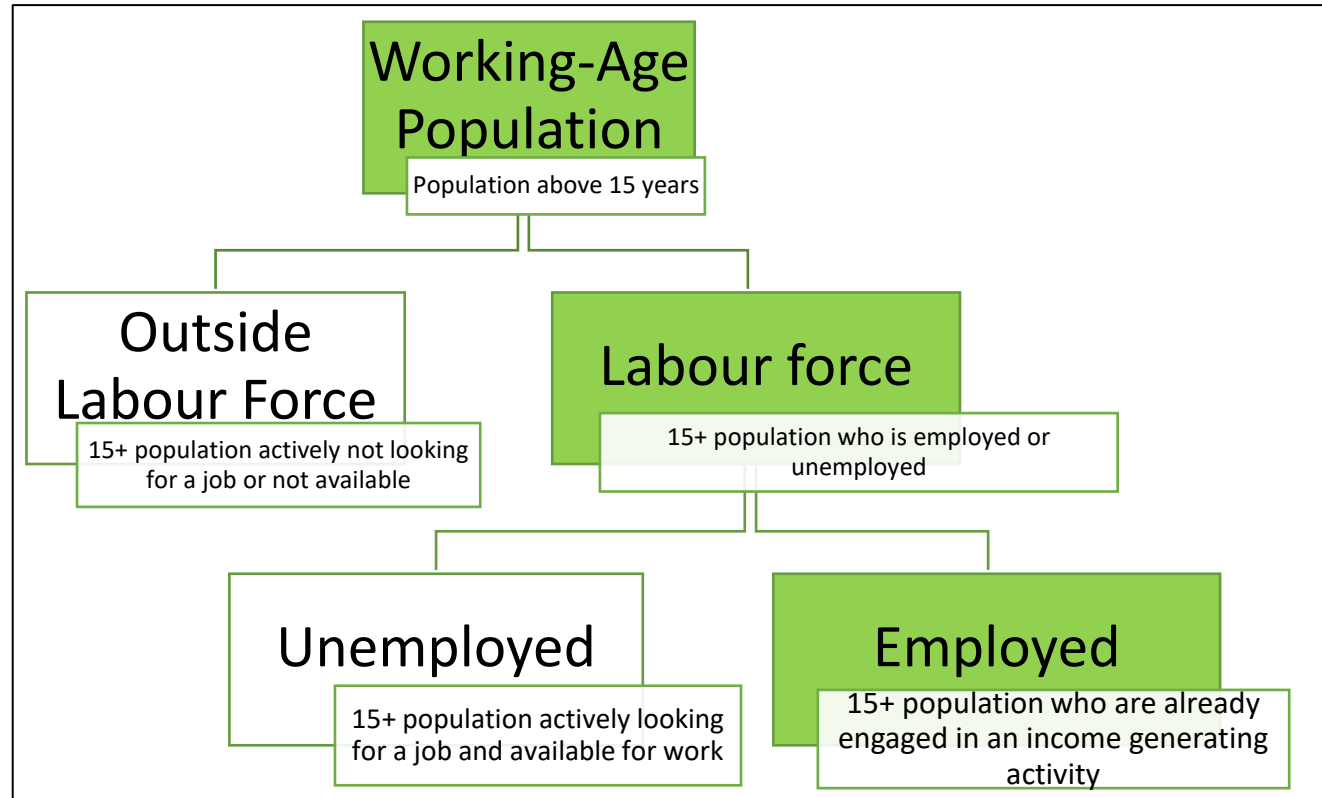




Mapping the Employment Landscape: A Comprehensive Analysis of the situation in the Maldives

Aishath Hassan
Chief Statistician

Overview: Composite of working-age population



WORKING-AGE POPULATION

Working-age population

Resident Population



411,219

Total

281,131

Maldivian

130,088

Foreign

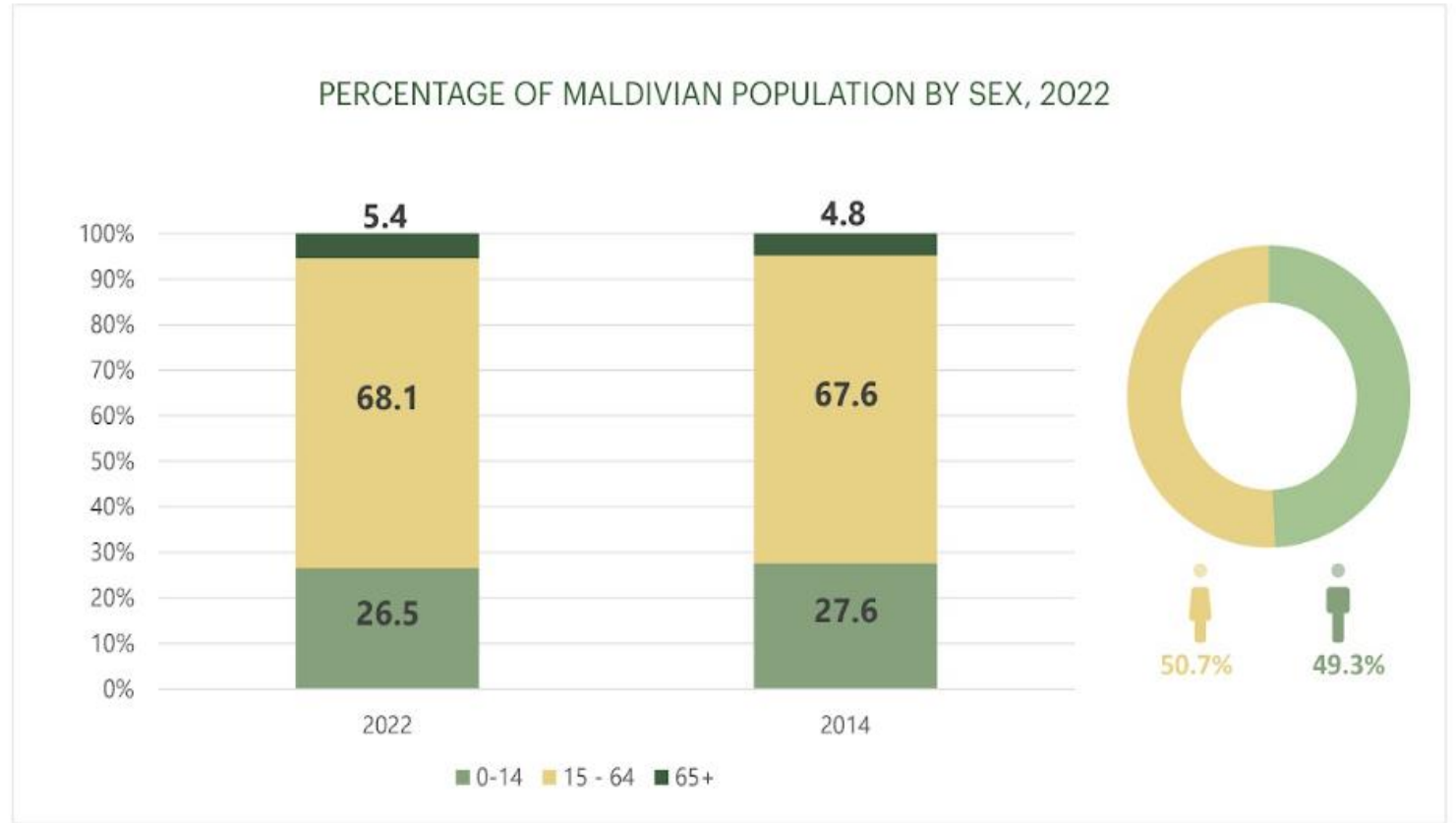
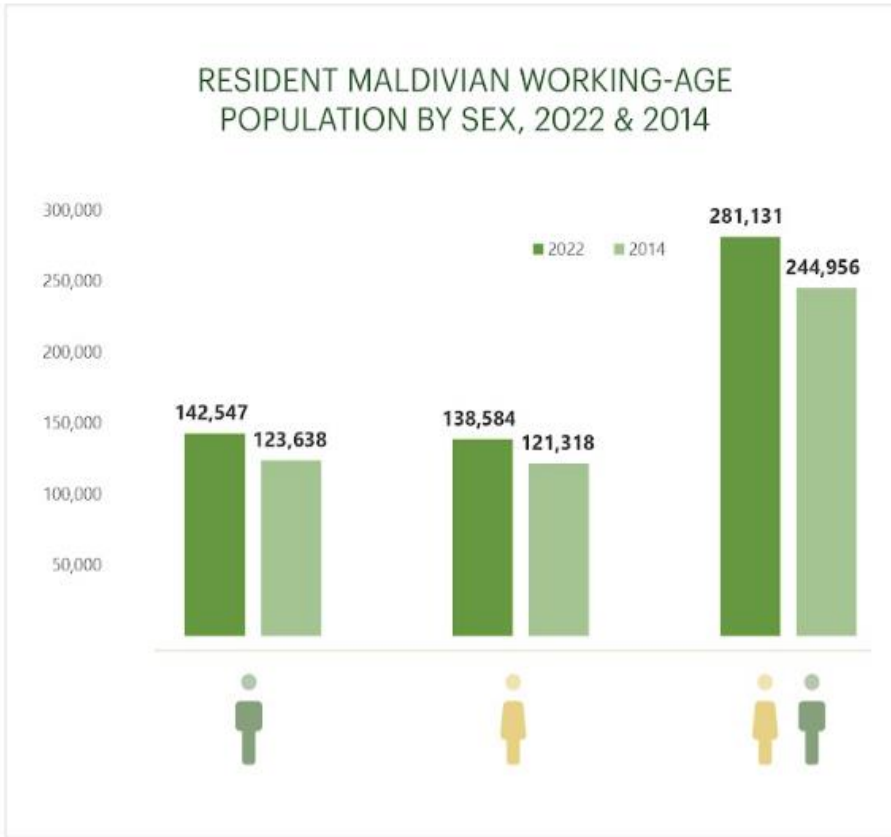
Census 2022 shows that the total resident working-age population of Maldives is **411,219**. This includes **281,131** resident Maldivians and **130,088** as resident foreigners.

