

MALDIVES

Population & Housing Census 2014

Statistical Release: IV
Employment



CENSUS
count me in...
2014

ދިވެހިރާއްޖޭގެ
އިރުމާތު ސަރުކާރުގެ
އިދާރާތަކުން



INTRODUCTION

In Census 2014, employment section of the questionnaire is applicable to persons aged 15 and above. Thus, this chapter provides insight of the economic status of the population above 15 years of age.

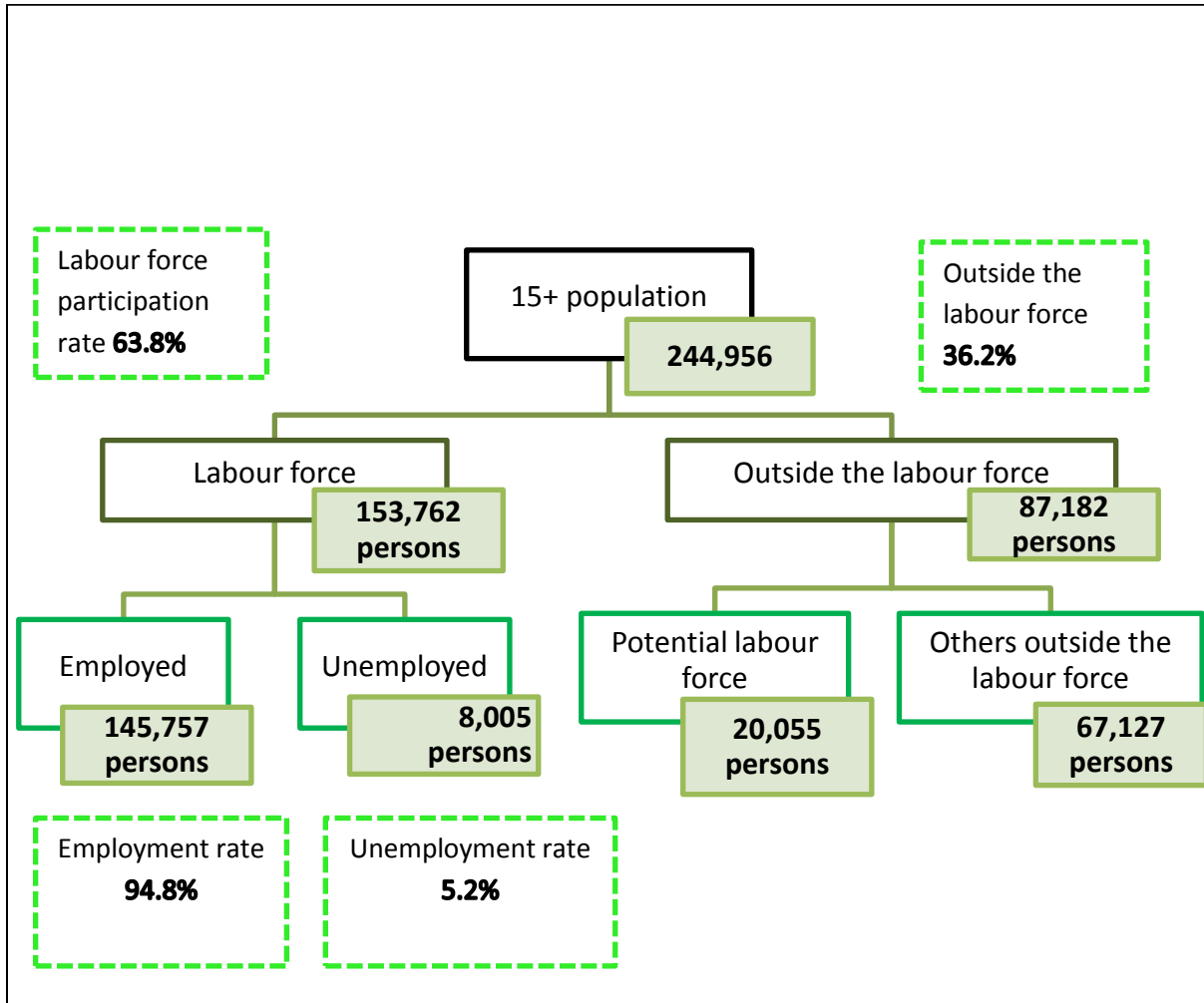
This release is a brief analysis of the current labour market situation as it provides the most recent and comprehensive data of the working age population. It provides input for analysing the labour market situation, policy formulation as well as planning, implementing and monitoring programmes related to human resource development.

The first part of this release provides insights of the labour force, labour force participation rate and employment, while the second part of this release provides insights of the outside labour force and unemployed population.

It is hoped that this report meets users' need for comprehensive and upto-date labour force data. The National Bureau of Statistics gratefully acknowledges and appreciates the co-operation of all parties in making this release a success and highly appreciates all suggestions towards improving.

SUMMARY STATISTICS OF 15+ POPULATION

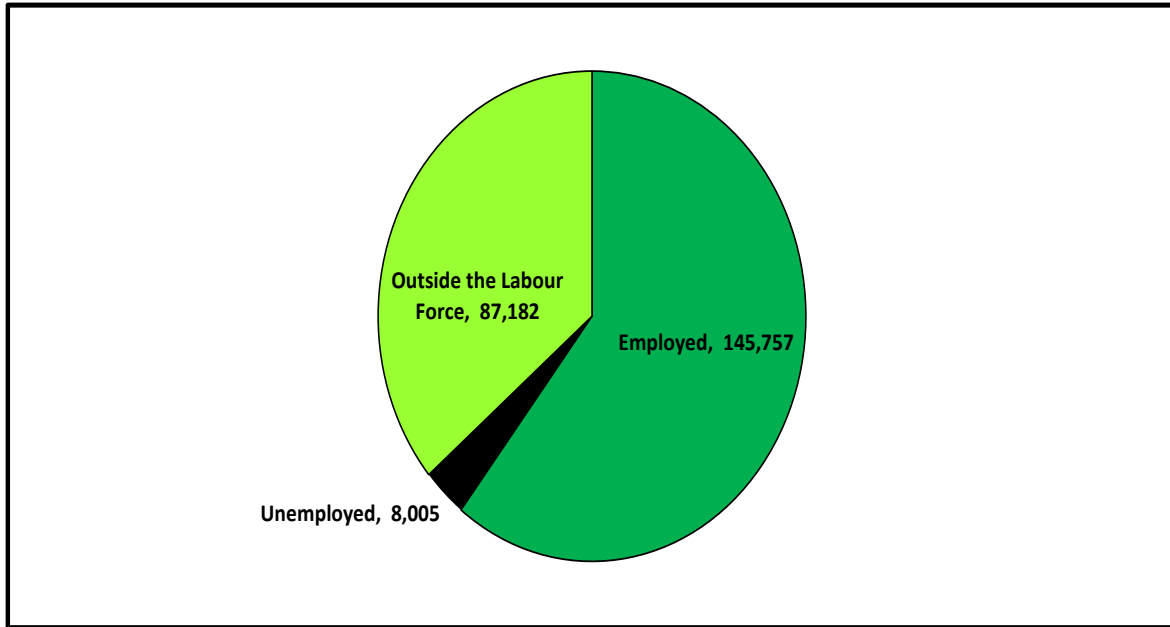
Figure 1: Summary Statistics of Maldivian resident labour force



15+ POPULATION

The figure 2 below shows the distribution of 15 years and above resident Maldivian population based on the employment status. The population of 15 years and above enumerated in Census 2014 is 244,956 and of which 4,012 have not stated their employment status. Thus, labour force participation rate will be computed using, 240,944 (excluding not stated) as the 15 years and above population. Within the labour force 145,757 (60.5 percent) are employed while 8,005 (3.3 percent) are unemployed. More than one-third (to be precise 36.2 percent) of the 15 years and above Maldivian resident population is outside the labour force.

Figure 2: Distribution of 15+ resident Maldivian population, by employment status



LABOUR FORCE

Labour force consists of population who are either employed or unemployed. Figure 3 shows labour force by nationality and locality. The resident labour force enumerated during Census 2014 is 213,792 and of which 153,762 are resident Maldivians. Although 60,030 are resident foreign nationals and is 28 percent of the total labour force, it is worth to note here that the resident foreign nationals enumerated in this census, is less than the official estimates published by Maldives Immigration.

Figure 3: Labour force by nationality and locality

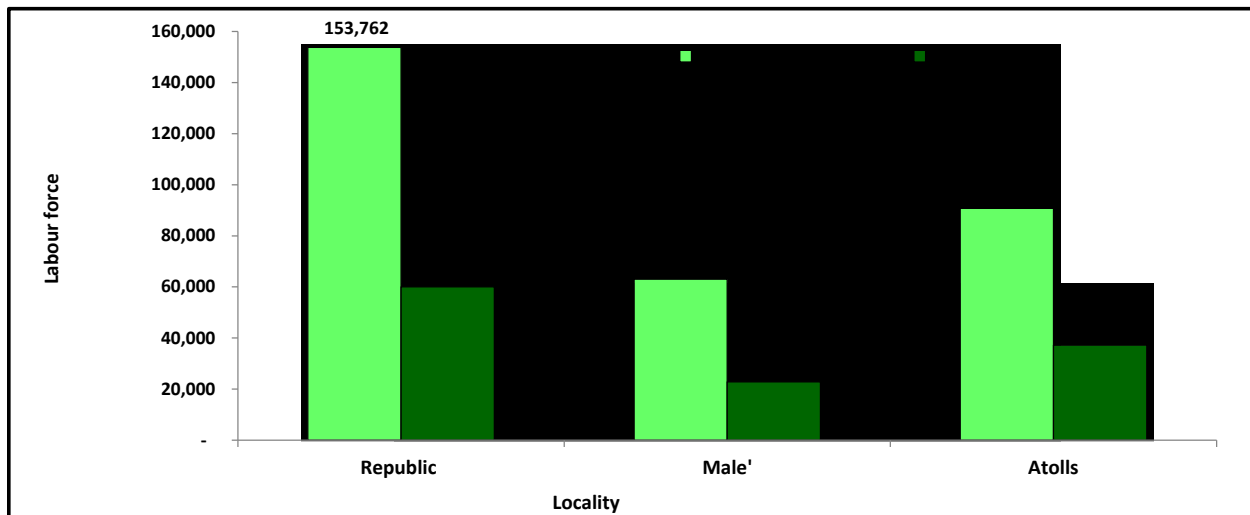
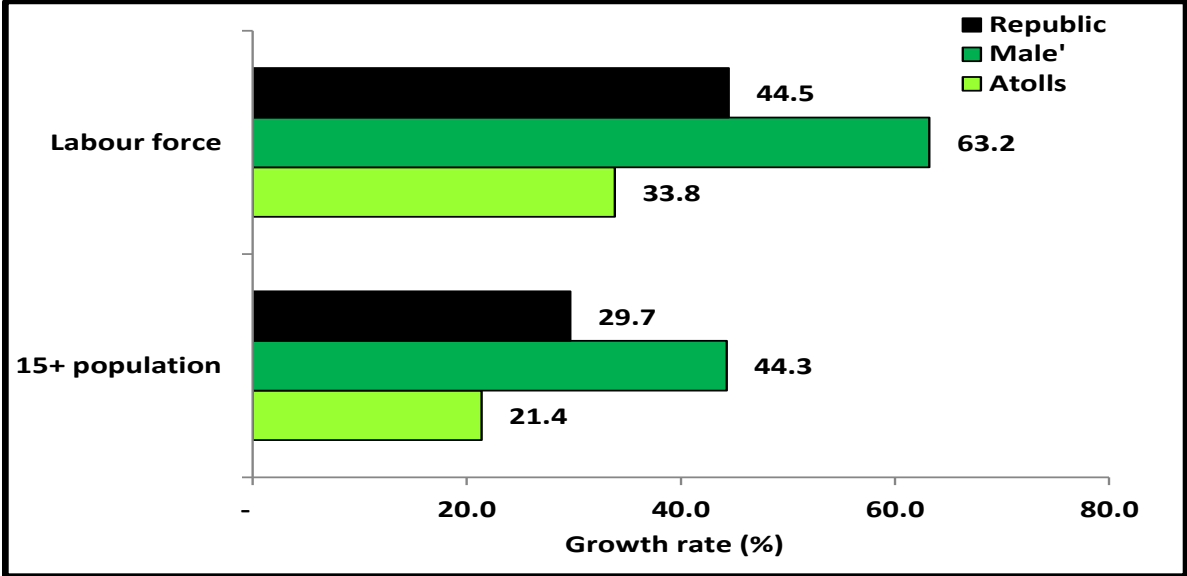


Figure 4 shows the growth rate of 15+ Maldivian resident population and labour force from 2006 to 2014, by locality. The growth rate of 15 years and above resident Maldivian population is 29.7 percent or an average annual growth rate of 3.1 percent while the growth rate of labour force is 44.5 percent or an average annual growth rate of 4.3 percent. The higher growth rate of labour force indicates the increase in youth opting to enter the labour market, which can be seen in Figure 7.

With vast number of jobs created within Male', the labour force in Male' increased at a higher pace than at atolls. In 2014, labour force of atolls increased by 33.8 percent while in Male' it increased by 63.2 percent.

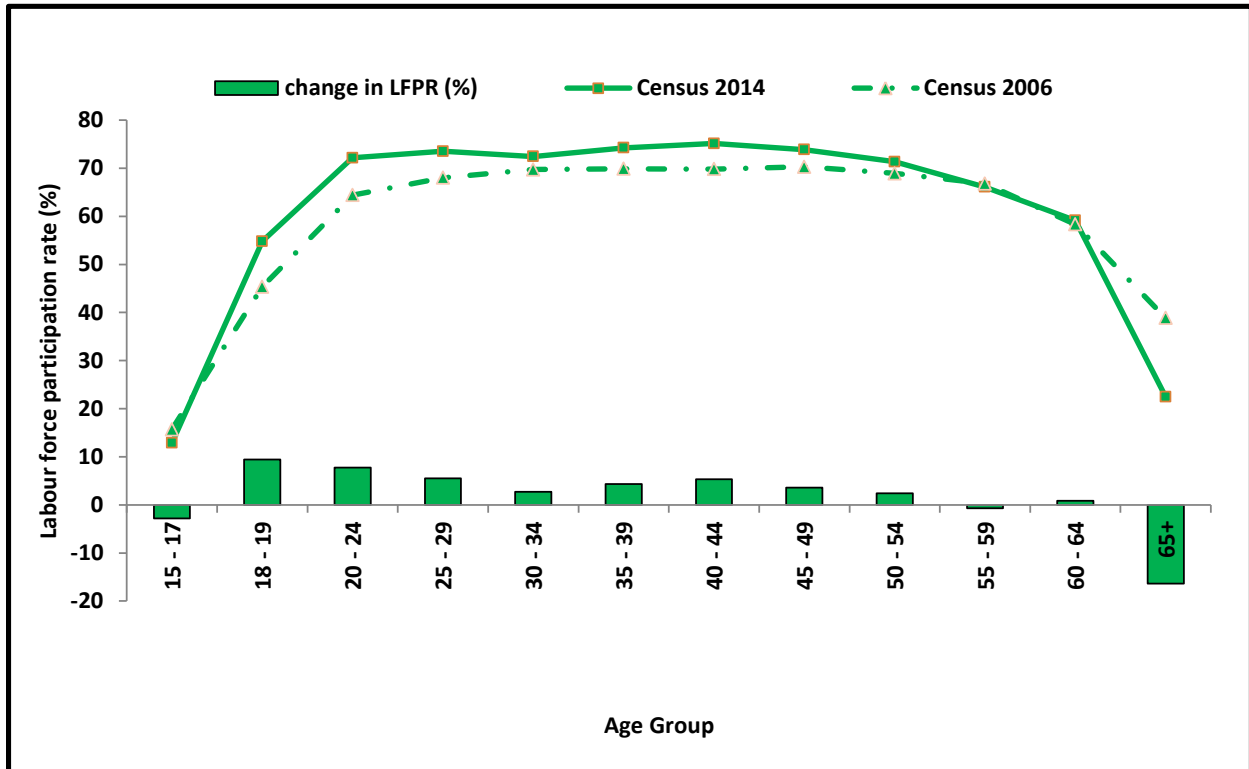
Figure 4: Growth of Maldivian 15+ population and labour force from 2006 to 2014, by locality



Labour Force Participation Rate

Labour Force Participation Rate among Maldivian resident population

Figure 5: Labour force participation rate and % change in LFPR, Census 2006 and Census 2014



Labour force participation rate is the percentage of 15 years and above population who is in the labour force. When compared to Census 2006, the Census 2014 results show an increase in LFPR for all ages except for 15 – 17 year age group and 65+ year age group. The lower participation rate at 15 – 17 years age group is likely due to better educational opportunities available for the school leavers. On the other hand, as Census 2006 was conducted prior to introduction of compulsory social security pension scheme for all persons aged 65 years and over, when more people remained in the labour market beyond 65 years of age.

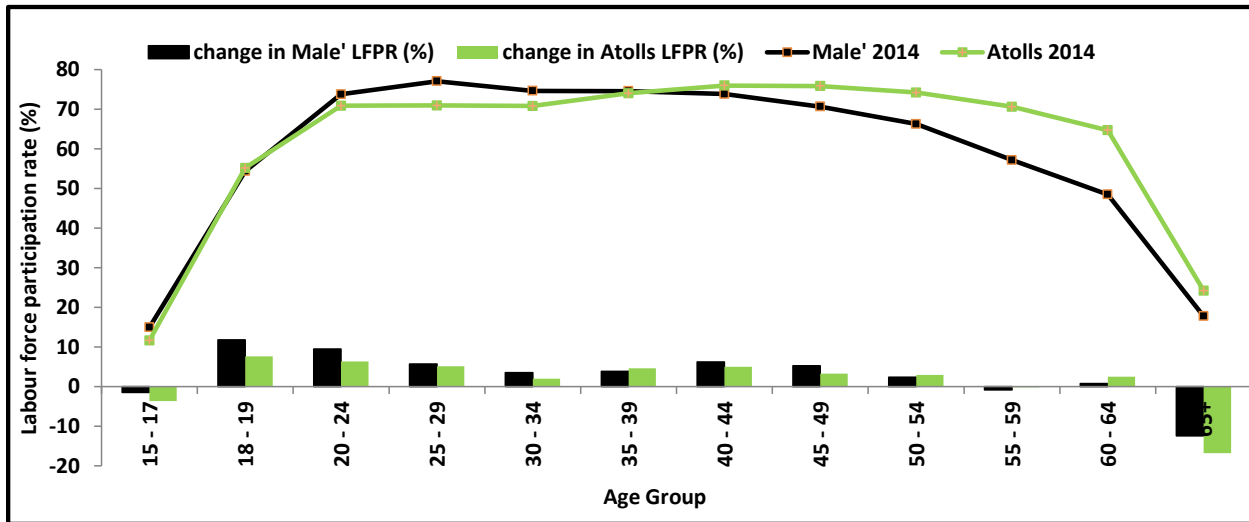
Figure 6: Labour force participation rates by age group and sex, Census 2006 and Census 2014



Labour force participation rate varies with age and sex. The figure 6 shows a low rate of labour participation rate for females while on contrary the male labour force participation rate remains much higher in 2014 as well as in 2006. For all ages, the female labour force participation rate which was 41.4 percent in 2006 has improved to 47.6 in 2014 indicating more women are entering the labour market. This was an increase of 6.2 percentage points. Similarly, the male labour force participation rate, which was 73.5 percent in 2006, increased in 2014 by 6.2 percentage points for all ages. In 2014, the male labour force participation rate is 79.7 percent for all ages.

