MALE		INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT
INFORMAL SECTOR	23.3	38.3	-	-	14.0	14.2	-
FORMAL SECTOR	22.8	55.9	99.8	99.9	79.5	10.0	28.0
HOUSEHOLDS	53.9	5.8	0.2	0.1	6.5	71.6	57.9
TOTAL	100.0	100.0	100.0	100.0	100.0	21.4	28.0

**Table 1.2c: Shares of informal and formal employment by gender
(within gender and production sectors)**

As evident from the data above, the informal economy holds a substantial presence within the Maldivian economy, whether we examine it in terms of employment types or production sectors.

1.3a Distribution of employment within production units (informal, formal and household sectors) by gender in Republic, Maale and atolls

In table 1.3a and Figure 1.3a, we observe the breakdown of total employment by gender across formal, informal, and household sectors. A large majority of women and men from Maale and atolls are engaged in the formal sector. The informal sector is composed of a total of 17,788 workers from Maale and 24,374 from atolls, while in the households 8,409 persons from Maale and 11,122 workers from atolls participate.

At the national level, 7.9% of women and 16.1% of men are engaged in the informal sector, while 73.8% of women and 81.4% of men participate in the formal sector. The household sector, on the other hand, sees the involvement of 18.3% of women and 2.5% of men. The female presence in both informal sector and households is relatively more profound in atolls, compared to Maale.

TOTAL EMPLOYMENT BY PRODUCTION UNITS	REPUBLIC			MAALE			ATOLLS		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
INFORMAL SECTOR	5,997	36,165	42,162	2,112	15,676	17,788	3,885	20,489	24,374
FORMAL SECTOR	56,328	182,401	238,729	27,540	72,649	100,189	28,788	109,752	138,540
HOUSEHOLDS	13,955	5,576	19,531	5,631	2,778	8,409	8,324	2,798	11,122
TOTAL	76,280	224,142	300,422	35,283	91,103	126,386	40,997	133,039	174,036

Table 1.3a: Total employment by production units and gender in Republic, Maale, and Atolls

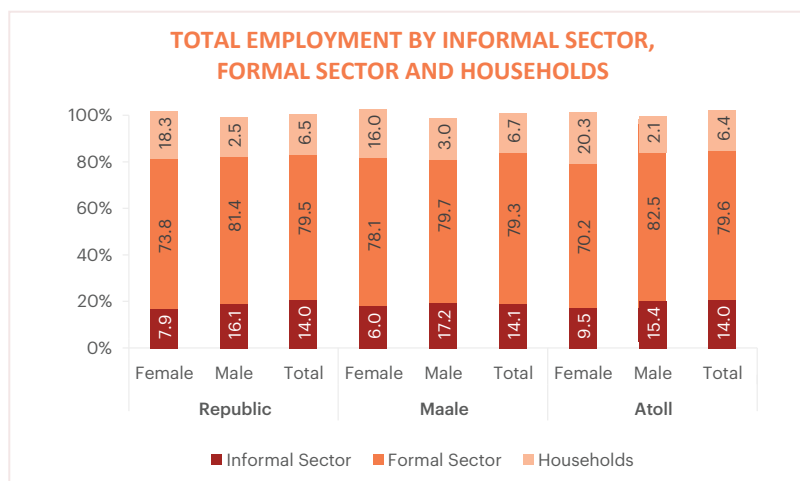


Figure 1.3a: Total employment by Informal Sector, Formal Sector & Households

1.3b Employment of Maldivians in informal sector, formal sector and households

When the analysis narrowed down to Maldivian citizens, as shown in Table 1.3b and Figure 1.3b, a similar trend can be noticed. A total of 171,130 Maldivians consisting of 30,051 women from Maale, 32,876 women from atolls, 46,256 men from Maale and 61,947 men from atolls are engaged in income generating activities. Maldivian women account for 39% of employment in Maale and 35% of employment of Maldivians in atolls.

Among them, 7.6% of Maldivian women and 13.82 of Maldivian men are active in the informal sector. In the household sector, 18.3% of women and 3.7% of men are involved. The majority of both Maldivian women and men are employed in the formal sector, comprising 74.0% and 82.5% of their respective groups.

Although the percentage of Maldivian men engaged in the informal sector is relatively high compared to women, their presence in the household sector is significantly lower compared to women. In total, the household and informal sectors collectively encompass approximately 26% of Maldivian women and 18% of Maldivian men in the workforce.

EMPLOYMENT OF MALDIVIANS BY PRODUCTION UNITS	REPUBLIC			MAALE			ATOLLS		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
INFORMAL SECTOR	4,800	14,958	19,758	1,409	4,210	5,619	3,391	10,748	14,139
FORMAL SECTOR	46,588	89,213	135,801	25,184	40,376	65,560	21,404	48,837	70,241
HOUSEHOLDS	11,539	4,032	15,571	3,458	1,670	5,128	8,081	2,362	10,443
TOTAL	62,927	108,203	171,130	30,051	46,256	76,307	32,876	61,947	94,823

Table 1.3b: Employment of Maldivians by production units and gender in Republic, Maale, and Atolls

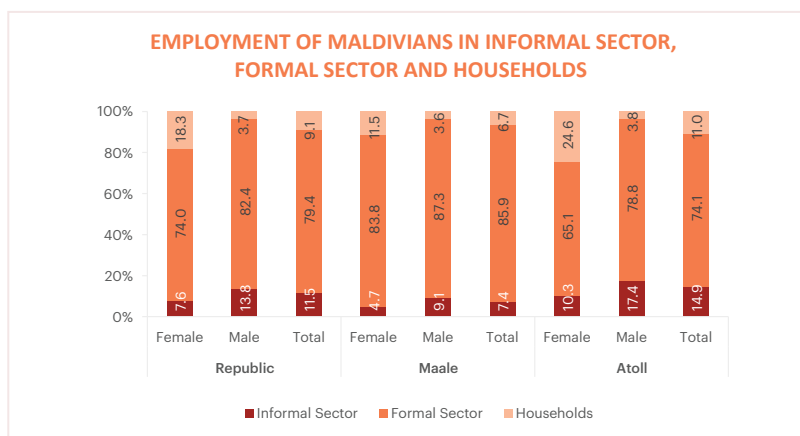


Figure 1.3a: Employment of Maldivians in Informal Sector, Formal Sector & Households



CHAPTER 2

MALDIVIANS AND FOREIGNERS

2. MALDIVIANS AND FOREIGNERS

2.1: Maldivians and Foreigners in Informal and formal employment by production unit

The total employment consists of 171,130 Maldivians (table 2.1a) and 129,292 foreigners (table 2.1b) where Maldivians account for 57% of employment while foreigners hold 43%. The Maldivians are sub-divided into 45,543 workers in informal employment and 125,587 workers in formal employment, while 74,519 foreigners are in informal employment and 54,773 foreign workers are engaged in the formal employment.

In the context of both Maldivians and foreigners, the trend in distribution of workers among production units is somewhat similar, with close to 80% of workers participating in the formal sector while between 10 to 20% are engaged in informal sector and less than 10% belongs to households (Table 2.1c; Table 2.1d). However, the shares in employment types significantly differ among nationality groups. An outstanding share of 73.4% of Maldivians work in formal employment in contrast to only 42.4% of foreigners. Thus, the informal employment consists of 57.6% of foreigners and 26.6% of Maldivians in employment.

Since number of people in informal employment is more significant compared to number of people in informal sector, most of the analysis in this chapter will be based on distribution of employment types with special focus on informal employment.

PRODUCTION UNIT	NUMBER OF MALDIVIANS BY EMPLOYMENT TYPE		
	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT	TOTAL
INFORMAL SECTOR	19,758	-	19,758
FORMAL SECTOR	10,224	125,577	135,801
HOUSEHOLDS	15,561	10	15,571
TOTAL	45,543	125,587	171,130

Table 2.1a: Number of Maldivians by employment type and production unit

PRODUCTION UNIT	NUMBER OF FOREIGNERS BY EMPLOYMENT TYPE		
	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT	TOTAL
INFORMAL SECTOR	22,404	-	22,404
FORMAL SECTOR	48,342	54,586	102,928
HOUSEHOLDS	3,773	187	3,960
TOTAL	74,519	54,773	129,292

Table 2.1b: Number of foreigners by employment type and production unit

PRODUCTION UNIT	MALDIVIANS BY EMPLOYMENT TYPE: SHARE OF TOTAL MALDIVIANS		
	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT	TOTAL
INFORMAL SECTOR	11.5	-	11.5
FORMAL SECTOR	6.0	73.4	79.4
HOUSEHOLDS	9.1	0.01	9.1
TOTAL	26.6	73.4	100.0

Table 2.1c: Maldivians by employment type: share of total Maldives

PRODUCTION UNIT	FOREIGNERS BY EMPLOYMENT TYPE: SHARE OF TOTAL FOREIGNERS		
	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT	TOTAL
INFORMAL SECTOR	17.3	-	17.3
FORMAL SECTOR	37.4	42.2	79.6
HOUSEHOLDS	2.9	0.1	3.1
TOTAL	57.6	42.4	100.0

Table 2.1d: Foreigners by employment type: share of total Foreigners

2.2: Maldivians and Foreigners in Informal Employment by Gender

The share of women in informal employment is 21.4% while men account for 78.6% (Table 2.2a). Among those in informal employment at republic level, 37.9% are Maldivians (Fig 2.2b) and 62.1% are foreigners. The figure 2.2a shows number of Maldivians and foreigners in informal employment in Maale, Atoll, and Republic. The foreign men exceed Maldivian men while number of Maldivian women exceed foreign women. At republic level, women in informal employment are composed of 78% of Maldivians and 22% foreigners. In men's category, only 27% are Maldivians while 73% are foreigners. Among Maldivians, 44% are women while 56% are men (Table 2.2a). In contrast, only 7.6% of foreigners are women while 92.4% are men.

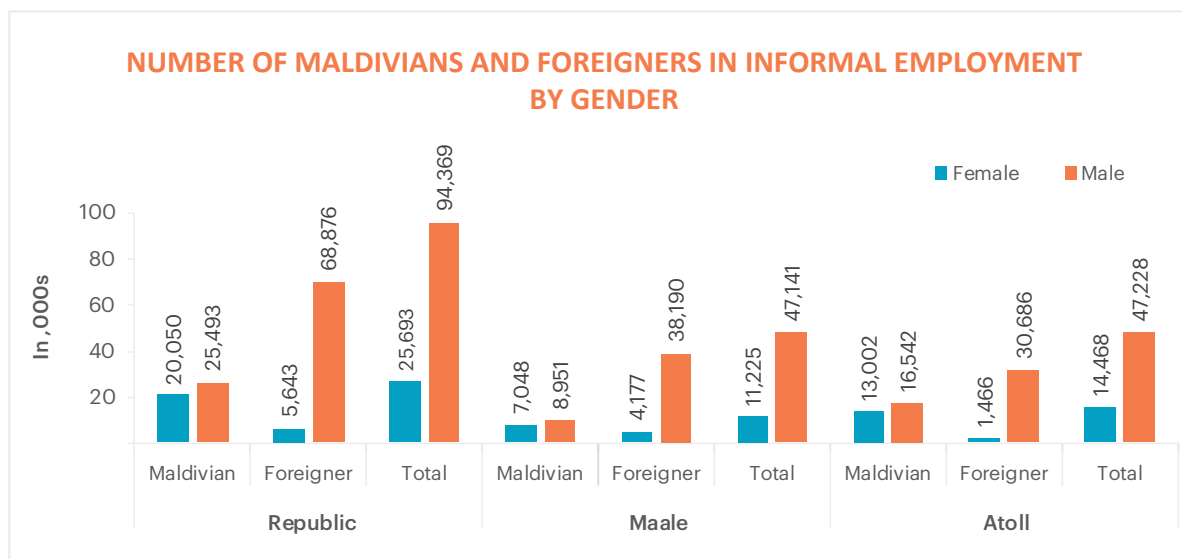


Figure 2.2a: Number of Maldivians and Foreigners in Informal Employment by Gender

GENDER	REPUBLIC			MAALE			ATOLLS		
	MALDIVIAN	FOREIGNER	TOTAL	MALDIVIAN	FOREIGNER	TOTAL	MALDIVIAN	FOREIGNER	TOTAL
FEMALE	44.0	7.6	21.4	44.1	9.9	19.2	44.0	4.6	23.5
MALE	56.0	92.4	78.6	55.9	90.1	80.8	56.0	95.4	76.5
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 2.2a: Share of men and women in informal employment by nationality in Maale, Atoll and Republic

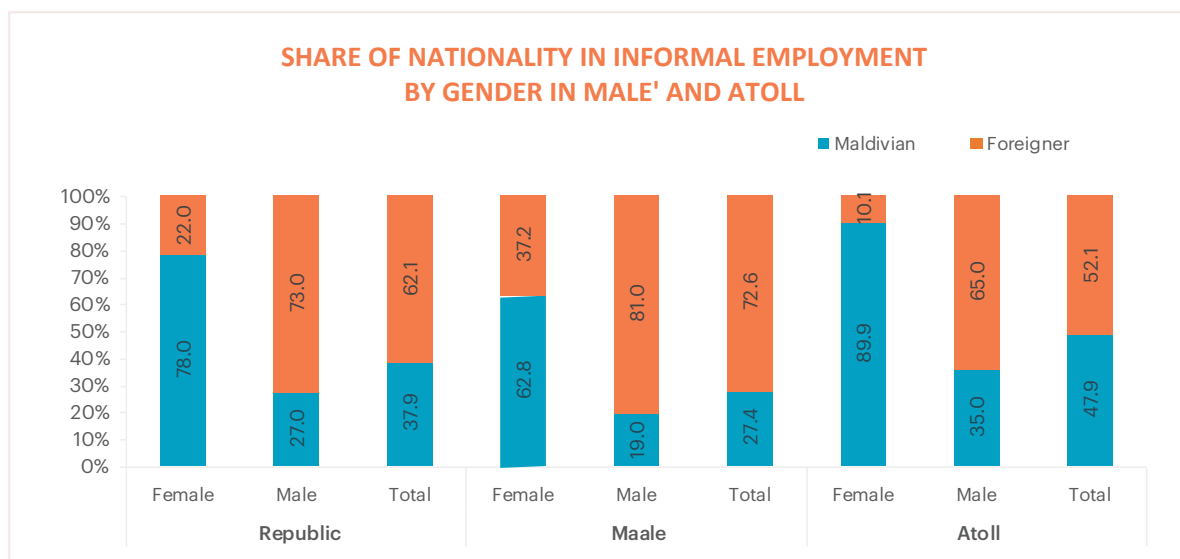


Figure 2.2b: Share of Nationality in Informal Employment by Gender in Maale and Atoll

In Maale, 27.4% of the informal employment consists of Maldivians while 72.6% are foreigners (Fig 2.2b). In atolls, 47.9% are Maldivians while 52.1% are foreign workers. Among the women in informal employment in Maale, 62.8% are Maldivians, while 37.2% are foreigners. In atolls, Maldivian women occupy 89.9% while foreign women hold 10.1%. Thus, among women in informal employment, Maldivians occupy the greater share. Among men in informal employment in Maale, 19% are Maldivians, while 81% are foreigners. In atolls, 35% of Maldivian men and 65% of foreign men work in informal employment.

In Maale, 44.1% of Maldivians in informal employment are women (Table 2.2a), while 55.9% are men. In atolls, the Maldivian women and men's share in informal employment are 44% and 56% respectively. In Maale, 9.9% of foreigners are women, while foreign men hold 90.1%. The trend is similar even in atolls, consisting of a lower share of foreign women.

2.3: Maldivians and Foreigners in Informal Employment by Gender in relation to formal employment

This analysis compares Maldivians and foreigners in informal and formal employment by gender. The comparisons are made for females and males separately. Thus, at republic level, share of Maldivian women in informal employment is slightly less than in the formal employment. Maldivian women in informal employment in comparison to foreign women account for 78% while corresponding share for Maldivian women in formal employment accounts for 84.8% (Fig 2.3a). The proportion held by foreign women in the informal employment at republic level is high due to their high share in Maale. However, in atolls, share of foreign women in formal employment is more than twice their share in informal employment. In atolls, Maldivian women occupy a greater share (89.9%) of informal employment in comparison to foreigners, while Maldivian women's share in formal employment is 74.9%.

In contrast to women, the proportion of Maldivian men in the informal employment at republic is much less (27%) compared to foreigners, while Maldivian men's share in formal employment is much higher (63.7%). In Maale Maldivian men hold a share of 19% in informal employment while they carry an outstanding share of 84.9% in formal employment compared to foreigners. In atolls, Maldivian men occupy 35% of informal jobs and 52.9% of formal jobs.

On the whole foreigners are mainly engaged in informal employment. However, in atolls, a significant share of foreign men are engaged in formal jobs. This could be due to participation of foreigners in resorts and other accommodation and food services. This indicates the need to train Maldivians in the respective fields.

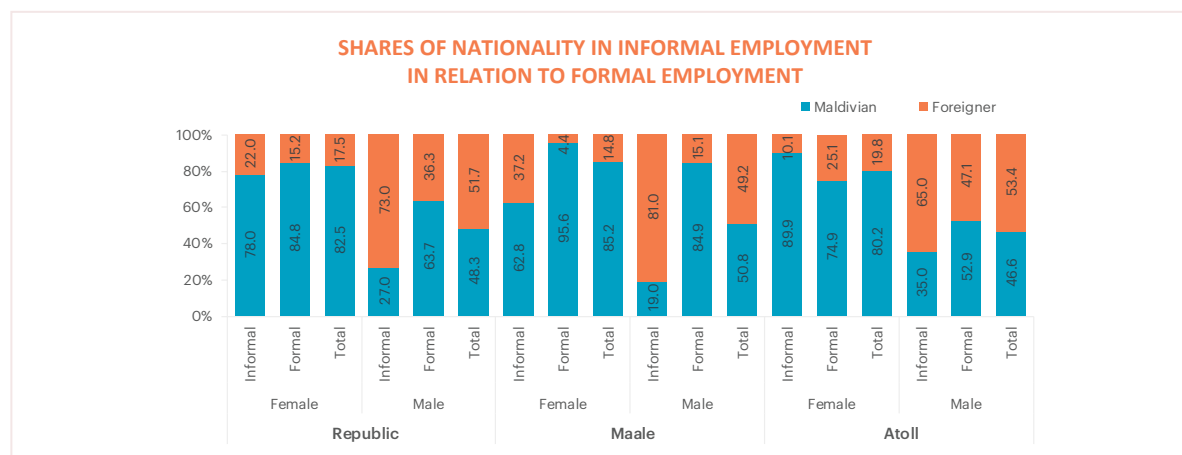


Figure 2.3a: Shares of Nationality in Informal Employment in relation to formal employment

The figure 2.3b below illustrates shares of Maldivian and foreign men and women in informal and formal employment. At republic level 57.4% of informal employment is occupied by foreign men while only 26.1% of foreign men are active in formal employment. A significant variation is seen in Maale and atolls. While 65.4% of informal employment in Maale is occupied by foreigners, only 9.8% is occupied by foreign men in formal employment. In atolls, the gender variation in informal and formal employment is much less compared to Maale.

Within formal employment in Maale, 54.8% is occupied by Maldivian men, while Maldivian women hold 33.8% which is approximately two-thirds compared to men. The share of Maldivian men and women in atolls is in close proximity compared to their shares in Maale.

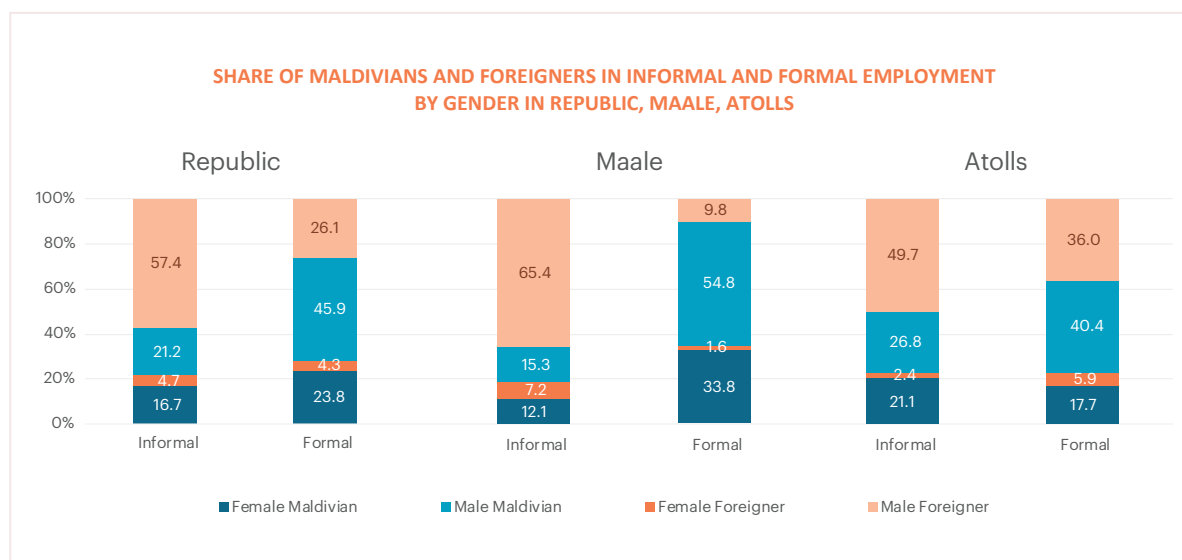


Figure 2.3b: Share of Maldivians and foreigners in informal and formal employment by gender in Republic, Maale, Atolls



CHAPTER 3

INFORMAL EMPLOYMENT WITHIN ATOLLS

3. INFORMAL EMPLOYMENT WITHIN ATOLLS

3.1 Share of Informal and Formal Employment within atolls

The proportion of informal employment relative to the total employment within atolls varies significantly, providing valuable insights into the local employment landscape. The variation in shares of informal employment out of the total employment across different atolls is noteworthy. These variations range from 26.9% to 51.3% (Table 3.1), highlighting the diversity in employment patterns within the Maldives. Gnaviyani atoll stands out with the highest share of informal employment at 51.3%. This is likely attributed to the unique characteristics of this one-island, one-atoll region, where significant agricultural and other employment opportunities contribute to a thriving informal sector. Following closely behind, Haa Dhaalu atoll registers an informal employment share of 48.4%, while Seenu atoll records a share of 47.6%. These atolls with highly populated islands, exhibit substantial informal employment activity compared to formal employment. The capital city, Maale, also contains a substantial informal employment share at 46.2%. This suggests that even in more urbanized settings, informal employment remains a significant part of the employment landscape. On the contrary, some atolls exhibit lower shares of informal employment. Dhaalu (Dh), and Alif Dhaalu (Adh) atolls, each has a share of 26.9%, while Lhaviyani (Lh) atolls reports 29.3%. These atolls may have a more prominent formal sector or fewer informal employment opportunities, leading to a lower reliance on the informal economy.

The distribution of informal and formal employment across atolls of the Maldives is a crucial aspect of understanding the nation's employment landscape. The variation in informal employment shares highlights the importance of considering local factors, such as geography, population, and economic opportunities, when assessing employment dynamics. This analysis highlights the significance of informal employment in regions with unique characteristics, such as Gnaviyani atoll, while also acknowledging the presence of a more formalized employment activities in some atolls. These insights can inform targeted policies to promote sustainable employment and economic development across the diverse atolls of the Maldives.

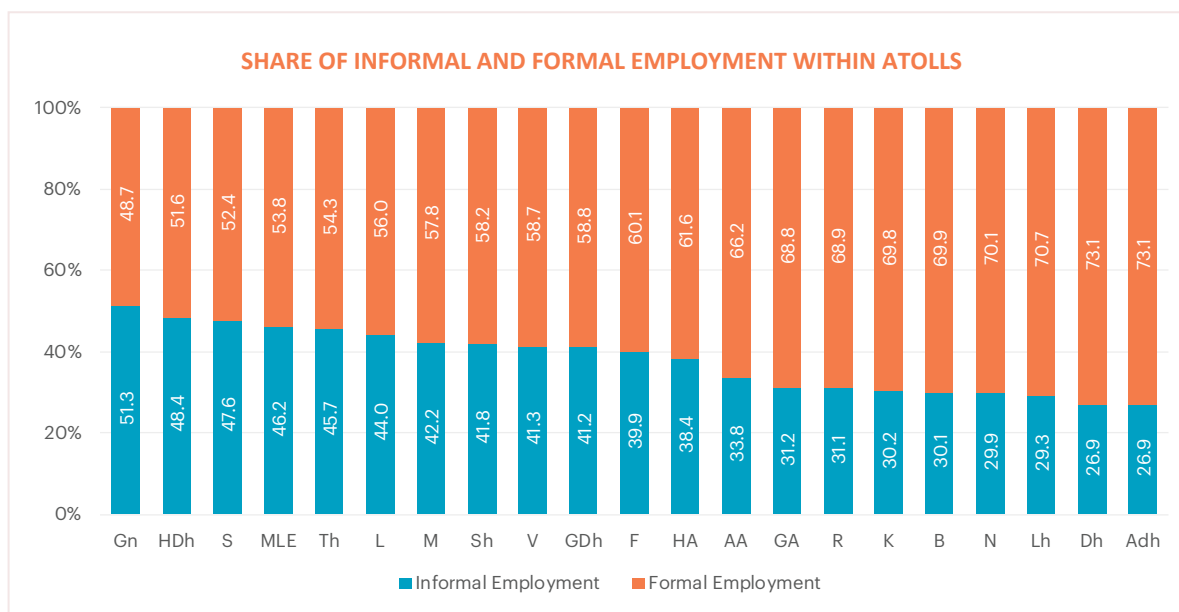


Figure 3.1: Share of Informal & Formal Employment within Atolls

ATOLL	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT	TOTAL	INFORMAL SHARE WITHIN ATOLL	INFORMAL SHARE WITHIN THE COUNTRY
MLE	58,366	68,020	126,386	46.2	48.6
HA	2,496	4,011	6,507	38.4	2.1
HDH	4,595	4,899	9,494	48.4	3.8
SH	2,744	3,815	6,559	41.8	2.3
N	2,934	6,873	9,807	29.9	2.4
R	4,036	8,943	12,979	31.1	3.4
B	3,463	8,049	11,512	30.1	2.9
LH	2,390	5,770	8,160	29.3	2.0
K	10,691	24,719	35,410	30.2	8.9
AA	2,352	4,602	6,954	33.8	2.0
ADH	2,908	7,895	10,803	26.9	2.4
V	812	1,155	1,967	41.3	0.7
M	1,448	1,980	3,428	42.2	1.2
F	919	1,382	2,301	39.9	0.8
DH	1,711	4,645	6,356	26.9	1.4
TH	2,313	2,753	5,066	45.7	1.9
L	3,351	4,268	7,619	44.0	2.8
GA	2,063	4,556	6,619	31.2	1.7
GDH	2,503	3,578	6,081	41.2	2.1
GN	2,083	1,974	4,057	51.3	1.7
S	5,884	6,473	12,357	47.6	4.9
TOTAL	120,062	180,360	300,422	40.0	100.0

Table 3.1: Percentage shares of informal employment by Atolls

3.2 Analysis of Informal Employment Distribution in the Maldives: A Focus on Atolls within the total employment

This section analyses the distribution of informal employment across atolls in the Maldives, shedding light on the regions with the highest and lowest proportions of informal employment. The blue bars in Fig 3.2 depicts the share of informal employment out of total employment within each atoll, while the orange bars indicate the share of informal employment occupied by the atoll out of total informal employment in the country.

Maale, the capital city of the Maldives, stands out with the highest share of informal employment within the country at 48.6% (Fig 3.2, Table 3.1). This figure corresponds to a significant workforce of 58,366 individuals engaged in informal jobs. The concentration of informal employment in the capital reflects the economic opportunities that urban centers typically offer. Kaafu atoll also exhibits a substantial share of informal employment at 8.9%. The atoll's diversified economic activities contribute to its relatively high informal employment figures. Seenu atoll and Haa Dhaal atoll follow with noteworthy shares of 4.9% and 3.8%, respectively. In contrast, Vaavu and Faafu atolls report the lowest informal employment shares- at 0.7% and 0.8%, respectively. This, indicates the significance of informal economic activities in highly populated regions.

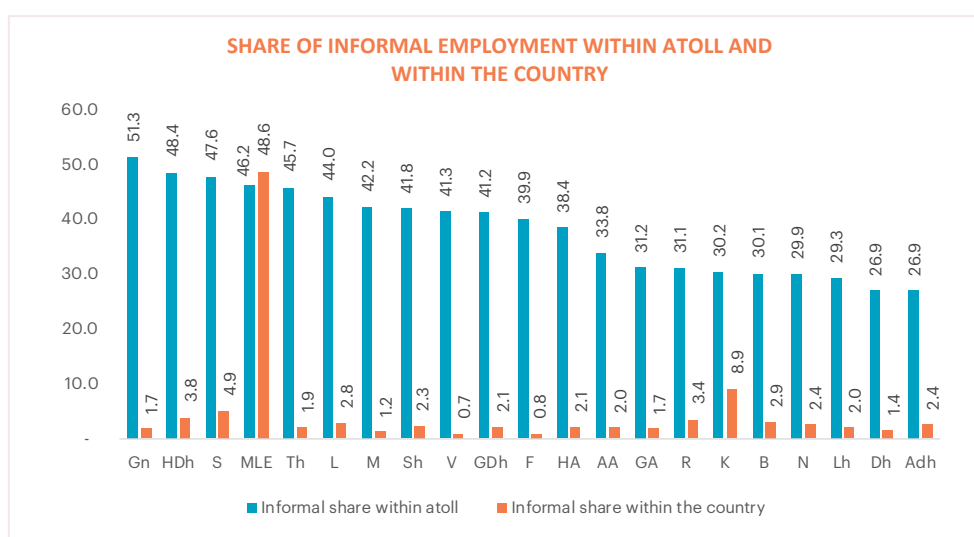


Figure 3.2: Share of Informal & Formal Employment within Atoll and within Country

This analysis offers a comprehensive view of informal employment distribution across the atolls of the Maldives. Maale, as the capital, commands the highest share of informal employment within the country, while other atolls like Kaafu, Seenu, and Haa Dhaal also show significant participation in the informal employment. These insights provide a basis for further exploration of regional economic dynamics and the potential for targeted policies to support informal sector workers and promote inclusive economic growth.

3.3: Gender Disparities in Informal Employment Across Atolls

The visualization in Figure 3.3 below provides insights into the distribution of informal employment among women and men across atolls in the Maldives, specifically highlighting gender disparities in the informal workforce. Shaviyani (Sh) atoll emerges as a notable region with the highest female informal employment share at 39%. This suggests an active involvement of women in informal economic activities within this atoll. Faafu (F) and Noonu (N) atolls follow closely, at 36.3% and 35.6%, indicating substantial female participation in the informal employment. Haa Dhaalu (HDh) atoll records a female informal employment share of 33.3%.

Conversely, in the same atolls where female informal employment is high, the male informal employment is relatively low. For instance, in Shaviyani (Sh) atoll, male informal employment is at 61%, while the shares in Faafu (F), Noonu (N) and Haa Dhaalu (HDh) atolls are at 63.7%, 64.4% and 66.7% respectively. These figures suggest that in these regions, women tend to be more actively engaged in informal economic activities compared to men.

Kaafu (K), Vaavu (V), and Seenu (S) atolls display a different pattern with significantly lower female informal employment shares at 9.9%, 12.9%, 14.9%, respectively. Thus, in these atolls, men's informal employment is more significant, comprising the majority of informal workforce at 90.1%, 87.1%, and 85.1% respectively. These regions tend to have fewer women participating in informal economic activities. In the capital city, Maale (MLE), women's share in informal employment stands at 19.2%, while men comprise 80.8%.

Overall, these findings reveal gender disparities in informal employment across the atolls of Maldives. Informal workforce is more prevalent in regions with higher population centers.

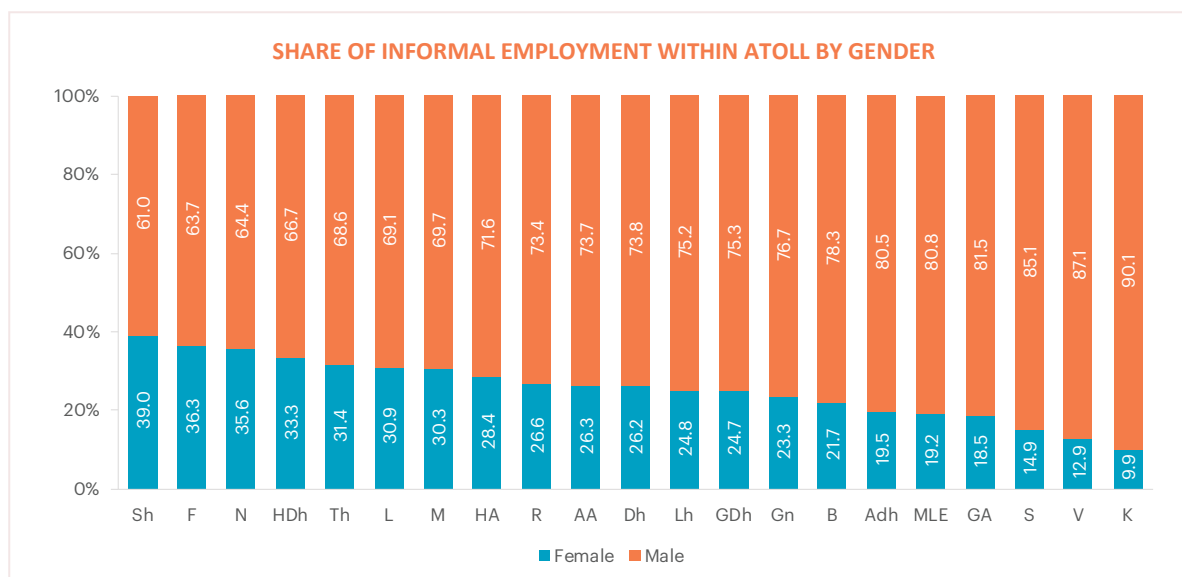


Figure 3.3: Share of Informal Employment within Atoll by Gender

3.4: Gender Disparities in the Distribution of Informal and Formal Employment Across Atolls

This section focuses on the contrasting dynamics between informal and formal employment, while also highlighting gender disparities. The analysis in Table 3.4 highlights the significant variation in the distribution of employment types across and within atolls. It is essential to recognize that informal and formal employment figures vary widely among regions.

