



MAPPING THE EMPLOYMENT LANDSCAPE: A COMPREHENSIVE ANALYSIS OF THE SITUATION IN THE MALDIVES

An analysis from Census 2022



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





Mapping the Employment Landscape:

A Comprehensive Analysis of the situation in the Maldives

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Maldives Bureau of Statistics (MBS) is the National Statistical Office of the Maldives and we provide the public with reliable and timely statistics and cater to all data demands nationally and internationally.

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Written by:	Ms. Aishath Hassan
Checked by:	Professor Lakshman Dissanayake
Proof Read by:	Professor Lakshman Dissanayake
Layout design by:	Ms. Aminath Musfiqa Ibrahim
Photography:	Blinx Media Group
	Ms. Aishath Hassan
	Ms. Aishath Shahuda

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ACRONYMS AND ABBREVIATIONS

ADB	Asian Development Bank
COVID	Corona virus disease 2019
DIS	Duncan Index of Segregation
GIS	Geographic Information System
ILO	International Labour Organisation
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard for Industrial Classification of all economic activities
LFPR	Labour Force Participation Rate
MBS	Maldives Bureau of Statistics
MTCC	Maldives Transport and Contracting Company
NEET	Not in Education, Employment or Training
SDG	Sustainable Development Goals
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund

KEY DEFINITIONS FOR CONCEPTS AND INDICATORS

	Concept/Indicator	Formula	Definition	Census 2022	Census 2014
1	Working age population (15+ pop)	WP = Employed + Unemployed + Not in the Labour Force = E + U + NLF	Persons above the age 15 years of age who are employed, unemployed and those who are not in the labour force	281,131	244,956
2	Labour force (or currently economically active) (LF) (15+ years of age)	LF = E + U	Includes both unemployed and unemployed people	180,374	153,762
3	Economically Not Active (NE Active)	NE Active)	Comprises all persons comprises all persons, irrespective of age irrespective of age, including those below the age specified for including those below the age specified for measuring the economically active population who were not economically active	100,757	87,182
4	Potential labour force	P	People not in employment available but not seeking and those seeking but not available	18,864	20,055
5	Extended labour force (XLF)	XLF = E + U + P	Extended labour force includes employed, unemployed and potential labour force	199,238	173,817
6	Employment	E	Employed people	171,130	145,757
7	Unemployment	U	Unemployed people	9,244	8,005
	Not in the Labour Force 15 + years of age (currently not economically active)	NLF	Those who are currently not in the labour force	100,757	87,182
8	Youth employment (persons in the age group 15-24) Standard Definition for Comparative Purpose	YE Standard	For comparative purpose with other countries the following definition is used:	24,244	30,710
9	Youth employment (persons in the age group 18-35) Maldives	YE Maldives	For the Maldives, the youth employment has been defined as those who are employed in the age group 18 to 35)	82,349	80,069
10	Employment of persons with disabilities	ED	Employed disabled people	6,782	
11	Working children (15-17 years of age)	WC	Those children who are working even they are below 15 years of age	2,268	1,878
12	International Migrant workforce	MWF	Immigrants who are in the labour force	129,372	60,030
13	Labour force participation rate	LF/ 15+ pop	Proportion of people who are in the labour force to the population 15 years and above	64.2%	62.8%
14	Employment- to-population ratio	E/ 15+ pop	Ratio of employed population to the population 15 years and above	60.9%	59.5%
15	Unemployment rate (LU1)	U/ LF	Proportion of unemployed people to the those who are in the labour force	5.1%	5.2%
16	Potential labour force rate	P/ 15+ pop	Proportion of people not in employment available but not seeking and those seeking but not available to the population 15 years and above	6.7%	8.2%

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 National Planning, Housing and Infrastructure

ACKNOWLEDGEMENT

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.

We also wish to acknowledge and earnestly thank the 3,974 enumerators and supervisors for their hard work and sincerity. Supervisors and enumerators worked from the early hours of the morning till late in the evening during the census enumeration period. The commitment and dedication shown by the supervisors and enumerators are exemplary and inspiring. We would like to sincerely thank the general public for the unprecedented support and cooperation extended to the census supervisors and enumerators during the enumeration. The support and enthusiasm displayed by the general public were heartfelt and gratifying.

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

Statistical Release 3: Disability in the Maldives

Ms. Fathimath Riyaza

Statistical Release 4: Education status of the population

Ms. Ashiyath Shazna

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

Ms. Aishath Hassan

Statistical Release 6: In-depth analysis of informality and informal employment in the Maldives

Ms. Lizama Faheem

Statistical Release 7: Improving Labor Market Dynamics: Understanding Unemployment and Workforce Inactivity

Ms. Aishath Shahuda

Statistical Release 8: An insightful analysis of resort employment in the Maldives

Ms. Sajida Ahmed

Statistical Release 9: Nuptiality and Fertility in The Maldives

Ms. Mariyam Shadeena

Statistical Release 10: Household Characteristics

Ms. Aishath Sobaha

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.

1

CENSUS 2022



1. CENSUS 2022

1.1 Maldives

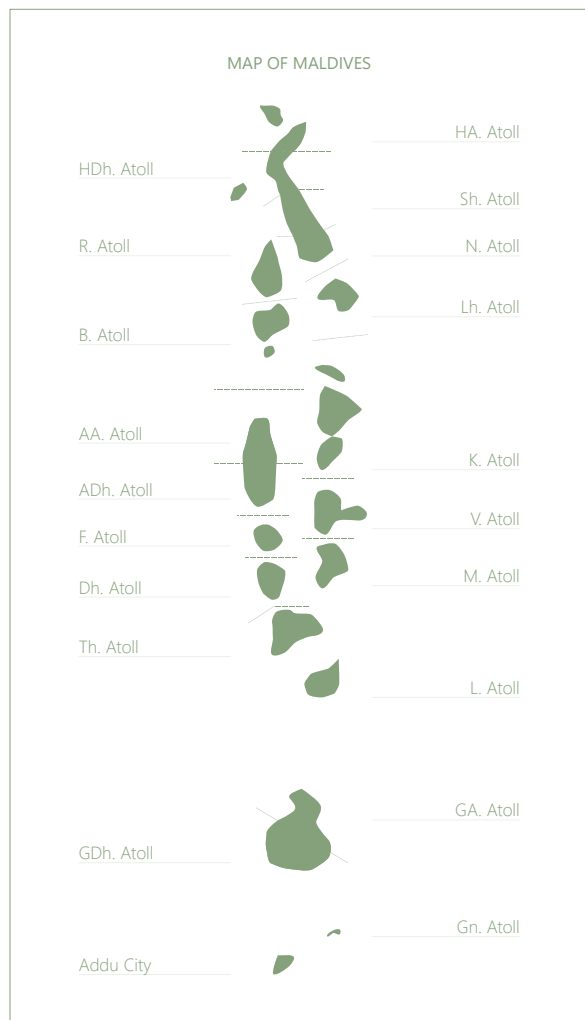
Maldives is an island nation located in the Indian Ocean. It lies southwest of Sri Lanka and India. Maldives consists of 1192 coral islands which form a chain of 82 km in length and 130 km in width, set in a territorial area of 859,000 sq km of Indian Ocean. The country is composed of 20 administrative Atolls with Maale being the Capital City. Maale is located withing within Kaafu Atoll.

Most of the islands are quite small and low-lying, with an average elevation of 1.6m above mean sea-level. The islands are surrounded by shallow, crystal-clear lagoons enclosed by coral reef. Maldives has a tropical climate. With 2 monsoons in the year, it is warm and humid throughout the day. Maldives is famous for its tourism and has been world's leading tourist destination for 2 consecutive years.

Maldivian society is very consistent, with one language, one culture and one religion. The official language is Dhivehi, which is unique to the Maldives. Education is in English medium, and widely used in business and commerce.

The islands of Maldives are formed into 26 natural atolls. However, for administrative purpose, the country is divided into 20 administrative islands, with Maale being the capital City. Male' is location within Kaafu Atoll, but the results presented for Kaafu Atoll excludes Maale.

The map below illustrates the 20 atolls with their names and abbreviations.:



1.2 Census administration in 2022

Maldives conducted its first modern census in 1977. Starting from 1980, Maldives has been conducting census every 5 years, with a break in this cycle in 2005 due to Tsunami. The next census was held in 2006 and then in 2014. The 2022 census marks the 30th census undertaking in the country.

This section gives a brief summary of how census operation was administered in 2022.

1.2.1 Census coverage:

The most important aspect of census coverage is the geographical coverage and the population that is being covered.

Out of the total islands, Census covered a total of 463 islands. This includes:

- 186 administrative islands
- Capital city, Maale
- 168 resorts (which was in operation at the time of census)
- 108 industrial islands

In census Releases, results are presented according to the administrative hierarchy as stated below:

- Republic
- Maale' (includes the 4 wards of Maale, Hulhumale, villimale and Hulhule)
- Atolls (includes admin and non admin islands within the 20 atolls)
- Administrative islands (includes only the administrative islands in an atoll. Administrative islands are those with island councils and where local community lives)
- Non-administrative islands (these islands include resorts, industrial islands, resorts under renovation, islands given out for commercial purpose, or any island where a person resides and which is not being used for administrative purpose)

In terms of population coverage in these islands:

- As in all past census, all Maldivian nationals were enumerated in the census living in the country as well as abroad.
- Since 2014 Census, Foreigners residing in the country has been enumerated. The 2022 Census also made efforts to increase the coverage of the foreigners residing in the country.

1.2.2 Data Collection tool:

For the first time in census, data was collected using tablets. The questionnaire was developed in Survey Solution together with the support of International Consultants. A total of 2 questionnaires was used in the Population and Housing census 2022. This includes:

1. Haa form (Listing form) – Haa form is used on the first day of the census to list structures, unit, households and persons living in the household.
2. Shaviyani form (Household and individual form)- Shaviyani form is used during census week to collect detail information on households and individuals present in the household at the time of census.

1.2.3 Census organisation:

Maldives Bureau of Statistics under Maldives Statistics Act (Act No: 16/2021) is mandated to conducted Population and Housing census once every 10 years.

Preparation for census started in 2019. However due to the outbreak of COVID, census was postponed to 2022.

Planning for census started in 2019 with data user's workshop. Census questionnaire was developed and pre-tested at various locations. Pilot census was conducted in June 2022 and minor revision was made to the questionnaire flow and organisation of the operation.

All the preparatory work for the census was distributed among MBS staff. In order to have a smooth census operation in the Atolls, Atoll census managers from each atoll was identified.

Training of trainers was conducted in July 2022. Training of enumerators was carried out in 6 rounds across the country including Maale.

Coordinators were sent to each atoll during the census period. The coordinators' role was to oversee the whole census operation within the atolls during the census period.

During census week, the main operation centre was set up in Maale, at Dharubaaruge. Similarly, census centres were also set up in Villimale and Hulhumale.

1.2.4 Census block maps:

For the first time in census history, GIS was used to prepare census block maps. MBS staff reached out to all island/city councils and collected the island maps, which was received in different formats such as CAD, pdf, etc. A team was recruited for this purpose and they converted these maps into GIS maps. In consultation with island councils, island map was divided into census block maps. These maps were printed and sent back to islands right before the field operation.

Maale map was updated based on the latest updates received from Male' City Council. In Maale, census blocks and Enumeration Area demarcation was done using 2014 census information. The preparation of Hulhumale map was done as a collaboration between MBS and Urbanco.

Each census block in the islands and Enumeration Area in Maale consisted of 40-50 household or a population of 250 to 350 people.

1.2.5 Census reference time and field operation:

The reference time for the 2022 census in the Maldives was 12th September 00:00hrs (or 13th September mid-night). This point in time is the reference point for census enumeration and all questions in the census will relate to it.

Census data collection was carried out from 13th to 26th September 2022. From 13th to 14th September, listing operation was carried out across country. However, since listing could not be completed within 2 days in some locations, it was extended over the next 2 days.

From 17 September onwards, enumerators went back to field to fill Shaviyani form. Since in some location, especially in Maale, there was many unlocked places, the field operation was extended till 28 September. In Hulhumale, it was extended up to 29th September.

During field operation enumerators visited every household in the assigned census block. Census enumeration team consist of two enumerators, each team assigned to a census block of around 50-60 households to complete during census week.

This time in the census, daily updates was viewed automatically once enumerators completes the form and submit it through survey solution.

At the end of census field operation, there were many unlocked places especially in Hulhumale area. MBS continued with attempting unlocked placed till 10 November 2022. This operation was carried out by MBS staff.

1.2.6 Census results:

The preliminary results of Census 2022 were published on 30th March 2023 on MBS website. This included population count, population by island, sex and nationality. It also included household counts, household counts in island and average household size.

The final result of census was launched on 11th July 2023, at the World's Population Day function. This included a video on the final results, infographic and summary tables.

Following the release of the final census results, the MBS has issued summary findings across various sectors, including population, migration, education, and the labor market. This includes infographics with sector-specific tables. In addition, MBS has also released island level indicators on population and employed. These results can be accessed via: <https://census.gov.mv/2022/census-analysis/>

2

INTRODUCTION



2. INTRODUCTION

Full employment has always been a crucial target for governments, making it essential to conduct a comprehensive employment analysis of the Maldives using the Census 2022. The Population and Housing Census represents one of the most extensive data collection activities conducted in the Maldives in recent years. This data can serve as a valuable resource for assessing the employment landscape, encompassing information about the employment status of the population, the industries and occupations in which individuals are engaged, and the educational attainment of the workforce. Such insights facilitate the identification of labor market trends, the evaluation of the skills required by the workforce, and the development of policies to tackle employment challenges, including those related to women's empowerment and youth engagement.

This analysis is structured into 11 distinct sections. The initial segment provides a concise overview, defining key terms for easy reference. Subsequent sections delve into different aspects of the labor market. The second and third parts scrutinize the size and composition of the working-age population, while the fourth section offers an in-depth analysis of the employed population, covering employment status, employment sectors, industries, and occupations. The fifth section places a spotlight on women, exploring the availability of equal employment opportunities. The sixth section delves into the dynamics of youth employment, and the seventh section concentrates on the complex issue of child labor. The eighth section focuses on elderly workers, investigating their characteristics and employment status. The ninth section examines workers with disabilities, with a particular emphasis on their employment status, occupation, industry, and types of disabilities. In the tenth chapter, attention shifts to the migrant workforce, shedding light on nationality, migration patterns, industries, occupations, and living conditions.

The Census 2022 data represents an invaluable resource for organizations seeking to gain profound insights into the labor market dynamics. It also serves as a foundation for developing policies and strategies to address employment challenges and foster inclusive growth. In the final segment, this analysis concludes by summarizing key findings and offering employment policy recommendations rooted in the insights garnered from the census data.

3

CONCEPTS AND DEFINITIONS



3. CONCEPTS AND DEFINITIONS

a. **Employed** - A person in employment as defined by the International Labour Office (ILO) is a person aged 15 or over who has done at least one hour's paid work in a given week, or who is absent from work for certain reasons (annual leave, sickness, maternity, etc.) and for a certain period of time. This encompasses

1. Paid employment: Any work performed for another person or organization under an agreement, in exchange for remuneration such as wages, salary, or commissions. This includes both full-time and part-time work.
2. Self-employment: Work where a person operates their own business or enterprise and generates income from their own labour and resources.

b. **Labour force** - The labour force consists of all people who above 15 years of age and are economically active. This means that they should be employed or unemployed (actively seeking and available for work).

c. **Unemployment** - According to the International Labour Organization (ILO), unemployment is defined as a state in which people meet the three criteria below:

- i. Without work: They didn't work at all during the reference period (usually a week), or their work hours were insufficient (less than a specific threshold).
- ii. Seeking work: They actively took steps to find a job in the past four weeks. These steps can include:
 - Applying for jobs
 - Checking job advertisements
 - Attending job fairs
 - Networking with contacts
 - Taking a job readiness course
- iii. Available for work: They are ready to start a job within two weeks. This means they are not hindered by factors like illness, education, or child care responsibilities.

d. **Status in Employment** - Status in employment refers to the status of an employed person with respect to his or her work or employment. The employed persons are classified according to status in employment in Census 2022 into six categories:

- Employee Government (working for Government for pay in cash or in kind)
- Employee Private (working for a private firm/shop/individual for pay in cash or in kind)
- Employer (employing one or more employees)
- Own-account worker (not employing any employee)
- Contributing family worker (working without pay in the business or farm of another household/family member)

- Group worker

e. **Occupation** - Occupation refers to the type of work done during the reference week by the employed person at the primary job or type of work in which the person worked most of the time during the reference week. For purpose of international comparisons 'The International Standard Classification of Occupations (ISCO)' is recommended. The most recent revision (ISCO-2008) was used for coding and tabulating the 2022 census data. The hierarchical structure of ISCO codes is organized into a four-level structure:

- Major groups (1-digit codes): Represent broad occupational categories, such as managers, professionals, technicians, clerical support workers, etc.
- Sub-major groups (2-digit codes): Further subdivide major groups into more specific areas.
- Minor groups (3-digit codes): Group occupations based on tasks and duties.
- Unit groups (4-digit codes): The most detailed level, identifying specific occupations with similar skills and responsibilities.

f. **Industry** - Industry refers to the activity of the establishment in which an employed person worked during the reference week. For purpose of international comparisons 'The International Standard Industrial Classification of all Economic Activities (ISIC)' is recommended. The most recent revision of ISIC (Rev. 4) was used for coding and tabulating the 2022 census data. It's a comprehensive classification system developed by the United Nations to categorize economic activities into a systematic structure. This standardization enables the collection, analysis, and comparison of economic data across countries and over time. The hierarchical structure of ISIC codes is organized into a four-level hierarchy:

- Sections (1-letter codes): Represent broad economic sectors, such as agriculture, mining, manufacturing, construction, etc.
- Divisions (2-digit codes): Further subdivide sections into more specific industries.
- Groups (3-digit codes): Group industries based on similar production processes or products.
- Classes (4-digit codes): The most detailed level, identifying specific activities within industries.

4

WORKING-AGE POPULATION



4. WORKING-AGE POPULATION

4.1 Composition of working-age population

The working-age population (Figure 1) is typically defined as individuals aged 15 years and above. This indicator assesses the proportion of the working-age population in the total population. In many countries, legal regulations permit adolescents to enter the workforce when they reach the age of 15. Consequently, the working-age population serves as a metric for the number of individuals within this age group who have the potential to participate in the labor force.

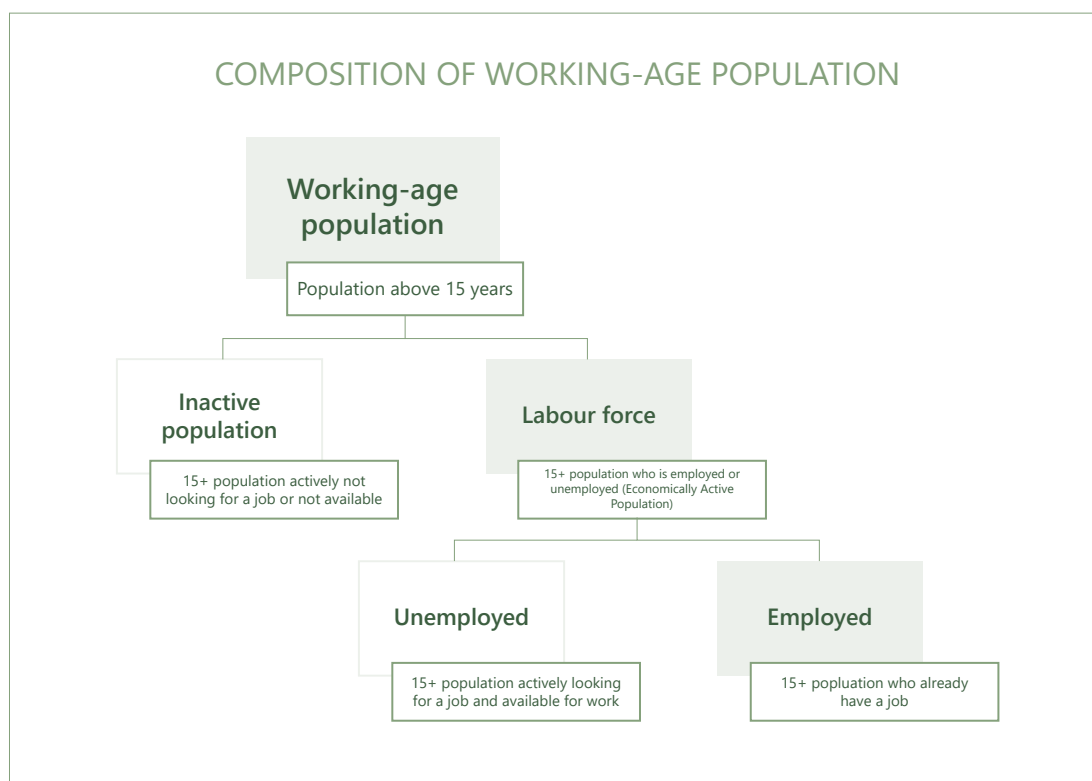


Figure 1: Composition of working-age population

4.2 Resident working-age population

Resident working-age population includes those who are above 15 years of age. This includes Maldivians as well as foreigners who reside in the Maldives for one or more years.

4.2.1 Resident working-age population by nationality

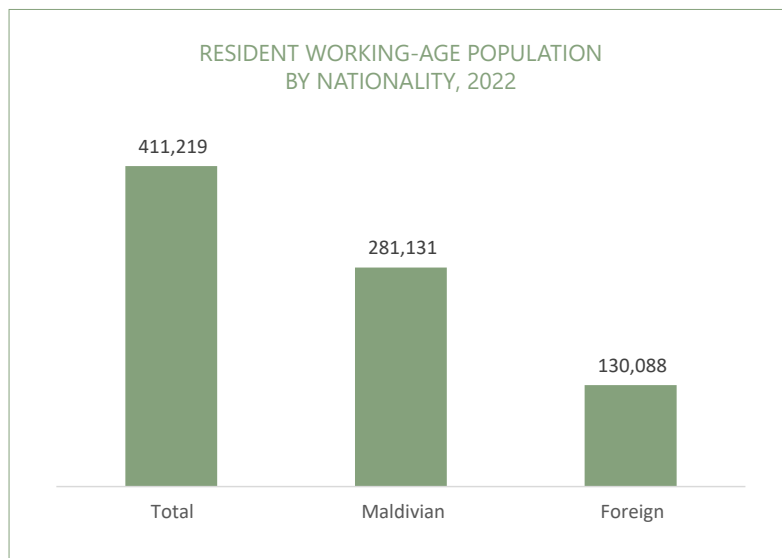


Figure 2: Resident working-age population by nationality, 2022

Figure 2 displays the resident working-age population of the Maldives by nationality in 2022. The total resident working-age population in the Maldives for that year amounted to 411,219 individuals, with 281,131 being Maldivians and 130,088 being foreigners. Given that the total foreign resident population in the Maldives was 132,493, the proportion of the working-age population relative to the total population is approximately 98.2%.