Working-age population



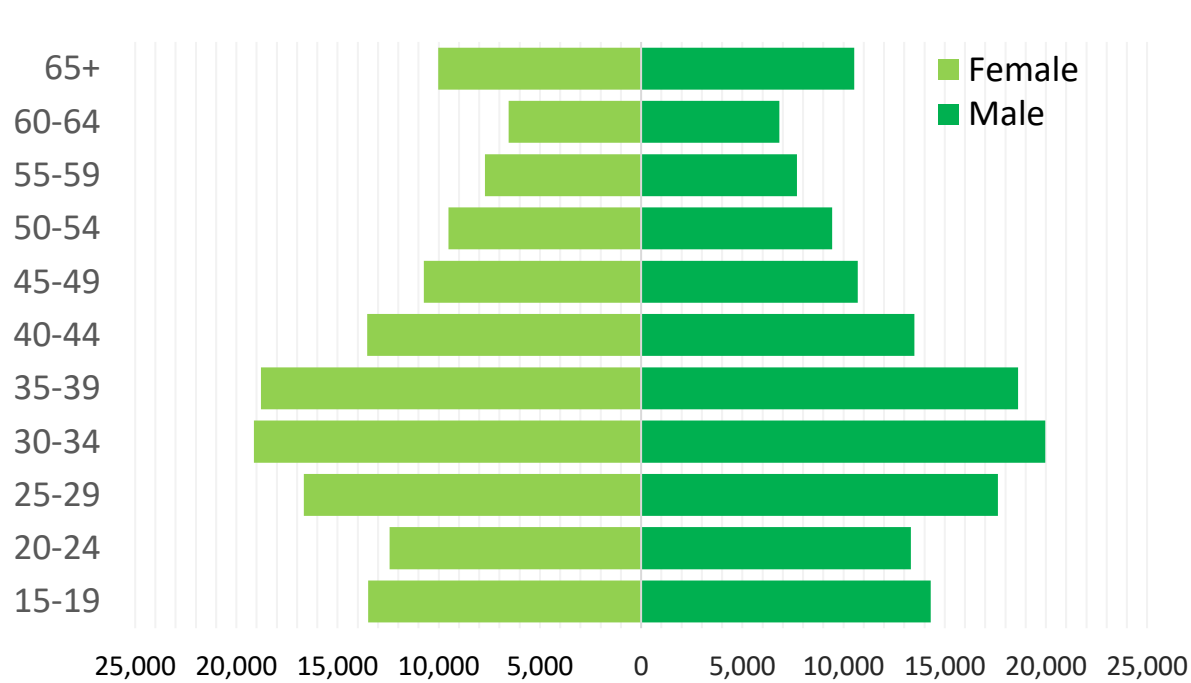
The proportion of foreigners to the total working-age population in Maldives is **32%** or **1** in every **3** people.