The LFPR of 2014 for ages below 65 is higher than that of 2006 for both sexes. It is evident that labour force participation rate for females have improved for all other ages from the recent data. However for males, the labour force participation rate is lower compared to 2006 for 15 to 17 age groups as they are attending full-time education. Labour force participation rate for males increases with age and peaking at 35 to 39 age group and then decline gradually. LFPR of both sexes fell precipitously at the retirement age group of 65+, which is much steeper in 2014 as they become entitled for social security pension payments.

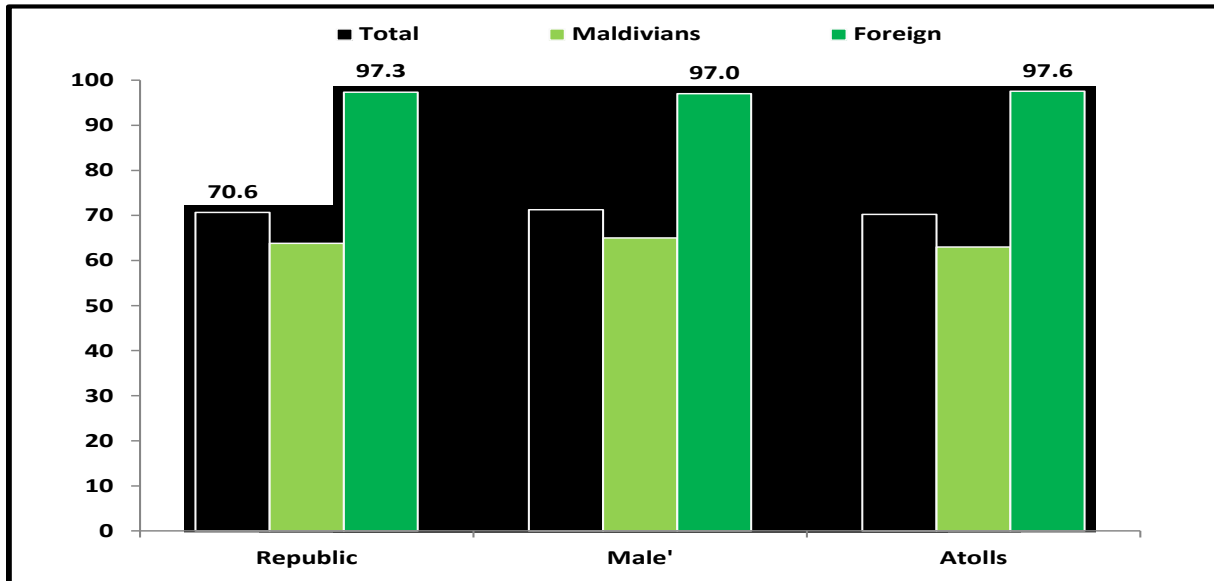
Figure 7: Labour force participation rate by age group and locality, Census 2006 and Census 2014



The pattern of labour force participation rate differs by locality. The LFPR for 15 – 17 year age group is the lowest as most employers necessitate an O' Level qualification to enter the labour market. It is only at the age of 16 one sits in the O' Level examination. Below the age group of 20-24 Male' the LFPR of atolls and Male' have a similar trend. However, in Male' LFPR increases for the age group 25-29 while in atolls the LFPR declines for this age group. From the age group 35 – 39 onwards the LFPR of atolls increases gradually until it reaches the age group of 45 – 49. On the other hand, from the age group of 30 – 34, LFPR declines steadily in Male'. The LFPR had a takes a nosedive once it reaches the retirement age group of 65 years both in Male' and in atolls. The fall of LFPR in the age group of 65 in Male' is 12.5 percent, while in atolls it is 16.8 percent.

Labour force participation rate among foreign resident population

Figure 8: Labour force participation rate of Maldivians and foreign by locality



Across the locality, labour force participation rate is not significantly different for Maldivians and foreigners. Higher participation of 70.6 percent at the Republic level owes to the foreign resident population whose LFPR is much higher than the counterpart Maldivians. This is expected as migrant workers account for most of the foreigner's living in the Maldives. Among foreigners, a higher percentage of persons aged 15 years and over are economically active are seen across the locality. Approximately, 97.3 percent of foreigners in the 15 years and above population are in the labour force while in case of Maldivians it is approximately 63 percent.

Labour force participation rate by atoll

Table 1: Labour force participation rate by locality and sex

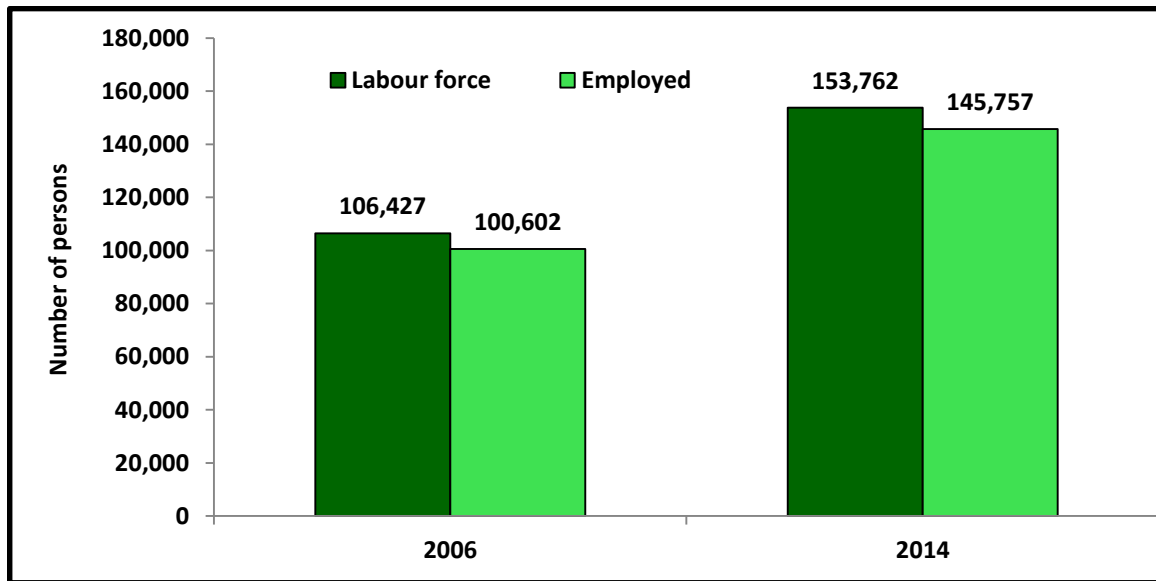
| Locality | Both sexes | Male | Female |
|-------------------------------------|-------------|-------------|-------------|
| Administrative Atolls | 63.2 | 78.5 | 47.4 |
| Felidhu Atoll (V) | 76.4 | 87.0 | 40.0 |
| Kolhumadulu (Th) | 70.1 | 83.8 | 61.1 |
| Male' Atoll (K) | 68.6 | 80.5 | 48.6 |
| Mulakatholhu (M) | 68.2 | 81.9 | 47.9 |
| South Ari Atoll (ADh) | 69.4 | 85.5 | 53.5 |
| North Ari Atoll (AA) | 69.5 | 83.6 | 48.4 |
| South Nilandhe Atoll (Dh) | 66.9 | 83.4 | 49.9 |
| North Nilandhe Atoll (F) | 65.6 | 77.6 | 53.0 |
| South Maalhosmadulu (B) | 65.1 | 76.5 | 49.9 |
| North Huvadhu Atoll (GA) | 64.8 | 79.8 | 54.4 |
| North Miladhunmadulu (Sh) | 63.1 | 74.2 | 49.1 |
| Hadhdhunmathi (L) | 63.5 | 81.6 | 54.3 |
| North Maalhosmadulu (R) | 63.1 | 78.8 | 43.4 |
| South Thiladhunmathi (HDh) | 61.9 | 76.3 | 50.8 |
| South Miladhunmadulu (N) | 61.7 | 76.5 | 47.4 |
| South Huvadhu Atoll (GDh) | 61.0 | 76.6 | 48.3 |
| Faadhippolhu (Lh) | 58.1 | 77.6 | 54.2 |
| Addu City (S) | 58.2 | 76.1 | 43.6 |
| North Thiladhunmathi (HA) | 57.1 | 73.7 | 49.8 |
| Gnaviyani (Gn) | 56.5 | 72.9 | 55.7 |
| Resorts | 98.5 | 98.6 | 96.9 |
| Industrial Islands and Other | 97.7 | 98.0 | 89.3 |

The labour force participation rate varies by locality and sex. The labour force participation rate in the administrative islands is 62.1. Even though efforts have been made to engender the information collected in Census 2014 by capturing the subsistence activities carried out if it is 1 hour and more within the reference week, labour force participation rate of females are much lower than that of males across the atolls. It is striking that labour force participation rates are lower for the most populous atolls while it is higher for least populous atolls. Felidhu Atoll (V), with a population of only 1601, has the highest LFPR of 85.4 percent for males and the lowest LFPR of 39.7 percent among females. Gnaviyani Atoll has the lowest LFPR while Addu (S) with the largest population has the third lowest LFPR of 57.3 percent. The reason for lower LFPR in Kaafu Atoll, North Ari Atolls (AA) and South Ari Atoll (ADh) is due to the fact that most employed people in these atolls work in the resorts while this data includes only administrative islands. LFPR in the resorts is 98.2 percent while in the other industrial islands it is 97.7 percent. The LFPR among females is lower than that of the males in the resorts and other industrial islands.

EMPLOYMENT

The key to understand an economy is by studying the number of persons engaged in different economic activities. The resident employed population in 2014 is 205,570 of which 145,757 are Maldivians and 59,813 are foreigners. In 2006, the employed population was 100,602. When compared to 2006, the number of Maldivian resident persons employed increased over 44.9 percent, while the labour force expanded by 44.5 percent. The increased pace of the employed than the labour force is an indication of the fall in the unemployment rate.

Figure 9: Labour force and employed population, Census 2006 and 2014

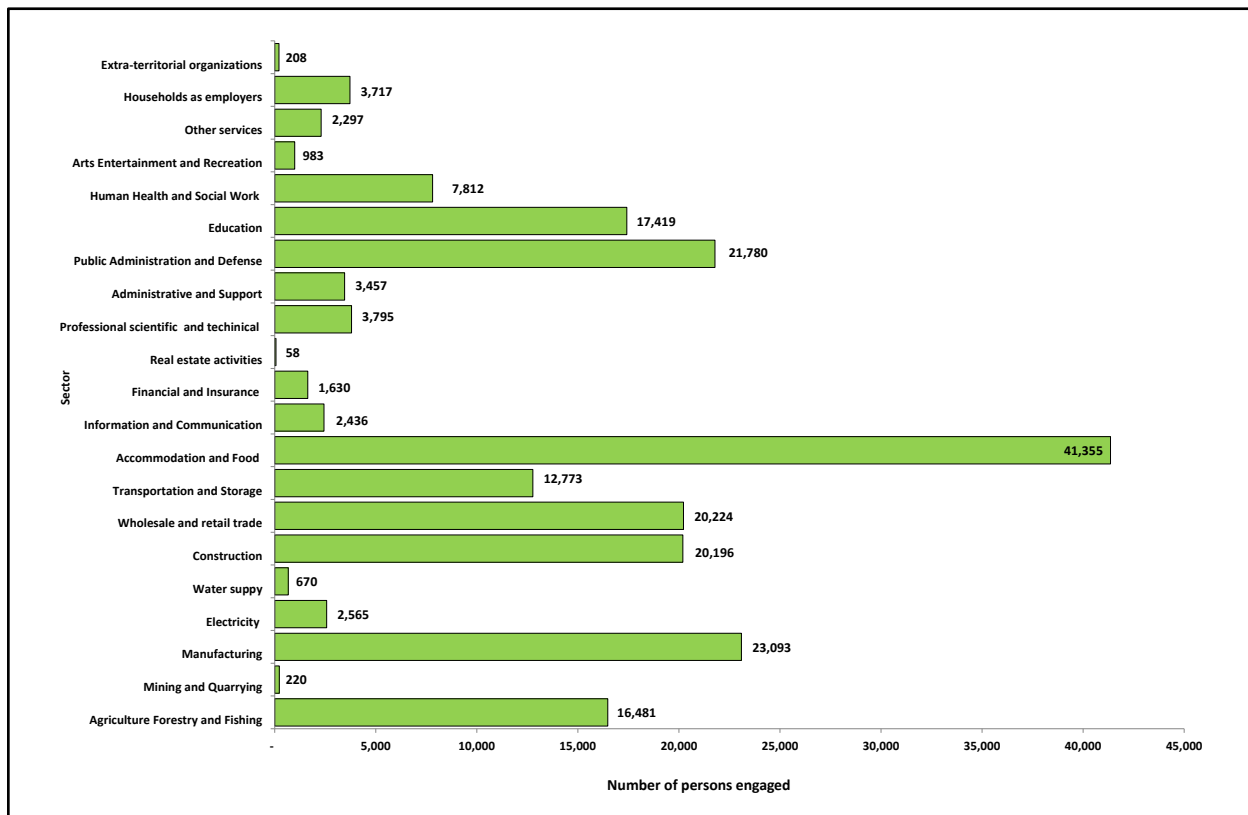


Employment rate

Employment rate is the percentage of labour force who is employed. The employment rate of the resident population is 96.2 percent with Maldivian employment rate of 94.8 percent and foreign employment rate of 99.6 percent. In 2006, the employment rate was 94.5 percent. Thus employment rate of Maldivian resident population increased slightly in 2014.

Employment by Industry

Figure 10: Resident employed population by sector

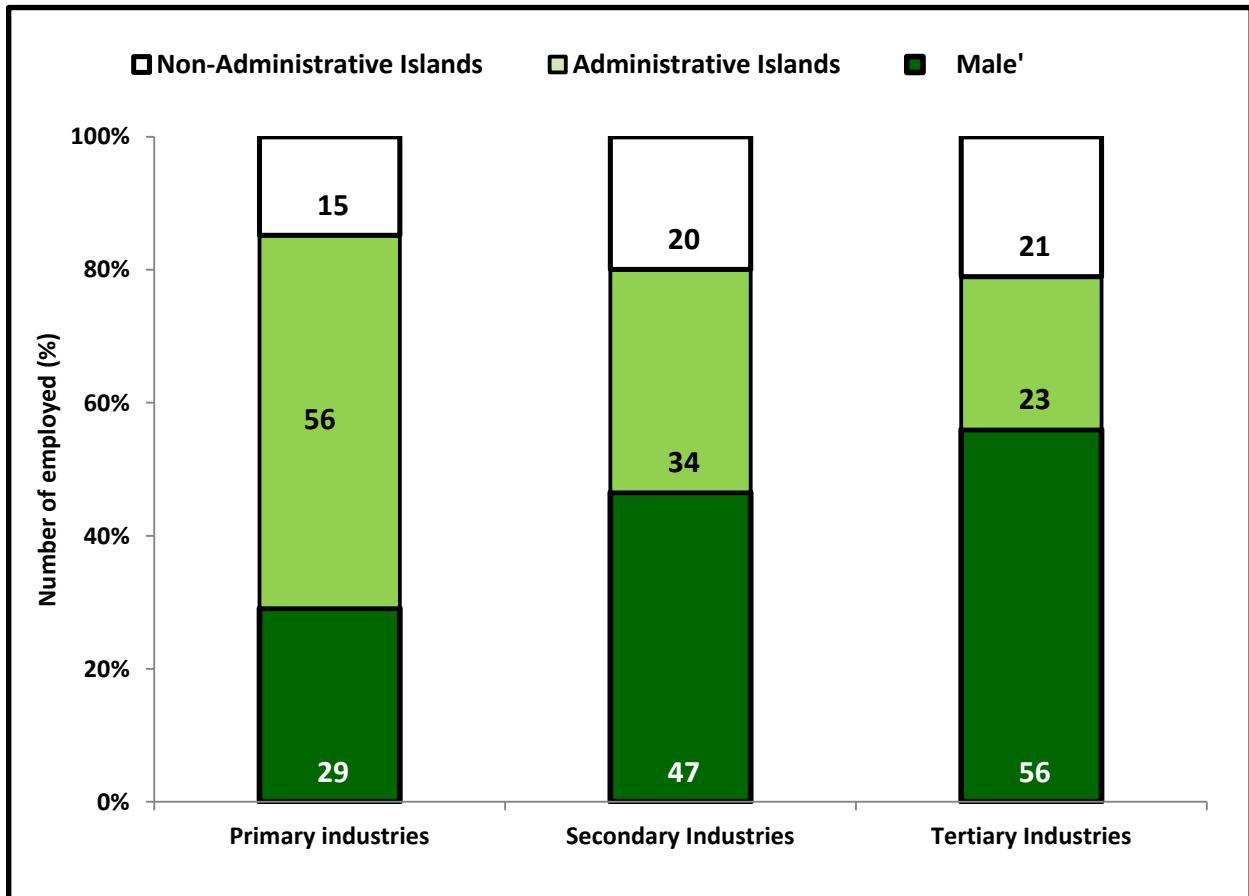


Over the past few decades, the structure of the Maldivian economy had evolved. Previous censuses reveal the dominant role primary and secondary industry plays in provision of employment opportunities. Results of Census 2006 shows that manufacturing industry provided the employment opportunities to most Maldivians. However, tourism being the most rapidly expanding industry and being the highest contributing sector to the Maldivian GDP, the results of Census 2014 revealed its vital role in provision of employment opportunities. More than a fifth of the employed are engaged in the tourism industry. Of the total employed, 27,837 or 14 percent work in the resorts.

The second largest sector in terms of employment is manufacturing with 23,093 persons engaged in total. Public administration and defense is the third largest sector with 21,780 employees.

Census 2014 classified persons engaged in to sectors based on the primary activity. The classification of the primary activity a person is engaged in based on the maximum number of hours worked. Economic activities such as provision of real estate services does not require much time, it is very unlikely to consider it as a primary activity. Thus only 58 persons were reported to be engaged in real estate and is the smallest sector in terms of number of persons engaged in.

Figure 11: Resident employed population by stages of production



Production within an economy can be divided into three main stages: primary, secondary and tertiary. As primary production involves agriculture, forestry, fishing and mining and provides inputs to other stages of production, the value addition at this stage is low. On contrary, tertiary production is associated with the provision of services and the value addition at this stage is much higher. Thus, economic growth has positive relationship with the proportion of tertiary sector.

Concentration of industries in Male', atolls and other non-administrative islands are quite different as can be seen from the Figure 11. Around 56 percent of tertiary industry workers are in Male' while on contrary 56 percent of primary industries employment is generated within the atolls.