4.2.2 Percentage distribution of resident working-age population by nationality

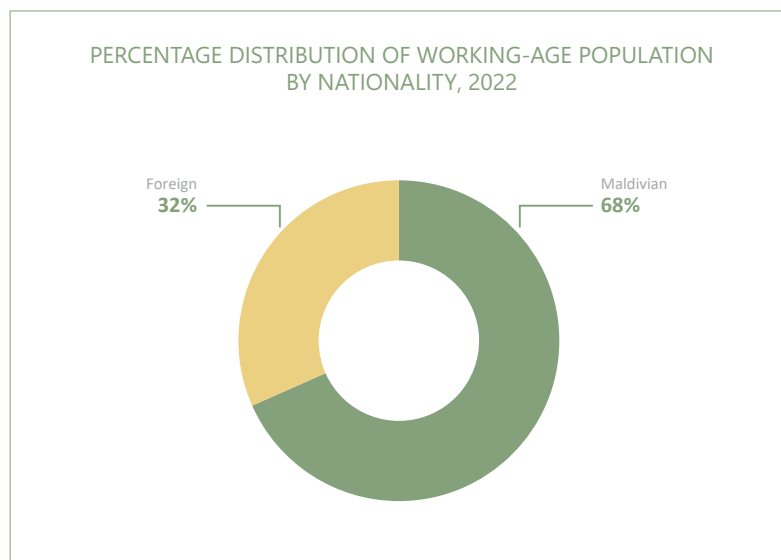


Figure 3: Percentage distribution of working-age population by nationality, 2022

In Figure 3, the resident working-age population of the Maldives in 2022 is further examined by nationality. The percentage of the resident Maldivian working-age population stands at 68%, while the percentage of the resident foreign working-age population is 32%. This means that nearly one-third the Maldivian economy relies on foreign labour for economic production due to the relatively small pool of Maldivian labour force compared to the size of the industries.

4.2.3 Resident working-age population by sex

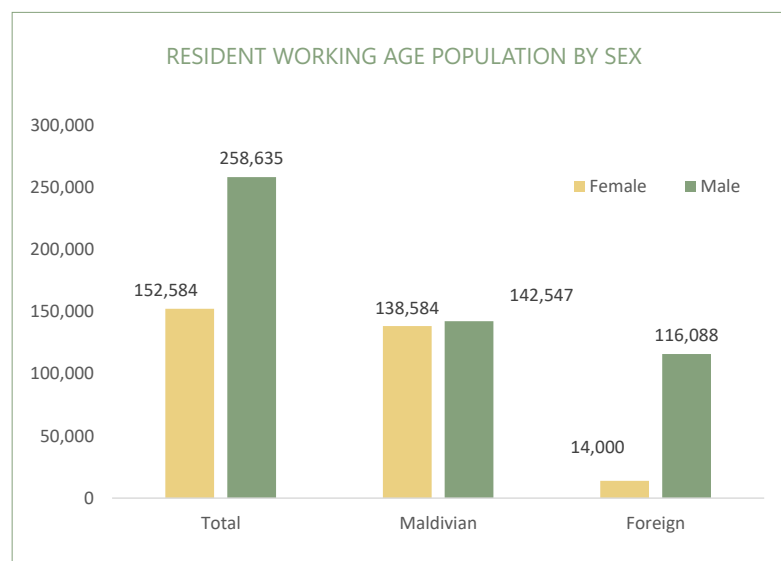


Figure 4: Resident working-age population by nationality and sex, 2022

Figure 4 visually represents the resident working-age population, offering insights into the composition of this demographic based on nationality and gender. The data reveals a notable contrast in the working-age populations of males and females.

In this dataset, the total resident male working-age population is reported at 258,635, whereas the resident female working-age population stands at 152,584. This translates to males constituting approximately 62.9% of the working-age population, while females account for approximately 37.1%. This substantial gender difference in the working-age population distribution among residents is evident.

However, a closer examination of the sex-disaggregated data for Maldivian residents and foreign residents unveils an intriguing pattern. It becomes evident that the gender parity observed in the overall resident population is largely influenced by the significant disparity in the foreign resident population. In essence, while there is a gender imbalance in the working-age population among Maldivian residents, the presence of foreign residents with different gender distributions plays a pivotal role in balancing the overall gender composition. This underscores the importance of considering both nationality and gender when analysing the working-age population, as the interplay between these factors can result in a nuanced demographic landscape.

4.2.4 Resident working-age population by locality

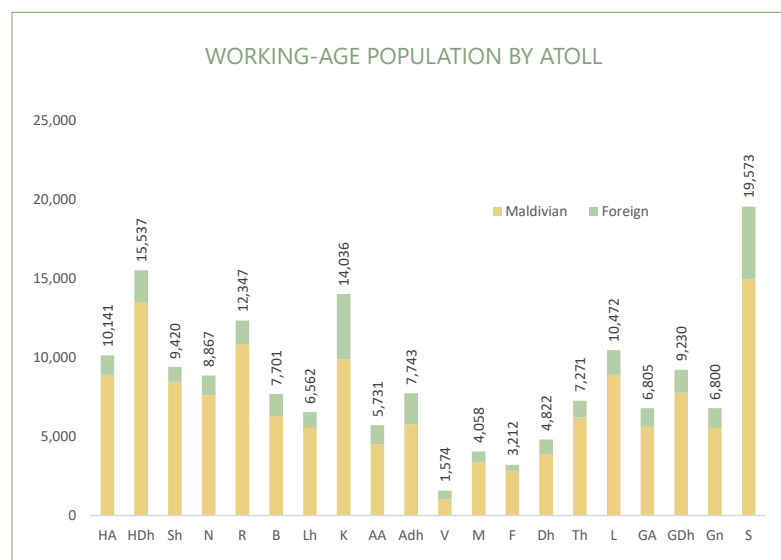


Figure 5: Resident working-age population by atolls and nationality, 2022

Figure 5 offers a visual representation of the resident working-age population distributed across the various atolls in the Maldives, revealing an uneven distribution that correlates with the level of development within these atolls. This distribution is indicative of the influence of economic opportunities and infrastructure on the working-age population.

The atolls boasting the highest working-age populations are typically the most developed ones. This relationship can be attributed to the availability of more economic prospects and better infrastructure. According to the Census 2022 data, Addu City stands out as the atoll with the highest working-age population, totalling 19,573 individuals. It is followed by Haa Dhaalu Atoll, with a working-age population of 15,537, and Kaafu Atoll, which hosts a working-age population of 14,036.

In contrast, some atolls exhibit lower working-age populations. Vaavu Atoll, for example, has a resident working-age population of only 1,574, making it the atoll with the smallest working-age population. Faafu Atoll follows with 3,212 working-age residents, and Meemu Atoll is close behind with a working-age population of 4,058.

Additionally, the data reveals a substantial presence of foreign workers within the working-age population in the Maldives. This coexistence of foreign and domestic workers has multifaceted implications for the nation's economy and society. Foreign workers contribute significantly to the economy by providing labour and skills, and they play a crucial role in bolstering the vital tourism sector, which is a primary source of income for the Maldives. Thus, the government must carefully manage the inflow of foreign workers to ensure that it results in overall economic and societal benefits.

It is worth noting that the majority of foreign workers in the Maldives hail from countries such as India, Sri Lanka, and Bangladesh. These countries are situated in South Asia, in close proximity to the Maldives, which facilitates labour migration to meet the workforce demands of the nation.

4.2.5 Resident working-age population by age-group

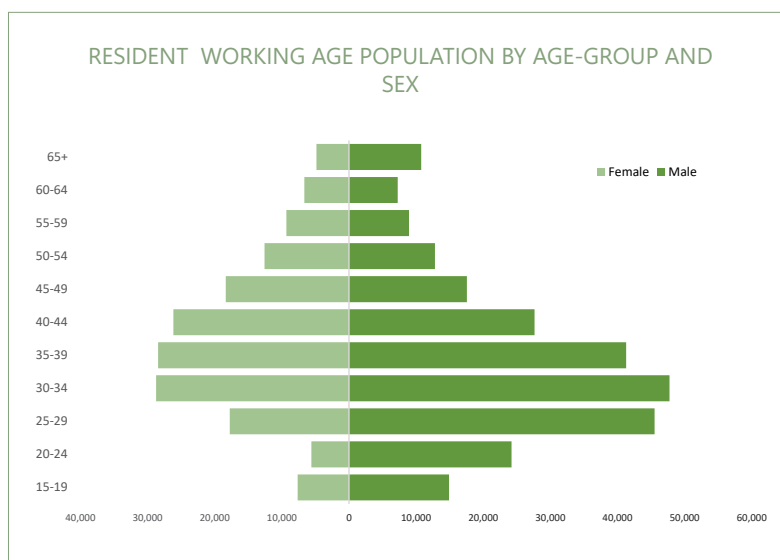


Figure 6: Resident working age population by age-group and sex

Figure 6 offers an insightful view of the total working-age population in the Maldives, categorized into 5-year age groups. The data demonstrates that the majority of the working-age population falls within the 30–34 age group, amounting to 69,862 individuals. In terms of the percentage of the working-age population, this age group accounts for approximately 17.0%.

Conversely, the age group with the lowest percentage of the working-age population is 60–64, comprising 13,977 individuals, which corresponds to 2.6% of the working-age population.

4.3: Resident Maldivian working-age population

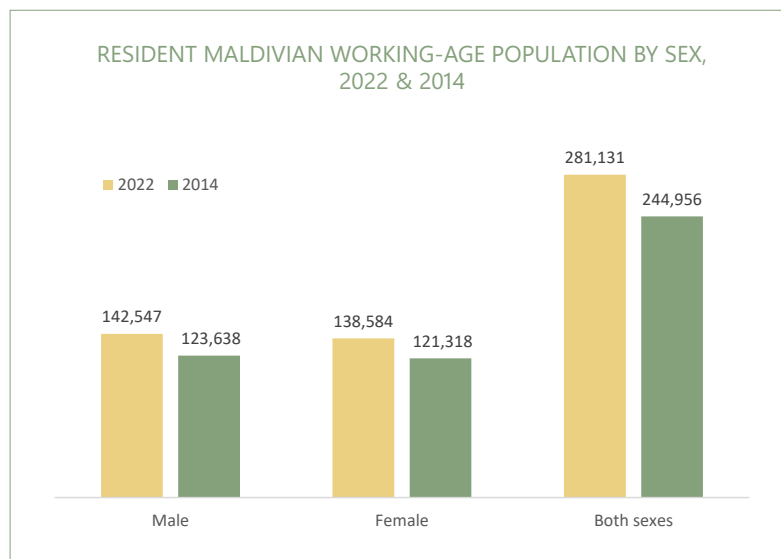


Figure 7: Resident Maldivian working-age population by sex, 2022 & 2014

Figure 7 illustrates the resident Maldivian working-age population by gender for the years 2022 and 2014, utilizing Census data. In 2022, the total resident Maldivian working-age population in the Maldives is 281,131, comprising 142,547 males and 138,584 females. When compared with the total resident Maldivian working-age population in 2014, this represents a 14.8% increase. Specifically, the male resident Maldivian working-age population has grown by 15.3% from 2014 to 2022, while the female working-age population has seen a 14.2% increase during the same period.

4.3.1 Resident Maldivian working-age population by broad age-group

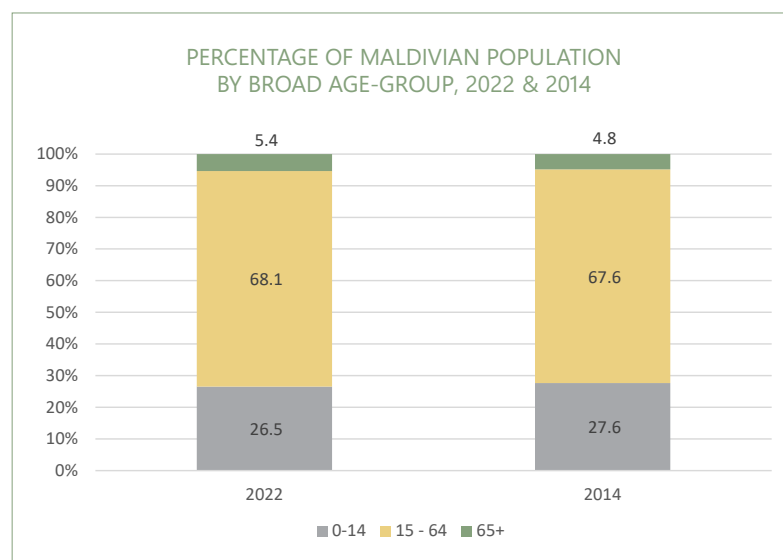


Figure 8: Percentage of Maldivian population by broad age-group, 2022 & 2014

Figure 8 presents the percentage of the Maldivian population categorized into broad age groups in 2022 and 2014, offering insights into the demographic changes. The data reveals significant shifts in the distribution of age groups within the Maldives.

In 2022, the percentage of the population in the age group of 0-14 years decreased from 27.6% in 2014 to 26.5%, signifying a 1.1% decrease. Concurrently, the percentage of the population in the age group of 15-64 years increased from 67.6% in 2014 to 68.1%, reflecting a 0.5% growth. Additionally, the percentage of the population in the age group of 65 years and over rose from 4.8% in 2014 to 5.4% in 2022, marking a 0.6% increase.

These shifts point to a clear trend of population aging in the Maldives. As the percentage of the population in the 0-14 years age group decreases and the percentage in the 65 years and over age group increases, it suggests an aging demographic.

The aging population carries various implications for the Maldives. The government will need to make provisions for the elderly, including healthcare and social security benefits. The economy will also need

to adapt to this aging demographic, as there will be a smaller workforce and a larger proportion of the population above retirement age. Consequently, the percentage of the working-age population is likely to decrease in the future, necessitating policy adjustments to address these demographic shifts and their associated challenges.

4.3.2 Resident Maldivian working-age population by sex

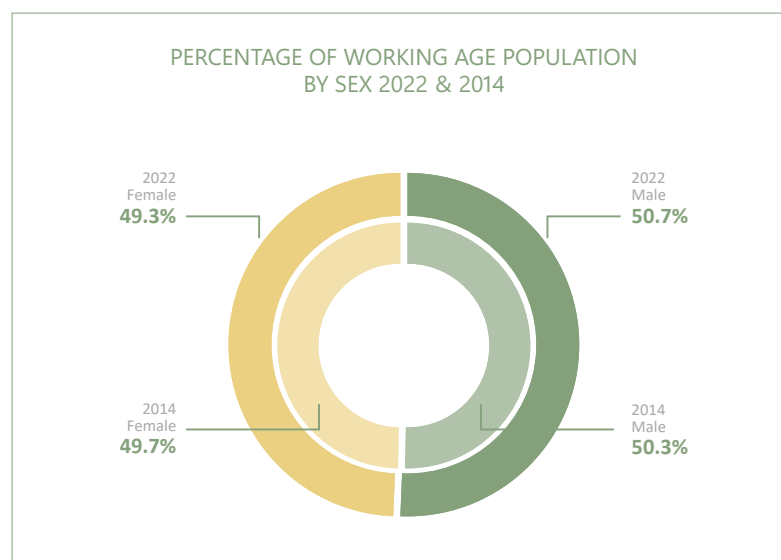


Figure 9: Percentage of Maldivian working age population by sex 2022 & 2014

Figure 9 provides a detailed comparison of the percentage of the resident Maldivian working-age population by sex in 2022 and 2014, shedding light on gender dynamics within this demographic.

In 2022, the percentage of the resident Maldivian working-age population that is male stands at 50.7%. This shows a marginal increase compared to the percentage of males in the working-age population in 2014, which was 50.3%.

Conversely, the percentage of the resident Maldivian working-age population that is female is 49.3% in 2022, slightly lower than the percentage of females in the working-age population in 2014, which was 49.7%.

What's noteworthy is that the difference between the percentages of males and females in the resident

Maldivian working-age population is very small. This suggests a state of gender parity in the Maldives when it comes to the composition of the resident Maldivian working-age population. This parity is indicative of relatively equitable representation of both genders within the workforce, with neither significantly outweighing the other in terms of working-age population composition.

4.3.3 Resident Maldivian working-age population by age-group and sex

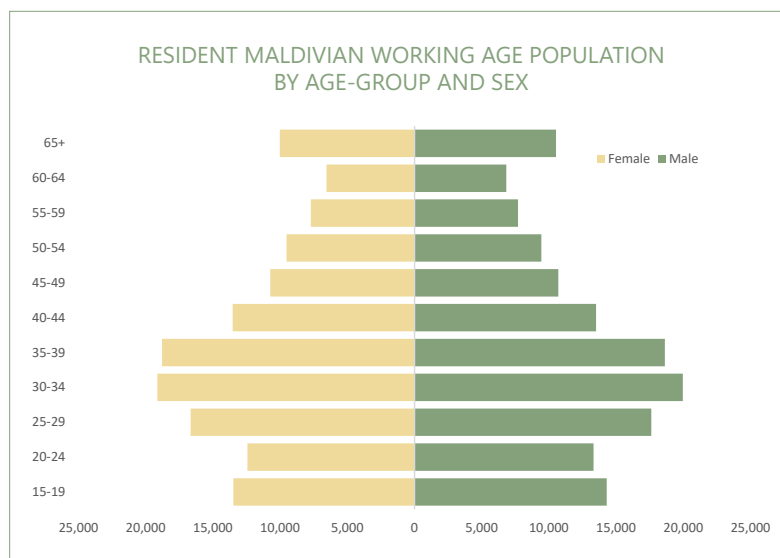


Figure 10: Resident Maldivian working age population by age-group and sex, 2022

Figure 10 provides further context to this distribution by highlighting the historical demographic trends that have shaped the working-age population in the Maldives. These trends reveal the impact of factors such as total fertility rates and crude death rates.

The data shows that in the past, the Maldives experienced a higher total fertility rate coupled with higher crude death rates. This led to a decline in the working-age population, particularly in the 35-39 age group. Notably, the decline in the working-age population in the 15-19 and 20-24 age groups compared to the older age groups reflects the drop-in total fertility rates during the early 1990s.

Furthermore, it's intriguing to observe that the data indicates an increase in older individuals beyond the age of 60 who are actively engaged in employment beyond their formal retirement age. This suggests a changing landscape where older individuals are contributing to the workforce, which may have implications for the labour market and retirement policies in the Maldives.

5

DEPENDENCY RATIO



5. DEPENDENCY RATIO

The dependency ratio is a crucial demographic indicator employed to gauge the relative economic burden on the working-age population, typically defined as individuals aged 15 to 64 years. This ratio is instrumental in assessing the demographic structure of a nation and its potential impact on the economy. It can be computed in various ways, resulting in different ratios: the total dependency ratio, the child dependency ratio, and the old-age dependency ratio.

The total dependency ratio encompasses both the child and old-age dependency ratios and reflects the overall ratio of economically dependent individuals to the working-age population. In essence, it quantifies the number of individuals who are not actively contributing to the labour force, which includes both children and the elderly, in relation to the working-age population.

A high total dependency ratio can impose a significant strain on a country's economy, primarily because it signifies that the working-age population must shoulder the financial burden of a larger number of non-working-age individuals. This can lead to challenges in terms of providing essential services, social support, and healthcare for the dependent population, potentially hindering economic growth and development.

Conversely, a low dependency ratio, while initially appearing favourable, can also signal demographic challenges, particularly an aging population. This scenario presents its own set of issues, such as a shrinking workforce, potential labour shortages, and increasing healthcare and pension demands for the elderly. These challenges necessitate careful consideration and policy planning to ensure long-term economic stability and the well-being of the entire population.

5.1 Dependency ratios, 2022 & 2014

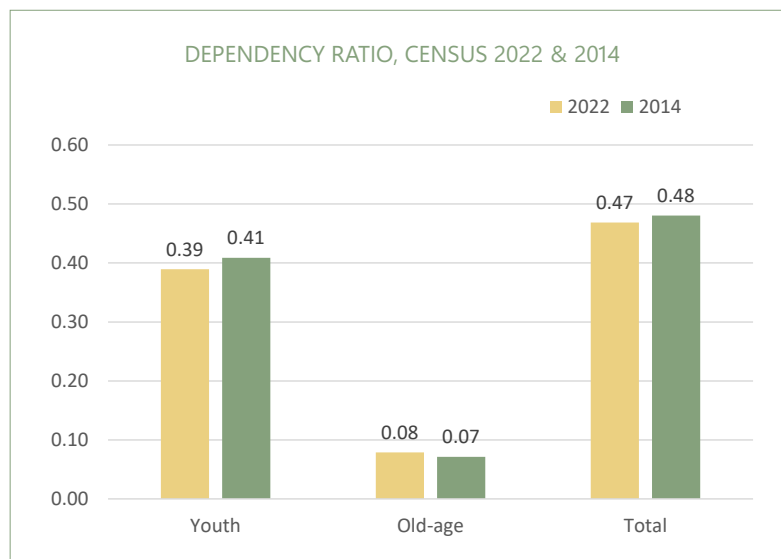


Figure 11: Dependency ratio, 2022 & 2014

Figure 11 provides a comprehensive view of the dependency ratio within the resident Maldivian population, utilizing data from both Census 2022 and Census 2014. These figures shed light on critical demographic trends and their implications for the nation's economic and social landscape.

The data confirms a decline in the youth dependency ratio, which pertains to individuals aged 0-14, from 0.41 in 2014 to 0.39 in 2022. This decline can be attributed to a reduction in fertility rates, indicative of fewer children within the population.

Conversely, the old-age dependency ratio, covering individuals aged 65 and older, has increased from 0.07 in 2014 to 0.08 in 2022. This shift underscores the trend of an aging population, which necessitates additional social services, healthcare, and support for the elderly.

The overall total dependency ratio has decreased from 0.48 in 2014 to 0.47 in 2022. This decrease in the total dependency ratio results from the opposing trends in the dependency ratios for youth and old-age individuals. While the decline in the youth dependency ratio is indicative of lower fertility rates and can be viewed positively, it also signals an aging population, which carries significant implications for the future labour force, income, and savings.

An aging population presents challenges, including the need for comprehensive healthcare and social support systems for older individuals, as well as potential labour shortages and the impact on future economic stability. These changes necessitate strategic planning and policy adjustments to ensure the well-being of both current and future generations.

An aging population presents challenges, including the need for comprehensive healthcare and social support systems for older individuals, as well as potential labor shortages and the impact on future economic stability. These changes necessitate strategic planning and policy adjustments to ensure the well-being of both current and future generations.