WORKING-AGE POPULATION

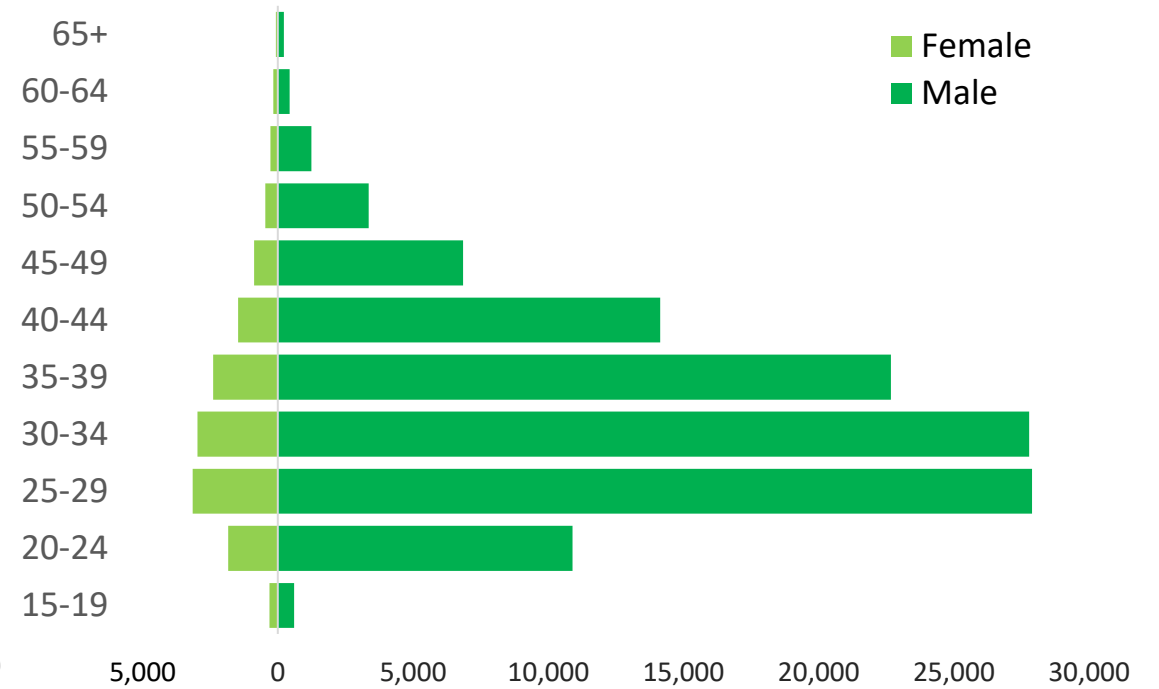


WORKING-AGE POPULATION

Resident Maldivian working age population by age-group and sex

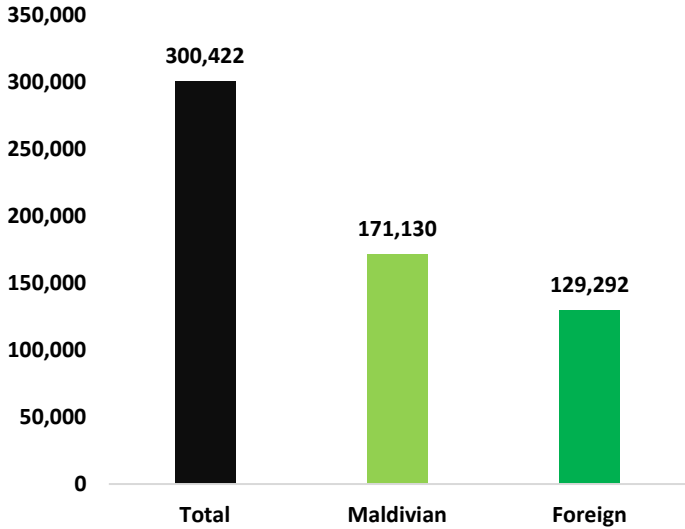


Resident Foreign working-age population by age-group and sex

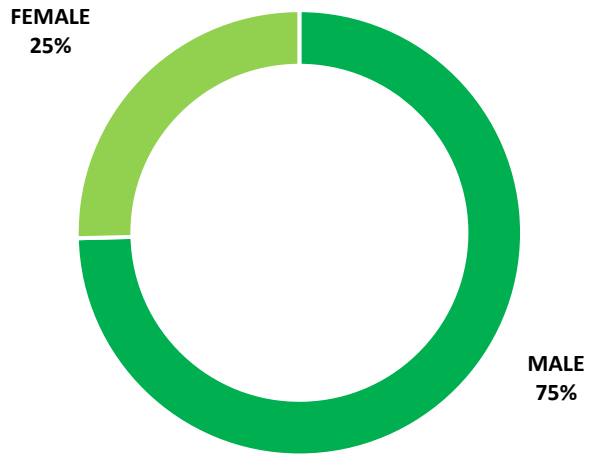


LABOUR FORCE

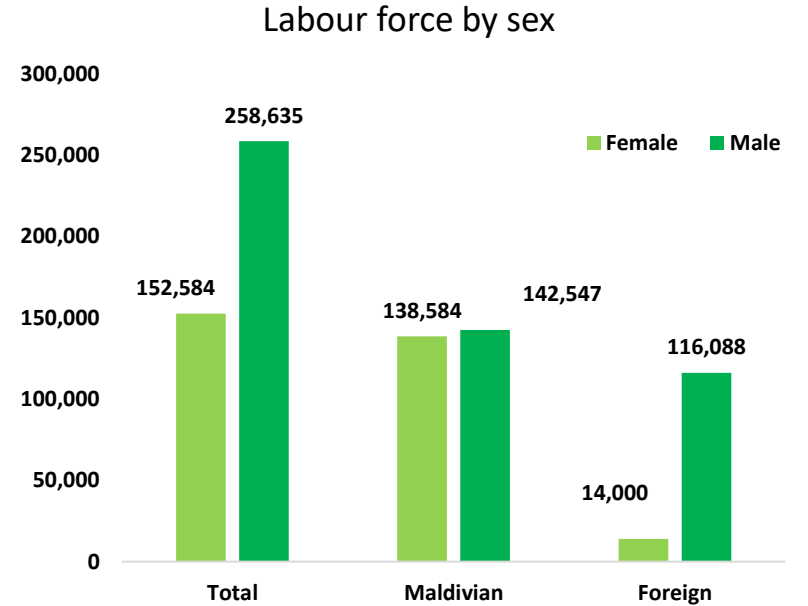
Labour force by nationality



Percentage share of labour force by sex

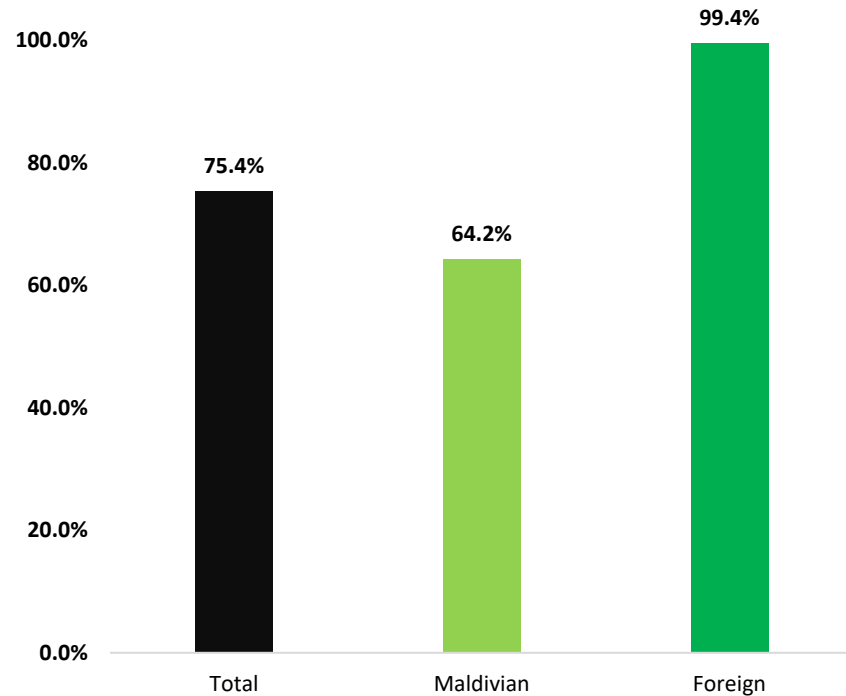


Labour force by nationality and sex