When examining the average distribution of informal and formal employment across atolls, a clear gender divide emerges. In total informal employment, women occupy 21.4%, while men comprise 78.6% (Table 3.4, Column 11). This demonstrates that informal employment is primarily male-dominated due to the sheer number of men in employment. In contrast, women's participation in the formal employment is slightly higher, with an average share of 28.0% (Table 3.4, Column 12), while men contribute 72%.

In four localities-Gnaviyani, Seenu, Maale and Haa Dhaalu, over 50% of men (Table 3.4, Column 10) in employment are engaged in informal employment. In Gn atoll, 56.2% of employed men are in informal employment. Compared to that, women's shares are much lower, falling below 47% (Table 3.4, Column 9). Shaviyani (SH) atoll stands out with the highest share of women in informal employment out of total female workforce in the atoll, i.e., 46.8%. Shaviyani atoll is followed by HDh atoll (44.8%), and Laamu atoll at 43.3%.

In comparison to the share of men in informal employment, women's share is highest in Shaviyani (SH) atoll, occupying 39% (Table 3.4, Column 11) even though this is still below 50%. Consequently, men's share in informal employment relative to women is lowest in Shaviyani atoll, when compared with men's shares in informal employment in other atolls. In contrast, Kaafu (K) atoll exhibits the lowest women's share in both informal employment (9.9%) and formal employment (13.0%). Consequently, Kaafu atoll records the highest male participation in both informal (90.1%) and formal (87.0%) employment. This highlights a significant gender disparity in employment within the atolls.

Table 3.4 also unveils notable discrepancies between formal and informal employment for both men and women within atolls (Table 3.4, columns 11, 12). For instance, in Seenu atoll, women's participation in formal employment is 18.7 percentage points higher than their share in informal employment. This suggests that Seenu atoll provides relatively better access to formal job opportunities for women. On the other hand, Alif Dhaalu (ADh) atoll displays a minimal difference between women's shares in informal and formal employment, with a discrepancy of only 0.4 percentage points. In ADh atoll, women's share in informal employment (19.5%) is slightly less than their share in formal employment (19.9%). Further details are provided in table 3.4.

The complex interplay between gender, and informal and formal employment across Maldivian atolls highlight the need for targeted strategies to address diversification of employment opportunities that would accommodate the gender needs. While some regions exhibit pronounced gender imbalances, others display significant intra-atoll variations. This could be due to the type of economic activities carried out in the atolls leading to import of mainly Male labour to cater for the needs and gaps in employment.

TOTAL INFORMAL AND FORMAL EMPLOYMENT BY ATOLLS	NUMBER OF WORKERS				SHARES IN NATIONAL GENDER LEVEL TOTAL				INFORMAL SHARES WITHIN ATOLLS GENDER TOTAL				WOMEN'S SHARE WITHIN EACH SECTOR	
	INFORMAL EMPLOYMENT		FORMAL EMPLOYMENT		INFORMAL EMPLOYMENT		FORMAL EMPLOYMENT		INFORMAL EMPLOYMENT		FORMAL EMPLOYMENT			
	FEMALE (1)	MALE (2)	FEMALE (3)	MALE (4)	FEMALE (5)	MALE (6)	FEMALE (7)	MALE (8)	FEMALE (9)	MALE (10)	INFORMAL EMPLOYMENT (11)	FORMAL EMPLOYMENT (12)		
MLE	11,225	47,141	24,058	43,962	43.7	50.0	47.6	33.9	31.8	51.7	19.2	35.4		
HA	709	1,787	1,391	2,620	2.8	1.9	2.7	2.0	33.8	40.5	28.4	34.7		
HDH	1,532	3,063	1,891	3,008	6.0	3.2	3.7	2.3	44.8	50.5	33.3	38.6		
SH	1,070	1,674	1,214	2,601	4.2	1.8	2.4	2.0	46.8	39.2	39.0	31.8		
N	1,044	1,890	1,612	5,261	4.1	2.0	3.2	4.1	39.3	26.4	35.6	23.5		
R	1,075	2,961	1,956	6,987	4.2	3.1	3.9	5.4	35.5	29.8	26.6	21.9		
B	750	2,713	1,583	6,466	2.9	2.9	3.1	5.0	32.1	29.6	21.7	19.7		
LH	593	1,797	1,279	4,491	2.3	1.9	2.5	3.5	31.7	28.6	24.8	22.2		
K	1,059	9,632	3,207	21,512	4.1	10.2	6.3	16.6	24.8	30.9	9.9	13.0		
AA	618	1,734	912	3,690	2.4	1.8	1.8	2.8	40.4	32.0	26.3	19.8		
ADH	567	2,341	1,574	6,321	2.2	2.5	3.1	4.9	26.5	27.0	19.5	19.9		
V	105	707	282	873	0.4	0.7	0.6	0.7	27.1	44.7	12.9	24.4		
M	439	1,009	583	1,397	1.7	1.1	1.2	1.1	43.0	41.9	30.3	29.4		
F	334	585	520	862	1.3	0.6	1.0	0.7	39.1	40.4	36.3	37.6		
DH	449	1,262	982	3,663	1.7	1.3	1.9	2.8	31.4	25.6	26.2	21.1		
TH	727	1,586	969	1,784	2.8	1.7	1.9	1.4	42.9	47.1	31.4	35.2		
L	1,035	2,316	1,356	2,912	4.0	2.5	2.7	2.2	43.3	44.3	30.9	31.8		
GA	382	1,681	1,085	3,471	1.5	1.8	2.1	2.7	26.0	32.6	18.5	23.8		
GDH	617	1,886	1,224	2,354	2.4	2.0	2.4	1.8	33.5	44.5	24.7	34.2		
GN	485	1,598	731	1,243	1.9	1.7	1.4	1.0	39.9	56.2	23.3	37.0		
S	878	5,006	2,178	4,295	3.4	5.3	4.3	3.3	28.7	53.8	14.9	33.6		
TOTAL	25,693	94,369	50,587	129,773	100	100	100	100	33.7	42.1	21.4	28.0		

Table 3.4: Total number of people in informal and formal employment by gender (column 1 to 4), shares of employment within the country (column 5 to 8), shares of women and men in informal employment out of gender total within the given atoll (column 9 to 10), women's share in employment compared to men in the given atoll (column 11 to 12)

3.5: Share of Maldivians in Informal and Formal Employment by Atoll and Gender

This section presents the analysis of employment distribution among Maldivians across atolls, with a particular focus on gender disparities in both informal and formal employment. Table 3.5 provides the gender distribution in informal and formal employment among Maldivians by atolls.

In total informal employment of Maldivians, women occupy 44% (Table 3.5, Column 11), while men comprise 56%. Similarly, even in formal employment, Maldivian women's participation in comparison to men is relatively low at 34.1% (Table 3.5, Column 12). Thus, men's share in formal employment is 65.9%. This indicates that in both informal and formal employment, men dominate the workforce. The Maldivian women's share in informal employment compared to men is over 50% in four atolls. Noonu (N), Shaviyani (SH), and Haa Dhaalu (HDh) atolls observe women's shares of 57.5%, 55.5%, and 50.5%, respectively. In formal employment, highest women's share against men is observed in Haa Dhaal and Seenu atolls at 39.7% and 39.2%.

Among Maldivians, 31.9% of all employed women and 23.6% of all employed men (Table 3.5, column 9, 10) are engaged in informal jobs. In five atolls (Shaviyani, Noonu, Haa Dhaalu, Thaa and Meemu) 45% to 49% of employed Maldivian women are in informal employment, where Shaviyani atoll leads at 49.3%. In four atolls, Meemu (M), HDh, Thaa(Th) and Faaf (F), corresponding shares for men vary between 35% to 37.7%, where M atoll leads at 37.7%. These figures highlight significant gender variation in both informal and formal employment.

In Maale, the capital city, 23.5% of employed Maldivian women and 19.4% of employed Maldivian men are engaged in informal employment. Thus, 76.5% of employed Maldivian women and 80.6% of employed men are part of the formal workforce. These figures suggest a relatively higher prevalence of formal employment opportunities in urban centers like Maale.

The analysis highlights substantial gender disparities in informal and formal employment among Maldivians across atolls, with more men holding formal jobs while a relatively larger share of women participating in informal economic activities. These disparities highlight the necessity to further investigate the needs of the working age population in atolls, to enable them to reach their potential in areas which they prefer.

MALDIVIANS IN INFORMAL AND FORMAL EMPLOYMENT BY ATOLLS	NUMBER OF WORKERS				SHARES IN NATIONAL GENDER LEVEL TOTAL				INFORMAL SHARES WITHIN ATOLL'S GENDER TOTAL				WOMEN'S SHARES COMPARED TO MEN WITHIN EACH ATOLL	
	FEMALE (1)	MALE (2)	FEMALE (3)	MALE (4)	FEMALE (5)	MALE (6)	FEMALE (7)	MALE (8)	FEMALE (9)	MALE (10)	INFORMAL EMPLOYMENT (11)	FORMAL EMPLOYMENT (12)		
MLE	7,048	8,951	23,003	37,305	35.2	35.1	53.6	45.1	23.5	19.4	44.05	38.1		
HA	677	904	1,240	1,991	3.4	3.5	2.9	2.4	35.3	31.2	42.8	38.4		
HDH	1,464	1,433	1,688	2,565	7.3	5.6	3.9	3.1	46.4	35.8	50.5	39.7		
SH	1,042	836	1,073	1,909	5.2	3.3	2.5	2.3	49.3	30.5	55.5	36.0		
N	1,021	754	1,137	2,607	5.1	3.0	2.7	3.2	47.3	22.4	57.5	30.4		
R	1,018	1,542	1,355	3,415	5.1	6.0	3.2	4.1	42.9	31.1	39.8	28.4		
B	679	804	1,003	2,705	3.4	3.2	2.3	3.3	40.4	22.9	45.8	27.0		
LH	497	662	738	2,218	2.5	2.6	1.7	2.7	40.2	23.0	42.9	25.0		
K	796	1,594	1,445	8,566	4.0	6.3	3.4	10.4	35.5	15.7	33.3	14.4		
AA	539	815	623	1,744	2.7	3.2	1.5	2.1	46.4	31.8	39.8	26.3		
ADH	498	762	1,069	2,831	2.5	3.0	2.5	3.4	31.8	21.2	39.5	27.4		
V	88	179	196	356	0.4	0.7	0.5	0.4	31.0	33.5	33.0	35.5		
M	418	509	490	840	2.1	2.0	1.1	1.0	46.0	37.7	45.1	36.8		
F	318	316	475	584	1.6	1.2	1.1	0.7	40.1	35.1	50.2	44.9		
DH	411	586	649	1,562	2.0	2.3	1.5	1.9	38.8	27.3	41.2	29.4		
TH	711	794	860	1,461	3.5	3.1	2.0	1.8	45.3	35.2	47.2	37.1		
L	743	906	1,172	2,317	3.7	3.6	2.7	2.8	38.8	28.1	45.1	33.6		
GA	327	658	842	1,696	1.6	2.6	2.0	2.1	28.0	28.0	33.2	33.2		
GDH	566	776	1,071	1,751	2.8	3.0	2.5	2.1	34.6	30.7	42.2	38.0		
GN	448	523	712	1,133	2.2	2.1	1.7	1.4	38.6	31.6	46.1	38.6		
S	741	1,189	2,036	3,154	3.7	4.7	4.7	3.8	26.7	27.4	38.4	39.2		
TOTAL	20,050	25,493	42,877	82,710	100	100	100	100	31.9	23.6	44.0	34.1		

Table 3.5: Number of Maldivians in informal and formal employment by gender (column 1 to 4), shares of employment within the country (column 5 to 8), shares of women and men in informal employment out of gender total within the given atoll (column 9 to 10), women's share in employment compared to men in the given atoll (column 11 to 12)

3.6: Share of Foreigners in Informal and Formal Employment (usually residing in adminis islands) by Atoll and Gender

This section focuses on foreigners residing in administrative islands. Out of all foreigners residing in administrative islands, 82.3% are engaged in informal employment while only 17.7% are in formal employment. Among the total foreign women in informal employment who reside in administrative islands, 79.6% work in Maale, while corresponding share for men is 63.7%. Maale is followed by Kaaf atoll and Seenu atoll with women's shares of 3.7% and 2.3%; and men's shares of 4.9% and 6.3%. Thus, after Maale, the largest number of foreign men in informal employment are residing in Seenu atoll. Faaf (F) atoll holds the least number of foreign workers in informal employment with only 0.3% of women and 0.4% of men.

In the formal employment, Maale occupies 41.8% of foreign women and 58.5% of foreign men residing in administrative islands in the country. In various atolls, women's shares fluctuate between 3 to 4 percent. The share of foreign men in formal employment are significantly high in Kaafu (K) atoll at 7.2% and in Seenu atoll at 4.6%. The number of foreign workers in formal employment is also very low in Faafu and Vaavu atolls.

In five atolls, share of foreign women in informal employment residing in administrative islands reach between 60 to 79.9%. In Maale, 79.6% of foreign women are in informal employment. This is followed by Lhaviyan (Lh) atoll at 68.8% and Kaaf atoll at 66.1%. Gnaviyani atoll ranks the fourth, occupying 64.9%. For men, the corresponding share varies between 80 to 90% in four atolls. In Gnaviyani atoll, 91.2% of foreign men residing in the atoll are engaged in informal employment. The second rank is occupied by Seenu atoll at 87.8%.

The women's shares in comparison to men in informal employment vary between 6 to 10% in six localities (Maale, Baa, Lhaviyani, Alif Alif, Laamu and Gaaf Alif). The highest share is in Laamu atoll at 10.6%. In formal employment women's share compared to men ranks first in Vaavu atoll at 40.2%. The share is lowest in Kaafu atoll at 10.8%.

FOREIGNERS IN INFORMAL AND FORMAL EMPLOYMENT BY ATOLLS	NUMBER OF FOREIGNERS (USUAL RESIDENCE IN ADMIN ISLANDS)				SHARE OF ATOLL OUT OF GENDER TOTAL				SHARE OF INFORMAL EMPLOYMENT WITHIN THE ATOLL'S GENDER TOTAL		WOMEN'S SHARE COMPARED TO MEN WITHIN EACH ATOLL	
	INFORMAL EMPLOYMENT		FORMAL EMPLOYMENT		INFORMAL EMPLOYMENT FORMAL EMPLOYMENT		FORMAL EMPLOYMENT		FEMALE	MALE	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE				
MLE	4,276	38,823	1,094	6,836	79.6	63.7	41.8	58.5	79.6	85.0	9.9	13.8
HA	24	809	101	239	0.4	1.3	3.9	2.0	19.2	77.2	2.9	29.7
HDH	36	1,448	129	310	0.7	2.4	4.9	2.7	21.8	82.4	2.4	29.4
SH	28	653	71	191	0.5	1.1	2.7	1.6	28.3	77.4	4.1	27.1
N	21	889	99	225	0.4	1.5	3.8	1.9	17.5	79.8	2.3	30.6
R	48	1,026	117	263	0.9	1.7	4.5	2.3	29.1	79.6	4.5	30.8
B	68	943	112	258	1.3	1.5	4.3	2.2	37.8	78.5	6.7	30.3
LH	75	739	34	102	1.4	1.2	1.3	0.9	68.8	87.9	9.2	25.0
K	199	2,956	102	841	3.7	4.9	3.9	7.2	66.1	77.9	6.3	10.8
AA	77	877	75	177	1.4	1.4	2.9	1.5	50.7	83.2	8.1	29.8
ADH	43	1,464	63	347	0.8	2.4	2.4	3.0	40.6	80.8	2.9	15.4
V	17	392	37	55	0.3	0.6	1.4	0.5	31.5	87.7	4.2	40.2
M	20	476	70	108	0.4	0.8	2.7	0.9	22.2	81.5	4.0	39.3
F	15	269	22	79	0.3	0.4	0.8	0.7	40.5	77.3	5.3	21.8
DH	24	635	48	154	0.4	1.0	1.8	1.3	33.3	80.5	3.6	23.8
TH	17	716	84	171	0.3	1.2	3.2	1.5	16.8	80.7	2.3	32.9
L	127	1,069	79	176	2.4	1.8	3.0	1.5	61.7	85.9	10.6	31.0
GA	50	790	78	258	0.9	1.3	3.0	2.2	39.1	75.4	6.0	23.2
GDH	43	1,053	79	251	0.8	1.7	3.0	2.1	35.2	80.8	3.9	23.9
GN	37	1,063	20	103	0.7	1.7	0.8	0.9	64.9	91.2	3.4	16.3
S	126	3,837	102	532	2.3	6.3	3.9	4.6	55.3	87.8	3.2	16.1
TOTAL	5,371	60,927	2,616	11,676	100	100	100	100	67.2	83.9	8.1	18.3

Table 3.6: Number of foreigners with usual residence in administrative islands by formal and informal employment and gender



CHAPTER 4

EXPLORING AGE

DYNAMICS

4. EXPLORING AGE DYNAMICS

4.1: Age Distribution Patterns in Total Informal and Formal Employment

The employment related questions in the Census 2022 questionnaire were directed specifically at individuals aged 15 and above. Therefore, the analysis presented herein concentrates on individuals within this age bracket, marking 15 years as the lowest age for both informal and formal employment. The objective of this descriptive analysis is to compare patterns within informal employment against formal employment, exploring distinctions between informal employment in the capital city, Maale, and the atolls. Additionally, the analysis examines disparities between Maldivians and foreigners, dissecting the data by gender to provide a comprehensive understanding of the employment dynamics across these various dimensions.

A predominant portion of the working population falls within the early adulthood and middle age demographics. The overarching trend in both informal and formal employment exhibits noteworthy similarities. As per the data, a significant 76% of individuals engaged in informal employment and 78% (refer to Fig 4.1) of those in formal employment belong to the 20-44 age range. Within this spectrum, the peak occurs between the ages of 27-37, encompassing 42% and 43% of individuals in informal and formal employment, respectively.

However, noticeable differences emerge when comparing the two employment categories. In informal employment, there is a comparatively higher frequency of workers aged 15-17 years occupying 1.4% of informal employment, and individuals aged 65 and above containing 3.7% of informal employment, as opposed to their counterparts in formal employment. In the formal employment 15-17 years occupy only 0.4%, while 65 years and above occupies 1.2%

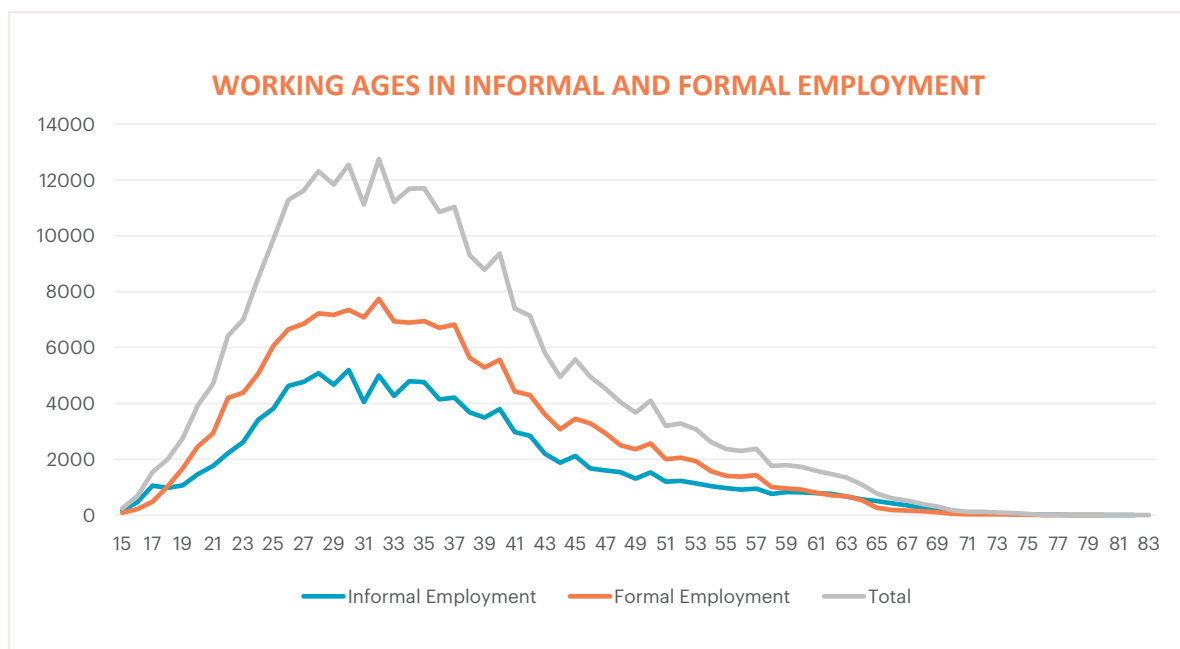


Figure 4.1a: Working ages in Informal and Formal Employment

In figure 4.1b the individual ages have been grouped into various age bands. It displays the total informal and formal employment within age bands, with the share of informal employment within each age band. This shows the exposure of age groups to informal employment. A notable share of teenagers are in informal employment, occupying 52% of total employment within age band. The exposure to informal employment is relatively steady for 20–40-year age groups varying between 38% to 40%. The share of informal employment starts increasing from the age of 42, reaching the peak of 68% at 65 and above age band. This analysis highlights the distinct age distribution patterns between informal and formal employment, offering valuable insights into the composition of the workforce across different age groups.

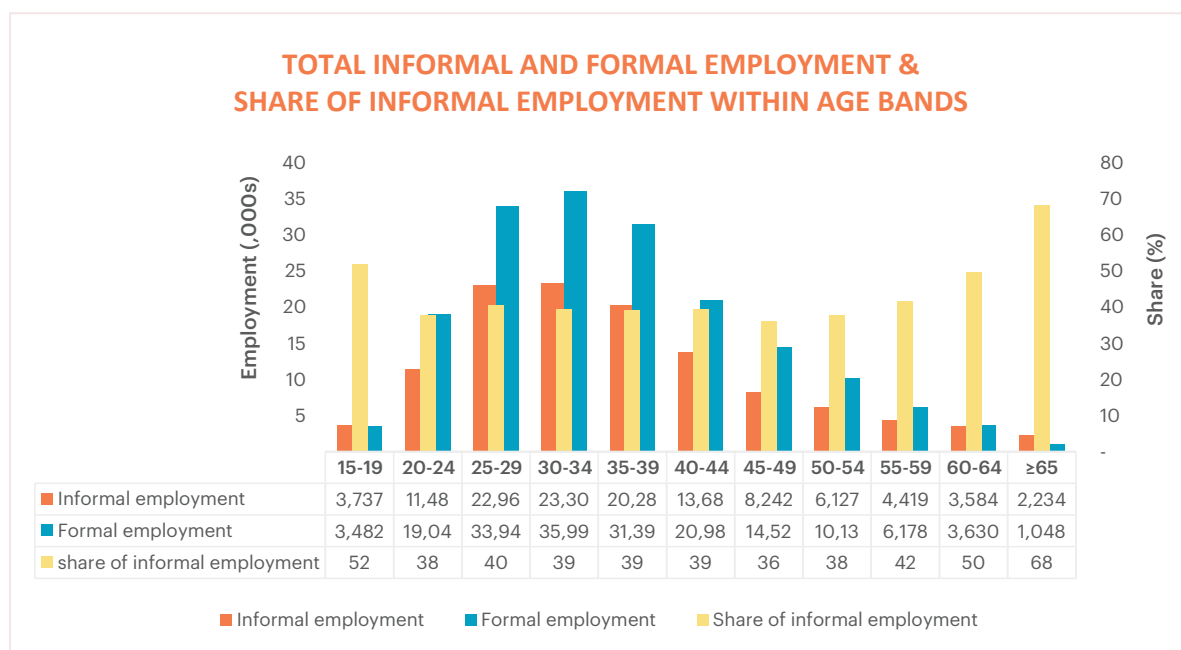


Figure 4.1b: Total Informal and Formal Employment and Share of Informal employment within age bands

4.2: Differential Age Dynamics in Informal and Formal Employment: Insights from Maldivians

The distribution of total employment includes both Maldivians and foreigners. Since a significant portion of total employment involves foreigners, this section specifically focuses on Maldivians. This will help all stakeholders aiming to improve the livelihood of the local population. The figure 4.2a shows that a substantial majority of Maldivians between 20-44 are engaged in formal employment. Contrary to this, the informal employment is relatively stable between 25-54 age groups. The peak age in formal employment is 30-34 with 23,136 individuals, while the informal employment of Maldivians peaks at 35-39 age group with 5,917 persons. The decline in employment beyond the peak age band is much slower in informal employment compared to formal employment.

The figure 4.2a also depicts the share of Maldivians in informal employment. Interestingly, informal exposure is notably high for teenagers, at 50%. The exposure to informal employment decreases in 20-29 age bands. From 30-34 age band onwards, the share of Maldivians in informal employment increases as age increases, with a sharper increase for people in 50 and above age groups. The informal exposure reaches the summit in the 65 and above age band at 69%.

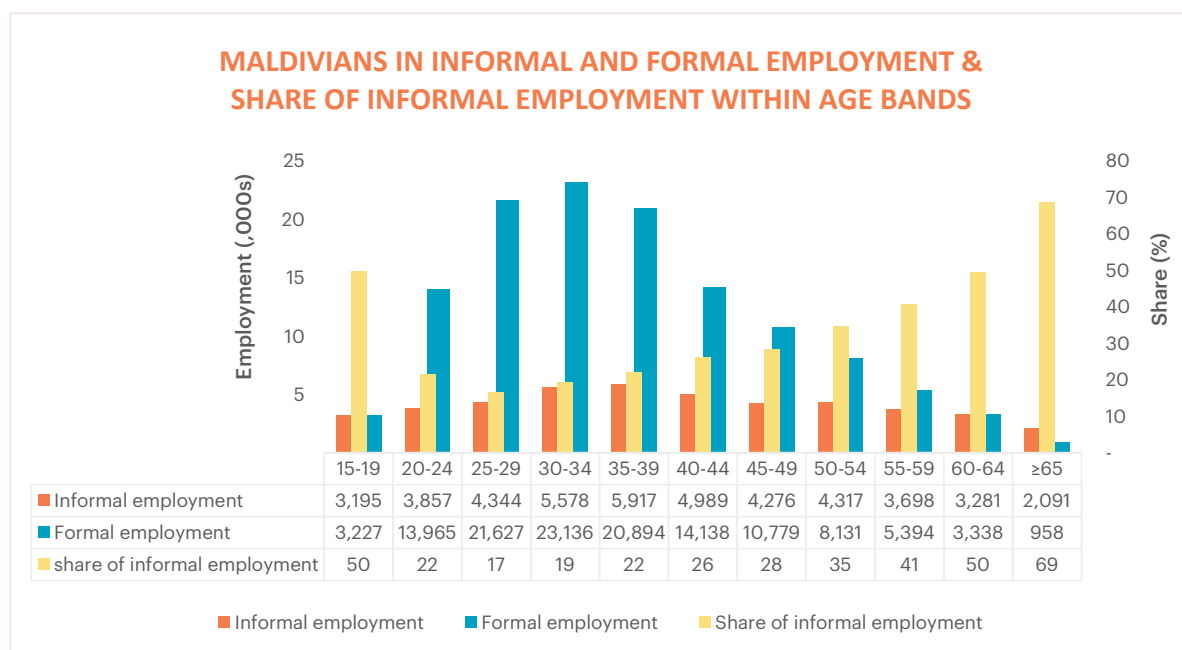


Figure 4.2a: Maldivians in Informal and Formal Employment and Share of Informal employment within age bands

The figure 4.2b depicts the number of Maldivian men and women in informal and formal employment. A noteworthy observation in the informal employment is that the number of workers remain below 700 persons at any age level irrespective of gender and age. Another striking observation is that both Maldivian women and men in informal employment experience their first peak at the age of 17-18. This implies that a significant number of teenagers, who might otherwise have been in high school, are actively participating in informal employment. Surprisingly, the engagement of teenagers in informal employment is not significantly less compared to individuals of other age groups. This raises important considerations about the early entry of youth into the workforce and the potential impact on their educational opportunities, and pursuits. Interestingly, unlike in formal employment, Maldivians in informal employment remain active until the age of 63, presenting a prolonged participation in the workforce compared to the formal employment.

In the formal employment, a distinctive age-related pattern emerges. The number of individuals peaks between the ages of 25 to 33 for women and 29 to 37 for men. This suggests that these age ranges represent critical periods where individuals, particularly women and men, are highly active in the formal workforce. Unlike in informal employment, the majority of individuals in formal employment fall within the 20 to 44 age range, constituting 75% of Maldivians in formal employment, contrasting to 54% in informal employment. Although the shares of Maldivians in this age range vary from the shares in total employment,

the peaking trend for Maldivians in formal employment somewhat resemble that of total employment including foreigners.

These observations provide a nuanced understanding of age-related dynamics in both formal and informal employment among Maldivians, shedding light on the early entry of teenagers into the informal workforce and the distinct age ranges that peak in formal employment.

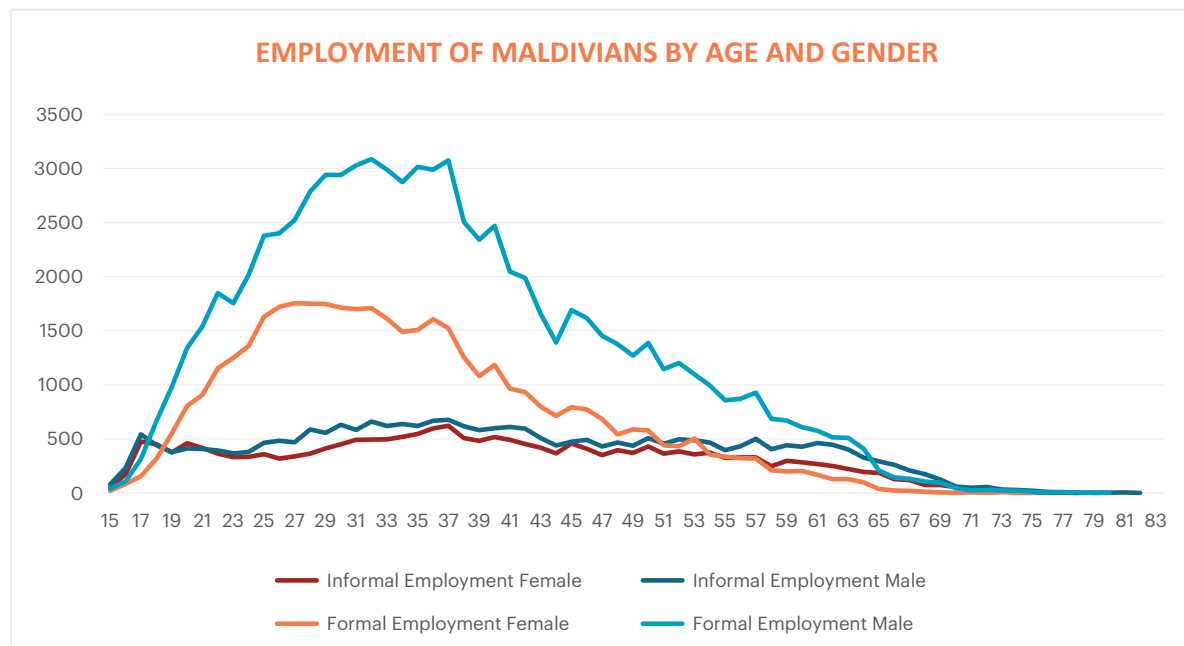


Figure 4.2b: Employment of Maldivians by age and gender

4.3: Comparative Analysis of Working Age Profiles: A glimpse of Maldivians and Foreigners in Informal Employment, with a focus on Maldivians

The data from Figure 4.3a reveals a distinctive trend in informal employment, with foreign men taking the lead in numbers. Commencing from the age of 20, the count of foreign men experiences a steep ascent, reaching its peak at the age of 30. This elevated level continues with slight fluctuations until the age of 35, after which a gradual decline is observed. A noteworthy observation is that 54% of Maldivians, and an even more substantial, 90% of foreigners engaged in informal employment fall within the age range of 20-44 years.

Beyond the age of 51, a notable reversal occurs, with the number of Maldivian men and women engaged in informal employment surpassing that of foreign men. This demographic shift implies that, as individuals age, the composition of the informal workforce undergoes changes, with fewer foreigners in employment beyond a certain age threshold. This highlights the contrasting patterns between Maldivian and foreign workers.

