

News Release



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Labour market

Key indicators on the labour market

This release presents key indicators for monitoring employment and presents the results from the LFS for four consecutive years starting from December 2001 till December 2004.

Prior to 2004 the survey was mainly carried out on a quarterly basis with a specific reference week representing the whole quarter. In this respect, figures for 2001 - 2003 reflect the above methodology. Since the beginning of 2004, NSO has started to carry out the survey on an ongoing basis. The objective is to have a continuous assessment of labour market trends given that the reference weeks are evenly spread throughout the 13 weeks of the quarter. In view of the above, the methodology in the labour force survey is in a transitional stage. Statistics for 2001 till 2003 and 2004 are not comparable on a like-with-like basis.

Labour Status

For the past four years, the activity rate which is defined as the number of persons in the labour force (aged between 15-64 years) as a percentage of the working population in the same age bracket stood at 58.3 per cent. In terms of employment, an average of 54 persons out of every 100 persons between 15-64 years were employed (employment rate).

The unemployment rate which is defined as the number of unemployed as a percentage of the labour force stood at 7 per cent for the past four years. Table 5 illustrates the labour supply growth, which is defined as the annual change in labour supply (employed and unemployed of working age 15 - 64 years).

Participation in Education or Training

Tables 6 and 7 reveal that out of all persons aged between 25-64 years, an average of 3.9 per cent participate in education or training. Further information provided in Chart 3 illustrates that of the 25 to 64 years, an average of 4.5 per cent were males and 3.3 per cent were females participating in education or training.

Of the persons participating in education or training in the 25 to 64 age bracket an average of 14.7 per cent were in Tertiary education (High Education). Tertiary education includes persons having a Diploma issued by the University, First Degree, Masters Degree or Phd. Another 9.1 per cent were in Post secondary education (Medium Education). An average of 2 per cent were in Secondary Education or less (Low Education).

Table 8 illustrates a constant increase over the years, of the 20 to 24 year olds having achieved at least upper secondary education, with indicator values of 40.6, 44.9, 45.8 and 49.1 per cent respectively. This therefore implies that more persons in the 20 to 24 age bracket are choosing to further their studies. By contrast, a constant decrease in the number of persons with secondary education only is being recorded. Table 9 in fact shows that out of all persons between 18 and 24 years, an average of 49.6 per cent had achieved lower secondary education or less. Hence the remaining 50.4 per cent had a higher level of education.

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Employment Characteristics

Tables 11 to 13 show employment rates worked out for different age groups. The highest employment rates for the male population were estimated to be in the 25 to 54 age group whereas those for females were in the 15 to 24 age group. Table 14 reveals the employment gender gap, which is defined as the difference in employment rates between women and men in percentage points. During the past 4 years, the lowest employment gender gap was recorded for persons aged between 15 to 24, where the average stood at 3.9 per cent.

Employment Rate in full-time equivalents (FTE) illustrated in Table 16 is defined as the total hours worked divided by the average annual number of hours worked in full time jobs, calculated as a proportion of total population in the 15-64 age bracket. Over the past four years, the average employment rate in FTE stood as 52.0 per cent, which is 2 per cent lower than the employment rate featured in indicator 2.

Indicators 17, 18 and 19 give an overview of the diversity of contractual and working arrangements. The information provided in Table 17, one notes that the number of female part-timers consistently exceeds that of males. In fact the the average gender gap in the number of part-time employees was 15.1 per cent. By contrast, the percentage of self employed was usually higher for the male component and in this regard the average gender gap was 10.5 per cent.

Comparison between genders is shown in table 22, the gender pay gap. The gender pay gap is defined as the difference between the average gross hourly earnings of men and women as a percentage of male average gross hourly earnings for paid employees who work 15 hours and more. The average over the past four years was 5.6 per cent.

With respect to hours worked, table 24 illustrates the average weekly number of hours usually worked by full-time employees. The average over the past 4 years stood at 40.5 hours with the male component having an average of 41.2 and 38.7 for females. Table 25 reveals information on the number of employees for whom the number of hours actually worked exceeds the number of hours usually worked due to overtime. The average for the past four years was 3.8 per cent of all employees. Additional information on the employed population is illustrated in Table 26. Information presented in this table illustrates time related under employment (i.e the percentage of employed persons wishing to increase the number of hours worked). Over the past 4 years the average was of 12.6 per cent for full-timers, whereas the average of part-time employed was 28.3 per cent.

Unemployment Characteristics

A number of indicators from this release also present some information on the unemployed. Table 27 illustrates the youth unemployment ratio. Over the past four years the average was 8.7 per cent. In terms of long term unemployment the average over the same period was of 3.3 per cent.