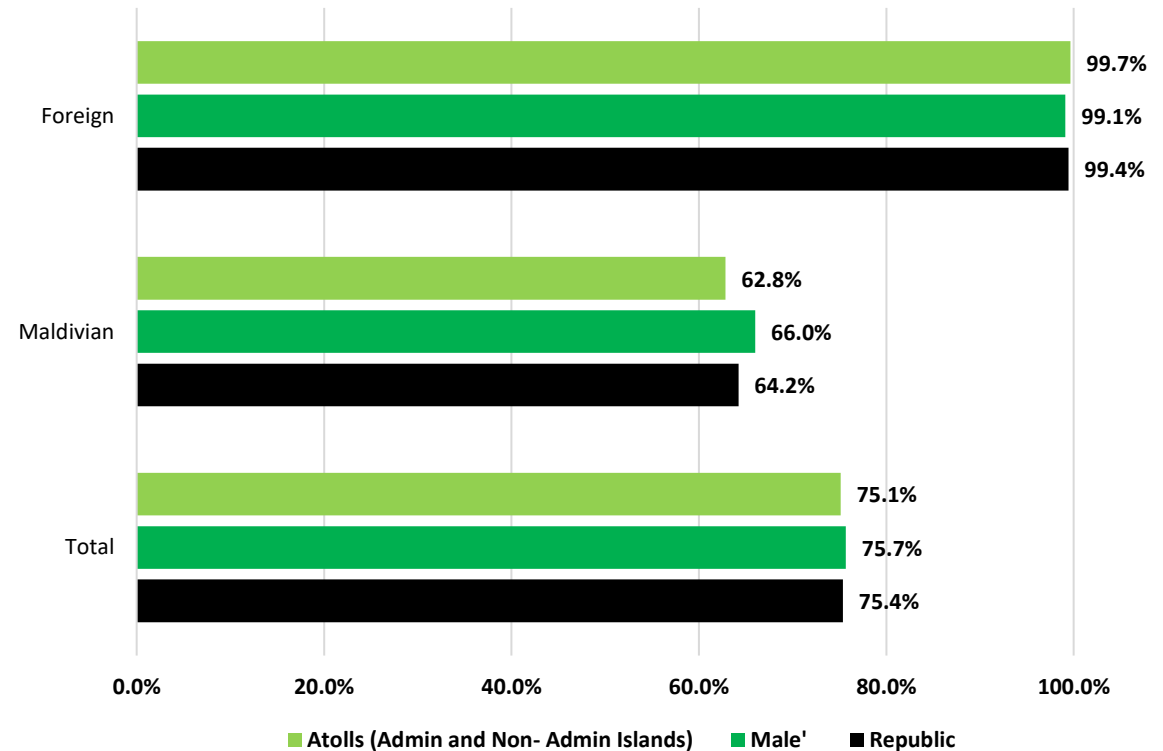


LABOUR FORCE PARTICIPATION RATE

Labour force participation rate by nationality

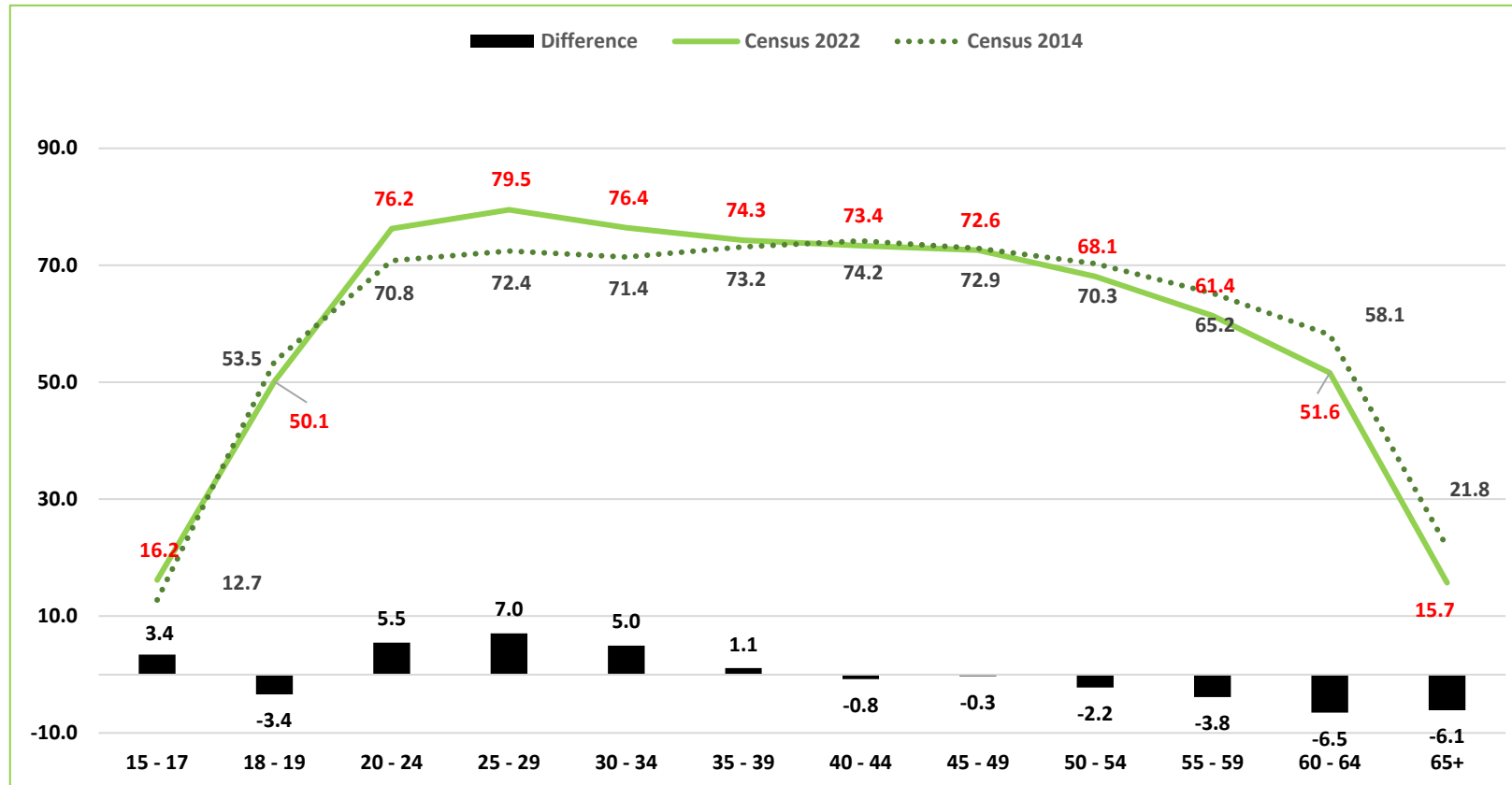


Labour force participation rate by locality and nationality



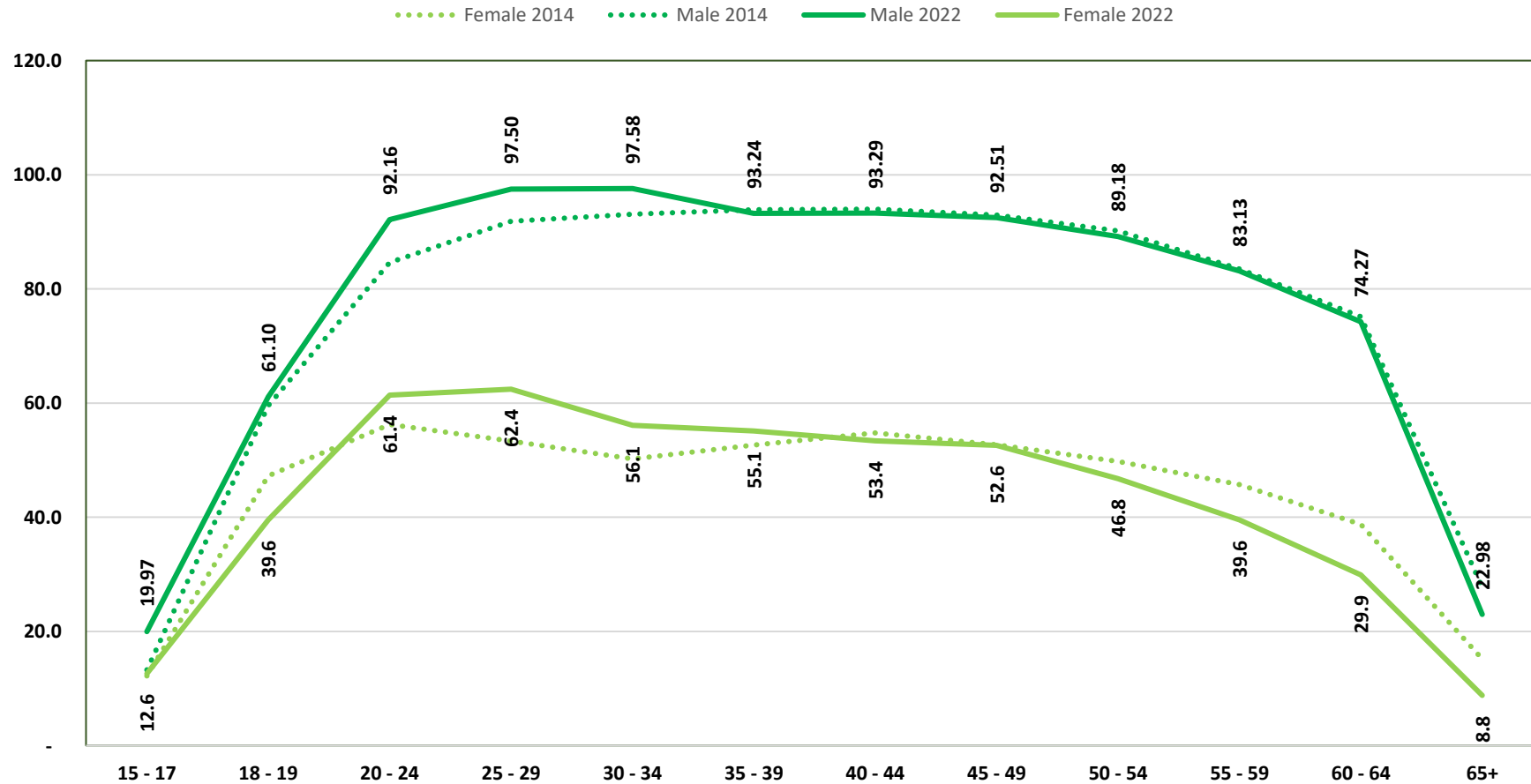
LABOUR FORCE PARTICIPATION RATE

Labour force participation rate, Census 2022 & 2014 by age-group



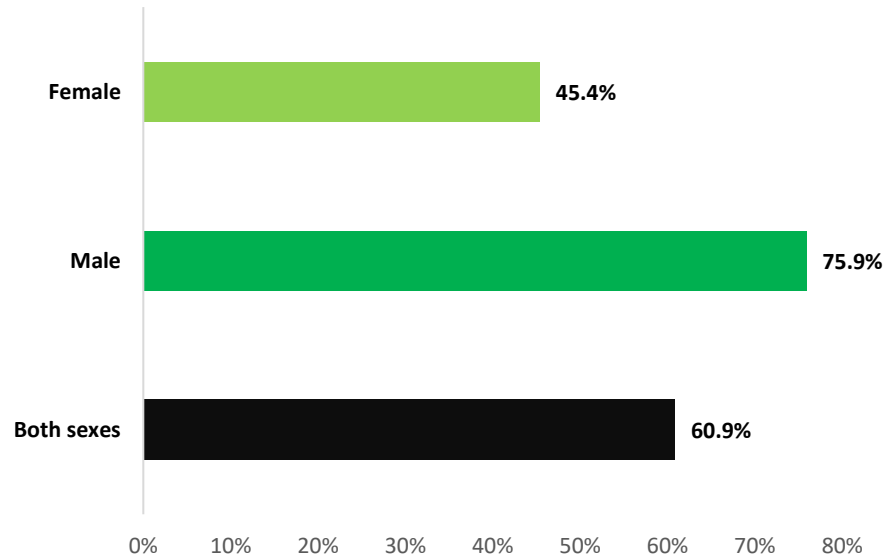
LABOUR FORCE PARTICIPATION RATE

Labour force participation rate of Maldivians by age-group and sex, Census 2022 and 2014