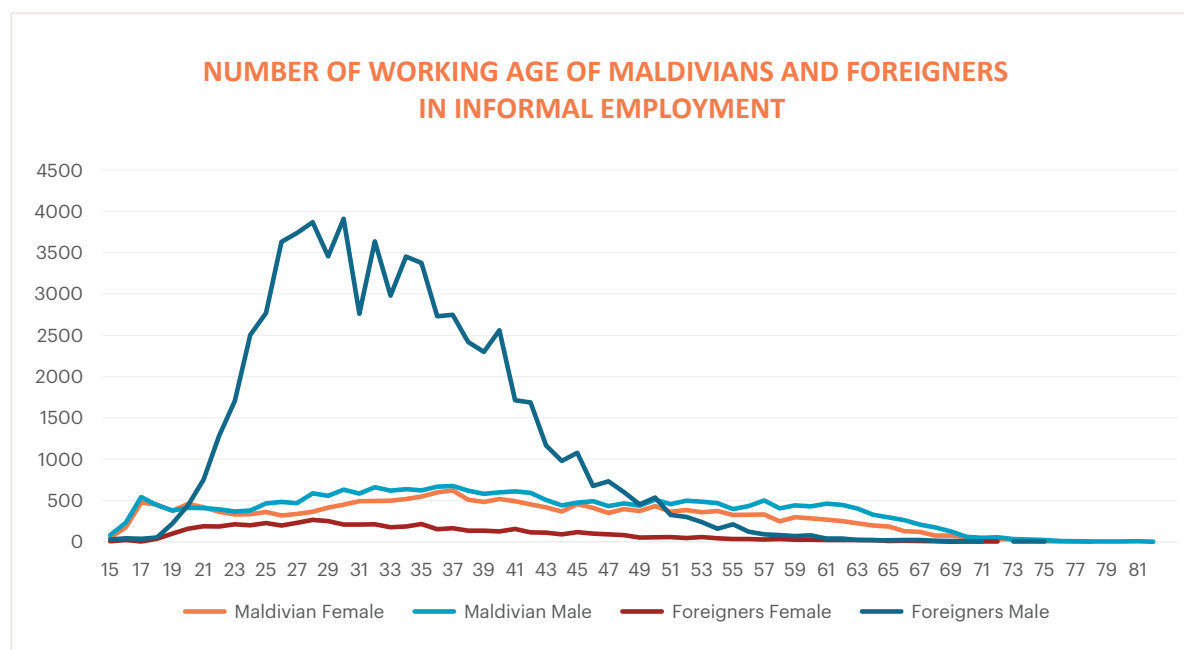


Figure 4.3a: Working age of Maldivians and Foreigners in informal employment

The Figure 4.3b displays the exposure of Maldivian women and men in informal employment, while Figure 4.3c represents the corresponding absolute number of Maldivian women and men in informal employment within the respective age bands.

The exposure of Maldivian women to informal employment is shown by the share of Maldivian women in informal employment out of total employed Maldivian women. The same method applies to Maldivian men as well. According to data, between the age of 15 to 19, the exposure to informal employment is high for both Maldivian women and men, while almost two-thirds of women during this age band are involved in informal employment. Between 20-29 years, the exposure to informal employment decreases for both women and men. Beyond 29 years, the share of informal employment increases as age increases. This trend is similar for both men and women. However, the share of women in informal employment is higher than men at all age groups. Notably, beyond the age of 55, over 50% of women are in informal employment.

The 25–29-year age band is where the exposure to informal employment is lowest for both women and men and where the difference in exposure of Maldivian women and men is minimal.

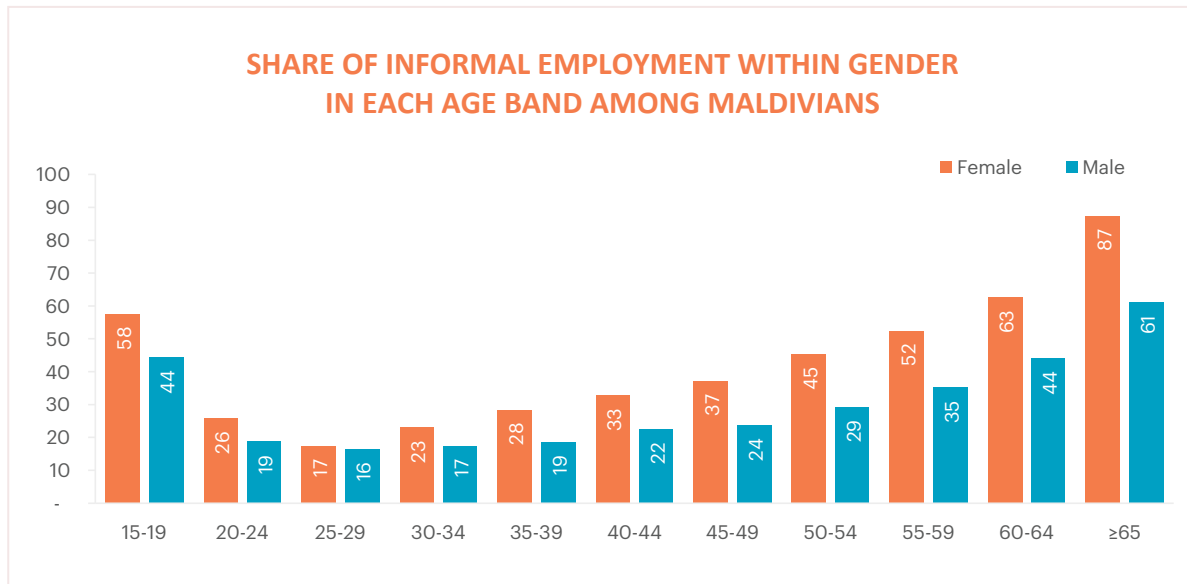


Figure 4.3b: Share of informal employment within gender in each age band among Maldivians

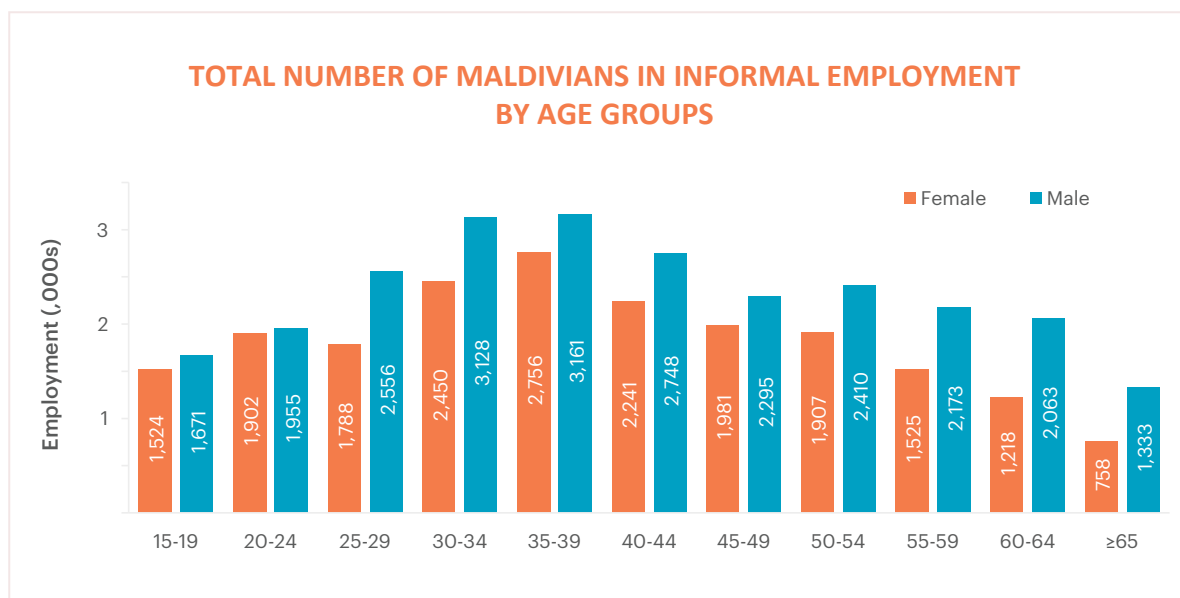


Figure 4.3c: Total number of Maldivians in informal employment by age groups

4.4: Contrasting Age Profiles in Informal Employment Between Maale and Atolls

While the overall pattern in both Maale and the atolls presents similarities, characterized by an increasing frequency of individuals from the age of 19 and a subsequent decline after the age of 35, variations emerge when comparing the two localities. Notably, the population aged 25 to 31 is more prominent in Maale than in the atolls, as illustrated in Figure 4.4. Conversely, the number of individuals aged 45 and above engaged in informal employment is higher in the atolls. This discrepancy can be attributed to migration dynamics, whereby individuals of certain age groups may relocate for employment opportunities or other reasons, contributing to distinct age distributions in informal employment between Maale and the atolls.

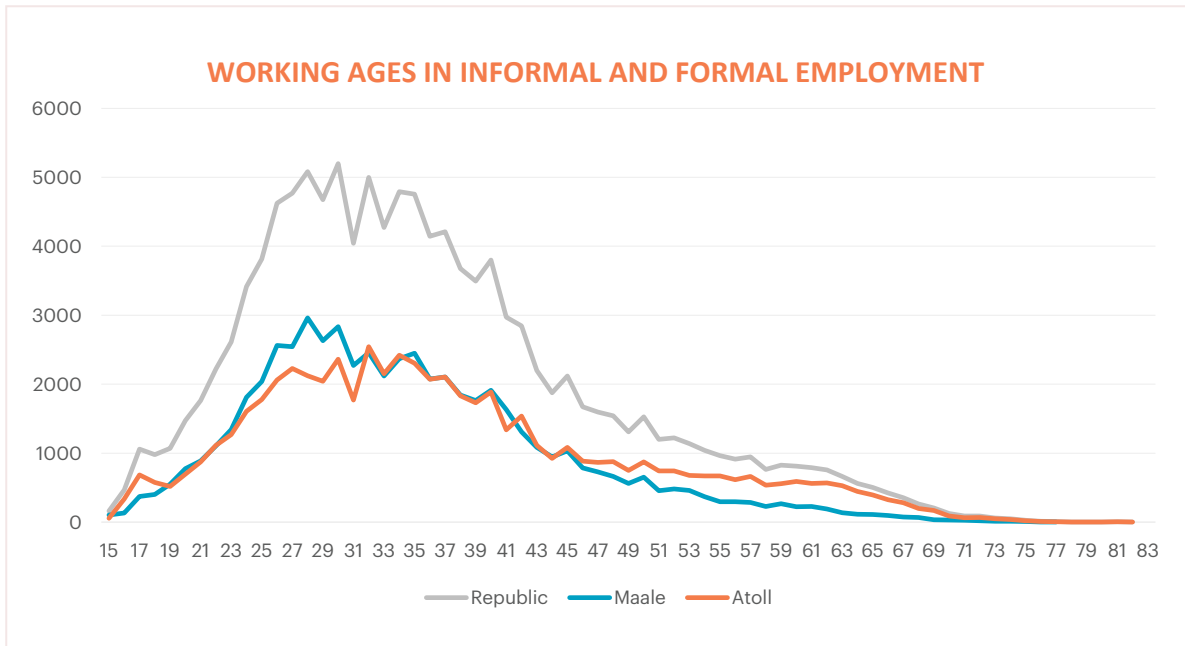


Figure 4.4: Working ages within total informal employment

4.5: Informal Employment in Maale: workers registered in Maale and registered in atolls

The data presented in Figure 4.4 (above) indicates that the population aged 25 to 31 in Maale surpasses the corresponding figures in the atolls. This observation prompts further analysis into the age groups of the migrant population residing in Maale.

A substantial portion of the working population in Maale originates from other islands, highlighting the city's role as a hub for diverse labor sources. Notably, 50.6% of individuals engaged in informal employment in Maale are registered in atolls. Additionally, 58.2% of those involved in formal employment in Maale are also registered in other islands. This highlights the city's appeal to workers from other atolls. A closer examination of age-specific dynamics, depicted in Figure 4.5, clarify the trends further. Between the ages of 15-34, the population from other islands engaged in informal employment in Maale significantly surpasses, by 19%, the count of individuals registered in Maale. This age range coincides with the period when individuals often pursue higher education, while engaged in full-time or part-time programs as well. After the age of 39, there is a gradual decline in the number of individuals from other islands working in

Maale, while the informal employment of individuals registered and residing in Maale increases notably after the age of 50. These trends highlight the complex interplay of domestic migration, emphasizing the role of migration in shaping employment patterns across different age groups in Maale.

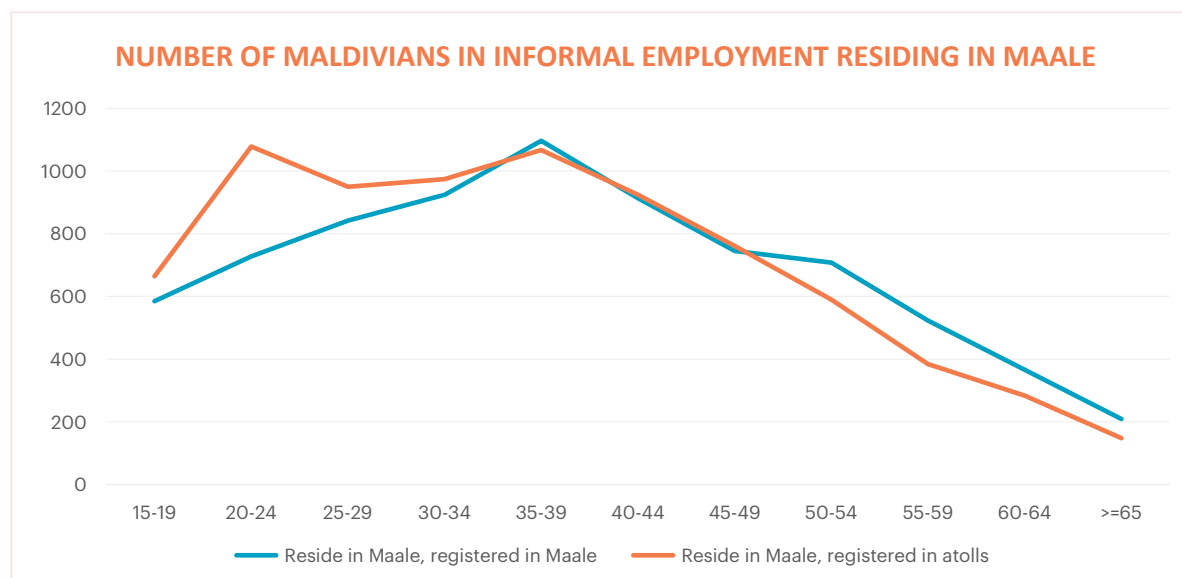


Figure 4.5: Number of Maldivians in informal employment residing in Maale

4.6: Age-Stratified Employment Trends Among Maldivians: Insights into Informal, Formal, and Household Sectors within informal employment

This section analyses the variation between different production sectors within informal employment in relation to employment of different age groups (Fig 4.6a). The overarching patterns in both the informal sector and household sectors among Maldivians exhibit intriguing similarities. In the informal sector, the peak employment of Maldivians is observed within the 30-34 age range, as depicted in Figure 4.6a. The subsequent 35-39 age range follows closely, differing by only 46 persons. The household sector peaks within the 35-39 age group which is one band above informal sector's peak. However, the formal sector registers its peak in the 20-24 age range. Beyond the age of 45, the informal sector and households exhibit a convergence in employment levels.

A significant observation is the sharp decline in the number of Maldivians in informal employment who are engaged in the formal sector after the age of 39. Beyond the age of 64, the household sector becomes the predominant employment avenue for this demographic. This trend is visually represented in the figure, highlighting the distinct phases in which individuals in informal employment transition between different employment sectors based on age.

The overall trend for total informal employment including foreigners differ from the trends observed for Maldivians in informal employment, as illustrated in Figure 4.6b. Specifically, the number of people in the formal sector surpasses those in the informal sector and households between the ages of 20-49. This nuanced analysis underscores the varied employment dynamics among Maldivians, emphasizing the importance of considering age-related trends when examining the distribution of individuals across different sectors of the economy.

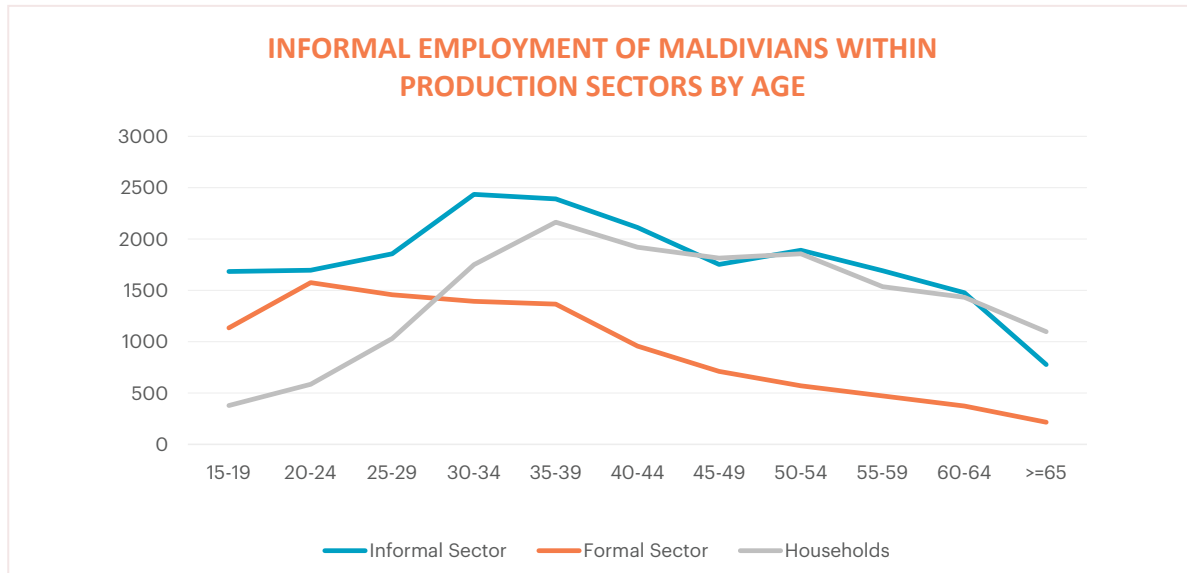


Figure 4.6a: Informal employment of Maldivians within production sectors by age

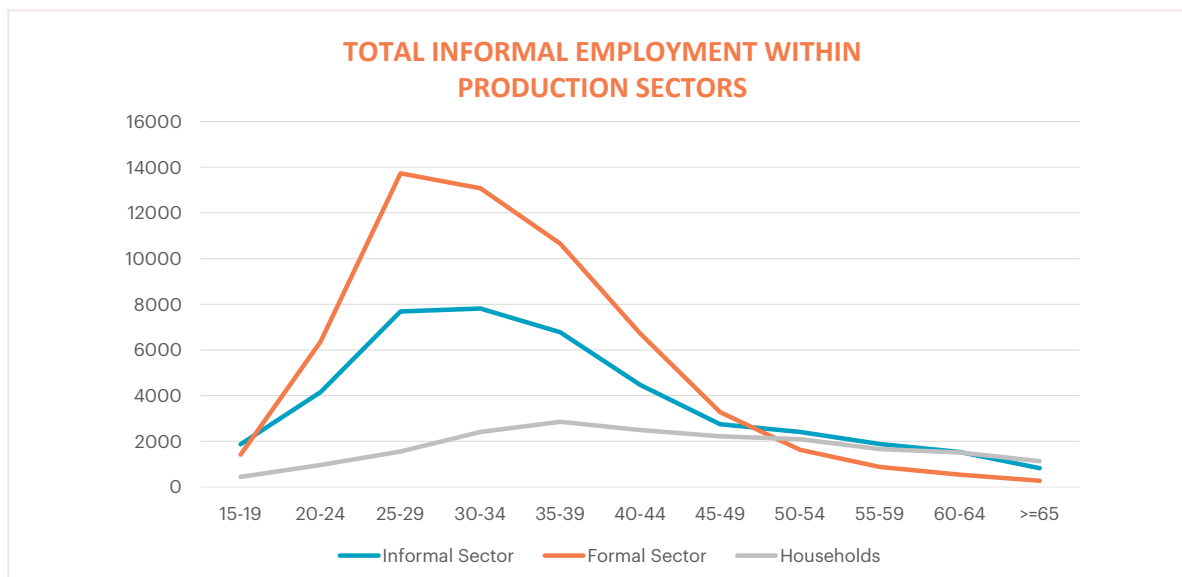


Figure 4.6b: Informal employment within production sectors



CHAPTER 5

EDUCATION

5. EDUCATION

5.1: Comparing Educational Attainment among Maldivians and Foreigners

This section focuses on the diverse educational attainment levels within informal employment, as indicated by the Census 2022. Education levels here span from pre-school to degree and above. Secondary education refers to both lower and higher secondary education; degree and above includes Bachelor's, Master's and PhD. This analysis, highlights on the proportions of educational attainment in both formal and informal employment, shedding light on the educational dynamics prevalent within the employment types.

The Maldivians and foreigners display significant differences in educational attainment. A large majority of Maldivians consisting of over 60,000 workers (Fig 5.1a), accounting for 36% of total employment in the nationality have achieved secondary education. Within the secondary education level, Maldivians occupy 72.4% while foreigners constitute 27.6% (Fig 5.1b). However, majority of foreigners, i.e., over 49,000 workers, accounting for 39% total foreign employment have never attended any educational institutions. In the never attended category, foreigners occupy 93.3% while Maldivians hold only 6.7%. However, it should be noted that out of total employed Maldivians, only 2% never attended school.

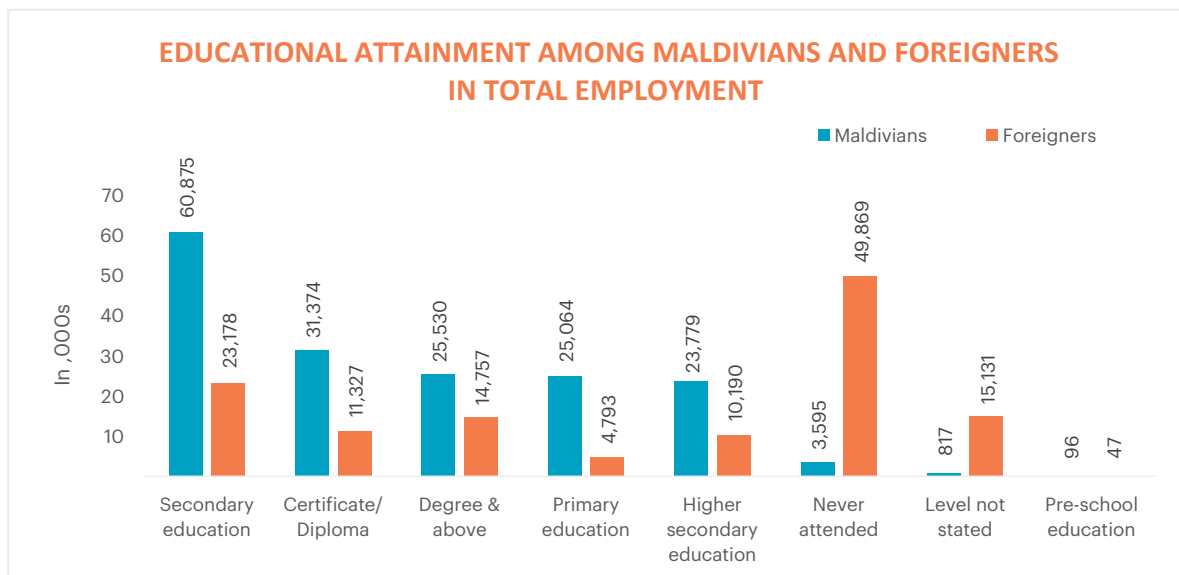


Figure 5.1a: Educational attainment among Maldivians and Foreigners in total employment

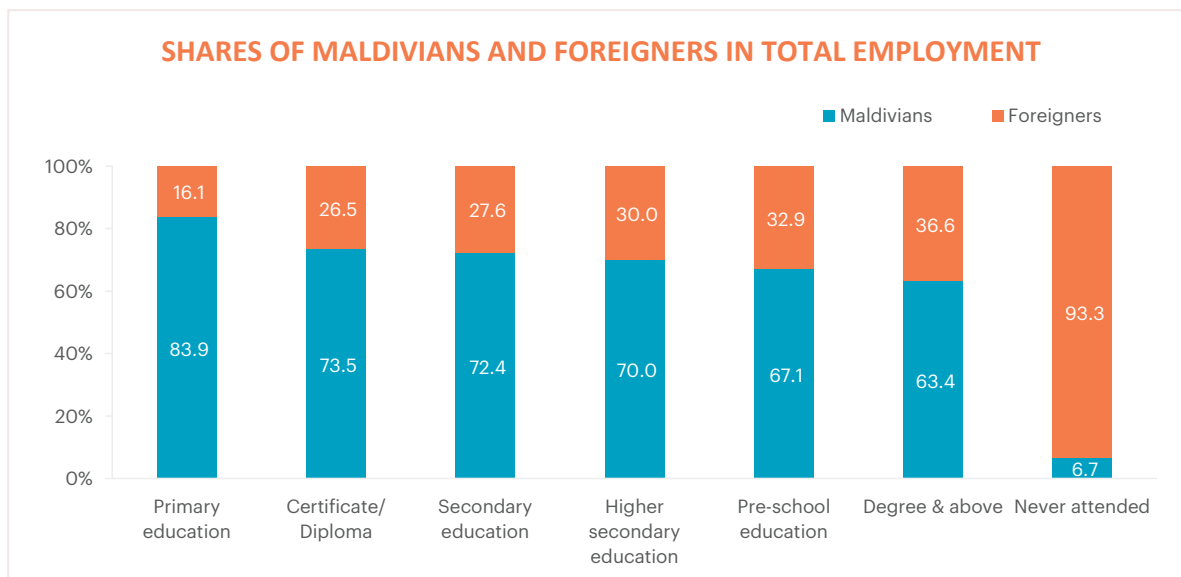


Figure 5.1b: Shares of Maldivians and Foreigners in total employment

5.2: Comparing Educational Attainment in Informal and Formal Employment

Informal employment encompasses individuals with varying levels of education. As seen in Fig 5.2a, a notable amount of people in informal employment have never attended education. Indeed, a lot of jobs such as labourers in construction, cleaning services, domestic helpers do not require educational qualifications. In fact, 30% of those in informal employment (Fig 5.2b) and 10% of those in formal employment never attended school. In contrast, number of people who have achieved degree and above is much higher in formal employment compared to informal employment. It accounts for 18% of formal employment and only 6% in informal employment.

In both informal and formal employment, a significant number of people have completed secondary education. The secondary education contains over 29,000 people from informal employment and over 54,000 in formal employment, occupying 25% and 30% of respective employment categories.

The figure 5.2c shows shares of workers at republic level in informal employment compared to formal employment. According to the data, as education level increases, the proportion of people in informal

employment decreases. For instance, 67.7% of workers who never attended education are in informal employment while only 32.3% of people who never attended schooling are in formal employment. In contrast, only 18.7% of those with tertiary education are in informal employment while 81.3% are in formal employment.

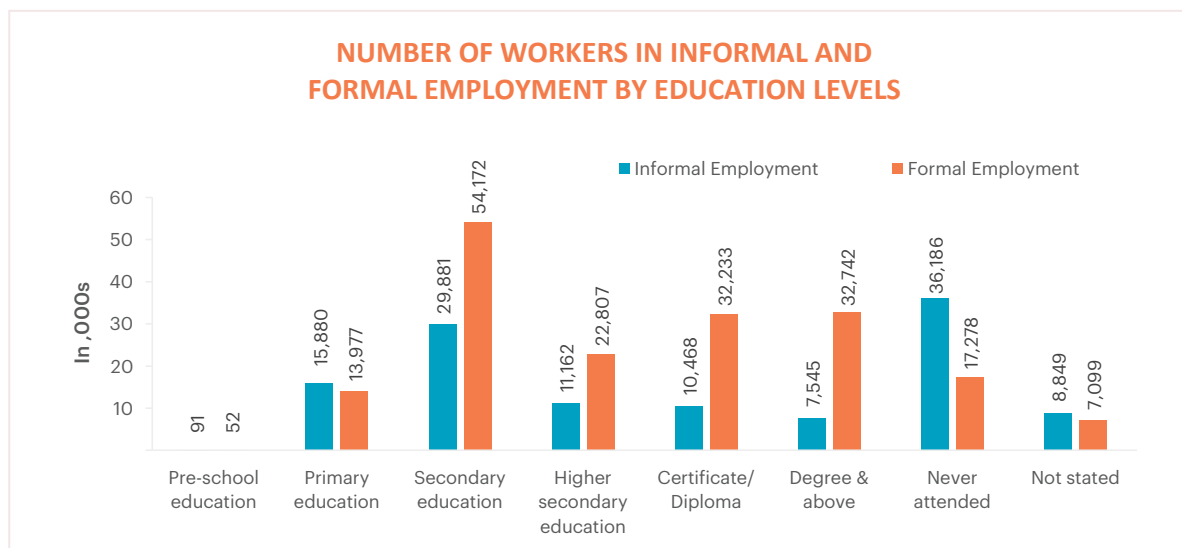


Figure 5.2a: Number of workers in informal and formal employment by education levels

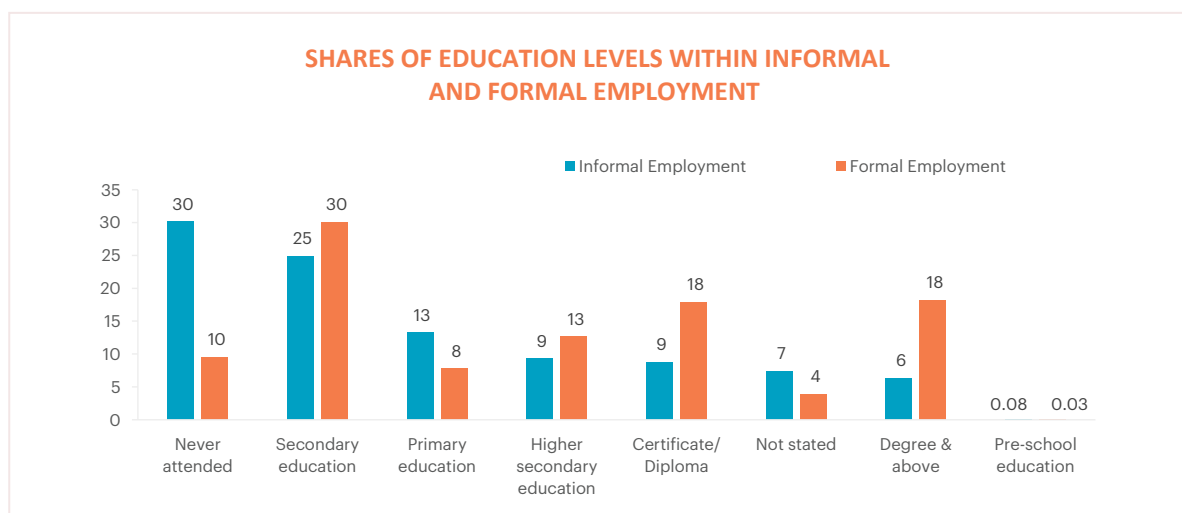


Figure 5.2b: Shares of education levels within informal and formal employment

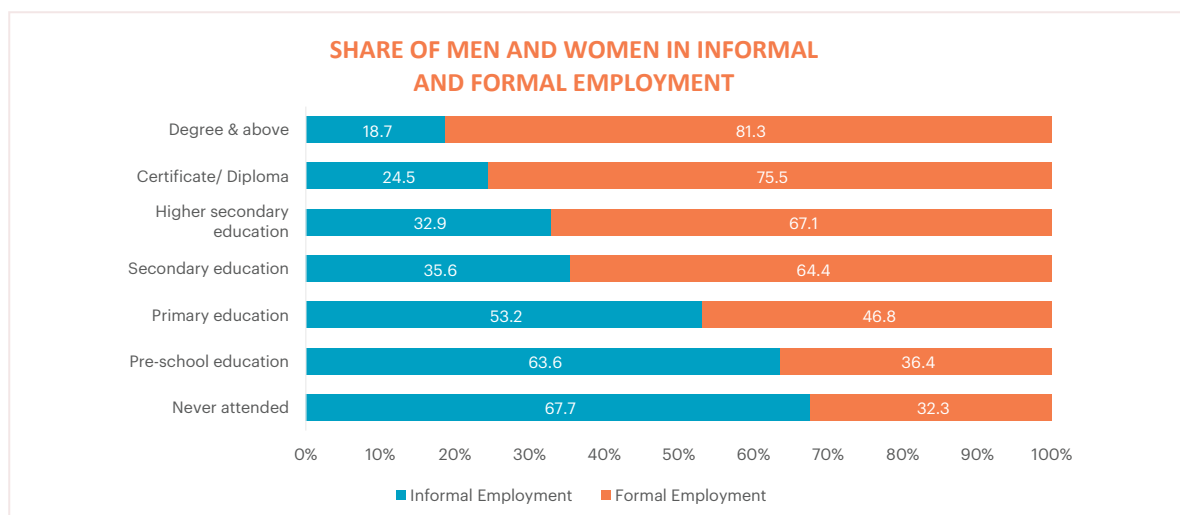


Figure 5.2c: Share of men and women in informal and formal employment

5.3: Share of Education levels in informal and formal employment in Republic, Maale and Atolls

Figure 5.3 illustrates the distribution of education levels within both formal and informal employment. It should be noted that in the calculation of shares in informal and formal employment in this section, 'not stated' cases have been excluded. In Fig 5.3, figures provided at 2-decimal places represent pre-school education level.

It is evident that a significantly high proportion of individuals who have never attended schools is prevalent not only in informal employment but also in formal employment. In informal employment at republic level, 33% is occupied by people who never attended school (Fig. 5.3) while corresponding share is 10% in the formal employment. In informal employment both Maale and atolls occupy 30-35%, whereas in formal employment, only 4% of workers from Maale did not attend school in contrast to 14% from atolls. As seen in the previous section, the 'never attended' shares are high due to significant number of foreigners who never attended education.

Among those individuals who have obtained educational certificates, a large majority falls within secondary education, i.e., lower secondary education level. At republic level, 27% of workers in informal employment have obtained secondary education, a slightly higher share of 31% are in formal employment. The trend is similar in both Maale and atolls.

However, a notable difference between Maale and atolls can be seen in tertiary education-degree & above. Even though in both localities, relatively fewer people in informal employment have achieved higher education, compared to formal employment, Maale exhibits a relatively higher proportion of individuals with tertiary education engaged in informal employment compared to the corresponding share in Atolls at 11% and 3% respectively.