5.2 Dependency ratios of resident Maldivian population by locality

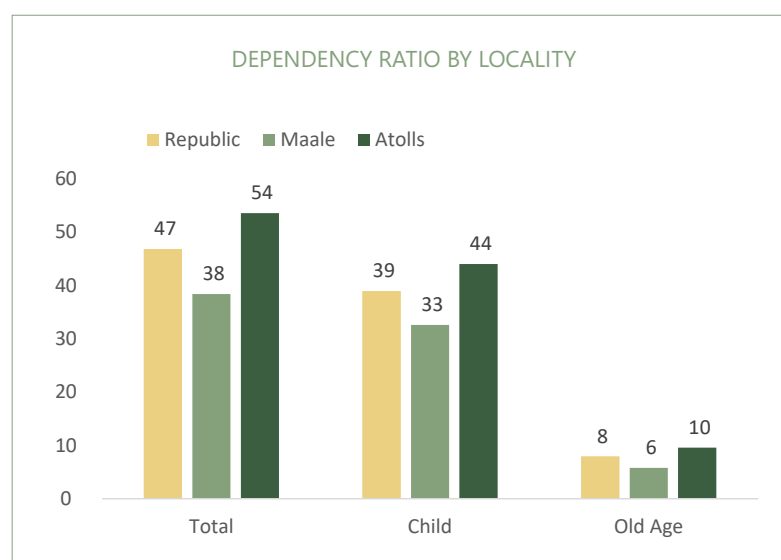


Figure 12: Dependency ratio by locality

Based on the Census 2022 data in Figure 12, there is indeed a significant difference in dependency ratios between Maale and the atolls. In Maale, the total dependency ratio is 38%, while in the atolls it is 54%. This means that there are more dependents per 100 people of working age in the atolls than in Maale. This is further supported by the wider gap between the youth dependency ratio in Maale and atolls. The youth dependency ratio in Maale is 33% while in atolls it remains at 44%. The difference between the old-age dependency ratio in atolls (10%) and Maale (6%) is less significant between Maale and atolls.

There are a number of reasons for this difference. One reason is that more employment and education opportunities are available for the working-age population in Maale than in the atolls. The difference in dependency ratios between Maale and the atolls has a number of implications for the Maldives government. One implication is that the government needs to provide more social support to dependents in the atolls, as they are more likely to be living in poverty than dependents in Maale.

6

LABOUR FORCE



6. LABOUR FORCE

Labour force consists of population who are either employed or unemployed. It is a crucial element of any economy, as it represents the pool of available workers who can contribute to the production of goods and services. The labour force consists of resident Maldivian and foreign population who are above 15 years of age.

6.1 Labour force by nationality

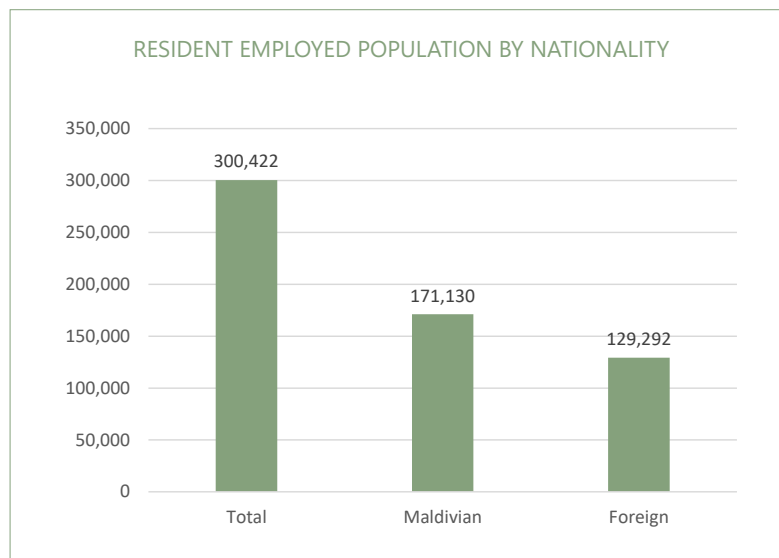


Figure 13: Labour force by nationality

Figure 13 shows labour force by nationality and locality. The resident labour force is 300,422 and of which 171,130 are Maldivians while Foreigners are 129,292.

6.2 Resident Maldivian labour force by educational attainment

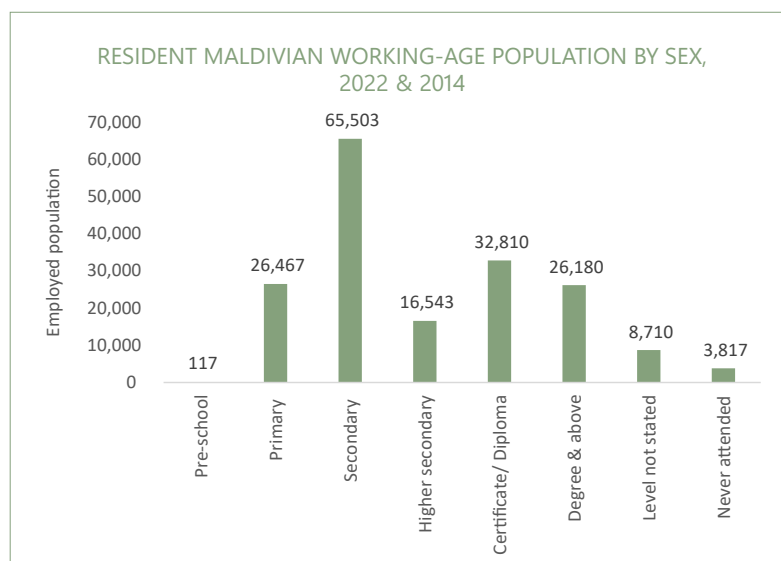


Figure 14: Labour force participation rate by age-group, 2022 & 2014

The Figure 14 illustrates the composition of the labour force by the level of educational attainment based on Census 2022 data. It is worth noting that there are 8,937 individuals for whom the educational level is not stated, and 3,817 individuals who have never attended school.

The most prevalent educational level within the labour force is secondary education, encompassing 65,503 individuals. This is followed by 32,810 individuals who have achieved certificate/diploma-level education. Notably, there are 26,180 individuals, or 14.5 percent of the labour force, with a degree and above level of education.

These findings underline the need to address the challenges associated with ensuring access to quality education for all, particularly in the atolls. Further in-depth analysis of the labour force by educational attainment is essential to gain deeper insights into the education landscape.

7

LABOUR FORCE PARTICIPATION RATE



7. LABOUR FORCE

The labour force participation rate serves as a critical demographic indicator, representing the percentage of individuals aged 15 and over who are either employed or actively seeking employment. This rate provides valuable insights into the engagement of the population in the labour market and is a key measure for assessing a nation's economic dynamics.

Specifically, the labour force participation rate quantifies the proportion of the population that is either gainfully employed or is actively pursuing employment opportunities. It encompasses those individuals who are already contributing to the workforce and those who are in search of employment, effectively capturing the active labour pool within the working-age population.

A high labour force participation rate is indicative of a nation's economic potential for growth and development. It suggests a robust labour market with a significant portion of the population actively engaged in economic activities. This can lead to increased productivity, economic expansion, and the potential for higher living standards. A flourishing labour force is fundamental for driving innovation, fostering entrepreneurship, and ultimately contributing to the overall well-being of the country's economy.

Conversely, a low labour force participation rate may signal challenges in the labour market, such as limited job opportunities, underemployment, or discouraged workers who have temporarily withdrawn from the job search. Understanding the labour force participation rate is crucial for policymakers and economists as it informs strategies for job creation, workforce development, and addressing potential labour market disparities.

7.1 Labour force participation rate by nationality

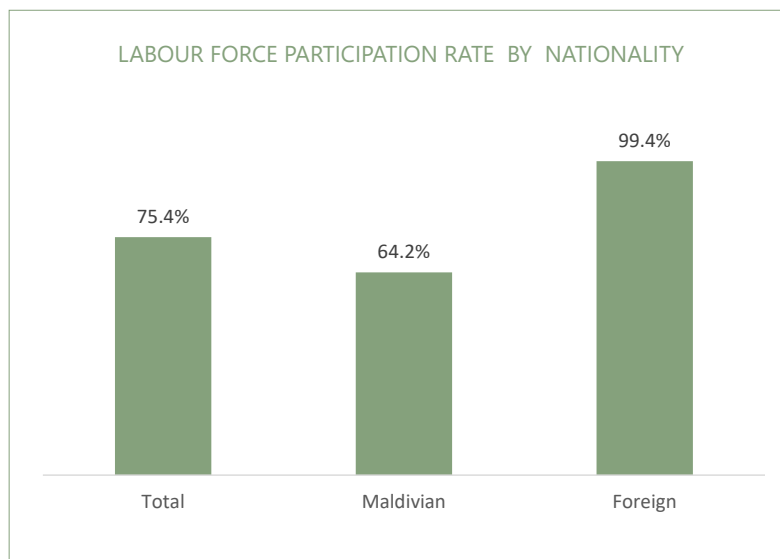


Figure 15: Labour force participation rate by age-group and sex, 2022 & 2014

Figure 15 offers insights into the labour force participation rate categorized by nationality, drawing from the Census 2022 data. This data shows crucial aspects of the labour force participation in the Maldives, distinguishing between the resident and foreign populations.

When considering the total resident population, the labour force participation rate stands at 75.4%. However, when focusing exclusively on the Maldivian resident population, the rate slightly dips to 64.2%. This is somewhat below the global average, suggesting potential room for improvement in labour force engagement among Maldivians. Conversely, the labour force participation rate for the resident foreign population soars to an impressive 99.4%. This significant difference can be attributed to the primary motive behind most foreign residents' migration to the Maldives, which is employment opportunities.

Several factors influence labour force participation in the Maldives. Education levels play a pivotal role, determining the skills and qualifications individuals possess, which in turn affect their employment prospects. The availability of job opportunities in the atolls also influences participation rates, as individuals often seek employment where economic prospects are favourable. Social norms can impact labour force engagement, including gender roles and expectations related to work. The presence of women-friendly policies, such as paid maternity and paternity leave, is another determinant, as it can facilitate a better work-life balance for families and encourage participation in the labour force.

Understanding these factors and their impact on labour force participation is vital for policymakers and stakeholders in shaping strategies to enhance employment rates and foster economic growth and development in the Maldives.

7.2 Labour force participation rate age-group of resident Maldivians

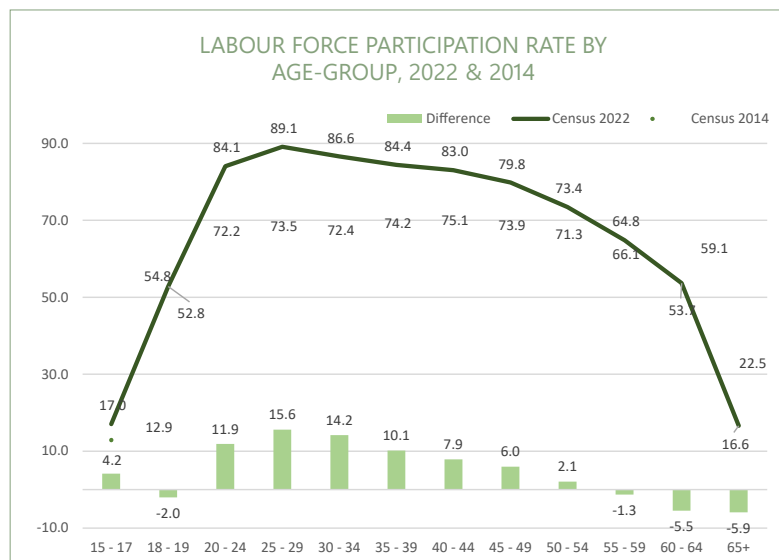


Figure 16: Labour force by educational attainment, 2022

Figure 16 offers a comprehensive view of the labour force participation rate in the Maldives across different age groups for the years 2022 and 2014. The data from Census 2022 highlights a substantial increase in the labour force participation rate among the resident Maldivian population, rising from 63.8% in 2014 to 64.2% in 2022. This is only 0.4 percentage point increase over eight years.

Analysing the age-specific trends in labour force participation rate reveals several key insights. Among those aged 15-17, there has been a notable increase of 4.2 percentage points in their participation rate, indicating a growing eagerness to engage in the labour force at a younger age. In contrast, for the 18-19 age group, there was a modest decline of 2.0 percentage points, likely influenced by the pursuit of higher secondary education, highlighting the importance of educational choices on labour force participation.

The most significant surge in labour force participation occurs from age group 20-24 onwards, reaching its zenith at the 25-29 age group with a participation rate of 89.1%, marking a remarkable 15.6 percentage point increase. This surge may be attributed to individuals completing their education and actively seeking employment opportunities, aligning with early career development.

Conversely, post the age of 55, the labour force participation rate experiences a more pronounced decline in 2022 compared to 2014. This decline is particularly pronounced among those aged 65 and above, aligning with the retirement age in the Maldives, where individuals typically transition from the labour force into retirement.

These insights into age-specific labour force participation trends are crucial for policymakers and labour market analysts to tailor strategies for different age groups, enhance employment prospects, and address retirement and post-retirement support, contributing to overall economic development and social well-being in the Maldives.

7.3 Labour force participation rate by sex

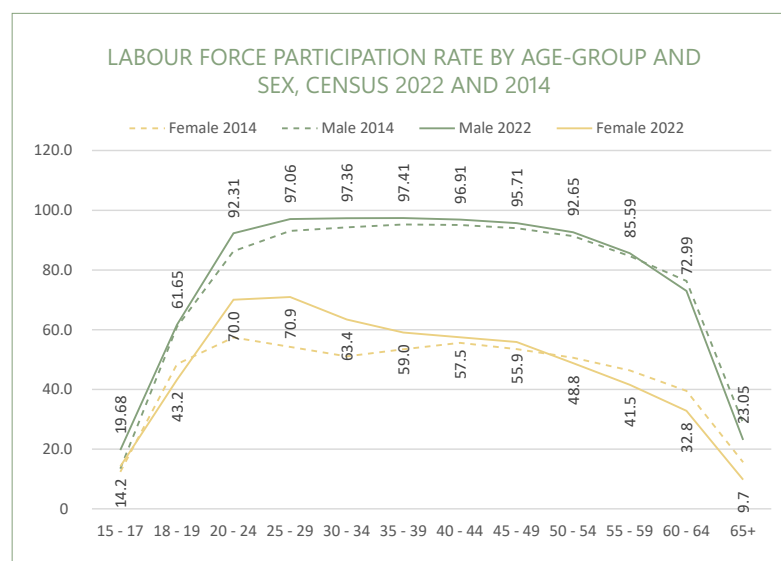


Figure 17: Labour force participation rate by atoll and sex, 2022

Figure 17 provides an insightful analysis of the labour force participation rate in the Maldives across age groups and genders for the years 2022 and 2014, as per Census data. Notably, labour force participation rates exhibit variations based on age groups and gender.

In 2022, male labour force participation stands at 88.7%, showcasing a notable improvement from 2014 when it was 79.7%. This substantial 9.0 percentage point increase in male participation rate over eight years signifies a commendable rise in workforce engagement among men. Conversely, female labour force participation has also shown improvements between 2014 and 2022, though the magnitude of change is noticeably lower when compared to their male counterparts.

The female labour force participation rate increased from 47.6% in 2014 to 52.8% in 2022, marking a 5.2 percentage point improvement. While there is a more substantial increase in the participation rate for young females compared to males, the rate regrettably decreased for age groups above 50. This decline may be attributed to various factors, including the limited availability of childcare facilities, which could necessitate elder generations taking care of children while younger women are at work.

Notably, male labour force participation peaks within the 35-39 age group at 97.41%, while female participation rate reaches its peak in the 25-29 age group, with a rate of 70.9%. This variation highlights that men tend to participate in the labour force at slightly later ages compared to women.

Both males and females experience a significant drop in labour force participation beyond the age of 60. This decline aligns with typical retirement ages in the Maldives, marking a transition from the labour force to retirement for many individuals.

Understanding these trends in labour force participation by age and gender is vital for policymakers, as it informs strategies aimed at enhancing employment prospects, supporting families with childcare needs, and addressing the needs of the aging workforce, ultimately contributing to the overall welfare and economic development of the Maldives.

7.4 Labour force participation rate of resident Maldivians by locality

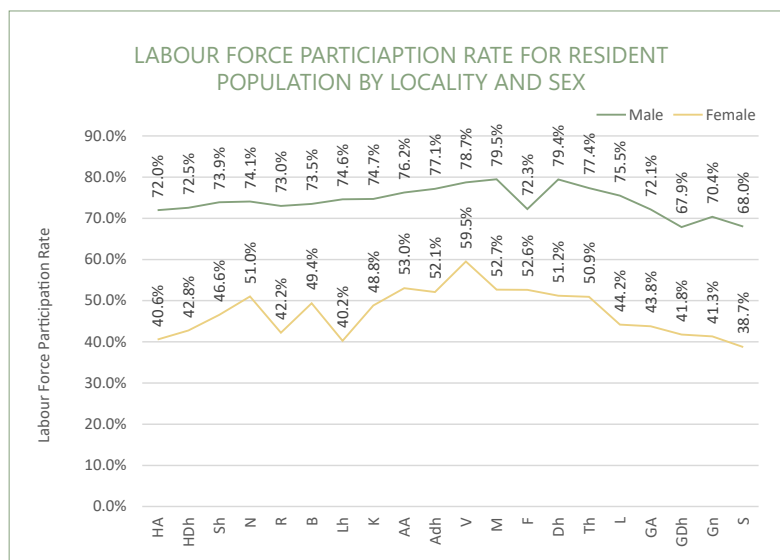


Figure 18: Resident employed population by nationality, 2022

Figure 18 demonstrates that the labour force participation rate among the resident Maldivian population varies by sex within each atoll. Notably, in all atolls, the male resident Maldivian labour force participation rate exceeds that of the female resident Maldivian labour force participation rate.

Among the atolls, the highest female labour force participation rate is observed in Atoll V, where 59.5% of the population is in the labour force. Conversely, the lowest female labour force participation rate is recorded in Addu City (S), with only 38.7% of the population participating in the labour force.

For males, the highest labour force participation rate is in Meemu Atoll, where 79.5% of the male population is in the labour force. In contrast, the lowest male labour force participation rate is found in GDh Atoll, with a rate of 67.9%

8

EMPLOYMENT



8. EMPLOYMENT

Employment as defined by the International Labour Office (ILO) is a person aged 15 or over who has done at least one hour's paid work in a given week, or who is absent from work for certain reasons (annual leave, sickness, maternity, etc.) and for a certain period of time.

8.1 Resident employment by nationality

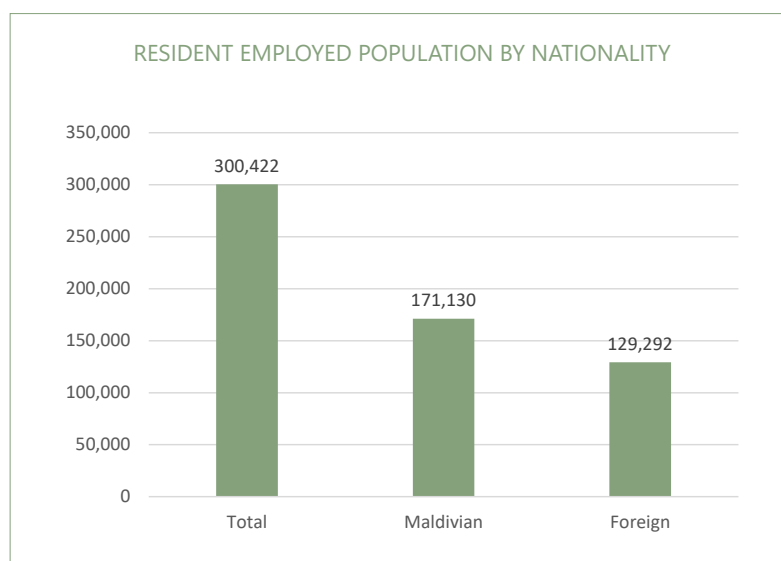


Figure 19: Resident Maldivian employment by atolls, 2022

Figure 19 provides insights into the composition of the total resident employed population in the Maldives. According to the data, the Maldives has a total of 300,422 individuals employed within its borders. Among this workforce, 171,130 individuals are Maldivians, while 129,292 are foreigners. This analysis reveals that a significant majority of the employed population within the country is comprised of Maldivians, accounting for approximately 57% of the total resident employed population. Meanwhile, foreigners constitute approximately 43% of the total resident employed population. This distribution is indicative of the labour market composition in the Maldives, with a notable presence of both Maldivian and foreign workers.

8.2 Resident Maldivian employment by locality

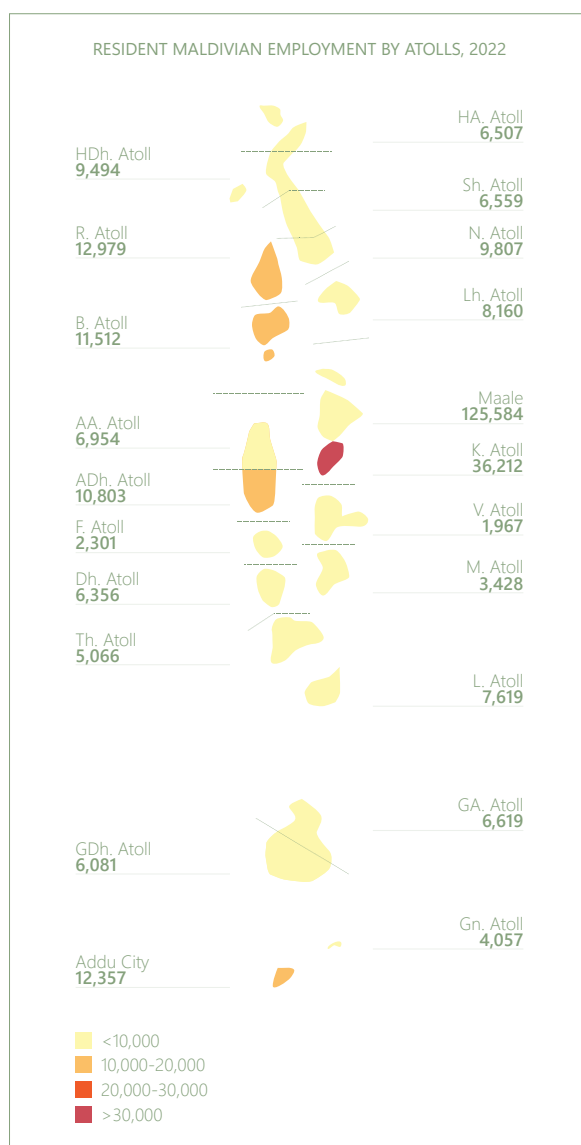


Figure 20: Resident Maldivian employment by atoll and sex, 2022

The variations in employed population observed across the different atolls of the Maldives (Figure 20) can be attributed to several factors that play a crucial role in shaping the labour market dynamics in each atoll. One such factor is the size and geographical characteristics of the atolls. Larger atolls often have a more substantial employment population due to their increased capacity to accommodate economic activities and infrastructure development. These atolls may serve as economic hubs, attracting businesses and investments, which, in turn, lead to higher employment opportunities.

