

News Release

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International Women's Day

Today we are celebrating International Women's Day.

This day is an occasion marked by women's groups around the world. This date has also been commemorated at the United Nations since 1975 and is designated in many countries as a national holiday.

On this day, women on all continents, often divided by national boundaries and by ethnic, linguistic, cultural, economic and political differences, come together to celebrate this Day whilst they look back to a tradition that represents no less than nine decades of struggle for equality, justice, peace and development.

This release represents the National Statistics Office's contribution to mark International Women's Day. It presents various indicators on Women in one of their greatest achievements towards gender equality, that is, their participation in the world of work.

How many women do we have in our labour force? How many of them are working full-time? And for those working part-time or with reduced hours, what is their main reason for making such a choice? Is it because of their family commitments? If yes, is our society providing any alternatives? Are these commitments keeping women from occupying top positions? Is the educational background of women effecting their position in the work place? Are they being paid equally to men for the same share of work?

These questions represent some of the main issues that are being discussed under the vast heading of gender equality. The following statistics will attempt to give valid indicators that will lead towards finding an answer to such questions.

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In the past three decades, the gap between the male and female segment of the population has narrowed down slightly; from 51.5 per cent of the population being women in 1982, to 50.5 per cent in 2003*. Yet the common perception that there are more females than males as well as that females as a general rule live longer than males, is still valid. The life expectancy for females in 2002 stood at nearly 81 years whilst that for males stood at 76 years.

Table 1. Total Population classified by age group and sex: 2003

| Age group | 2003 | | | |
|--------------|----------------|--------------|----------------|--------------|
| | Males | | Females | |
| | No | % | No | % |
| 0 - 14 | 40,837 | 20.7 | 37,644 | 18.7 |
| 15 - 24 | 30,791 | 15.6 | 29,858 | 14.8 |
| 25 - 34 | 26,485 | 13.4 | 25,298 | 12.6 |
| 35 - 44 | 26,663 | 13.5 | 26,485 | 13.2 |
| 45 - 54 | 32,765 | 16.6 | 32,437 | 16.1 |
| 55 - 64 | 19,453 | 9.8 | 21,074 | 10.5 |
| 65+ | 20,614 | 10.4 | 28,446 | 14.1 |
| Total | 197,608 | 100.0 | 201,242 | 100.0 |

* as estimated in Labour Force Survey, September 2003.

Table 2. Life expectancy at birth classified by sex: 1960 - 2002

| Age | 1960 | | 1980 | | 2000 | | 2002 | |
|-----------------|---------|-------|---------|-------|---------|-------|---------|-------|
| | Females | Males | Females | Males | Females | Males | Females | Males |
| At Birth | 70.9 | 66.5 | 72.7 | 68.5 | 80.2 | 74.3 | 80.5 | 75.8 |

Source: NSO, Demography Statistics: 1960 - 2002

Despite having more women in Malta, one still finds much less women in the local labour force. In fact for September 2003, only 27.4 per cent of the total population (aged 15+) of women participated in the work force, whilst a good 64.9 per cent of the the total population (aged 15+) of men were working.

Table 3. Age distribution of Total Employed Persons classified by sex : 2003

| Age group | 2003 | | | |
|--------------|----------------|--------------|---------------|--------------|
| | Males | | Females | |
| | No | % | No | % |
| 15-24 | 14,381 | 14.1 | 12,972 | 28.9 |
| 25-34 | 23,643 | 23.2 | 13,485 | 30.0 |
| 35-44 | 24,080 | 23.7 | 8,449 | 18.8 |
| 45-54 | 28,562 | 28.1 | 6,969 | 15.5 |
| 55-64 | 10,418 | 10.2 | 2,799 | 6.2 |
| 65+ | 622* | 0.6 | 222* | 0.5 |
| Total | 101,706 | 100.0 | 44,896 | 100.0 |

Source: Labour Force Survey 2003

17.4 per cent of the working females worked full-time, 3.9 per cent worked part-time and 1.1 per cent were in full-time employment but with reduced hours. This compared to 48.8 per cent of males engaged in full-time employment, 1.6 per cent working on a part-time basis and an insignificant number working full-time with reduced hours. The rest of the population was either inactive or unemployed.