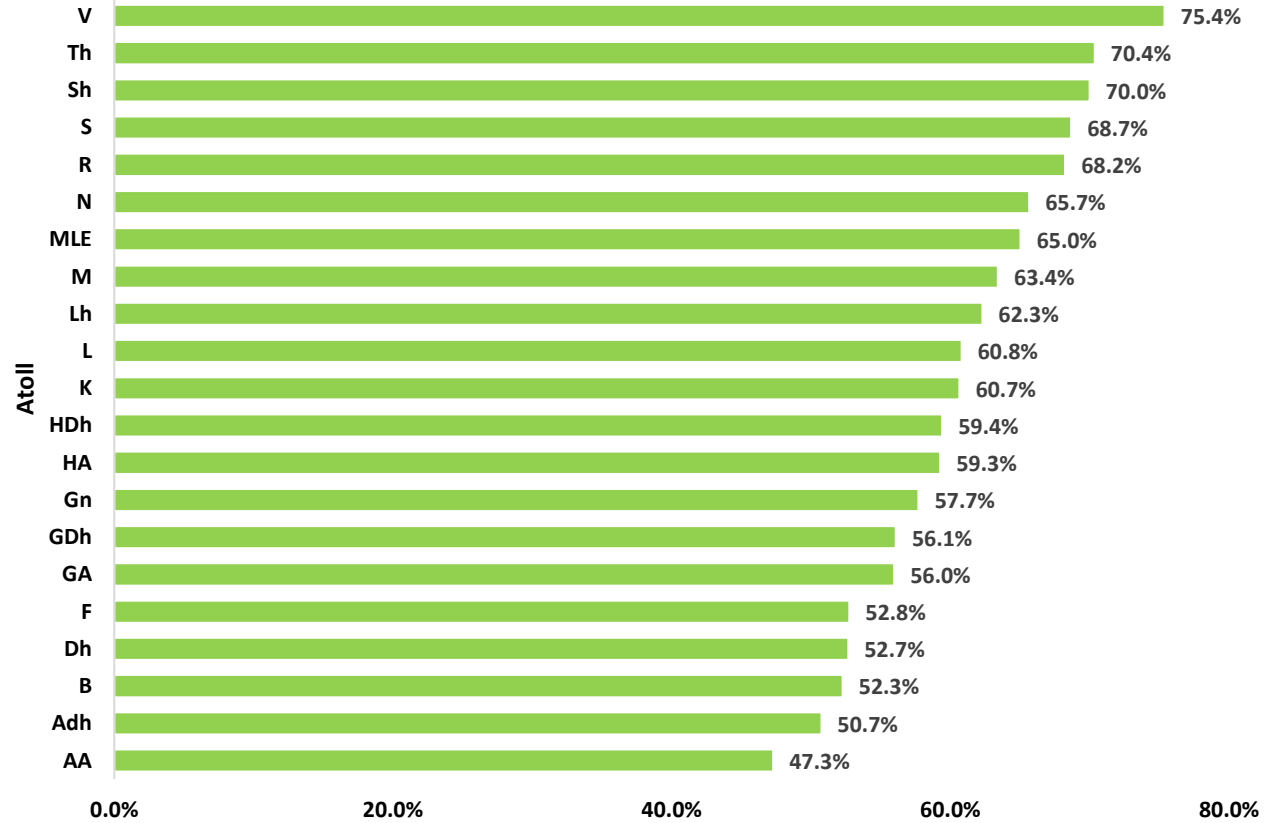


EMPLOYMENT-TO-POPULATION RATIO

Employment-to- Population ratio of Maldivian population

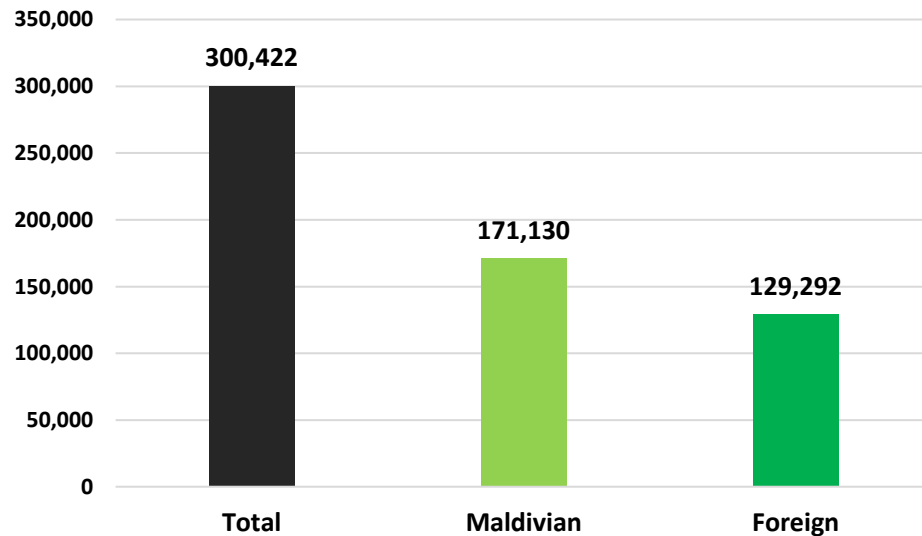


Resident Maldivian employment-to-population ratio by atolls

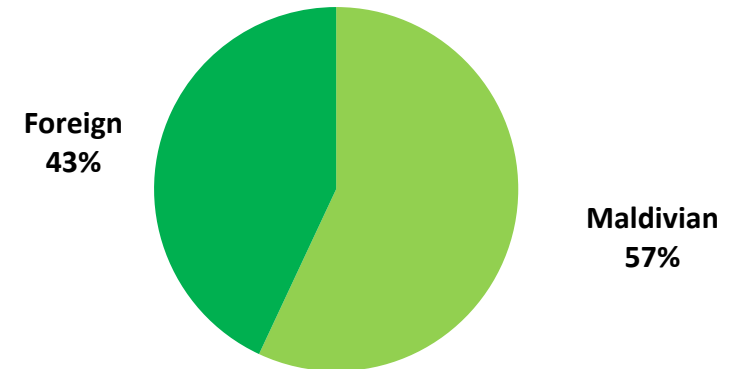


EMPLOYED POPULATION

Resident employed population by Nationality



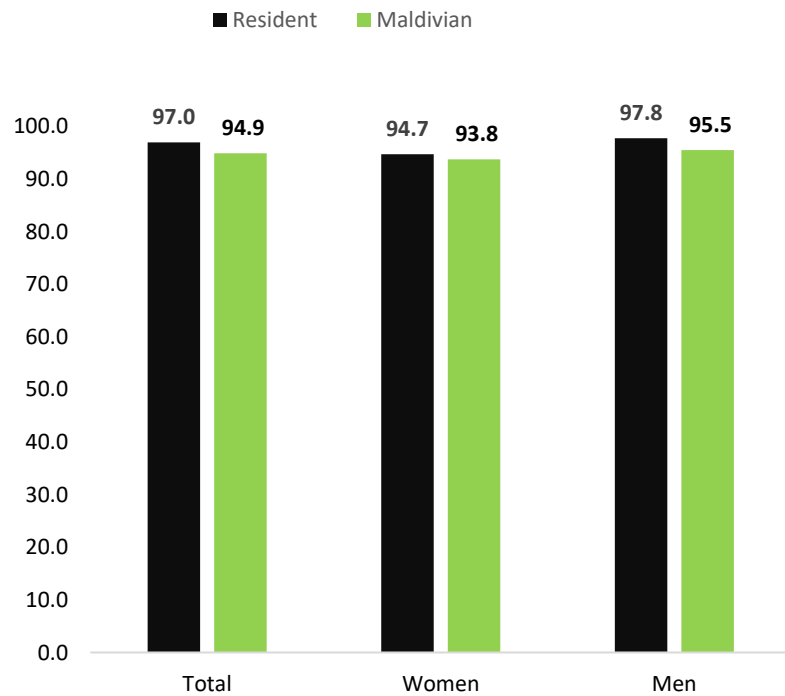
Resident employed population by Nationality



