

This release presents key indicators relating to labour market between 2011 and 2015.

## Key Indicators on the Labour Market: 2011-2015

### Labour force

Over the period 2011-2015, the activity rate increased by 5.7 percentage points. Most of this increase may be attributed to a higher uptake of females in the labour market. In this regard the female activity rate increased from 44.7 per cent in 2011 to 53.8 per cent in 2015. As illustrated in Table 1, the largest increase in females was recorded in the 25-54 age bracket (+11.8 percentage points) followed by the 55-64 age bracket (+7 percentage points).

Compared to the EU28 average, the national activity rate for 2015 was 4.9 percentage points lower. From a closer look at the activity rates it emerges that national values for the younger segment of the population (15-24) were higher than the EU28 average, whereas EU28 averages tend to be higher than Malta's values for the other age groups (Chart 1).

### Education

The rate of early school leavers (ESL) for 2015 stood at 19.8 per cent, a drop of 2.9 percentage points between 2011 and 2015. The ESL rate for males declined from 28.8 per cent in 2011 to 22.9 per cent in 2015. However, the ESL rate for females remained practically constant with an average of 17.1 per cent over the last five years (Table 2). Over the period under review, on average more than 7 out of 100 persons aged 25-64 years participated in lifelong learning (Table 4). When compared to the EU average, the national rate in 2015 was 3.5 percentage points lower.

Tertiary educational attainment for the 30-34 age group has been on the increase for the past five years (Chart 3). This was mainly due to the fact that more females are opting to further their studies at tertiary level, with an increase of 8.0 percentage points over five years (Table 5).

### Employment

In line with the trends observed in the activity rates, the past five years have also seen an increase in the rate of persons in employment between the 20-64 age bracket (Chart 4). In 2015, the national employment rate resulted to be lower than the EU average for the 15-64 age bracket and the 20-64 age bracket. However, Malta's rates for both males (45.9 per cent) and females (45.2 per cent) were higher for the younger segment of the population when compared to the EU28 average. In all instances, with the exception of the 55-64 age bracket, the national employment rate for males was higher than the EU28 average. On the other hand, among females, EU rates were higher across all age groups with the exception of the younger segment of 15-24. For this group, the female employment rate for Malta in 2015 was 14.0 percentage points higher than the EU28 average (Table 6).

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Data provided in Table 9 illustrates the share of part-time employees as a percentage of the total number of employees. Over five years, at a national level the share of persons in part-time increased. However, compared to EU28 average the level registered in Malta during 2015 was 5.2 percentage points lower. In terms of employees working on definite contracts, the information for the past five years reveals that there is a slight increase in this kind of working arrangement. However, in 2015 the national rate (7.6 per cent) was almost half the EU average.

The gender pay gap (GPG) rate, which measures the difference in hourly pay between males and females, was 10.6 per cent in 2014 at national level. This implies that male hourly rates were 10.6 per cent higher than those of females in Malta. The equivalent figure at EU level stood at 16.7 per cent (Table 13).

## **Unemployment**

In 2015, national unemployment rates were almost half those recorded at EU level (Table 14). As illustrated in Chart 5, there is a convergence in the total unemployment rate for Malta between sexes. National and EU figures indicate that youths are more likely to be unemployed when compared to their older counterparts. In 2015, the unemployment rates recorded in Malta for those aged between 15-24 and those aged between 25-74 were 11.8 per cent and 4.4 per cent respectively.