Table 2: Resident employed population by industry and locality

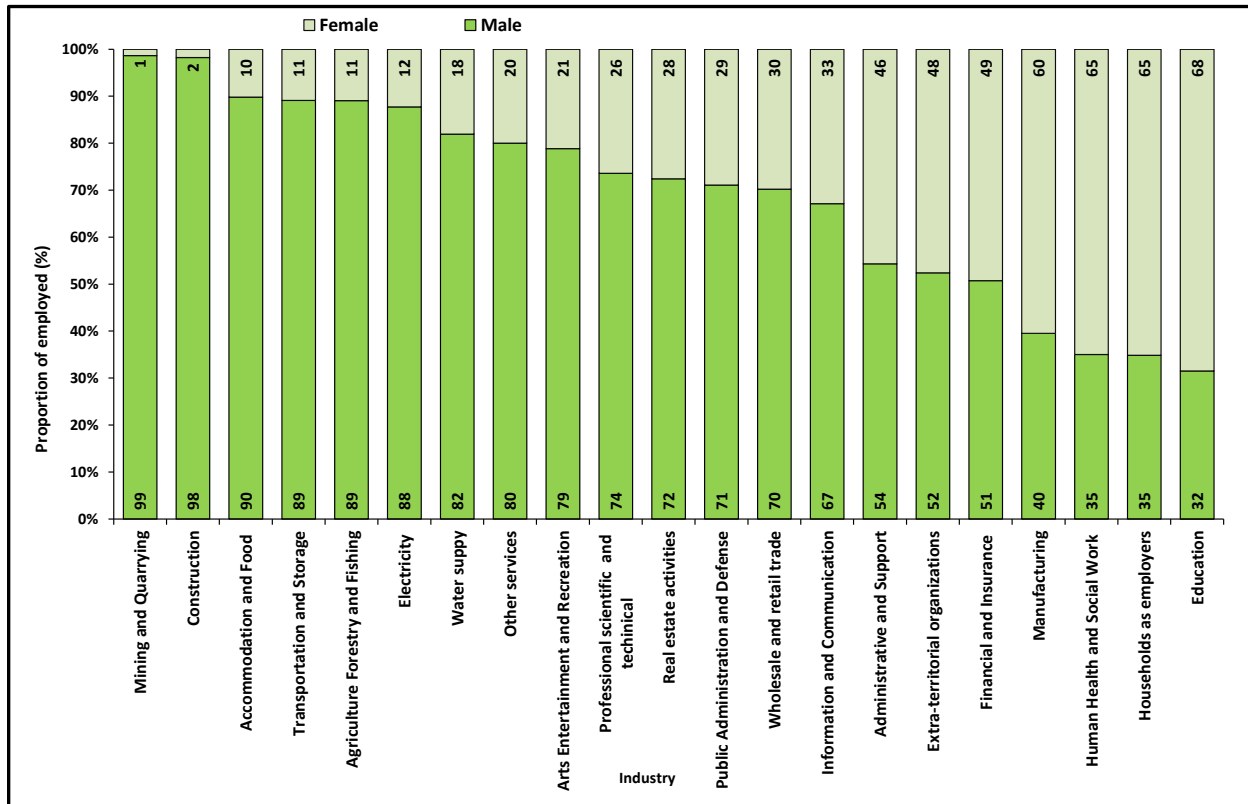
| Sector | Locality | | | |
|---------------------------------------|----------------|---------------|---------------|----------------------------|
| | Republic | Male' | Atolls | Non-Administrative Islands |
| Agriculture Forestry and Fishing | 16,481 | 1,641 | 14,293 | 547 |
| Mining and Quarrying | 220 | 11 | 207 | 2 |
| Manufacturing | 23,093 | 5,416 | 15,895 | 1,782 |
| Electricity | 2,565 | 572 | 1,986 | 7 |
| Water supply | 670 | 409 | 232 | 29 |
| Construction | 20,196 | 7,157 | 7,946 | 5,093 |
| Wholesale and retail trade | 20,224 | 13,155 | 6,826 | 243 |
| Transportation and Storage | 12,773 | 8,598 | 3,451 | 724 |
| Accommodation and Food | 41,355 | 8,225 | 7,239 | 25,891 |
| Information and Communication | 2,436 | 1,995 | 424 | 17 |
| Financial and Insurance | 1,630 | 1,332 | 295 | 3 |
| Real estate activities | 58 | 55 | 3 | - |
| Professional scientific and technical | 3,795 | 3,573 | 173 | 49 |
| Administrative and Support | 3,457 | 1,839 | 1,418 | 200 |
| Public Administration and Defense | 21,780 | 13,190 | 7,973 | 617 |
| Education | 17,419 | 5,923 | 11,483 | 13 |
| Human Health and Social Work | 7,812 | 2,882 | 4,908 | 22 |
| Arts Entertainment and Recreation | 983 | 745 | 145 | 93 |
| Other services | 2,297 | 914 | 1,367 | 16 |
| Households as employers | 3,717 | 2,533 | 1,183 | 1 |
| Extra-territorial organizations | 208 | 164 | 18 | 26 |
| Not Stated | 2,401 | 1,344 | 552 | 505 |
| Total | 205,570 | 81,673 | 88,017 | 35,880 |

To understand the structure of the economy, the sectors in which the employed are examined further by locality. It is observed that in Male' employed are mostly engaged in public administration and defense followed by wholesale and retail trade activities. In each of these two sectors, approximately 16 percent of the employed resident population of Male' is engaged.

On the other hand, in the atolls, with 15,895 persons, manufacturing sector provides employment opportunities to most. This is followed by agriculture, forestry and fishing with 14,293 persons engaged.

With the rapid expansion of the resorts sector and as all the resorts are included in the non-administrative islands category, nearly three-fourth of the number of persons employed in the non-administrative islands engaged in accommodation and food services (tourism sector).

Figure 12: Employment by sector by sex



For understanding the structure and functioning of the labour market properly, it is essential to understand the sex disaggregation of the resident employed population. The number of males employed is 146,059 while only 59,511 females are employed. Thus employed males outnumber the females by 42 percent. In Census 2014, engendering exercise had been carried out to capture the subsistence economic activities carried out by women within the household. Thus, there are marginal chances of not capturing the small scale household activities or informal economic activities carried out by the women.

Figure 9 above shows the proportion of males and females employed by sector. There is clear evidence of sex disaggregation of the employed population within difference sectors. Sectors such as mining and quarrying, construction, accommodation and food services and transportation are dominated by the males. In these sectors more than 90 percent of the employed are males.

On the other hand, sectors such as education, health, households as employers and manufacturing are dominated by the females. In addition to these sectors, nearly half of the employed in the financial sector and extra-territorial organisations are women.

Employed population by occupation

Figure 13: Employed population by occupation, nationality and sex

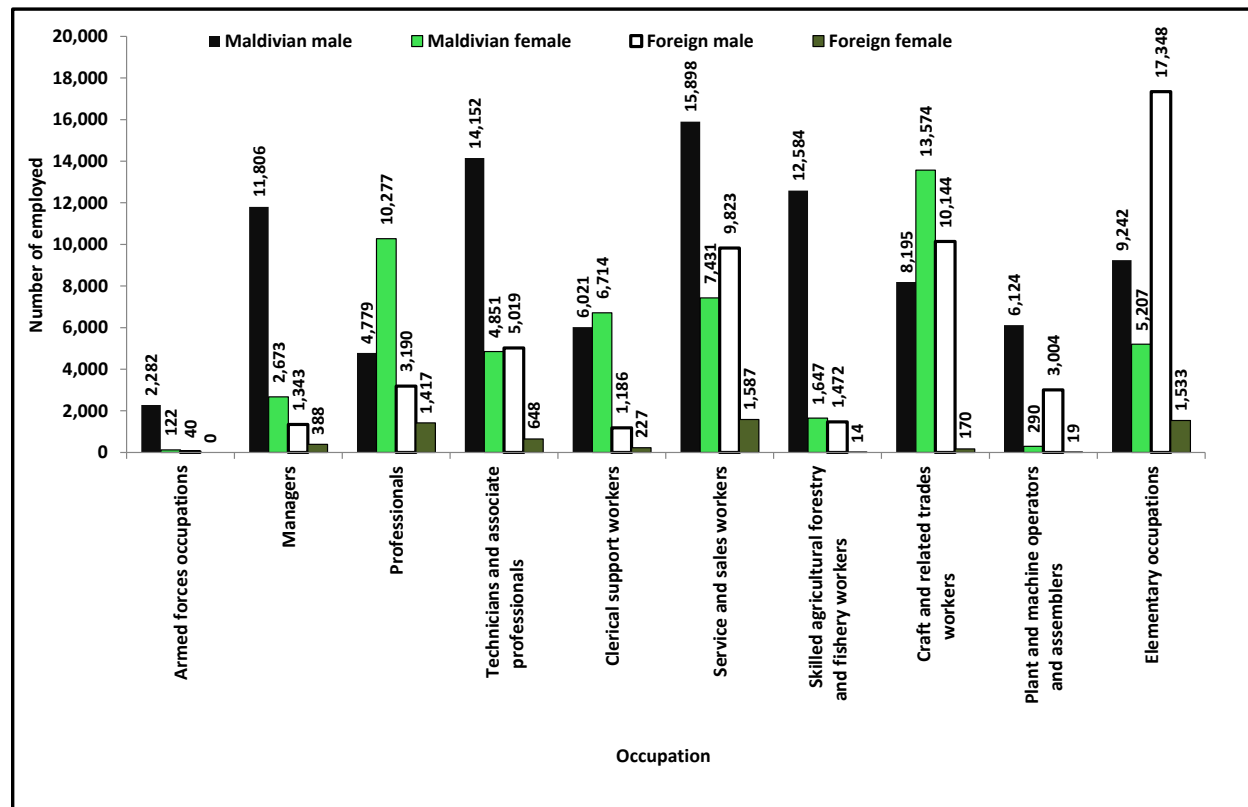


Figure 13 provides insights of the distribution of resident employed population by occupation and sex. It reveals most of the employed male foreigners work in the elementary occupations followed by craft and related trade workers and service and sales workers while female foreigners work in service and sales workers followed by elementary occupations and in professional's category.

Highest numbers of Maldivian males work as; service and sales workers, technicians and associate professionals and skills agricultural, forestry and fishery workers. These occupations are concentrated in the sectors such as tourism, wholesale and retail trade and public administration. Among the Maldivian male dominant occupations are armed forces. More than 93 percent of the armed force occupations are Maldivian males. In total 11,806 Maldivian males work in managerial occupations.

Maldivian females dominate occupations such as craft and related and professionals. Of the 53,386 Maldivian females employed, 23,851 of them work in those two occupational categories. In terms of the proportion of Maldivian females employed, this is approximately 45 percent.

Figure 14: Proportion of employed population by status in employment and nationality

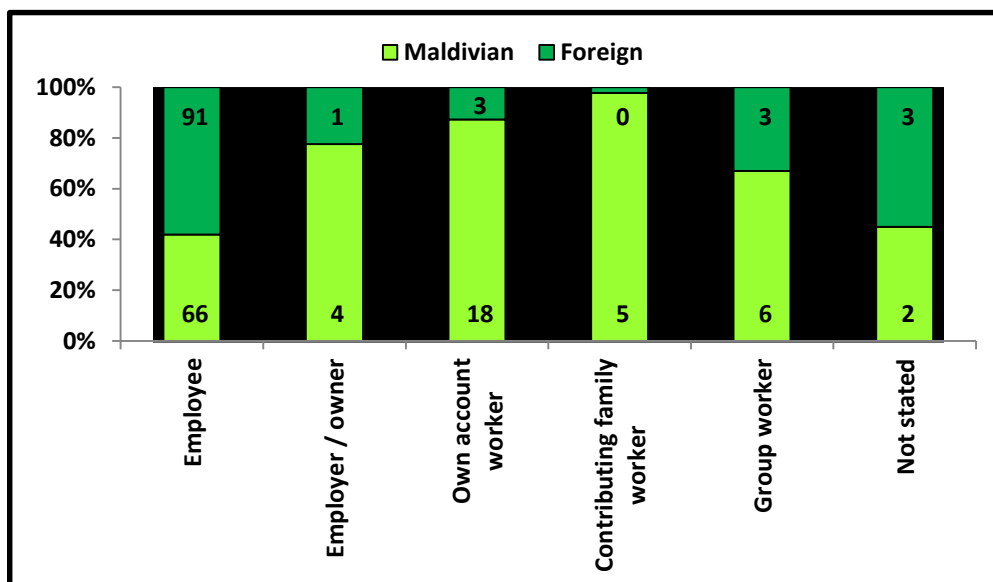


Figure 14 shows the proportion of employed population by status of employment categories and nationality. Of the 205,570 employed resident population, 149,923 or 73 percent (of which 95,630 Maldivians and 54,293 foreigners) work as employees. Of the foreign resident population, 91 percent work as employees indicating more formal type of employment. Approximately 18 percent of the Maldivians and 3 percent of the foreigners work as own account workers.

Employed population by place of employment

Table 3: Employed population by place of work and nationality

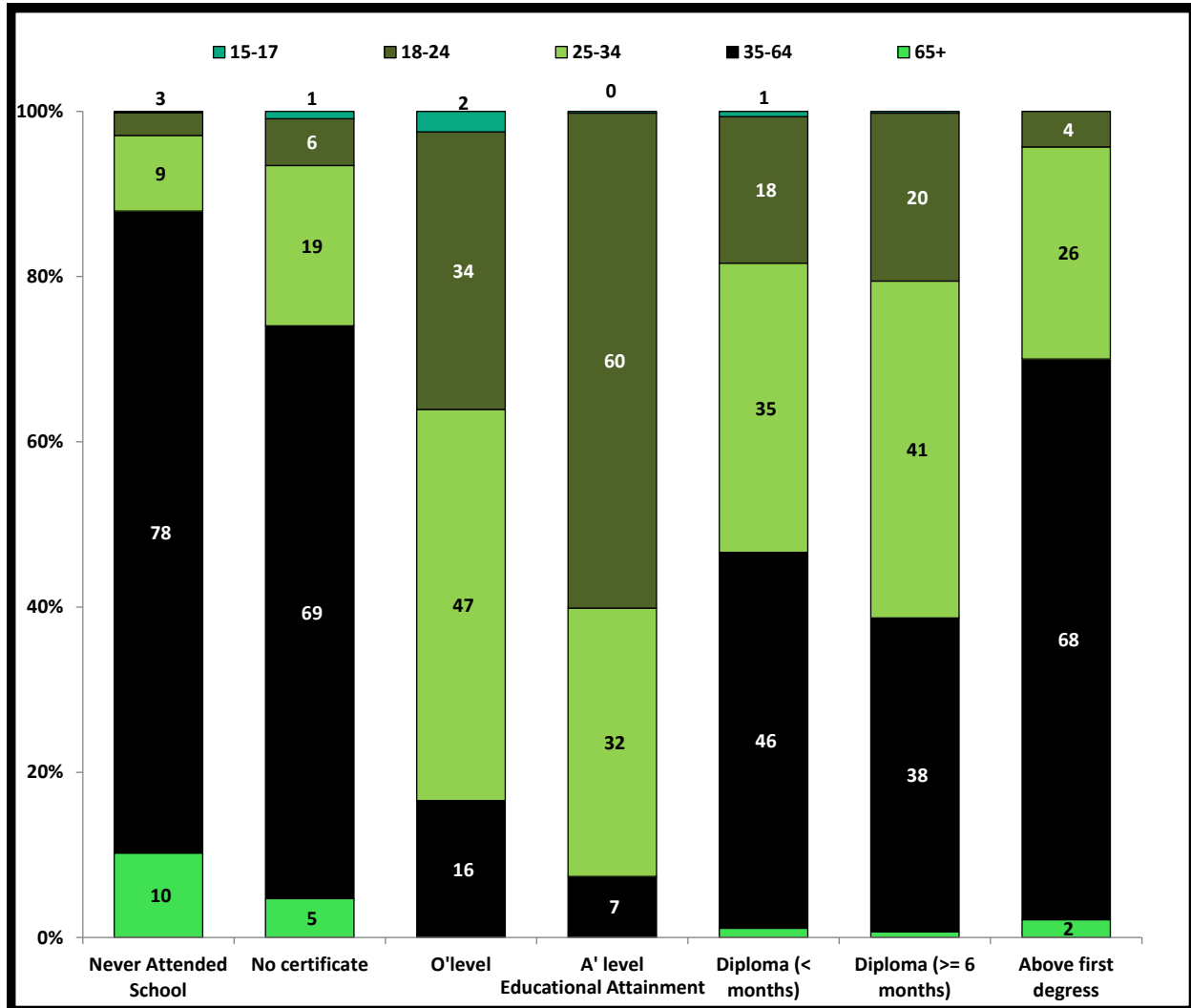
| Place of work | Number of employed | | | Percentage of employed | | |
|--|--------------------|---------------|----------------|------------------------|------------|------------|
| | Maldivians | Foreign | Total | Maldivians | Foreign | Total |
| Total | 145,757 | 59,813 | 205,570 | 100 | 100 | 100 |
| Government office / Independent Org. | 35,155 | 3,935 | 39,090 | 24 | 7 | 19 |
| Company | 31,475 | 22,680 | 54,155 | 22 | 38 | 26 |
| Private establishment | 21,204 | 6,402 | 27,606 | 15 | 11 | 13 |
| Non profit Org. / International bodies | 450 | 42 | 492 | 0 | 0 | 0 |
| M.N.D.F / Maldives Police Services | 4,139 | 96 | 4,235 | 3 | 0 | 2 |
| Own house / living quarter | 20,157 | 3,042 | 23,199 | 14 | 5 | 11 |
| No fixed premises / location | 20,031 | 2,865 | 22,896 | 14 | 5 | 11 |
| Others | 3,757 | 401 | 4,158 | 3 | 1 | 2 |
| Not stated | 9,389 | 20,350 | 29,739 | 6 | 34 | 14 |

With further examination of employed population reveals the formality and job security of the workforce. Table 3 shows the distribution of employed population by place of work and nationality. Government, independent organization, company, private establishments, non-profit organisations, international bodies, Maldives National Defense Force (MNDF) and Maldives Police Service is considered as formal employment. Of the Maldivians employed, 92,423 (30% or one third) work in the formal sector

while 43,945 work in the informal sector and 9,389 have not stated their place of work. Among Maldivians, 35,155 work in the government or independent organisations. This is approximately 24 percent of the Maldivian resident employed population. On the other hand, foreign resident employed population, 38 percent or 22,680 are employed in companies. It is worth noting here that the percentage of foreigners who have not stated their place of work is very high.

Highest Educational attainment of the Maldivian employed population

Figure 15: Highest educational attainment of the Maldivian employed population (%)



An examination of highest educational achievement of the employed population is necessary to find out the quality of the employed population. Figure 15 illustrates the educational attainment of the Maldivian employed population in terms of their certificate achieved by age group. As Maldives had a long history of semi-formal education system, the educational level of the Maldivian resident employed population reveals that majority of the workforce or 42 percent of the employed never attended a formal school or even though they had attended formal schooling they have not achieved a certificate.

And of the never attended school, 78 percent belong to 35 – 64 year age group. Among those who have not obtained an educational certificate, 69 percent belong to age group 35 – 64.