Additionally, the level of development in each atoll is a significant determinant. More developed atolls tend to have a higher employment population because they offer a broader range of economic activities, better infrastructure, and improved access to education and healthcare services. These factors contribute to higher labor force participation and employment rates.

Moreover, the availability of economic opportunities in each atoll is a crucial driver of employment. Atolls with diverse industries, such as tourism, agriculture, fisheries, and trade, tend to have a more substantial employed population. Tourism, in particular, plays a pivotal role in driving employment in several atolls, as it offers jobs in various sectors, including hospitality,

transportation, and retail.

In summary, the employment population in the Maldives varies significantly among atolls due to the interplay of atoll size, development level, and the availability of economic opportunities. Understanding these dynamics is essential for policymakers and stakeholders in devising strategies to promote balanced economic development and ensure equitable access to employment opportunities across the nation.

Kaafu Atoll (K) has the highest employed population among the atolls, with 36,212 individuals actively engaged in the workforce. While Raa Atoll (R) is the second largest in terms of employment with 12,979, followed by closely is Addu City (S) with 12,357 workers, and Baa Atoll (B) with 11,512 individuals gainfully employed. It is noteworthy that the atolls with the most substantial employment populations are typically those in proximity to the capital, Maale', and those with the highest overall populations.

Conversely, Vaavu Atoll (V) stands out as having the lowest employment population, comprising just 1,967 individuals in the workforce. This variation in employment populations across atolls reflects the differences in economic activities, development levels, and accessibility to job opportunities in various regions of the Maldives.

8.3 Resident Maldivian employment by sex

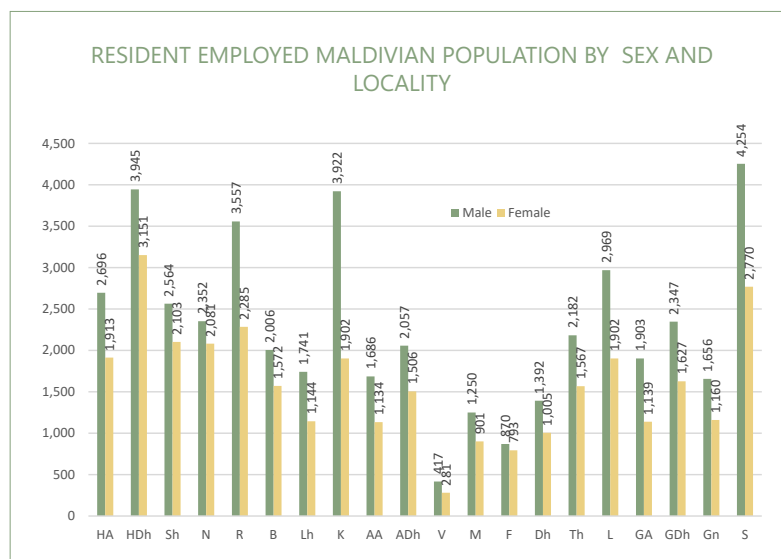


Figure 21: Employment-to-population ratio of Maldivian resident population by sex, 2022

Figure 21 provides an insight into the distribution of the resident Maldivian population by sex and locality. Addu City emerges as the leader in both employed males (4,585) and employed females (4,254), followed by HDh Atoll with 3,945 males and 3,151 females actively engaged in the workforce. In contrast, Vaavu Atoll features the lowest employed population, comprising 417 males and 281 females.

A noteworthy observation is the impressive gender parity found in the employed population of Kaafu Atoll. In this region, 3,922 males are employed alongside 1,902 females. Gender parity scores, calculated by dividing the number of females by the number of males, offer valuable metrics for gender equality and women’s empowerment. The average gender parity score across the atolls for the employed population is 0.71, with Kaafu Atoll displaying the lowest score of 0.48 and Faafu Atolls showcasing the highest score at 0.91. These scores hold significance for governmental policy and planning decisions aimed at promoting gender equality.

8.4 Resident Maldivian employment by employment status

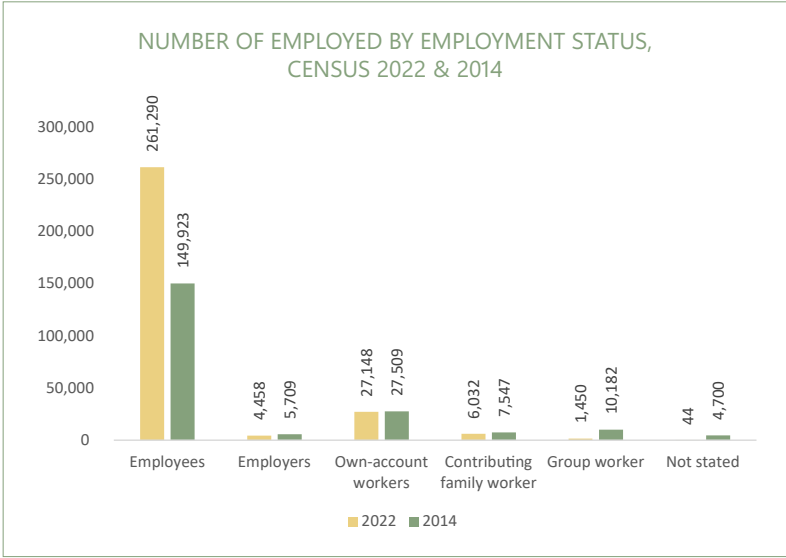


Figure 22: Employment-to-population ratio of Maldivian resident population by age group and sex, 2022

Figure 22 provides an analysis of employment status in the Maldives using data from both Census 2022 and 2014.

The largest employment category is employees, which saw a substantial increase from 149,923 in 2014 to 261,290 in 2022, marking a growth of 111,367 individuals. This positive trend can be attributed to the expansion of the tourism industry and related sectors in the Maldives. The tourism industry is a significant contributor to employment in the country and has experienced notable growth in recent years.

Conversely, the data reveals a decrease in the number of employer/owners, dropping from 5,709 in 2014 to 4,458 in 2022. This may be indicative of a decline in small businesses, possibly influenced by the post-Covid environment and government efforts to create more formal job opportunities. Some small business owners may have transitioned to formal employment to mitigate risks.

Own account workers, who are self-employed individuals running their businesses, experienced a slight reduction from 27,509 in 2014 to 27,148 in 2022. This decline may be due to intensified competition from larger enterprises, which could be challenging for own account workers in the post-Covid era. It underscores the need to address certain challenges in the business environment, especially for the survival and success of own account workers, family workers, and group workers.

Additionally, the number of contributing family workers saw a significant drop from 7,547 in 2014 to 1,450 in 2022, and the number of group workers decreased from 10,182 in 2014 to 6,032 in 2022. These changes reflect shifts in the employment landscape over the years, highlighting the importance of tailored policies for micro, small, and medium-sized enterprises to ensure their sustainability.

It is worth noting that the “Not stated” employment status category significantly improved, with a decrease from 4,700 individuals in 2014 to only 44 in 2022, indicating enhanced data collection and reporting procedures.

8.5 Employment by level of education attainment of resident Maldivians

Education is a crucial component of human capital, enabling individuals to acquire the skills and knowledge necessary for professional and high-paying careers. Therefore, assessing the educational qualifications of the workforce is of paramount importance.

Employment by education and nationality, 2022

Level of education	Maldivian	% of Maldivian	Foreign	% of foreign	Total	% of Total
Never attended	3,595	2.1%	49,869	38.6%	53,464	17.8%
Pre-school	96	0.1%	47	0.0%	143	0.0%
Primary	25,064	14.6%	4,793	3.7%	29,857	9.9%
Secondary	60,875	35.6%	23,178	17.9%	84,053	28.0%
Higher secondary	16,045	9.4%	10,190	7.9%	26,235	8.7%
Certificate/ Diploma	31,374	18.3%	11,327	8.8%	42,701	14.2%
Degree & above	25,530	14.9%	14,757	11.4%	40,287	13.4%
Level not stated	8,324	4.9%	14,622	11.3%	22,946	7.6%
Not stated	227	0.1%	509	0.4%	736	0.2%
Total	171,130	100.0%	129,292	100.0%	300,422	100.0%

Table 2: Employment by education and nationality, 2022

Table 2 presents employed population and its proportion by level of education attained by nationality. Overall, the resident Maldivian employed population has a higher level of education compared to the foreign resident employed population. It is overwhelming to find out that 17.8% of the employed population residing in Maldives had never attended a school. This is mainly due to the fact that a huge portion of foreign resident population, 49,869 (38.6%) had never attended a school while among Maldivians this remains at 3,595 (2.1%). While majority of the employed Maldivian population (35.6%) has completed secondary education, this percentage remains at 17.9% among the foreigners.

8.6 Employment by industry of Resident Maldivians

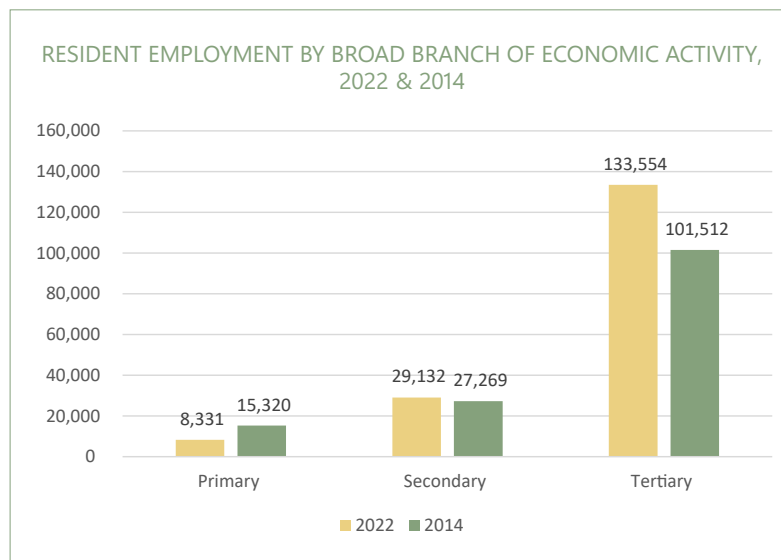


Figure 23: Employed population by level of educational attainment, 2022

Figure 23 illustrates that the tertiary sector is the largest segment of the Maldivian economy, followed by the secondary sector and the primary sector. It also highlights the tertiary sector's status as the fastest-growing segment. A notable shift in employment by sector between 2014 and 2022 is the decline in primary sector employment. This decline can be attributed to various factors, including the adoption of labour-intensive farming methods transitioning to capital-intensive techniques like hydroponics and the migration of workers to other sectors such as tourism and construction.

Employment in the secondary sector remained relatively stable during the same period. This sector encompasses manufacturing and construction, both significant contributors to the Maldivian economy.

In contrast, employment in the tertiary sector experienced substantial growth between 2014 and 2022. This sector includes services like tourism, retail, and finance. The expansion and diversification of the Maldivian tourism industry likely contributed to this growth. The tourism industry acts as a catalyst, propelling the expansion of other tertiary industries such as recreation, transportation, and trade by generating increased demand for these services.

Overall, the data indicates a shift in the Maldivian economy away from the primary sector and toward the tertiary sector. This trend is positive, as the tertiary sector generally demonstrates higher productivity levels and offers higher wages.

Resident Maldivians' employment by industry and locality, 2022

ISIC Classification: Section	Number of employed			% of employed	
	Maale	Atoll	Total	Maale	Atoll
Total	126,386	174,036	300,422	42	58
Accommodation and food	11,419	59,445	70,864	16	84
Construction	16,878	25,086	41,964	40	60
Wholesale and retail trade	22,497	9,931	32,428	69	31
Public administration and defense	16,711	11,690	28,401	59	41
Manufacturing	7,479	14,560	22,039	34	66
Education	7,354	12,920	20,274	36	64
Transportation and storage	13,473	6,191	19,664	69	31
Health and social work	6,471	7,409	13,880	47	53
Agriculture, forestry and fisheries	913	9,587	10,500	9	91
Electricity, gas, steam	1,084	5,599	6,683	16	84
Professional, scientific and technical	5,301	692	5,993	88	12
Administrative and support	2,768	2,670	5,438	51	49
Other service activities	1,767	2,549	4,316	41	59
Households as employers	3,240	950	4,190	77	23
Water supply; sewerage, waste	2,020	1,688	3,708	54	46
Information and communication	2,819	587	3,406	83	17
Arts, entertainment and recreation	1,184	1,529	2,713	44	56
Financial and insurance	2,248	358	2,606	86	14
Unable to codify	127	402	529	24	76
Extraterritorial organisation	363	14	377	96	4
Real estate activities	263	14	277	95	5
Mining and quarrying	7	165	172	4	96

Table 3: Resident Maldivians' employment by industry and locality, 2022

Table 3 presents resident employment data, encompassing both Maldivians and expatriates, categorized by industry and locality. The highest total employment is observed in the accommodation and food services industry. Interestingly, 84% of the employment in this sector is situated in the atolls, with the remaining 16% in Male. This distribution can be attributed to the prevalence of jobs in resort islands rather than in Male.

The construction industry, ranking as the second-largest in terms of employment with 41,964 jobs, sees 60% of its workforce based in the atolls. Notably, 15% of these jobs are located in resorts, underscoring the substantial role played by resorts in offering diverse employment opportunities. These opportunities span from unskilled positions like labourers and waiters to professional roles such as chefs and managers. Certain industries predominantly concentrate their employment in the capital, Male. Extraterritorial

organizations (96%), real estate (95%), professional, scientific and technical services (88%), finance and insurance services (86%), and information and communication (83%) collectively offer over four-fifths of their employment opportunities in Male. Conversely, industries like mining and quarrying (91%), agriculture, forestry and fisheries (91%), accommodation and food services (84%), and electricity, gas, and steam (94%) have over four-fifths of their jobs concentrated in the atolls.

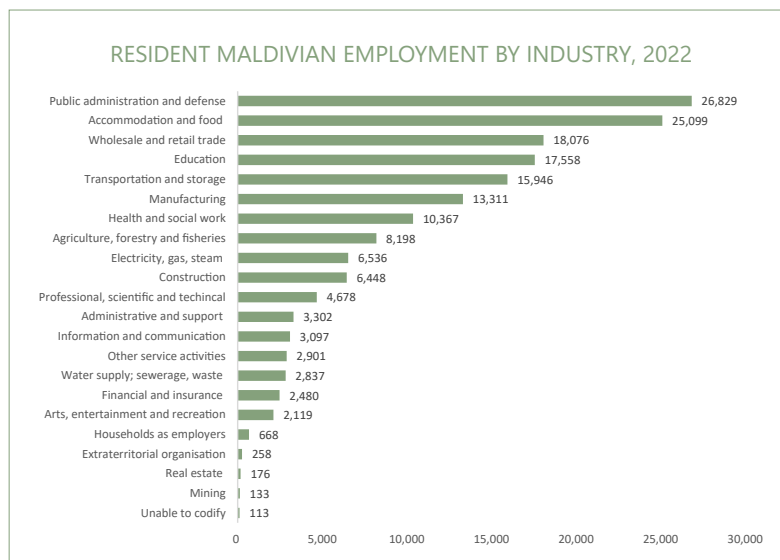


Figure 24: Resident Maldivian employment-to- population ratio by atolls, 2022

Figure 24 offers a comprehensive overview of the industries employing resident Maldivians, highlighting the diversified nature of the Maldivian economy in terms of employment. Notably, the employment landscape is not overly reliant on a single sector. The public administration and defence industry emerge as the largest employer of Maldivian workers, constituting 26,829 jobs or 15.7%, with 57% of these positions held by women.

The accommodation and food services industry, often considered the backbone of the Maldivian economy, follows closely as the second-largest employer, providing 25,099 jobs or 14.7%. Notably, this industry is dominated by a male workforce, accounting for 89% of the total.

The third-largest contributor to Maldivian employment is the wholesale and retail trade sector, offering 18,076 jobs, equivalent to one-tenth of the total workforce. Education services also play a significant role, accounting for one-third of Maldivian employment. Unlike the other three industries, the education sector is predominantly staffed by women, making up 80% of the workforce.

9. EMPLOYMENT-TO- POPULATION RATIO



9. EMPLOYMENT-TO-POPULATION RATIO

The “employment-population ratio,” a vital macroeconomic statistic, quantifies the proportion of the working-age population that is currently employed. In the Maldives, this ratio is expressed as a percentage.

9.1 Employment-to-population ratio of resident Maldivians by sex

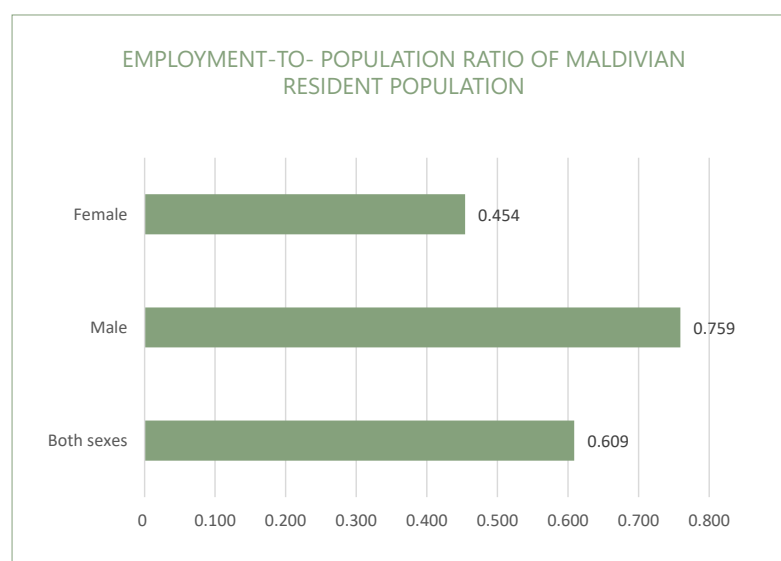


Figure 26: Employment-to- Population ratio of Maldivian resident population by sex, 2022

Figure 26 illustrates the employment-to-population ratio categorized by sex. The overall employment-to-population ratio, accounting for both genders, stands at 0.609, signifying that 60.9% of the working age population is employed. In contrast, the male employment-to-population ratio is notably higher at 0.759, indicating that 75.9% of men within the working age population are employed. Conversely, the female employment-to-population ratio lags behind at 0.454, with only 45.4% of women in the working age population participating in the workforce. These statistics unveil a prominent gender gap in employment, with men being 30.5% more likely to be employed compared to women within the working age population.

9.2 Employment-to-population ratio of Maldivian resident population by age group

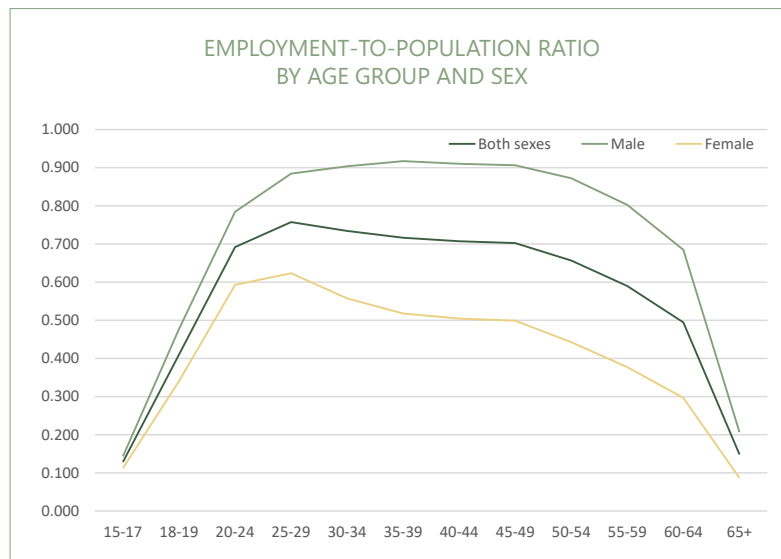


Figure 27: Employment-to-population ratio of Maldivian resident population by age group and sex, 2022

Figure 27 illustrates the employment-to-population ratio categorized by sex and age group. The overall employment-to-population ratio of males are higher across all age-groups males are more likely to be employed irrespective of the age. However, the gender gap of employment-to-population ratio widens significantly starting from the age-group of 20-24 until the age of retirement.

This gender disparity is a significant concern, and it necessitates a closer examination of the complex issues surrounding women's opportunities in the labour market, potential discrimination, the availability of family and child care support, and work flexibility. While the labour force participation rate accounts only for women engaged in the labour force, the employment-to-population ratio offers a more comprehensive understanding of the existing challenges that women face in accessing and participating in employment opportunities.

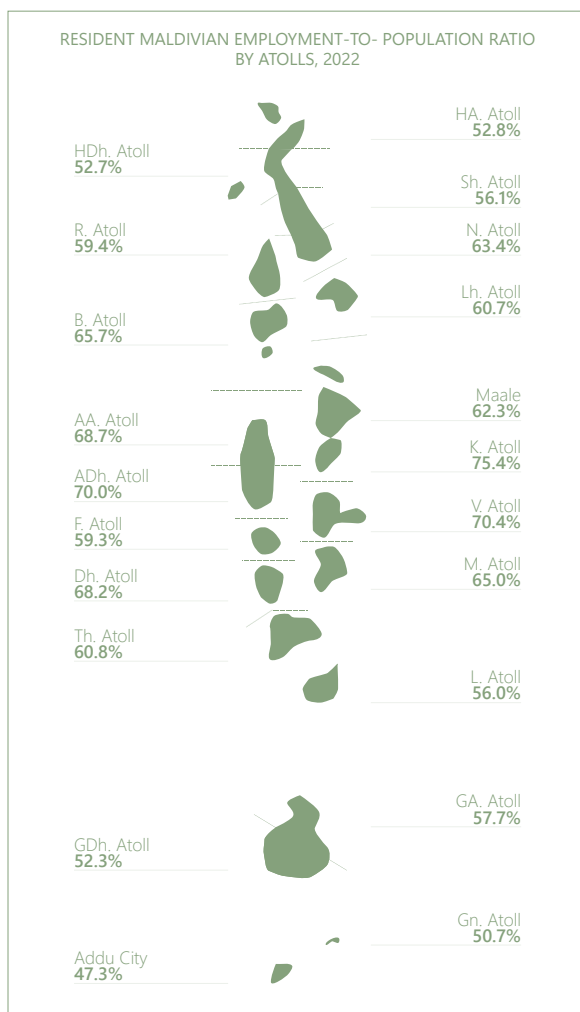


Figure 28: Resident Maldivian employment-to-population ratio by atolls, 2022

Figure 28 illustrates the employment-to-population ratio for each atoll in the Maldives, represented as percentages. The average employment-to-population ratio across all atolls and Maale is 60.9%.

The atoll with the highest employment-to-population ratio is Kaafu (K) at 75.4%, closely followed by Vaavu (V) at 70.4%, and Alif Dhaalu (ADh) at 70.0%. Conversely, the atoll with the lowest employment-to-population ratio is Addu City (S) at 47.3%, and Fuvahmulaku City (Gn) at 50.7%.