Table 4. Employed persons by type of employment and sex: 2003

| Type of employment | 2003 | | | |
|------------------------------|----------------|-------------|---------------|-------------|
| | Males | | Females | |
| | No | % | No | % |
| Full-time job | 98,169 | 48.8 | 34,935 | 17.4 |
| Full-time with reduced hours | 278* | 0.0 | 2,165 | 1.1 |
| Part-time job | 3,259 | 1.6 | 7,796 | 3.9 |
| Total | 101,706 | 50.5 | 44,896 | 22.3 |

Source: Labour Force Survey 2003

Inactivity (meaning that a person is neither employed nor unemployed), amongst men is much less than amongst women, who make up 70.9 per cent of the inactive population; the main reason being of personal nature and family responsibilities. The highest rate of inactivity for both men and women is at the age of 65+, since the pensionable age in Malta is 61 for men and 60 for women. Yet if one looks at the inactivity rate amongst men and women aged 25-34 and 35-44, one will find that inactivity amongst women is much higher than that of men. Child caring and family commitments is one of the most obvious reasons for this. Demography in fact shows that the highest live births by age of mother occurs when the mother is between the age of 25-29 and 30-34. The highest percentage of inactive women (65.5 per cent) are married, and therefore more likely to have family responsibilities.

Table 5. Age distribution of inactive population: 2003

| Age group | 2003 | | | |
|--------------|---------------|--------------|----------------|--------------|
| | Males | | Females | |
| | No | % | No | % |
| 15-24 | 13,032 | 27.9 | 14,061 | 12.3 |
| 25-34 | 836* | 1.8 | 10,998 | 9.7 |
| 35-44 | 1193* | 2.6 | 17,645 | 15.5 |
| 45-54 | 2,994 | 6.4 | 24,665 | 21.7 |
| 55-64 | 8,686 | 18.6 | 18,275 | 16.0 |
| 65+ | 19,992 | 42.8 | 28,224 | 24.8 |
| Total | 46,733 | 100.0 | 113,868 | 100.0 |

Source: Labour Force Survey 2003

Table 6. Inactive population by reason for inactivity: 2003

| Reason | 2003 | | | |
|--|---------------|--------------|----------------|--------------|
| | Males | | Females | |
| | No | % | No | % |
| Due to own illness or disability | 4,974 | 10.6 | 3,907 | 3.4 |
| Due to personal or family responsibility | 1653* | 3.5 | 72,998 | 64.1 |
| Due to Education or training | 12,016 | 25.7 | 11,060 | 9.7 |
| Due to retirement | 25,771 | 55.1 | 18,722 | 16.4 |
| Other Reasons | 2,319 | 5.0 | 7,181 | 6.3 |
| Total | 46,733 | 100.0 | 113,868 | 100.0 |

Source: Labour Force Survey 2003

Table 7. Marital status of inactive population: 2003

| Status | 2003 | | | |
|-------------------------------------|---------------|--------------|----------------|--------------|
| | Males | | Females | |
| | No | % | No | % |
| Single (never married) | 17,716 | 37.9 | 23,447 | 20.6 |
| Married | 24,409 | 52.2 | 74,598 | 65.5 |
| Widowed | 3,461 | 7.4 | 12,610 | 11.1 |
| Annulled/divorced/legally separated | 1147* | 2.5 | 3,213 | 2.8 |
| Total | 46,733 | 100.0 | 113,868 | 100.0 |

