



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

An analysis from Census 2022

Table of Contents

1. Main concepts
2. Importance
3. Size of economy by employment
4. Maldivian and Foreign population in employment
5. Employment by atolls
6. Highest educational attainment among workers
7. Industry
8. Occupation
9. Employment status
10. Work hours

Production Sectors (units)

1. Households:

- work at home; domestic personnel

2. Formal Sector:

- Government institutions; registered private businesses
- Registration not stated-employees- contributing to pension
- Workplace not stated, employees -contributing to pension
- **Excluding households**

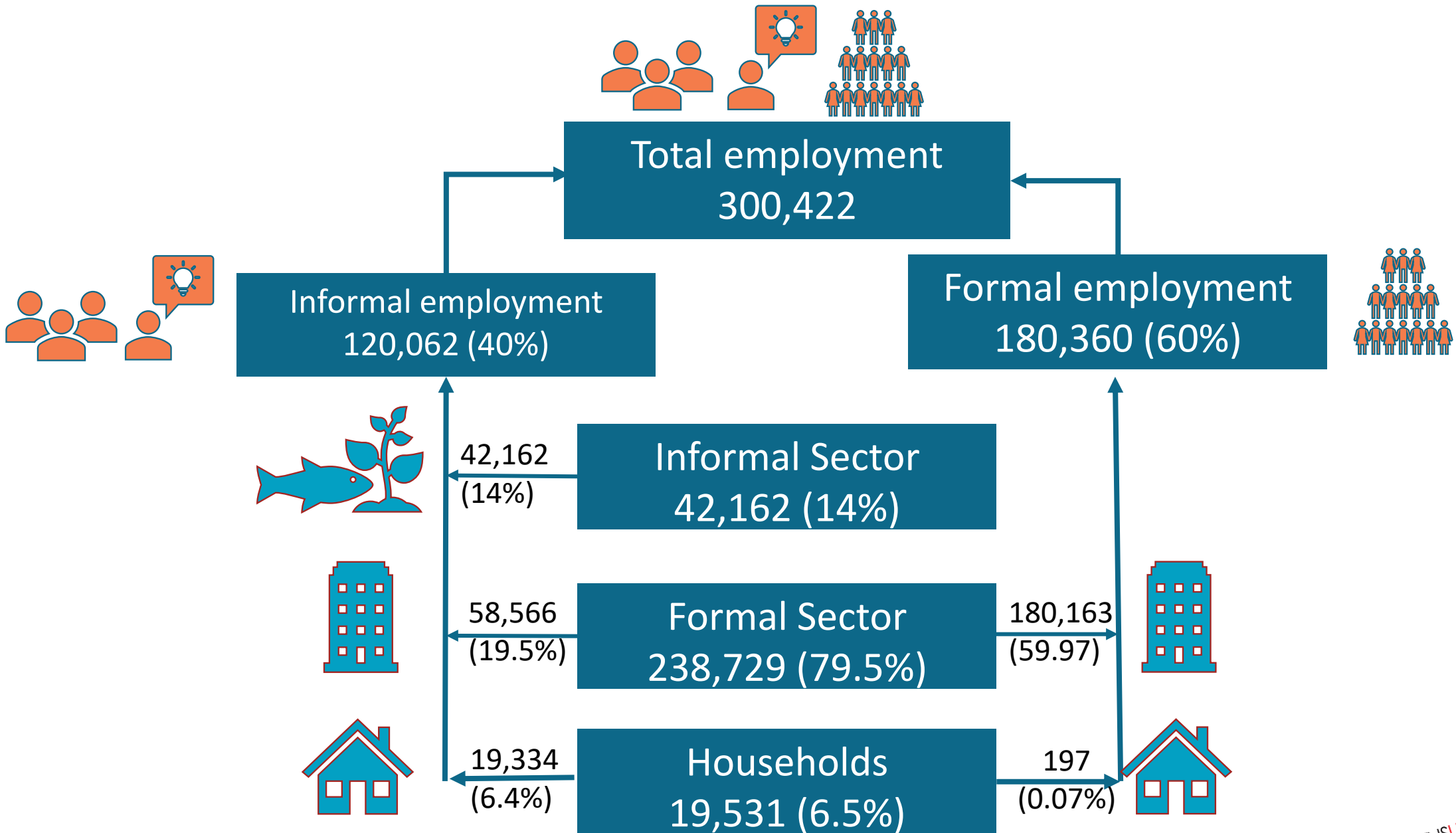
3. Informal Sector: **All excluding household sector and formal sector**

Employment types

- Informal employment:
 - Employees-who do not contribute to pension, or pension not stated
 - Self-employed outside formal sector
 - Contributing family workers
 - Employment status (employee, self-employed, contributing family member) unknown + not contributing to pension, pension not stated
- Formal Employment:
 - Employees who contribute to pension
 - Self-employed in formal sector (employer, own account worker, group worker)
 - Employment status (employee, self-employed, contributing family member) unknown + contribute to pension

Importance

- Vulnerability of workers (labour rights)
- Data collection (identify sources)
- Economic estimations (for important indicators)
- Tax revenue (potential for increasing)



Production sectors by gender, in Republic, Maale and Atolls in **Total Employment**

Total Employment by production units	Republic			Maale			Atoll		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Informal Sector	14.2	85.8	100	11.9	88.1	100	15.9	84.1	100
Formal Sector	23.6	76.4	100	27.5	72.5	100	20.8	79.2	100
Households	71.5	28.5	100	67.0	33.0	100	74.8	25.2	100
Total	25.4	74.6	100	27.9	72.1	100	23.6	76.4	100

- In household sector, 71.5% of employment is women;
- In informal and formal sector, men occupy over 75% of total employment

Shares of total employment types and sectors by gender

Shares of informal and formal employment by gender

Employment Sector	Employment Type				Total	Women's share within each sector	
	Informal Employment		Formal Employment			Informal Employment	Formal Employment
	Female	Male	Female	Male			
Informal Sector	23.3	38.3	-	-	14.0	14.2	-
Formal Sector	22.8	55.9	99.8	99.9	79.5	10.0	28.0
Households	53.9	5.8	0.2	0.1	6.5	71.6	57.9
Total	100.0	100.0	100.0	100.0	100.0	21.4	28.0

Women account for:

- 21.4% in informal employment; and
- 28% in formal employment

Men account for:

- 78.6% in informal employment; and
- 72% in formal employment

Shares of gender in Informal Employment

Employment types	Total Employment			Share within gender		Women's share against men
	Female	Male	Total	Female	Male	
Informal Employment	25,693	94,369	120,062	33.7	42.1	21.4
Formal Employment	50,587	129,773	180,360	66.3	57.9	28.0
Total	76,280	224,142	300,422	100	100	25.4

Share of Informal employment in total employment:

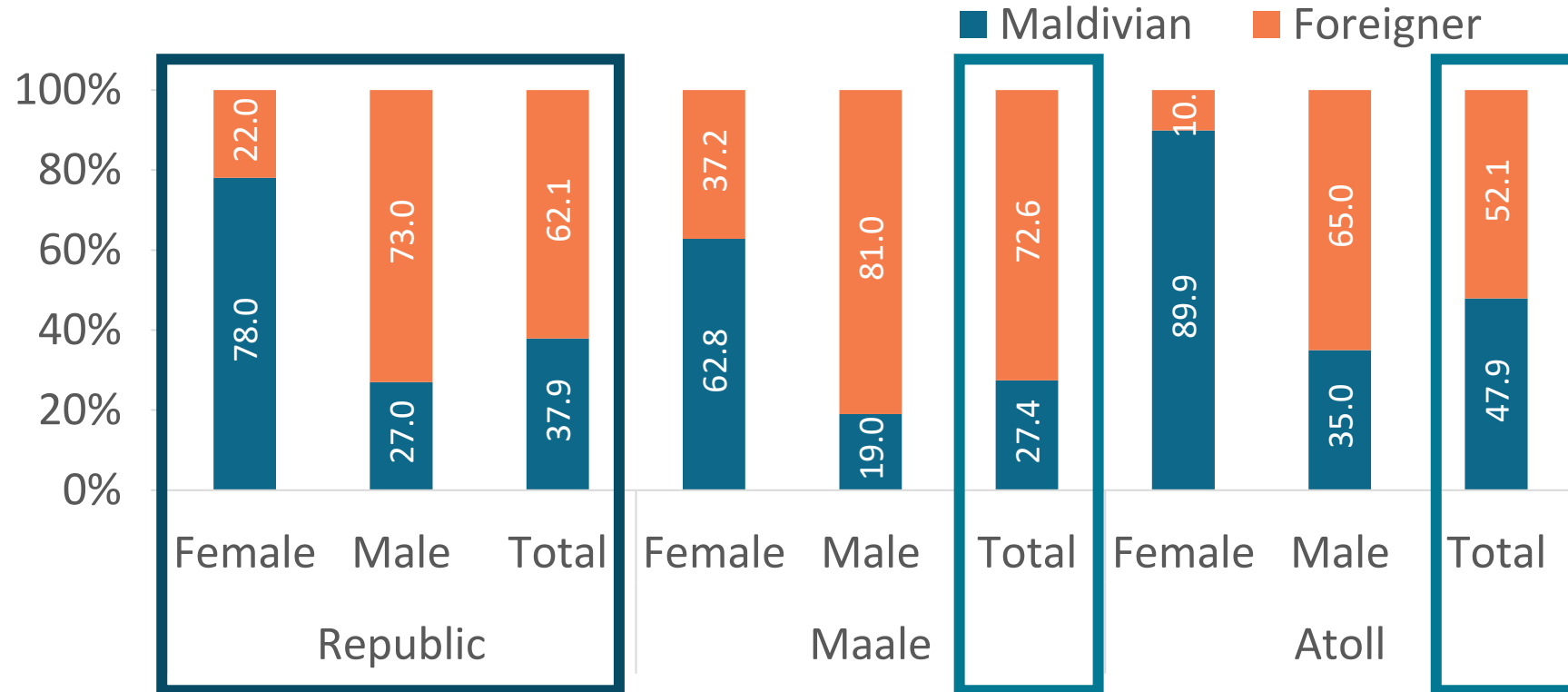
- 33.7% of women
- 42.1% of men



Maldivian and Foreign Employment



Share of Maldivians and foreigners in Informal employment in Maale and Atolls



In informal employment, 38% are Maldivians; 62% are foreigners;

78% of women in informal employment are **Maldivians**;