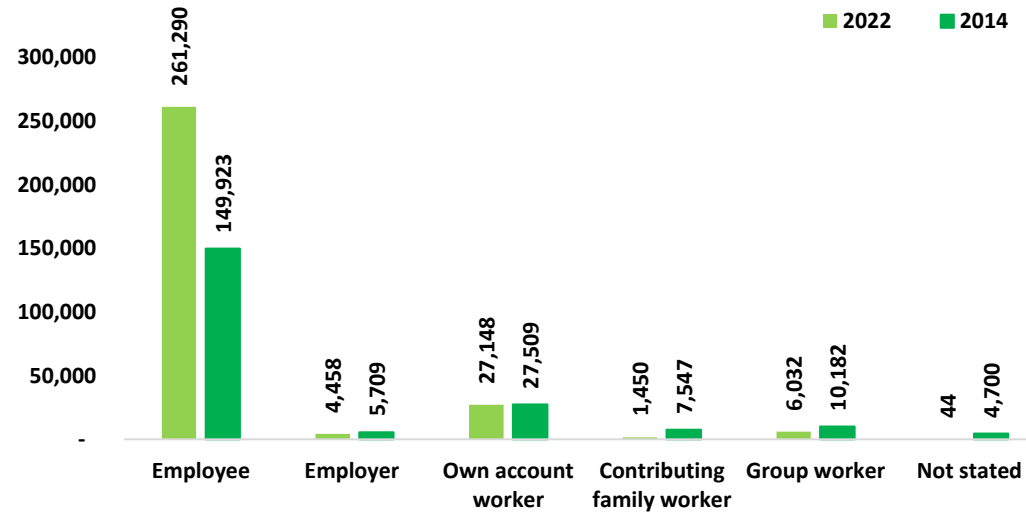
For every 5 employed, 2 are foreigner

EMPLOYMENT

Employment rate by nationality

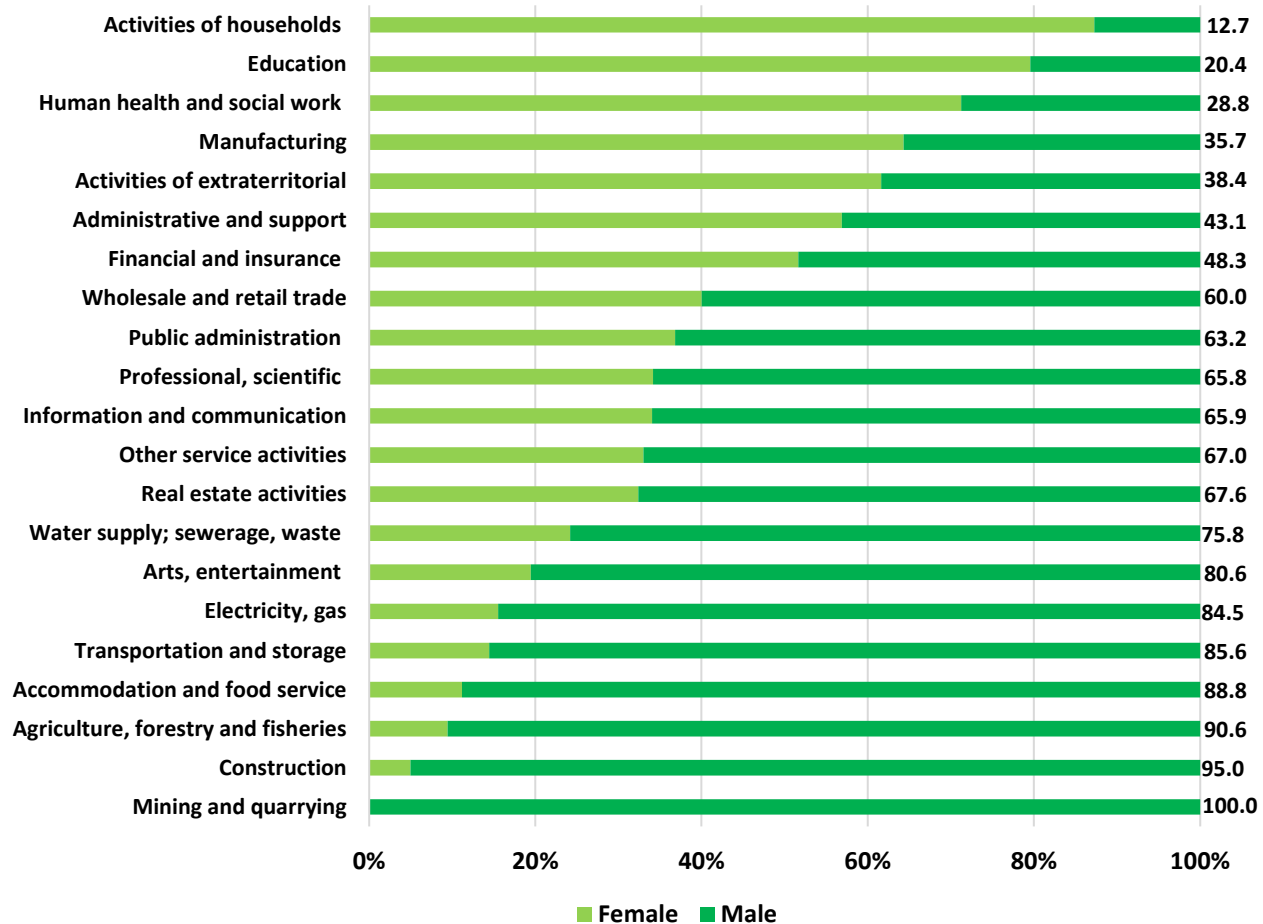


Employed Maldivians by employment status, Census 2022 & 2014



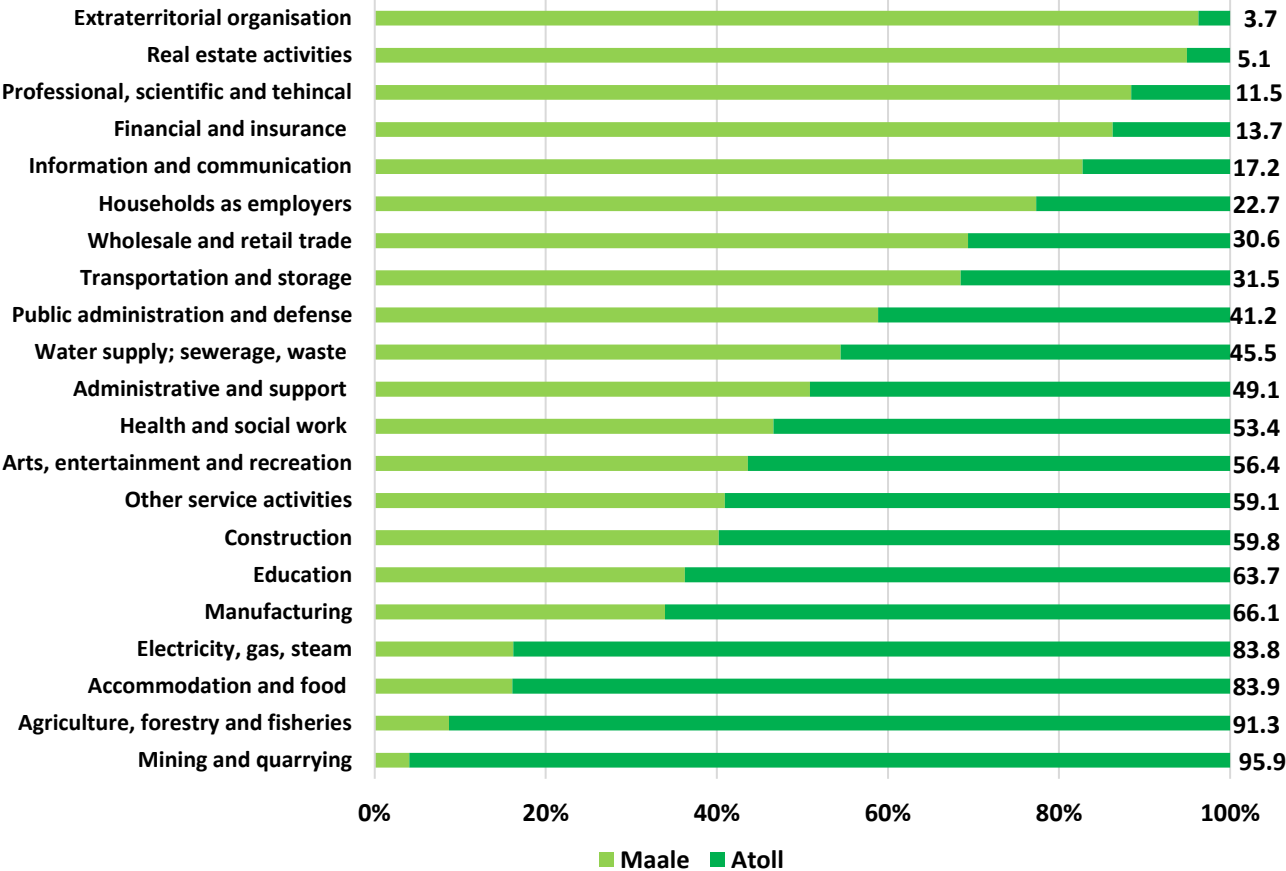
EMPLOYMENT

Percentage share of employment in industry by sex



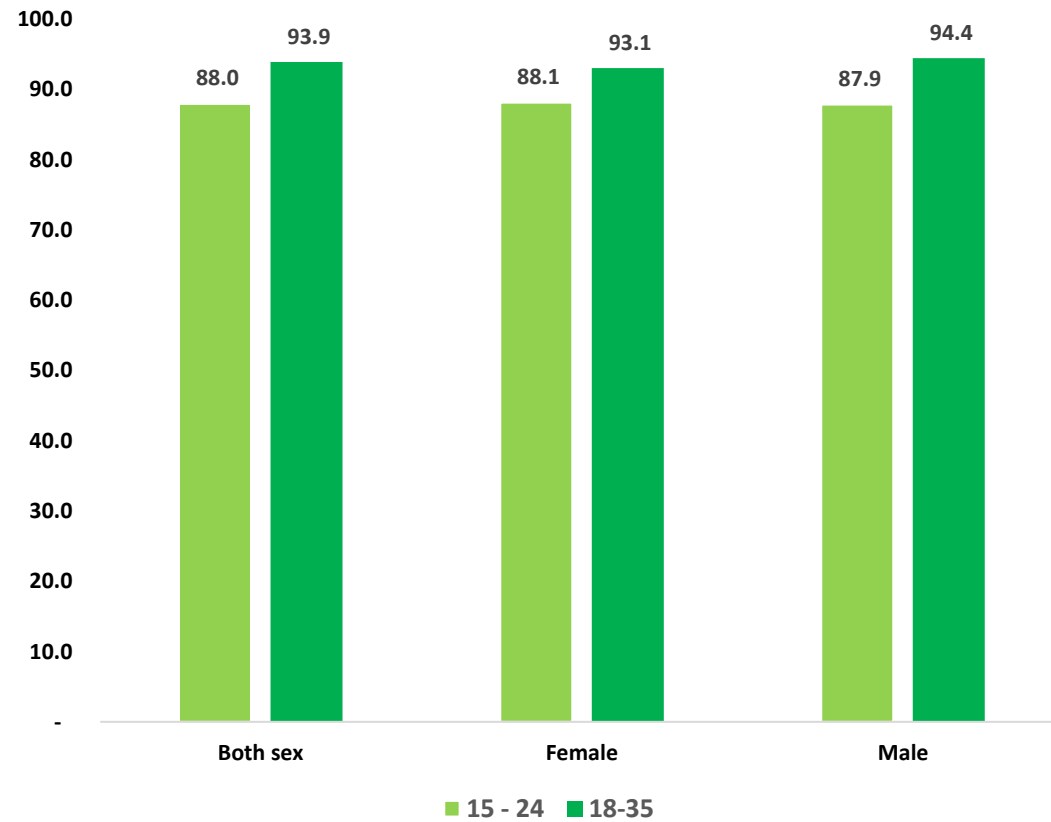
EMPLOYMENT

Percentage share of employment by industry and locality



YOUTH EMPLOYMENT

Youth employment rate by sex



SKILLS MISMATCH

Correspondence between education and occupation based on ISCO-08 educational 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, Doctoral 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