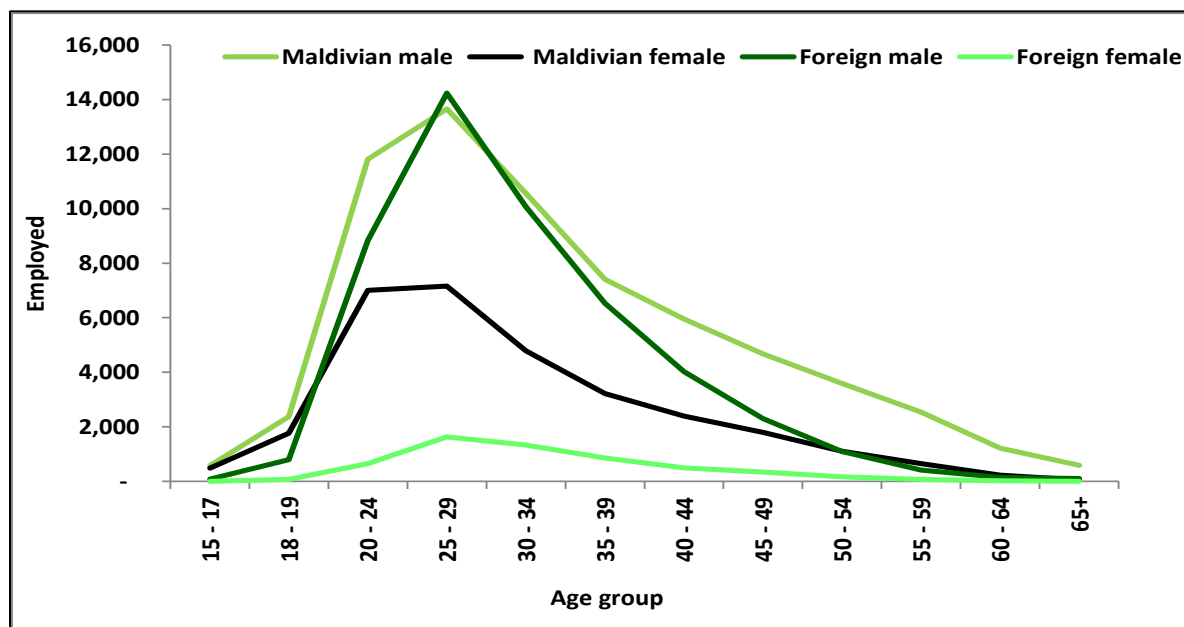
47 percent of those who have attained O' Level are of age group 25 – 34 while 60 percent of those who have attained A' Level as their highest educational attainment are of age group 18 – 24. It can be seen that only 2 percent of those who have attained O' Level certificate as the highest attainment are employed indicating those who complete O' Level prefers to continue with further studies rather than enter the labour market.

It is important to note that there are students who are attending secondary and higher secondary schools (648) in the category with no certificates. It is also interesting to note that 11 percent of the employed population is currently studying.

With less than a percent of Maldivian employed population having obtained a qualification of first degree and above, there remains a challenge to increase the educational attainment and technical skills to increase the productivity of the labour force.

Age distribution of employed population

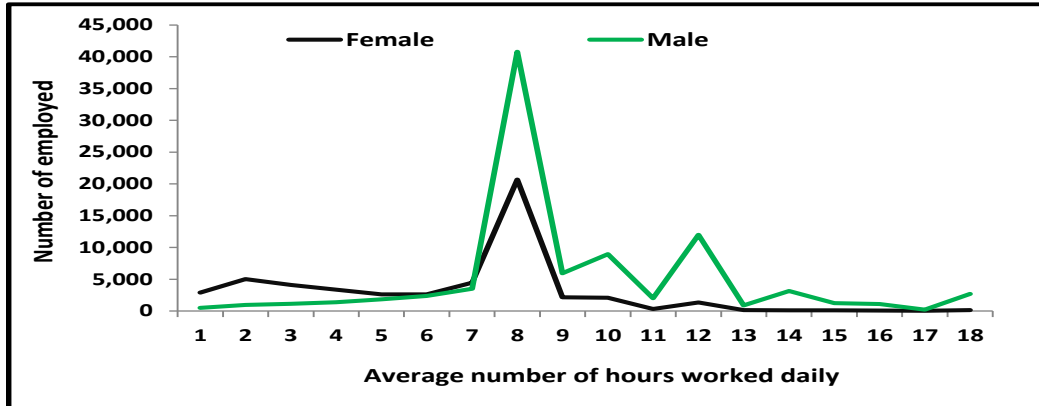
Figure 16: Age distribution of the employed by nationality



A further analysis of the age distribution of the employed population including the resident foreigners is done using 5 year age groups. Figure 16 shows the age distribution of the employed resident population by nationality. Of the employed 118,156 are youth (18 – 34 years). Among the employed youth, almost 65 percent or 76,613 are Maldivians. The number of employed steadily increases with age peaking at 25 – 29 year age group after which the number starts to decline gradually. 2 percent of the employed population is within the retirement age group of 65+.

Average number of hours worked

Figure 17: Daily average number of hours worked of Resident Maldivian by sex, 2014



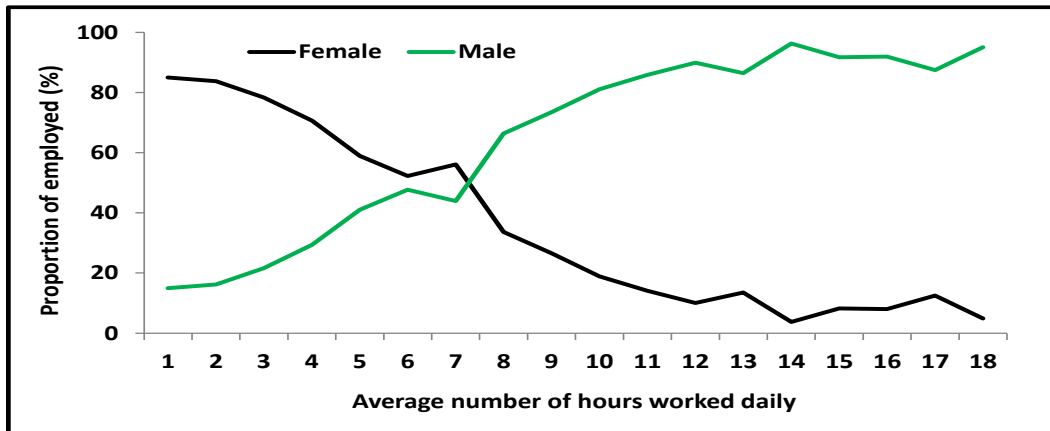
Employment status is not an indication of productivity. Census 2014, it provides information to analyse *visible under employment* by analyzing the number of hours of work.

Most males and females work on an average of 8 hours a day. As illustrated in the Figure 17, it is not surprising to find out that men on average spend more hours at work as they are seen as the breadwinner of the family. On contrary, the number of women who work less than 8 hours a day is more than male counterparts.

A further analysis is done to find out the proportion of employed males and females by average number of hours worked per day. This can be seen from Figure 18, the percentage of females is negatively correlated to the average number of hours worked per day while the percentage of males are positively correlated to the average number of hours worked per day.

The proportion of women who work for less than 6- 7 hours a day is more than that of men as women are responsible for taking care of children and other household chores. This argument is further supported by the lower LFPR.

Figure 18: Proportion of employed by average number of hours worked and sex, 2014



1. Unemployment of the Resident Maldivian population

This section would only focus on the unemployment of resident Maldivian population as unemployment rate among the foreign population is insignificant, as they are mostly temporary migrant workers.

In the 2014 census, the unemployed population was defined as any person 15 years and above who are not working, have looked for work in the last month, and ready to start work within two weeks.

Composition of population by broad age groups shows the proportion of working age population in the Republic has increased from 63.1 percent to 67.6 percent during 2006 and 2014. During the period, working age population increased in both Male' as well as in the atolls (including administrative and non-administrative islands). However, for Male', the proportion of working age population rose at 72.9 percent in case of Male' as compared to 64.2 percent in the Atolls in 2014, as seen from Figure 19.

Figure 19: Composition of population by broad age groups, 2006 and 2014

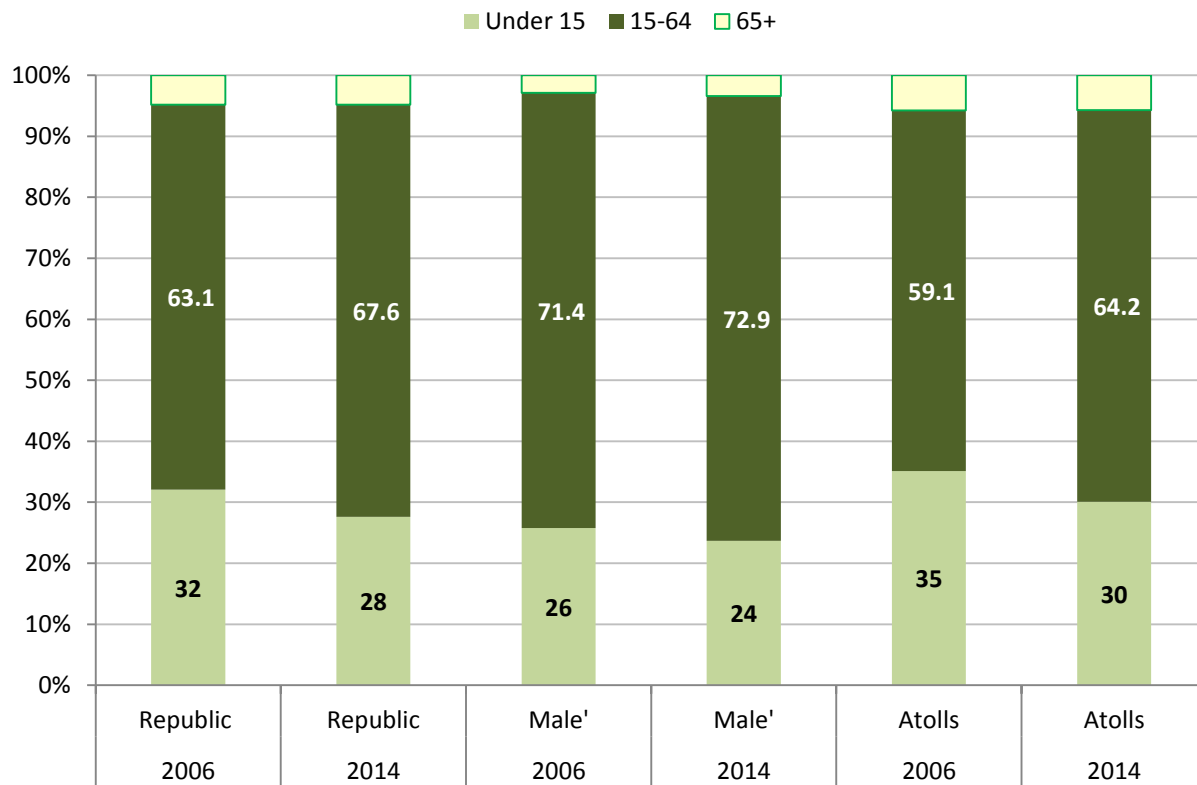
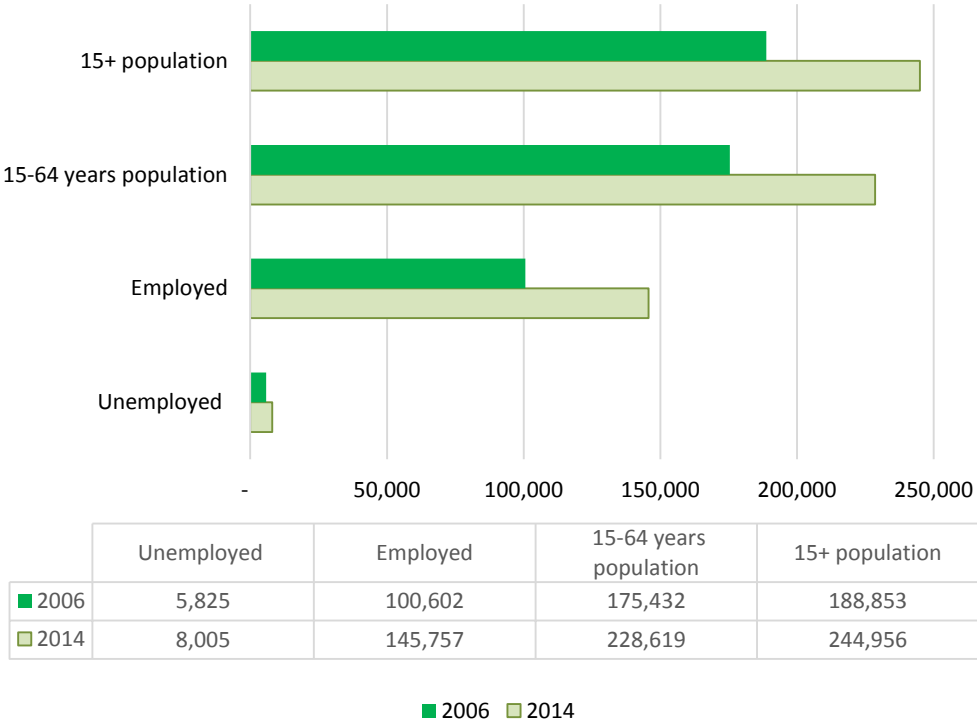


Figure 20 shows employed, unemployed and working age population for 2006 and 2014. Between 2006 and 2014, population above 15 years of age increased by 29.7 percent (188,853 people in 2006 to 244,956 people in 2014). When 65 years and above population was excluded, population 15-64 age increased by 30.3 percent between 2006 and 2014.

The labour force consists of people aged 15 years and over who are either employed or unemployed. Over the last 8 year period, labour force increased by 47 thousand (44.5 percent) between 2006 and 2014. The labour force increased at an average annual rate of 4.3 percent during this period.

Figure 20: Employed, unemployed and working age population, 2006 and 2014



The census results indicate that there were 8,005 unemployed people in Maldives in 2014. The national unemployment rate for resident Maldivian population for 2014 was 5.2 percent. Unemployment rates were calculated by looking at all those who are unemployed as a percentage of those who are in the labour force aged 15 and over.

It is important to note that the definition of unemployment used in the Census 2006 include persons who were not working during the census reference period for the reasons “unable to find a suitable employment” and lack of employment opportunities” as unemployed, even though they were not seeking and available for work. For comparability and in accordance with ILO revised definition, unemployed rates for census 2006 have been modified to include only those who were seeking and available for work as unemployed. This modification results in lower unemployment rates for census 2014 as well as for 2006.

Between 2006 and 2014 the number of employed persons increased by 5,825 to reach 8,005 in 2014. This is an increase of 37 percent over the 8 year period or an average annual growth rate of 3.7 percent per annum during this period. This increase in unemployed persons accounted for a higher number of males at 1,613 compared to 567 females.

The unemployment rate of 5.5 percent in 2006 declined slightly to 5.2 percent in 2014. In Male' the unemployment rate increased from 5.9 to 6.3 percent while in the administrative islands it decreased from 6.0 to 5.2 percent. The decrease between 2006 and 2014 occurred in administrative islands as well as among females. The unemployment rates were higher in Male' than administrative islands for both sexes as well as among males and females in 2014 (Table 4).

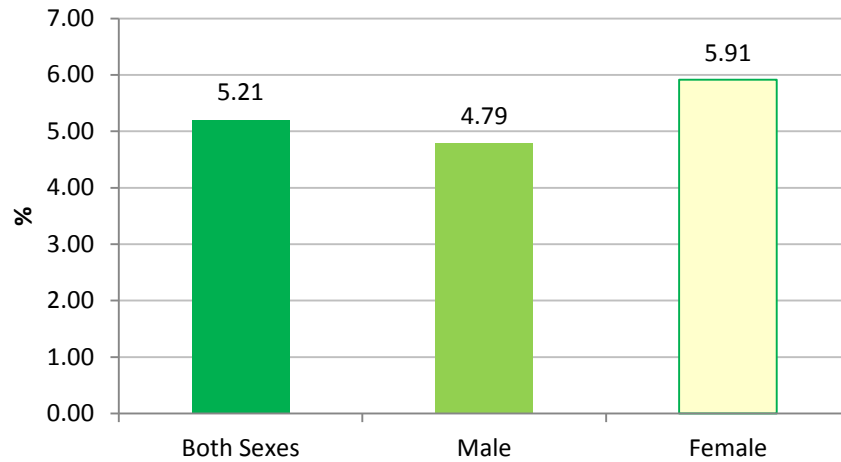
Unemployment rate in non-administrative islands are almost insignificant in both 2006 and 2014. Hence the unemployment analysis becomes relevant for Republic, Male' and for administrative islands.

Table 4: Unemployment rates of persons ages 15 years and above by sex and locality, 2006 and 2014

| Year | Locality | Both sexes | Male | Female |
|-------------|----------------------------|-------------------|-------------|---------------|
| 2006 | Republic | 5.47 | 4.42 | 7.39 |
| | Male' | 5.92 | 4.66 | 8.23 |
| | Administrative islands | 6.04 | 5.38 | 6.97 |
| | Non administrative islands | 0.49 | 0.46 | 1.45 |
| 2014 | Republic | 5.21 | 4.79 | 5.91 |
| | Male' | 6.31 | 5.61 | 7.46 |
| | Administrative islands | 5.18 | 5.43 | 4.83 |
| | Non administrative islands | 0.10 | 0.08 | 0.86 |

Figure 21 presents the 2014 unemployment rate by sex. Female had a slightly higher rate of unemployment (5.91 percent) than male (4.79 percent).

Figure 21: Unemployed rate by sex, 2006 and 2014



Unemployment continued to be higher amongst females except in the administrative islands. As seen in Figure 22, unemployment rate for females in Republic decreased from 7.4 to 5.9 percent during 2006 and 2014. Unemployment rates for female in Male' decreased from 8.2 to 7.4 percent during 2006 and 2014. Even though unemployment decreased among females, unemployment rates are still highest for females, especially for females in Male', and remain so between 2006 and 2014, as seen from Table 4 and Figure 22.

In administrative islands the male unemployment rates increased slightly from 5.3 to 5.4 percent while in Male' the male unemployment rates increased from 4.7 percent to 5.6 percent during the period.

Figure 22: Unemployed rate by sex and locality, 2006 and 2014



a. Age structure of unemployed persons

Figure 23 shows the unemployment rate by age group in Republic in 2014. Generally, the proportion of unemployed decreased with increase in age. In 2014, young people (15-17 years and 18-19 years) had a higher rate of unemployment (16.3 percent and 20.3 percent respectively) than other age groups. Unemployment rates for women remain higher in all age groups except for ages 15-19 years and ages 65+ years of age group, as seen from Figure 23.