73% of men in informal employment are **Foreigners**

Maldivians and foreigners in Informal employment

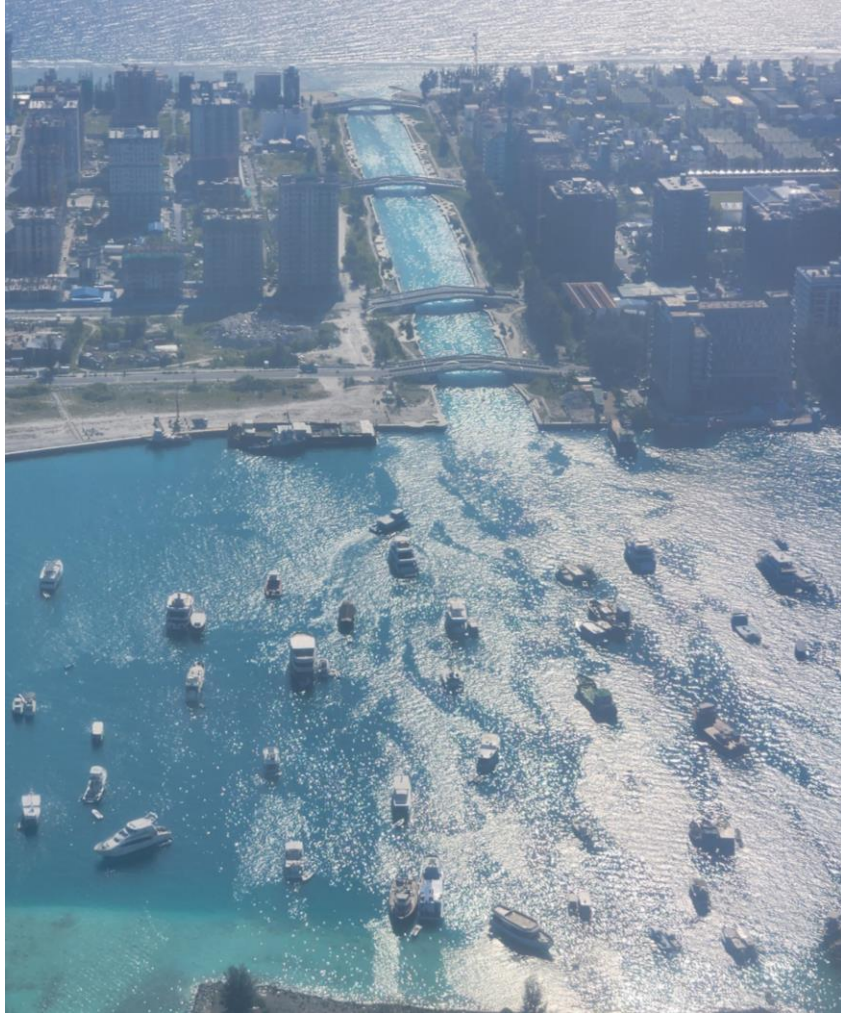
Gender	Republic			Male'			Atoll		
	Maldivian	Foreigner	Total	Maldivian	Foreigner	Total	Maldivian	Foreigner	Total
Female	44.0	7.6	21.4	44.1	9.9	19.2	44.0	4.6	23.5
Male	56.0	92.4	78.6	55.9	90.1	80.8	56.0	95.4	76.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Among Maldivians in informal employment at republic level,

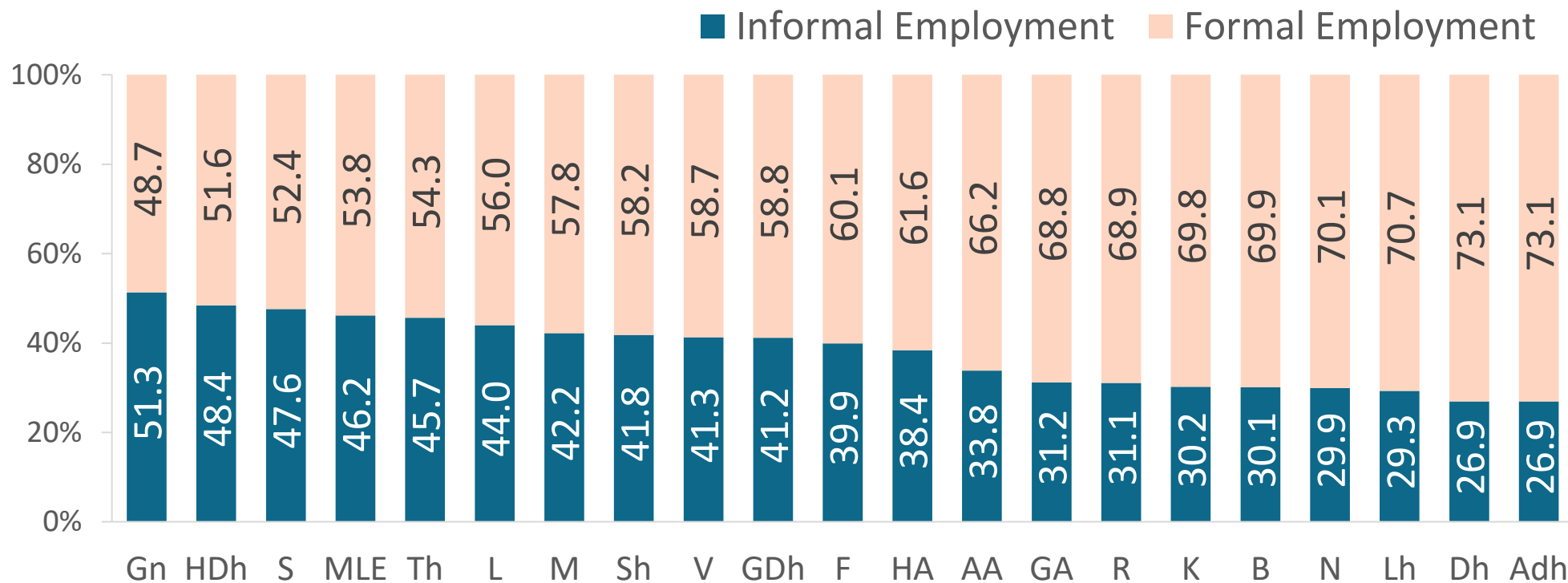
- 44% are women; 56% are men
- Foreign men occupy a larger share

Gender ratios for Maldivians in Male and Atolls are almost identical

Atoll level



Share of Informal & Formal Employment within atolls



- Share of informal employment is highest in Fuvahmulah City at 51.3%; lowest share is in Alif Dhaal Atoll at 26.9%

Total Informal and Formal employment by Atolls	Number of workers				Shares in national gender level total				Informal shares within atoll's gender total		Women's shares compared to men within each atoll	
	Informal Employment		Formal Employment		Informal Employment		Formal Employment					
	Female (1)	Male (2)	Female (3)	Male (4)	Female (5)	Male (6)	Female (7)	Male (8)	Female (9)	Male (10)	Informal Employment (11)	Formal Employment (12)
MLE	11,225	47,141	24,058	43,962	43.7	50.0	47.6	33.9	31.8	51.7	19.2	35.4
HA	709	1,787	1,391	2,620	2.8	1.9	2.7	2.0	33.8	40.5	28.4	34.7
HDh	1,532	3,063	1,891	3,008	6.0	3.2	3.7	2.3	44.8	50.5	33.3	38.6
Sh	1,070	1,674	1,214	2,601	4.2	1.8	2.4	2.0	46.8	39.2	39.0	31.8
N	1,044	1,890	1,612	5,261	4.1	2.0	3.2	4.1	39.3	26.4	35.6	23.5
R	1,075	2,961	1,956	6,987	4.2	3.1	3.9	5.4	35.5	29.8	26.6	21.9
B	750	2,713	1,583	6,466	2.9	2.9	3.1	5.0	32.1	29.6	21.7	19.7
Lh	593	1,797	1,279	4,491	2.3	1.9	2.5	3.5	31.7	28.6	24.8	22.2
K	1,059	9,632	3,207	21,512	4.1	10.2	6.3	16.6	24.8	30.9	9.9	13.0
AA	618	1,734	912	3,690	2.4	1.8	1.8	2.8	40.4	32.0	26.3	19.8
Adh	567	2,341	1,574	6,321	2.2	2.5	3.1	4.9	26.5	27.0	19.5	19.9
V	105	707	282	873	0.4	0.7	0.6	0.7	27.1	44.7	12.9	24.4
M	439	1,009	583	1,397	1.7	1.1	1.2	1.1	43.0	41.9	30.3	29.4
F	334	585	520	862	1.3	0.6	1.0	0.7	39.1	40.4	36.3	37.6
Dh	449	1,262	982	3,663	1.7	1.3	1.9	2.8	31.4	25.6	26.2	21.1
Th	727	1,586	969	1,784	2.8	1.7	1.9	1.4	42.9	47.1	31.4	35.2
L	1,035	2,316	1,356	2,912	4.0	2.5	2.7	2.2	43.3	44.3	30.9	31.8
GA	382	1,681	1,085	3,471	1.5	1.8	2.1	2.7	26.0	32.6	18.5	23.8
GDh	617	1,886	1,224	2,354	2.4	2.0	2.4	1.8	33.5	44.5	24.7	34.2
Gn	485	1,598	731	1,243	1.9	1.7	1.4	1.0	39.9	56.2	23.3	37.0
S	878	5,006	2,178	4,295	3.4	5.3	4.3	3.3	28.7	53.8	14.9	33.6
Total	25,693	94,369	50,587	129,773	100	100	100	100	33.7	42.1	21.4	28.0