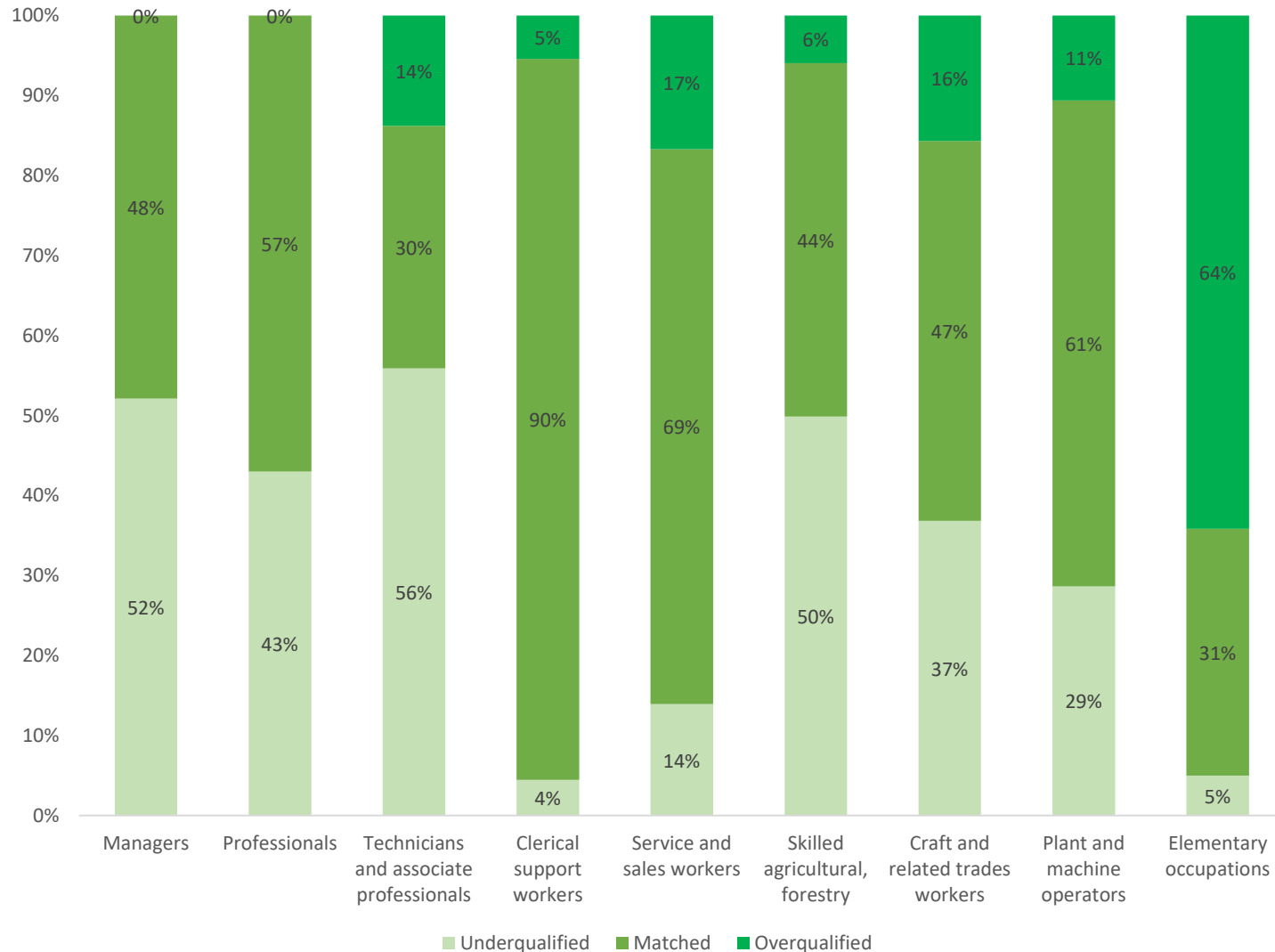
 Matched

 Underqualified

 Overqualified

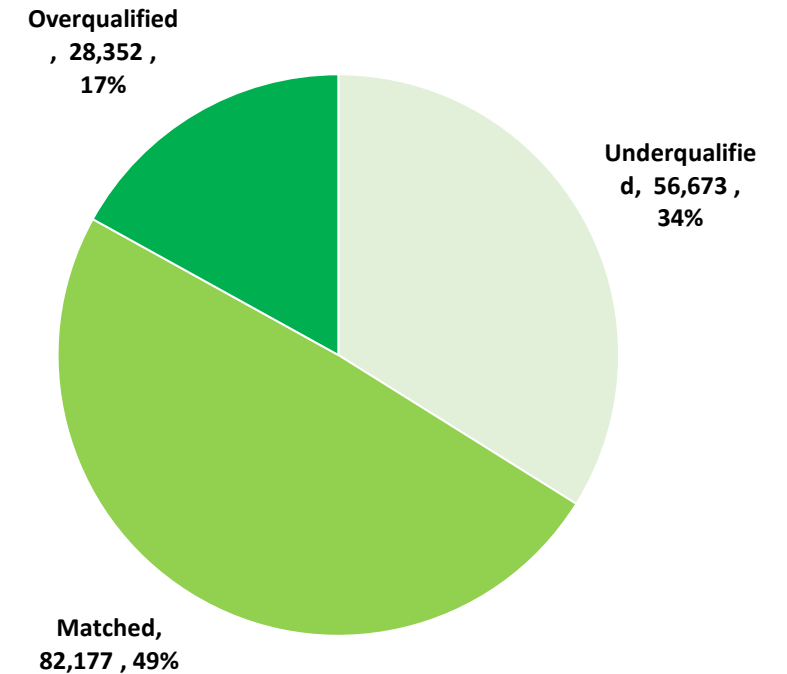
SKILLS MISMATCH

Percentage of occupations mismatch by level of education



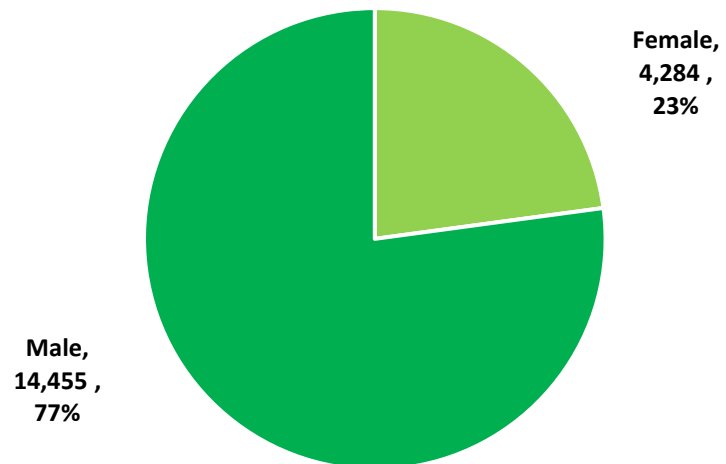
Skills mismatch of Maldivians

Skills mismatch of Resident Maldivian population, 2022



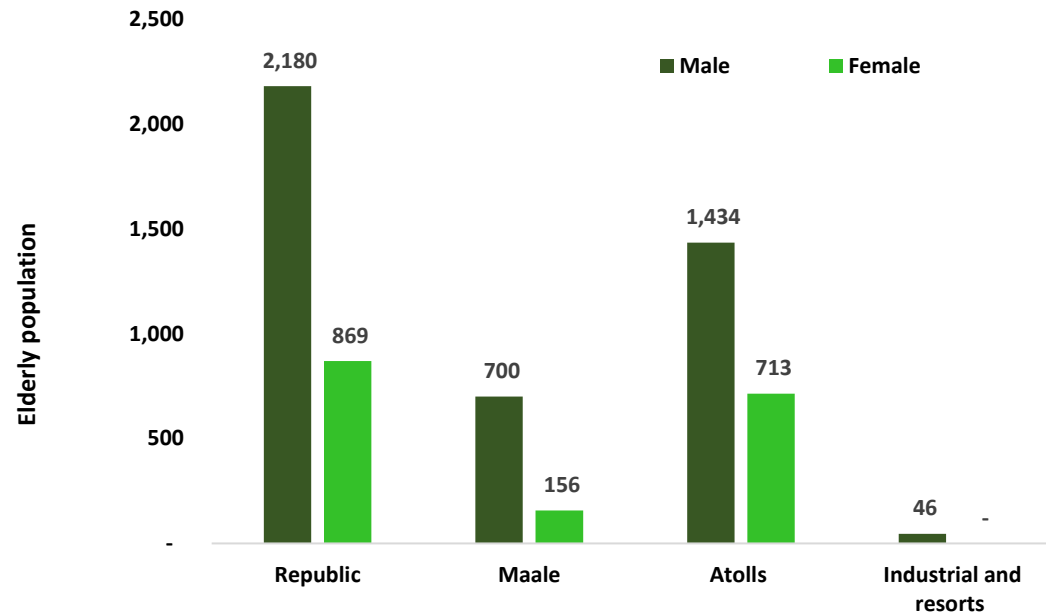
WOMEN AND EQUAL OPPORTUNITIES

Resident Maldivian men and women in managerial positions

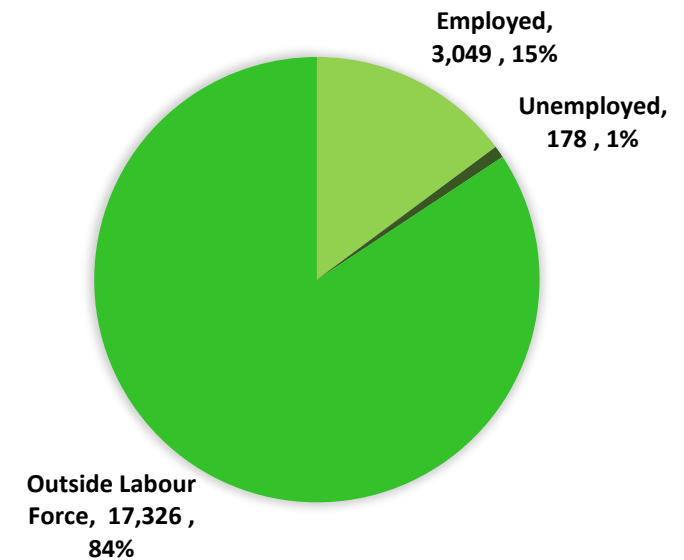


ELDERLY WORKERS

Elderly employed population by locality and sex

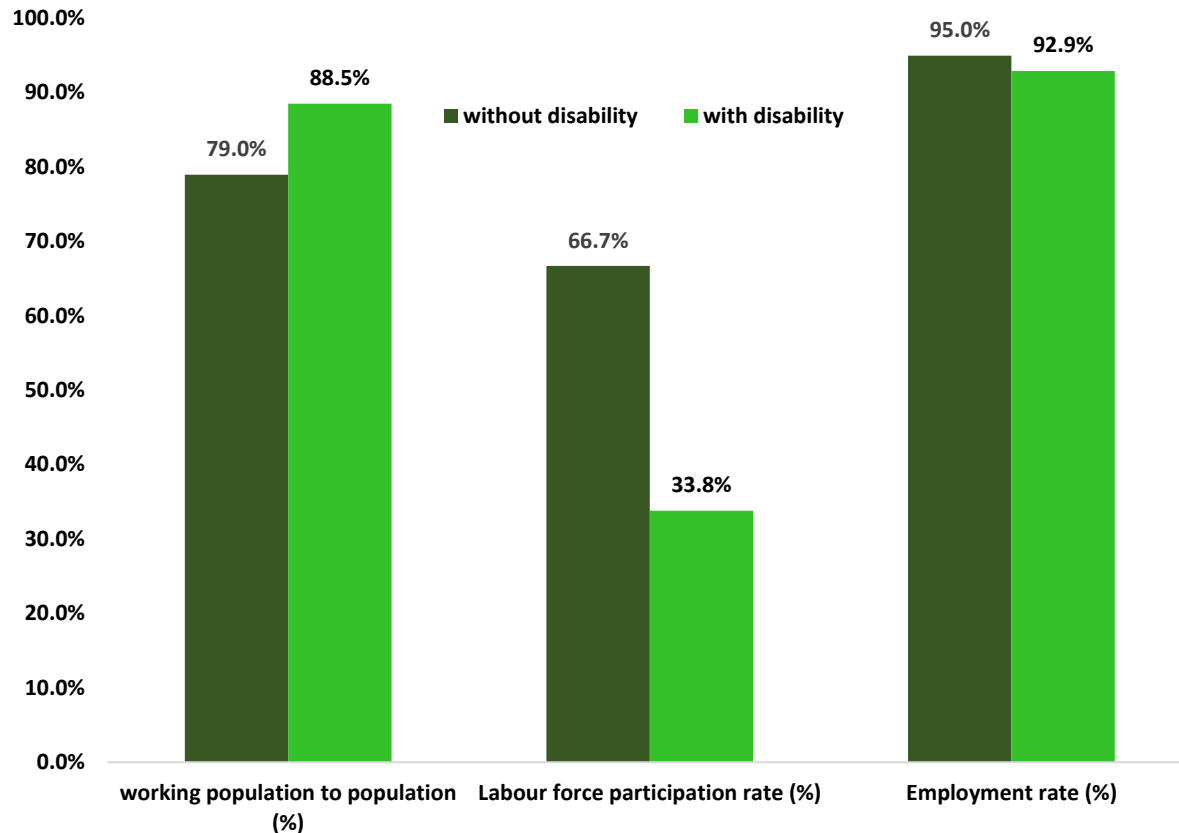


Elderly population by status of employment



WORKERS WITH DISABILITY

Main labour force indicators of persons with disability



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.