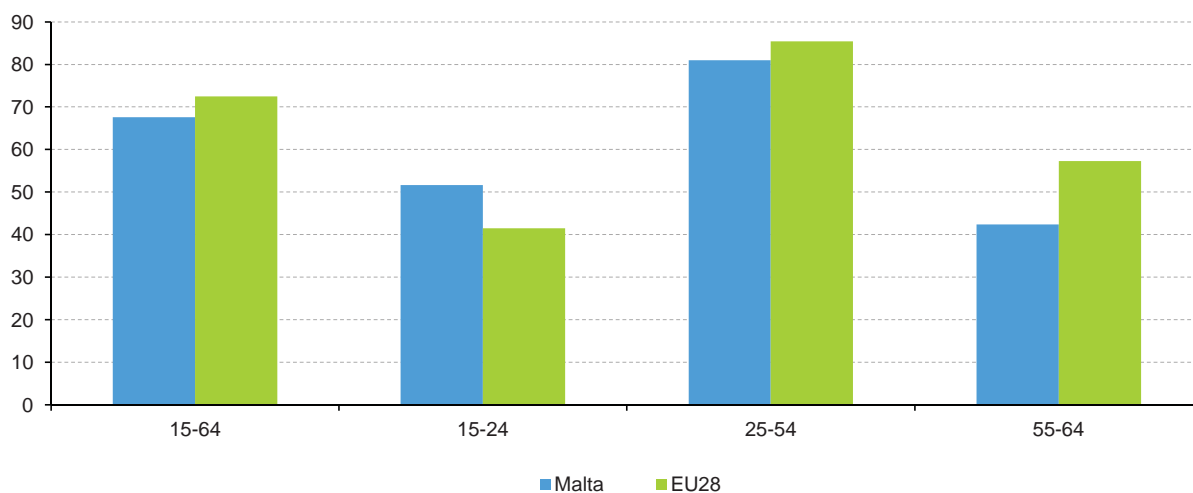
Over a span of five years, the youth unemployment ratio dropped from 6.9 per cent to 6.1 per cent (Table 15), whereas the estimate of youths not in employment or education (NEET rate) hovered around an average of 10.3 per cent. Moreover, the long-term unemployment rate recorded in Malta was almost half the rate recorded at EU level in 2015 ■

## Labour Force

Table 1. Activity rate by sex and age group  
(%)

Year	15-64			Activity gender gap
	Males	Females	Total	
2011	78.6	44.7	61.9	33.9
2012	78.3	47.5	63.1	30.8
2013	79.4	50.2	65.0	29.2
2014	79.9	52.3	66.3	27.6
2015	80.8	53.8	67.6	27.0
<b>EU 28 (2015)</b>	<b>78.3</b>	<b>66.8</b>	<b>72.5</b>	<b>11.5</b>
Year	15-24			Activity gender gap
	Males	Females	Total	
2011	55.7	48.0	51.9	7.7
2012	54.0	47.7	50.9	6.3
2013	56.0	49.5	52.8	6.5
2014	52.9	51.8	52.4	1.1
2015	53.3	49.9	51.6	3.4
<b>EU 28 (2015)</b>	<b>44.1</b>	<b>38.7</b>	<b>41.5</b>	<b>5.4</b>
Year	25-54			Activity gender gap
	Males	Females	Total	
2011	94.9	54.0	74.7	40.9
2012	94.3	58.1	76.5	36.2
2013	94.4	61.1	78.1	33.3
2014	95.1	63.4	79.6	31.7
2015	95.3	65.8	81.0	29.5
<b>EU 28 (2015)</b>	<b>91.4</b>	<b>79.4</b>	<b>85.4</b>	<b>12.0</b>
Year	55-64			Activity gender gap
	Males	Females	Total	
2011	53.0	15.6	34.2	37.4
2012	54.8	17.3	36.0	37.5
2013	57.2	19.7	38.4	37.5
2014	60.1	20.7	40.3	39.4
2015	62.2	22.6	42.4	39.6
<b>EU 28 (2015)</b>	<b>65.0</b>	<b>50.0</b>	<b>57.3</b>	<b>15.0</b>