Source: Labour Force Survey 2003

Table 8. Live births by age of mother/father, nationality and births outside marriage: 2002

| Age Group | By Age of mother | | By Age of father | | Of which births outside marriages | |
|--------------------------|------------------|------------|------------------|------------|-----------------------------------|------------------|
| | Maltese | Other | Maltese | Other | By Age of mother | By Age of father |
| Total | 3,805 | 101 | 3,805 | 101 | 569 | 569 |
| All Ages under 20 | 232 | 4 | 33 | - | 165 | 17 |
| 20 - 24 | 718 | 20 | 311 | 5 | 209 | 97 |
| 25 - 29 | 1,528 | 29 | 1,119 | 12 | 102 | 60 |
| 30 - 34 | 880 | 28 | 1,175 | 33 | 52 | 43 |
| 35 - 39 | 366 | 15 | 581 | 23 | 29 | 28 |
| 40 - 44 | 80 | 5 | 232 | 12 | 11 | 21 |
| 45 - 49 | 1 | - | 53 | 4 | 1 | 16 |
| 50 - 54 | - | - | 7 | 3 | - | 2 |
| 55 - 59 | - | - | 7 | 1 | - | 3 |
| 60 - 64 | - | - | 1 | 2 | - | - |
| 65+ | - | - | - | - | - | - |
| Unkown | - | - | 286 | 6 | - | 282 |

Source: NSO Demography Statistics 2002

Apart from child rearing, family responsibilities might also involve taking care of elderly or sick relatives and again statistics show that very often women take up this as part of their duties. From the data provided by the Social Security Department about those who are entitled to receive the Carer's Pension, it stands out clearly that in fact women are more likely to take this as their responsibility. Infact, a good 59 per cent of those who were receiving the Carer's Pension in 2003 were in fact women. Additionally, there were another 570 females in the same year receiving Social Assistance for taking care of a sick or an elderly relative.

Is there an alternative? What is society offering? Do we have enough child care centres, day centres or residential homes for the elderly? What services are being offered and are we making good use of them?

In 2001, about 16 Day Care Nurseries/Nurseries for children were registered as being functional, besides other centres which the Church institution provides.

Table 9. Day Care/ Nurseries in Malta by Region and District: 2001

| Region/District | Number |
|---------------------------|-----------|
| Malta Xlokk | 5 |
| Southern Harbour District | 4 |
| South Eastern District | 1 |
| Malta Majjistral | 11 |
| Northern Harbour District | 8 |
| Western District | - |
| Northern District | 3 |
| Gozo and Comino | - |
| Total | 16 |

Source: Child Care Task Force (2001). Il-Qasam tal-Kura u Zamma tat-Tfal f' Pajjizna

Table 10. Children in Church Day Centres: 2001

| Year | Boys | Girls | Total |
|------|------|-------|-------|
| 1996 | 19 | 26 | 45 |
| 1997 | 16 | 14 | 30 |
| 1998 | 13 | 18 | 31 |
| 1999 | 17 | 23 | 40 |
| 2000 | 12 | 16 | 28 |

Source: Children's Homes Secretariat

Government provides 12 Day Centres for the elderly around the island and the attendance, which is mainly female (making up 88 per cent of the total participation in 2002) is on the increase. Between 2000 and 2002 female attendance at day centres increased by 90.3 per cent nevertheless male attendance is also on the increase as the number of males in 2002 increased by 92.3 per cent over 2000.

Table 11. Participants in Day Centres: 2000 - 2002

| Number of visits in Day Centre | No. of Participants per Visit | | |
|--------------------------------|-------------------------------|---------|---------------|
| | Males | Females | Total |
| 2000 | | | |
| 44 | 116 | 1,045 | 1,161 |
| 2001 | | | |
| 120 | 211 | 2,909 | 3,120 |
| 2002 | | | |
| 141 | 1,514 | 10,787 | 12,301 |

Source: Department for the Elderly and Special Needs

There are other services such as the handyman service, meals on wheels, and the telecare service that are being offered to the elderly, and again many of them seem to be much more popular with females.