Figure 23: Unemployed rate by age group and sex, 2006 and 2014

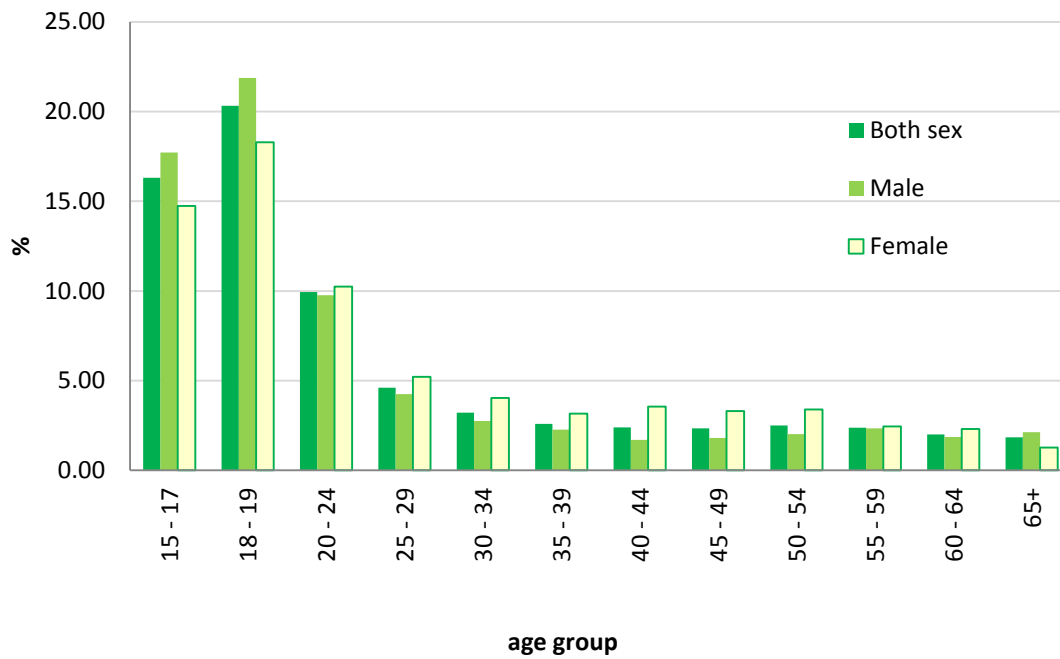
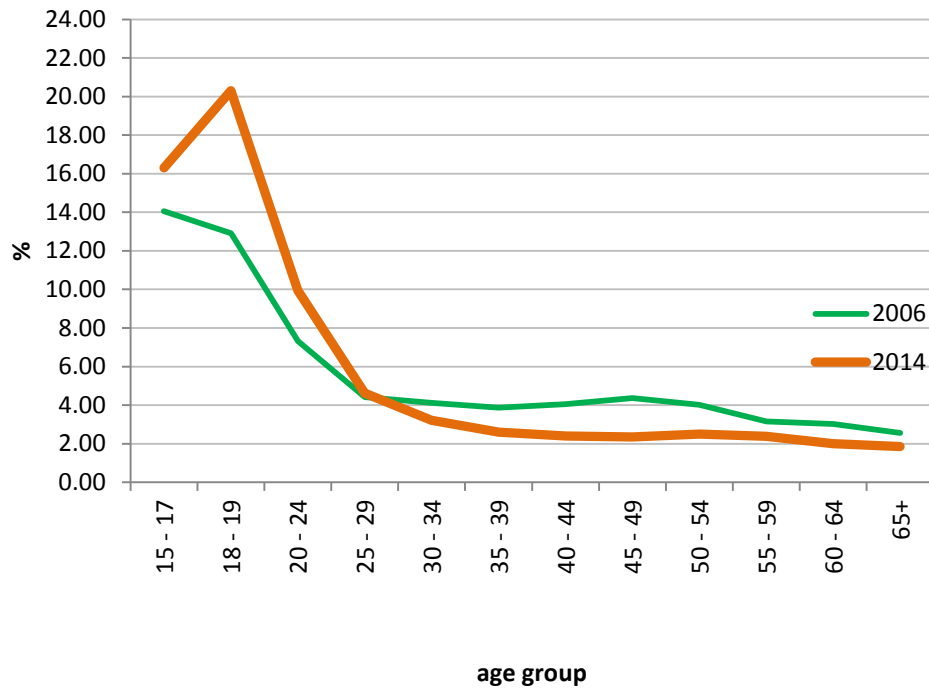


Figure 24 presents a comparison of the unemployment rate between 2006 and 2014. It is clear from the graph that the unemployment rate has increased for the youth population aged 15-29 years in 2014. From 29 years onward, the unemployment rate has decreased compared to 2006.

Figure 24: Unemployed rate by age group, both sexes, 2006 and 2014



In both 2006 and 2014, the proportion of unemployed persons was highest for the age category 15 to 24 years. Unemployment rates for both males and females are highest in 18-19 years of age groups as seen in Figure 25 and Figure 26.

For males, age groups 15-29 years, experience a higher unemployment compared to 2006. Between the age 30-39 years unemployment remain almost same for both years and after the age of 39 years the unemployment rate declined slight compared to 2006, as seen in Figure 25.

However, for the females unlike males the unemployment rate declined significantly after the age of 29 years when compared to 2006 and is observed in Figure 26.

Figure 25: Unemployment rate by age groups, Male, 2006 & 2014

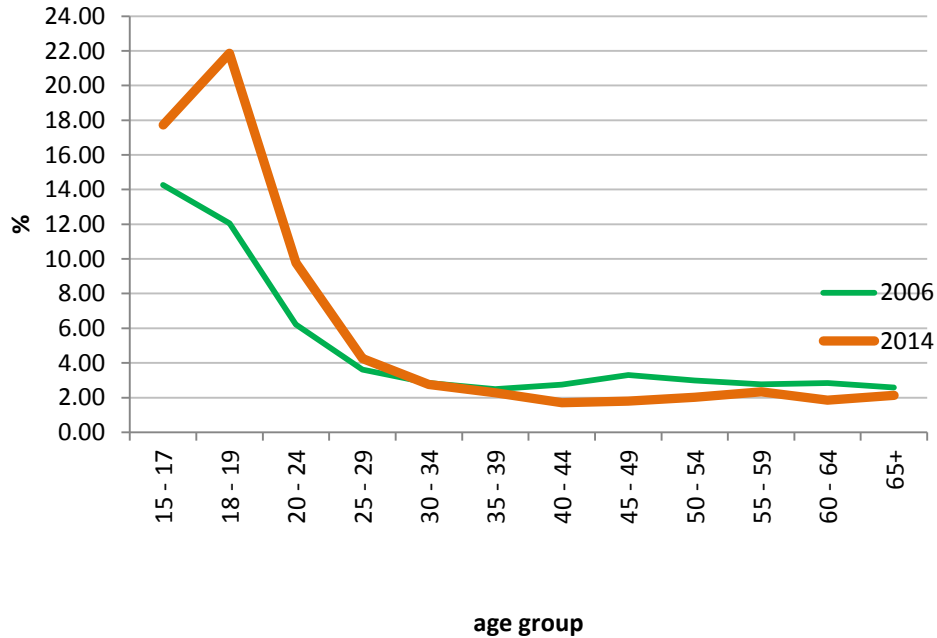


Figure 26: Unemployment rate by age groups, Male, 2006 & 2014

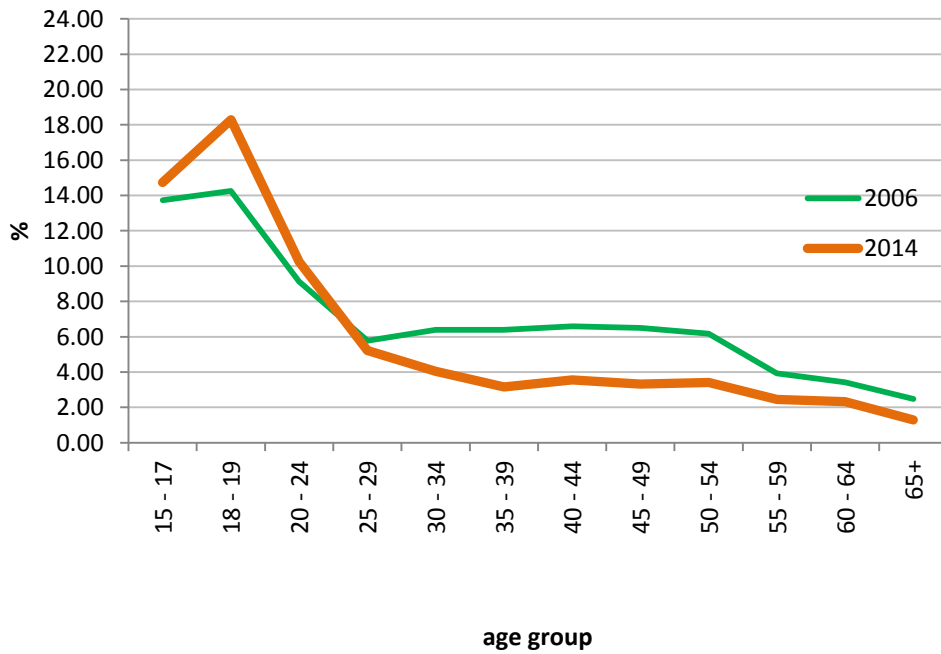


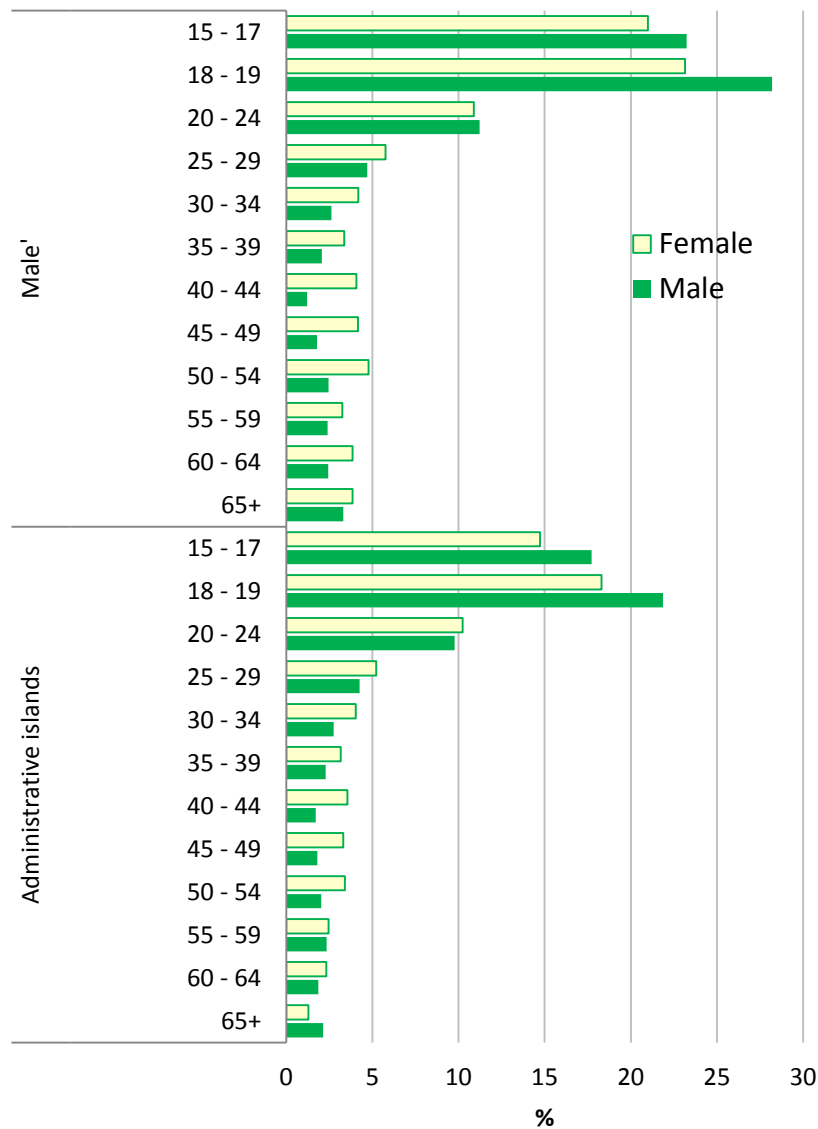
Table 5 shows the distribution of the unemployed by locality and sex; the unemployed population comprises of 58.1 percent of males. Male' accounted for 49.6 percent of the total unemployed aged 15 years and above. The youth aged 15-24 years accounted for 54.5 percent of the total unemployed aged 15 years and above. This proportion rises to almost 80 percent for the youth aged 15-34 years. Nationally, majority of the unemployed fall within the age group 20-24 years, and it is also the age group with the majority of unemployed both in Male' and administrative islands.

Table 5: Unemployed population age 15 years and above by locality, age and sex, 2014

| Age group | Republic | | | Male' | | | Administrative Islands | | |
|-----------|------------|-------|--------|------------|-------|--------|------------------------|-------|--------|
| | Both sexes | Male | Female | Both sexes | Male | Female | Both sexes | Male | Female |
| Total 15+ | 8,005 | 4,649 | 3,356 | 3,974 | 2,193 | 1,781 | 4,018 | 2,446 | 1,572 |
| 15 - 17 | 366 | 210 | 156 | 216 | 115 | 101 | 147 | 92 | 55 |
| 18 - 19 | 1,430 | 870 | 560 | 871 | 508 | 363 | 555 | 361 | 194 |
| 20 - 24 | 2,566 | 1,541 | 1,025 | 1,304 | 735 | 569 | 1,262 | 806 | 456 |
| 25 - 29 | 1,282 | 744 | 538 | 627 | 343 | 284 | 653 | 399 | 254 |
| 30 - 34 | 706 | 390 | 316 | 311 | 159 | 152 | 392 | 228 | 164 |
| 35 - 39 | 429 | 240 | 189 | 179 | 95 | 84 | 250 | 145 | 105 |
| 40 - 44 | 349 | 156 | 193 | 125 | 46 | 79 | 224 | 110 | 114 |
| 45 - 49 | 297 | 146 | 151 | 118 | 56 | 62 | 179 | 90 | 89 |
| 50 - 54 | 262 | 138 | 124 | 111 | 60 | 51 | 151 | 78 | 73 |
| 55 - 59 | 180 | 117 | 63 | 58 | 38 | 20 | 121 | 78 | 43 |
| 60 - 64 | 72 | 46 | 26 | 28 | 19 | 9 | 44 | 27 | 17 |
| 65+ | 66 | 51 | 15 | 26 | 19 | 7 | 40 | 32 | 8 |
| 15-24 | 4,362 | 2,621 | 1,741 | 2,391 | 1,358 | 1,033 | 1,964 | 1,259 | 705 |
| 15-34 | 6,350 | 3,755 | 2,595 | 3,329 | 1,860 | 1,469 | 3,009 | 1,886 | 1,123 |

Unemployment rates for Male' and administrative islands in 2014 are 6.3 percent and 5.2 percent, respectively. The female unemployment rate was higher nationally (5.9 percent) compared to that of males (4.8 percent). In Male' unemployment rates in the age group 15-19 years are much higher (27.4 percent) compared to their counterparts of the same age category (17.5 percent) in administrative islands. Both in Male' as well as in the administrative islands male unemployment rate was higher compared to that of female for this age group (15-19 years) with a much bigger difference in case of administrative islands. In administrative islands male unemployment rate is higher than females for the 20-24 years age group as well (refer Figure 27).

Figure 27: Unemployment rate in Male' & administrative islands by age groups, 2014



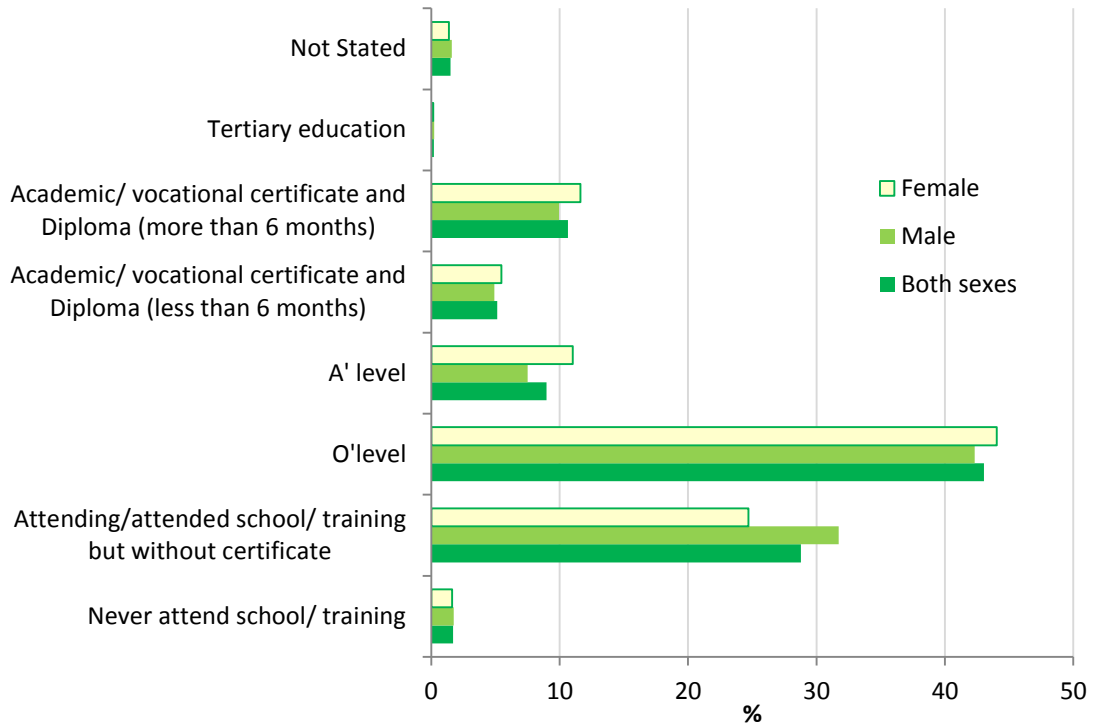
b. Education level of unemployed persons

In terms of educational attainment, the results show that unemployment rate was highest among people who have completed 10 years of basic schooling and attained the London G.C.E. O' level standard (43.0 percent) followed by those attending/ attended school/ training but without any certificate (28.8 percent) and lowest among those with tertiary education (0.2 percent).

Higher proportions of unemployed are among those with lower educational attainment as seen from Figure 28. The pattern was similar for male as well as for female. Generally, female unemployment rates

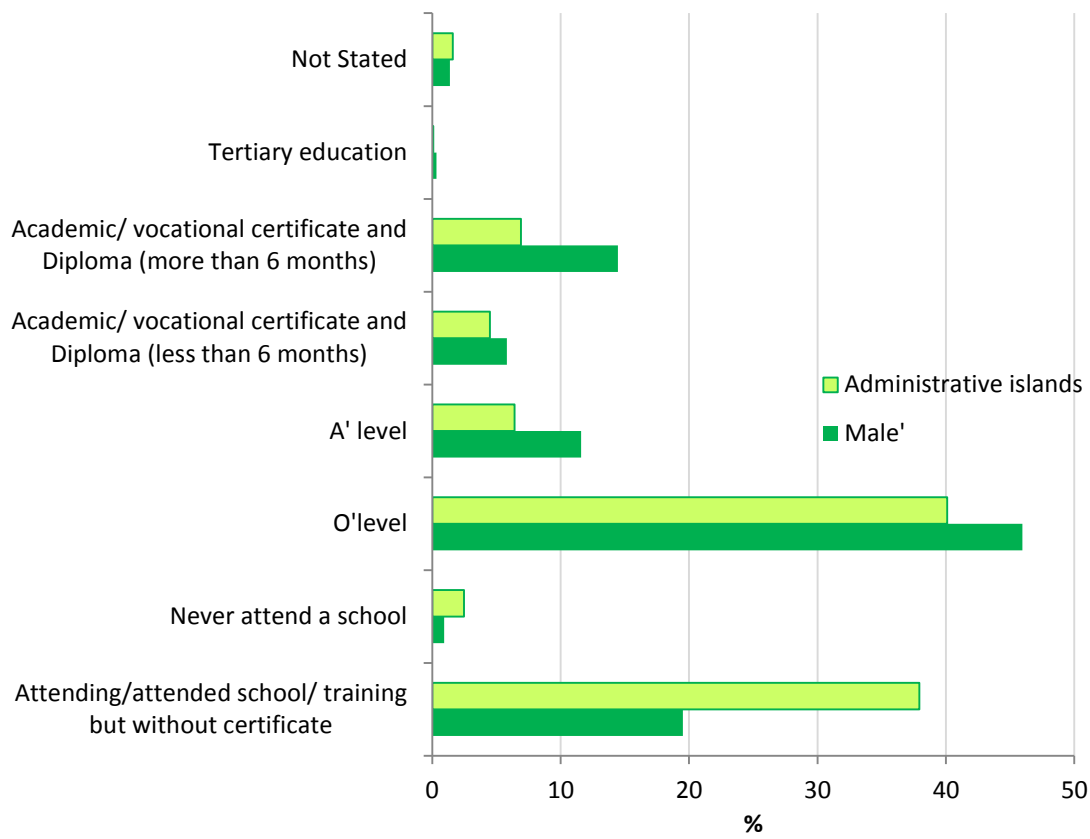
were higher than male unemployment rates at every level of education among those who had achieved a certificate.