Inactive Characteristics

This release also covers a number of indicators on the inactive. Table 29 illustrates the inactivity rate for the 15 to 24 age bracket. Over the past four years the inactivity rate has increased for both males and females. The inactivity rate for the 25 to 54 age group has been increasing for males and decreasing for females. The lowest inactivity gender gap was -4.8 per cent for the ages 15 to 24 years, whereas the largest inactivity gender gap was averaged out at -56.6 per cent for the 25 to 54 years age bracket.

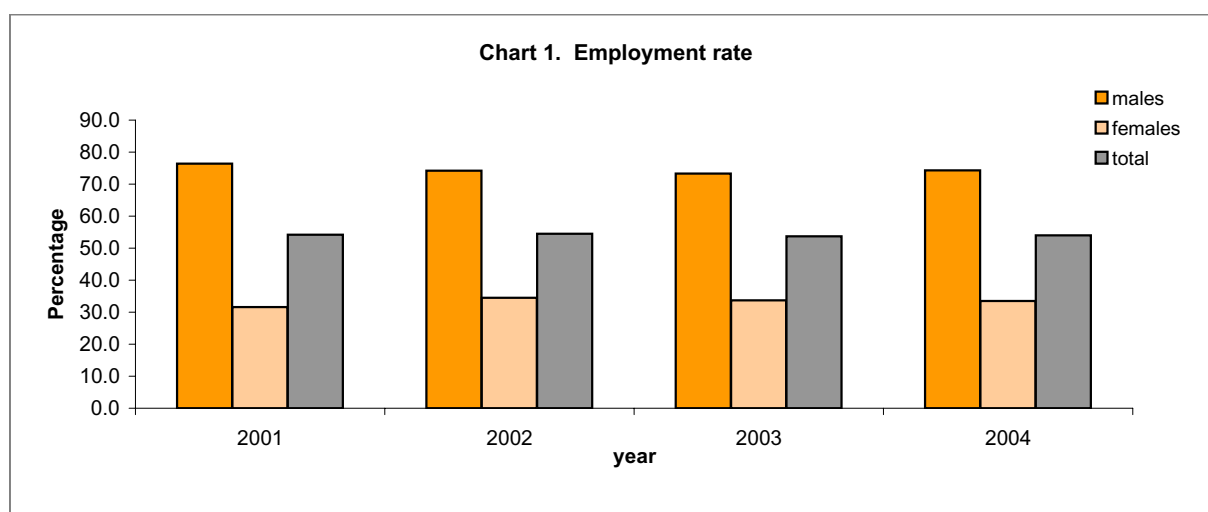
Table 33 shows the coefficient of variation for employment and unemployment rates. The average CV of employment was 1.47 per cent indicating that the average true value of the employment lies between 144,910 persons and 149,233 persons. The average CV of unemployment was 7.79 per cent ■

1. Activity rate (15 - 64)

Year	Sex		Total
	Males	Females	
	%		
2001	81.3	34.2	58.0
2002	79.1	37.6	58.6
2003	79.5	36.7	58.3
2004	78.9	37.0	58.1

2. Employment rate (15 - 64)

Year	Sex		Total
	Males	Females	
	%		
2001	76.4	31.6	54.2
2002	74.2	34.5	54.5
2003	73.3	33.7	53.7
2004	74.3	33.5	54.0