Table 12. Participants in other services: 2000 - 2002

| | 2000 | | | 2001 | | | 2002 | | |
|-------------------------|-------|---------|-------|-------|---------|-------|-------|---------|-------|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| Handyman Service | 374 | 907 | 1,281 | 345 | 882 | 2,704 | 314 | 840 | 1,154 |
| Meals on wheels | 2,526 | 5,447 | 7,973 | 2,704 | 5,779 | 2,704 | 2,619 | 5,782 | 8,401 |

Source: Department for the Elderly and Special Needs

Table 13. Telecare service subscribers by age and sex as at December 2002

| | Single living alone | Single living with others | Couple living alone | Couple living with others |
|--------------|---------------------|---------------------------|---------------------|---------------------------|
| Malta | | | | |
| Males | 1,103 | 244 | - | - |
| Females | 3,929 | 993 | - | - |
| Total | 5,032 | 1,237 | 1,386 | 315 |
| Gozo | | | | |
| Males | 57 | 224 | - | - |
| Females | 14 | 59 | - | - |
| Total | 71 | 283 | 62 | 15 |

Source: Department for the Elderly and Special Needs

In 2002, 68.8 per cent of the meals on wheels subscribers were women and 72.8 per cent of the persons using the handy man service were also women. Although, demographically, women live longer, statistics prove that women are more likely to make use of such services.

In 2002/03, there were 141 males and 455 females staying at governments' residential homes, while there were 335 males and 678 females residing at St. Vincent De Paule. Moreover, a good number of elderly were living in one of the 29 elderly homes owned by either the Church or the Private sector.

Table 14. Residents' complement in homes for the elderly for the year 2000 - 2003

| Home | 2000/2001 | | | 2001/2002 | | | 2002/2003 | | |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| Bormla | 24 | 56 | 80 | 25 | 67 | 92 | 28 | 77 | 105 |
| Floriana | 18 | 28 | 46 | 17 | 29 | 46 | 16 | 29 | 45 |
| Gzira | 2 | 26 | 28 | 3 | 27 | 30 | 2 | 29 | 31 |
| Mosta | 22 | 43 | 65 | 22 | 45 | 67 | 19 | 49 | 68 |
| Msida | 14 | 49 | 63 | 14 | 50 | 64 | 12 | 51 | 63 |
| Mtarfa | 27 | 80 | 107 | 30 | 81 | 111 | 31 | 90 | 121 |
| Zejtun | 15 | 45 | 60 | 16 | 44 | 60 | 33 | 130 | 163 |
| Total | 122 | 327 | 449 | 127 | 343 | 470 | 141 | 455 | 596 |

This information related to childcare and care for the elderly indicates that although popularity of certain services is still rather limited, it is however increasing each year. This might be good news for those women or men who perhaps would like to work but cannot because of family commitments.

Family commitments are not however the only reasons to keep both women and men out of the labour force. There is also unemployment, which seems to be predominantly male accounting for 63.3 per cent of the registered unemployed in 2003. The average age of the unemployed male was 31 and that of females was 27.

Table 15. Unemployed persons classified by age groups: 2003

| Age Group | 2003 | | | |
|-------------------|--------------|--------------|--------------|--------------|
| | Males | | Females | |
| | No | % | No | % |
| 15 - 24 | 3,378 | 40.5 | 2,825 | 58.4 |
| 25 years and over | 4,954 | 59.5 | 2,009 | 41.6 |
| Total | 8,332 | 100.0 | 4,834 | 100.0 |

Source: Labour Force Survey 2003

Table 16. Average age of the unemployed: 2003

| Age | 2003 | | | |
|--------------------|-------|---------|---------|---------|
| | Males | | Females | |
| | No | Average | No | Average |
| Average Age | 8,332 | 31 | 4,834 | 27 |

Source: Labour Force Survey 2003

Nowadays, both the unemployed and those who are about to enter the world of work, very often seek to increase the chances of employment by aspiring to higher educational levels, more than ever before. This observation is noticeable, through an analysis of those participating in post obligatory education over the past 23 years. In 1980 only 7.6 per cent (11.6 per cent for females and 3.5 per cent for males) of the population aged between 16-25 proceeded to further their education after the age of 16. Today 28.1 per cent (29 per cent for females and 27 per cent for males) continue to study over the compulsory age of school. This percentage, although still considerably low when compared to other European countries, has given positive results.