These disparities in the employment-to-population ratio can be attributed to several factors. One key influencer is the level of economic development, with the central region of the Maldives having higher ratio.

10. EMPLOYMENT RATE

10. EMPLOYMENT RATE

The employment rate is defined as the percentage of the labour force that is currently employed. It is calculated by dividing the number of employed individuals by the total labour force, expressed as a percentage. This metric is widely used as an indicator of economic activity. A high employment rate signifies a significant portion of the labour force actively contributing to the economy, potentially leading to increased productivity and economic growth. Conversely, a low employment rate suggests high unemployment, reflecting an unhealthy economy.

10.1 Employment rate by sex

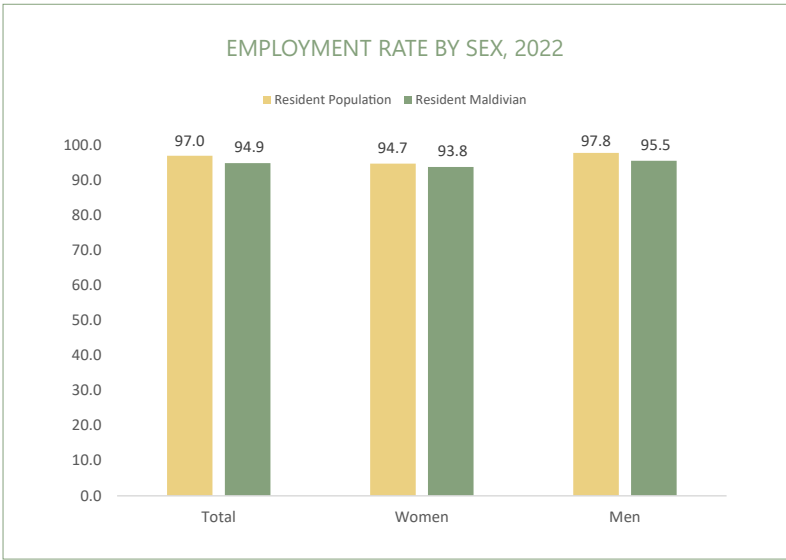


Figure 29: Employment rate by sex, 2022

As per the Census 2022 data illustrated in Figure 29, the overall employment rate of the resident population in the Maldives is 97.0%. It is noteworthy that the employment rate among women is considerably lower at 94.7% compared to that of men, which stands at 97.8%. The persistent gender gap in the employment rate remains a challenge in the Maldives. The employment rate among resident Maldivian population is 94.9% while the gender gap in employment rate among men and women is 1.8%

11. WOMEN AND EQUAL OPPORTUNITIES



11. WOMEN AND EQUAL OPPORTUNITIES

The situation of the women provides valuable insights into the overall health, fairness and future prospects of an economy. Economies with greater gender equality, higher labour force participation rate and lower gender pay gaps performs better.

11.1 Women in managerial position

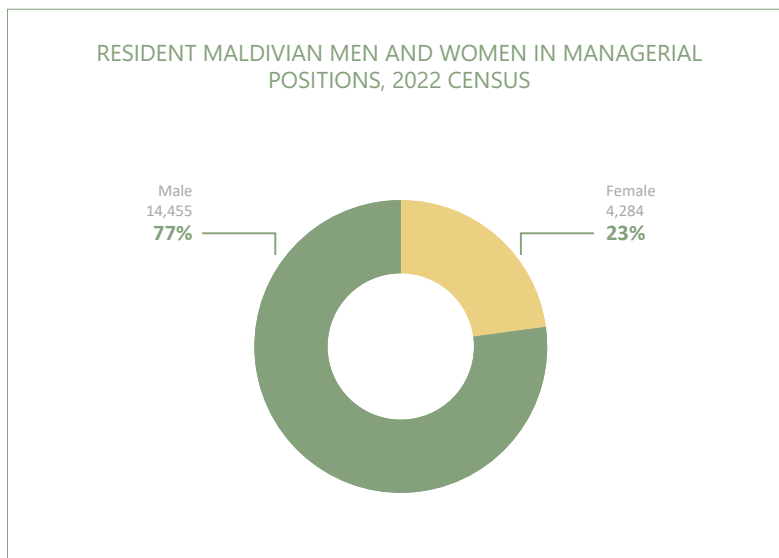


Figure 30: Resident Maldivian employment in managerial positions by sex, 2022

Figure 30 presents data from Census 2022, revealing insights into the distribution of resident Maldivian managers by gender in the Maldives.

The data shows that there are 4,284 resident Maldivian female managers and 14,455 resident Maldivian male managers. In total, there are 18,739 resident Maldivian managers, with females constituting 23% of this group, while males account for 77%. This data provides a snapshot of the gender distribution among managers in the Maldives.

However, the raw numbers alone do not fully explain the dynamics at play. To gain a deeper understanding, it is crucial to consider the context of the specific organizations or industries in which these managers work. It's important to recognize that the gender gap in management positions might vary across sectors.

Mapping the Employment Landscape: A Comprehensive Analysis of the situation in the Maldives Using Census 2022 Data

Some industries may demonstrate a more favourable environment for promoting women into management roles, while others may present challenges such as the glass ceiling that restricts women from advancing. Further analysis could benefit from information about the age distribution of managers, as well as the length of time they have been with their respective organizations. Such details would allow for a more comprehensive assessment of the gender dynamics within management and could help identify trends or areas for potential improvement in achieving gender balance at leadership levels. However, these specific data points are not available in the Census 2022, which emphasizes the importance of comprehensive research in this area.

11.2 Occupational segregation of men and women

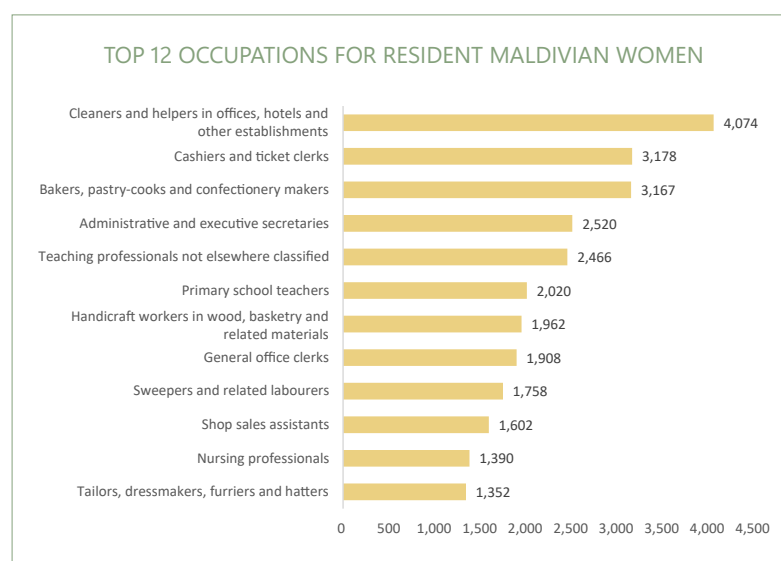


Figure 31: Top 12 occupations for resident Maldivian women, 2022

Figure 31 provides insights into the top 12 female occupations held by resident Maldivians, as per Census 2022 data.

The data highlights that the most prevalent female occupation in the Maldives is “cleaners and helpers in offices, hotels, and other establishments,” with 4,074 employees. This is followed by “cashiers and ticket clerks” (3,178 employees), “bakers, pastry-cooks, and confectionery makers” (3,167 employees), and “administrative and executive secretaries” (2,520 employees). Additionally, teaching professionals and primary teachers hold the 5th and 6th most common occupations for Maldivian women.

This occupational analysis reveals that women in the Maldives are often employed in service-oriented

roles, which include teaching, nursing, sewing, sales, and cleaning. Moreover, they are well-represented in teaching and administrative positions. Notably, executive and managerial occupations do not appear among the top 12 occupations for Maldivian women. Instead, some of these women may engage in informal, home-based work as own-account workers, which may lack the benefits and social security provisions typically associated with formal employment arrangements.

Understanding these patterns of female employment is critical for designing policies that promote gender equity, improve working conditions, and support women's participation in a wide range of professions and industries.

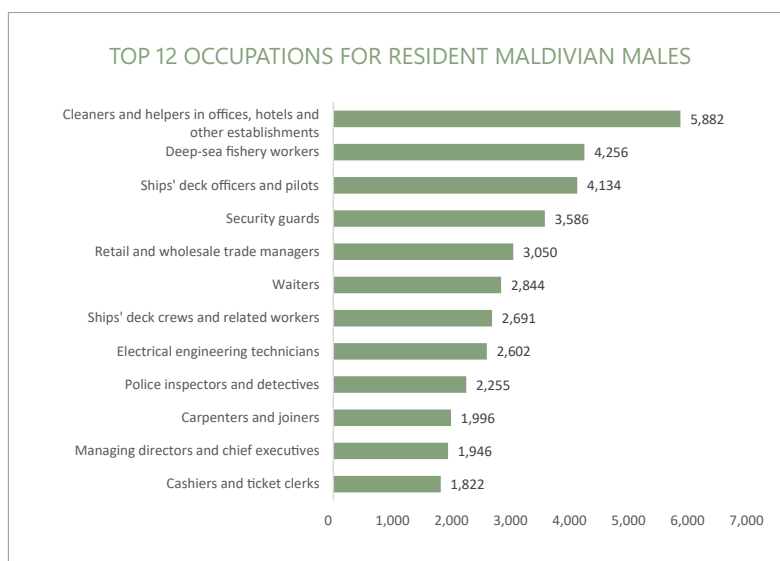


Figure 32: Top 12 occupations for resident Maldivian men, 2022

Figure 32 illustrates the top 12 male occupations for resident Maldivians, based on Census 2022 data. Interestingly, similar to their female counterparts, male occupations in the Maldives exhibit distinct patterns.

The most common male occupation in the Maldives is “cleaners and helpers in offices, hotels, and other establishments,” employing 5,882 individuals. Following closely are “deep-sea fishery workers” (4,256 employees), “ships’ deck officers and pilots” (4,134 employees), and “security guards” (3,586 employees). These patterns highlight how certain industries, like fisheries, exhibit significant gender segregation, with these roles being predominantly occupied by men.

Moreover, the data reveals a wide spectrum of male occupations in the Maldives, ranging from skilled

professions like carpentry and electrical engineering to high-level managerial positions, including managing directors and chief executives. Notably, many of the leading male occupations are linked to the tourism and transportation sectors, such as waiters, ships' deck crews, and ships' deck officers and pilots. This is likely a reflection of the tourism industry's prominent role in the Maldivian economy.

11.3 Index of gender occupational segregation

The Duncan Index of Segregation (DIS) serves as a valuable metric for assessing the degree of occupational gender segregation, shedding light on whether women and men tend to occupy different types of jobs within an economy. The DIS calculation involves several steps to provide a comprehensive understanding of this phenomenon.

To compute the DIS, one begins by quantifying the absolute differences in the proportions of women and men within each occupation. This step entails comparing the gender distribution in various job categories. The differences in these proportions reveal how skewed an occupation is in terms of gender representation. Subsequently, the absolute differences in gender proportions across all occupations are summed, effectively capturing the overall level of segregation.

Finally, the summed value is divided by two to derive the Duncan Index of Segregation. This index provides a numerical representation of gender occupational segregation. When the DIS is closer to zero, it indicates a lesser degree of segregation, suggesting a more balanced representation of women and men across various job roles. Conversely, a higher DIS signifies a greater level of segregation, implying that specific occupations are predominantly occupied by one gender.

In essence, the Duncan Index of Segregation is a critical tool for quantifying and evaluating gender imbalances in the labour market, enabling policymakers and researchers to address issues related to workplace equity and gender diversity. It helps identify areas where intervention is needed to promote more inclusive and equal opportunities for both women and men in the workforce.

$$\frac{1}{2} \sum_{i=0}^N \left| \frac{m_i}{M} - \frac{f_i}{F} \right|$$

m_i = the male population of the i^{th} occupation

M = the total male occupations

f_i = the female population of the i^{th} occupation

F = the total female occupations

A higher Duncan Index of Segregation (DIS) suggests a more pronounced level of gender occupational segregation. For instance, a DIS value of 1 signifies complete separation, where men and women predominantly occupy distinct job categories, while a DIS of 0 implies a perfect gender balance, with men and women equally distributed across all occupations. The DIS serves as a valuable instrument for evaluating gender equality within the labour market, aiding in the identification of potential disparities.

Elevated DIS values can indicate that women and men face varying challenges when entering or advancing in specific occupations. This inequality can result in women being underrepresented in high-paying and leadership roles. To calculate the DIS, it's important to note that 85 observations, including 75 males and 12 females, were excluded due to their inability to be assigned an International Standard Classification of Occupations (ISCO) code. These exclusions ensure a more accurate assessment of gender segregation in the labor market by focusing on appropriately categorized occupations.

Occupation	Male	Female	DIS
Managers	14,455	4,284	0.033
Professionals	6,987	15,952	0.094
Technicians and associate professionals	24,752	10,954	0.027
Clerical support workers	6,219	6,750	0.025
Service and sales workers	17,448	8,657	0.012
Skilled agricultural forestry and fishery workers	6,838	738	0.026
Craft and related trades workers	8,573	8,143	0.025
Plant and machine operators and assemblers	7,819	303	0.034
Elementary occupations	12,227	6,915	0.002
Armed forces occupations	2,810	219	0.011
Total	108,128	62,915	0.289

Table 4: Duncan Index of Segregation for Resident Maldivian, 2022

Based on the data presented in Table 4 from the 2022 Census, the overall Duncan Index of Segregation (DIS) for the workforce is 0.289. In practical terms, this means that, on average, approximately 28.9% of either men or women would need to change their occupations to achieve an equal distribution of men and women across various job categories.

The level of gender segregation, as indicated by the DIS, varies across different occupations. The highest levels of segregation are observed in professions, where the DIS is 9.4%. Similarly, plant and machine operators and assemblers show a DIS of 3.4%, and managers exhibit a DIS of 3.3%. Conversely, the lowest levels of segregation are found in elementary occupations (0.2%), armed forces (1.1%), and service and sales workers (1.2%).

In summary, the Duncan index of segregation highlights a moderate level of gender segregation in the Maldivian workplace. It suggests that women are more likely to be employed in roles associated with clerical support, service, sales, and elementary positions, while men are more commonly found in managerial, professional, and skilled agricultural, forestry, and fishery occupations.

Resident Maldivians' employment by industry and locality, 2022

Occupation	Atolls	Male'	DIS
Managers	0.027	0.045	0.033
Professionals	0.096	0.091	0.094
Technicians and associate professionals	0.039	0.016	0.027
Clerical support workers	0.015	0.035	0.025
Service and sales workers	0.016	0.006	0.012
Skilled agricultural forestry and fishery workers	0.041	0.005	0.026
Craft and related trades workers	0.050	0.000	0.025
Plant and machine operators and assemblers	0.035	0.031	0.034
Elementary occupations	0.004	0.003	0.002
Armed forces occupations	0.006	0.019	0.011
Total	0.329	0.251	0.289

Table 5: Duncan Index of Segregation for Maale and Atolls, 2022

The Duncan Index of Segregation (DIS) for the atolls is notably higher at 32.9% in comparison to Maale's DIS of 25.1%. This discrepancy suggests that there is a substantially higher degree of gender-based occupational segregation in the atolls when compared to Maale, indicating a significant level of gender segregation in the workplace.

Upon examining Table 5, it becomes evident that women in both Maale and the atolls experience the highest levels of segregation within professional occupations. Interestingly, in Maale, the craft and related trades workers category exhibits the lowest level of gender segregation, with a DIS of 0.0%, whereas in the atolls, this category displays the second-highest level of segregation at 5.0%. Conversely, the level of DIS is similar for both Maale and the atolls in elementary occupations.

11.4 Women in labour force and marital status

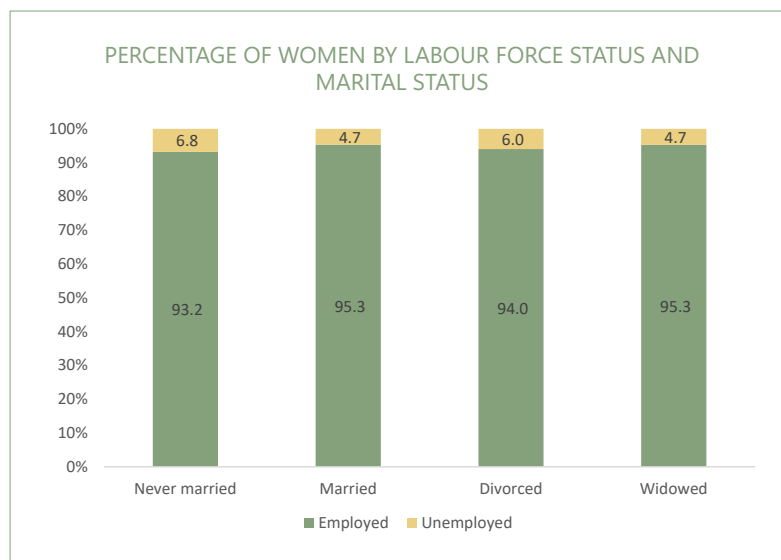


Figure 33: Percentage of resident Maldivian women by marital status and labour force status, 2022

Figure 33 provides insight into the percentage of resident Maldivian women by marital status and labour force status. To conduct this analysis, individuals who did not specify their marital status have been excluded. This exclusion affects 266 employed women who have not disclosed their marital status, while all unemployed women provided their marital status. Consequently, the total number of employed women used for this analysis amounts to 75,743, with 4,197 being unemployed.

Regarding the percentage of women in the labour force who have never been married, 93.2% are employed, while 6.8% are unemployed. The proportion of employed women among those who are married or widowed remains consistent at 95.3%. However, there is a 1.3 percentage point decrease in the employment rate for divorced women compared to married and widowed women, resulting in an employment rate of 94.0%.

12. YOUTH EMPLOYMENT



12. YOUTH EMPLOYMENT

Youth can be defined as the transitional period from childhood to adulthood, encompassing physical, emotional, and social changes. While there is no universally agreed-upon definition for youth, this report will analyse youth based on two distinct definitions: the international definition of youth, which considers individuals between the ages of 15 and 24, and the Maldivian definition of youth, which defines this group as individuals between the ages of 18 and 35. It's important to note that this analysis focuses exclusively on the youth employment of the resident Maldivian population.

Taking into consideration the Maldivian definition of youth (18-35 years), the resident Maldivian labour force consists of 180,374 individuals, of which 87,706 fall within the youth age range. This accounts for approximately 48.6% of the total labour force, highlighting the significant presence of youth in the workforce. However, when we consider the international definition of youth (15-24 years), the number decreases to 27,563 individuals, representing about 15.3% of the labour force.

This distinction between the two definitions reveals the varying perspectives on youth and emphasizes the importance of using the appropriate definition when analysing youth employment patterns in the Maldives.

12.1 Youth employment rate

The youth employment rate is a crucial labour market indicator that reflects the percentage of employed individuals within the youth population. It is calculated by taking the number of employed individuals within a specific age group, either 15–24 years or 18–35 years, and expressing it as a percentage of the total youth labour force in that age category.

This rate provides valuable insights into the extent to which young individuals are participating in the workforce and securing employment opportunities. It serves as a vital metric for assessing how effectively a country is utilizing its youth labour force and addressing issues related to youth employment.

The youth employment rate is a particularly significant indicator for policymakers, as it offers insights into the labour market dynamics, opportunities, and challenges faced by young people. A higher youth employment rate indicates that a larger proportion of young individuals within a specific age group are engaged in gainful employment, which can contribute to economic growth and development. Conversely, a lower youth employment rate may indicate challenges and barriers that young people face when seeking employment.

By calculating the youth employment rate using both the international definition (15–24 years) and the Maldivian definition (18–35 years), we can gain a comprehensive understanding of youth employment dynamics, which can guide policy decisions and initiatives aimed at promoting youth employment and economic development in the Maldives.

12.2 Youth employment rate by sex

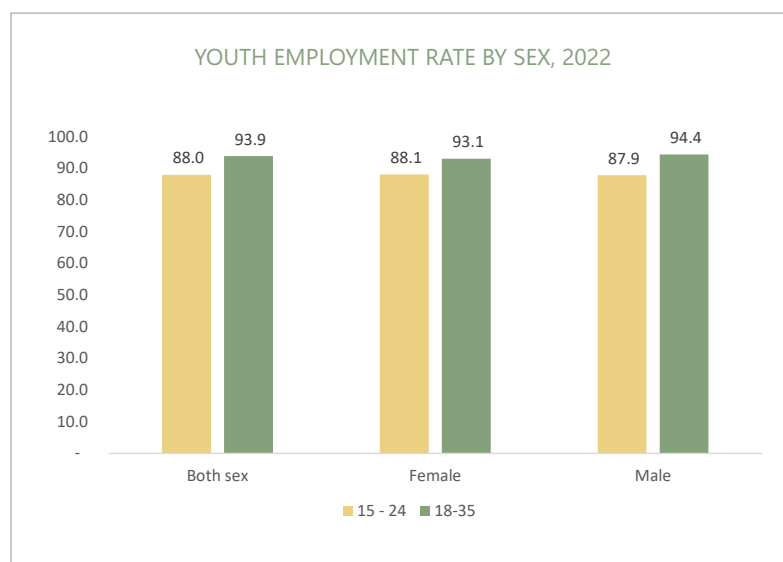


Figure 34: Youth employment rate by sex, 2022

Figure 34 illustrates the youth employment rate categorized by gender. When analysing the youth employment rate by gender, we observe that there is no significant gender disparity in the employment rate among young people. However, it's noteworthy that when applying the Maldivian definition of youth, the employment rate for females is slightly lower than that of males. This suggests a subtle gender gap in youth employment, with males having a slightly higher rate of employment than females.

This information provides a nuanced perspective on gender dynamics in the youth labour market, which is valuable for designing targeted policies and interventions aimed at promoting equal employment opportunities for young men and women in the Maldives. By addressing the specific challenges that may contribute to this gender gap, such as gender-based discrimination or differences in access to education and training, policymakers can work towards achieving greater gender equality in youth employment.