Figure 28: Unemployed population by highest educational attainment and sex, 2006 & 2014



Looking at the difference in educational attainment among the unemployed population in Male' and administrative islands, a much higher percentage of population with no certificate exist among the unemployed in administrative islands vis a vis that in Male' (37.9 percent versus 19.5 percent) as seen in Figure 29. The results also show unemployment is highest among those with O' level in both Male' as well as in administrative islands (45.9 percent and 40.1 percent respectively).

Figure 29: Unemployed population by highest educational attainment in Male' & administrative islands, 2014



c. Spatial distribution of unemployed persons

Spatial distribution of unemployment rates is shown in Figure 30. All the Atolls with the exception of Addu (S), Gnaviyani (Gn), Male' Atoll (K), Faadhippolhu (Lh) and Male' shows lower unemployment rates in 2014 compared to 2006 . Addu (S) reported the highest unemployment rate of 12.7 percent in 2014 followed by Male' Atoll (K) with unemployment rate of 9.7 percent. Mulakatholhu (M) had the lowest unemployment rate at 2.2 percent in 2014.

Figure 30: Unemployment rate by locality, 2006 & 2014

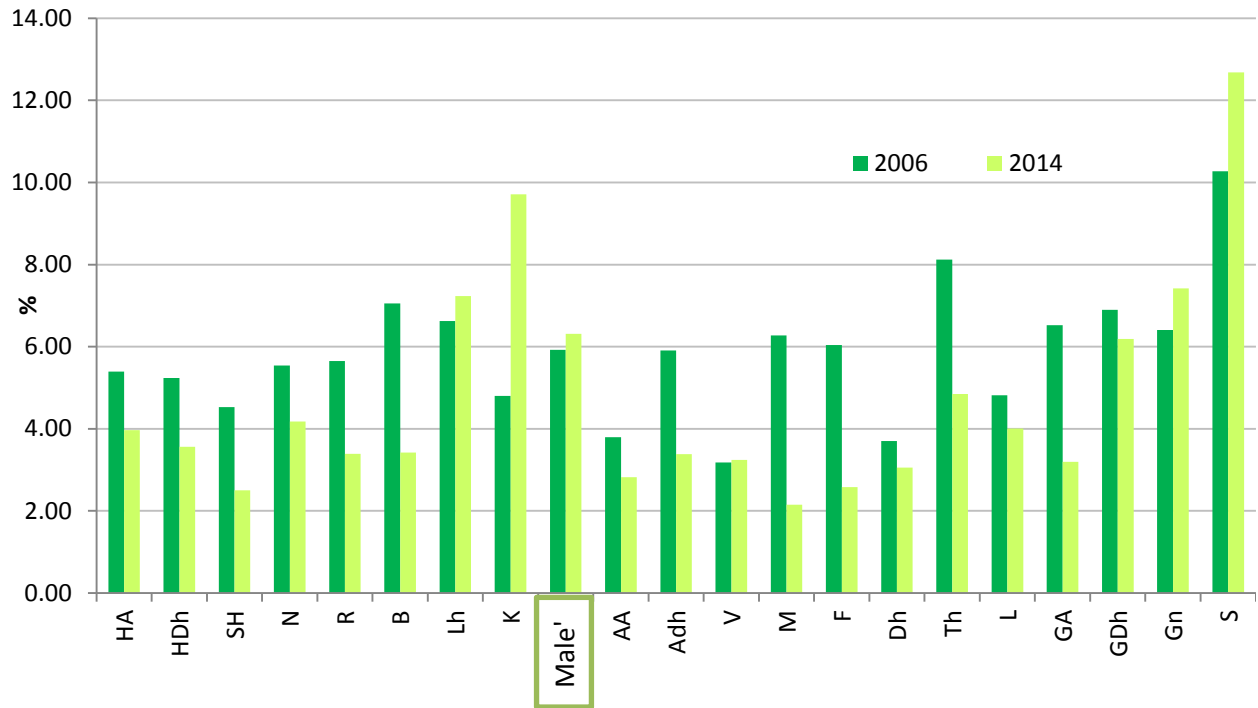
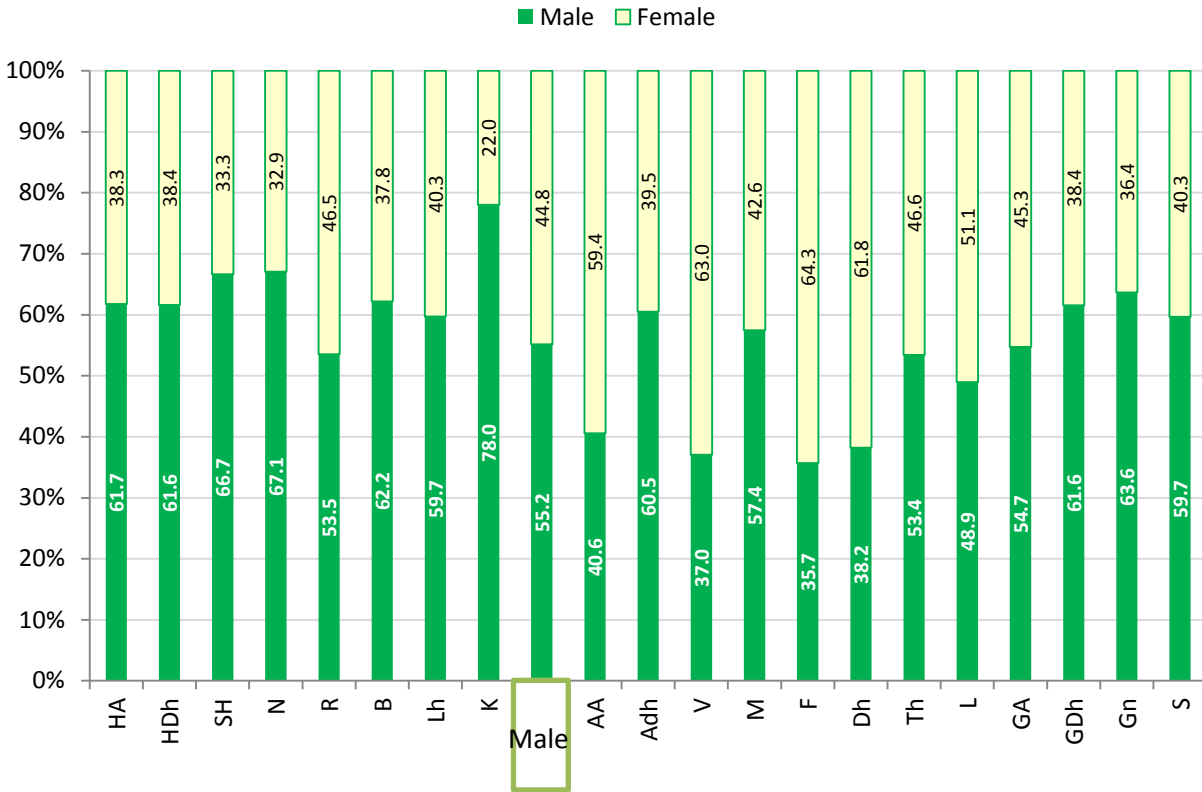


Figure 31 shows the gender distribution of unemployed population by Atolls. The data shows that in almost all the atolls with exception of North Ari Atoll (AA), Felidhu Atoll (V), North Nilandhe Atoll (F), the unemployed males are more than the unemployed females; Male' Atoll (K) representing the highest proportion (78.0 percent). In Laamu Atoll gender ratio is almost equal.

Figure 31: Proportion distribution of Unemployed population (15 years and above) by sex and locality, 2014



d. Youth unemployed persons

The census results indicate that there were 4,362 youth (15-24 years – international definition) unemployed people in Maldives in 2014. Out of this, 60.1 percent is males. The youth (15-24) unemployment rate for resident Maldivian population for 2014 was 12.5 percent. In Male’ the youth (15-24) unemployment rate was 14.8 percent while in the administrative islands this rate is at 13.4 percent.

It is important to look at local youth definition which includes population 18-34 years of age. Out of the 5,984, unemployed youth (18-34 years – broad definition), 59.2 percent is males. The youth (18-34) unemployment rate for resident Maldivian population for 2014 was 7.2 percent. In Male’ the youth (18-34) unemployment rate was 8.4 percent while in the administrative islands this rate is at 7.9 percent.

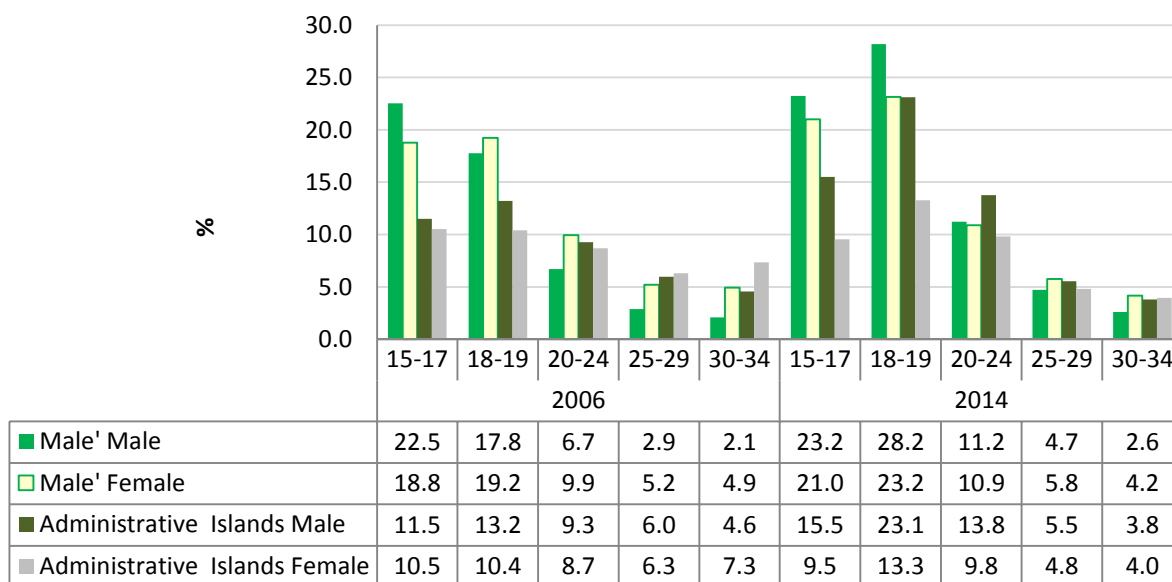
Analysis of the youth unemployment rate indicates that, the youth unemployment rate according to international definition is higher than the one based on national definition, as seen from Table 6.

Table 6: Ratio of youth to overall unemployment rate

| | 2006 | 2014 |
|---|------|-------|
| Youth unemployment rate (15-24)- International definition | 9.3% | 12.4% |
| Youth unemployment rate (18-34)- National definition | 6.4% | 7.2% |
| Overall unemployment rate (15+) | 5.5% | 5.2% |

Youth unemployment is on the increase during the period 2006 to 2014. In case of Male' unemployment rates among youths in 18 -19 years age-group, increased significantly from 17.8 to 28.2 percent for males while for females it increased from 19.2 to 23.2 percent. Similarly, in case of the administrative islands the unemployment rates among youths in 18 to 19 years age-group, increased from 13.2 to 23.1 percent for males, while for females it increased from 10.4 to 13.3 percent (Figure 32).

Figure 32: Youth unemployment rates in Male' & Administrative Islands, by sex, 2006 & 2014



e. Unemployed population by reasons for not working

It is very important to know the reasons for the high levels of unemployment, in the youth age group as well as in the females. In Census 2014 the 15 years and above population who were not employed were asked the main reason why they did not work during the past week (reference week). Most common reasons were listed in ten different categories with an others category where all reasons not falling under the identified ten reasons were included. As shown in the Figure 33, among the reason for unemployed in the youth group (both 15-24 years & 18-34 years), unable to find a suitable job ranks the highest followed by lack of job opportunities in the island of residence. However, when the total unemployed population is considered lack of job opportunities in the island of residence ranks the highest followed by unable to find a suitable job matching the level of education.

Figure 33: Reasons for not working for unemployed youth population, 2014

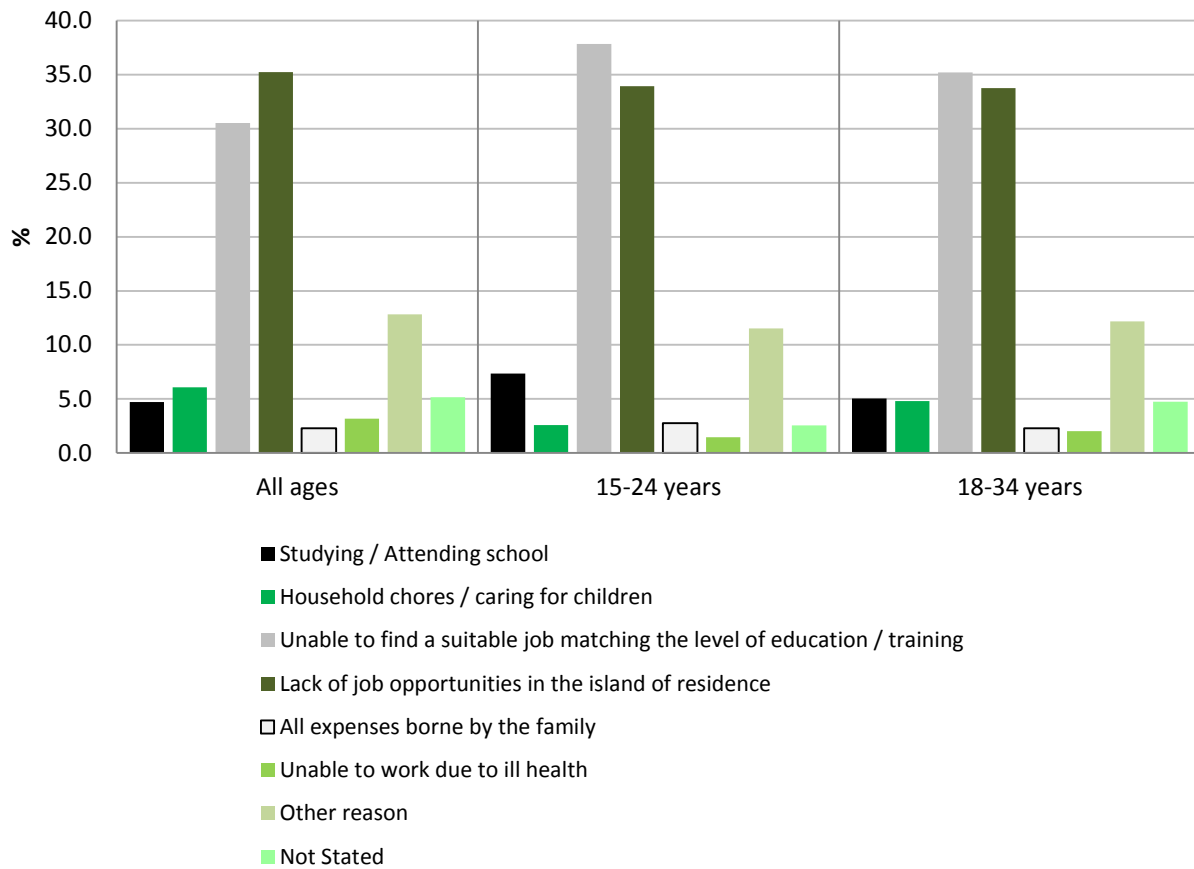
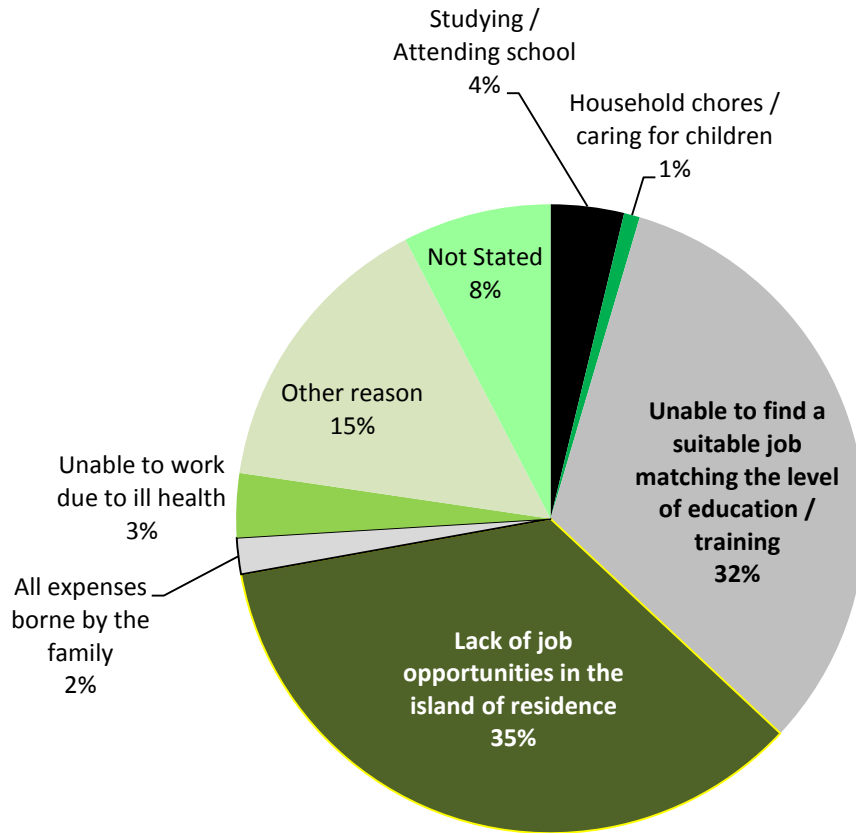


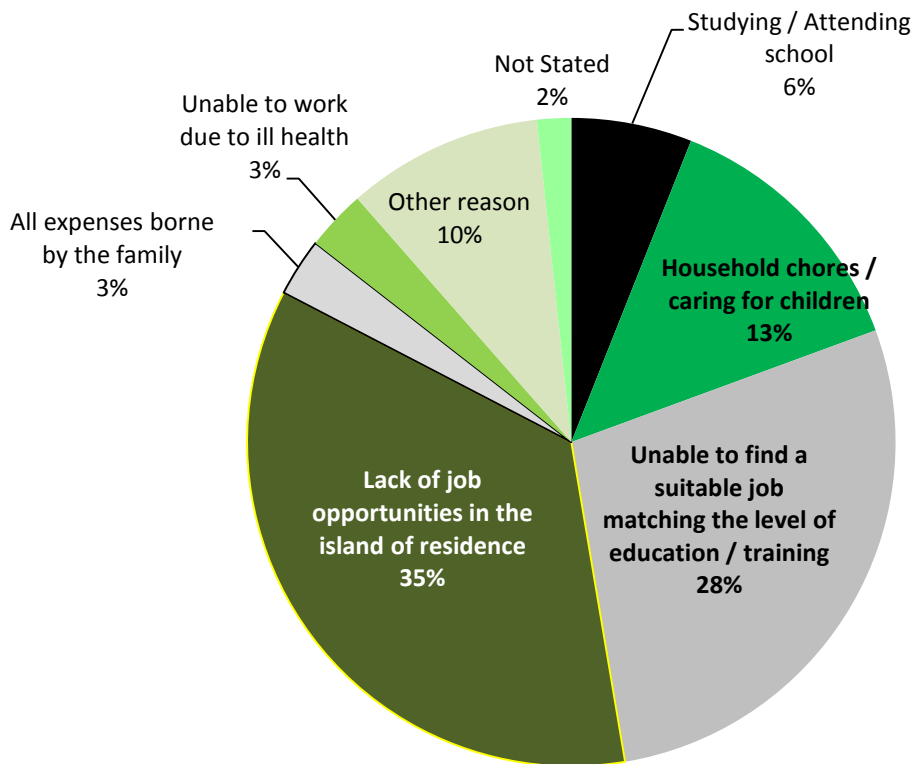
Figure 34 and Figure 35 shows reasons why the unemployed persons were not working by males and females respectively. The main reason for being unemployed for both males and females are due to lack of job opportunities in the island of residence, accounting for over a third of the people (35%).