Table 17. Post obligatory education: 1980 - 2002

| Age | 1980 | | 1990 | | 1998 | | 2002 | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Females | Males | Females | Males | Females | Males | Females | Males |
| 16 | 479 | 1,069 | 930 | 1,402 | 616 | 2,281 | 584 | 994 |
| 17 | 202 | 918 | 620 | 472 | 1,492 | 1,367 | 1,716 | 1,557 |
| 18 | 151 | 601 | 381 | 627 | 1,511 | 1,490 | 1,816 | 1,537 |
| 19 | 32 | 293 | 186 | 457 | 768 | 1,002 | 1,100 | 1,137 |
| 20 | 39 | 447 | 169 | 648 | 637 | 773 | 814 | 761 |
| 21 | 53 | 119 | 109 | 138 | 487 | 437 | 637 | 552 |
| 22 | 7 | 14 | 112 | 146 | 305 | 332 | 326 | 386 |
| 23 | 8 | 15 | 93 | 161 | 153 | 188 | 143 | 196 |
| 24 | 3 | 7 | 69 | 125 | 126 | 157 | 115 | 143 |
| 25+ | 38 | 76 | 247 | 392 | 1,004 | 1,364 | 853 | 917 |
| Total | 1,012 | 3,559 | 2,916 | 4,568 | 7,099 | 9,391 | 8,104 | 8,180 |

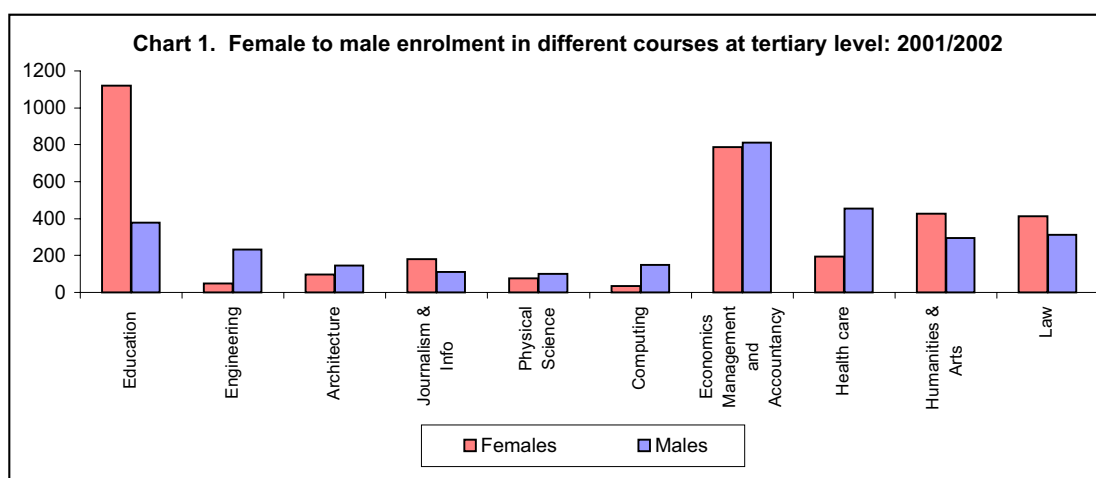
Source: Education Statistics, 1980 - 2002

Table 18. Full-time & part-time enrolment in post obligatory education: 1980 - 2002