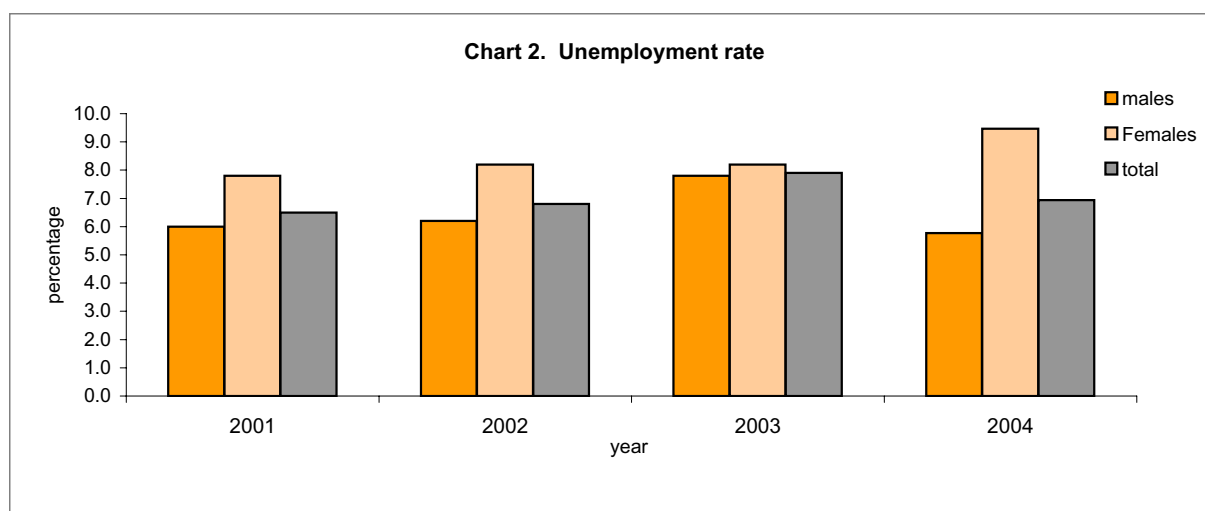
3. Employment growth

Year	Sex		Total
	Males	Females	
	%		
2001	2.1	-4.1 ^u	0.3 ^u
2002	-1.4 ^u	10.3	1.9
2003	-0.9 ^u	-0.9 ^u	-0.9 ^u
2004	1.6	-1.3	0.7

^u under-represented

4. Unemployment rate

Year	Sex		Total
	Males	Females	
	%		
2001	6.0	7.8	6.5
2002	6.2	8.2	6.8
2003	7.8	8.2	7.9
2004	5.8	9.5	6.9



5. Labour supply growth (15 - 64)

Year	Sex		Total
	Males	Females	
	%		
2001	1.2 ^u	-1.8 ^u	0.3 ^u
2002	-1.5 ^u	10.7	2.1
2003	0.8 ^u	-1.6 ^u	0.1 ^u
2004	-0.8 ^u	0.8 ^u	-0.3 ^u

^u under-represented

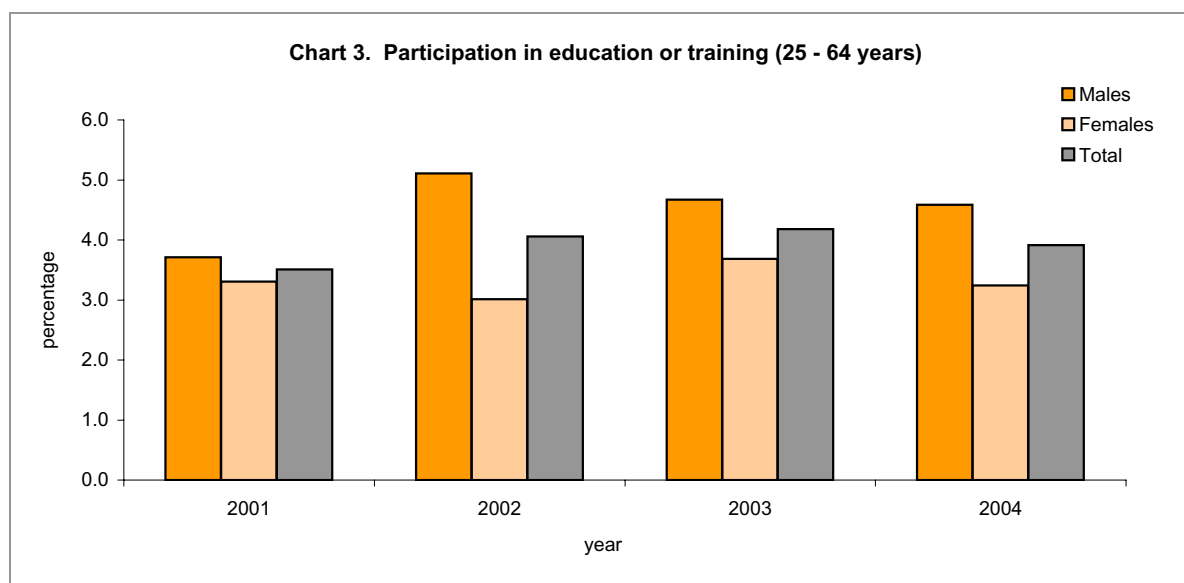
6. Participation in education and training (25 - 64) by working status

Labour Status	December			
	2001	2002	2003	2004
	%			
Employed	5.0	5.7	5.8	5.3
Unemployed	5.3 ^u	7.7 ^u	4.7 ^u	6.7 ^u
Inactive	1.4 ^u	1.5 ^u	2.0 ^u	1.9 ^u
Total	3.5	4.1	4.2	3.9

^u under-represented

7. Participation in education (25 - 64) by educational attainment

Education	December			
	2001	2002	2003	2004
	%			
Low	2.1	1.9	2.2	1.6
Medium	5.9	12.0	8.9	9.7
High	15.6	14.2	16.6	12.2
Total	3.5	4.1	4.2	3.9



8. Percentage of 20 - 24 year olds having achieved at least upper secondary

Year	Sex		Total
	Males	Females	
	%		
2001	39.2	42.3	40.6
2002	40.3	49.6	44.9
2003	42.0	49.9	45.8
2004	47.0	51.3	49.1