Figure 34: Reasons for not working for unemployed, Males, 2014



For males the second reason for being unemployed being unable to find a suitable job was quoted by almost one third of the males (32%), followed by other reasons. Although a high proportion of people quoted other reasons, census results will not be able to shed light on what these other reasons were as this detail were not taken. It is important for these to be further categorized in future censuses and surveys.

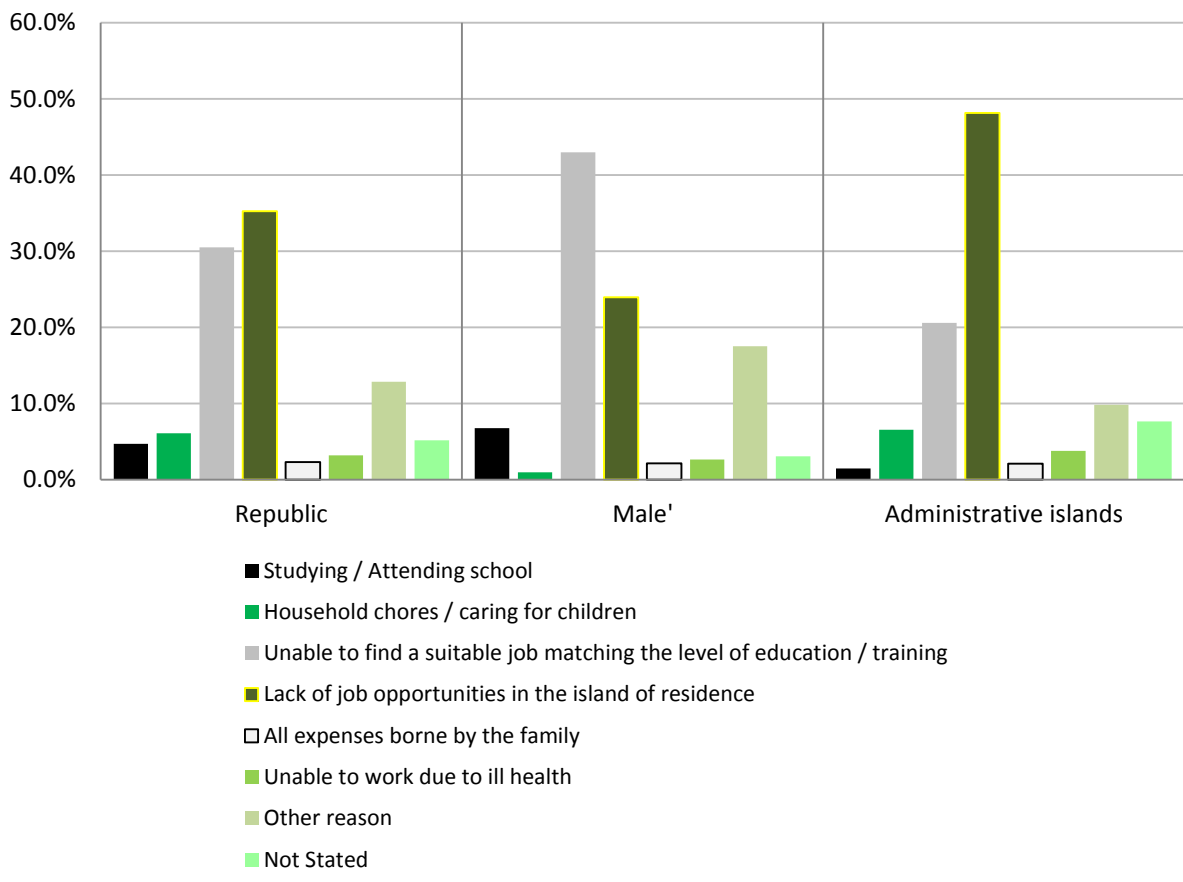
Figure 35: Reasons for not working for unemployed, Females, 2014



For females the second reason for being unemployed at 28 percent was unable to find a suitable job followed by household chores/ caring for children at 13 percent.

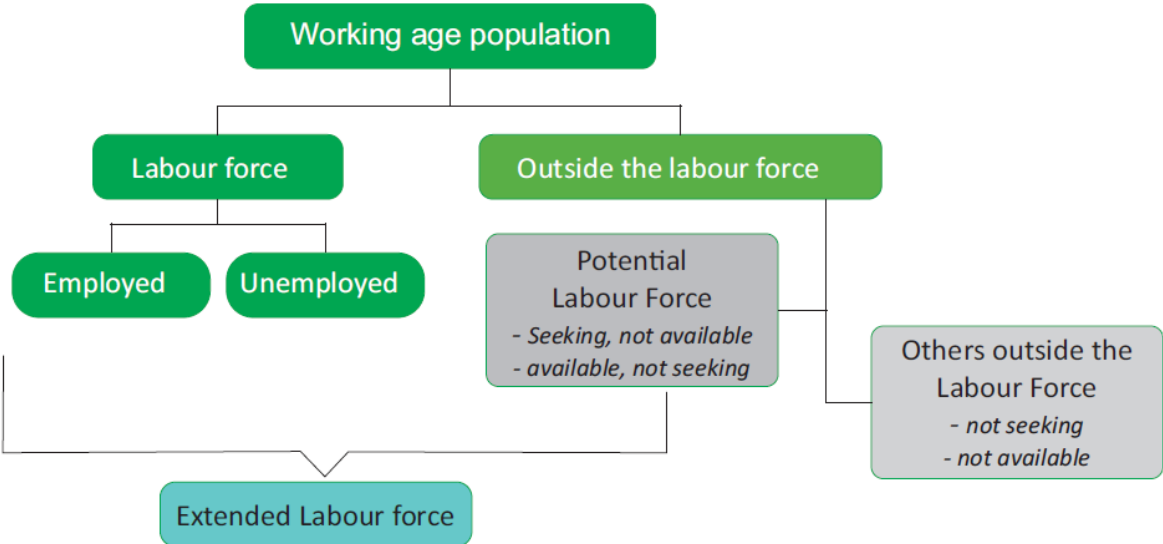
For Male', the main reason for being unemployed is unable to find suitable employment (43.0 percent) followed by being unemployed due to lack of job opportunities in the island of residence (23.9 percent). As for administrative islands, the main reason for being unemployed due to lack of job opportunities in the island of residence (48.2 percent) followed by unable to find suitable employment (20.6 percent), as seen from Figure 36.

Figure 36: Reasons for not working for unemployed, Male' & Administrative islands, 2014



Persons Outside the labour force and Potential labour force - Resident Maldivian population

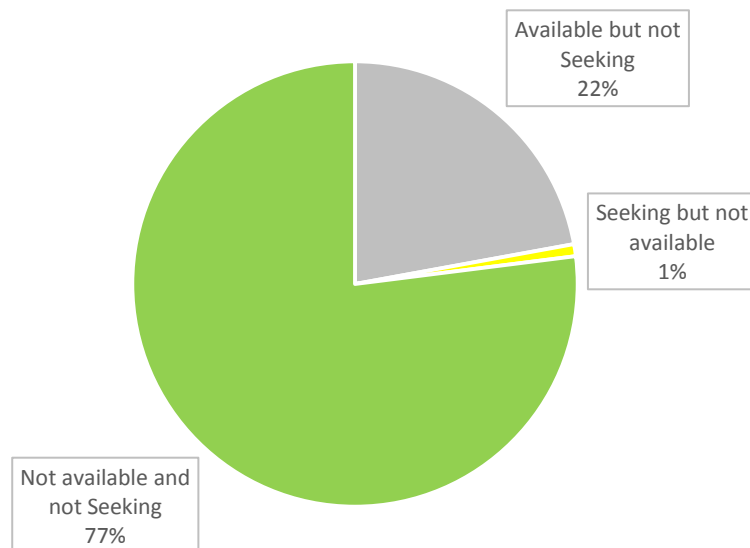
Figure 37: Composition of working age population



a. Persons outside the labour force

Persons of working age (15 years and above) who were neither employed nor unemployed during the reference period are classified as persons outside the labour force. It consists of all people 15 years and above who, were not employed or unemployed but who were either (a) seeking employment but not currently available or (b) currently available for employment but did not seek employment and (c) currently not available for employment and did not seek employment . These first two categories are referred to as potential labour force. There were 87,182 people outside the labour force in 2014. Out of these 67,127 or 77 percent were those who were not available and not seeking employment. Another 22 percent were those who were available but were not seeking while 1 percent were seeking but not available. In 2006, the share of those who were not available and not seeking employment were slightly lower at 69 percent while those who were available but were not seeking were higher at 30 percent.

Figure 38: Composition of persons outside the labour force



The number of persons who were outside the labour force increased by 9,121 between 2006 and 2014. However, the proportion of the population that were outside the labour force decreased from 42.3 percent in 2006 to 36.2 percent in 2014. Among males, the proportion decreased from 26.5 percent in 2006 to 20.3 percent in 2014 and for females the proportion decreased from 58.6 percent in 2006 to 52.4 percent in 2014, as seen from Table 7.

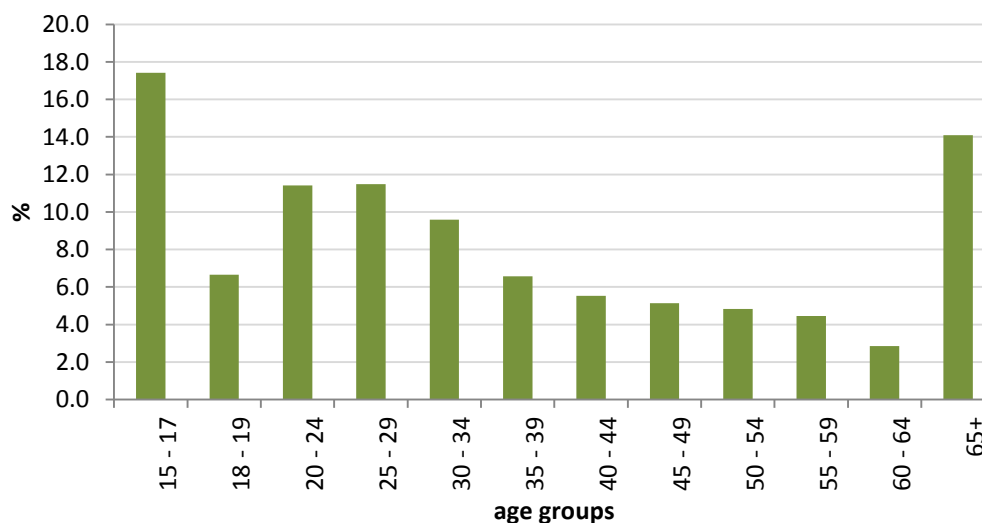
Table 7: Percentage of the population 15 years and above outside the labour force by sex, 2006 and 2014

| Sex | Year | Resident Maldivian Population (15+ pop) | Outside the labour force | Outside the labour force as a percent of population 15 years & above |
|-----------------|------|---|--------------------------|--|
| Republic | | | | |
| Both sexes | 2006 | 184,488 | 78,061 | 42.3% |
| | 2014 | 240,944 | 87,182 | 36.2% |
| Male | 2006 | 93,361 | 24,697 | 26.5% |
| | 2014 | 121,680 | 24,660 | 20.3% |
| Female | 2006 | 91,127 | 53,364 | 58.6% |
| | 2014 | 119,264 | 62,522 | 52.4% |
| Male' | | | | |
| Both sexes | 2006 | 67,197 | 28,613 | 42.6% |
| | 2014 | 96,857 | 33,880 | 35.0% |
| Male | 2006 | 33,282 | 8,339 | 25.1% |
| | 2014 | 47,775 | 8,668 | 18.1% |
| Female | 2006 | 33,915 | 20,274 | 59.8% |

| | | | | |
|-------------------------------|------|---------|--------|-------|
| | 2014 | 49,082 | 25,212 | 51.4% |
| Administrative islands | | | | |
| Both sexes | 2006 | 106,921 | 49,111 | 45.9% |
| | 2014 | 130,617 | 53,063 | 40.6% |
| Male | 2006 | 50,020 | 16,057 | 32.1% |
| | 2014 | 60,819 | 15,789 | 26.0% |
| Female | 2006 | 56,901 | 33,054 | 58.1% |
| | 2014 | 69,798 | 37,274 | 53.4% |

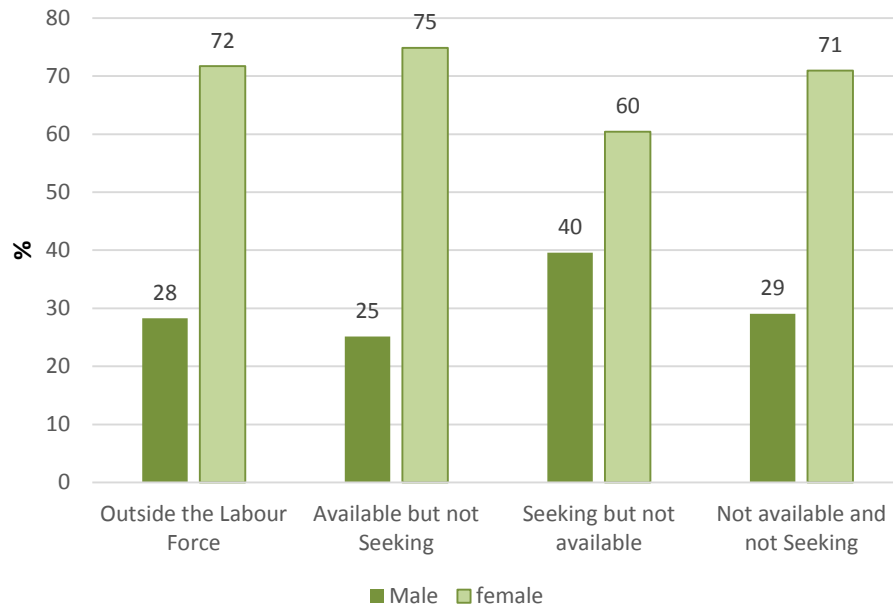
Persons outside the labour force accounted 36.2 percent of the total 15 years and above population in 2014. As observed from Figure 39, the young age structure of the population explains one of the major factors for the high level of population outside the labour force, with more than one third (35.5 percent) of them aged between 15-24 years, majority of them attending school. Another 14 percent of those outside the labour force are elderly people beyond their retirement age 65 years and above. Composition of outside the labour force population by sex, shows that 71.7 percent of them were females, with a higher proportion of females among those outside the labour force persons residing in administrative (59.7 percent) compared to those among the Male' (40.3 percent). The proportions of population outside the labour force were higher in the administrative islands (61.0 percent) than that of Male' (39.0 percent), as seen from Table 7.

Figure 39: Working age population outside the labour force by age, 2014



As seen in Figure 40 and Figure 41 there were major differences in the distribution of population outside the labour force between males and females.

Figure 40: Composition of persons outside labour force by sex, 2014

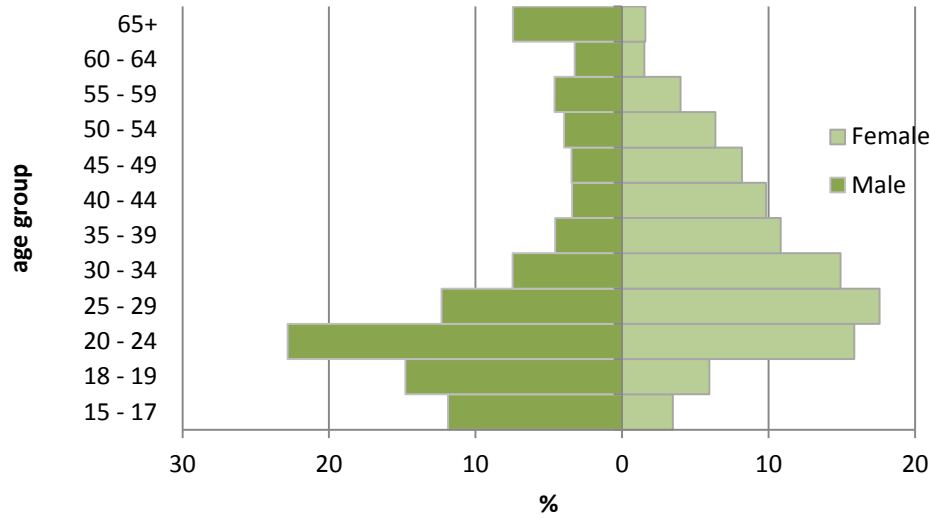


Persons who are outside the labour force were high among female (71.7 percent). Those female who stated available but not seeking and not available and not seeking are the highest and almost the same (74.8 and 70.9 percent respectively). Whereas for male those seeking but not available (39.6 percent) are highest followed by not available and not seeking (29.1 percent) (refer to Figure 40).

For male, the majority of population outside the labour force falls to age group 20-24 years while for female, the majority falls to the age group 25-29 years.

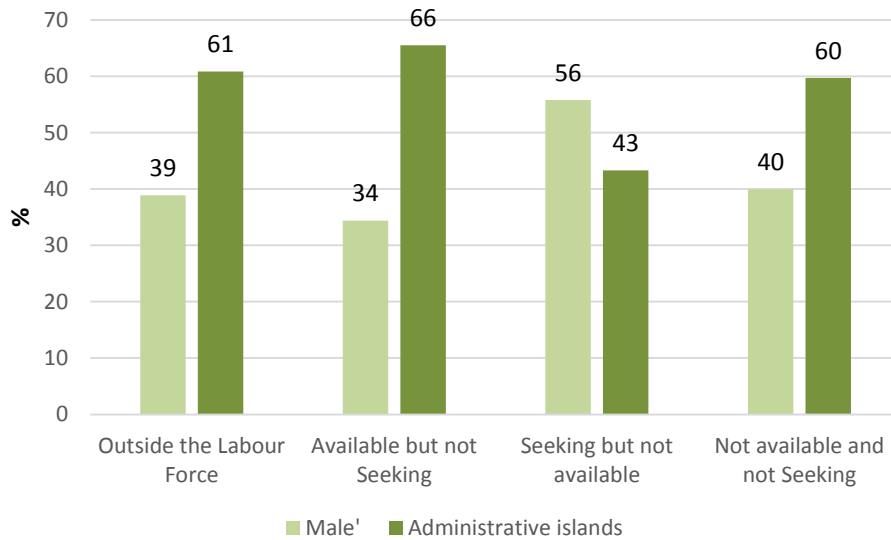
It can be clearly seen from the Figure 41 that largest proportion of the male population are young people (15-29 years) while for female the largest proportion of population outside the labour force falls under the age group (20-34 years).