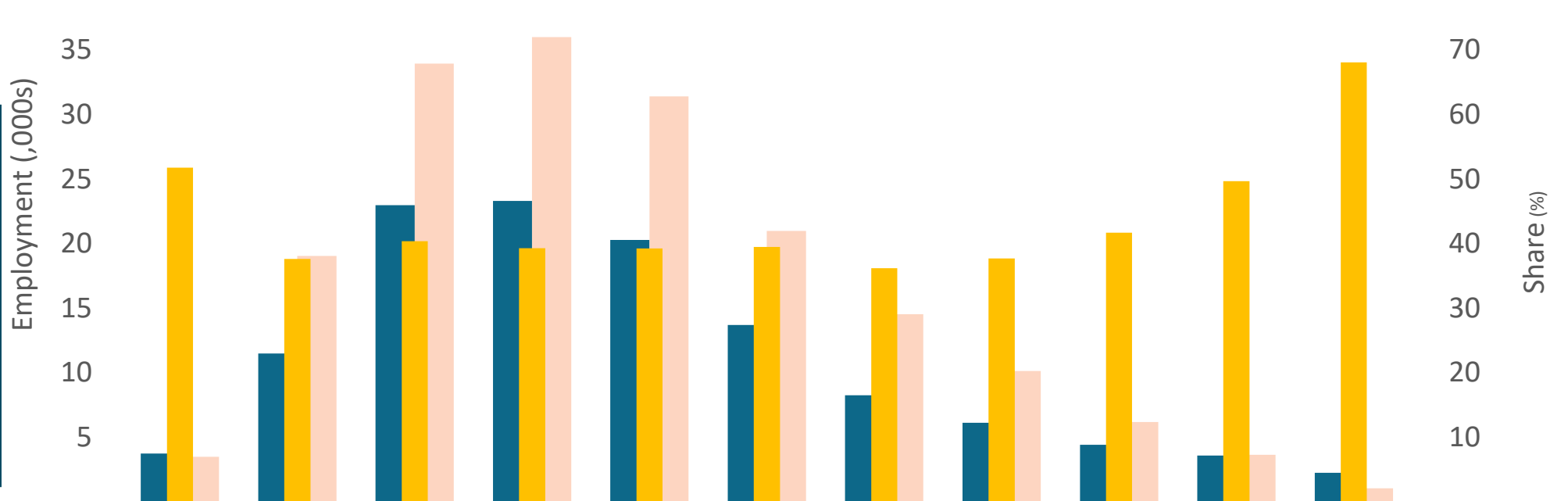
Age groups



Total Employment across age groups

■ Informal employment ■ Formal employment ■ share of informal employment

76% in informal employment & 78% in formal employment are in 20-44 year range

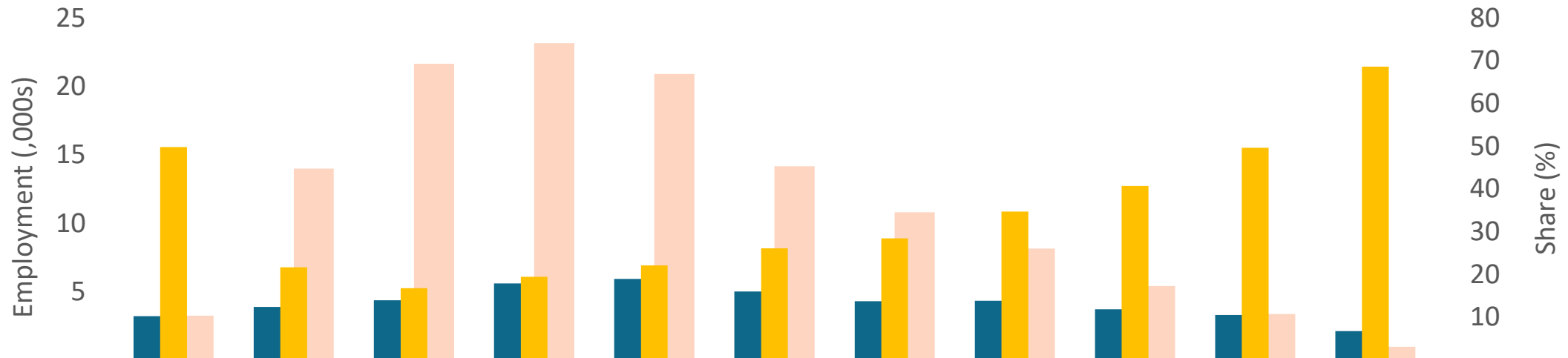


	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	≥65
■ Informal employment	3,737	11,482	22,967	23,300	20,281	13,689	8,242	6,127	4,419	3,584	2,234
■ Formal employment	3,482	19,042	33,945	35,994	31,398	20,982	14,527	10,134	6,178	3,630	1,048
■ share of informal employment	52	38	40	39	39	39	36	38	42	50	68

- Peak age: 25-39 years; high informality (15-19 & 42 and above)

Employment of Maldivians across age groups

■ Informal employment ■ Formal employment ■ share of informal employment



	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	≥65
■ Informal employment	3,195	3,857	4,344	5,578	5,917	4,989	4,276	4,317	3,698	3,281	2,091
■ Formal employment	3,227	13,965	21,627	23,136	20,894	14,138	10,779	8,131	5,394	3,338	958
■ share of informal employment	50	22	17	19	22	26	28	35	41	50	69

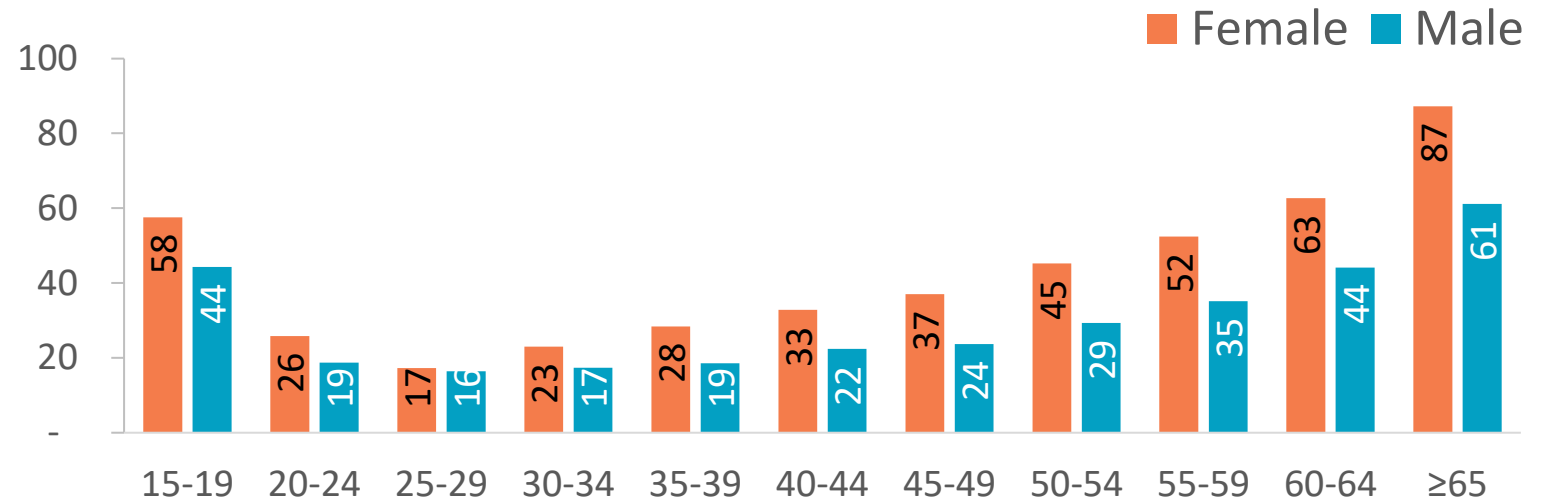
- Peak age (formal: 25-39 years); no significant peak in informal employment

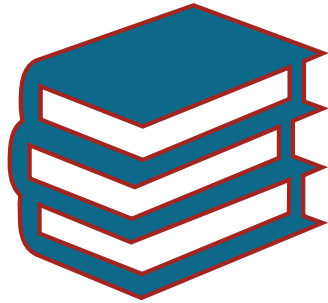


Exposure of Maldivian men and women to informal employment

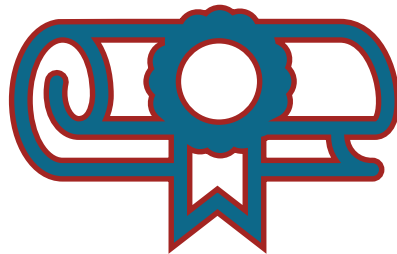
Method: Informal employment of Maldivian women in each age band divided by total Maldivian women within each age band*100;