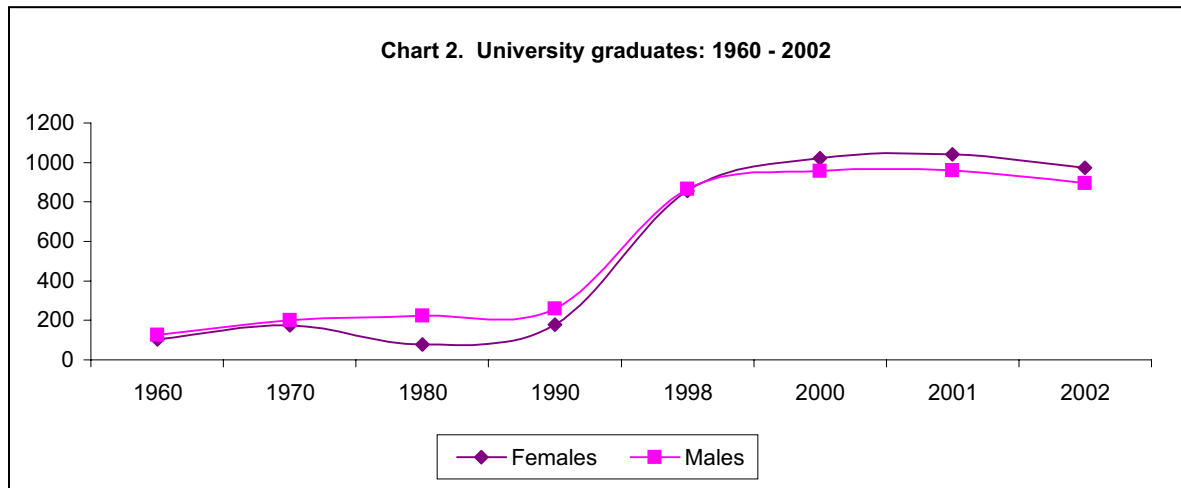
| | 1980 | | 1990 | | 1998 | | 2002 | |
|------------------|---------|-------|---------|-------|---------|-------|---------|-------|
| | Females | Males | Females | Males | Females | Males | Females | Males |
| Full-time | 1,007 | 3,239 | 2,725 | 3,761 | 6,555 | 7,915 | 7,300 | 6,671 |
| Part-time | 5 | 320 | 191 | 807 | 544 | 1,476 | 804 | 1,509 |

Source: Education Statistics, 1980 - 2002

Female participation in further education kept increasing throughout the years, in fact in 2001/2002, 56.9 per cent of the University students' component was female. Female participation was the highest within the Faculty of Education at 75.2 per cent of the total faculty students, the Institute of Health Care at 68.5 per cent of the total in the institute, the Faculty of Arts at 66.7 per cent, the Centre for Communication Technology at 61.9 per cent, the Faculty of Law at 57.1 per cent, Medicine and Surgery at 56.1 per cent and the Faculty of Economics, Management and Accountancy at 51.5 per cent of the total faculty students.



The number of graduates over the last 42 years, continued to increase gradually, except in 2001/2002, when the number decreased by 6.7 per cent over the previous year to reach 1,868 graduates. In spite of this decrease the number of female graduates was higher than that of men, making up 52.1 per cent of all graduates. The upward trend in the number of female graduates at tertiary level began in 1999/2000 and has continued since.



In 2001/02, 53 per cent of those graduating in first University degree and masters (Isced 5A) were women. Diplomas were awarded almost equally to both women and men, whilst the Ph.D. 's were all completed by and awarded to male students.

Yet with this rich educational background are women succeeding in reaching top positions alongside the men?

There is a pronounced disparity in female and male representation at top level and decision-making positions, nevertheless, there has been some improvement over the past years. While in 1987, only six women held top level positions in the public service, in 2003 there were 89 women, making up 15.7 per cent of the top held positions.