12.3 Youth employment and educational attainment

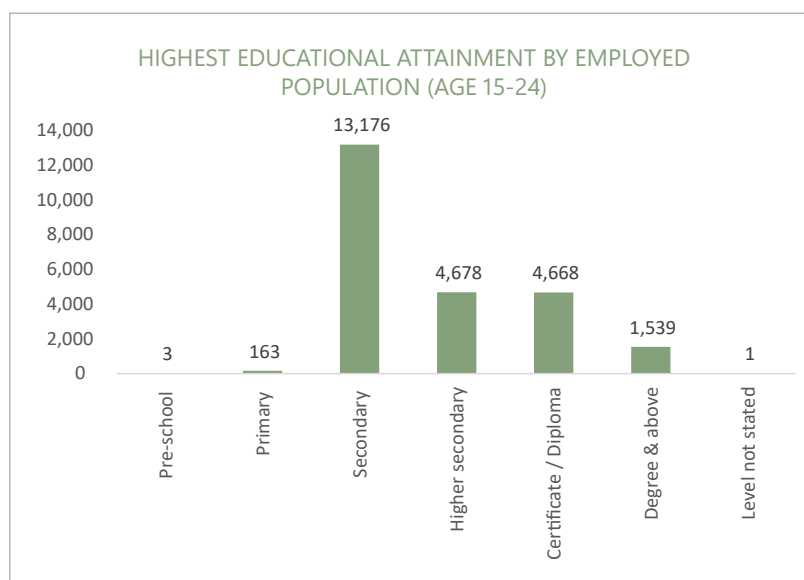


Figure 35: Youth employment for age group 15-24 by highest educational attainment, 2022

Figure 35 presents the distribution of employed youth (age group 15-24) based on their highest level of education achieved, arranged in ascending order from the lowest educational level to the highest. Among the youth who are employed, the majority (13,176 or 54%) have completed their secondary education. Approximately one-fifth of the employed youth (4,678) have achieved higher education qualifications, and another one-fifth (4,668) possess certificates or diplomas as their highest educational attainment. A smaller proportion of employed youths (6.3%) have reached the level of a degree or higher.

This data highlights the educational landscape of employed young individuals, demonstrating that secondary education is the most common level of educational attainment among them. It also underscores the importance of expanding access to higher education and vocational training opportunities to empower young people with diverse educational backgrounds and skills. Policymakers can utilize this information to make informed decisions regarding education and employment strategies for youth in the Maldives.

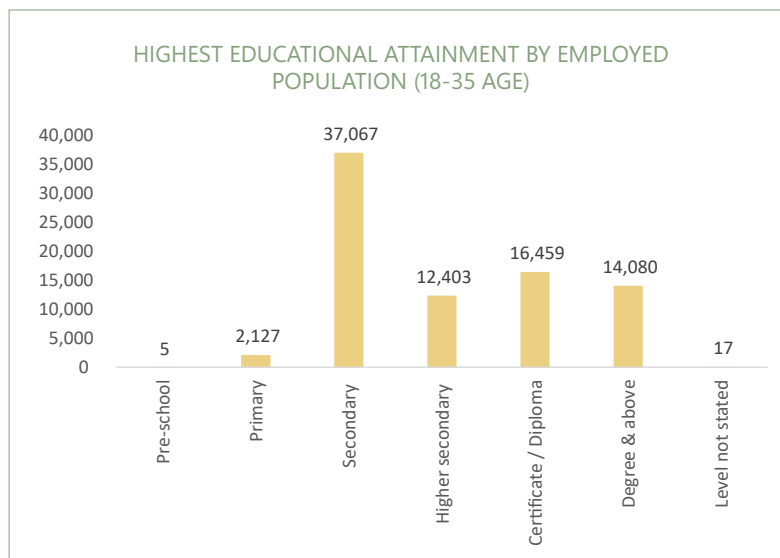


Figure 36: Youth employment for age group 18-35 by highest educational attainment, 2022

Figure 36 illustrates the distribution of employed youth (age group 18-35) based on their highest level of education achieved, arranged from the lowest educational level to the highest. The data reveals that among the employed youth, the largest group (37,067 or 45%) has completed secondary education. Additionally, approximately one-fifth of the employed youth hold certificates or diplomas as their highest educational qualification. A noteworthy 17.1% of the employed youth have reached the level of a degree or higher in their educational journey.

This information provides insights into the educational qualifications of employed youth aged 18-35, with secondary education being the most common level of attainment. It underscores the importance of promoting higher education and vocational training opportunities to equip young individuals with a diverse range of skills and qualifications. Policymakers can use this data to inform strategies aimed at enhancing the education and employment prospects for youth in the Maldives.

12.4 Youth employment by locality

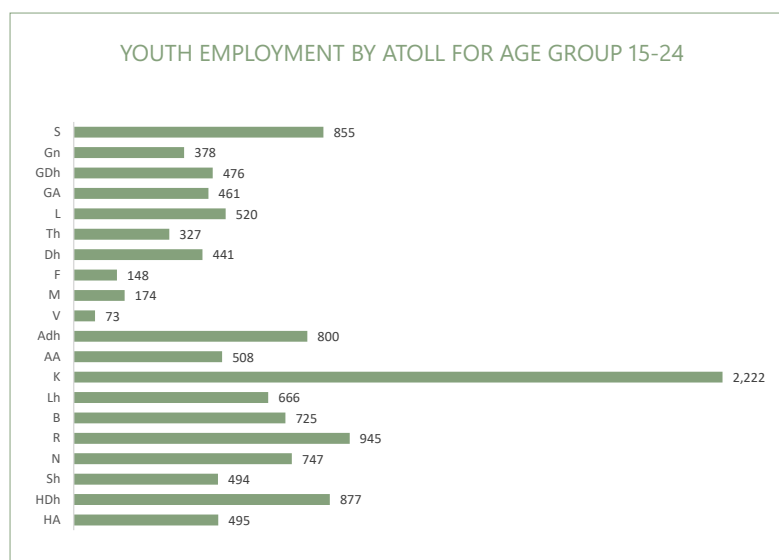


Figure 37: Youth employment for age group 15-24 by atoll, 2022

Figure 37 presents an overview of youth employment in different atolls for the age group 15-24. It is evident that there are substantial variations in youth employment across the atolls. Kaafu Atoll stands out with the highest youth employment at 2,222, while Vaavu Atoll reports the lowest youth employment rate at 73.

These disparities in youth employment rates can be attributed to several factors. Atolls with higher youth employment rates likely have more abundant economic opportunities, including jobs, internships, and vocational prospects for young individuals. Conversely, atolls with lower youth employment may face challenges such as limited population size and fewer economic activities.

Understanding these variations in youth employment rates is crucial for designing targeted policies and interventions that can address disparities and ensure that youth across all atolls have equal access to education and employment opportunities. By focusing on improving opportunities for young people, the Maldives can further enhance its socio-economic development.

12.5. Youth Not In Employment, Education Or Training (Neet)

Youth who are not in employment, education, or training (NEET) refer to individuals aged 15-24 who are currently not engaged in any of these activities. Calculating the NEET rate is crucial for policy development as it helps identify challenges within the youth population.

A high NEET rate can signify several issues, including a lack of skills and educational qualifications, potential discrimination, and limited educational and training opportunities for young individuals.

As of Census 2022, there are 10,416 NEET individuals within the 15-24 age group and 26,894 NEET individuals among the 18-35 age group. This represents (Figure 35) 19.5% of young Maldivians aged 15-24 and 23.0% of those aged 18-35 who are currently not employed, in education, or participating in training programs. Irrespective of the gender, the NEET rate in Maale is lower than in atolls. The NEET rate is high especially among women living in atolls. These statistics shed light on the challenges faced by a significant portion of the youth population in terms of education and employment opportunities.

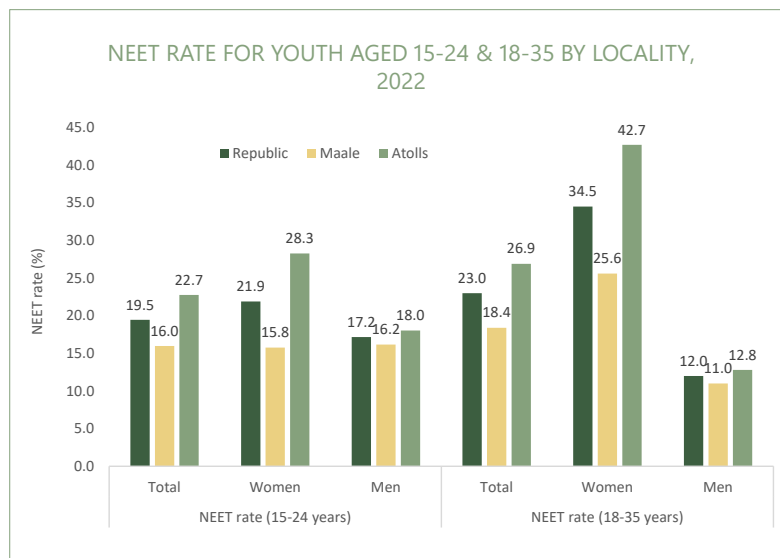


Figure 38: NEET rate for youth aged 15-24 & 18-35 by sex, 2022

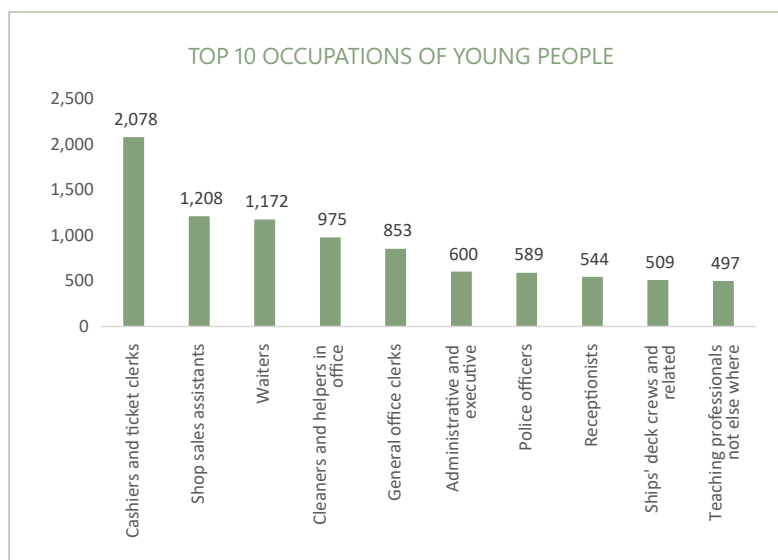


Figure 39: Top 10 occupations for youth aged 15-24, 2022

Based on the data from Census 2022 in Figure 39, the most common occupation among the youth aged 15-24 is that of Cashiers and ticket clerks, employing 2,078 young individuals, which constitutes 8.6% of the employed youth population. Shop sales assistants come next, with 1,208 individuals or 5.0% of the employed youth workforce, followed closely by waiters at 1,172 (4.8%) and cleaners and office helpers at 975 (4.0%). An additional 589 youth work as police officers, and 544 are employed in roles related to ships and maritime activities. It's worth noting that approximately 2.0% of employed youth work as teaching professionals in positions not classified elsewhere, including informal teaching roles such as private tutoring.

Furthermore, Census 2022 reveals that 1,539 youths within the age group of 15-24 have attained a first degree or higher educational qualification. This information provides valuable insights into the educational achievements of young people and can inform policies and programs aimed at improving their career prospects and opportunities.

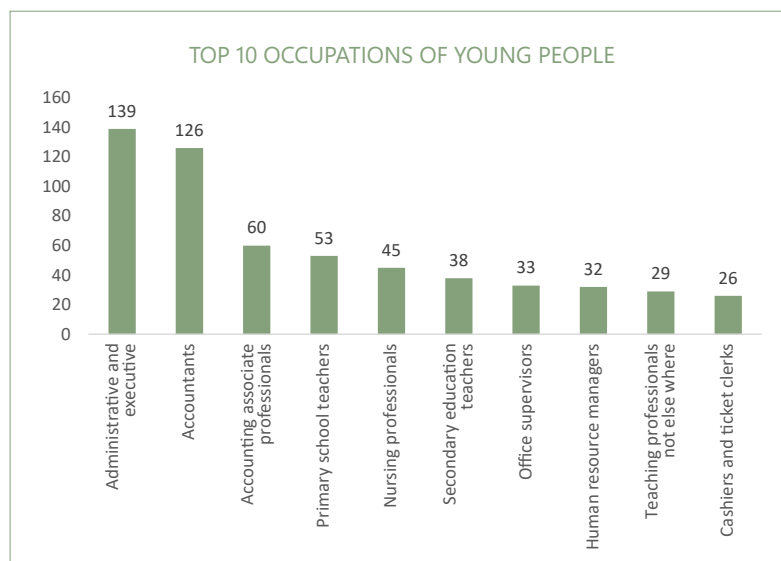


Figure 40: Top 10 occupations of youth aged 15-24 with university education, 2022

Figure 40 illustrates the top 10 occupations among youth aged 15-24 who have attained a first degree or higher. When comparing these occupations with the top 10 occupations among the entire youth population, we observe certain similarities. While these occupations are still within the service sector, they are more professionally-oriented, higher in rank, and likely to offer higher salaries.

The most common occupations among graduate youth include administrative and executives (9.0%), accountants (8.2%), accounting associate professionals (3.9%), primary school teachers (3.4%), nursing professionals (2.9%), and secondary education teachers (2.5%). It is also notable that graduate-level youths are employed in roles such as cashiers and ticket clerks, indicating a diverse range of employment opportunities for individuals with higher education qualifications. This insight showcases the importance of recognizing the broad spectrum of job opportunities available to young people with advanced educational backgrounds, even within the service sector.

13

SKILLS MISMATCH



13. SKILLS MISMATCH

Studying skills mismatch holds paramount importance in understanding and addressing inefficiencies within the labour market. It serves as a diagnostic tool, revealing disparities between the qualifications possessed by the workforce and the skill requirements of various occupations. Identifying these mismatches is crucial for optimizing the allocation of human capital, as it allows policymakers, educators, and businesses to tailor interventions, training programs, and recruitment strategies. Addressing skills mismatch not only enhances individual employability but also contributes to overall economic productivity and efficiency. For underqualified workers, targeted educational programs can bridge skill gaps, fostering a more capable and adaptable workforce. Simultaneously, addressing overqualification ensures that highly skilled individuals are utilized to their full potential, minimizing talent underutilization. In a rapidly evolving job market, the insights gained from studying skills mismatch guide the development of responsive policies and practices, ultimately promoting a more agile, competitive, and dynamic workforce.

The Maldives boasts a youthful population, and investing in education is deemed crucial for the nation's future. In recent years, the Maldivian government has made significant strides to enhance educational accessibility for all citizens, and these efforts are now yielding positive results. The ongoing commitment to education is vital for cultivating a highly educated and skilled labour force, a key factor for productivity and sustained economic growth.

According to Census 2022 data, the majority of the Maldivian workforce possesses at least a secondary education, underlining the success of initiatives aimed at promoting educational attainment.

Table 6 provides insights into correspondence between education and occupation based on ISCO-08 educational requirements, utilizing Census 2022 data. For the sake of analysis, data not classified into ISCO or ISCED has been excluded. The highest education attained serves as an approximation of the skill levels necessary for occupations, aligning with the ISCO-08 Skill level classification. This approach offers valuable insights into the educational landscape and its correlation with occupational requirements.

ISCO - 08 Major Groups	ISCO-08 Skill Level						
	Skill level 1			Skill level 2		Skill level 3	Skill level 4
	ISCED-11 Levels of Education						
	X- No schooling	0 Early childhood education	1 Primary education	2-3 Lower and Upper Secondary education	4 Post secondary non-tertiary education	5 Short-cycle tertiary education	6-8 Bachelor, Master, Doctotal or Equivalent
Managers	182	4	1,657	5,768	2,148	3,589	5,380
Professionals	25	1	315	2,758	1,749	5,012	13,076
Technicians and associate professionals	283	9	3,198	11,316	5,151	10,819	4,918
Clerical support workers	38		427	6,526	2,910	2,499	565
Service and sales workers	431	15	3,170	14,223	3,813	3,697	639
Skilled agricultural, forestry	668	16	3,017	2,225	1,056	410	29
Craft and related trades workers	791	19	5,249	5,445	2,362	2,209	369
Plant and machine operators	255	3	2,052	3,799	1,101	813	41
Elementary occupations	917	29	5,853	7,337	3,104	1,603	119
	3,590	96	19,085	19,842	9,048	27,062	25,136

Table 6: Correspondence between education and occupation based on ISCO-08 educational requirements

This analysis exposes a disparity between the qualifications of the workforce and the skills required by various occupations. This information holds the potential to improve the alignment between workers and jobs, thereby enhancing productivity and economic efficiency. Among occupational categories, technicians and associate professionals exhibit the highest number of underqualified workers (19,957), trailed by professionals (9,860) and managers (9,759). These roles typically demand formal qualifications, yet a significant portion of underqualified individuals in these occupations has achieved only primary education as their highest formal level. This discrepancy may signal a shortage of adequately qualified personnel in these fields.

Conversely, the service and sales workers category has the highest proportion of matched workers (18,036), followed by professionals (13,076), indicating a more harmonious alignment of skills and job requirements. On the other hand, the elementary occupations category demonstrates the highest percentage of overqualified workers (12,163). This observation suggests that the skills and qualifications of workers in this category may not be fully utilized in their current roles. Addressing these mismatches could lead to a more efficient utilization of skills across various occupational sectors.

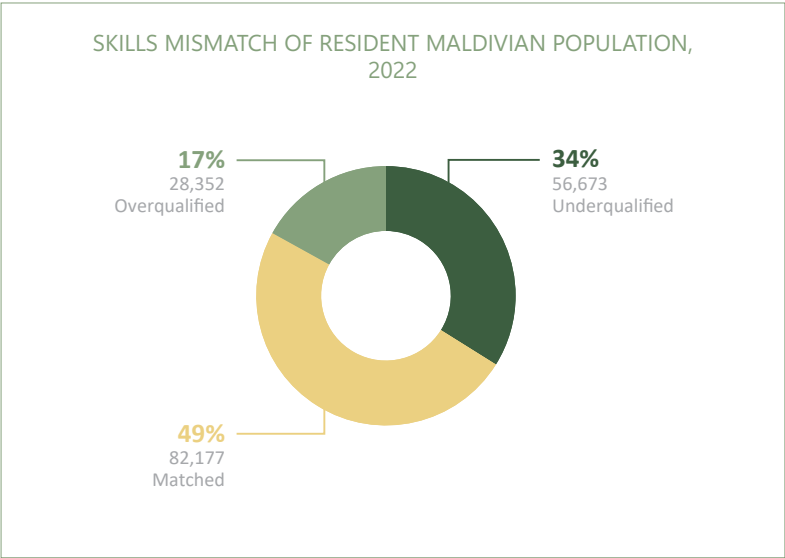


Figure 41: Skills mismatch by education level of Resident Maldivians, 2022

A pie chart (Figure 41) visually represents the distribution of jobs categorized as underqualified, matched, and overqualified. Almost half of the jobs (82,177 workers) exhibit a congruence between skill levels and job requirements, whereas around a third of the workforce (56,673) is deemed underqualified for their respective occupations. Additionally, 17% of workers (28,352) are classified as overqualified for their roles. Notably, a substantial portion of the workforce (51%) holds positions that do not align with their skills and qualifications. Underqualified workers may face challenges in effectively performing their roles due to a lack of necessary skills and knowledge, while overqualified workers might be underutilizing their skills. This analysis emphasizes a critical issue in the labor market that demands attention. Developing tailored educational programs to address the needs of underqualified workers is crucial for enhancing overall productivity.

14

WORKING CHILDREN

14. WORKING CHILDREN

In the context of Census 2022, employment is defined as participation in any income-generating activity within the defined production boundary for a minimum of one hour during the week leading up to the Census reference week. Therefore, children aged above 15 years and below 18 years who were involved in income-generating activities for at least one week prior to the Census reference week are classified as working children.

It is important to note that the International Labour Organization (ILO) acknowledges that not all work performed by individuals under the age of 18 should be categorized as child labour. This recognition is based on the premise that as long as the work undertaken by these young individuals does not negatively impact their health, personal development, or interfere with their educational pursuits, it should not be considered child labour. The term “child labour” is typically defined as work that deprives children of their childhood, potential, and dignity, and that poses a risk to their physical and mental development. This analysis does not provide sufficient evidence to conclude the presence of child labour in Maldives.

However, the data collected in Census 2022 may not provide sufficient information to definitively categorize whether a specific form of employment should be considered child labour or not. More comprehensive information and context regarding the nature of the work and its potential impact on the children involved would be needed to make such determinations.

14.1 Working children by age and sex

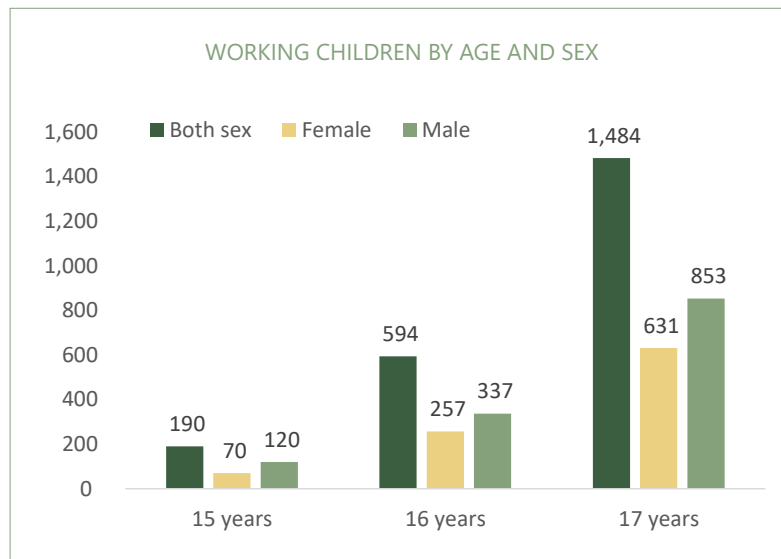


Figure 42: Number of working children by age and sex, 2022

Census 2022 (Figure 42) data reveals that there are a total of 2,268 children who are engaged in employment. Among these working children, 958 are females, and 1,310 are males. When examining their ages, it is observed that 8% of these working children are 15 years old, while 25% are 16 years old, and the majority, 65%, are 17 years old. In terms of gender distribution, working children are predominantly male, constituting 57.8% of the total, while females make up 42.2%. This information provides insights into the employment of children in different age groups and their gender distribution, which can be valuable for policy and labour market analysis... Working children by island type

14.2 Working children by island type

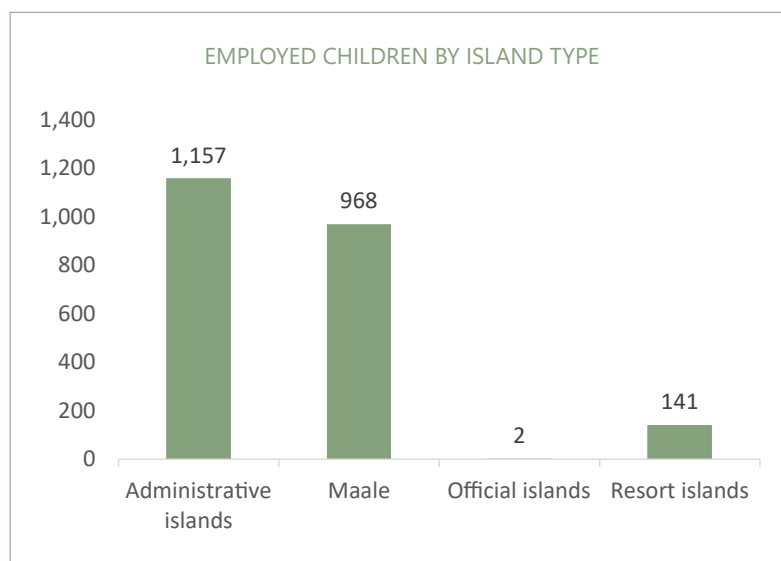


Figure 43: Number of working children by island type, 2022

Figure 43 presents an analysis of children's employment based on island types, classified into four distinct categories: administrative islands, official islands, resort islands, and Maale (the capital island). In Census 2022, there is a noteworthy disparity in the number of employed children across these different island types in the Maldives.