Same method applies to men

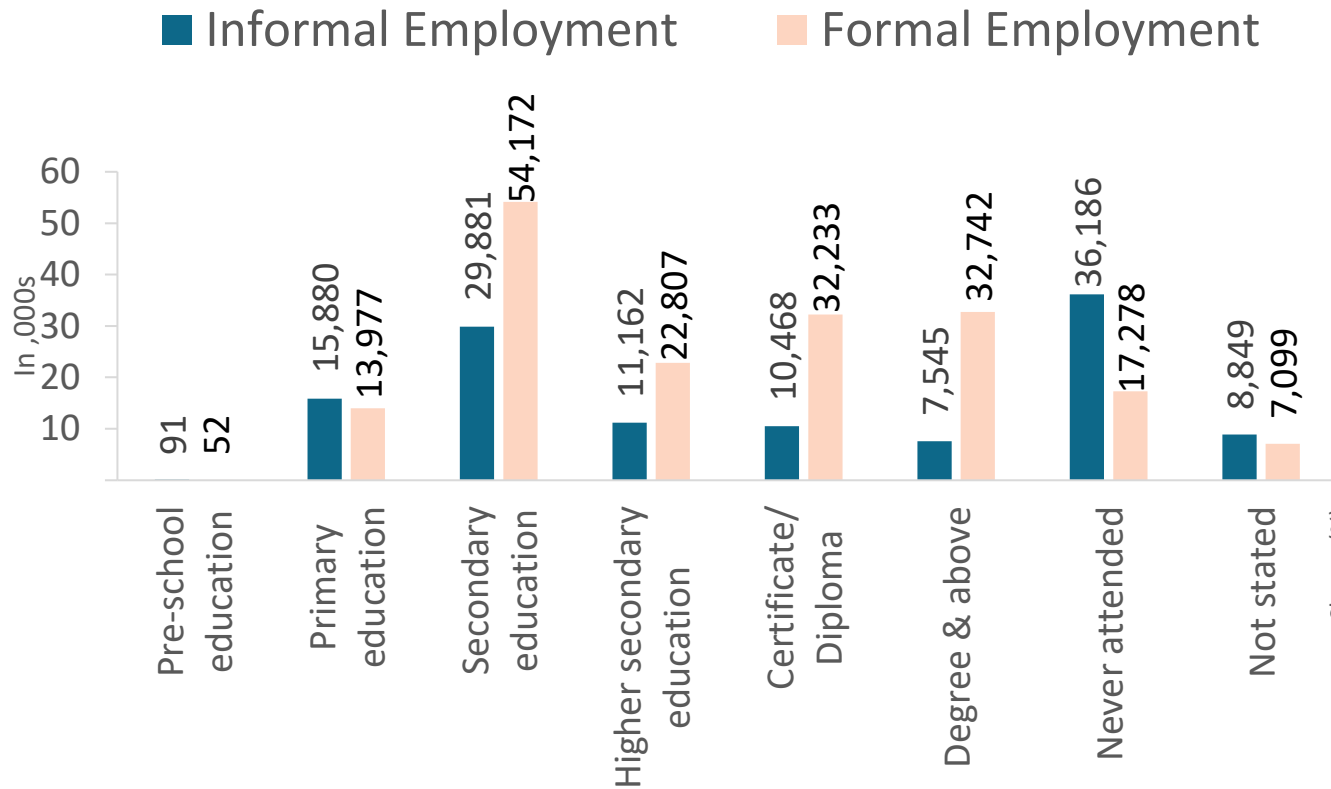




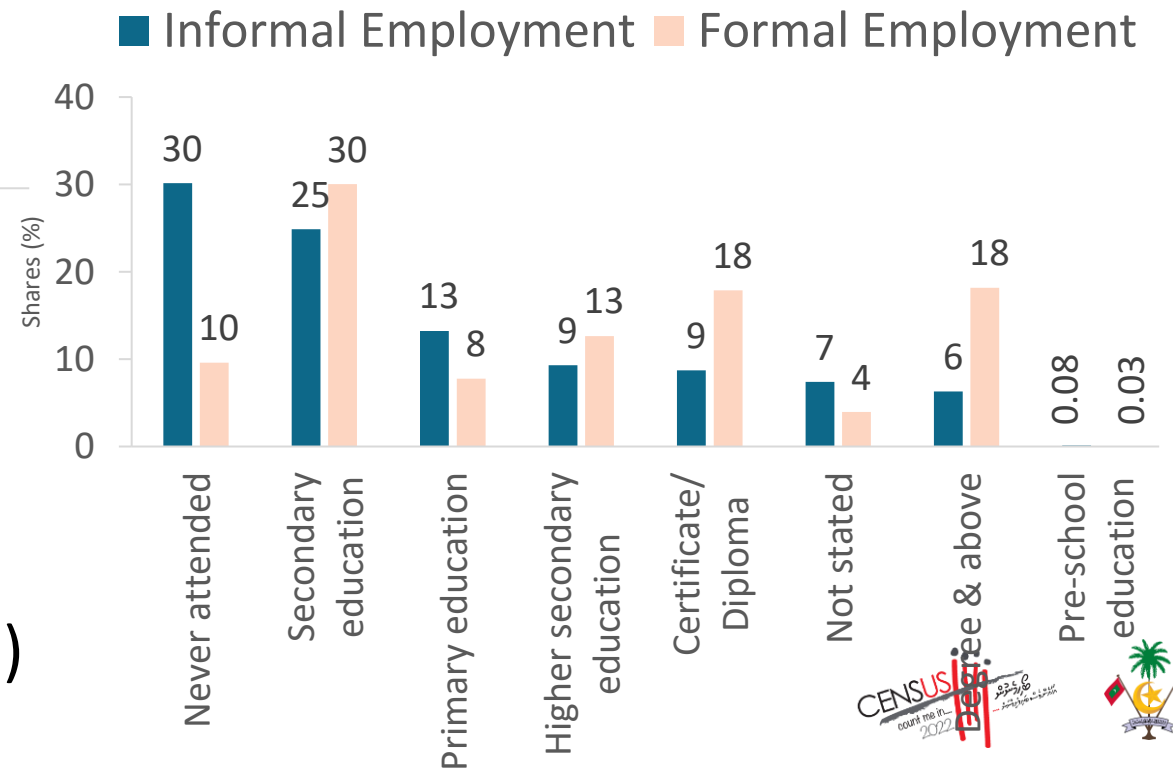
Educational Attainment



Educational attainment in informal employment

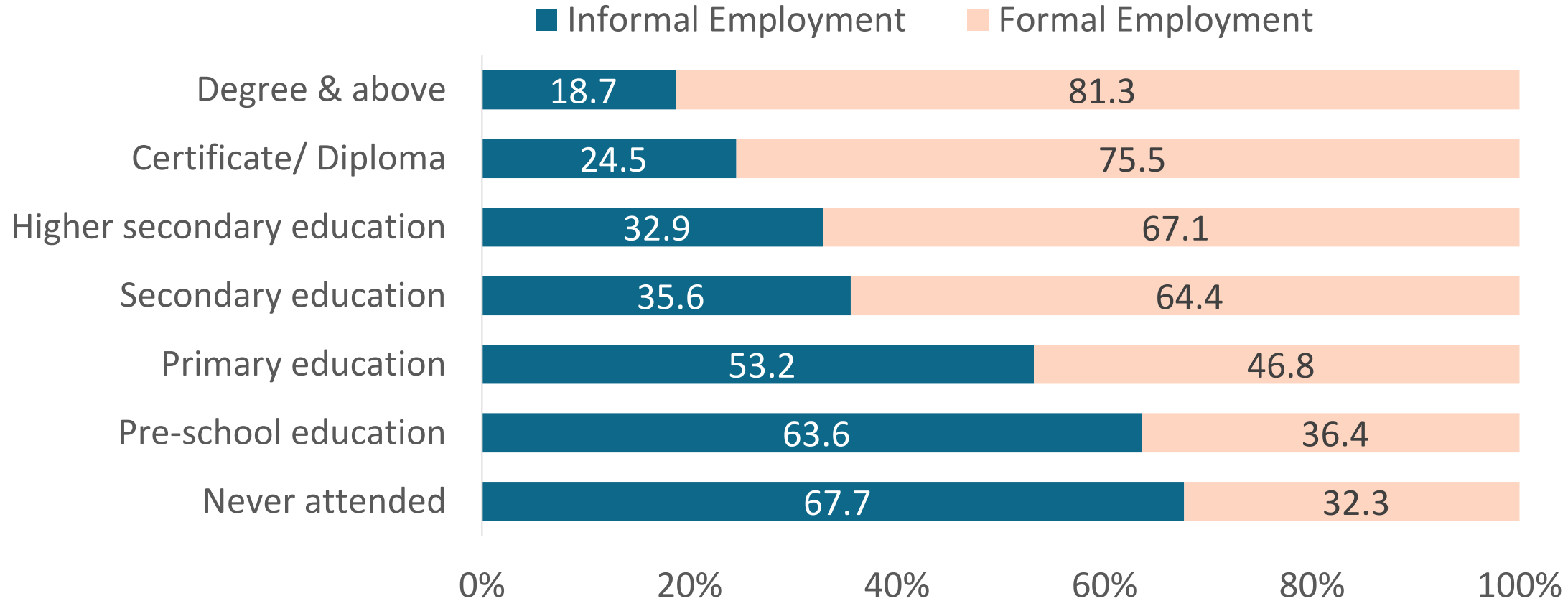


- 25% of those in informal employment attained secondary education



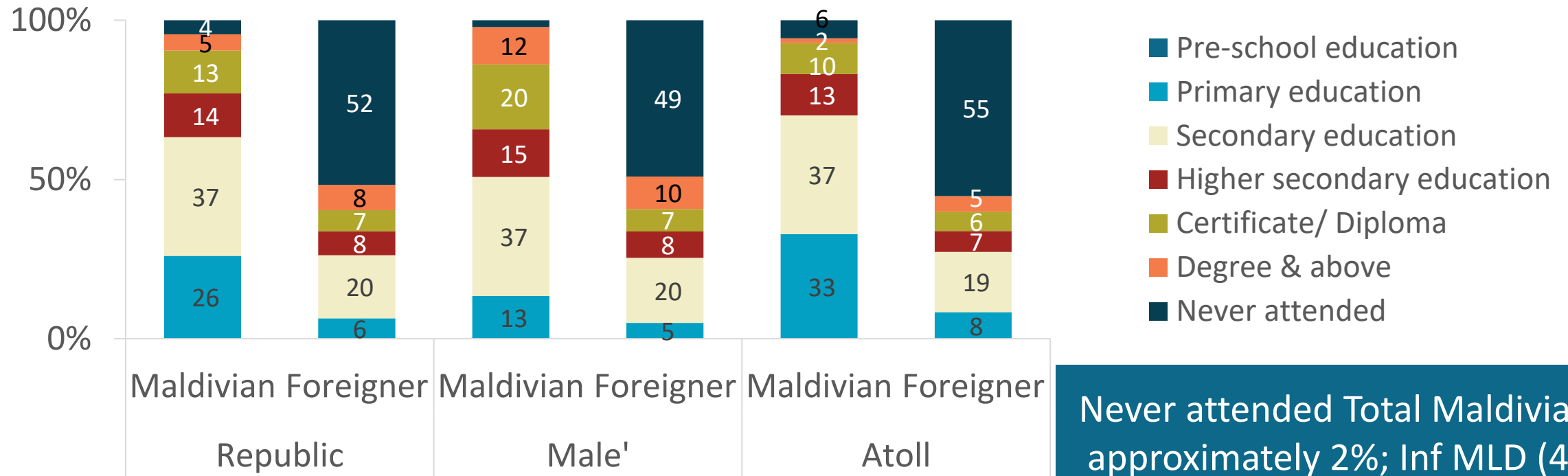
Secondary education obtained:
 Informal employment (Over 29,000 workers)
 Formal employment (Over 54,000 from)

Share of total informal & formal employment in education levels

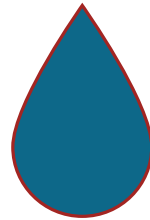
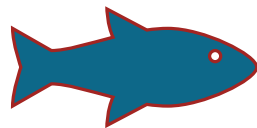
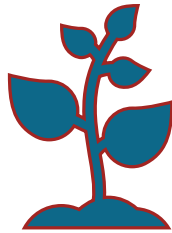