Chart 1. Total activity rate by age groups: 2015

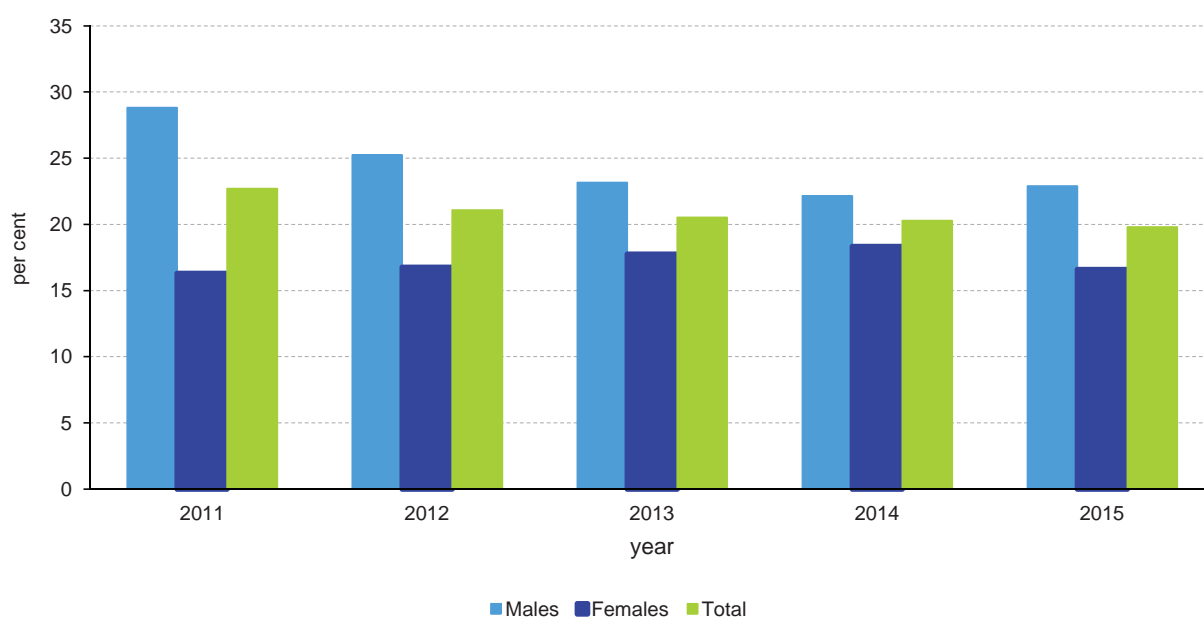


## Education

**Table 2. Early school leavers (18-24) by sex**  
(%)

Year	Males	Females	Total
2011	28.8	16.3	22.7
2012	25.3	16.8	21.1
2013	23.2	17.7	20.5
2014	22.1	18.3	20.3
2015	22.9	16.6	19.8
<b>EU 28 (2015)</b>	<b>12.4</b>	<b>9.5</b>	<b>11.0</b>

**Chart 2. Early school leavers by sex**



**Table 3. Youth educational attainment (20-24) by sex**  
(%)

Year	Males	Females	Total
2011	67.2	81.5	74.2
2012	70.6	80.9	75.6
2013	72.6	80.5	76.5
2014	72.4	78.9	75.6
2015	72.8	82.7	77.6
<b>EU 28 (2015)</b>	<b>80.4</b>	<b>85.0</b>	<b>82.7</b>

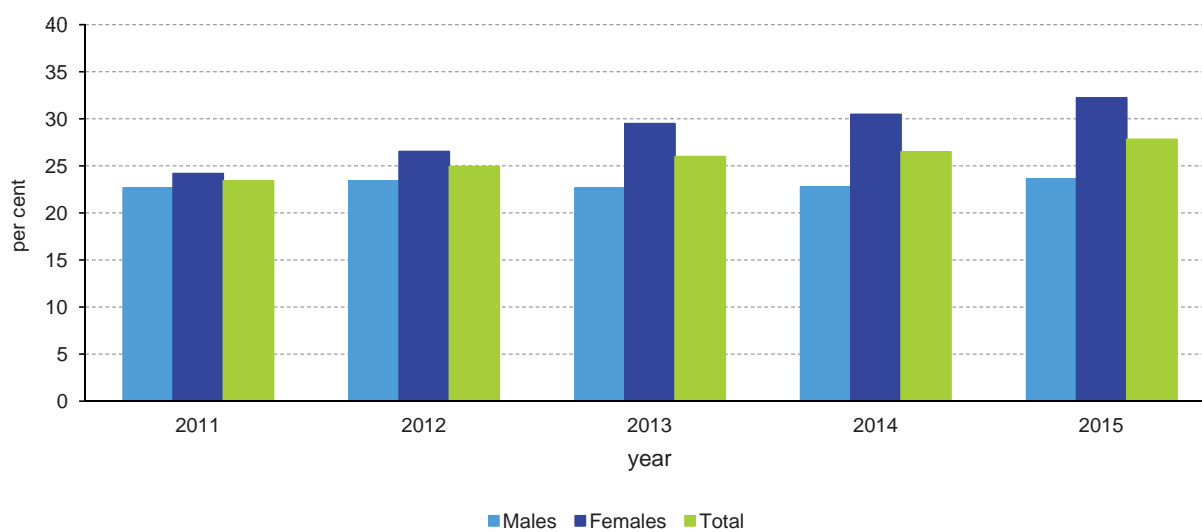
**Table 4. Lifelong learning (25-64) by sex**  
(%)