Out of the entire population of employed children, a significant portion, 968 or 42.7%, resides in Maale, while 1,157 or 51.0% live in administrative islands. A smaller proportion, consisting of 141 or 6.2% of children, works in resort islands. The data indicates that only 2 children are employed in official islands. This information offers insights into the geographical distribution of employed children and the varying patterns of child labour across different types of islands within the Maldives.

14.3 Working children by locality

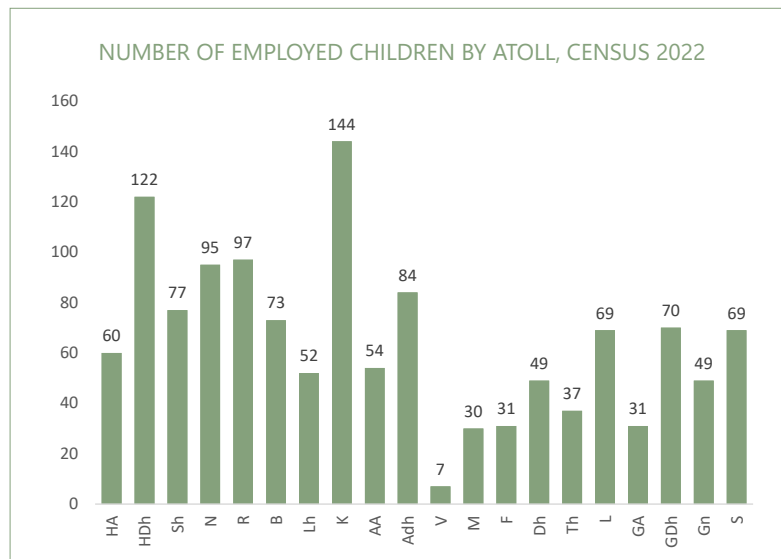


Figure 44: Number of working children by atoll, 2022

Figure 44 illustrates the distribution of working children across different localities in the Maldives, arranged from north to south. The data from Census 2022 highlights that the highest number of working children can be found in Kaafu Atoll, followed by Ha Dhaalu Atoll and Noonu Atoll. Conversely, the locality with the fewest working children is Vaavu Atoll.

The variation in the number of working children in these atolls can be attributed to several factors, including the population size of the atolls and the extent of economic opportunities available to young adults. For example, Kaafu Atoll, centrally located and in proximity to the capital, Maale, boasts a plethora of job opportunities, largely due to the concentration of resorts and guesthouses in the area. In contrast, Addu Atoll, despite being the most populous among the atolls with a population of 20,493, records only 69 working children. This discrepancy can be attributed to the fact that during the census period, none of the resorts in the atoll were operational.

In the case of Vaavu Atoll, it is the smallest and least populated atoll in the Maldives, with a total population of 1,574, and it also has the fewest working children, numbering just 7. Conversely, Haa Dhaalu Atoll is the second most populated atoll in the Maldives, with a population of 20,284, and ranks second for the highest number of working children, totalling 122. This underscores that population size can indeed influence the prevalence of child labour, in conjunction with the availability of economic opportunities.

This analysis provides valuable insights into the regional variations in child labour within the Maldives, emphasizing the interplay between population size and economic prospects in shaping the child labour landscape.

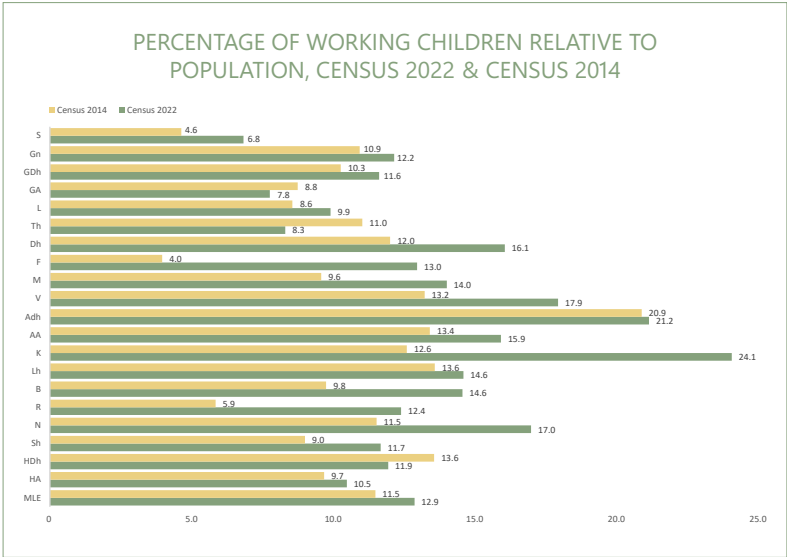


Figure 45: Percentage of working children relative to population by locality, 2022 & 2014

Figure 45 illustrates the percentage of working children in relation to the total population of the 15-17 age group for both 2022 and 2014, as reported in Census data. In 2022, the atolls with the highest percentages of working children include Kaafu Atoll (24.1%), Alifu Dhaalu Atoll (21.2%), and Vaavu Atoll (17.9%). However, the scenario was different in 2014, with the highest percentages of working children reported in Alifu Dhaalu Atoll (20.9%), Haa Dhaalu Atoll (13.6%), and Lhaviyani Atoll (13.6%).

A comparison between the Census 2014 and Census 2022 data reveals an overall increase in the percentage of working children relative to the total population for almost all localities, except for Haa Dhaalu, Thaa, and Gaafu Alifu. Notable increases were observed in Kaafu Atoll (11.5%), Faafu Atoll (9.0%), and Raa Atoll (6.6%). These increases can be attributed to various factors, including the expansion of local economies, diversification in the tourism sector, and the development of airports within or nearby these atolls.

14.4 Working children and school attendance

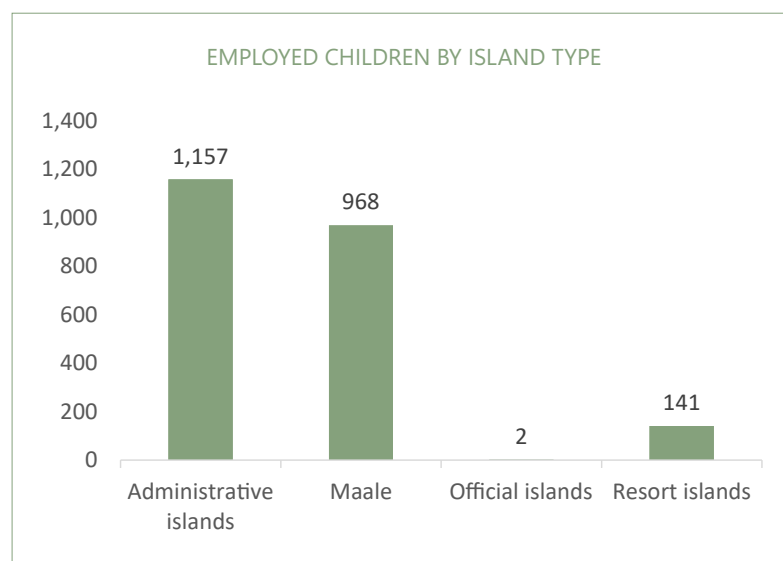


Figure 46: Working children of school attendance by sex

Figure 46 provides insights into the school attendance of working children, categorized by gender. As per the Census 2022 data, out of the 2,268 working children, only 782 are currently attending school, which accounts for approximately one-third of the working child population. The fact that a significant two-thirds of working children are not attending school is a concerning issue that warrants further investigation. It is essential to address the barriers that prevent these children from accessing education.

Notably, when the data is broken down by the age of working children, it's observed that only four of them were aged 15.

Analysing the data by gender reveals a significant gender gap in school attendance among working children. Approximately 36% of female working children attend school, whereas 33% of male working children are currently attending school. Therefore, the data indicates that female working children are slightly more likely to attend school than their male counterparts. To promote gender equality and ensure that all children have equal opportunities to access education and reach their full potential, it is crucial for a small island nation like the Maldives to implement interventions that support school attendance for working children, especially among boys.

14.5 Employment characteristics of working children

This section focuses on the employment characteristics and the type of work performed by working children.

As illustrated in Figure 47 below, out of the total 2,268 working children, more than half, which amounts to 1,197 children, are employed in the formal sector. An additional 853 children, constituting 37% of the total, work in the informal sector. A smaller portion, specifically 10%, equivalent to 218 working children, are engaged in the household sector.

This data provides valuable insights into the diverse nature of work that children are involved in, distinguishing between formal and informal employment, as well as household-related tasks. Understanding these employment characteristics is essential for creating targeted policies and interventions to protect and support the rights and well-being of working children.

14.5.1 Working children by type of production unit

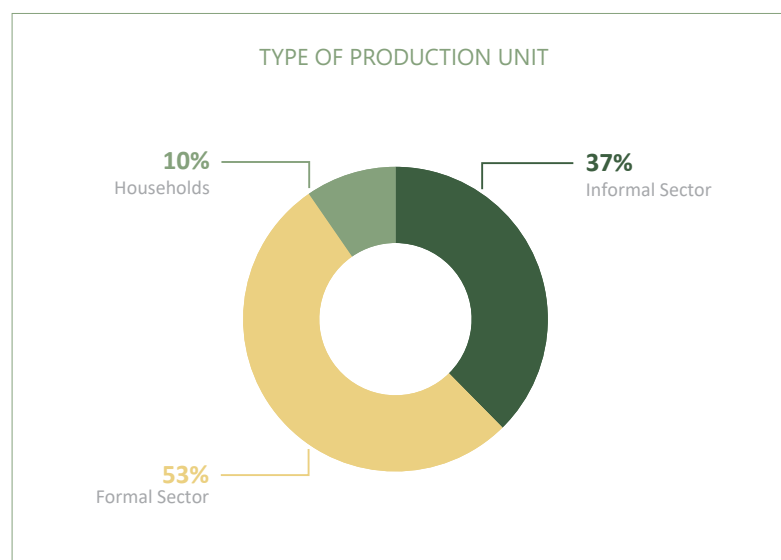


Figure 47: Percentage of working children by type of production unit, 2022

However, it is worth noting that 1,223 working children, representing 53% of the total, are not eligible to receive any form of social security benefits. Additionally, 359 working children have not indicated their eligibility status, leaving room for further investigation. Only 686 children, accounting for 30% of the working children, have reported that they are entitled to receive social security benefits.

This data underscores the importance of assessing and addressing the social security coverage for working children, ensuring their rights and welfare are protected, and providing appropriate support where needed.

14.5.2 Working children by employment status

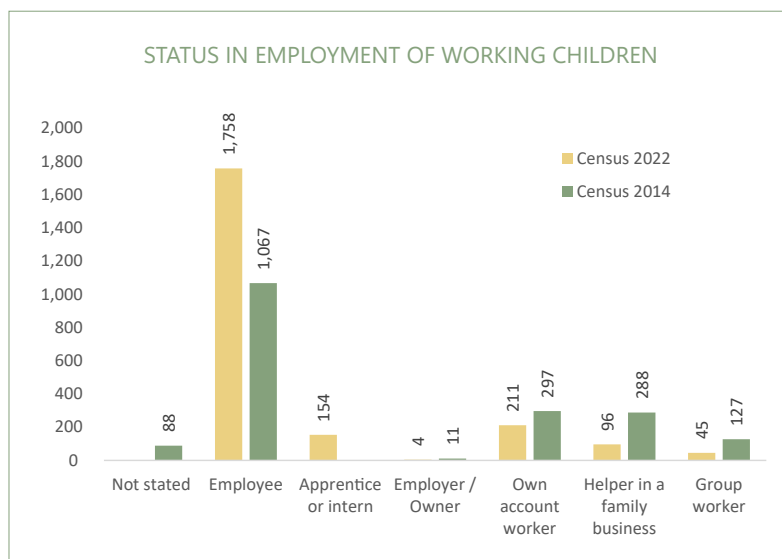


Figure 48: Employment status of working children, 2022 & 2014

Figure 48 presents the comparison of the number of employed children based on data from the Maldives Census 2022 and Census 2014. According to the Census data, the total number of children engaged in employment has increased from 1,878 in 2014 to 2,268 in 2022, representing a growth of 2.1% over this period.

One notable change is the significant increase in the number of children employed as regular employees, which surged by 64.8% in 2022. It's important to highlight that the 2022 data includes 154 children involved in paid apprenticeships, a category not previously reported in the 2014 Census. Paid apprenticeships are crucial for young individuals, providing them with valuable skills and practical experience.

The number of children classified as employers has also risen from 4 in 2014 to 11 in 2022. Ensuring these children receive proper guidance and access to financial support is essential, as it helps safeguard their right to education and overall growth. This data reflects the evolving landscape of children's employment in the Maldives and underscores the importance of creating opportunities and support systems to ensure their well-being and development.

14.5.3 Top occupations of working children

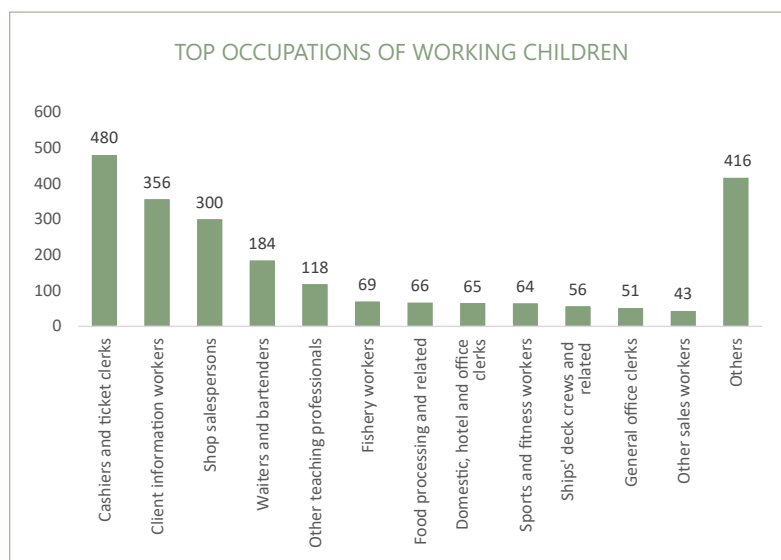


Figure 49: Top occupations of working children, 2022

Figure 49 provides an overview of the number of children employed in various occupations based on the Maldives Census 2022. The data reveals that the top five occupations with the highest number of working children are Cashiers and ticket clerks (480), Client information workers (356), Shop salespersons (300), Waiters and bartenders (184), and other teaching professionals.

Upon closer analysis of these top occupations, it becomes evident that they typically require relatively low skill levels and minimal prior work experience. These roles often align with part-time or casual work, making them appealing options for recent school graduates or those currently pursuing their education.

Of concern is the involvement of young children in occupations characterized by long working hours, such as fishery workers and ships' deck crews. Engaging in such work may hinder their ability to continue their education, limiting their future prospects. Recognizing this, it is important to ensure that children are protected and provided with opportunities that prioritize their education and overall well-being.

15. ELDERLY WORKERS



15. ELDERLY WORKERS

As life expectancies rise and birth rates decline, numerous countries grapple with a demographic shift towards an aging population. Recognizing the wealth of knowledge and expertise held by elderly individuals, some nations have implemented policies encouraging their integration into the workforce by extending retirement ages. As the Maldives undergoes a similar demographic transition, a thorough analysis of the characteristics of its elderly population becomes imperative for well-informed policy decisions.

According to Figure 45, the Maldives is home to an elderly resident population of 20,553, constituting 5% of the total resident population. Within this demographic, 3,449 individuals (15%) remain employed, while 178 (1%) are unemployed. This data implies that a significant proportion (84%) of the elderly population is not actively seeking or participating in the labor market. Understanding the dynamics of elderly employment is vital for crafting policies that both harness the potential of this demographic and address the challenges associated with an aging workforce.

15.1 Elderly workers by status of employment

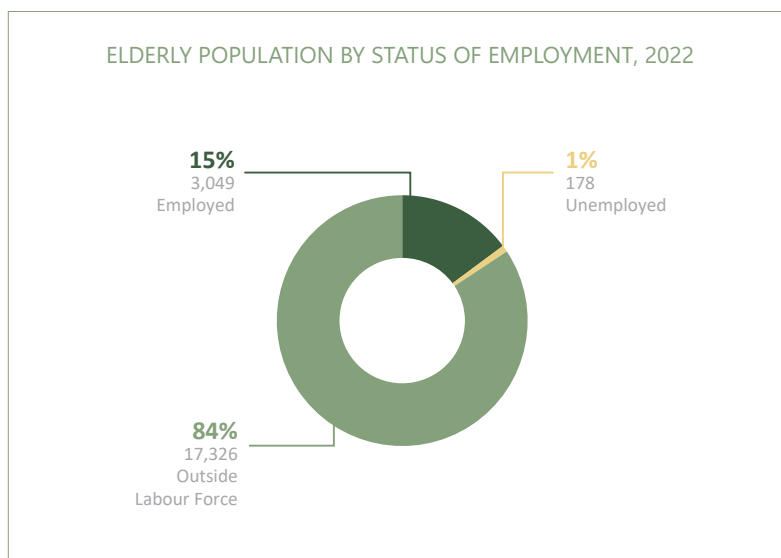


Figure 50: Elderly population by status of employment, 2022

Although the employment rate among the elderly population is high at 94.5%, their overall labour force participation rate is significantly lower, standing at 15.7%. This participation rate falls considerably short of the overall labour force participation rate of 64.2% for the resident Maldivian population.

15.2 Elderly employed population by sex

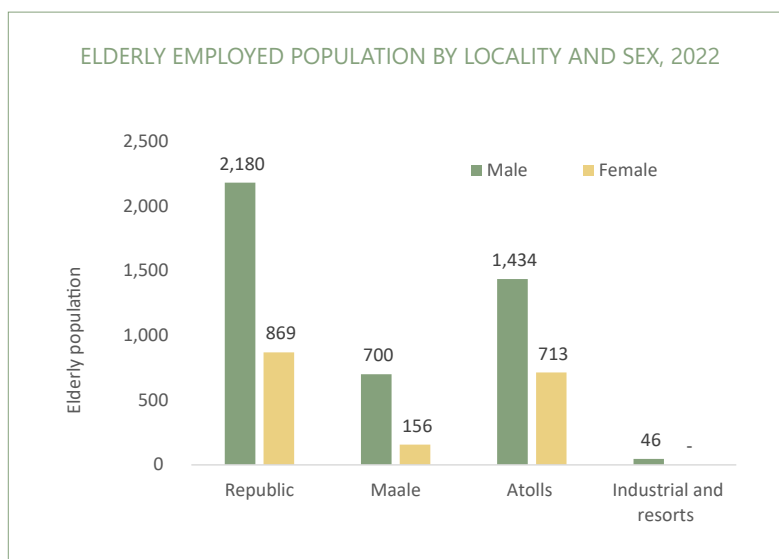


Figure 51: Elderly employed population by locality and sex, 2022

Figure 51 illustrates the distribution of elderly workers across different localities in the Maldives, categorized by gender. Male elderly workers outnumber female elderly workers in all types of islands. Atolls are home to the majority of male elderly workers, accounting for 65.8% of the total. In contrast, Maale has the highest concentration of female elderly workers, with over one-third residing there. In atolls, more than four-fifths of elderly workers are female, while Maale houses 18% of elderly female workers. Industrial islands and resorts employ a relatively small proportion of elderly workers, with approximately 1.5% of the total working population in this sector.

15.3 Elderly employed population by locality

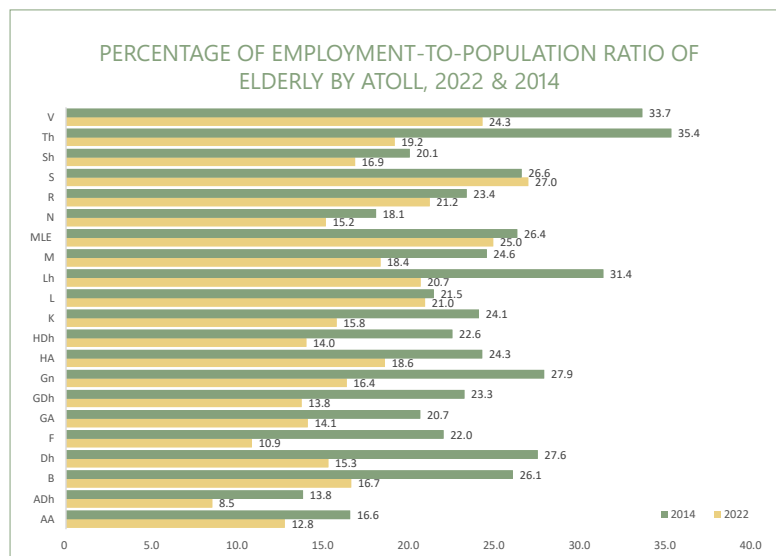


Figure 52: Percentage of employment-to-population ratio of elderly by atoll, 2022 & 2014

Figure 52 depicts the percentage of elderly employment-to-population ratio across atolls, utilizing data from the Census 2022 and 2014. While the employment-to-population ratio for the working-age population in 2022 stands at 60.9%, the ratio for the elderly population across atolls ranges from 8.5% to 27.0% in 2022, compared to a range of 13.8% to 35.4% in 2014. This data confirms a decline in the elderly employment-to-population ratio over the eight-year period. In 2022, the lowest ratio was observed in Adh Atoll (8.5%), mirroring the situation in 2014 (13.8%). Conversely, Addu Atoll held the highest ratio in 2022 (27.0%), while Thaa Atoll held the highest ratio in 2014 (35.4%). Among atolls, Thaa Atoll experienced the most significant decline in the ratio, with a drop of 16.2%. Seenu Atoll is the only atoll to exhibit an increase, with a rise of 0.39%. Due to the small size of the Maldivian population, further analysis is necessary to identify and address the factors contributing to the lower employment-to-population ratio among the elderly. Potential reasons for the decline include demographic changes, such as increased childcare responsibilities, health issues, caregiving duties, technological advancements, employer attitudes, or policy changes related to retirement benefits.