- 18.7% of workers holding degree and above are also in informal employment

Share of Education levels among Maldivians and Foreigners in Informal Employment

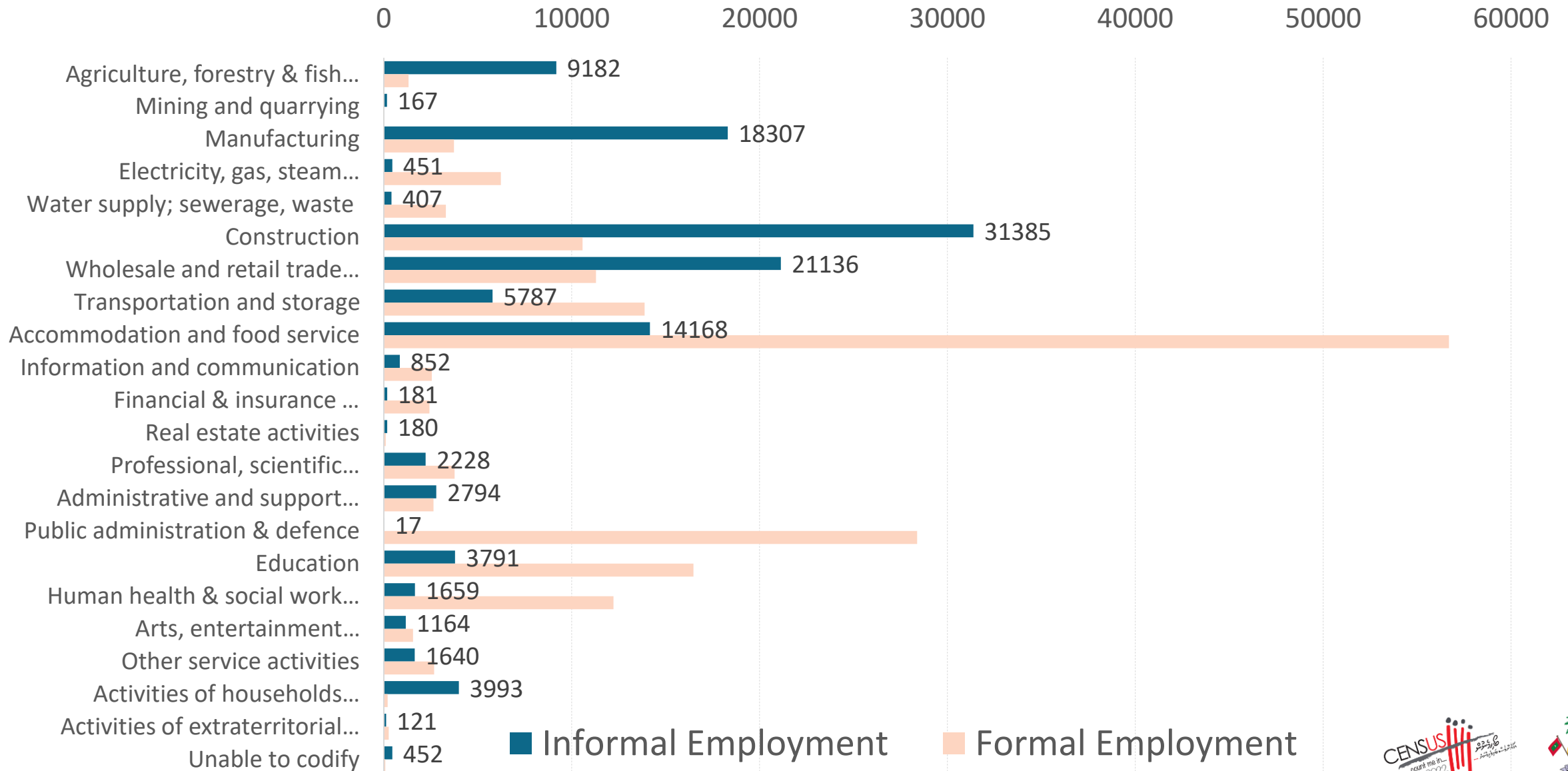


- Never attended foreigners; variation in primary education, & Certificate/diploma among Maldivians in Maale and atolls are noticeable

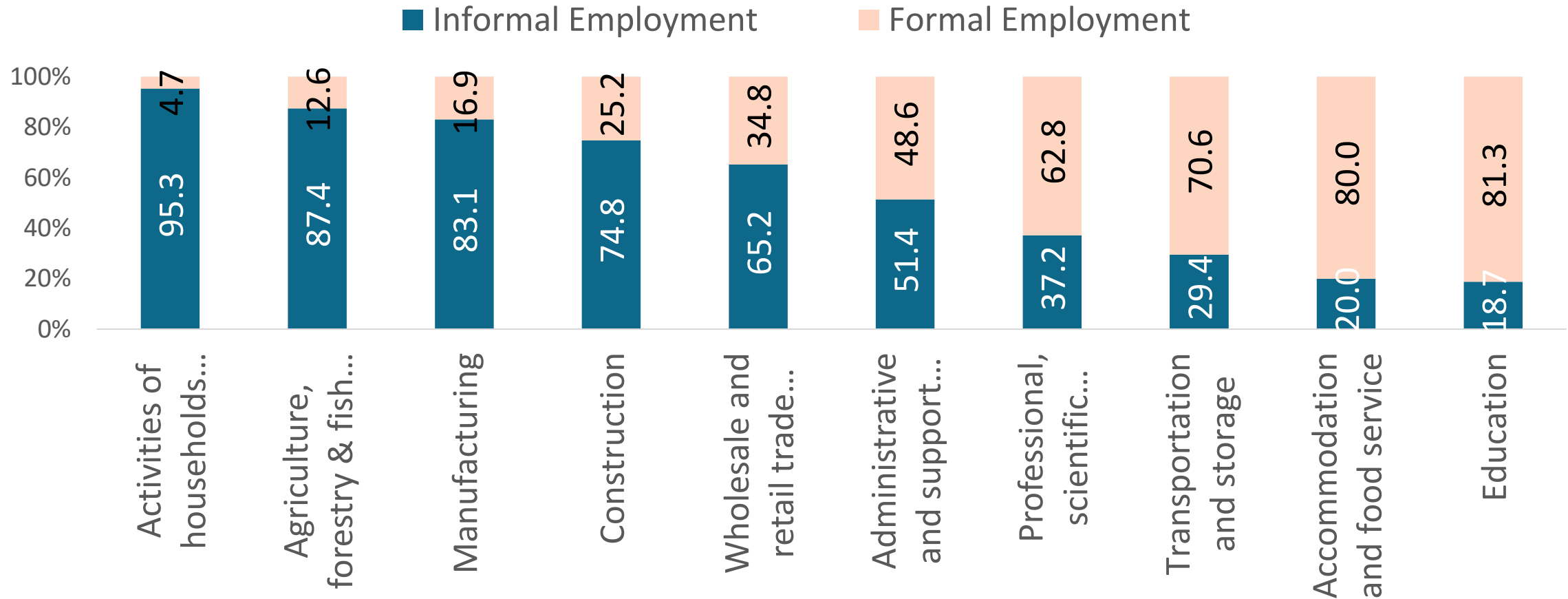


Industries

Total Employment in industries

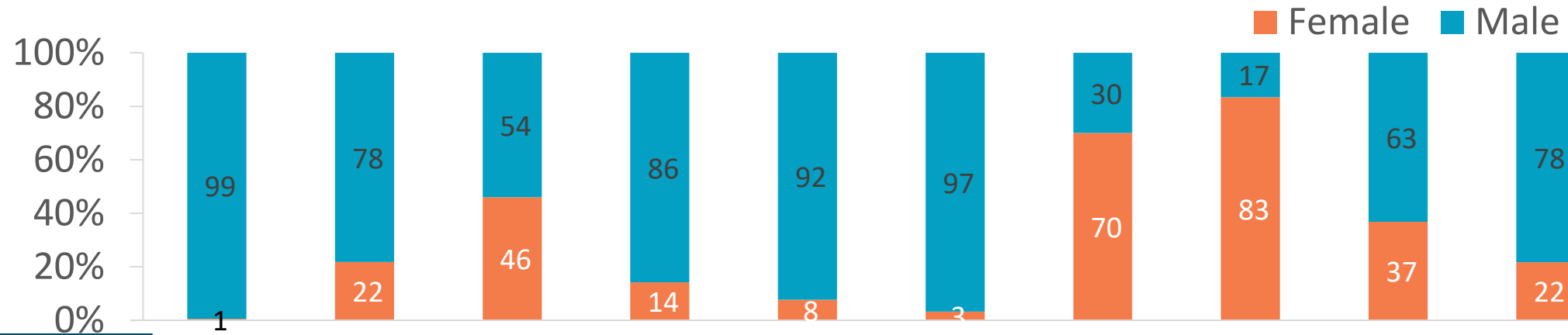


Share of informal employment in industries



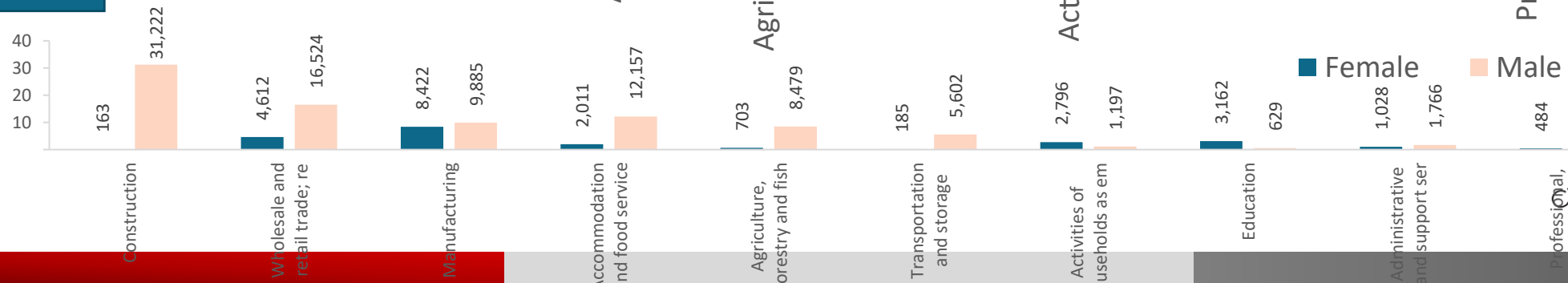
These Top 10 industries in informal employment account for 93.9% of total informal employment