For remaining education levels, trends in Maale and atolls are somewhat similar. In both employment types, a small share of people have obtained pre-school education level, hence the variation can be seen only at 2 decimal places.

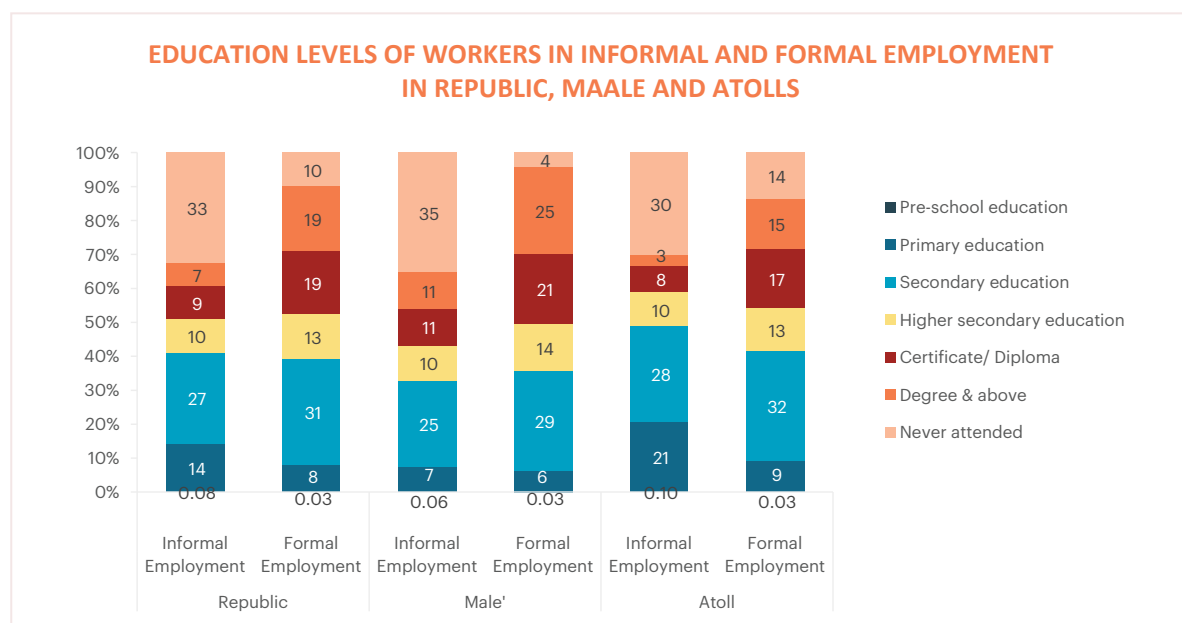


Figure 5.3: Education levels of workers in informal and formal employment in Republic, Maale and Atolls

5.4: Share of Maldivians and Foreigners in education levels in Informal Employment

The main observation from Figure 5.4a is the striking number of foreigners in informal employment who never attended any educational institution reaching over 34,000 at republic level. Another characteristic is that, the number of workers with secondary education is relatively high among foreigners compared to other education levels. The trend is similar in both Maale and atolls.

Among Maldivians in informal employment, a significant number of people from atolls have completed both primary and secondary education, accounting for 33% and 37% respectively (Fig 5.4b), while in Maale, number of people with primary education is much lower at 13%. Similar to atolls, 37% of employed Maldivians in Maale have completed secondary education.

Fig 5.4b also indicates that at the national level, 5% of Maldivians and 8% of foreigners engaged in informal employment have attained tertiary education-degree & above. In Maale, 12% of Maldivians and 10% of foreigners in informal employment have achieved tertiary education, while in atolls, it is 2% and 5% respectively. Thus, in atolls, relatively more foreigners with tertiary education are engaged in informal employment compared to Maldivians.

In informal employment 4% of Maldivians and 52% of foreigners never attended school. The share is lower for Maldivians in Maale at 2% compared to 6% in atolls.

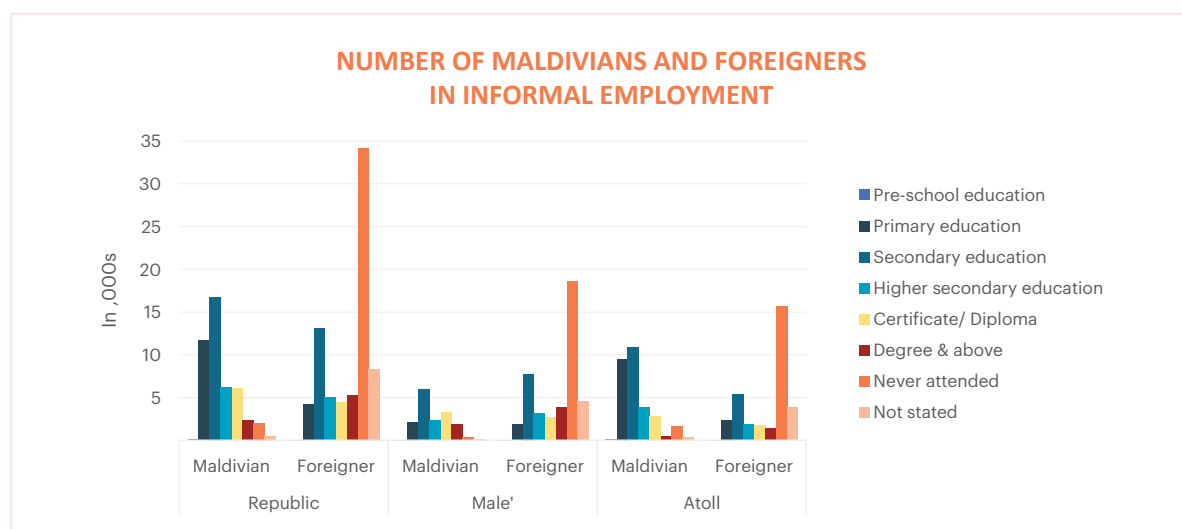


Figure 5.4a: Number of Maldivians and Foreigners in informal employment

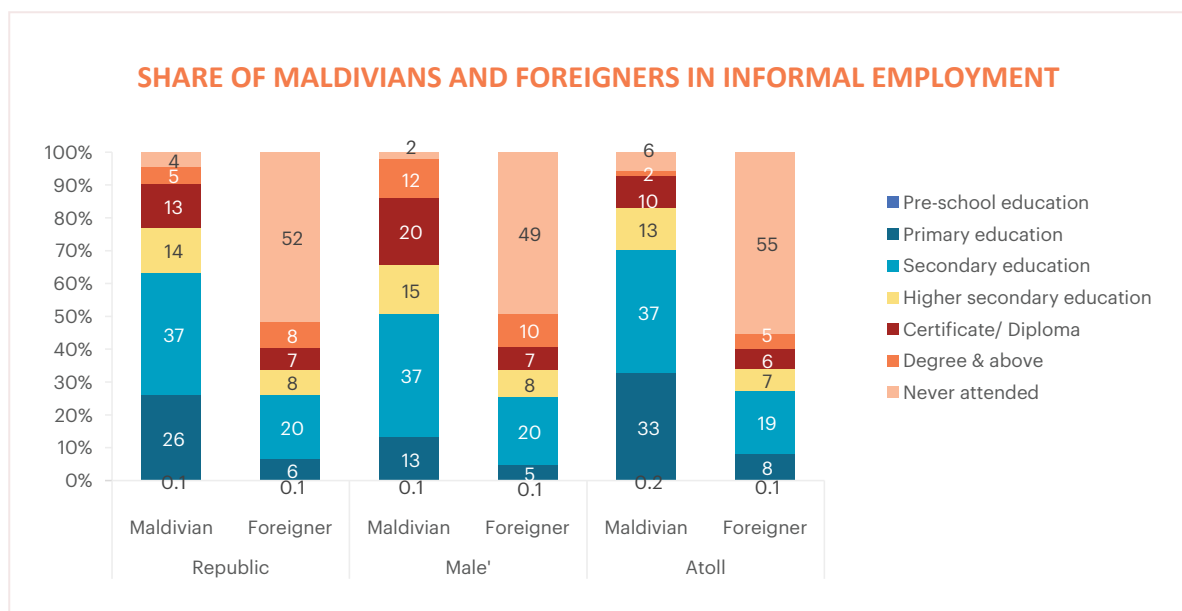


Figure 5.4b: Share of Maldivians and Foreigners in informal employment

5.5: Maldivians in informal employment

Figure 5.5a presents the distribution of Maldivian men and women in informal employment across different education levels. Notably, Secondary education is the most common educational attainment for both men and women. While the absolute number of men who have achieved Secondary education (as shown in Fig 5.5a) is relatively higher compared to women, the percentage of Maldivian women and men in informal employment who have achieved secondary education is almost equal at 36.8% for women while men hold 36.9% (Fig 5.5b).

The number of women in informal employment exceed men in Certificate/Diploma level and degree and above. The certificate level has been obtained by 16.4% of women and 10.9% of men, while degree & above has been obtained by 5.8% of women and 4.4% of men. The women's share compared to men exceeds in informal employment in these two education levels, with certificate level holding 54.2% for women.

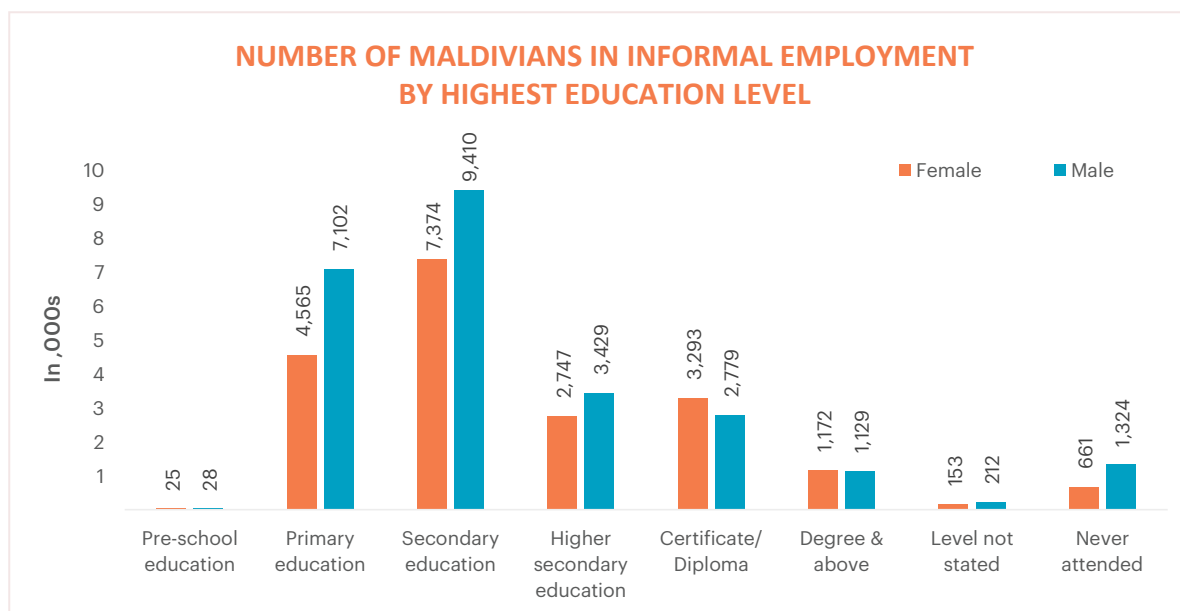


Figure 5.5a: Number of Maldivians in Informal Employment by highest education level

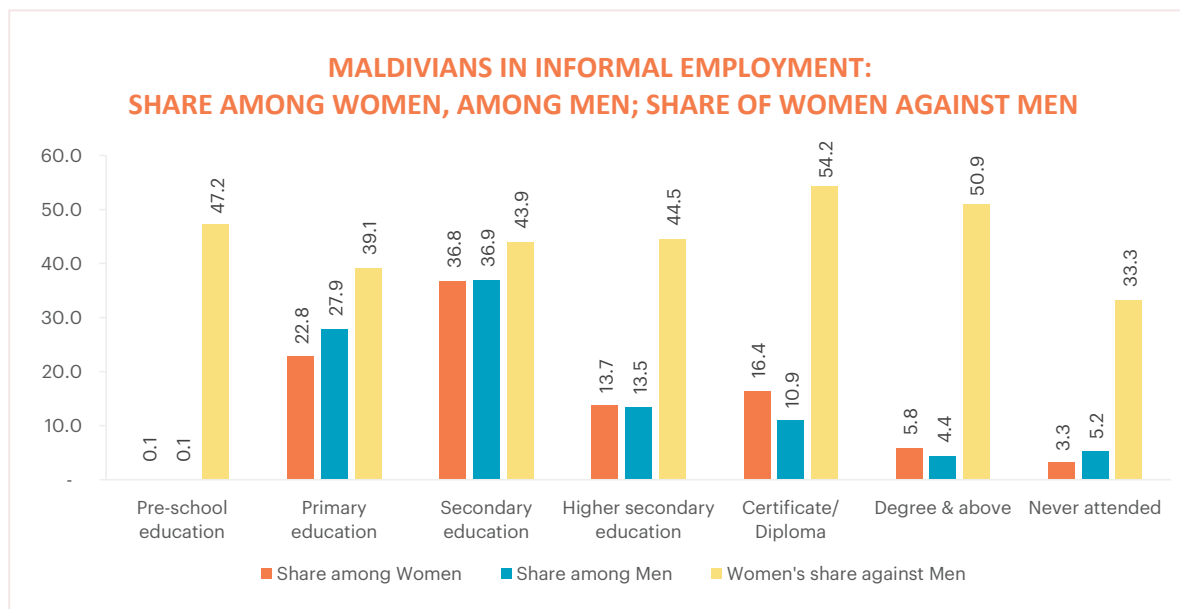


Figure 5.5b: Maldivian in Informal employment; Share among women, among men, share of women against men

In Maale, 34.7% of Maldivian women and 38.7% of Maldivian men engaged in informal employment have obtained secondary education (Table 5.5). The shares are similar even in atolls with 37.9% of Maldivian women and 35.9% of men holding secondary education level.

The number of individuals who have completed tertiary education (First degree, Masters, and PhD) is relatively low, as depicted in Fig 5.5a. Among Maldivian women engaged in informal employment, 5.8% have achieved tertiary education, while 4.4% of men have earned it. In Maale, 13.6% of women and 10.1% of men in informal employment hold tertiary educational certificates while in atolls, only 1.7% of women and 1.4% of men are in this category. Thus, on the whole a significant share of highly educated Maldivian women and men are also actively involved in informal employment, especially in Maale.

A notable proportion of both Maldivian men and women in informal employment also fall within primary education category. At the national level, 22.8% of women (refer to Table 5.5) and 27.9% of Maldivian men fall into this category. In Maale, the corresponding shares are much lower compared to atolls. Maale records 9.4% of women in informal employment with 16.4% of men in primary education category, while in atolls, 30% of women and 34.1% of men in informal employment have obtained primary education.

HIGHEST EDUCATION LEVEL	REPUBLIC		MAALE		ATOLLS	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
PRE-SCHOOL EDUCATION	0.1	0.1	0.1	0.0	0.1	0.2
PRIMARY EDUCATION	22.8	27.9	9.4	16.4	30.0	34.1
SECONDARY EDUCATION	36.8	36.9	34.7	38.7	37.9	35.9
HIGHER SECONDARY EDUCATION	13.7	13.5	14.2	15.4	13.4	12.4
CERTIFICATE/ DIPLOMA	16.4	10.9	25.6	16.0	11.5	8.1
DEGREE & ABOVE	5.8	4.4	13.6	10.1	1.7	1.4
NEVER ATTENDED	3.3	5.2	1.5	2.6	4.3	6.6
NOT STATED	1.1	1.1	0.9	0.7	1.2	1.4
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Table 5.5: Share of Maldivians at different education levels by gender

5.6: Share of Maldivians within gender group in the education levels

Figure 5.6 provides a comparison of the participation of Maldivian women and men in informal employment at different education levels within each gender group, juxtaposed with their participation in formal employment. For the purpose of this analysis 'not stated' cases have been excluded.

Notably, the data reveals that, as education level increases the share of both men and women in informal employment decreases, while their participation in formal employment increases. In the spectrum of all education levels below tertiary level, women consistently constitute a higher share in informal employment than men. This suggests that a larger proportion of men with these educational levels are active in formal employment, leading to a noticeable disparity in the distribution of gender within these levels in the two employment types.

Within each education level below tertiary education, the share of women engaged in formal employment is lower than the share of men, further highlighting the discrepancy in gender representation across the formal and informal employment. In other words, regardless of education level, more men prefer formal employment compared to women. This could be due to men's participation in tourism sector, specifically resorts which is formal, thus more men being in formal employment.

Another interesting feature shown in Fig 5.6 is that at lower education levels, the share of women in informal employment is much higher than their share in formal employment. However, for men, even at the lowest education levels, share of men in formal employment is higher than their share in informal employment. This emphasizes distinct trends in the employment of individuals based on gender.

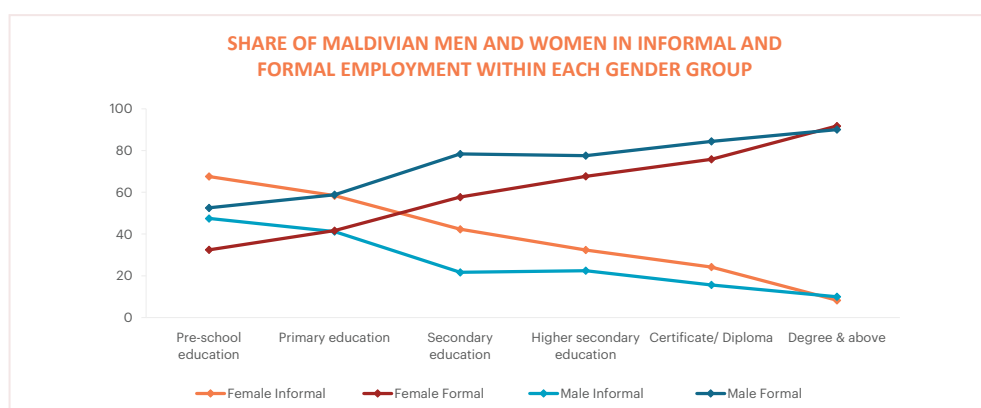


Figure 5.6: Share of Maldivian men and women in informal and formal employment within each gender group

In this comprehensive exploration of educational attainment within formal and informal employment, a multifaceted picture of the workforce's educational diversity can be identified. Through this analysis, it can be observed that both informal and formal employment encompass individuals across a wide spectrum of educational backgrounds. Tertiary education, while less prevalent, finds representation in both types of employment, with informal employment hosting a noteworthy percentage of individuals holding advanced degrees. Disparities emerged, notably in the distribution of individuals with lower education levels, with a significant proportion gravitating towards informal employment. Regional variations in educational attainment can also be seen, with Maale showcasing relatively higher levels of tertiary education compared to the Atolls.

Finally, the intersection of gender and education in employment revealed unique patterns, emphasizing the need for nuanced approaches to address disparities and harness the full potential of the workforce. This analysis explains the complex interplay of education and employment, providing valuable insights for policymakers, researchers, and stakeholders seeking to navigate and optimize the dynamics of the labor market.

CHAPTER 6

INDUSTRY

6. INDUSTRY

In the Maldives, economic activities are systematically classified according to the International Standard Industrial Classification of all economic activities (ISIC). The term “economic activity” can be used interchangeably with “industry” in this context. The most recent Census conducted in 2022 revealed that the Maldivian economy encompasses a diverse range of 21 major economic activities. These activities include agriculture and fishing, manufacturing, accommodation and food services, construction, and several others.

The analysis presented in this report places particular emphasis on the examination of informal employment within the economic activities. This analysis consists of factors such as geographical location, gender, nationality, and more, to provide a comprehensive understanding of the informal employment in the Maldives. This insight highlights variations in informal employment as well as the unique economic dynamics at play at industry level.

6.1 Economic activities in informal employment in relation to formal employment

The informal employment at republic level is most pronounced in the construction industry, boasting a substantial workforce of 31,385 individuals (as illustrated in Figure 6.1a). The construction sector encompasses a wide range of activities, including building construction, completion works, electrical installations, utility project installations, road construction, and more. Following closely behind construction, other sectors with significant informal employment include wholesale and retail trade, manufacturing, and accommodation and food services.

Conversely, activities with the lowest representation in informal employment include sectors such as sand mining and quarrying, along with services associated with extraterritorial organizations, among others.

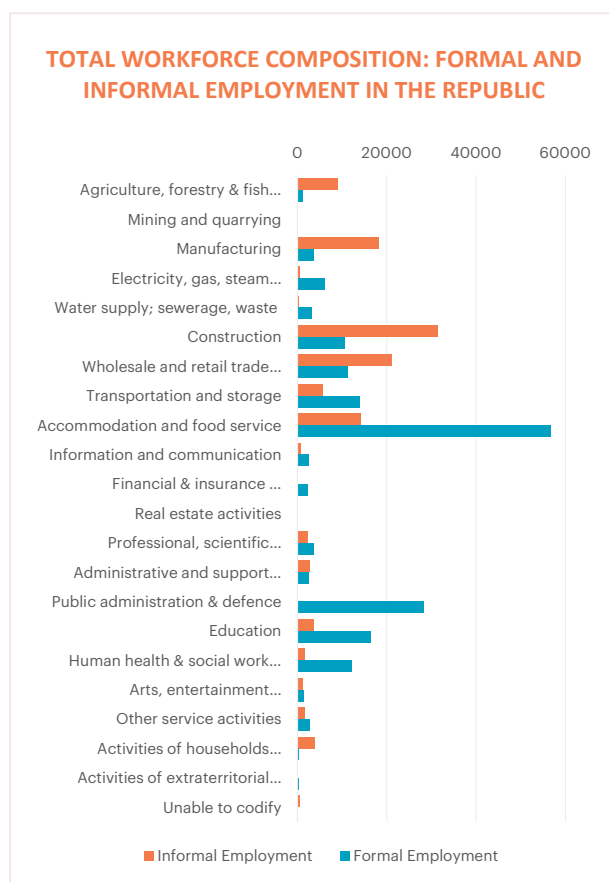


Figure 6.1a: Total workforce composition; Formal and Informal employment in the Republic

The next section focuses on the top 10 industries in informal employment which together accounts for 93.9% of total informal employment. At the national level (as depicted in Figure 6.1b), six of the top 10 industries exhibit a notable trend: the proportion of workers engaged in informal employment surpasses that of formal employment within their respective sectors. These industries include construction, wholesale and retail trade, manufacturing, agriculture and fishing, activities of households, and administration and support service activities. It is worth noting that in administration and support services, the disparity between informal and formal employment is relatively modest.

The sector classified as “activities of households” stands out with the highest prevalence of informal employment, reaching an impressive 95.3%, thus being most exposed to informality in terms of job. This category encompasses people engaged in domestic work, or are serving households. The agriculture and

fishing and manufacturing are also significantly exposed to informality where each registers over 80% in informal employment.

While the accommodation and food services sector holds the fourth position in terms of the total number of individuals engaged in informal employment, its contribution to the informal workforce is relatively low at 20%, in contrast to its formal employment figures.

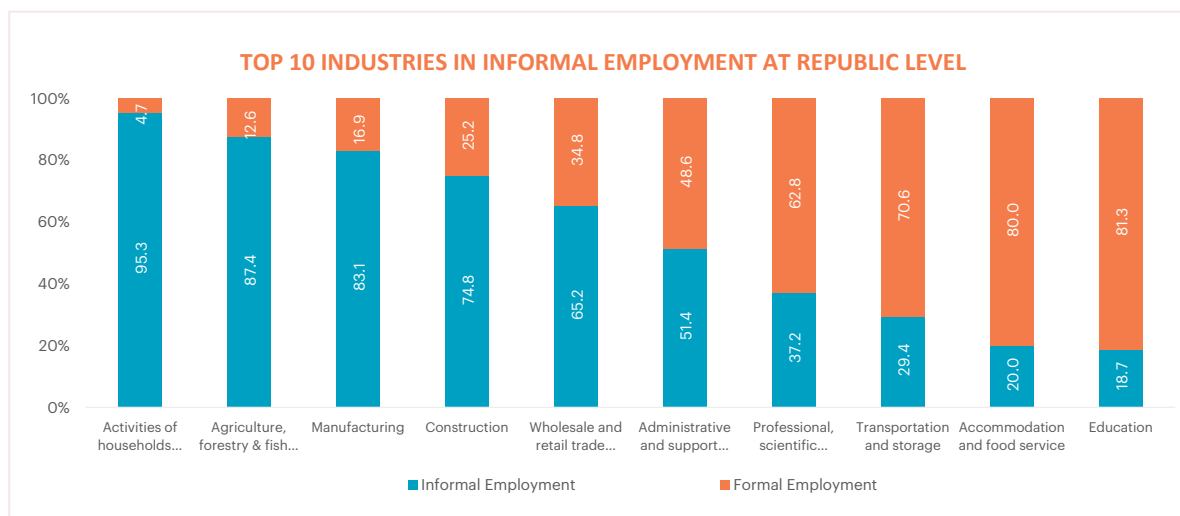


Figure 6.1b: Top 10 industries in informal employment at republic level

6.2 Economic activities within informal employment

In informal employment, the top three activities are construction, wholesale and retail trade, and manufacturing. Surprisingly, agriculture and fishing, which are widespread across all islands, hold the fifth position (as depicted in Figure 6.2).

The wholesale and retail trade sector activities include a range of services, including grocery stores, mini-marts, clothing stores, pharmacies, and similar businesses. Manufacturing, on the other hand, involves the production of diverse goods, such as food products (e.g., fish paste, smoked fish, fried leaves, etc.), bakery items, garments, and more. Agriculture and fishing encompass marine fishing and the cultivation of fruits and vegetables.

Breaking down the informal employment figures, construction claims the largest share at 26.1%, followed by wholesale and retail trade at 17.6%, and manufacturing at 15.2%. Agriculture and fishing contribute 7.6% to the informal employment landscape.

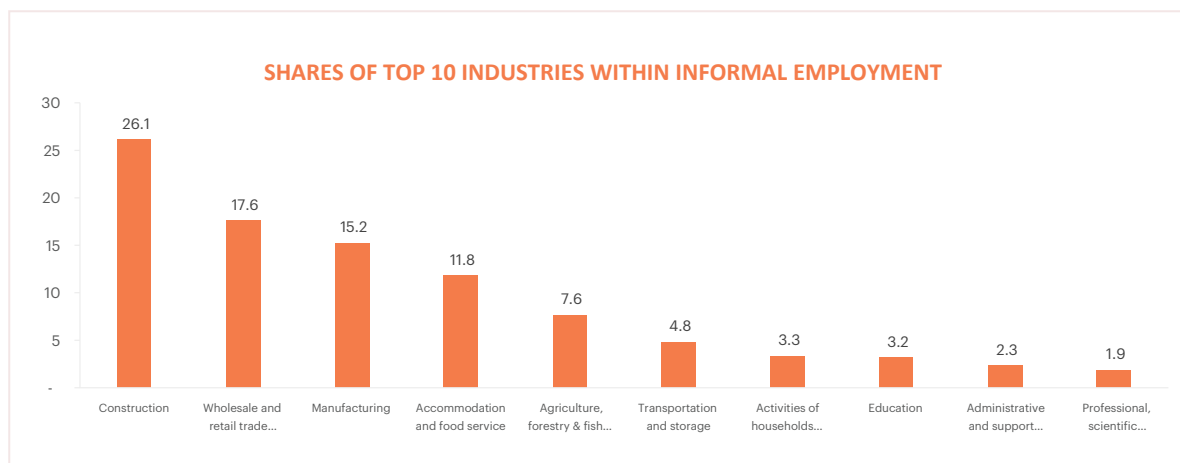


Figure 6.2: Shares of top 10 industries within informal employment

6.3 Gender distribution among top 10 economic activities in informal employment

Substantial disparities between men and women are evident across various economic activities. Notably, women feature most prominently in the manufacturing sector, with 8,422 individuals (as depicted in Figure 6.3a). Following manufacturing, women are well-represented in wholesale and retail trade, education, and activities associated with households. Conversely, the construction industry, which stands as the largest informal economic activity, engages fewer than 200 women. In stark contrast, over 31,000 men are actively involved in construction activities. For men, construction leads the way in terms of informal employment, followed by wholesale and retail trade, accommodation, and manufacturing activities. Only 163 women are in construction industry. However, since the industry code applies to the place of work rather than the individual's work, this should be noted.

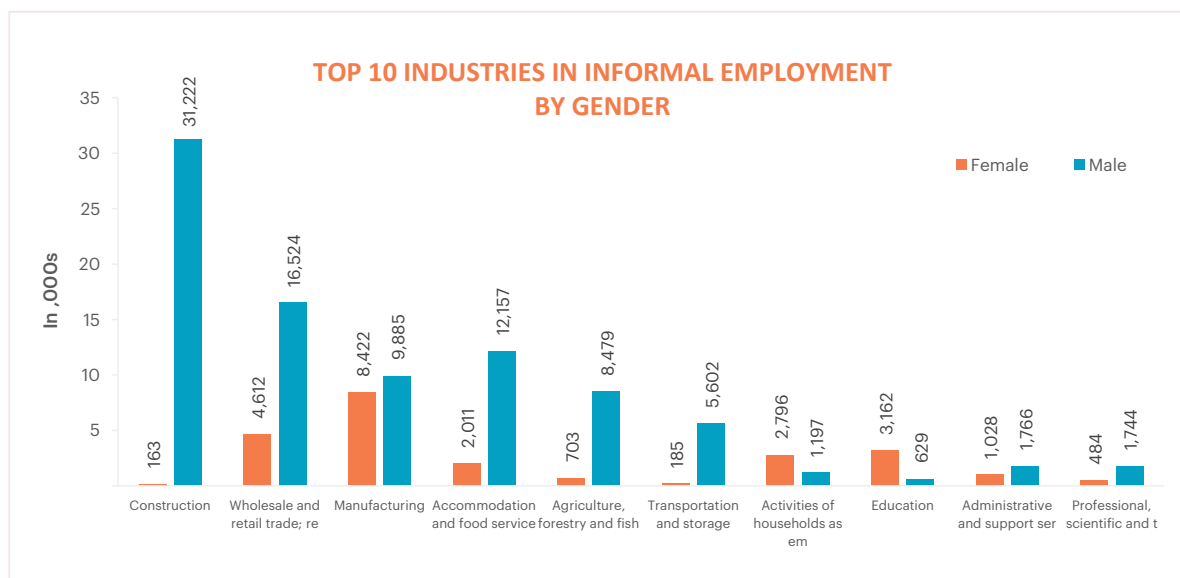


Figure 6.3a: Top 10 industries in Informal Employment by Gender

Considering the gender shares among the top 10 economic activities in the informal employment, education has the highest women's share of 83% (Fig 6.3b). This means that compared to men, more women are working in schools, universities, and other educational institutions. In activities of households, 70% are women. In the remaining 8 industries among the top 10, men's share exceeds that of women. After construction, men's shares are most significant in transportation and storage, agriculture and fishing, and accommodation and food services. The gap between men and women is minimal in manufacturing where women occupy 46% while men occupy 54%.

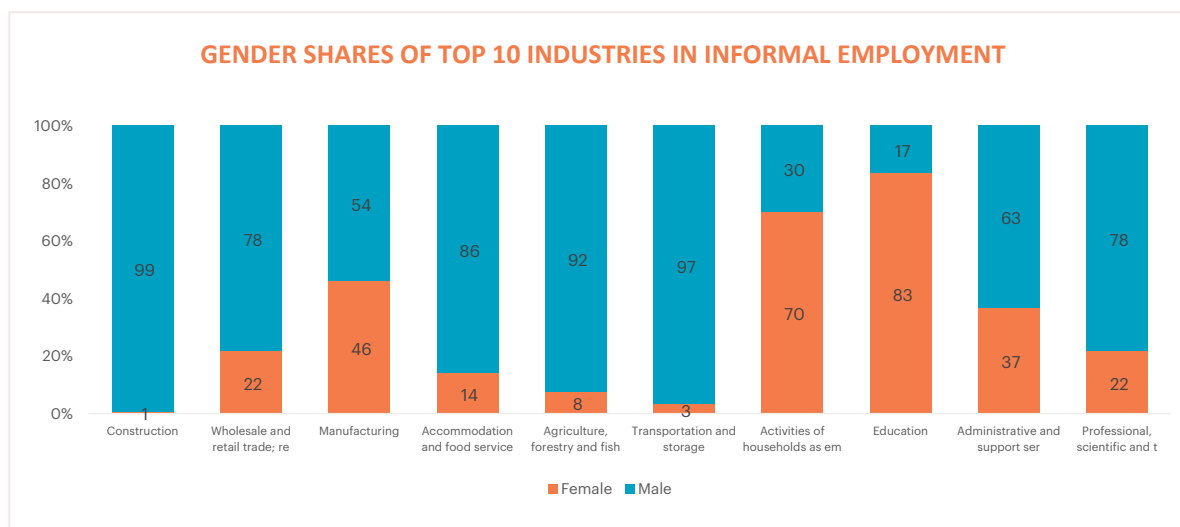


Figure 6.3b: Gender shares of top 10 industries in informal employment

6.4 Economic activities of Maldivians and foreign workers in informal employment

The Maldivian economy boasts a significant presence of foreign workers, with a notable ratio of 2 Maldivians to every 3 foreigners engaged in informal employment.

The Maldivians lead informal employment in manufacturing, wholesale and retail trade and agriculture and fishing. The Maldivian workforce in manufacturing accounts to 10,756 individuals. This is followed by Maldivians in wholesale and retail trade, at 8,600 persons, and agriculture and fishing, with 7,065 workers (as demonstrated in Figure 6.4). Education and transportation and storage secure the 4th and 5th positions, respectively.