Year	Males	Females	Total
2011	6.1	7.1	6.6
2012	6.7	7.4	7.1
2013	7.4	7.8	7.6
2014	7.0	7.7	7.4
2015	6.9	7.5	7.2
<b>EU 28 (2015)</b>	<b>9.7</b>	<b>11.7</b>	<b>10.7</b>

**Table 5. Tertiary educational attainment (30-34) by sex**  
(%)

Year	Males	Females	Total
2011	22.7	24.2	23.4
2012	23.4	26.5	24.9
2013	22.6	29.5	26.0
2014	22.7	30.5	26.5
2015	23.6	32.2	27.8
<b>EU 28 (2015)</b>	<b>34.0</b>	<b>43.4</b>	<b>38.7</b>

**Chart 3. Tertiary educational attainment (30-34) by sex**



## Employment

**Table 6. Employment rate by sex and age group**  
(%)

Year	15-64			Employment gender gap
	Males	Females	Total	
2011	73.9	41.5	57.9	32.4
2012	73.8	44.0	59.1	29.8
2013	74.1	47.0	60.8	27.1
2014	74.9	49.5	62.4	25.4
2015	76.2	51.0	63.9	25.2
<b>EU 28 (2015)</b>	<b>70.8</b>	<b>60.4</b>	<b>65.6</b>	<b>10.4</b>
Year	20-64			Employment gender gap
	Males	Females	Total	
2011	79.0	43.9	61.6	35.1
2012	79.2	46.6	63.0	32.6
2013	79.4	49.8	64.8	29.6
2014	80.4	52.0	66.4	28.4
2015	81.4	53.6	67.8	27.8
<b>EU 28 (2015)</b>	<b>75.8</b>	<b>64.2</b>	<b>70.0</b>	<b>11.6</b>
Year	15-24			Employment gender gap
	Males	Females	Total	
2011	48.1	41.8	45.0	6.3
2012	46.7	40.7	43.8	6.0
2013	47.5	44.4	46.0	3.1
2014	45.7	46.8	46.2	-1.1
2015	45.9	45.2	45.6	0.7
<b>EU 28 (2015)</b>	<b>34.8</b>	<b>31.2</b>	<b>33.0</b>	<b>3.6</b>
Year	25-54			Employment gender gap
	Males	Females	Total	
2011	90.0	50.8	70.7	39.2
2012	89.7	54.9	72.5	34.8
2013	89.6	57.8	74.0	31.8
2014	90.6	60.6	75.9	30.0
2015	91.3	62.9	77.4	28.4
<b>EU 28 (2015)</b>	<b>83.8</b>	<b>72.2</b>	<b>78.0</b>	<b>11.6</b>
Year	55-64			Employment gender gap
	Males	Females	Total	
2011	51.5	15.1	33.2	36.4
2012	53.1	16.3	34.6	36.8
2013	53.8	18.7	36.2	35.1
2014	55.7	19.9	37.8	35.8
2015	58.9	21.9	40.4	37.0
<b>EU 28 (2015)</b>	<b>60.1</b>	<b>46.9</b>	<b>53.3</b>	<b>13.2</b>

**Chart 4. Employment rate (20-64) by sex**



**Table 7. Employment share in services by sex**  
(%)

Year	Males	Females	Total
2011	49.6	36.1	42.9
2012	51.3	39.1	45.3
2013	51.9	41.3	46.7
2014	52.7	44.2	48.5
2015	54.1	46.2	50.3
<b>EU 28 (2015)</b>	<b>42.3</b>	<b>50.8</b>	<b>46.6</b>