Top 10 industries in informal employment

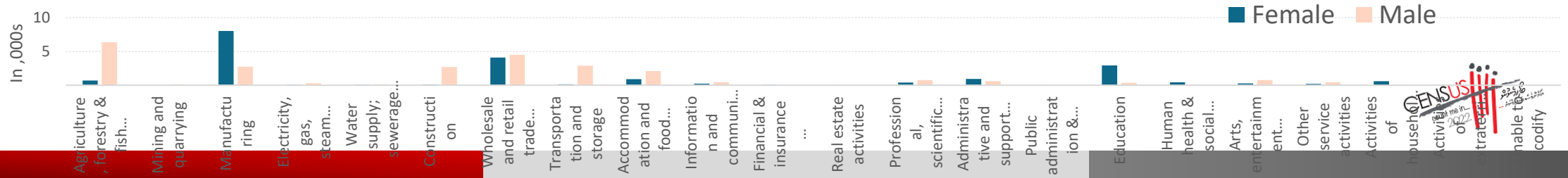
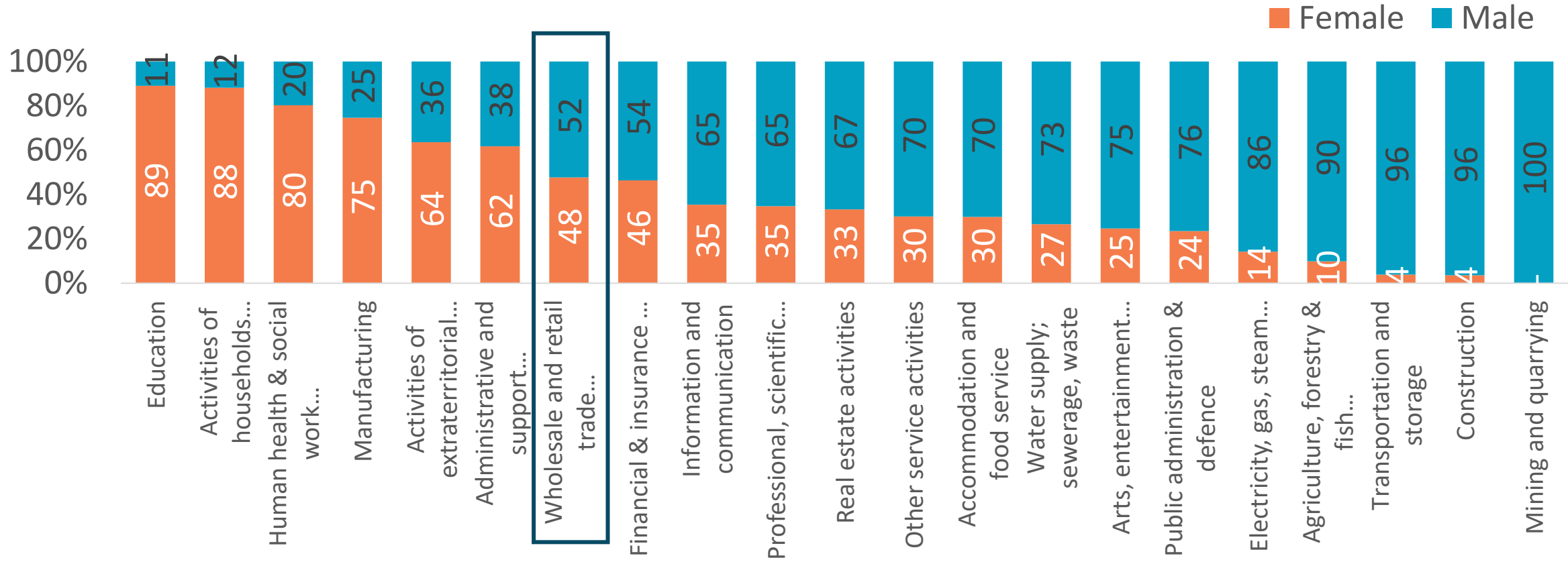


163 women in construction

30 female construction supervisors (25 Maldivians)