WOMEN AND EQUAL OPPORTUNITIES

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

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

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 occupation

WOMEN AND EQUAL OPPORTUNITIES

Duncan Index of Segregation for Resident Maldivian

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 & 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

The 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

Duncan Index of Segregation for Maale and Atolls

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

The 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.

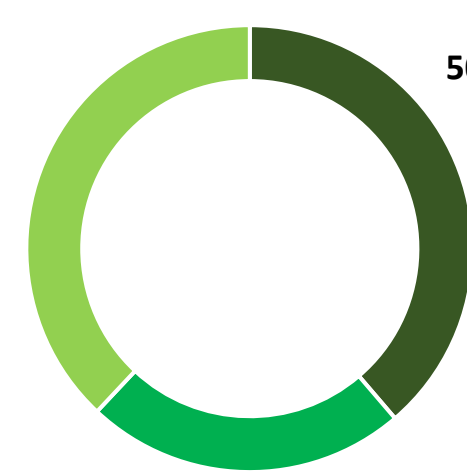
MIGRANT WORKERS

Migration among resident Maldivian employed population

Usual Residence	Previous Residence			Total
	Abroad	Maale	Atolls	
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

International migrant labour force by locality

Non
Administrati
ve Islands,
49,141, 38%



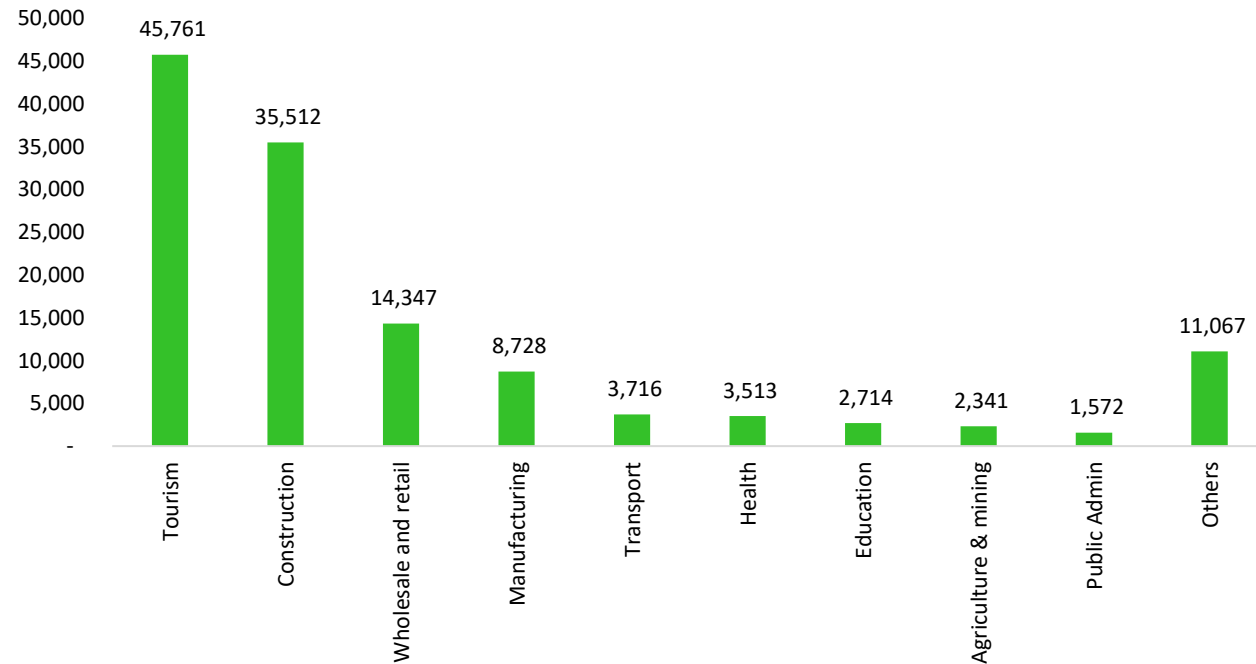
Male' ,
50,079, 39%

Administrati
ve Islands,
30,072, 23%

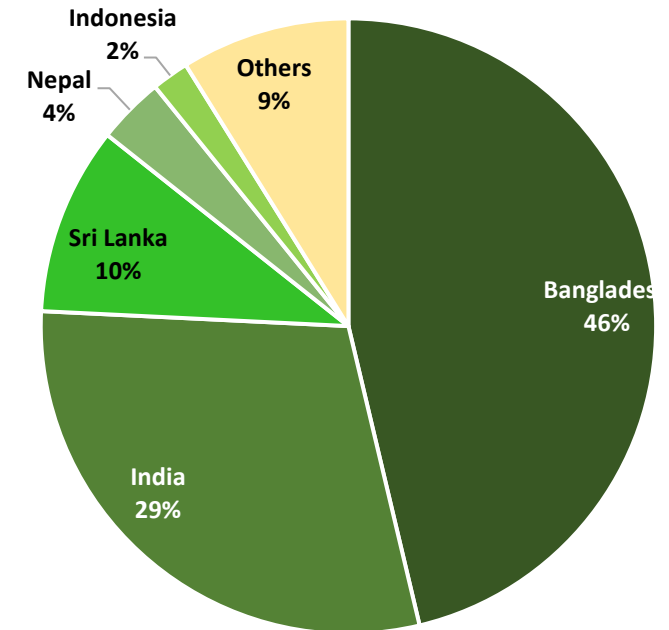
Approximately 26% of the resident population comprises foreign residents, and the number of international migrants in the labor force is 129,292, accounting for 43% of the total labor force in the Maldives.

MIGRANT WORKERS

International migrant labour force by industry, 2022

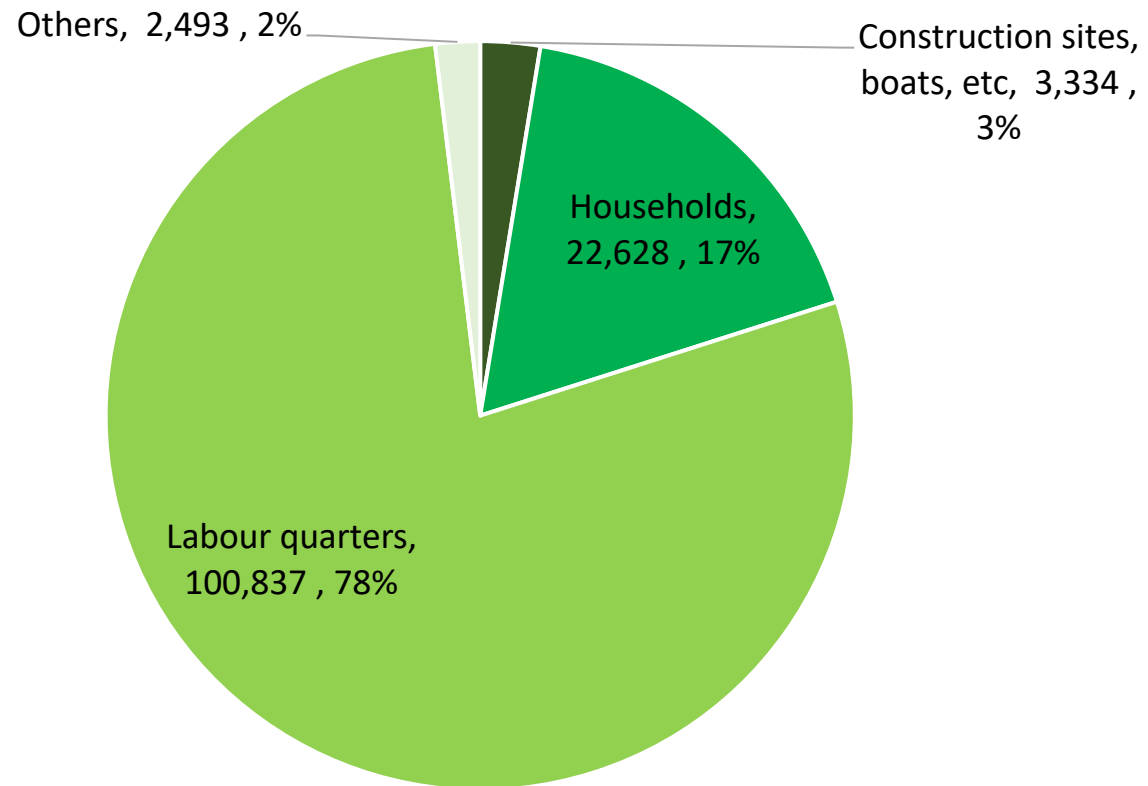


International migrant labour force by nationality



MIGRANT WORKERS

International migrant labour force by type of living quarter, 2022



CONCLUSION AND RECOMMENDATION

- Addressing the gender gap in employment remains a significant challenge, as evidenced by the persistently low labor force participation rate among women.
- Heavy reliance on the international migrant workforce for both skilled and unskilled positions. This underscores a shortfall in the resident Maldivian labor force, posing a hindrance to the nation's economic expansion.
- 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.

THANK YOU FOR YOUR ATTENTION