On the other hand, the number of foreigners engaged in informal employment is highest in the construction industry, with 28,598 persons. This is followed by foreigners in wholesale and retail trade, with 12,536 persons, and accommodation and food services, with 11,176 foreign workers. Manufacturing and activities related to households rank 4th and 5th in this regard.

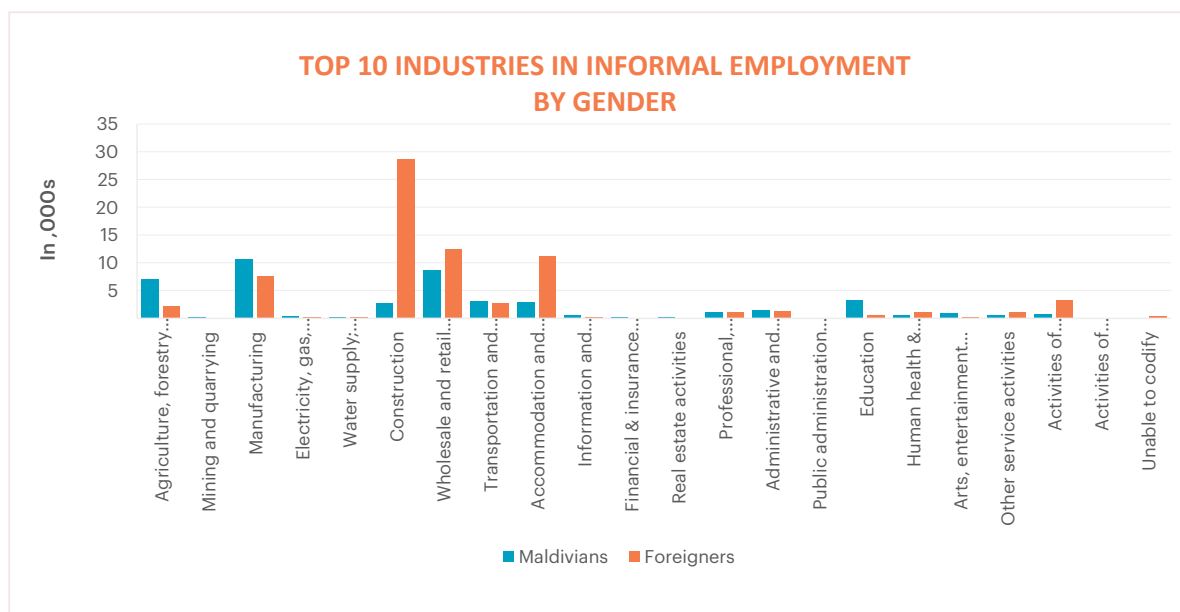


Figure 6.4a: Number of Maldivians and foreigners in informal employment at republic level

In several economic activities within informal employment, the participation of foreigners significantly surpasses that of Maldivians. Excluding public administration, which is typically limited to Maldivians, the highest Maldivian share at the national level is observed in education at 86.3%, followed by arts, entertainment, and recreation at 85.3%. Additionally, sectors like agriculture and fishing, mining and quarrying, and electricity activities each account for approximately 77% of Maldivian participation.

Conversely, foreigners hold the most substantial shares in construction at 91.1%, activities related to households at 83.5%, and accommodation and food services at 78.9% within the informal employment.

6.5 Informal employment among Maldivians in Maale and atolls by economic activities

The distribution of industries among Maldivians in Maale and the atolls exhibits notable variations. While manufacturing, wholesale and retail trade, and agriculture and fishing activities dominate the shares of Maldivians at the national level, the top three positions in Maale and the atolls differ (refer to Table 6.5).

INDUSTRY AMONG MALDIVIANS	SHARES OF REPUBLIC WITHIN MAALE, WITHIN ATOLL			SHARES OF REPUBLIC IN THE INDUSTRY		
	MAALE	ATOLL	TOTAL	MAALE	ATOLL	TOTAL
AGRICULTURE, FORESTRY & FISH...	3.5	22.0	15.5	7.8	92.2	100
MINING AND QUARRYING	0.0	0.4	0.3	3.9	96.1	100
MANUFACTURING	16.7	27.4	23.6	24.8	75.2	100
ELECTRICITY, GAS, STEAM...	0.1	1.1	0.8	5.5	94.5	100
WATER SUPPLY; SEWERAGE, WASTE	0.4	0.4	0.4	32.4	67.6	100
CONSTRUCTION	5.8	6.3	6.1	33.1	66.9	100
WHOLESALE AND RETAIL TRADE...	25.5	15.3	18.9	47.3	52.7	100
TRANSPORTATION AND STORAGE	9.1	5.2	6.6	48.5	51.5	100
ACCOMMODATION AND FOOD SERVICE	5.0	7.4	6.6	26.7	73.3	100
INFORMATION AND COMMUNICATION	2.8	0.6	1.4	70.8	29.2	100
FINANCIAL & INSURANCE ...	0.5	0.1	0.2	77.3	22.7	100
REAL ESTATE ACTIVITIES	0.5	0.0	0.2	86.5	13.5	100
PROFESSIONAL, SCIENTIFIC...	6.2	0.5	2.5	86.3	13.7	100
ADMINISTRATIVE AND SUPPORT...	3.2	3.4	3.3	33.8	66.2	100
PUBLIC ADMINISTRATION & DEFENCE	0.1	-	0.0	100.0	-	100
EDUCATION	10.0	5.6	7.2	49.0	51.0	100
HUMAN HEALTH & SOCIAL WORK...	2.5	0.4	1.1	78.4	21.6	100
ARTS, ENTERTAINMENT...	4.0	1.2	2.2	65.1	34.9	100
OTHER SERVICE ACTIVITIES	2.0	0.9	1.3	54.6	45.4	100
ACTIVITIES OF HOUSEHOLDS...	1.4	1.5	1.4	33.3	66.7	100
ACTIVITIES OF EXTRATERRITORIAL...	0.3	0.0	0.1	96.4	3.6	100
UNABLE TO CODIFY	0.4	0.1	0.2	79.0	21.0	100
TOTAL	100.0	100.0	100.0	35.1	64.9	100

Table 6.5: Shares of industries in informal employment among Maldivians in Maale and atolls

In Maale, the informal employment landscape among Maldivians is primarily characterized by wholesale and retail trade, manufacturing, and education, with shares of 25.5%, 16.7%, and 10%, respectively. On the other hand, in the atolls, the leading industries are manufacturing, agriculture and fishing, and wholesale and retail trade activities, with shares of 27.4%, 22%, and 15.3%, respectively.

Among the top 10 industries in informal employment, Maale occupies over 50% in only two activities (as depicted in Figure 6.5): professional and scientific activities, and arts and entertainment activities, with shares of 86% and 65%, respectively. Professional activities include managing head offices, specialized design activities like interior decoration, graphic design, fashion design, legal activities, photography, architectural and engineering activities, and more

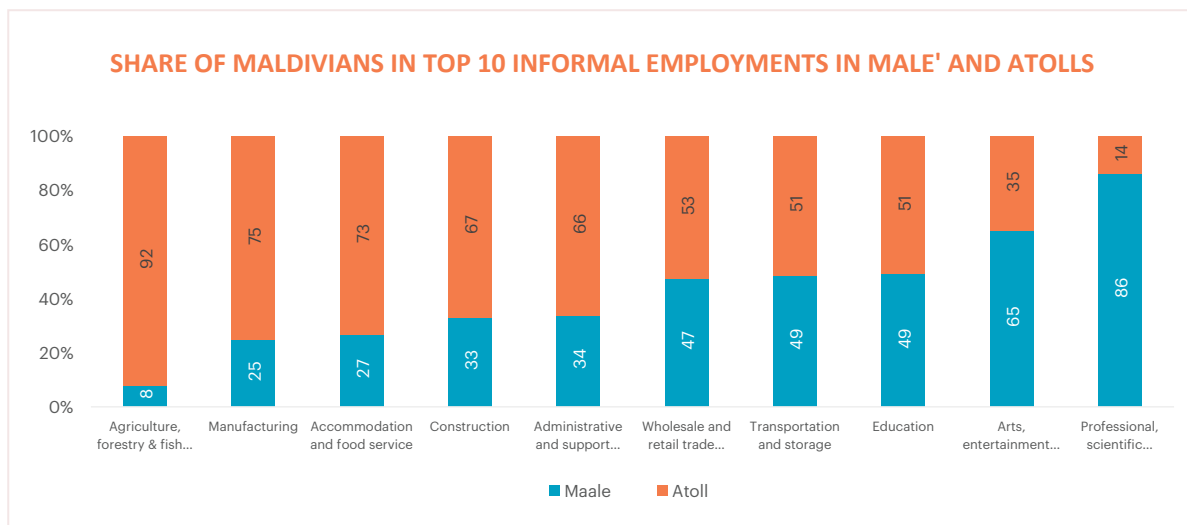


Figure 6.5: Share of Maldivians in top 10 informal employments in Maale and Atolls

In contrast, in the remaining eight activities, the share of the atolls surpasses the 50% mark. The share of the atolls, in comparison to Maale, is most pronounced in agriculture and fishing, at 92%. Manufacturing and accommodation and food services in the atolls also hold significant shares, amounting to 75% and 73%, respectively.

6.6 Maldivians in informal employment by economic activities and gender

The three industries with largest number of Maldivians engaged in informal employment are manufacturing, wholesale and retail trade, and agriculture and fishing, with 10,756, 8,600, and 7,065 individuals, respectively (as depicted in Figure 6.4 and 6.6a). Manufacturing constitutes 23.6% of informal employment among Maldivians, while wholesale and retail trade and agriculture and fishing account for 18.9% and 15.5%, respectively.

When focusing on Maldivian women, the top three economic activities include manufacturing, wholesale and retail trade, and education, with 8,028, 4,106, and 2,913 individuals, respectively. For Maldivian men, the most popular economic activities are agriculture and fishing, wholesale and retail trade, and transport and storage, with 6,371, 4,494, and 2,892 individuals, respectively.

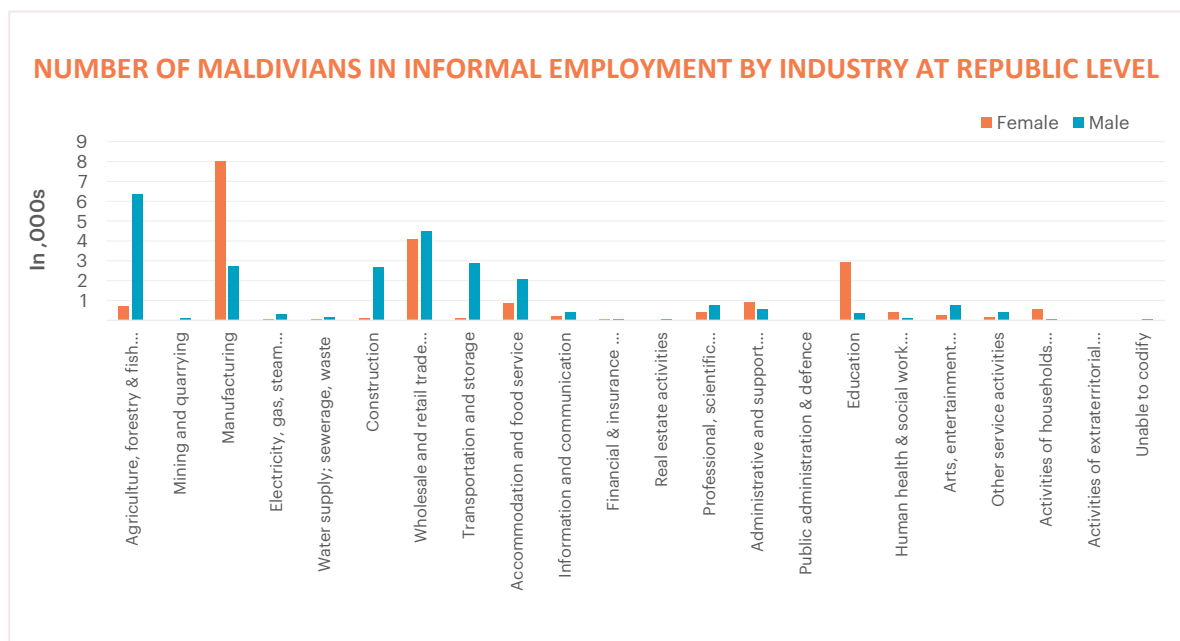


Figure 6.6a: Number of Maldivians in informal employment by industry at republic level

In the manufacturing sector, Maldivian women make up a significant majority, representing 75% of the workforce in contrast to Maldivian men. Conversely, in agriculture and fishing, Maldivian men dominate with a share of 90% (as shown in Figure 6.6b). Women's participation is also notably high in activities related to households, education, and human health, where they account for 80-90% of the informal employment workforce compared to men.

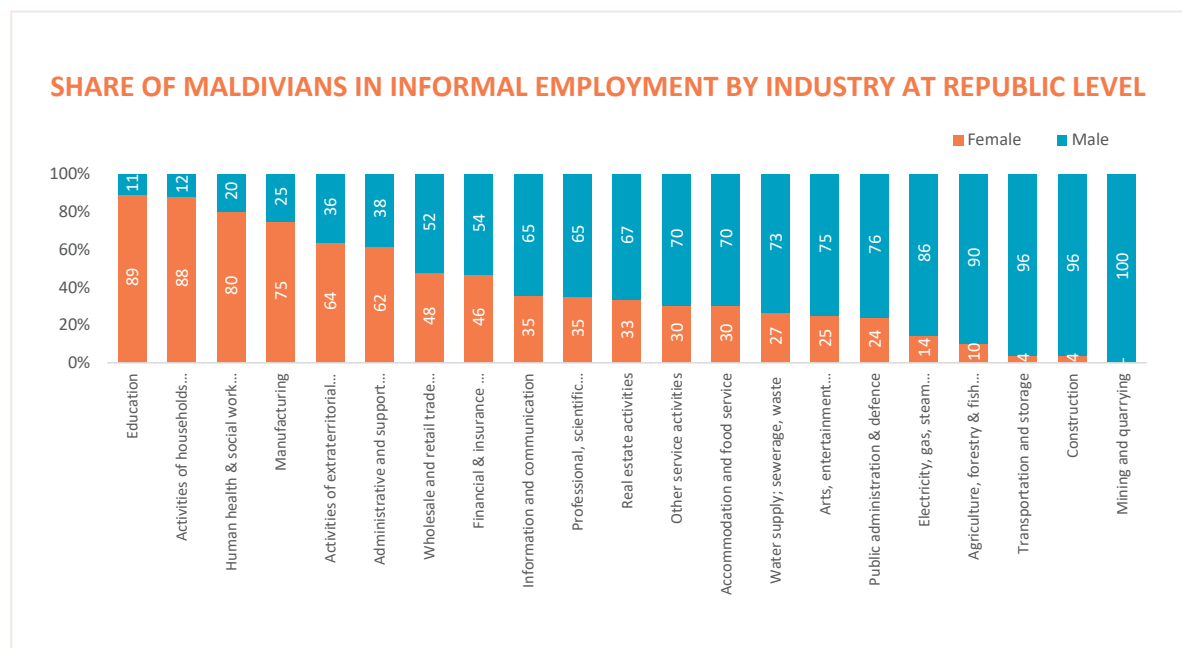


Figure 6.6b: Share of Maldivians in informal employment by Industry at Republic level

6.7: Maldivians in informal employment by economic activity and production unit

The top 4 industries among Maldivians in informal employment are manufacturing, wholesale and retail trade, agriculture and fishing, and education. The agriculture and fishing activities stands out with 86.2% of jobs (Table 6.7) in informal employment, followed by the manufacturing with 80.8% of workers engaged in informal employment. The wholesale and retail trade occupies less than 50%, while education holds less than 20% in informal employment.

The share of economic activities in the production units also vary. In agriculture, where 86.2% of Maldivians are in informal employment, 77.3% work in informal sector, while 6.3% are in households and 2.6% are from formal sector. Manufacturing activities present a different trend, where a large majority consisting of 64.2% of workers are in households, while 12.5% are in informal sector and only 4.1% are from formal sector.

Even though wholesale and retail trade takes the second place in terms of absolute number of Maldivians in informal employment, its share in informal employment is only 47.6%, of which 24.5% are in informal sector, while formal sector and households are in close proximity at 12.5% and 10.6% respectively.

The educational activities take the 4th rank in informal employment among Maldivians. However, informal employment accounts for only 18.6% of total educational activities, of which 10.6% belongs to households, while 5.7% are in formal sector and only 2.3% are in informal sector.

The figure 6.7 shows distribution of the economic activities in informal employment within informal sector, formal sector, and households, where the 3 sectors in each activity sum up to a 100 percent. Thus in informal employment, 90% of agriculture and fishing activities are carried out in informal sector, in contrast to 100% of household activities carried out in households.

INDUSTRY AMONG MALDIVIANS	SHARES IN INFORMAL EMPLOYMENT				SHARES IN FORMAL EMPLOYMENT
	INFORMAL SECTOR	FORMAL SECTOR	HOUSEHOLDS	TOTAL	
AGRICULTURE, FORESTRY AND FISHING	77.3	2.6	6.3	86.2	13.8
MANUFACTURING	12.5	4.1	64.2	80.8	19.2
CONSTRUCTION	23.4	14.8	4.9	43.2	56.8
WHOLESALE AND RETAIL TRADE; RETAIL TRADE	24.5	12.5	10.6	47.6	52.4
TRANSPORTATION AND STORAGE	11.6	6.4	0.9	18.9	81.1
ACCOMMODATION AND FOOD SERVICE	6.0	4.4	1.5	11.9	88.1
ADMINISTRATIVE AND SUPPORT SERVICES	20.8	20.4	4.5	45.7	54.3
EDUCATION	2.3	5.7	10.6	18.6	81.4
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS	-	-	98.5	98.5	1.5
PROFESSIONAL, SCIENTIFIC & TECHNICAL ACTIVITIES	3.1	11.4	10.0	24.6	75.4

Table 6.7: Distribution of top 10 economic activities in informal employment within production units: informal sector, formal sector, and households among Maldivians

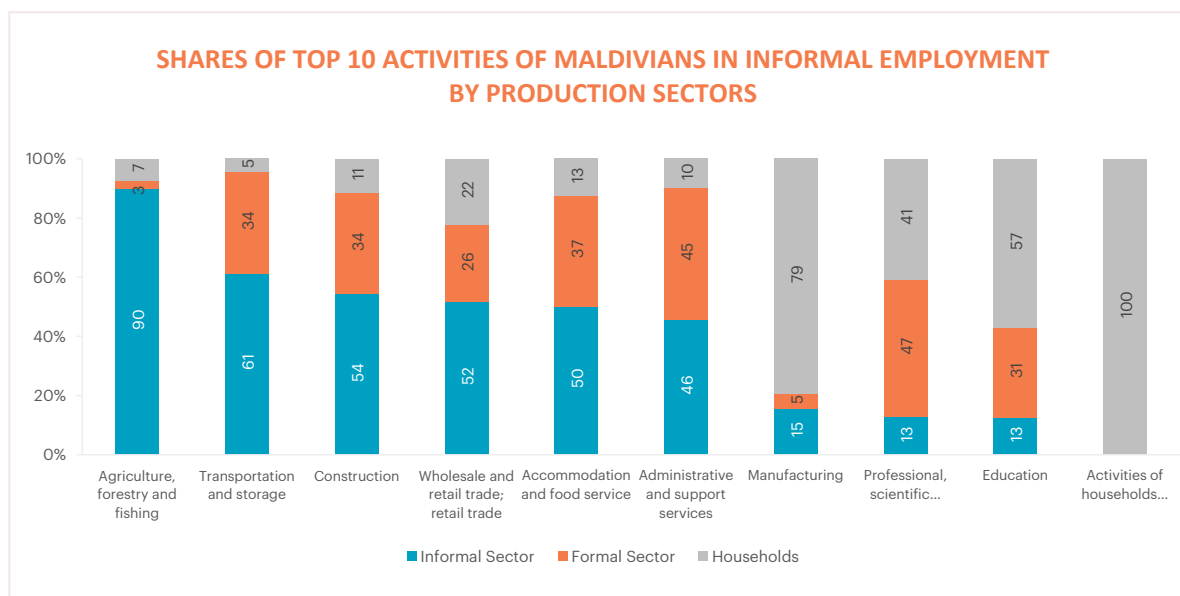


Figure 6.7: Shares of top 10 activities of Maldivians in informal employment by production sectors

6.8 Major industry groups in informal and total employment in Maldives

The major industry groups include primary, secondary and tertiary industries. The primary sector includes agriculture and fishing, and mining. Secondary sector constitutes manufacturing, electricity, water supply and sewerage, and construction. The tertiary sector or services encompass the remaining 15 major economic activities including wholesale and retail trade, accommodation and food services, and more.

The total employment at republic level in primary, secondary and tertiary sectors consist of 10,672, 74,394 and 214,827 workers (Fig 6.8a), with major industry shares of 3.6%, 24.8%, and 71.6% respectively. The employment excluding primary sector accounts for 96.4%. These figures exclude 529 individuals whose economic activity cannot be identified. The service sector occupies the largest share, while secondary sector holds around 1/4th of employment and the primary sector holds less than 4% of employment.

In the informal employment, primary sector accounts for 8%, while secondary and tertiary sectors hold 42% and 50% respectively. Thus, even with informal employment, tertiary sector occupies the largest share while primary sector holds a much lower share. Unlike in total employment, informal employment has a relatively large secondary sector.

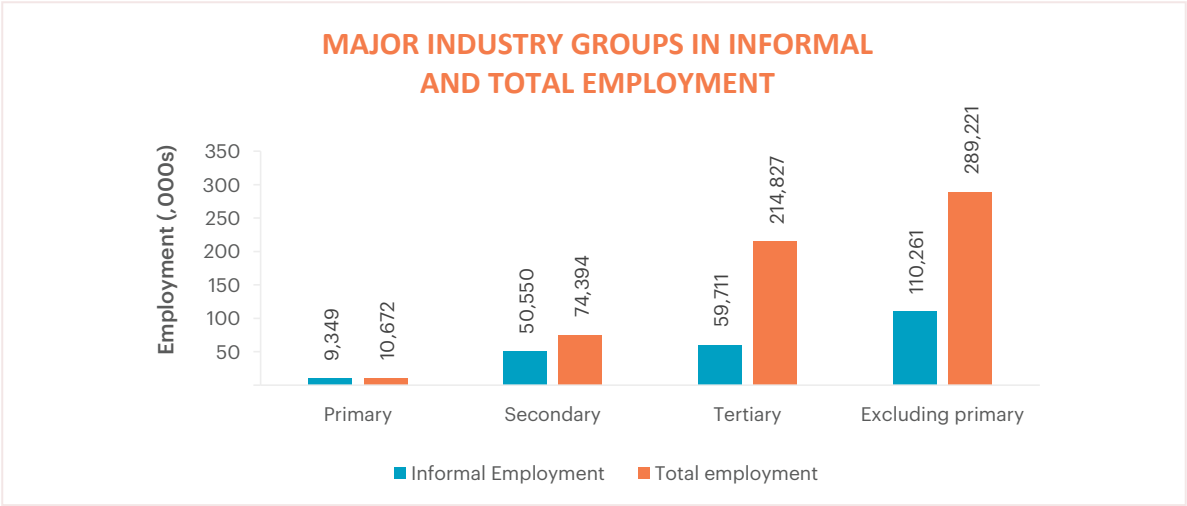


Figure 6.8a: Informal employment at republic level in primary, secondary and tertiary sectors in relation to total employment

The informal employment leads primary sector with a share of 88% (Fig 6.8b), Even in the secondary sector, informal employment occupies the majority at 68%. In contrast, tertiary sector is dominated by formal employment with a share of 72%, allowing only 28% for informal employment in this sector.

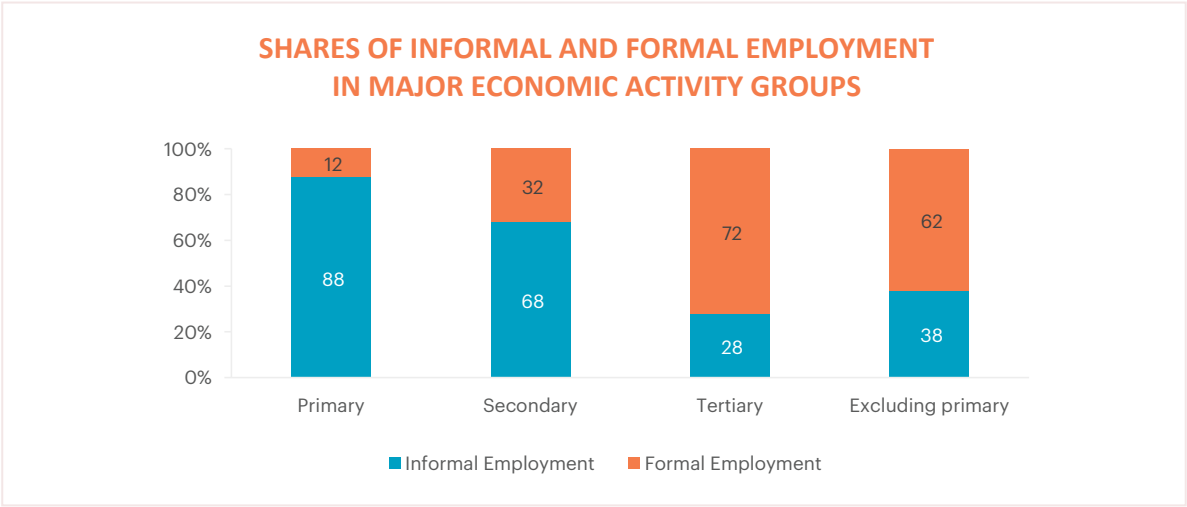


Figure 6.8b: Shares of informal and formal employment in major economic activity groups



CHAPTER 7

OCCUPATIONS

7. OCCUPATIONS

Occupations are categorized according to the International Standard Classification of Occupations 08 (ISCO-08). The most recent Census conducted in 2022 reveals that the Maldivian economy comprises 10 major occupation groups, including managers, professionals, technicians and associate professionals, and more. Each of these groups may include individuals who are engaged in either private or government organizations. The category of managers includes roles such as legislators, senior government officials, heads of councils, managing directors, chief executive officers, and department managers, among others, as per ISCO-08 classification. According to Census 2022, the main occupations under managers in Maldives include retail and wholesale trade managers, construction managers, restaurant managers, hotel managers, managing directors and chief executive officers. This analysis specifically centers on occupations within the realm of informal employment.

Occupations in informal employment encompass a diverse range of roles and activities that are not subject to the same level of regulation and oversight as formal employment. These occupations often include tasks such as craft and related trade worker, service and sales-related roles, elementary occupations, and skilled agricultural and fishery work. Workers in informal employment may engage in a variety of sectors, from small businesses and household services to unregistered labor, making them a crucial but often vulnerable segment of the workforce.

7.1 Occupations in informal employment in relation to formal employment

The republic level data derived from the 2022 Census illustrates that informal employment in the Maldives is most pronounced in craft-related occupations, surpassing 32,000 individuals, elementary occupations with over 28,000 individuals, and service and sales-related roles with over 29,000 workers (as portrayed in Figure 7.1a).

The craft related works encompass a diverse range of roles such as bakers, pastry cooks, artisans skilled in woodworking for crafting items like baskets, tailors, dressmakers, carpenters, joiners, and food processors engaged in the production of items like fried leaves, fried breadfruit, pickles, and similar products.

The elementary occupations include individuals working as sweepers and related laborers, cleaners, and helpers in various settings such as offices and hotels, as well as building construction laborers, messengers, package deliverers, and others.

The service and sales-related works encompass roles like cashiers and ticket clerks, shop sales assistants, waiters, shopkeepers, security guards, and various other positions connected to service and sales industries.

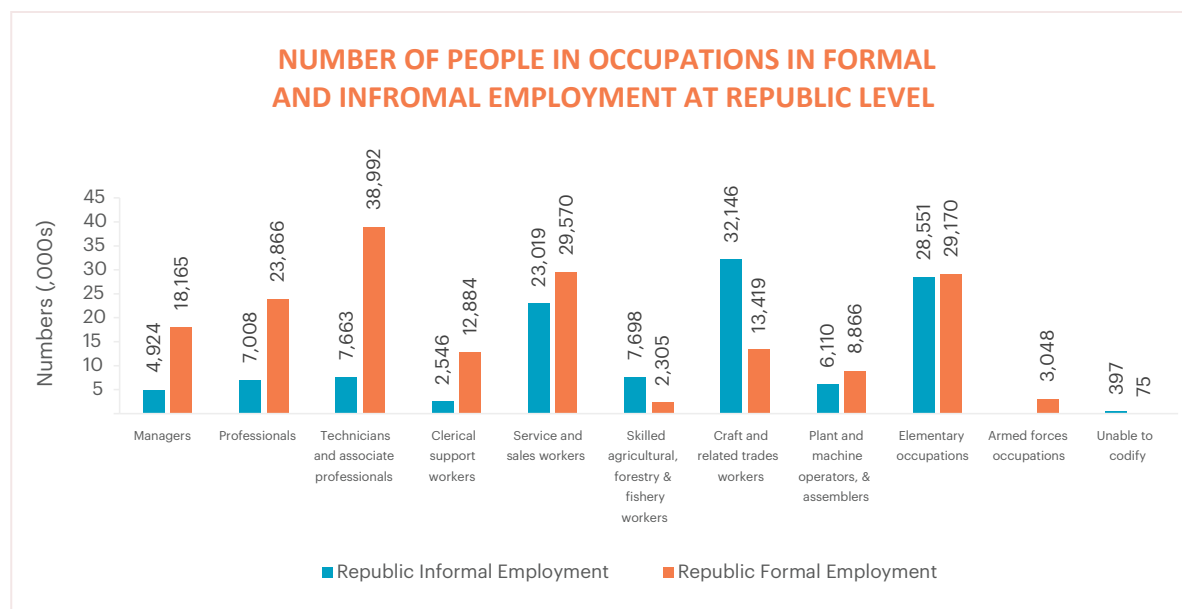


Figure 7.1a: Number of people in occupations in formal and informal employment at Republic level

Among the ten occupations in informal employment at the national level, only two exhibit a higher share of workers in informal employment compared to formal employment. They are skilled agricultural and fishery workers at 77% and craft and related trade works at 70.5% (Fig 7.1b). In the remaining occupations, the share of formal employment exceeds that of informal employment.

Notably, in elementary occupations, the disparity between informal and formal employment is relatively modest, with informal employment accounting for 49.5% and formal employment holding a share of 50.5%.

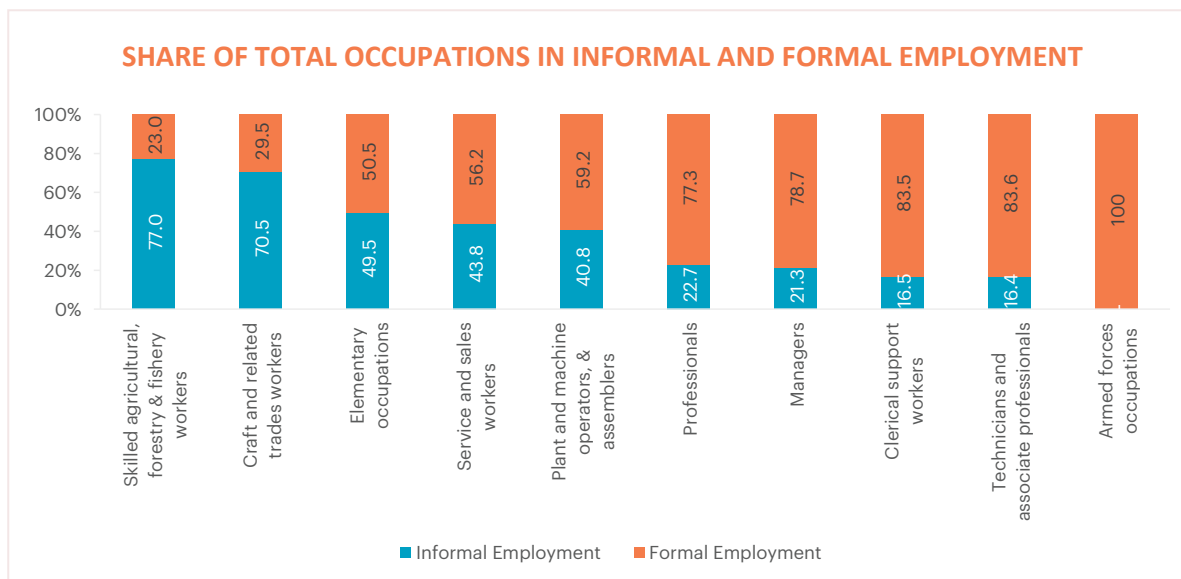


Figure 7.1b: Share of total occupations in informal and formal employment

7.2 Occupations within informal employment

In the realm of informal employment at the national level, craft and related trade works represent the largest segment at 26.8%, followed by elementary occupations and service and sales works at 23.8% and 19.2%, respectively. Occupations with the lowest share in informal employment include clerical support workers, managers, and plant and machine operators.

Clerical support workers encompass roles such as general office clerks, receptionists, accounting and bookkeeping clerks, hotel receptionists, stock clerks, and similar positions. Plant and machine operators include individuals working in jobs such as ships' deck crews and related workers, car, taxi, and van drivers, heavy truck and lorry drivers, laundry machine operators, bus drivers, and the like.