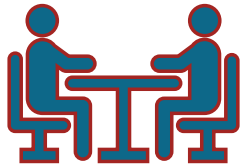


Share of Maldivians in informal employment



CENSUS
of Maldives
2022

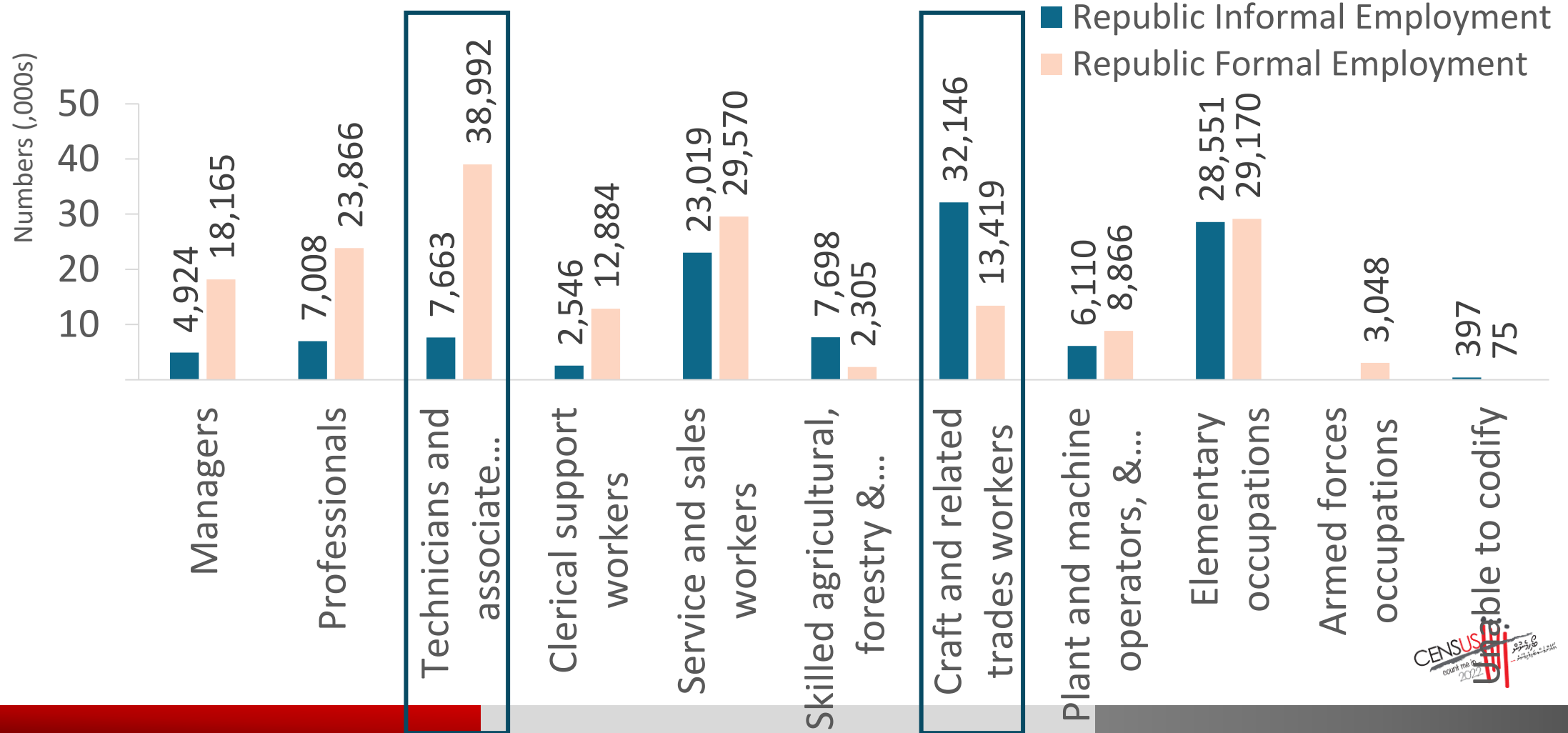




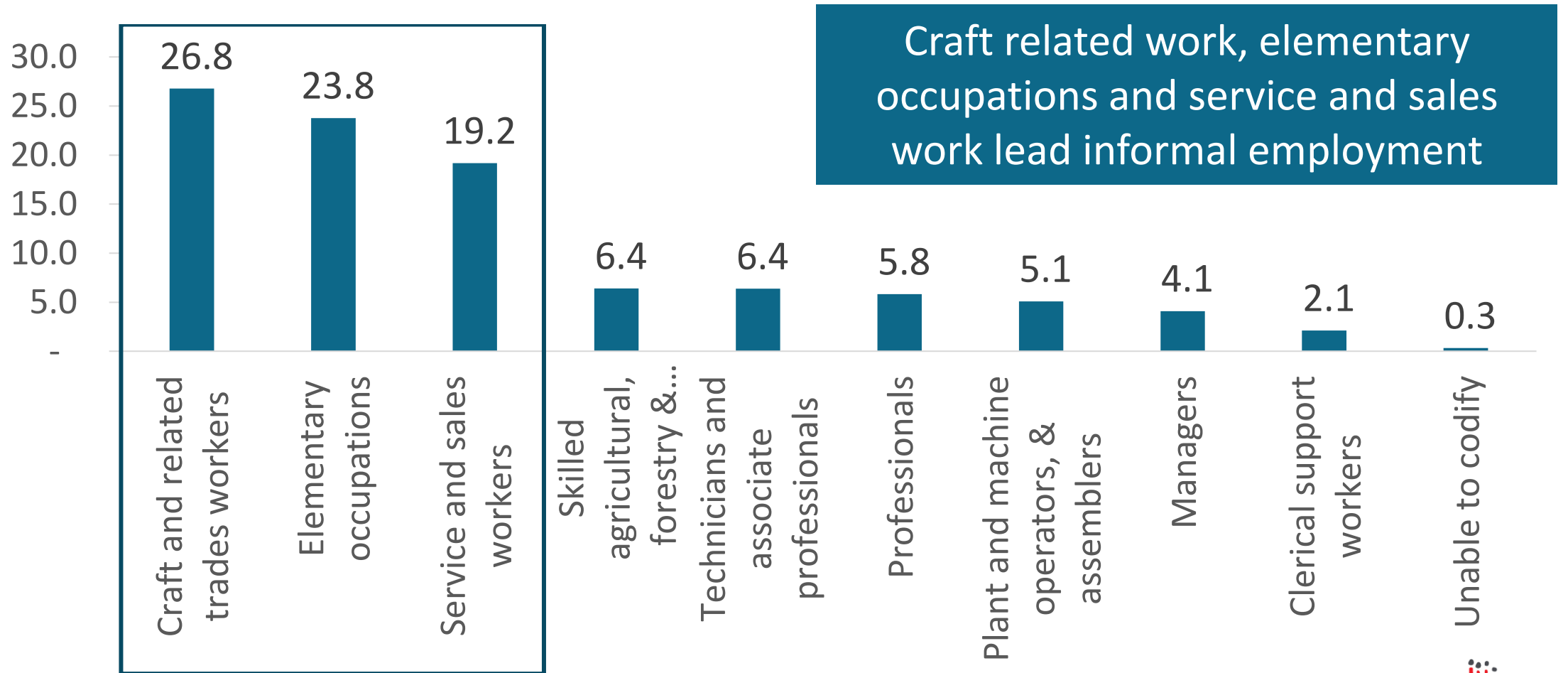
Occupations



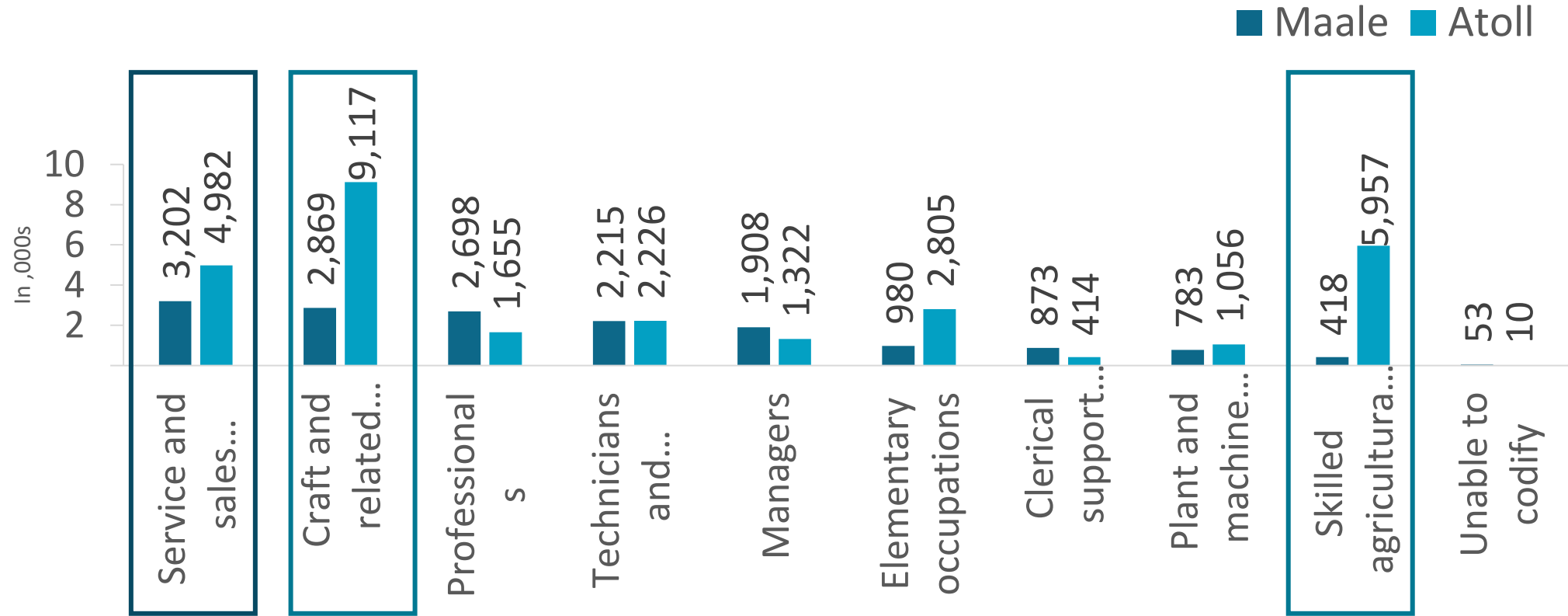
Number of people in Total informal and formal employment by occupation



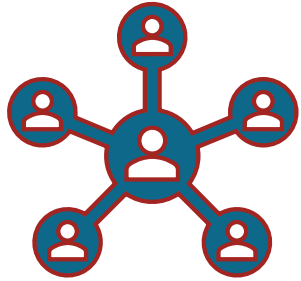
Share of occupations in total informal employment



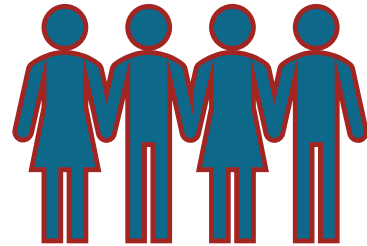
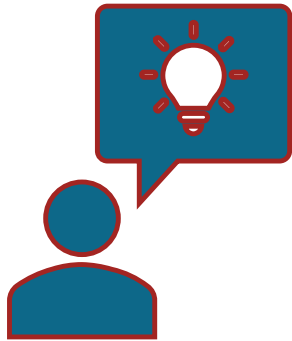
Number of Maldivians in informal employment in Maale and atolls by occupation



Among Maldivians, craft related work, & skilled agricultural and fishery work lead atolls, while service and sales lead in Maale



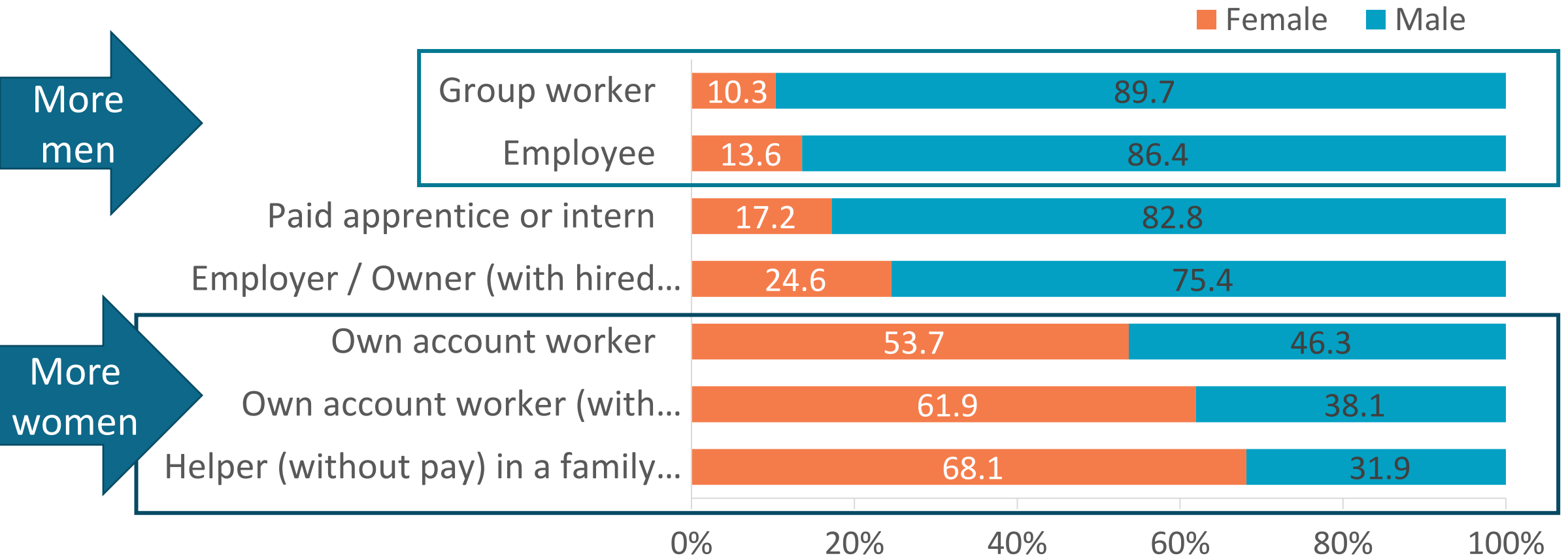
Employment status



Employment status in total informal and formal employment

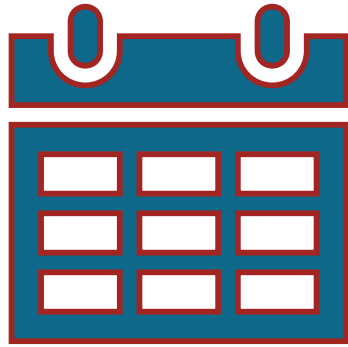
Employment Status	Employment Type			Shares within employment type		Share between employment types	
	Informal Employment	Formal Employment	Total	Informal Employment	Formal Employment	Informal Employment	Formal Employment
Employee	88,811	170,761	259,572	74.0	94.7	34.2	65.8
Paid apprentice or intern	1,291	427	1,718	1.1	0.2	75.1	24.9
Employer / Owner (with hired employees)	1,417	3,041	4,458	1.2	1.7	31.8	68.2
Own account worker	19,118	5,133	24,251	15.9	2.8	78.8	21.2
Own account worker (with family members)	1,899	998	2,897	1.6	0.6	65.6	34.4
Helper (without pay) in a family business	1,450	0	1,450	1.2	-	100.0	-
Group worker	6,032	0	6,032	5.0	-	100.0	-
Not stated	44	0	44	0.0	-	100.0	-
Total	120,062	180,360	300,422	100	100	40.0	60.0

Share of employment status in total informal employment by Gender

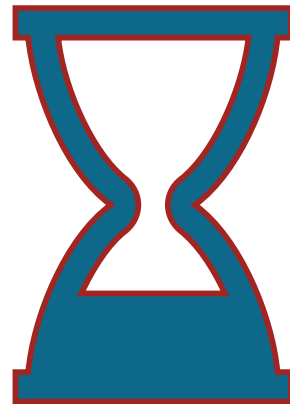


Employment status of Maldivians and foreigners in Informal Employment

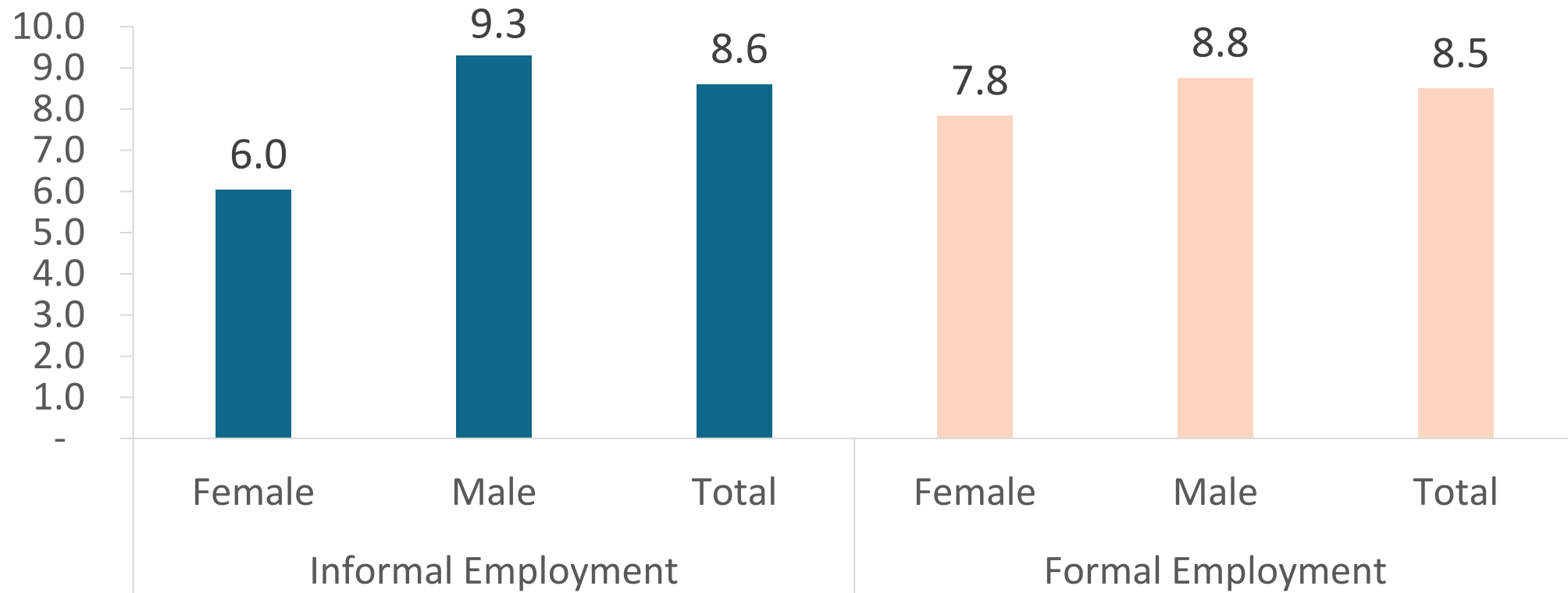
Employment Status	Maldivians			Foreigners			Share of Maldivians		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employee	6,771	13,037	19,808	5,294	63,709	69,003	56.1	17.0	22.3
Paid apprentice or intern	180	537	717	42	532	574	81.1	50.2	55.5
Employer / Owner (with hired employees)	328	856	1,184	20	213	233	94.3	80.1	83.6
Own account worker	10,035	6,567	16,602	230	2,286	2,516	97.8	74.2	86.8
Own account worker (with family members)	1,160	666	1,826	16	57	73	98.6	92.1	96.2
Helper (without pay) in a family business	963	446	1,409	25	16	41	97.5	96.5	97.2
Group worker	608	3,355	3,963	14	2,055	2,069	97.7	62.0	65.7
Not stated	5	29	34	2	8	10	71.4	78.4	77.3
Total	20,050	25,493	45,543	5,643	68,876	74,519	78.0	27.0	37.9