**Table 8. Self-employed as a percentage of total employment by sex**  
(% employment)

Year	Males	Females	Total
2011	17.5	6.0	13.5
2012	17.6	6.2	13.5
2013	18.5	6.2	13.9
2014	18.1	6.8	13.8
2015	18.3	7.0	13.9
<b>EU 28 (2015)</b>	<b>18.8</b>	<b>10.4</b>	<b>14.9</b>

**Table 9. Part-time employees as a percentage of total employees by sex**  
(% employees)

Year	Males	Females	Total
2011	6.0	25.3	13.3
2012	5.9	25.2	13.5
2013	7.7	25.7	15.1
2014	8.3	28.3	16.6
2015	7.2	26.9	15.4
<b>EU 28 (2015)</b>	<b>9.1</b>	<b>32.9</b>	<b>20.6</b>

**Table 10. Proportion of employees on a fixed-term contract basis by sex**  
(% employees)

Year	Males	Females	Total
2011	5.7	8.1	6.6
2012	6.1	7.9	6.8
2013	6.9	8.4	7.5
2014	6.8	9.2	7.8
2015	6.7	8.8	7.6
<b>EU 28 (2015)</b>	<b>13.8</b>	<b>14.5</b>	<b>14.1</b>

**Table 11. Average weekly number of hours usually worked per week by sex (full-time)**  
(hours)

Year	Males	Females	Total
2011	41.5	39.2	40.7
2012	41.5	39.3	40.7
2013	41.3	39.1	40.5
2014	40.9	38.9	40.2
2015	41.0	38.9	40.2
<b>EU 28 (2015)</b>	<b>41.0</b>	<b>39.3</b>	<b>40.3</b>

**Table 12. Time-related under employment by type of employment**  
(%)

Year	Full-time	Part-time	Total
2011	13.4	22.5	14.6
2012	13.5	24.3	15.0
2013	11.9	22.0	13.4
2014	10.3	19.5	11.8
2015	9.0	18.1	10.5

Note: EU28 data in respect of this variable is not available.

**Table 13. Gender Pay Gap**  
(%)

Year	Malta	EU 28
2011	7.7	16.9
2012	9.5	17.3
2013	9.7	16.8
2014	10.6	16.7

Note: 2015 data in respect of this variable is not available.



## Unemployment

**Table 14. Unemployment rate by sex and age group**  
(%)

Year	15-74		
	Males	Females	Total
2011	6.0	7.1	6.4
2012	5.7	7.3	6.3
2013	6.5	6.3	6.4
2014	6.1	5.3	5.8
2015	5.5	5.2	5.4
<b>EU 28 (2015)</b>	<b>9.3</b>	<b>9.5</b>	<b>9.4</b>