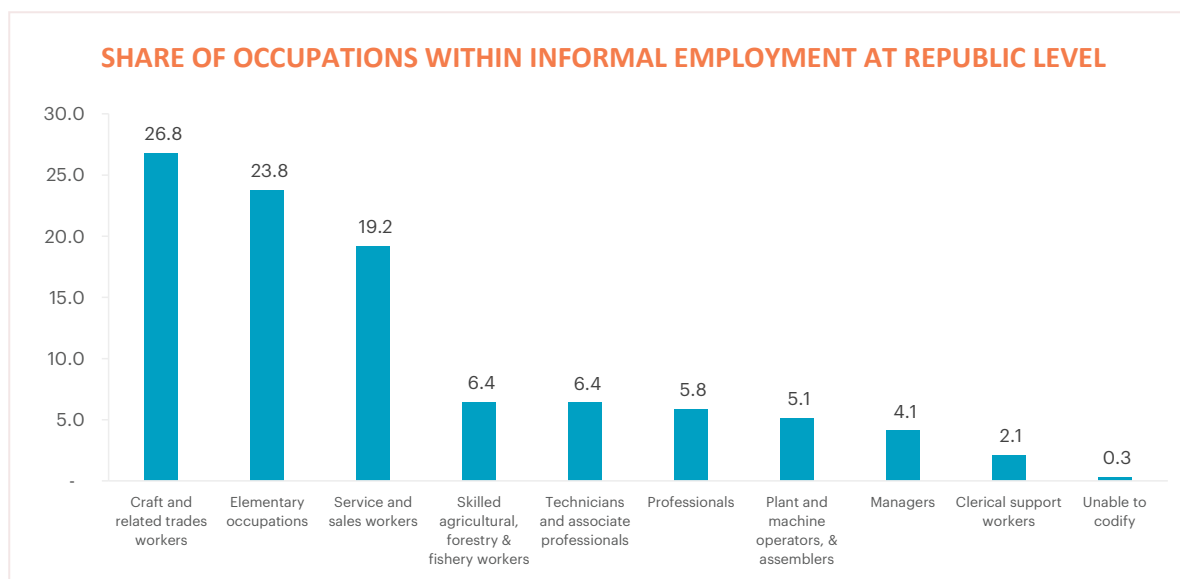


Figure 7.2: Share of occupations within informal employment at Republic level

7.3 Gender Distribution among Informal Employment Occupations at the National Level

Substantial gender disparities exist across various occupations. The number of women is most prominently represented in craft and related works, with 7,900 individuals, followed by service and sales-related trade workers at 6,123, and elementary workers accounting for 4,101 individuals.

Conversely, the number of men dominates in elementary occupations with 24,450 individuals. The craft and related trade workers and service and sales-related workers are in second and third ranks, accounting for 24,246 and 16,896 individuals, respectively.

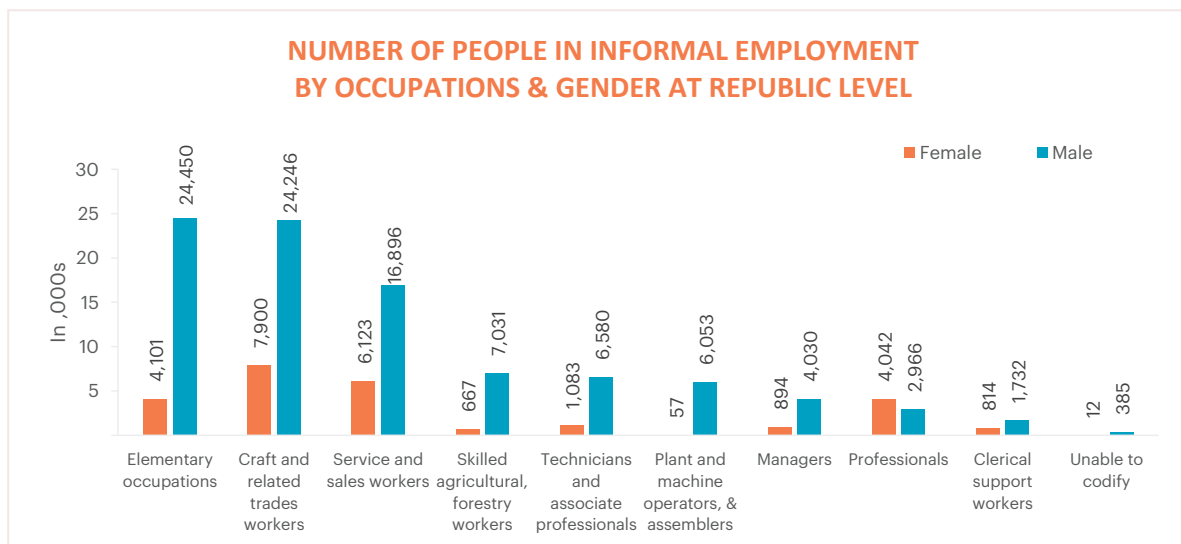


Figure 7.3a: Number of people in Informal Employment by occupations & gender at Republic level

When considering gender distribution among occupations in informal employment, women's share surpasses that of men for professionals only, accounting for 57.7% (as illustrated in Figure 7.3b). In the remaining eight occupations, men's share exceeds that of women. Men's shares are notably high among plant and machine operators at 99.1%, skilled agricultural and fishery workers, at 91.3%, and technical and associate professionals, at 85.9%. However, the gender gap is relatively minimal within the professionals category, where women and men occupy 57.7% and 42.3%, respectively.

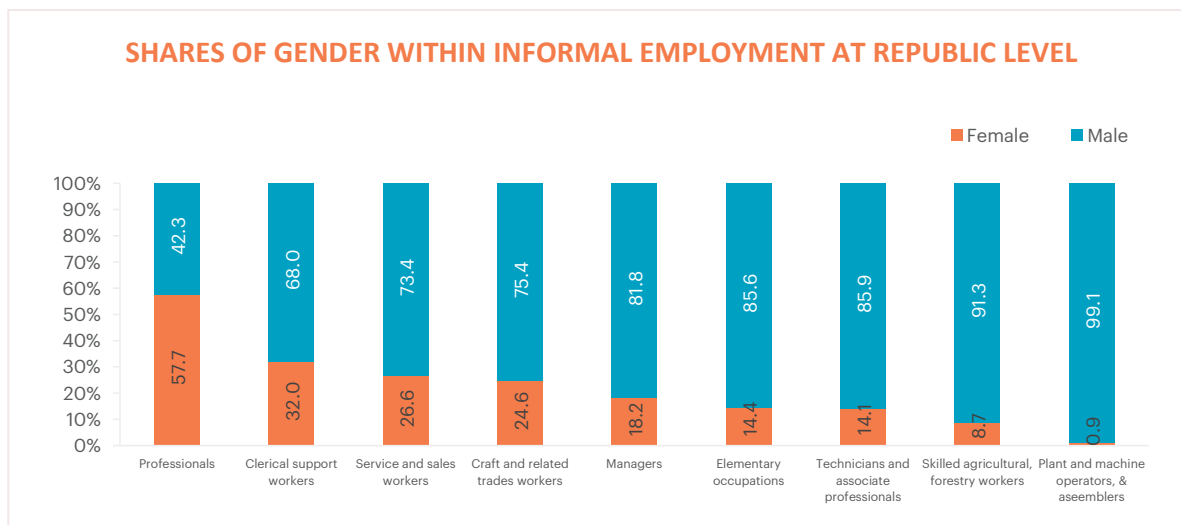


Figure 7.3b: Shares of gender within Informal Employment at Republic level

7.4 Occupations of Maldivians and Foreign Workers in Informal Employment at the National Level

Among the occupations in informal employment, Maldivians hold the highest numbers in craft and related trade workers, with 11,986 individuals, followed by service and sales-related workers, and skilled agricultural and fishery workers (as depicted in Figure 7.4a).

On the other hand, the number of foreigners in informal employment is most substantial in elementary occupations, with 24,765 workers. This is followed by craft and related trade workers, and service and sales-related workers.

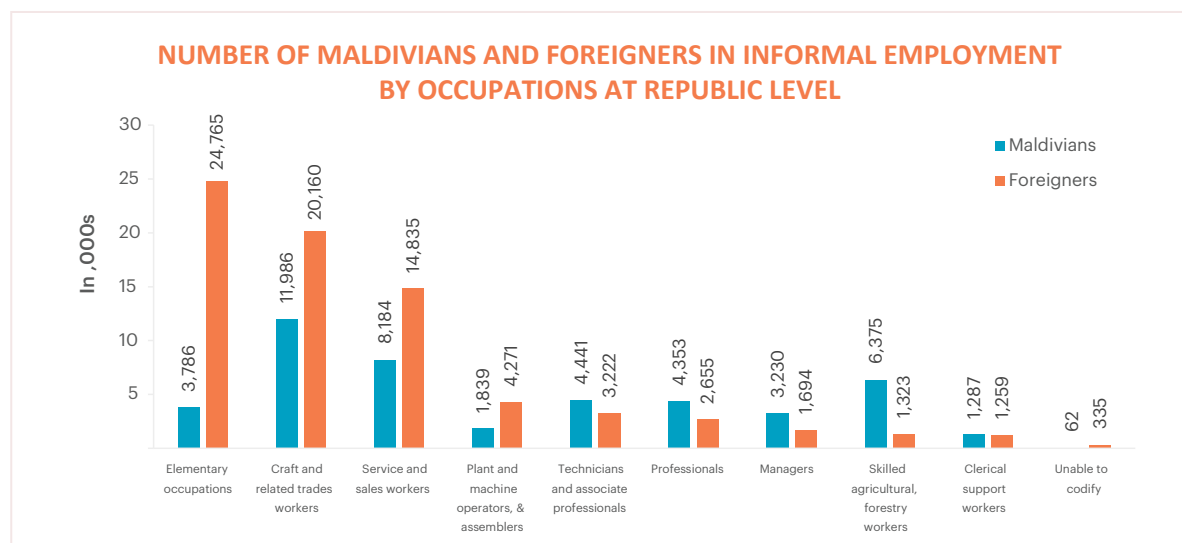


Figure 7.4a: Number of Maldivians and foreigners in informal employment by occupations at Republic level

The proportion of foreigners greatly surpasses that of Maldivians in elementary occupations, with foreigners accounting for 86.7% of the informal workforce, whereas Maldivians represent 13.3%. On the other hand, in skilled agricultural and fishery work, Maldivians hold the majority share at 82.8%, while foreigners hold 17.2%.

The distribution between Maldivians and foreigners is most balanced in clerical and support work, where Maldivians account for 50.5%, and foreigners make up 49.5% of the workforce.

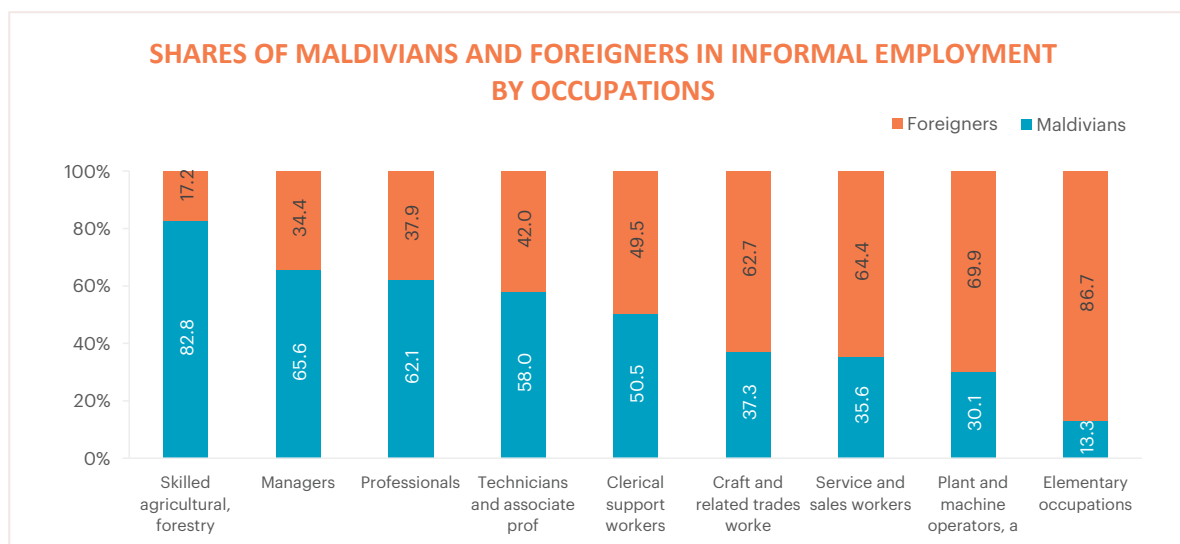


Figure 7.4b: Shares of Maldivians and foreigners in informal employment by occupations

The figure 7.4c depicts shares of Maldivians and foreigners in informal employment by occupation and gender. Significant gender variations occur among both Maldivians and foreigners. For instance, in skilled agricultural and fishery works, 74% of workers are Maldivian men, while in elementary works, 78% are foreign men. In the professionals' category, Maldivian women occupy the largest share of 47%. The foreign women's share is also highest among professionals, at 11%. The second highest share held by foreign women is elementary occupations.

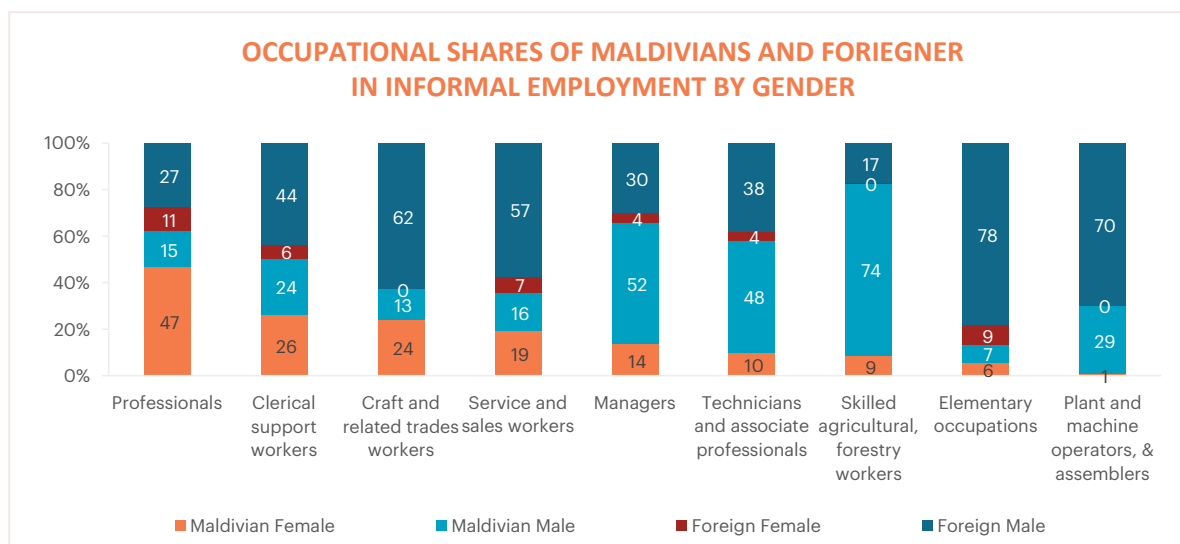


Figure 7.4c: Occupational Shares of Maldivians and foreigners in informal employment by Gender

7.5 Maldivians in informal employment in Maale and atolls by occupations

The largest number of Maldivians in informal employment are engaged in craft and related trades work, with 11,986 individuals. This is followed by service and sales workers and skilled agricultural and fishery workers (as shown in Figure 7.4a).

In the atolls, craft and related trades work holds the top position with 9,117 persons (Fig 7.5a), constituting 30.9% (Fig 7.5b) of informal employment among Maldivians in the atolls. Skilled agricultural and fishery workers follow with 5,957 persons, accounting for 20.2% of Maldivian occupations in the atolls.

In Maale, service and sales workers are in the lead, with 3,202 persons, representing 20% of informal employment among Maldivians in the island. Craft-related workers in Maale is at 2,869 individuals, making up 17.9% of informal employment in Maale.

The figure 7.5c represents the distribution of Maldivians in informal employment in each occupation between Maale and atolls. In craft related trades works, 76.1% of employment of Maldivians is occupied by atolls. Atolls hold the largest share in skilled agricultural and fishery workers at 93.4%. In contrast Maale holds the largest share in clerical and support workers at 67.8%.

NUMBER OF MALDIVIANS IN INFORMAL EMPLOYMENT IN MAALE & ATOLLS BY OCCUPATIONS

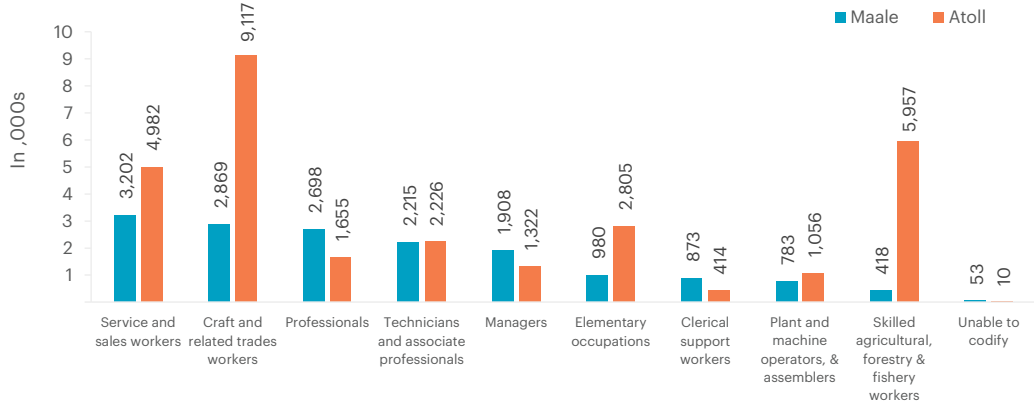


Figure 7.5a: Number of Maldivians in informal employment in Maale and Atolls by occupations

SHARES OF OF OCCUPATIONS OF MALDIVIANS IN INFORMAL EMPLOYMENT WITHIN MAALE AND WITHIN ATOLLS

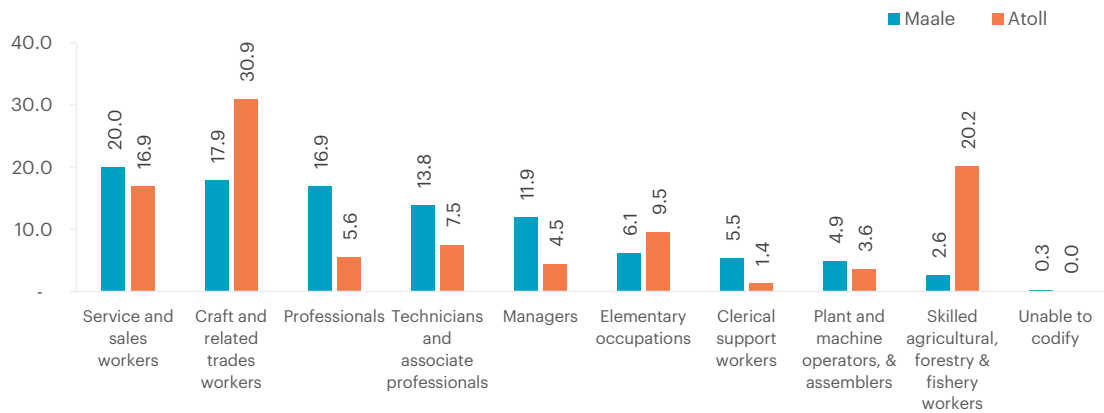


Figure 7.5b: Shares of of occupations of Maldivians in informal employment within Maale and within Atolls

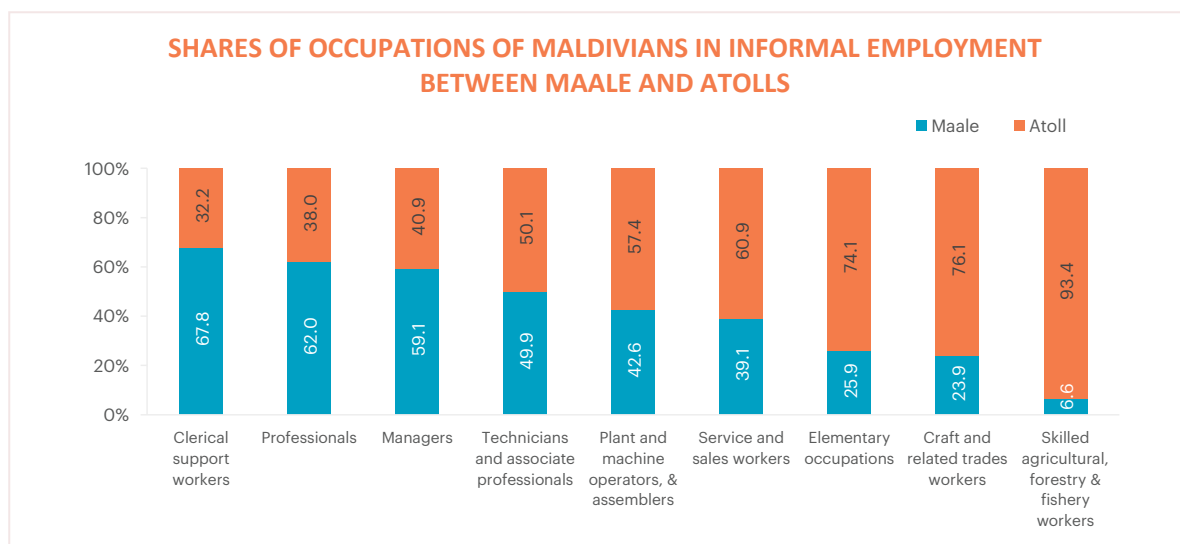


Figure 7.5c: Shares of occupations of Maldivians in informal employment between Maale and Atolls

7.6 Maldivians in informal employment by occupations and gender

Among Maldivian women, the most popular occupation is craft-related work, with 7,810 individuals, followed by service and sales work, which engages 4,451 women (as depicted in Figure 7.6a). These two occupations account for 39% and 22.2% (Fig 7.6b) of Maldivian women in informal employment, respectively.

The most popular occupation among Maldivian men is skilled agricultural and fishery work involving 5,714 individuals, followed by craft and related trade work, with 4,176 workers. They occupy 22.4% and 16.4% of Maldivian men in informal employment, respectively.

The least number of Maldivian women are involved in plant and machine operating occupations, while the smallest number of Maldivian men are engaged in clerical support work.

The figure 7.6c indicates the relationship between Maldivian men and women in occupations, using the shares occupied by gender. In 'professionals' category, women have a significant share of 75.6% compared to men. In contrast, men's share is largest in plant and machine operations at 97.7%. Among skilled agricultural and fishery workers, technical and associate professionals, men hold over 80%. Interestingly both in managerial and elementary occupations, Maldivian men hold a greater share compared to women at 79% and 56.3% respectively.

NUMBER OF MALDIVIANS IN INFORMAL EMPLOYMENT BY GENDER

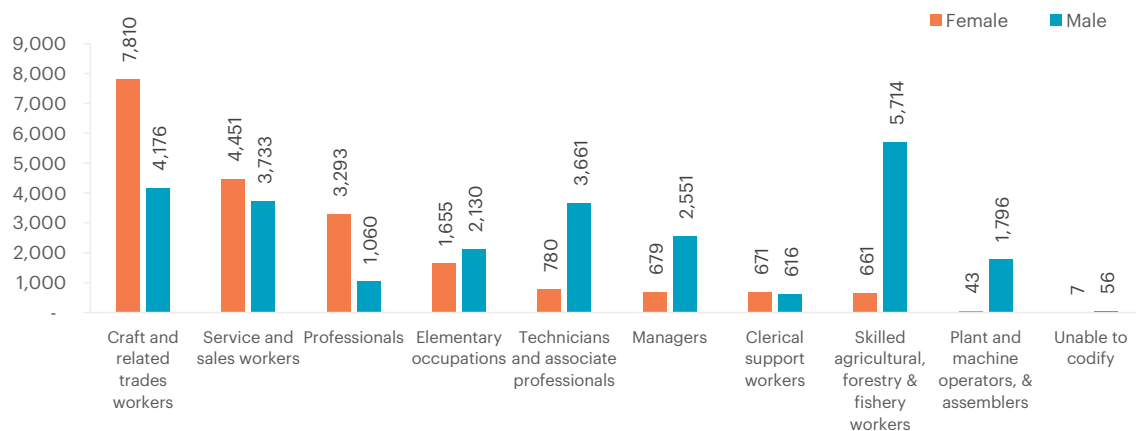


Figure 7.6.a: Shares of occupations of Maldivians with the gender groups

SHARES OF OCCUPATIONS OF MALDIVIANS WITH THE GENDER GROUPS

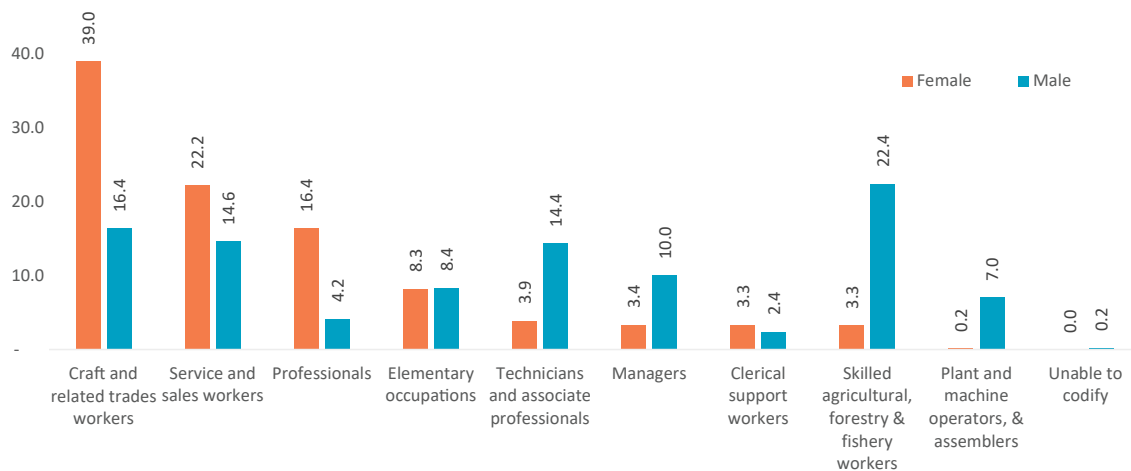


Figure 7.6.b: Shares of occupations of Maldivians with the gender groups

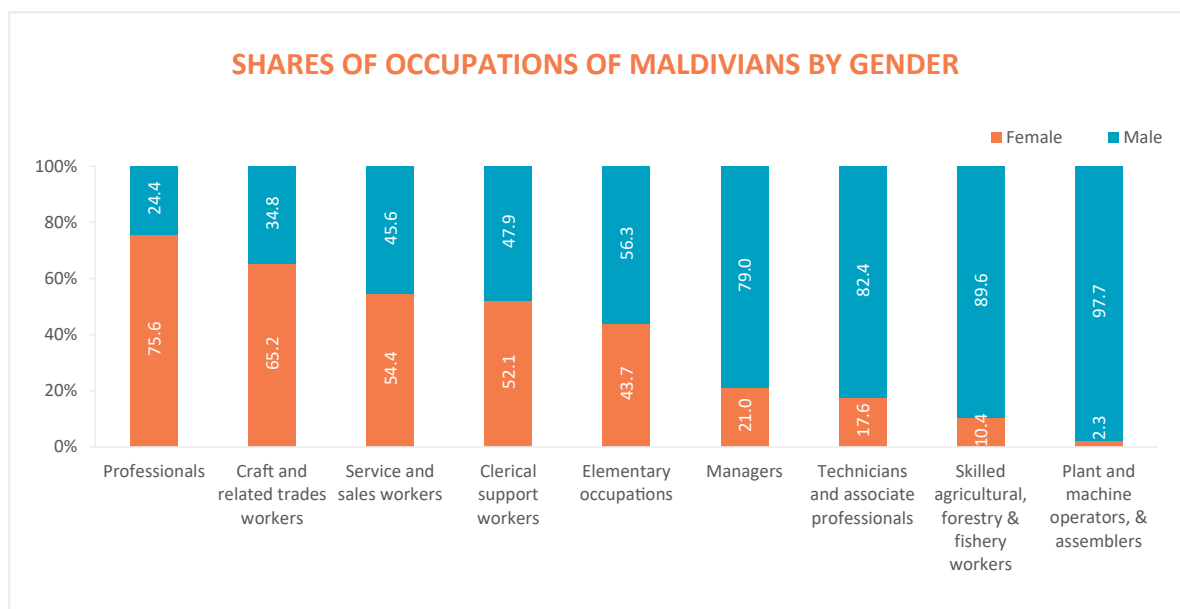


Figure 7.6c: Shares of occupations of Maldivians by gender



CHAPTER 8

EMPLOYMENT STATUS

8. EMPLOYMENT STATUS

8.1: Employment status in informal and formal employment

Employment status indicates whether an individual is involved in decision-making, or whether he or she is employed by another person, or holds a comparable position at the workplace and so on. The Census 2022 encompassed seven distinct employment statuses. Furthermore, a category labeled “not stated” was introduced to account for cases where the employment status was not explicitly specified.

The predominant employment status across both informal and formal employment is ‘employees,’ constituting the highest share. In the Maldives, a noteworthy 86.4% (Table 8.1a) of the working population falls into this category, encompassing 74% in informal employment (Table 8.1b) and 94.7% in formal employment. This trend remains consistent even in informal employment in both Maale and atolls as well (Table 8.1c).

The self-employed, “own account” workers claim the second-largest share in informal employment. Additionally, there is a category of own account workers who involve family members in the activities. Together, they surpass 21,000 workers, accounting for 17.5% of informal employment, while individual own account workers hold 15.9% of informal employment. This is closely trailed by group workers at 5%. In the atolls, individual own account workers constitute 19.5% of informal employment, demonstrating their substantial presence. This trend is also notable in Maale, where individual own account workers make up a significant 12.1% of informal employment.

EMPLOYMENT STATUS	TOTAL EMPLOYMENT			SHARE OF EMPLOYMENT STATUS WITHIN REGION		
	REPUBLIC	MAALE	ATOLL	REPUBLIC	MAALE	ATOLL
EMPLOYEE	259,572	110,723	148,849	86.4	87.6	85.5
PAID APPRENTICE OR INTERN	1,718	635	1,083	0.6	0.5	0.6
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	4,458	2,416	2,042	1.5	1.9	1.2
OWN ACCOUNT WORKER	24,251	10,181	14,070	8.1	8.1	8.1
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	2,897	992	1,905	1.0	0.8	1.1
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	1,450	379	1,071	0.5	0.3	0.6
GROUP WORKER	6,032	1,020	5,012	2.0	0.8	2.9
NOT STATED	44	40	4	0.0	0.0	0.0
TOTAL	300,422	126,386	174,036	100.0	100.0	100.0

Table 8.1a: Total employment by employment status at Republic, Maale and Atolls level

EMPLOYMENT STATUS	EMPLOYMENT TYPE			SHARES WITHIN EMPLOYMENT TYPE		SHARE BETWEEN EMPLOYMENT TYPES	
	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT	TOTAL	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT	INFORMAL EMPLOYMENT	FORMAL EMPLOYMENT
EMPLOYEE	88,811	170,761	259,572	74.0	94.7	34.2	65.8
PAID APPRENTICE OR INTERN	1,291	427	1,718	1.1	0.2	75.1	24.9
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	1,417	3,041	4,458	1.2	1.7	31.8	68.2
OWN ACCOUNT WORKER	19,118	5,133	24,251	15.9	2.8	78.8	21.2
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	1,899	998	2,897	1.6	0.6	65.6	34.4
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	1,450	0	1,450	1.2	-	100.0	-
GROUP WORKER	6,032	0	6,032	5.0	-	100.0	-
NOT STATED	44	0	44	0.0	-	100.0	-
TOTAL	120,062	180,360	300,422	100	100	40.0	60.0

Table 8.1b: Employment status by Employment types, shares within employment type and between employment types at Republic level

INFORMAL EMPLOYMENT BY EMPLOYMENT STATUS IN MAALE AND ATOLLS				
EMPLOYMENT STATUS	TOTAL INFORMAL EMPLOYMENT		SHARES WITHIN REGION	
	MAALE	ATOLL	MAALE	ATOLL
EMPLOYEE	48,375.0	40,436.0	82.9	65.5
PAID APPRENTICE OR INTERN	401.0	890.0	0.7	1.4
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	576.0	841.0	1.0	1.4
OWN ACCOUNT WORKER	7,071.0	12,047.0	12.1	19.5
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	504.0	1,395.0	0.9	2.3
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	379.0	1,071.0	0.6	1.7
GROUP WORKER	1,020.0	5,012.0	1.7	8.1
NOT STATED	40.0	4.0	0.1	0.0
TOTAL	58,366.0	61,696.0	100.0	100.0

Table 8.1c: Informal employment by employment status in Maale and Atolls and by shares within each region

8.2: Employment status in total informal employment by gender

In the informal employment at national level, the leading employment status of women is ‘employee’ totaling 12,065 (Table 8.2a), followed by own account workers with 10,265 individuals. Employees account for 47% of women workers, while individual own account workers occupy 40%. The employees lead men in informal employment at 76,746 individuals accounting for 81.3% of total male workers. In contrast to women, a much smaller share (9.4%) of men work as own account workers.

EMPLOYMENT STATUS	TOTAL INFORMAL EMPLOYMENT			SHARES WITHIN GENDER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EMPLOYEE	12,065	76,746	88,811	47.0	81.3	74.0
PAID APPRENTICE OR INTERN	222	1,069	1,291	0.9	1.1	1.1
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	348	1,069	1,417	1.4	1.1	1.2
OWN ACCOUNT WORKER	10,265	8,853	19,118	40.0	9.4	15.9
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	1,176	723	1,899	4.6	0.8	1.6
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	988	462	1,450	3.8	0.5	1.2
GROUP WORKER	622	5,410	6,032	2.4	5.7	5.0
NOT STATED	7	37	44	0.0	0.0	0.0
TOTAL	25,693	94,369	120,062	100	100	100

Table 8.2a: Total informal employment at Republic level, by employment status and gender

Figures 8.2a and 8.2b give a glimpse of distribution of employment status among men and women in Maale and atolls by employment types. In both informal and formal employment in Maale, the large majority of workers fall under employees. Compared to Maale, the share of male employees in formal employment is relatively higher in atolls at 96.1%, while the share of male employees in informal employment is relatively high in Maale.