Work hours



Daily work hours in Total informal and formal employment



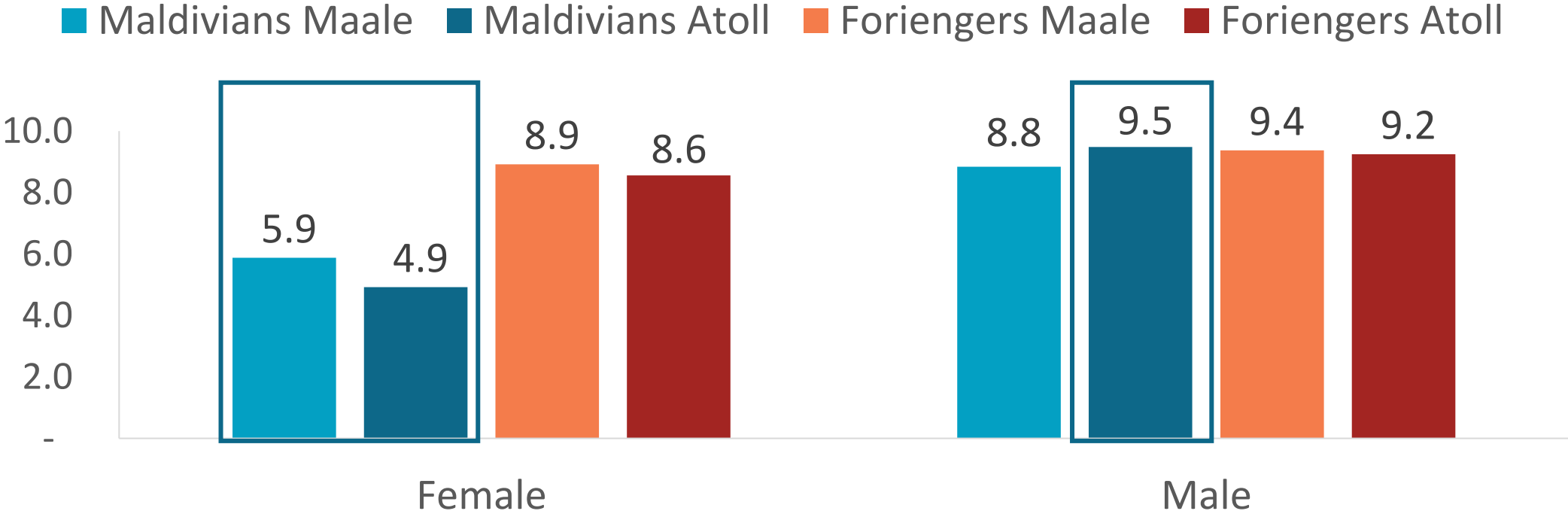
Daily time in total informal employment is high due to significant amount of time spent by men

Daily work hours in Total informal and formal employment in Maale and atolls by gender

Sex	Informal Employment			Formal Employment		
	Male'	Atoll	Total	Male'	Atoll	Total
Female	7.0	5.3	6.0	8.1	7.5	7.8
Male	9.3	9.3	9.3	9.1	8.6	8.8
Total	8.8	8.4	8.6	8.7	8.4	8.5

Men in informal employment spend more time at work;
While Women in formal employment spend more time in paid work

Daily work hours in informal employment by nationality, region and gender

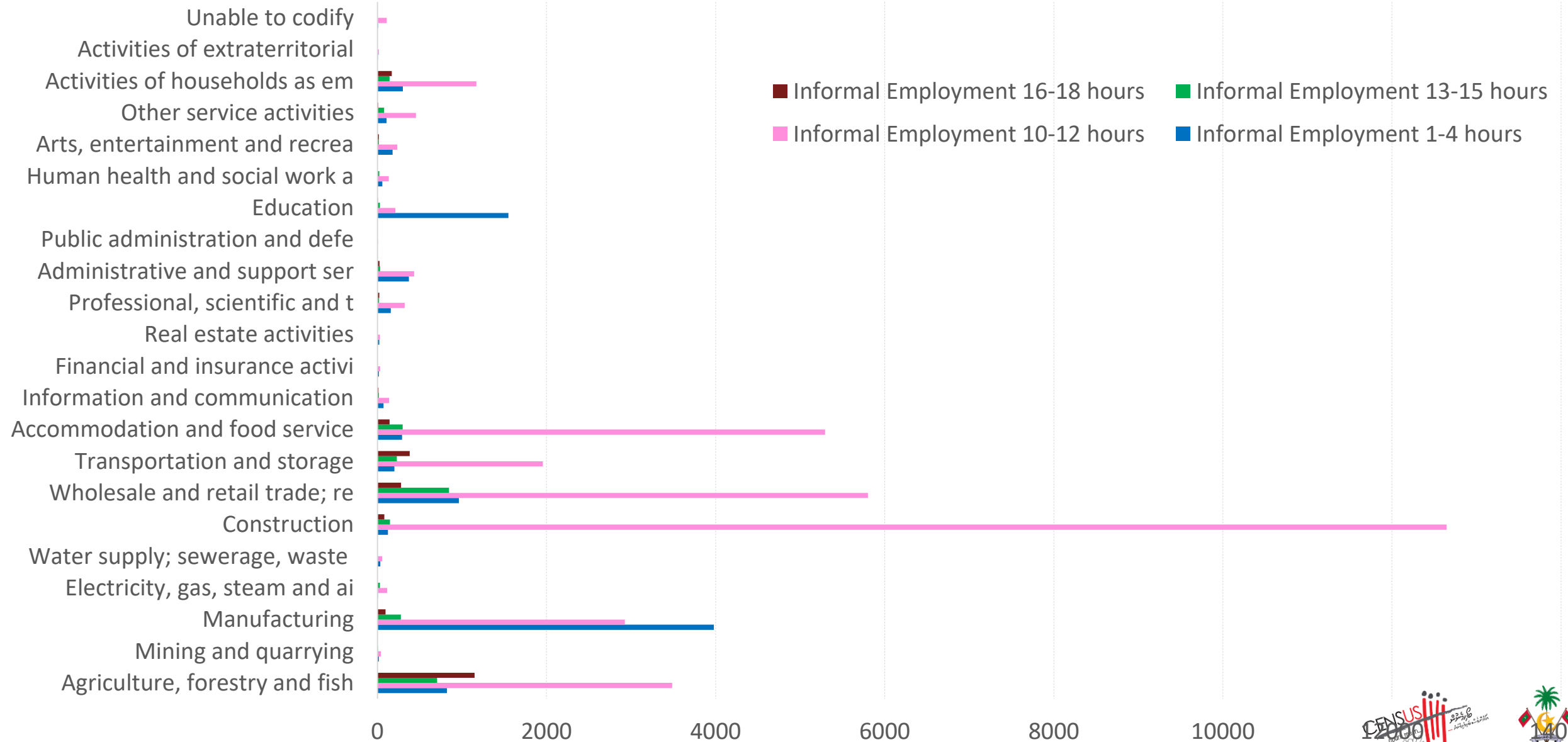


Maldivian women spend the least time;
Maldivian men in atolls spend the most time

Extreme work hours in employment types

Frequencies and shares of workers within employment types		Total Employment			Informal Employment			Formal Employment		
		Daily work duration (hours)			Daily work duration (hours)			Daily work duration (hours)		
		1 to 4	6 to 8	10 to 18	1 to 4	6 to 8	10 to 18	1 to 4	6 to 8	10 to 18
Number of workers	3 to 7 days	13,812	175,380	78,907	10,630	51,515	41,240	3,182	123,865	37,667
	4 to 7 days	12,357	174,880	78,487	9,283	51,162	40,916	3,074	123,718	37,571
	5 to 7 days	11,524	174,059	77,633	8,515	50,768	40,521	3,009	123,291	37,112
Shares in employment type	3 to 7 days	4.6	58.4	26.3	8.9	42.9	34.3	1.8	68.7	20.9
	4 to 7 days	4.1	58.2	26.1	7.7	42.6	34.1	1.7	68.6	20.8
	5 to 7 days	3.8	57.9	25.8	7.1	42.3	33.8	1.7	68.4	20.6

Total Informal Employment



Maldivians falling under extreme work hours

Frequencies and shares of workers within employment types		Total Maldivian Employment			Informal Employment			Formal Employment		
		Daily work duration (hours)			Daily work duration (hours)			Daily work duration (hours)		
		1 to 4	6 to 8	10 to 18	1 to 4	6 to 8	10 to 18	1 to 4	6 to 8	10 to 18
Number of Maldivians	3 to 7 days	13,223	102,127	37,901	10,184	15,854	12,464	3,039	86,273	25,437
	4 to 7 days	11,805	101,673	37,543	8,868	15,543	12,194	2,937	86,130	25,349
	5 to 7 days	10,989	101,086	36,926	8,116	15,261	11,958	2,873	85,825	24,968
Shares	3 to 7 days	7.7	59.7	22.1	22.4	34.8	27.4	2.4	68.7	20.3
	4 to 7 days	6.9	59.4	21.9	19.5	34.1	26.8	2.3	68.6	20.2
	5 to 7 days	6.4	59.1	21.6	17.8	33.5	26.3	2.3	68.3	19.9

Share of Maldivian women in 1-4 hour category is significantly more compared to MLD men; While MLD women in 10-18 hour band is much less than MLD men

Thank you