Table 19. Top level and decision-making posts in the public sector: 1987 - 2002

| | 1987 | | 1990 | | 1998 | | 2002 | | 2003 | |
|---|----------|------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|
| | Females | Males | Females | Males | Females | Males | Females | Males | Females | Males |
| Senior public officials | | | | | | | | | | |
| Ambassadors | - | 5 | - | 13 | - | 12 | 2 | 27 | 2 | 30 |
| Permanent Secretaries | - | - | - | 9 | - | 12 | - | 14 | - | 14 |
| Director General | - | - | - | - | - | 10 | - | 23 | 1 | 23 |
| Directors | - | 36 | - | 41 | 7 | 72 | 13 | 109 | 11 | 110 |
| Selected judicial and military officials | | | | | | | 4 | | | |
| Magistrates | - | 10 | - | 13 | 4 | 11 | 4 | 11 | 4 | 11 |
| Judges | - | 9 | - | 13 | - | 17 | - | 17 | - | 17 |
| Lawyers & Attorneys | 6 | 27 | 8 | 19 | 13 | 13 | 27 | 27 | 30 | 26 |
| Police Officers * | - | 56 | - | 88 | 5 | 78 | 15 | 93 | 15 | 89 |
| Prison Officials ** | - | 5 | - | 5 | 24 | 153 | 26 | 162 | 26 | 159 |
| Total | 6 | 240 | 8 | 331 | 55 | 503 | 91 | 483 | 89 | 479 |

Source: The Office of the Prime Minister

* Officials from inspector upwards

** Officials from correctional officer upwards

If women are not occupying top positions, then which post are these occupying most? The following are the 10 most common occupations women as compared to men occupied in September 2003.

Table 20. The 10 most common occupations: 2003

| Occupations | Males | Females | Group Total |
|--------------------------|--------|------------------|-------------|
| Clerks | 5,867 | 8,284 | 14,151 |
| Waiters | 8,236 | 5,304 | 13,540 |
| Managers | 10,913 | 2,566 | 13,479 |
| Cleaners | 8,876 | 3,378 | 12,254 |
| Machine operators | 5,224 | 4,756 | 9,980 |
| Teachers | 2,560 | 6,694 | 9,254 |
| Salespersons | 5,262 | 3,659 | 8,921 |
| Labourers | 5,284 | 511 ^u | 5,795 |
| Drivers | 5,615 | 61 ^u | 5,676 |
| Stone workers | 5,411 | 58 ^u | 5,469 |

Source: Labour Force Survey 2003

^u Under represented

The Annual Salary for females is on average less than that for males in all occupations except for that in skilled agriculture and fisheries works. For example female Professionals earn Lm902.59 less annually than their male counterparts, female Clerks earn Lm 618.62 less per annum than males while female Technicians and Associate Professionals earn Lm 830.38 less than males per year - this in spite of what we today talk of gender equality.

Table 21. Average gross annual salary for employees by main occupation

| Occupation | Sex | | | |
|--|--------------------|----------------------|------------------|----------------------|
| | Males | | Females | |
| | No | Average Lm | No | Average Lm |
| Armed Forces | 1,100 ^u | 4665.38 ^u | - | - |
| Legislators, senior officials and managers | 6,404 | 8599.45 | 1,513 | 7334.70 |
| Professionals | 6,827 | 7237.00 | 6,610 | 6334.41 |
| Technicians and associate professionals | 12,888 | 5696.50 | 6,478 | 4866.12 |
| Clerks | 6,749 | 4903.02 | 9,853 | 4284.40 |
| Service workers and shop and sales workers | 10,703 | 4849.22 | 7,503 | 3513.89 |
| Skilled agricultural and fishery workers | 417 ^u | 3967.63 ^u | 74 ^u | 4600.00 ^u |
| Craft and related trades workers | 14,878 | 4751.51 | 521 ^u | 4688.32 ^u |
| Plant and machine operators and assemblers | 10,039 | 4902.66 | 4,817 | 3919.10 |
| Elementary occupations | 13,797 | 4314.08 | 3,889 | 3031.18 |
| Total | 83,802 | 5359.11 | 41,258 | 4520.80 |

Source: Labour Force Survey 2003

^u Under represented