In contrast to the situation in Maale, the share of female own account workers engaged in informal employment in atolls is greater than the share of female employees in atolls. In atolls, 48.8% of female workers are individual own account workers, while in Maale, only 28.6% of women in informal employment are individual own account workers.

The third most significant employment status is group workers. In atolls 9.4% of men in informal employment are group workers, while a relatively insignificant share is present in Maale. Group work is relatively popular among women in atolls as well, accounting for 4% of women in informal employment.

SHARE OF TOTAL EMPLOYMENT STATUS BY EMPLOYMENT TYPE AND GENDER IN MALE

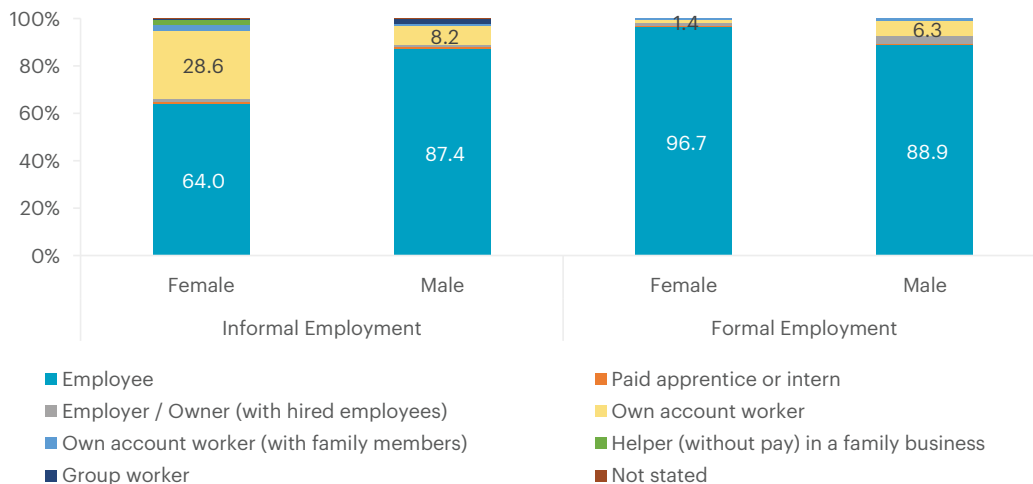


Figure 8.2a: Shares of total employment status by employment type and gender in Maale

SHARES OF TOTAL EMPLOYMENT STATUS BY EMPLOYMENT TYPE AND GENDER IN ATOLLS

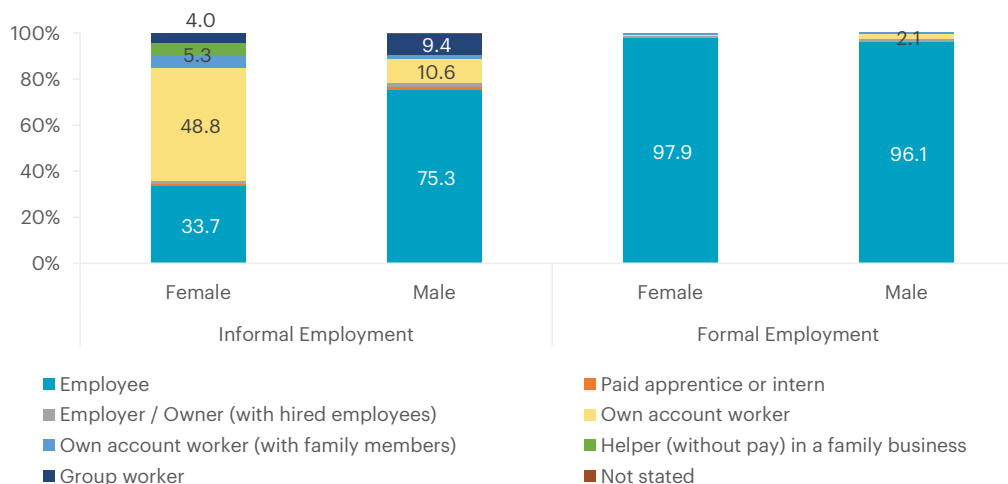


Figure 8.2b: Shares of total employment status by employment type and gender in Atolls

The gender distribution within informal employment at republic level reveals that 86.4% of ‘employees’ are men, contrasting with 13.6% women (see Fig 8.2c). In the capital city of Maale, men dominate the employee category at 85.1% (Table 8.2b), while in the atolls, the corresponding share rises to 87.9%.

Examining individual own account workers at the national level, 53.7% are women. This pattern diverges in Maale, where the female share is 45.4%, whereas, women in atolls occupy 58.6%. Notably, a larger proportion of individuals in the atolls engage in own account work compared to Maale.

Group workers emerge as the third most significant employment status at the national level, with 89.7% being men. In Maale, the disparity is even more pronounced, with men constituting 95.1%, while in the atolls, men comprise 88.6%.

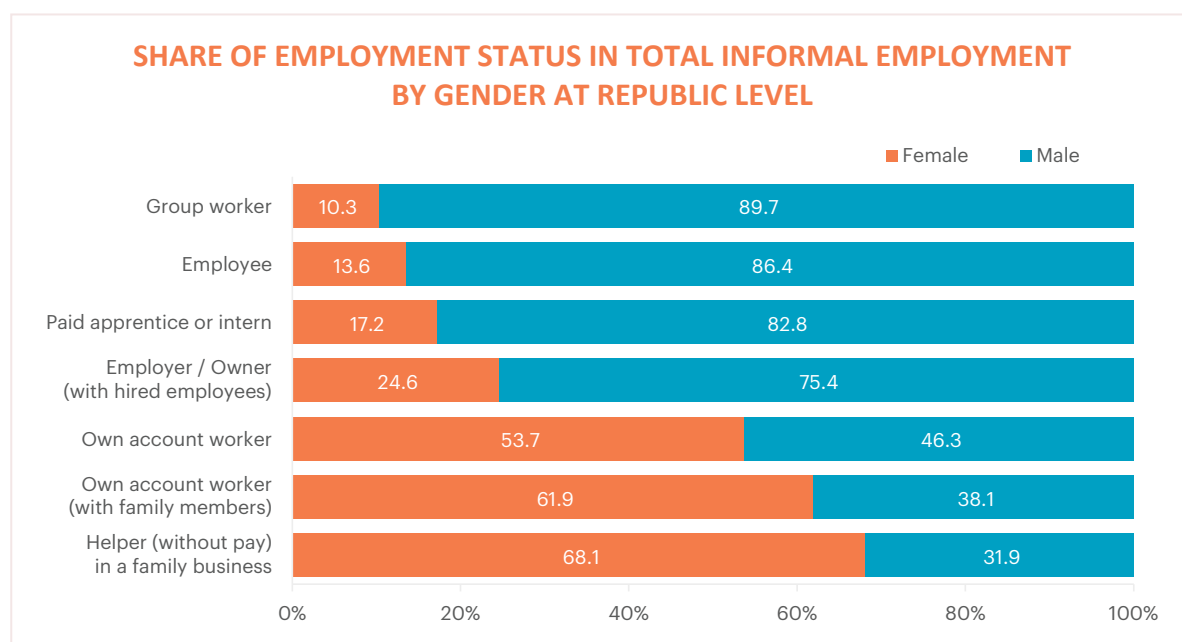


Figure 8.2c: Share of employment status in total informal employment by Gender at Republic level

SHARES OF GENDER WITHIN EMPLOYMENT STATUSES IN INFORMAL EMPLOYMENT AT REPUBLIC LEVEL						
EMPLOYMENT STATUS	MAALE			ATOLL		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EMPLOYEE	14.9	85.1	100	12.1	87.9	100
PAID APPRENTICE OR INTERN	21.4	78.6	100	15.3	84.7	100
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	27.8	72.2	100	22.4	77.6	100
OWN ACCOUNT WORKER	45.4	54.6	100	58.6	41.4	100
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	59.9	40.1	100	62.7	37.3	100
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	58.8	41.2	100	71.4	28.6	100
GROUP WORKER	4.9	95.1	100	11.4	88.6	100
NOT STATED	17.5	82.5	100	0.0	100.0	100
TOTAL	19.2	80.8	100	23.5	76.5	100

Table 8.2b: Shares of gender within employment status in informal employment at Republic level

8.3: Employment status in informal employment among Maldivians and foreigners

The table 8.3 reveals that among the popular ‘employee’ category, Maldivians occupy only 22.3% totaling 19,808 workers. Maldivian men occupy only 17% of total male employees in informal employment, whereas Maldivian women occupy 56.1% of total female ‘employees’ in informal employment.

The Maldivians record 16,602 individual ‘own account workers’ accounting for 86.8% of own account workers in informal employment. This category includes 10,035 Maldivian women and 6,567 Maldivian men. Both Maldivian women and men occupy significant majorities within the gender total, where Maldivian women hold an outstanding share of 97.8%, while Maldivian men occupy 74.2%. Among the group workers, Maldivians hold 65.7%, with Maldivian women accounting for 97.7% of women in informal employment while Maldivian men have a share of 62%.

EMPLOYMENT STATUS	MALDIVIANS			FOREIGNERS			SHARE OF MALDIVIANS		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EMPLOYEE	6,771	13,037	19,808	5,294	63,709	69,003	56.1	17.0	22.3
PAID APPRENTICE OR INTERN	180	537	717	42	532	574	81.1	50.2	55.5
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	328	856	1,184	20	213	233	94.3	80.1	83.6
OWN ACCOUNT WORKER	10,035	6,567	16,602	230	2,286	2,516	97.8	74.2	86.8
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	1,160	666	1,826	16	57	73	98.6	92.1	96.2
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	963	446	1,409	25	16	41	97.5	96.5	97.2
GROUP WORKER	608	3,355	3,963	14	2,055	2,069	97.7	62.0	65.7
NOT STATED	5	29	34	2	8	10	71.4	78.4	77.3
TOTAL	20,050	25,493	45,543	5,643	68,876	74,519	78.0	27.0	37.9

Table 8.3: Maldivians and foreigners in informal employment by employment status and gender

8.4: Employment status of Maldivians in informal employment by gender

Considering informal employment of Maldivians exclusively, the employee category still boasts the highest share, comprising 43.5% of total informal employment among Maldivians. The employees account for 51.1% of Maldivian men consisting of over 13,000 individuals (Table 8.4a), while only 33.8% of Maldivian women in informal employment work as employees.

Intriguingly, half of Maldivian women engaged in informal employment work as individual 'own account workers', totaling 10,035 individuals, whereas only 25.8% of Maldivian men in informal employment fall into this category. The individual 'own account workers' together with 'own account workers with family members' account for 55.8% of Maldivian women and 28.4% of men.

The third most significant category, i.e., group workers account for 8.7% of Maldivians in informal employment with 3,963 workers. The share of group workers is more significant among Maldivian men (13.2%) compared to Maldivian women (3%).

EMPLOYMENT STATUS OF MALDIVIANS	TOTAL INFORMAL EMPLOYMENT			SHARES WITHIN GENDER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EMPLOYEE	6,771	13,037	19,808	33.8	51.1	43.5
PAID APPRENTICE OR INTERN	180	537	717	0.9	2.1	1.6
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	328	856	1,184	1.6	3.4	2.6
OWN ACCOUNT WORKER	10,035	6,567	16,602	50.0	25.8	36.5
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	1,160	666	1,826	5.8	2.6	4.0
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	963	446	1,409	4.8	1.7	3.1
GROUP WORKER	608	3,355	3,963	3.0	13.2	8.7
NOT STATED	5	29	34	0.0	0.1	0.1
TOTAL	20,050	25,493	45,543	100.0	100.0	100.0

Table 8.4a: Maldivians in informal employment by employment status and gender

The Fig 8.4a and 8.4b displays the distribution of employment statuses among Maldivians within each gender. They indicate the variation in trends in informal and formal employment. On the whole, a large share of people in each employment type and gender work as employees. This is more prominent in formal employment, where ‘employees’ take lead in both Maale and atolls. Women ‘employees’ occupy approximately 97% of gender total in formal employment.

In the informal employment, share of employees is significantly less compared to formal employment. However, among men, the share of employees is relatively high compared to women in both Maale and atolls at 56.9% and 48% respectively, whereas women in informal employment in Maale and atolls occupy 45.7% and 27.3% of gender total within the respective localities.

The own account workers occupy an essential part in informal employment unlike in the formal employment. A large share of women in both Maale and atolls work as own account workers accounting for 43.2% and 53.8% respectively. Thus, more than half of Maldivian women engaged in informal employment in atolls work as own account workers. In comparison to women, relatively more men in formal employment work as own account workers, accounting for 7.3% of male workers in Maale and 3.9% of Maldivian men in atolls.

The group workers are also significant in informal employment, accounting for 5.1% of Maldivian men in Maale and 17.5% of men in atolls. In atolls, 4.3% of women are also registered as group workers. Thus, group work is more common in atolls.

SHARE OF MALDIVIANS IN INFORMAL EMPLOYMENT BY EMPLOYMENT STATUS AND GENDER IN MAALE

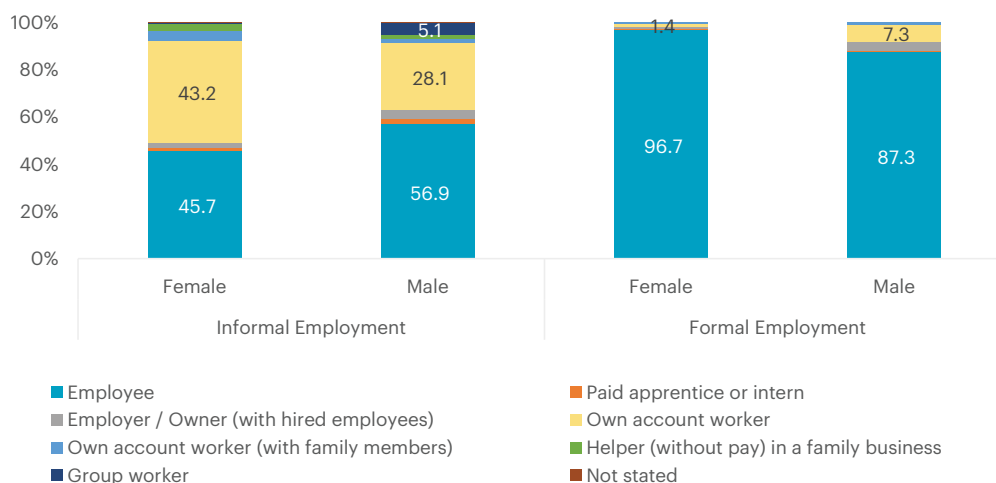


Figure 8.4a: Share of Maldivians in informal employment by employment status and gender in Maale

SHARE OF MALDIVIANS IN INFORMAL EMPLOYMENT BY EMPLOYMENT STATUS AND GENDER IN ATOLLS

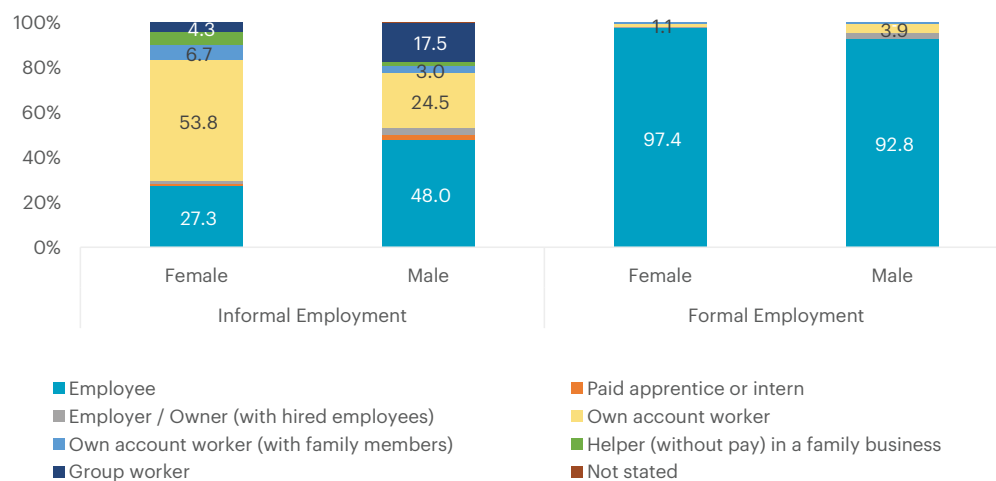


Figure 8.4b: Share of Maldivians in informal employment by employment status and gender in Atolls

In four out of the seven employment statuses in Census 2022, Maldivian men lead with shares varying between 65.8% and 84.7% (Fig 8.4c). At the republic level, 65.8% of Maldivian employees are men, while 34.2% are women. In Maale, male employees occupy 61.3%, (Table 8.4b) and in the atolls, the share increases to 69.1%.

Nationally, 60.4% of Maldivian individual own account workers are women, with the corresponding shares in Maale and atolls being 54.7% and 63.3%, respectively. This indicates that compared to Maale, more Maldivian women from the atolls are involved in own account work.

The Maldivian group workers are led by men, occupying 84.7% of all Maldivians in informal employment, while women hold 15.3%. In Maale, male group workers account for a substantial 91.0%, while in the atolls, the share is relatively lower at 83.7%. These complex insights into gender-specific patterns provide a comprehensive understanding of the informal employment landscape in the Maldives.

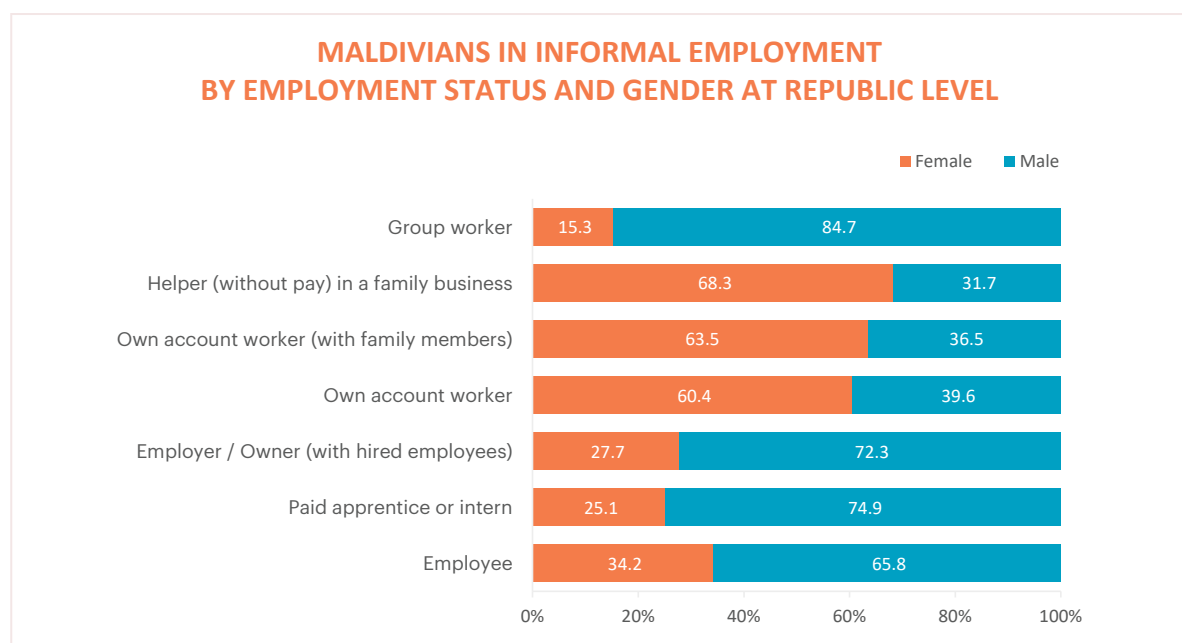


Figure 8.4c: Maldivians in informal employment by employment status and gender at Republic level

SHARES OF GENDER WITHIN EMPLOYMENT STATUSES IN INFORMAL EMPLOYMENT AT REPUBLIC LEVEL						
EMPLOYMENT STATUS OF MALDIVIANS	MAALE			ATOLL		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EMPLOYEE	38.7	61.3	100	30.9	69.1	100
PAID APPRENTICE OR INTERN	27.4	72.6	100	23.5	76.5	100
EMPLOYER / OWNER (WITH HIRED EMPLOYEES)	31.3	68.7	100	25.2	74.8	100
OWN ACCOUNT WORKER	54.7	45.3	100	63.3	36.7	100
OWN ACCOUNT WORKER (WITH FAMILY MEMBERS)	63.9	36.1	100	63.4	36.6	100
HELPER (WITHOUT PAY) IN A FAMILY BUSINESS	58.8	41.2	100	71.6	28.4	100
GROUP WORKER	9.0	91.0	100	16.3	83.7	100
NOT STATED	16.1	83.9	100	0.0	100.0	100
TOTAL	44.1	55.9	100	44.0	56.0	100

Table 8.4b: Shares of Maldivian men and women in informal employment by employment status in Maale and Atolls.



CHAPTER 9

WORK HOURS: UNVEILING PATTERNS IN EMPLOYMENT TIME ALLOCATION

9. WORK HOURS: UNVEILING PATTERNS IN EMPLOYMENT TIME ALLOCATION

9.1: Work hours in employment types and production units

In this section, “work hours” specifically denotes the duration individuals dedicate to paid employment. This is based on average number of hours worked per day on the days in which the individual was engaged in paid work.

As depicted in Figure 9.1a and 9.1b, the average person in employment spends 8.5 hours per day on paid work. Compared to employment type (informal employment and formal employment), more significant variations can be seen in production units (informal sector, formal sector and households). The average time spent by an employed person in informal employment is 8.6 hours, while in the formal employment it is 8.5 hours. In contrary to this phenomenon, significant variation exists between informal sector, formal sector and households at 9.2 hours, 8.6 hours and 6.1 hours respectively. Those working in households spend the least amount of time on paid work, while people working in informal sector spend the highest amount of time, that is, 9.2 hours per day.

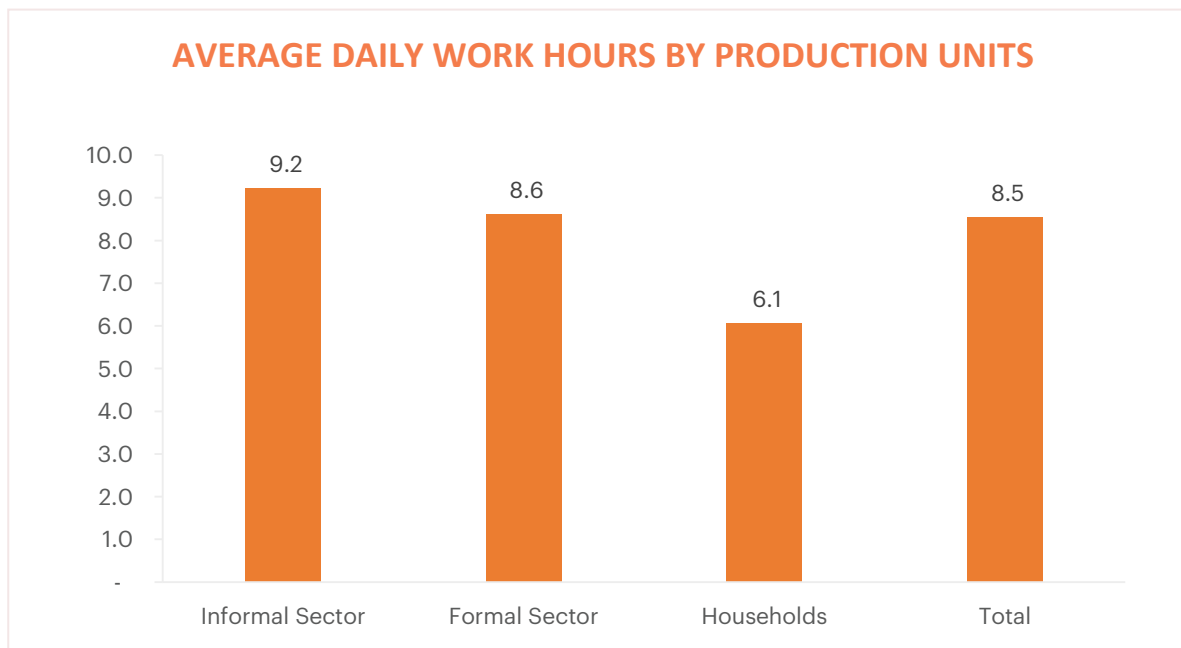


Figure 9.1a: Average daily work hours by production units

AVERAGE DAILY WORK HOURS BY EMPLOYMENT TYPE

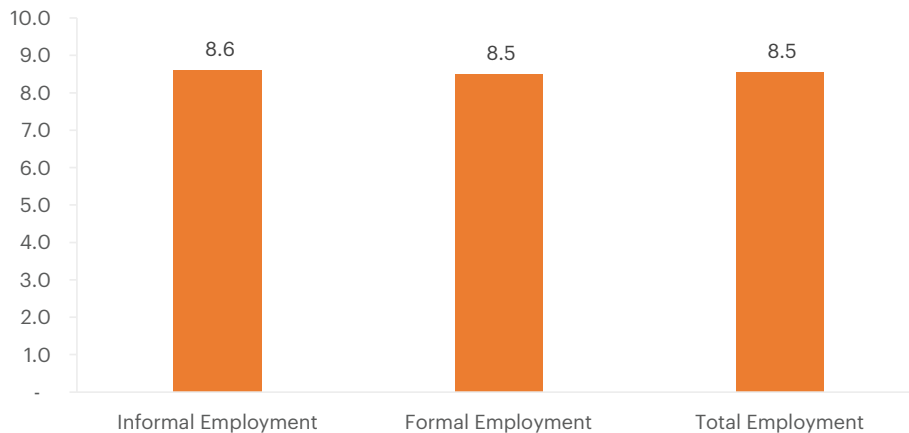


Figure 9.1b: Average daily work hours by employment type

Even though the time spent in informal and formal employment appear to have minimal difference, a significant variation can be seen between women and men. Figure 9.1c indicates that while men spend 9.3 hours per day in informal employment, women spend only 6 hours. The gender difference in formal employment is also significant, although it is much narrower compared to informal employment. Men in the formal employment spend 8.8 hours per day while their female counterparts spend 7.8 hours.

AVERAGE DAILY WORK HOURS BY EMPLOYMENT TYPE AND GENDER

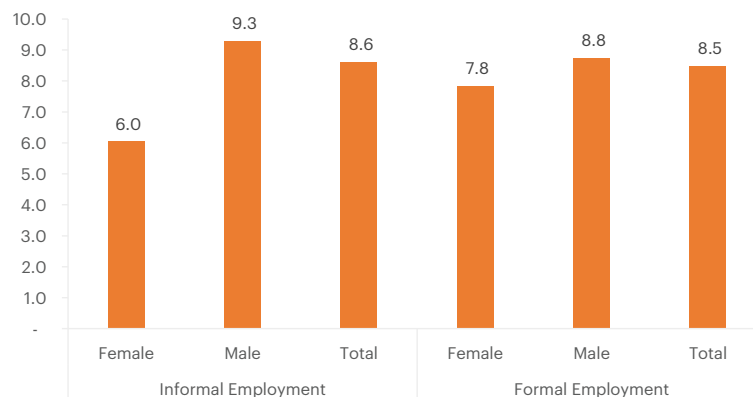


Figure 9.1c: Average daily work hours by employment type and gender

9.2 Work hours in Maale and atolls in informal and formal employment

Moreover, an interesting distinction surfaces when comparing work hours between Maale and atolls. On average, individuals in Maale dedicate more time to paid work compared to those in atolls in both informal and formal employment (Table 9.2; Fig 9.2). In informal employment, workers in Maale spend 8.8 hours a day while in atolls individuals spend 8.4 hours. Similarly, in formal employment, workers in Maale spend 8.7 hours per day, while in atolls, it is slightly low, at 8.4 hours.

SEX	INFORMAL EMPLOYMENT			FORMAL EMPLOYMENT		
	MAALE	ATOLL	TOTAL	MAALE	ATOLL	TOTAL
FEMALE	7.0	5.3	6.0	8.1	7.5	7.8
MALE	9.3	9.3	9.3	9.1	8.6	8.8
TOTAL	8.8	8.4	8.6	8.7	8.4	8.5

Table 9.2: Average work hours in informal and formal employment in Maale and atolls

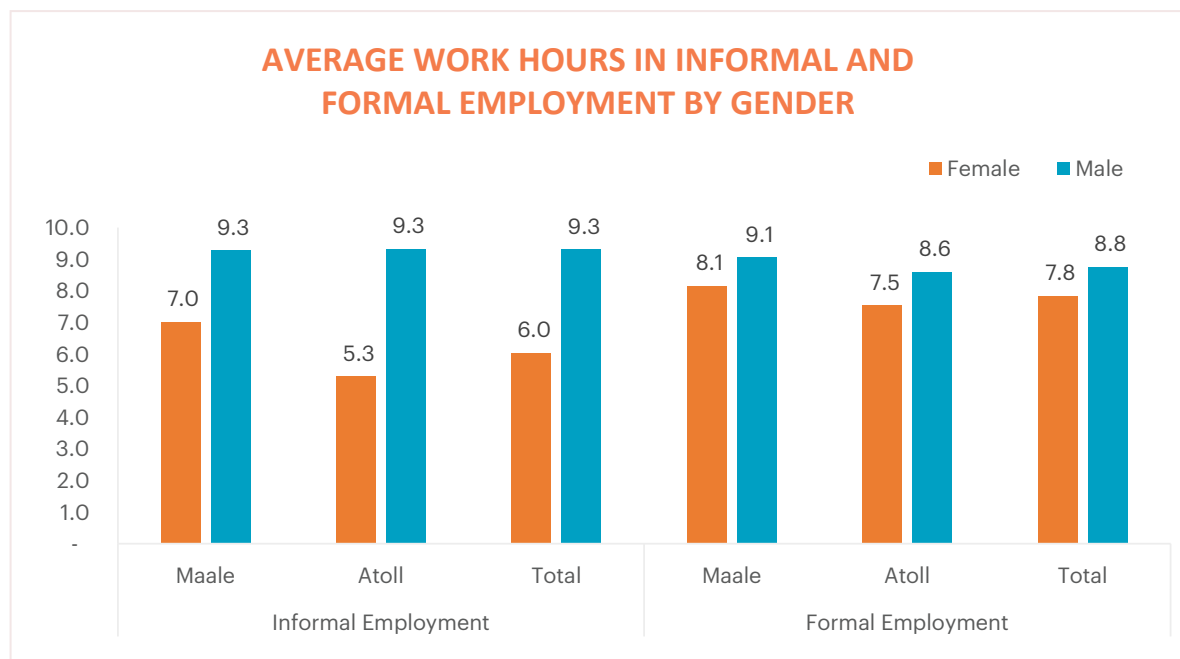


Figure 9.2: Average work hours in informal and formal employment by gender

A noticeable disparity in the distribution of work hours is evident across genders in Maale and atolls. Women engaged in informal employment in Maale dedicate an average of 7 hours per day to work, contrasting with the 5.3 hours reported for those in atolls. Compared to informal employment, the difference between women in Maale and atolls is relatively less significant in formal employment. The work hours between men in Maale and atolls is more significant in formal employment at 9.1 and 8.6 hours respectively, while in informal employment, both Maale and atolls score 9.3 hours for men.

The discrepancy between men and women is underscored in Figure 9.2, illustrating that, irrespective of employment type or region, women generally work fewer hours than men. Notably, the variation in working hours between men and women is more pronounced in informal employment in both Maale and atolls than in formal employment.

9.3: Work hours among Maldivians and foreigners in informal employment

The prominent feature in the distribution of informal work hours between Maldivians and foreigners in informal employment is the notable gender difference among Maldivians. Specifically, Maldivian women allocate a significantly shorter amount of time to work compared to both foreign women and Maldivian men, as illustrated in Figure 9.3a.

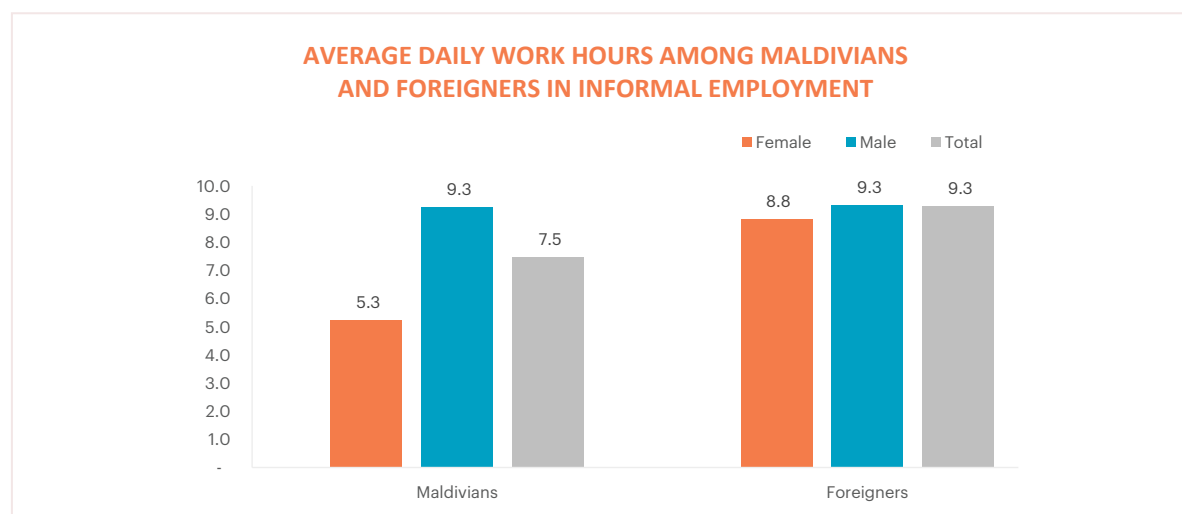


Figure 9.3a: Average daily work hours among Maldivians and Foreigners in informal employment

At the national level, Maldivian women engaged in informal employment dedicate approximately 5.3 hours per day, while their foreign counterparts spend 8.8 hours. In contrast, both Maldivian and foreign men in informal employment contribute an equal amount of time to their work, averaging 9.3 hours per day. Consequently, foreign women in informal employment align closely with the working hours of men in informal employment.