15.4 Top occupations of elderly

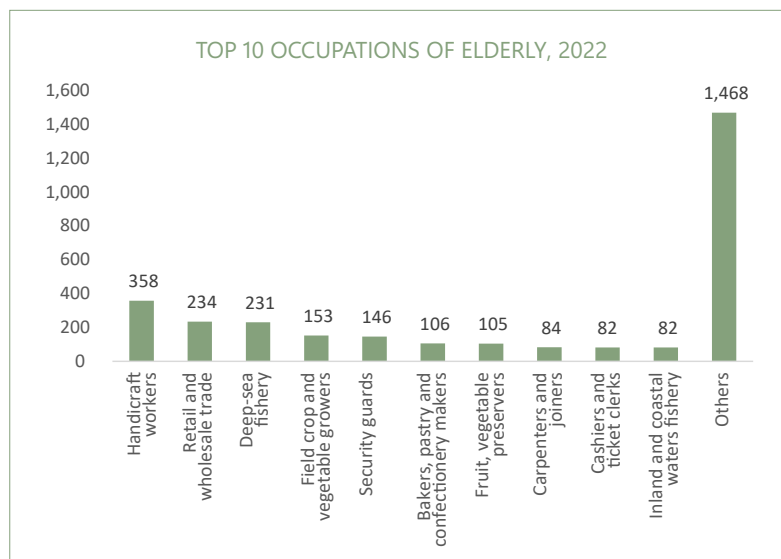


Figure 53: Top 10 occupations of elderly, 2022

Figure 53 presents the top ten occupations held by the elderly population in the Maldives in 2022. Handicraft work (358) stands as the most prevalent occupation among the elderly, primarily undertaken by elderly women. Fishing in the deep sea is the primary occupation for most elderly men. Retail and wholesale trade also employs a significant number of elderly men. Field crop and vegetable growing (153) ranks as the fourth most common occupation, while working as a security guard (146) is the fifth most common. Overall, the data on the occupations of the elderly proves valuable in formulating employment policies specifically tailored to the elderly population.

15.5 Top economic activities of elderly

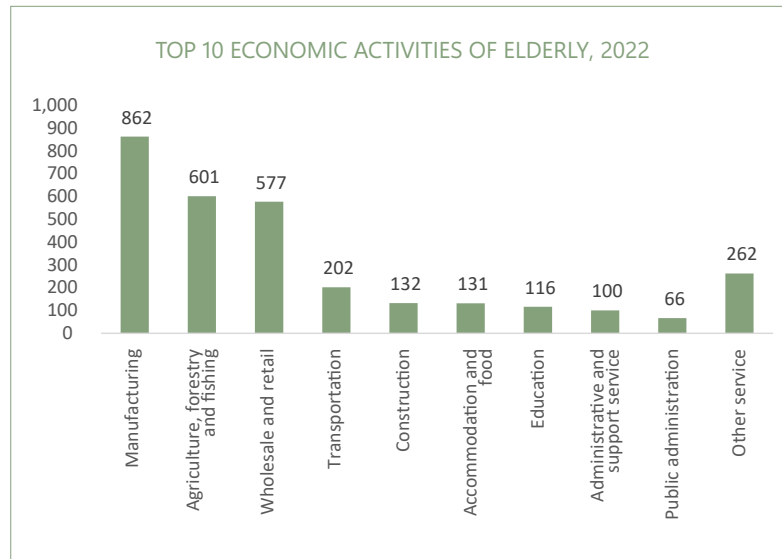


Figure 54: Top 10 economic activities of elderly, 2022

Figure 54 illustrates the top ten economic activities engaged in by the elderly population in the Maldives in 2022. Manufacturing emerges as the most prevalent economic activity, with 962 elderly individuals involved. Agriculture, forestry, and fishing follow closely behind, employing 601 elderly individuals. Wholesale and retail trade provides employment opportunities for 577 elderly individuals. Other industries that employ the elderly population include transportation (202), construction (132), accommodation and food services (131), education (116), administrative and support services (100), and public administration (66). This data reveals the diverse range of work undertaken by the elderly population.

16

WORKERS WITH DISABILITY



16. WORKERS WITH DISABILITY

Employment plays a pivotal role in poverty reduction and mitigating inequality, particularly among minority groups. However, disabled individuals often confront substantial hurdles in securing and maintaining employment due to discrimination and accessibility challenges. This section specifically delves into the employment status of disabled workers.

As per the Census 2022 criteria, an individual is considered disabled if they encounter “a lot of difficulty” or are “unable to do at all” in at least one of six domains: seeing (even with eyeglasses), hearing (even with hearing aids), walking or climbing stairs, remembering or concentrating, self-care, or communicating in their usual language.

The Census 2022 records a total of 24,401 disabled individuals, with 21,592 falling within the working-age group (7.7% of the working-age population). In the atolls, the percentage of disabled individuals to the total working population is higher (9.9%) compared to Maale (6.0%). In the industrial and resort islands, the percentage is 1.5%. However, only 6,990 disabled individuals were reported as employed in 2022, representing approximately one-third of the disabled population. The data underscores the challenges faced by disabled individuals in accessing employment opportunities and emphasizes the need for targeted initiatives to enhance inclusivity and accessibility in the workforce.

16.1: Main labour force indicators of persons with disability

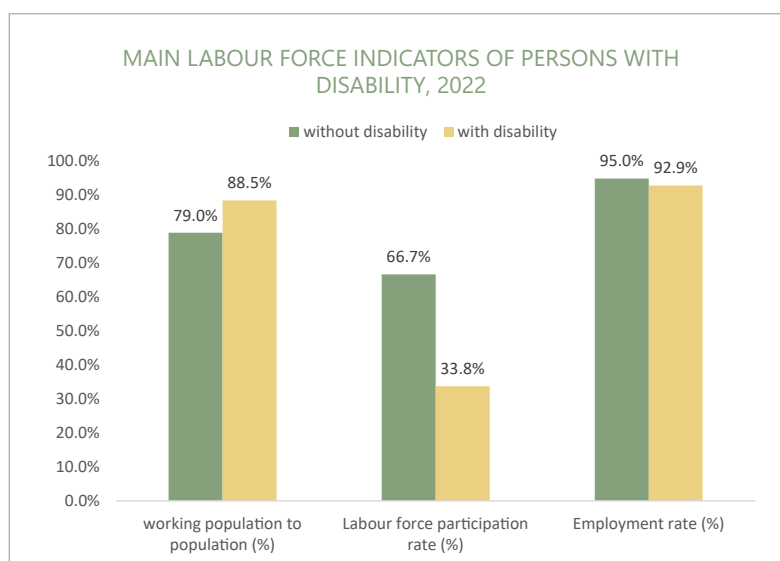


Figure 55: Main labour force indicators of persons with disability, 2022

A substantial 88.5% of the disabled population falls within the working-age group, surpassing the proportion of working-age individuals without disabilities (79.0%), indicating a higher percentage of the disabled population in the employable age bracket.

Among the working-age population, two-thirds of individuals without disabilities actively participate in the labour force, while only one-third of the disabled working-age population is actively engaged. This disparity could arise from the severity of disability or the challenges faced by disabled individuals in the job market. Further research is necessary to delve into the underlying causes of the lower labour force participation rate among disabled individuals and to develop inclusive labour market policies.

The employment rate for disabled individuals stands at 92.9%, compared to 95% for individuals without disabilities. This difference indicates that disabled individuals face greater challenges in securing employment opportunities.

The data reveals that the most common occupation among the disabled population, irrespective of disability type, is as cleaners and helpers in offices, hotels, and establishments, constituting approximately 12.9% of employed disabled individuals. Other occupations among employed disabled individuals include low-skilled jobs such as security guards, sweepers, waiters, and others. Addressing these patterns requires a comprehensive approach to create a more inclusive and accommodating job market for disabled individuals.

16.2: Employment status of persons with disability

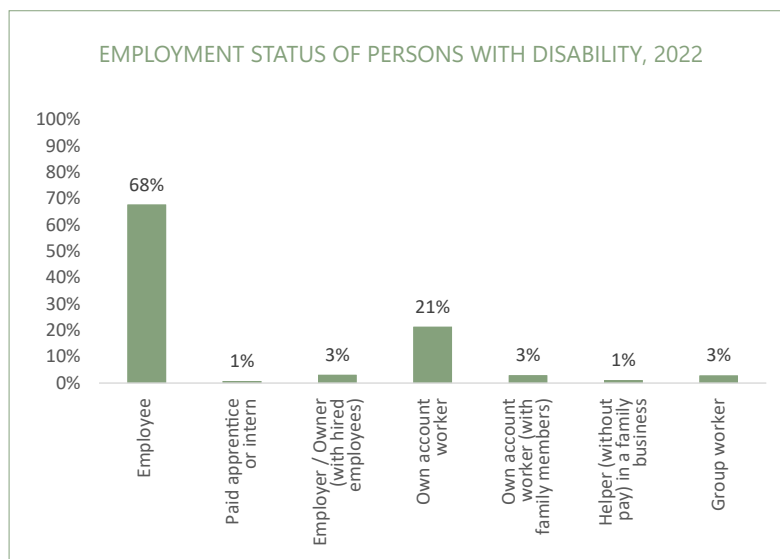


Figure 56: Employment status of persons with disability, 2022

The majority of workers with disabilities (68%) are employed as employees. This is a positive indication that employers are increasingly recognizing the value and skills of disabled individuals. Additionally, 21% of workers with disabilities are own-account workers and 3% work with family members, suggesting that nearly a quarter of disabled workers are self-employed. This highlights the entrepreneurial spirit and resilience of this population.

While 1% of disabled workers are paid apprentices or interns and another 1% work as unpaid helpers in family businesses, there is still room for improvement in employment opportunities for disabled individuals. Addressing the challenges faced by disabled workers, such as finding jobs, retaining employment, and overcoming workplace discrimination due to accessibility issues, is crucial to achieving a more inclusive and equitable labour market.

17

MIGRANTS IN THE LABOUR FORCE



17. MIGRANTS IN THE LABOUR FORCE

A migrant is an individual who relocates from their usual place of residence, either within a country or across an international border, either temporarily or permanently, for various reasons. In small island developing states like the Maldives, migrant labour is indispensable, addressing labour shortages in low-wage, low-skilled jobs in sectors such as construction, and contributing to professional and high-skilled roles in tourism, education, healthcare, and other industries. The economic contribution of migrant workers to the Maldives is pivotal, and this analysis section focuses on both internal and international migrant labour forces in the country.

According to the 2022 Census, the total resident population of the Maldives is 515,132, with 239,154 individuals (46.4%) having migrated from their usual residence at some point. Among the migrant population, 78.0% are males and 22.0% are females. Of these migrants, 109,782 (45.9%) are internal migrants, and 129,372 (54.1%) are international migrants, representing 97.6% of the total resident foreign population in the Maldives. For employment purposes, 32,707 or 20% of the employed population has migrated, indicating a significant reason for internal migration among the resident Maldivian population.

Approximately 26% of the resident population comprises foreign residents, and the number of international migrants in the labour force is 129,292, accounting for 43% of the total labour force in the Maldives. Migrant labour is a cornerstone of the Maldives' economic vitality, addressing critical labour needs and fostering economic growth. The government should continue supporting and protecting migrant workers to sustain this positive impact on the economy.

17.1 International migrant labour force by island type

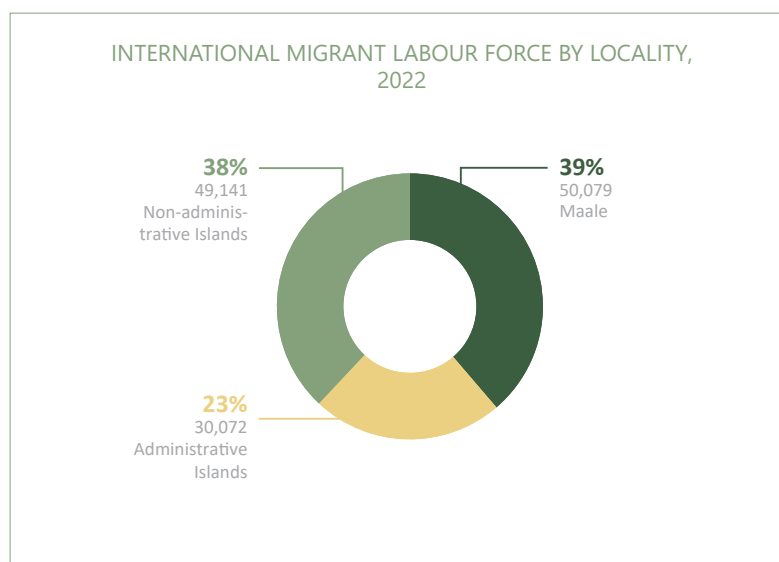


Figure 59: International migrant labour force by locality, 2022

Figure 59 illustrates the distribution of the international migrant labour force in the Maldives across different localities. According to the Census 2022 data, Maale is home to 50,079 international migrant workers, representing 39% of the total international migrant labour force. The other administrative islands collectively host 30,072 international migrant workers, accounting for 23% of the total. The remaining 38% of international migrant workers, totalling 49,141 individuals, reside in non-administrative islands.

Usual Residence	Previous Residence			
	Abroad	Maale	Atolls	Total
Maale	10,449	-	38,034	48,483
Atolls	1,911	22,072	31,547	55,530
Total	12,360	22,072	69,581	104,013

Table 7: Migration among resident Maldivian employed population, 2022

According to the Census 2022 data, 759 individuals who did not report their previous residence have been excluded from the analysis of the migration patterns of the resident Maldivian employed population. Table 5 reveals that internal migration is more prevalent among resident Maldivians compared to international migration. Out of the total ever-migrated population, 104,013 are employed resident Maldivians, of which 12,360 (11.9%) are international migrants. The majority (84.5%) of the international migrant Maldivian

population currently resides in Maale, while the remaining 15.5% live in the atolls.

Examining the internal migration patterns of employed resident Maldivians who currently reside in Maale, it is found that 38,034 individuals had previously resided in the atolls. This represents 54.7% of the total internal migrant atoll population. Additionally, 22,072 individuals who had previously resided in Maale have since returned to the atolls. These findings indicate that a substantial number (31,547 or 30.3%) of employed resident Maldivians are intra-atoll migrants.

In summary, the analysis of the migration patterns of employed resident Maldivians based on the Census 2022 data highlights the predominance of internal migration over international migration. Maale serves as the primary destination for both international and internal migrants, while a significant proportion of employed resident Maldivians engage in intra-atoll migration.

17.2 International migrants by industry

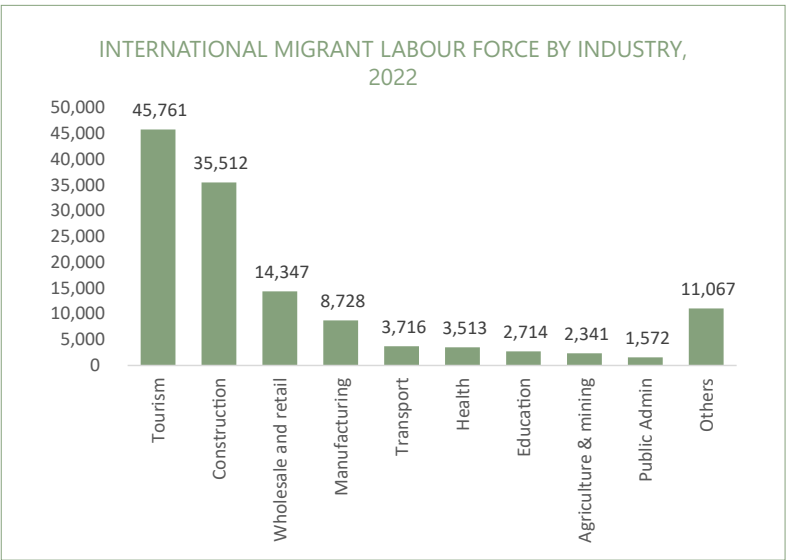


Figure 58: International migrant labour force by industry, 2022

Figure 58 presents employed international migrant workers by industry. Migrant workers play a crucial role in the Maldivian economy, contributing significantly to various sectors, including tourism, construction, healthcare, and education. Their presence has been instrumental in fuelling the country’s economic growth and development. The data reveals that although tourism industry is the pillar of Maldivian economy, the industry employs the largest number of migrant workers (45,761). Migrant workers, primarily

from Bangladesh (39%) and India (24%) for a substantial portion of the foreign workforce of the industry. The presence of migrant workers from housekeeping to food and beverage services to managerial posts shows the crucial role they play in the tourism industry.

The construction industry is another key industry that depends heavily on the migrant work force. Among the 35,512 international migrant workers, nearly half are from Bangladesh while 39% are from India. The migrant workers undertake various jobs in these two key driving industries of Maldives from unskilled to specialized jobs. These industries are typically labour-intensive and require a large number of workers.

17.3 International migrants by nationality

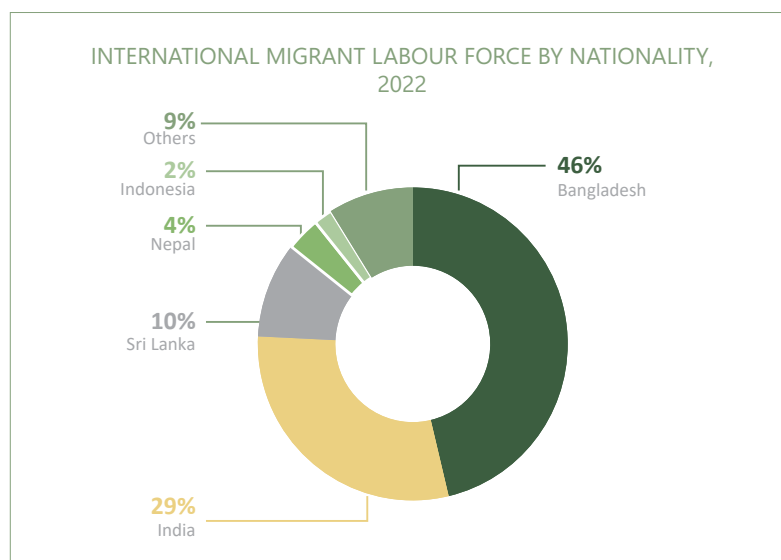


Figure 59: International migrant labour force by nationality, 2022

The international migrant workers from various countries play a pivotal role in the Maldivian economy. Census 2022 (Figure 59) reveals that 85% constitute of migrant workers from three neighbouring countries; Bangladesh, India and Sri Lanka. Among the migrant workers nearly half (46%) are from Bangladesh. The significant portion of migrant workers from Bangladesh are mainly attributed by the availability of unskilled and skilled labour at a relatively low wage compared to the other neighbouring countries. This is followed by the evident number of Indian workers (29%) and Sri Lankan workers (10%). Migrant workers from other 143 nations represent only 15% of the total migrant workers in the Maldives.

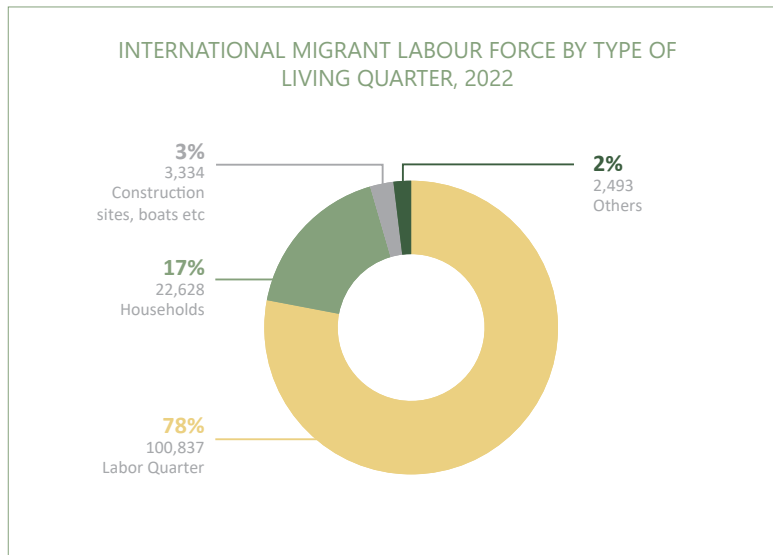


Figure 60: International migrant labour force by type of living quarter, 2022

Figure 60 illustrates the living arrangements of international migrant workers. The majority (78%) reside in labour quarters mainly provided by the employer. This means that minority of them (22%) are able to find housing outside of employer provided dwellings. Moreover 17% of them live in regular household, while 3% lives in construction sites, boats and tents. A small fraction (2%) of the international migrant workers resides in guesthouses, huts, business units or in institutionalized living quarters.

18

CONCLUSION AND RECOMMENDATIONS

CONCLUSION AND RECOMMENDATIONS

The comprehensive analysis of the employment landscape in the Maldives, utilizing data from Census 2022, highlights noteworthy improvements compared to 2014. Over the past eight years, the working-age population has exhibited a substantial growth of 14.8%, accompanied by a commendable 11.6 percentage point increase in the labour force participation rate. The national employment rate among resident Maldivians has risen by 0.1 percentage points, reaching an 94.9%, with an exceptionally low unemployment rate among foreign migrant population of 0.06%. Despite these positive trends, certain challenges persist, necessitating strategic interventions for sustained progress.

Diversification of the economy stands out as a critical imperative, particularly in reducing dependency on the tourism sector. Moreover, addressing the gender gap in employment remains a significant challenge, as evidenced by the persistently low labour force participation rate among women. Notably, only 49% of Maldivians are currently employed in roles that align with their qualifications and skills, signalling a potential mismatch in the job market.

One prominent concern is the heavy reliance on the international migrant workforce for both skilled and unskilled positions. This underscores a shortfall in the resident Maldivian labour force, posing a hindrance to the nation's economic expansion.

To address these challenges and foster a more resilient and inclusive labour market, the Maldives government is encouraged to consider several strategic measures. First and foremost, investing in education and training programs is pivotal to enhancing the skill set of the workforce, aligning it with the evolving needs of the job market. Additionally, initiatives promoting entrepreneurship and supporting small businesses can contribute to job creation and economic diversification. Lastly, implementing policies that specifically address gender disparities in the workforce is essential for unlocking the full potential of the nation's human capital. By undertaking these measures, the Maldives can chart a course towards a more robust, diversified, and equitable employment landscape, ensuring sustainable economic growth and prosperity.



MALDIVES BUREAU OF STATISTICS

Ministry of Housing, Land and Urban development
Dharul Eman Building (7, 8, 9th Floor),
Majeedhee Magu,
Maafannu,
Male 20345,
Republic of Maldives

info@stats.gov.mv
<http://statisticsmaldives.gov.mv>



statsmaldives



UNFPA Maldives Country Office

Shinetree Building,
3rd Floor,
Boduthakurufaanu Magu,
Maafannu,
Male' 20184,
Republic of Maldives

maldives.office@unfpa.org
<http://maldivesunfpa.org>



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