Figure 41: Percentage distribution of population outside the labour force by age and sex, 2014



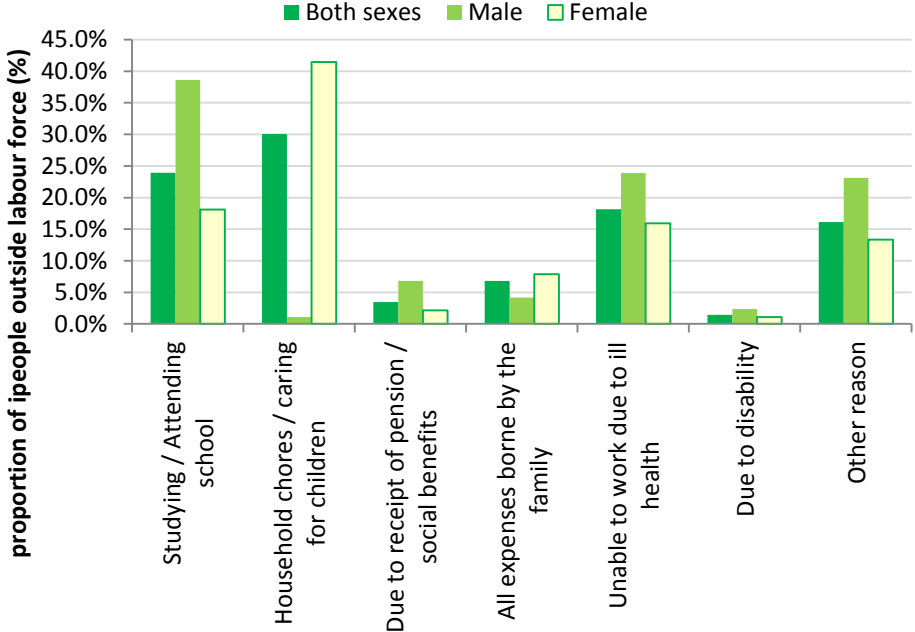
The reason for not participating in the labour force is shown in Figure 43. The majority consists of persons who are outside the labour force because of being pre-occupied with household work and care of their family (30.0 percent) followed by those are outside the labour force because of school attendance/ studies (23.9 percent). The third highest reason for being outside the labour force was because of inability to work due to health condition (18.2 percent). Out of those who have stated unable to work due to health condition, 48.3 percent of them were 65 years of age and above, and another 8.2 percent aged 60 to 64 years.

Figure 42: Composition of persons outside the labour force by locality, 2014



Persons who are outside the labour force residing in Administrative islands were high among female (60.9 percent). Those residing in the Administrative islands who stated available but not seeking are the highest (65.5 percent) followed by not available and not seeking (59.7 percent). Whereas those residing in male' who are seeking a job but not available (55.8 percent) are highest followed by not available and not seeking (40.0 percent) (refer to Figure 42).

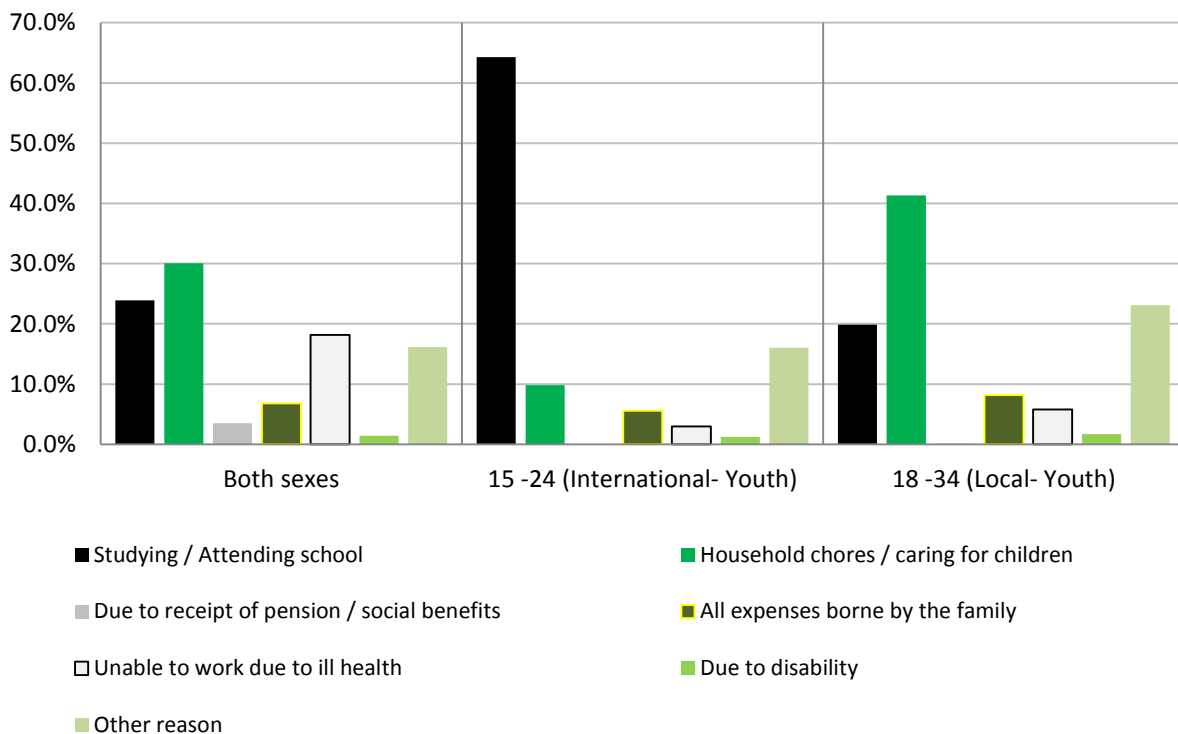
Figure 43: Distribution of population outside of the labour force by reasons for not working and sex, 2014



As seen in Figure 43, the highest proportion of female population outside the labour force were engaged in household work (41.5 percent). Majority of the males stated their reason for not participating in the labour force because of school attendance/ studies (38.6 percent for males versus 18.1 percent for female). This is followed by those stated unable to work due to health reason (23.9 percent for males versus 15.9 percent for females).

For the youth population (15-24 years) more than 60 percent falls in outside the labour force stated as being unable to work due to studies, while about 9.8 percent states it is due to household chores/ to taking care the family as seen from Figure 44. However, when local definition is used to classify the youth category, household work was the main reason stated for being outside the labour force followed by studying.

Figure 44: Reasons for not participating in the labour force, youth, 2014

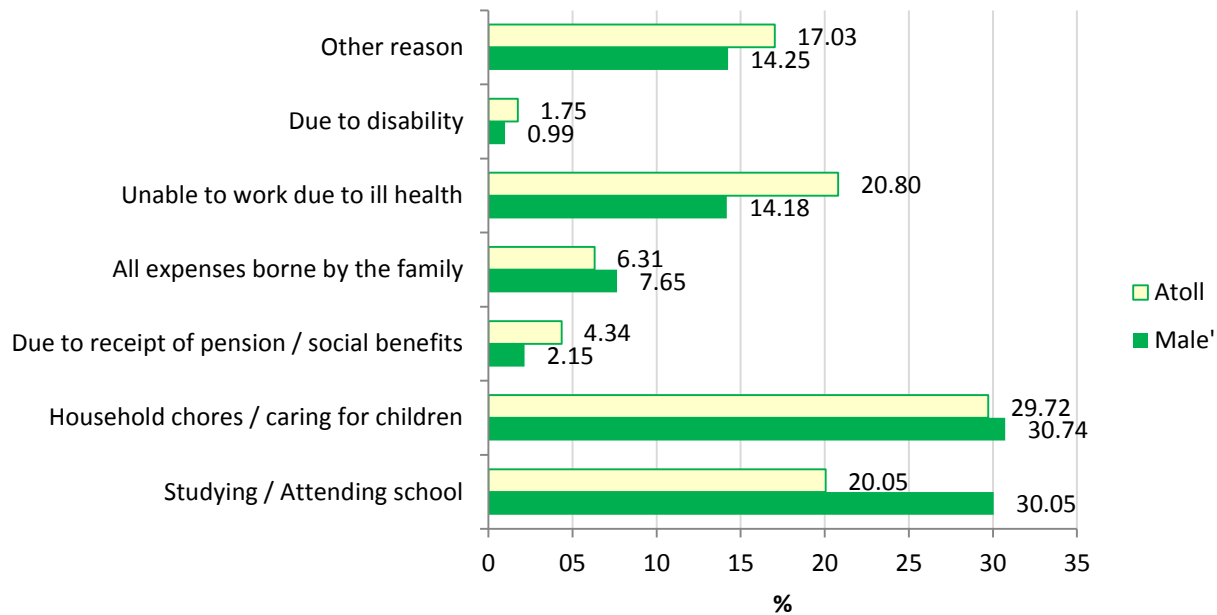


Population outside the labour force differs among Male' and the Atolls to responses to the main reasons as seen from Figure 45.

Higher proportion of those in this category, residing in Male' as well as in administrative islands stated the engagement in household chores was the main reason for not participating in the labour force (30.7 percent in Male' versus 29.7 percent in the administrative islands).

The second highest reasons those residing in Male' for being outside the labour were due to studying (30.1 percent) followed by due to health condition (14.2 percent). While for administrative islands the second highest reasons for being outside the labour force were due to health condition (20.8 percent) followed by due to studying (20.1 percent).

Figure 45: Reasons for not participating in the labour force by locality, 2014



b. Potential labour force

Among the population outside the labour force, there are persons who have different degrees of labour force attachment. These people may potentially enter the labour force under favorable conditions. In the population outside the labour force, the new international standards recognize a particular category called the “potential labour force”. It consists of all people above a specified age who, during the short reference period, were neither in employment nor unemployed but who were either (a) unavailable jobseekers (seeking employment but not currently available) or (b) available potential jobseekers (currently available for employment but did not carry out activities to seek employment).

Figure 46: Composition of potential labour force

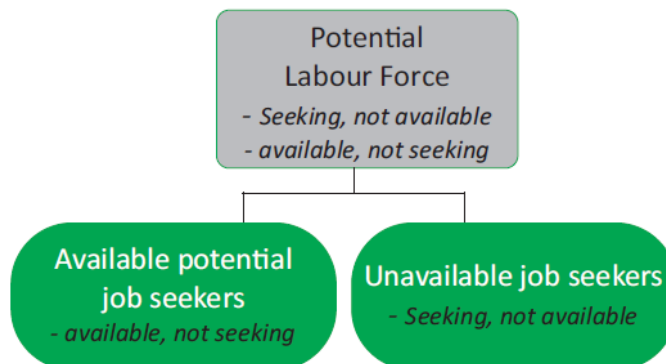
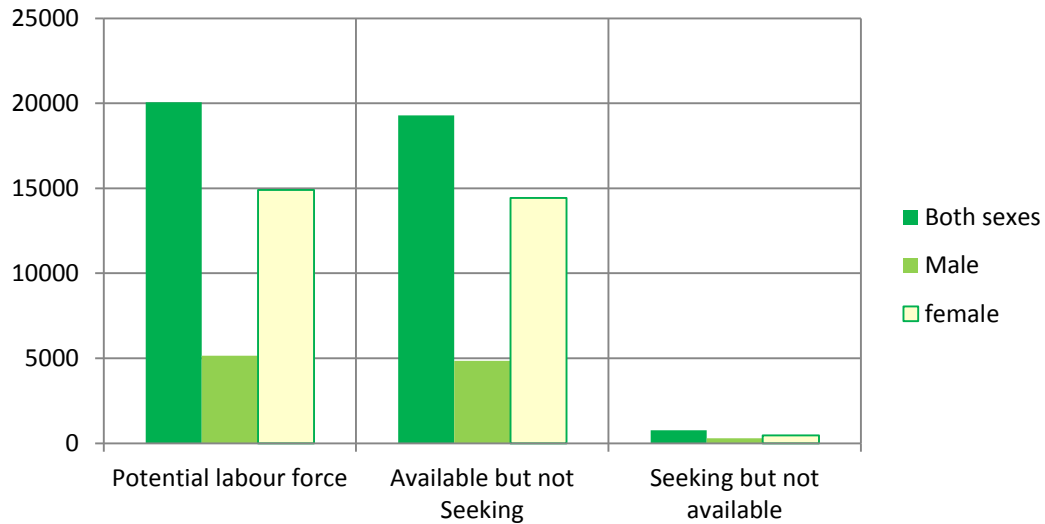
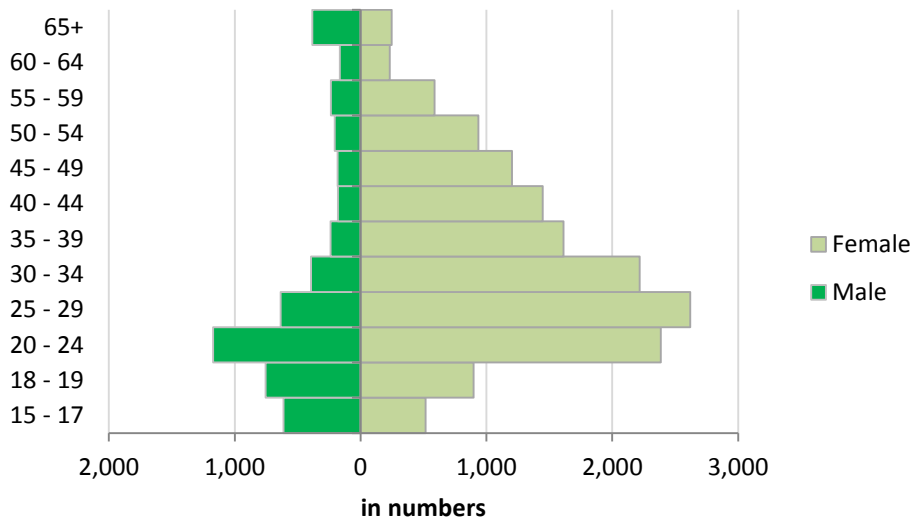


Figure 47: Potential labour force by sex, 2014



In census 2014, 20,055 persons were identified as in the potential labour force, out this 96.2 percent of the population falls under the sub-category “available potential jobseekers”. Among the potential labour force, female population is significantly high compared to male as seen from Figure 47.

Figure 48: Potential labour force by sex and age group, 2014



For male, the majority of population in the potential labour force falls to age group 20-24 years while for female, the majority falls to the age group 25-29 years.

It can be clearly seen from the Figure 48 that largest proportion of the male population are young people (15-24 years) while for female the largest proportion of population in the potential labour force falls under the age group (20-34 years).

Extended labour force and potential labour force rate

The ILO introduced the concept of extended labour force, which is defined as the sum of the labour force plus the potential labour. Potential labour force represented 11.5 percent of the extended labour force as seen from Figure 49. The potential labour force was significantly high among females (20.8 percent) than among males (5.0 percent).

Figure 49: Extended labour force by sex, 2014

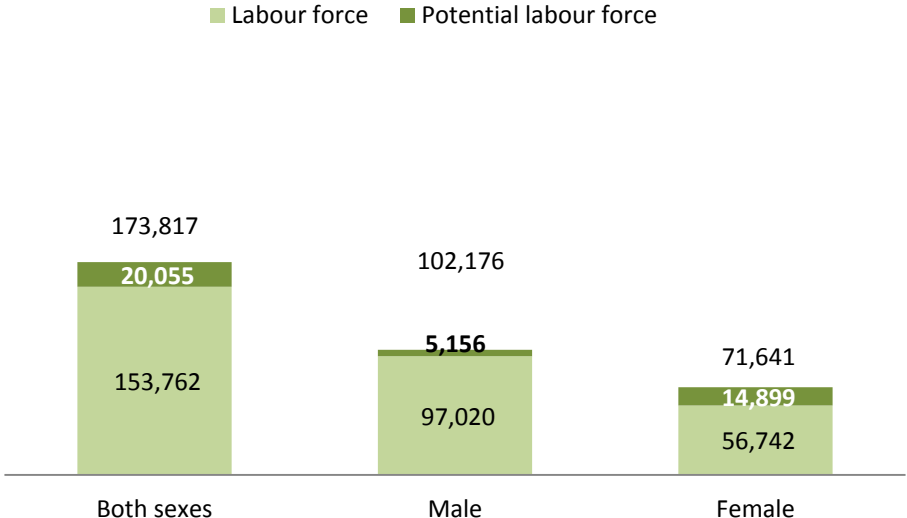
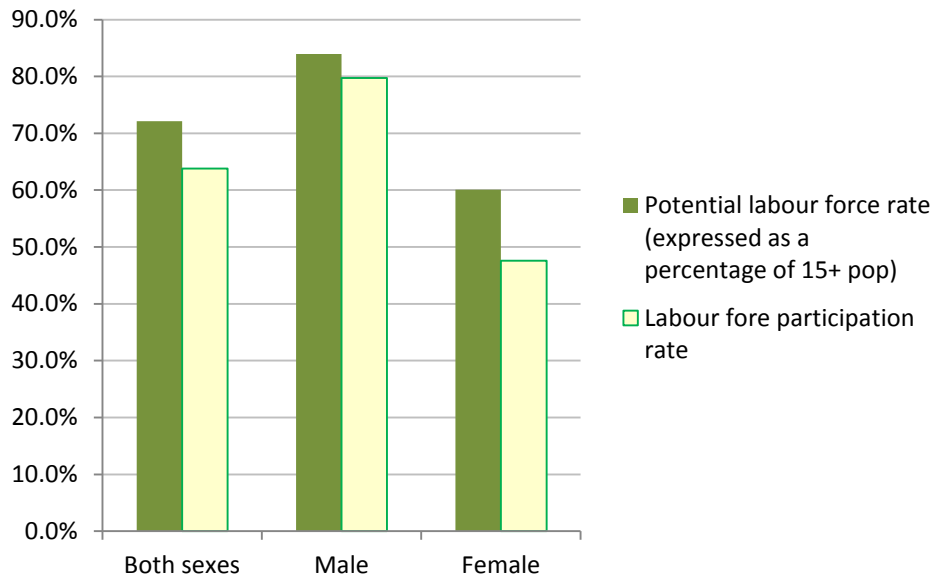


Figure 50 shows the potential labour force rate expressed as a percentage of working age population (15 years and above) and the labour force participation rate by sex. The potential labour force rate for male was 84.0 percent, a rate higher than the labour force participation rate (79.7 percent). While for female, the potential labour force rate was 60.1 percent, a rate which is much higher than the measured labour force participation rate of female (47.6 percent).

Figure 50: Potential labour force rate and labour force participation rate by sex, 2014



The significance of the concept of potential labour force is particularly valuable when it is compared with the labour force participation rate for female. Figure 50 compares the size of the female labour force participation rate with the corresponding size of the potential labour force rate. It can be seen that the female potential labour rate is larger than the female labour force. This is a remarkable result indicating the importance of the potential role of female in the labour force.

Main Labour force indicators

| Sr | Indicator | Formula |
|----|----------------------------------|------------------------|
| 1 | Working age population (15+ pop) | |
| 2 | Labour force (LF) | $LF = E + U$ |
| 3 | Potential labour force | P |
| 4 | Extended labour force (XLF) | $XLF = E + U + P$ |
| 5 | Employment | E |
| 6 | Unemployment | U |
| 7 | Labour force participation rate | $LF / 15+ \text{ pop}$ |
| 8 | Employment- population ratio | $E / 15+ \text{ pop}$ |
| 9 | Unemployment rate (LU1) | U / LF |
| 10 | Potential labour force rate | $P / 15+ \text{ pop}$ |