A similar pattern emerges when comparing Maale and atolls (Fig 9.3b). Maldivian women in Maale invest 5.9 hours daily in informal employment, whereas those in atolls spend slightly less time, at 4.9 hours. Foreign women in Maale and atolls log 8.9 and 8.6 hours per day, respectively. In Maale, Maldivian men in informal employment contribute 8.8 hours per day, which is relatively less than their foreign counterparts (at 9.4 hours). Conversely, in atolls, Maldivian men invest the most time in informal employment, working 9.5 hours per day, while foreign men in atolls spend 9.2 hours daily. This highlights that Maldivian men in atolls have the highest average working hours in informal employment.

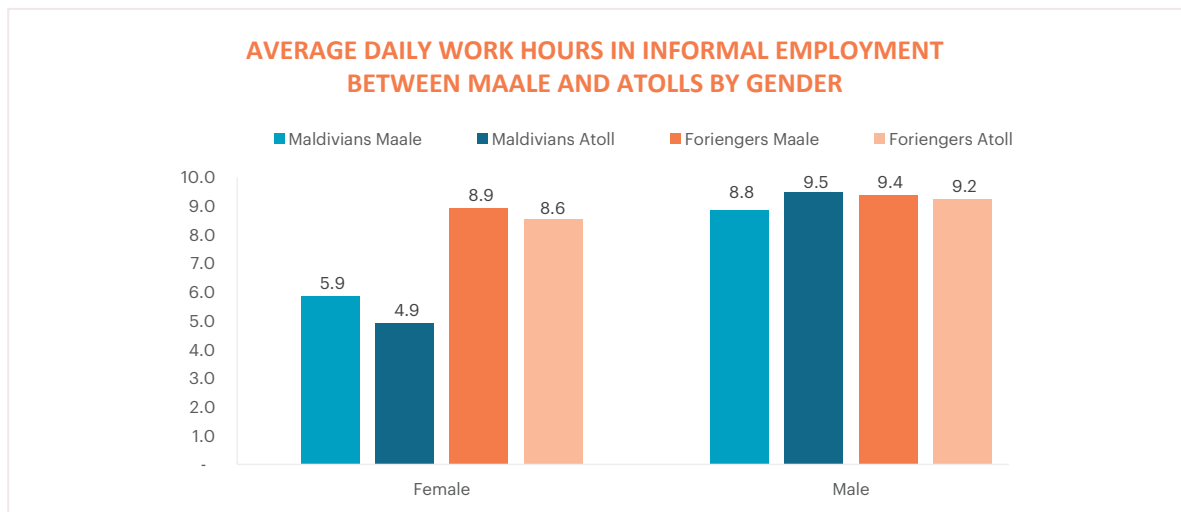


Figure 9.3b: Average daily work hours in informal employment between Maale and atolls by gender

9.4: Frequency of work hours in informal employment in different production units

An intriguing pattern emerges in the frequency distribution of work hours, deviating from the expected normal distribution with multiple peaks (Fig 9.4a). This trend is mirrored in both the informal and formal sectors, and even in households. The highest frequency occurs at 8 hours, followed by 10 and 12 hours. Notably, the household sector exhibits a significant variation in trend, with 42.6% of individuals dedicating less than or equal to 4 hours per day to informal employment in contrast to informal sector and households at 13.7% and 10% respectively.

Examining the distribution of work hours among Maldivians within the informal employment subset reveals that the informal and formal sectors share the peaks observed in the overall distribution (Fig 9.4b). However, noteworthy deviations are present. A substantial proportion of individuals in the informal sector work for both 10 and 12 hours daily, constituting 10% and 19.3%, respectively which exceeds those in formal sector. The household sector within informal employment among Maldivians resemble a similar trend as in total informal employment, with 51.4% working less than 5 hours a day. Among Maldivians in informal employment, 10.9% of those in informal sector, 4.6% from formal sector and 2.8% from households work for over 12 hours a day.

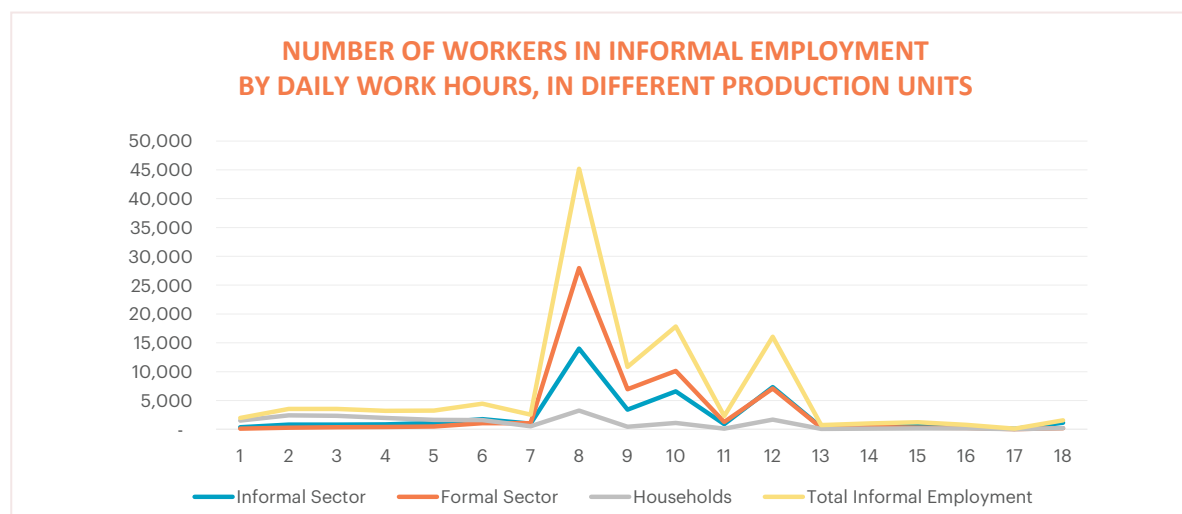


Figure 9.4a: Number of workers in informal employment by daily work hours, in different production units

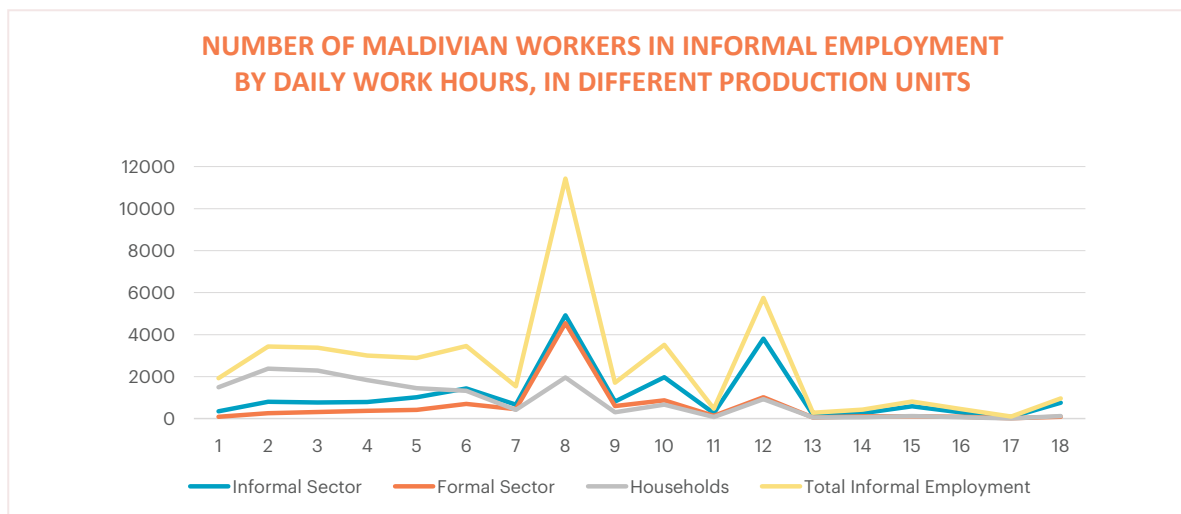


Figure 9.4b: Number of Maldivian workers in informal employment by daily work hours, in different production units

9.5: Frequency of work hours in informal employment among men and women

Figure 9.5a shows the total informal employment consisting of Maldivians and foreigners by number of hours worked in a day. The data denotes that a large number of both women and men in informal employment work for 8 hours a day, i.e., 26.6% of women and 40.7% of men. Even though the peaks at 10 and 12 hours are faintly visible for women, a significant portion of men work for 10 and 12 hours. That is, 17.7% and 15.6% respectively. Contrasting with men, women's second and third highest daily work duration is at 2 and 3 hours. This accounts for 11.4% and 10.6% of women respectively (Fig 9.5a).

This observed trend holds true for both Maldivian men and women, though with some variations (Fig 9.5b). The number of Maldivian women working for 8 hours (21.2%) surpasses significantly those working for 10 or more hours (i.e., 7.3%). Among Maldivian men, those working for 8 hours (28.2%), 10 hours (11.5%) and 12 hours (20.4%) daily closely aligns with the overall distribution for all men in informal employment. While 46.8% of Maldivian women in informal employment work for 4 hours or less per day, only 9.2% of Maldivian men falls within this category. In contrast, only 1.2% of Maldivian women in informal employment work for over 12 hours a day, while 11% of Maldivian men work over 12 hours.

**NUMBER OF MEN AND WOMEN IN TOTAL INFORMAL EMPLOYMENT
BY DAILY WORK HOURS**

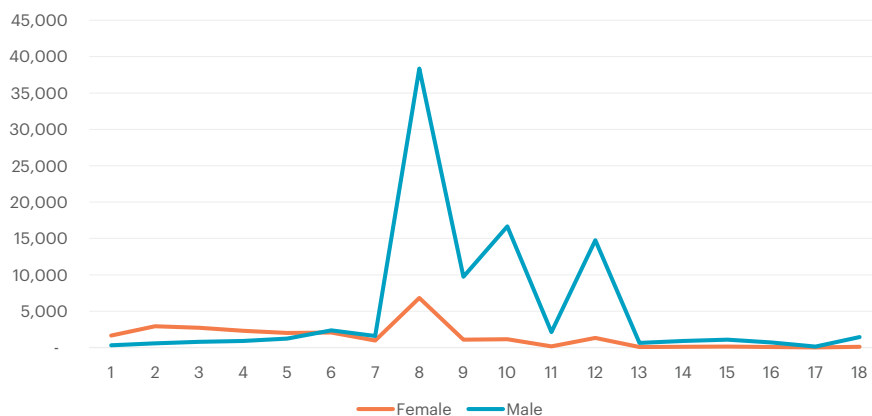


Figure 9.5a: Number of men and women in total informal employment by daily work hours

**NUMBER OF MALDIVIAN MEN AND WOMEN IN INFORMAL EMPLOYMENT
BY DAILY WORK HOURS**

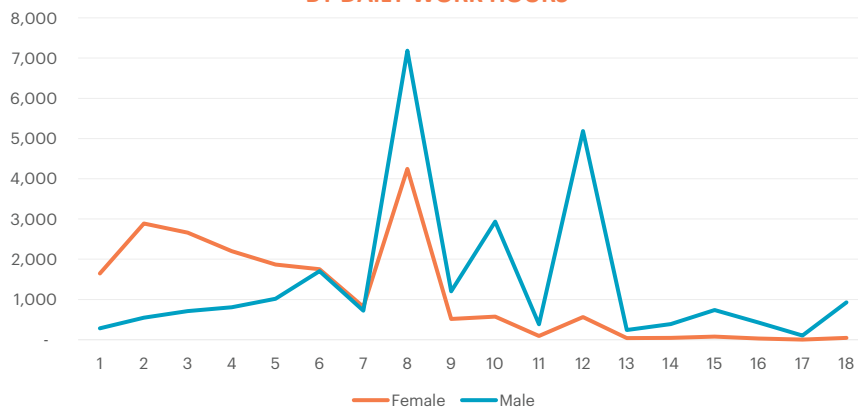


Figure 9.5b: Number of Maldivian men and women in informal employment by daily work hours

9.6: Daily work hours and weekly work days

As mentioned earlier, the work hours represent number of hours spent at work on the days in which individuals have worked during the reference week in Census. This section focuses on both extremes in terms of number of work hours compared to generally expected number of hours, and number of days in which they have worked per week. The arbitrary grouping is selected to give readers an insight into the distribution of high and low work hour groups. The people who said that they worked on only 1 to 2 days during the reference period have also been excluded from this as they do not represent regular work.

The Table 9.6a indicates that 57.9% of total employed population work for 6 to 8 hours a day in 5 to 7 days a week, of which 48.4% work between 5 to 6 days. A significant share of 25.8% of total employed population also works for 10 or more hours between 5 to 7 days, while only 3.8% falls in 1-to-4-hour group.

This data also shows the contrast between informal and formal employment. For instance, while 42.3% of those in informal employment work for 6 to 8 hours between 5 to 7 days, corresponding share in formal employment is 68.4%. An interesting characteristic shown by this data is that, share of workers in 1 to 4 hour group and 10 to 18 hour group is higher in informal employment compared to formal employment.

The table 9.6b shows Maldivians in employment. Similar to total employment, majority of Maldivians in both informal and formal employment work for 6 to 8 hours a day. However, the gap between 6 to 8 hours and 10 or more hours in informal employment is relatively less compared to formal employment. For instance, in the 5 to 7 work day group, the 6 to 8 hour category in informal employment account for 33.5% of total informal employment while 10 or more hours account for 26.3%, containing a gap of 7.3%. However, for the same work day group in formal employment, 6 to 8 hour and 10 or more hours categories account for 68.3% and 19.9% of formal employment of Maldivians, creating a gap of 48.5%.

The table 9.6c shows Maldivian women and men in informal employment by weekly work day group and daily work hour groups. The 1 to 4 work hour group accounts for 32 to 40 percent of Maldivian women in informal employment, while only 6 to 8 percent of Maldivian men are in this group. In contrast, around 7% of Maldivian women in informal employment are in 10 to 18 hour group, while 41 to 43 percent of Maldivian men work for 10 or more hours a day. Both men and women in 6 to 8 hour group occupy 31 to 36 percent of the respective gender group

SEX		TOTAL EMPLOYMENT			INFORMAL EMPLOYMENT			FORMAL EMPLOYMENT		
		DAILY WORK DURATION (HOURS)			DAILY WORK DURATION (HOURS)			DAILY WORK DURATION (HOURS)		
		1 TO 4	6 TO 8	10 TO 18	1 TO 4	6 TO 8	10 TO 18	1 TO 4	6 TO 8	10 TO 18
FREQUENCY	3 TO 7 DAYS	13,812	175380	78907	10,630	51515	41240	3,182	123865	37667
	4 to 7 days	12,357	174880	78487	9,283	51162	40916	3,074	123718	37571
	5 TO 7 DAYS	11,524	174,059	77,633.0	8,515	50,768	40,521.0	3,009	123,291	37,112.0
SHARES	3 TO 7 DAYS	4.6	58.4	26.3	8.9	42.9	34.3	1.8	68.7	20.9
	4 to 7 days	4.1	58.2	26.1	7.7	42.6	34.1	1.7	68.6	20.8
	5 to 7 days	3.8	57.9	25.8	7.1	42.3	33.8	1.7	68.4	20.6

Table 9.6a: Numbers and shares of people in low, medium and high work hour groups, focusing on 3 to 7 work days in total employment

FREQUENCIES AND SHARES OF WORKERS WITHIN EMPLOYMENT TYPES		TOTAL MALDIVIAN EMPLOYMENT			INFORMAL EMPLOYMENT			FORMAL EMPLOYMENT		
		DAILY WORK DURATION (HOURS)			DAILY WORK DURATION (HOURS)			DAILY WORK DURATION (HOURS)		
		1 TO 4	6 TO 8	10 TO 18	1 TO 4	6 TO 8	10 TO 18	1 TO 4	6 TO 8	10 TO 18
FREQUENCY	3 TO 7 DAYS	13,223	10,2127	37,901	10,184	15,854	12,464	3,039	86,273	25,437
	4 to 7 days	11,805	101,673	37,543	8,868	15,543	12,194	2,937	86,130	25,349
	5 TO 7 DAYS	10,989	101,086	36,926.0	8,116	15,261	11,958.0	2,873	85,825	24,968.0
SHARES	3 TO 7 DAYS	7.7	59.7	22.1	22.4	34.8	27.4	2.4	68.7	20.3
	4 to 7 days	6.9	59.4	21.9	19.5	34.1	26.8	2.3	68.6	20.2
	5 to 7 days	6.4	59.1	21.6	17.8	33.5	26.3	2.3	68.3	19.9

Table 9.6b: Numbers and shares of people in low, medium and high work hour groups, focusing on 3 to 7 work days among Maldivians in employment

FREQUENCIES AND SHARES OF MALDIVIANS IN INFORMAL EMPLOYMENT		FEMALE			MALE		
		DAILY WORK DURATION (HOURS)			DAILY WORK DURATION (HOURS)		
		1 TO 4	6 TO 8	10 TO 18	1 TO 4	6 TO 8	10 TO 18
FREQUENCY	3 TO 7 DAYS	8,117	6,521	1,364	2,067	9,333	11,100
	4 to 7 days	7,102	6,382	1,318	1,766	9,161	10,876
	5 TO 7 DAYS	6,507	6,291	1,284	1,609	8,970	10,674
SHARES	3 TO 7 DAYS	40.5	32.5	6.8	8.1	36.6	43.5
	4 to 7 days	35.4	31.8	6.6	6.9	35.9	42.7
	5 to 7 days	32.5	31.4	6.4	6.3	35.2	41.9

Table 9.6c: Maldivians in informal employment by weekly work day, and daily work hour groups

9.7a: Work hour groups by industry

This section will briefly examine the exposure of different industries to low and high work hour groups, i.e., 1 to 4 hours and 10 or more hours. The 10-18 hour category have been further disaggregated into three bands: 10 to 12 hours, 13 to 15 hours, and 16 to 18 hour bands. It should be noted that only those who have worked for the selected work hour bands in 4 to 7 days have been included in this section, since it indicates more regular work.

The figure 9.7 shows number of people in total informal employment who work for 4 or more days a week falling within the selected work hour bands. As data indicates, a significant number of workers in informal employment are in 10 to 12 hour band. This means that these individuals spend between 10 to 12 hours a day on paid work during the days in which they work. In the construction industry, 12,647 workers in informal employment are in this band. Construction is followed by, wholesale and retail trade, accommodation and food services, agriculture and fishing, and manufacturing industries. In the 13-15 hour band, agriculture and fishing and whole sale and retail trade lead. Even in the 16 to 18 hour band, agriculture and fishing industries lead.

A notable number of people in manufacturing, and education are in 1 to 4 hour band. This is followed by wholesale and retail trade and agriculture.

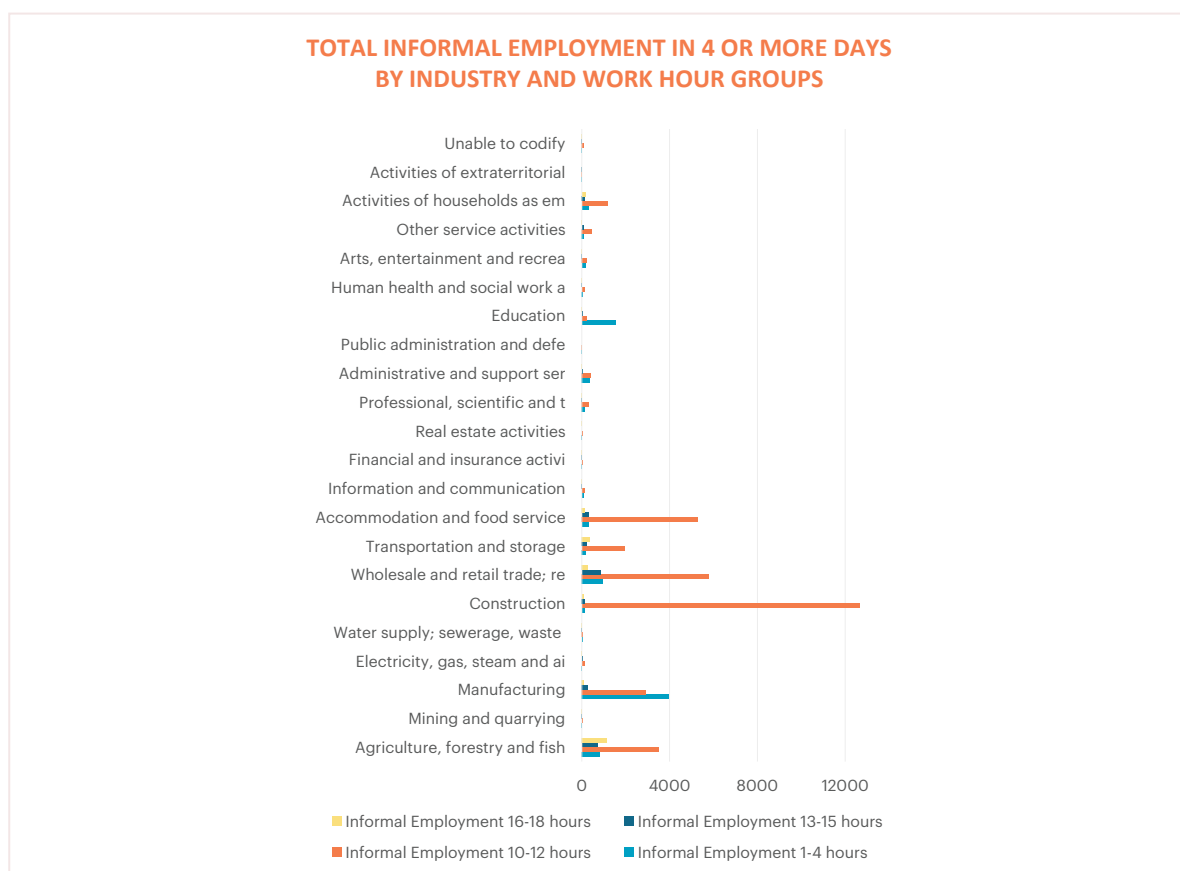


Figure 9.7a: Total Informal employment in 4 or more days by industry and work hour groups

9.7b: Exposure of industries in total informal employment to selected work hour bands

The Table 9.7b displays the share of people in informal employment who worked for 4 or more days in the reference week for selected number of work hours. The manufacturing industry occupies an outstanding share of 42.9% within 1 to 4 hour band. This is followed by education at 16.7%. In the 10 to 12 hour band, construction occupies the largest share of 35.5%, while wholesale and retail trade occupies 16.3% and accommodation and food services hold 14.9%. In 13 to 15 hour band, wholesale and retail trade occupies the largest share at 29.2%. This is followed by agriculture and fishing at 24.3%. Accommodation and food services score the third rank even in this category. In the last category, which is 16 to 18 hour band, construction scores the highest share at 31.5%. This is followed by wholesale and retail trade, accommodation and food services and agriculture and fishing.

The combined 10 to 18 hour group together show that construction occupies the largest share of 31.5%, while trade and accommodation and food services occupy 16.9% and 14% respectively.

INDUSTRIES	SELECTED DAILY WORK HOUR GROUPS				
	1 TO 4	10 TO 12	13 TO 15	16 TO 18	10 TO 18
AGRICULTURE, FORESTRY AND FISHING	8.9	9.8	24.3	47.8	13.0
MINING AND QUARRYING	0.2	0.1	0.2	0.1	0.1
MINING AND QUARRYING	42.9	8.2	9.5	4.0	8.1
ELECTRICITY, GAS, STEAM AND AIRCONDITIONING SUPPLY	0.1	0.3	1.0	0.0	0.4
WATER SUPPLY; SEWERAGE, WASTE	0.4	0.2	0.1	0.1	0.1
CONSTRUCTION	1.3	35.5	5.1	3.4	31.5
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTOR CYCLES	10.4	16.3	29.2	11.7	16.9
TRANSPORTATION AND STORAGE	2.2	5.5	7.9	15.9	6.3
ACCOMMODATION AND FOOD SERVICES	3.1	14.9	10.3	6.0	14.0
INFORMATION AND COMMUNICATION	0.8	0.4	0.6	0.5	0.4
FINANCIAL AND INSURANCE ACTIVITIES	0.2	0.1	0.0	0.0	0.1
REAL ESTATE ACTIVITIES	0.2	0.1	-	0.1	0.1
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1.7	0.9	0.7	0.9	0.9
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	4.0	1.2	1.1	1.0	1.2
PUBLIC ADMINISTRATION AND DEFENCE	0.0	0.0	-	-	0.0
EDUCATION	16.7	0.6	1.0	0.2	0.6
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	0.6	0.4	0.7	0.0	0.4
ARTS, ENTERTAINMENT AND RECREATION	1.9	0.7	0.6	0.7	0.7
OTHER SERVICE ACTIVITIES	1.2	1.3	2.8	0.4	1.3
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS;	3.2	3.3	4.9	7.0	3.6
ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	0.1	0.0	0.1	-	0.0
UNABLE TO CODIFY	0.1	0.3	0.1	0.1	0.3
TOTAL	100.0	100.0	100.0	100.0	100.0

Table 9.7b: Exposure of industries in total informal employment to selected work hour bands

9.8: Informal and formal employment of Maldivians working for four or more days

The figure 9.8 displays Maldivians in informal and formal employment who worked for 4 or more days during the reference week. It should be noted that only 1 to 4 hours on the low side and 10 to 12 hours, 13 to 15 hours and 16 to 18 hours on the high side have been selected for this analysis.

These four work hour bands in informal and formal employment combined indicate that a significant number of those working in 10 to 12 hour band are in formal employment such as in human health and social work activities, public administration, financial activities and so on. However, this band is also significant in informal employment in agriculture and fishing, mining, and activities of households and so on.

An outstanding share of 65% of manufacturing among Maldivians falls within 1 to 4 hour band in informal employment. This is followed by activities of households at 58% and education at 37%.

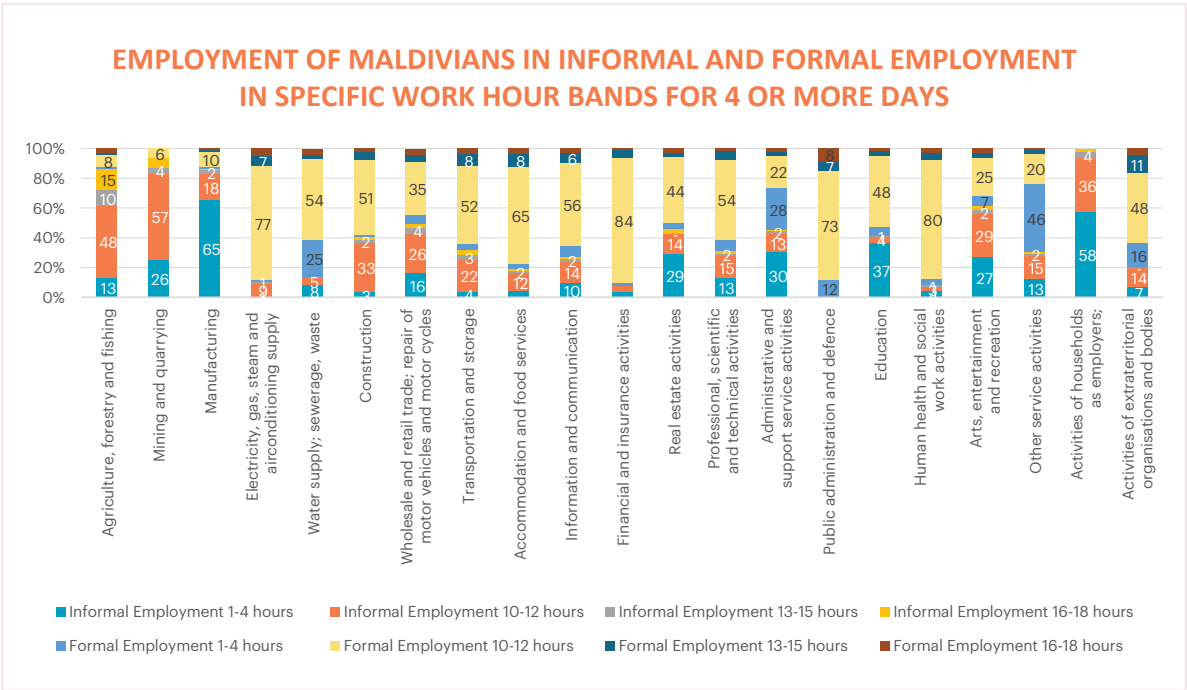


Figure 9.8: Employment of Maldivians in informal and formal employment in specific work hour bands for 4 or more days

9.9: Maldivians in Informal employment with four or more work days in selected work hour bands

This section focuses on Maldivian women and men in informal employment working for 4 or more days per week in selected daily work hour bands within different industries. The figure 9.9a shows number of workers, while figure 9.9b indicates the shares of the four work hour bands among men and women within each industry.

As indicated by figure 9.9a, an outstanding number of Maldivian women in manufacturing work for 1 to 4 hours per day, exceeding 3,500 workers. This is followed by education with close to 1,500 individuals. The agriculture and fishing industry has a large number of men in 10 to 12 hour band, with close to 3,000 people. This is followed by trade, transportation, and construction industries. The 16 to 18 hour band is also significant among Maldivian men.

The figure 9.9b shows that among the selected four work hour bands, 10 to 12 hours is most common among Maldivian men. Similarly, 13 to 15 hours and 16 to 18 hours is also more common among men as it is present in most of the industries.

Women's share is highest in 1 to 4 hour band in education, manufacturing, administrative support services and activities of households.

NUMBER OF MALDIVIANS IN INFORMAL EMPLOYMENT WORKING FOR FOUR DAYS OR MORE IN SELECTED WORK HOUR BANDS

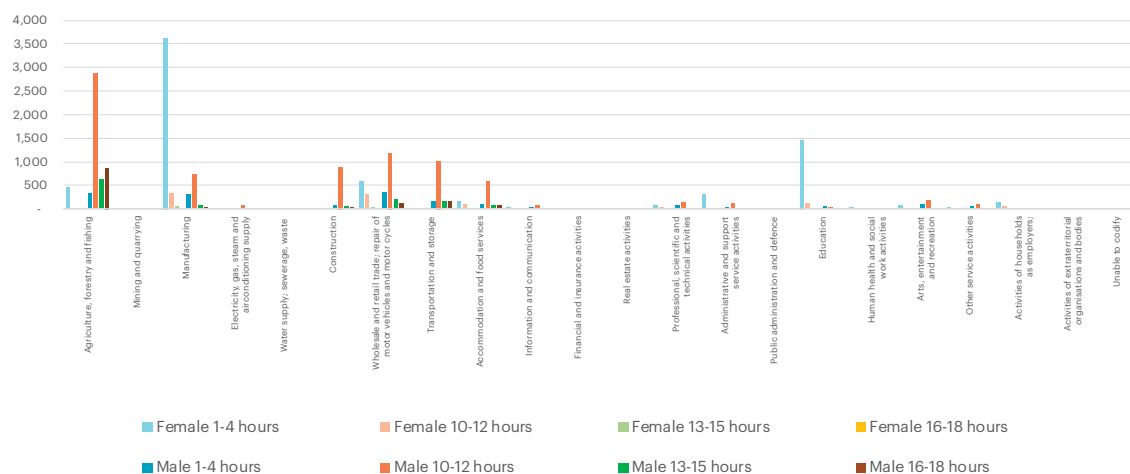


Figure 9.9a: Number of Maldivians in informal employment working for four days or more in selected work hour bands

SHARE OF MALDIVIANS IN INFORMAL EMPLOYMENT WITH FOUR OR MORE WEEKLY WORK DAYS IN SELECTED WORK HOUR BANDS BY

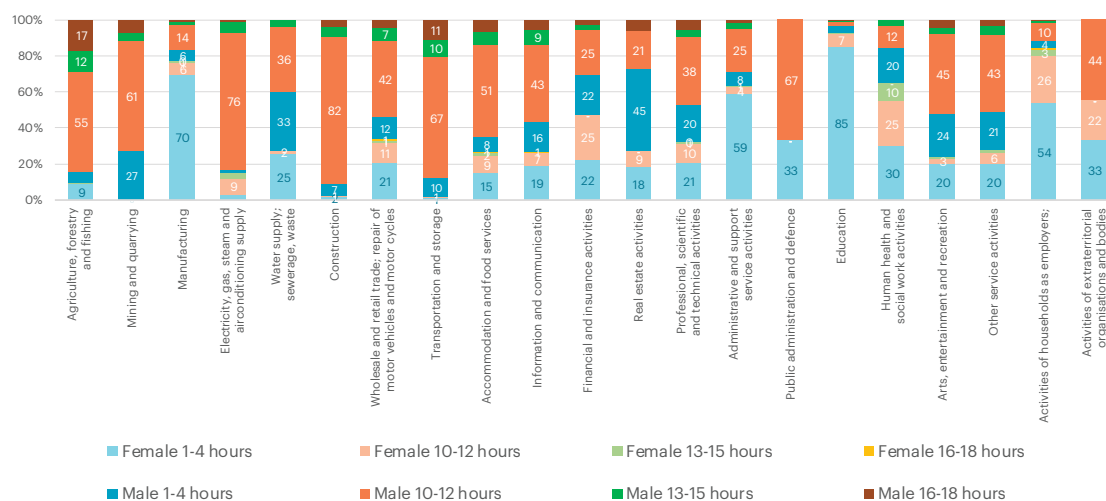


Figure 9.9b: Share of Maldivians in informal employment with four or more weekly work days in selected work hour bands by



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