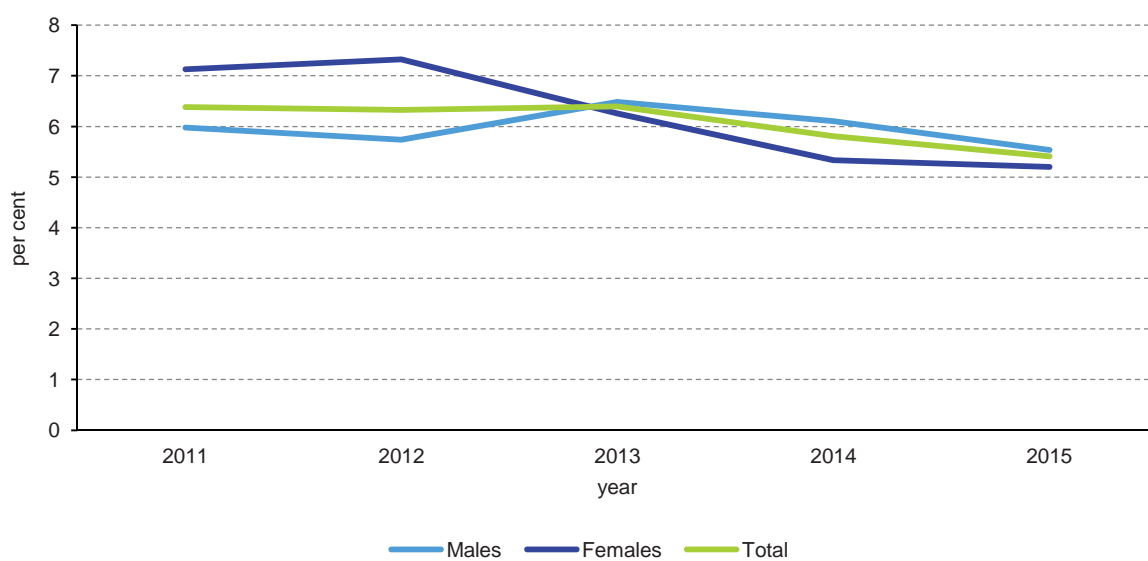
  

Year	15-24		
	Males	Females	Total
2011	13.7	12.8	13.3
2012	13.5	14.8	14.1
2013	15.2	10.4	13.0
2014	13.7	9.6	11.7
2015	13.9	9.4	11.8
<b>EU 28 (2015)</b>	<b>21.0</b>	<b>19.5</b>	<b>20.3</b>

Year	25-74		
	Males	Females	Total
2011	4.7	5.6	5.0
2012	4.5	5.6	4.9
2013	5.1	5.3	5.2
2014	5.0	4.4	4.8
2015	4.4	4.4	4.4
<b>EU 28 (2015)</b>	<b>8.1</b>	<b>8.5</b>	<b>8.3</b>

**Chart 5. Unemployment rate (15-74) by sex**



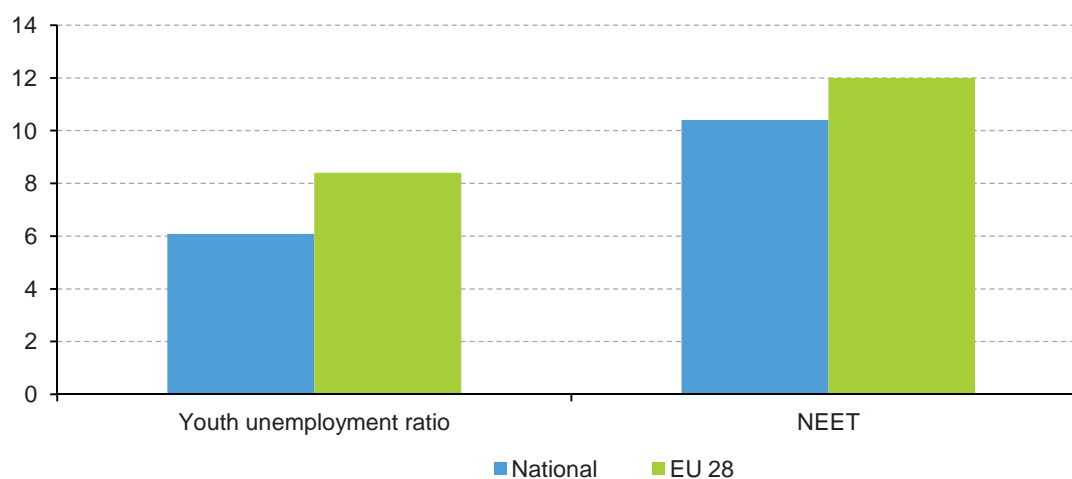
**Table 15. Youth unemployment ratio (15-24) by sex**  
(%)

Year	Males	Females	Total
2011	7.6	6.2	6.9
2012	7.3	7.0	7.2
2013	8.5	5.2	6.9
2014	7.2	5.0	6.1
2015	7.4	4.7	6.1
<b>EU 28 (2015)</b>	<b>9.3</b>	<b>7.6</b>	<b>8.4</b>

**Table 16. Not in employment or education (15-24) by sex**  
(%)

Year	Males	Females	Total
2011	9.7	10.7	10.2
2012	10.0	11.3	10.6
2013	9.8	10.1	10.0
2014	9.0	12.0	10.5
2015	9.7	11.1	10.4
<b>EU 28 (2015)</b>	<b>11.8</b>	<b>12.3</b>	<b>12.0</b>

**Chart 6. Youth unemployment profile (15-24): 2015**



**Table 17. Long-term unemployment rate (15-74) by sex**  
(%)

Year	Males	Females	Total
2011	3.5	2.6	3.2
2012	3.4	2.7	3.1
2013	3.3	2.3	3.0
2014	3.3	2.0	2.8
2015	3.1	1.4	2.4
<b>EU 28 (2015)</b>	<b>4.5</b>	<b>4.5</b>	<b>4.5</b>

## Methodological Notes

### General Note

2014 data in respect of the indicators presented in this release was updated on account of new population figures emerging from the Census of Population and Housing 2011. In this regard, revised 2014 data was first published in News Release 124/2015 on 3rd July 2015.

Figures for Malta in this release may vary from those present in Eurostat's database due to a difference in the calculation of annual estimates. The difference is completely due to rounding of figures and not due to the definitions used to calculate the indicators.

All figures published in this release except for the Gender Pay Gap indicator are computed from the Labour Force Survey. The Gender Pay Gap indicator is computed using Structure of Earnings Survey data and annual updates to this survey.

Eurostat figures for EU28 have been extracted from Eurobase on 18th October 2016.

### Concepts and Definitions

#### 1. Labour force

- **Activity rate:** the number of persons in the labour force falling within a particular age bracket as a percentage of the working population in the same age bracket (15-24, 25-54, 55-64 and 15-64).
- **Activity gender gap:** the difference in activity rates between males and females for different age groups (15-24, 25-54, 55-64 and 15-64).

#### 2. Education

- **Early school leavers rate:** the percentage of persons aged 18-24 who achieved secondary education or less (ISCED  $\leq 2$ ) and are not pursuing further education or training.
- **Life long learning:** the percentage of persons aged 25-64 participating in regular education, or in non-formal training such as courses, seminars and conferences. Students on holiday are considered to be part of the population in life-long learning.
- **Tertiary educational attainment:** the percentage of persons aged between 30-34 years having achieved at least tertiary level of education (ISCED  $\geq 5$ ).
- **Youth educational attainment:** the percentage of persons aged 20-24 years having achieved at least upper secondary education (ISCED  $\geq 3$ ).

#### 3. Employment

- **Employment rate:** the number of employed persons falling within a particular age bracket as a percentage of the working population in the same age bracket (15-24, 25-54, 55-64, 15-64 and 20-64).
- **Employment gender gap:** the difference in employment rates between males and females for different age groups (15-24, 25-54, 55-64, 15-64 and 20-64).
- **Employment rate in services:** the number of employed persons (15-64 years) working in the services sector as a percentage of the working population in the same age group.
- **Average weekly number of hours usually worked per week:** the sum of hours usually worked by full-time employees divided by the number of full-time employees. The average excludes persons working variable hours.
- **Self-employed:** this component is made up of persons who are self employed with or without employees. The rate is worked out as a percentage of the total employment.
- **Type of employment:** grouped into full-time employment and part-time employment. For the purpose of this release part-time employment is made up of full-time with reduced hours jobs and part-time jobs.
- **Fixed-term contracts:** refers to all those persons working with a definite contract or on a temporary basis.
- **Time related under employment:** refers to the number of persons having a main job but willing/wishing to work more than the number of hours currently worked in their job.
- **Gender Pay Gap** - the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.

#### 4. Unemployment

- **Unemployment rate:** the number of unemployed persons aged within a particular age bracket as a percentage of the labour force in the same age bracket (15-24, 25-74 and 15-74).
- **Youth unemployment ratio:** refers to the number of unemployed persons aged 15-24 as a percentage of the total population falling within the same age bracket.
- **Not in employment or in education:** the number of persons aged 15-24 years not in employment, education or training as a percentage of total persons aged 15-24. This is indicator referred to NEET rate.
- **Long-term unemployment rate:** the number of long-term unemployed (12 months or more) as a proportion of the labour force.

5. More information relating to this news release may be accessed at:

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