9. Percentage of 18 - 24 year olds having achieved lower secondary or less

Year	Sex		Total
	Males	Females	
	%		
2001	56.8	50.1	53.6
2002	53.0	50.9	52.0
2003	51.7	48.2	50.0
2004	45.2	39.9	42.6

10. Employment gender gap by education level

Year	< upper sec.	Upper Sec.	Tertiary
	%		
2001	48.7	29.7	17.6
2002	46.4	17.8	6.2
2003	45.6	19.3	5.8
2004	44.7	21.7	14.1

11. Employment rate (15-24)

Year	Sex		Total
	Males	Females	
	%		
2001	53.4	48.1	50.9
2002	51.2	48.7	50.0
2003	46.6	45.6	46.1
2004	49.8	42.9	46.4

12. Employment rate (25-54)

Year	Sex		Total
	Males	Females	
	%		
2001	90.1	31.0	60.8
2002	87.3	35.6	61.7
2003	87.2	34.5	61.1
2004	88.0	35.8	62.1

13. Employment rate (55-64)

Year	Sex		Total
	Males	Females	
	%		
2001	52.5	11.3 ^u	31.0
2002	53.5	10.6 ^u	31.1
2003	54.4	14.4	33.6
2004	52.8	11.3	31.1

^u under-represented

14. Employment gender gap by age group

Year	15 - 24	25 - 54	55 - 64	15-64
	%			
2001	5.3	59.1	41.2	44.8
2002	2.5	51.7	43.4	39.7
2003	1.0	52.7	40.1	39.6
2004	6.9	52.2	41.6	40.9

15. Employment rate in services (15 - 64)

Year	Sex		Total
	Males	Females	
	%		
2001	46.4	24.8	35.7
2002	46.8	26.8	36.8
2003	44.9	27.4	36.2
2004	47.2	27.2	37.2

16. Employment rate in full-time equivalents

Year	Sex		Total	Employment Gender Gap in FTE
	Males	Females		
	%			
2001	75.6	29.0	52.4	46.6
2002	72.9	31.5	52.3	41.5
2003	72.1	30.5	51.4	41.6
2004	73.1	30.1	51.7	43.0

17. Part-time employees as a percentage of total employees

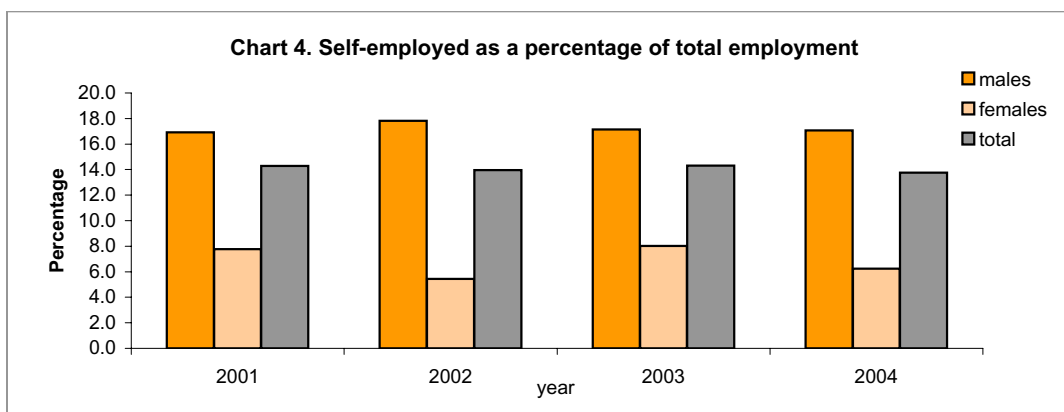
Year	Sex		Total
	Males	Females	
	%		
2001	2.9	16.6	7.1
2002	4.4	18.9	9.4
2003	3.5	19.1	8.7
2004	3.9	20.5	9.4

18. Fixed term contracts employees as a percentage of total employees

Year	Sex		Total
	Males	Females	
	%		
2001	2.3	6.4	3.6
2002	2.7	4.6	3.3
2003	1.7 ^u	4.6	2.6
2004	4.2	7.1	5.1

Indicator 19. Self employed as a percentage of total employment

Year	Sex		Total
	Males	Females	
	%		
2001	16.9	7.8	14.3
2002	17.8	5.4	14.0
2003	17.2	8.0	14.3
2004	17.1	6.2	13.8



20. Gender segregation by sectors

Year	December			
	2001	2002	2003	2004
	%			
Agriculture, hunting and forestry	1.4 ^u	1.5 ^u	1.4 ^u	1.1 ^u
Fishing	0.5 ^u	0.1 ^u	0.4 ^u	0.3 ^u
Mining and quarrying	0.4 ^u	0.5 ^u	0.6 ^u	0.7 ^u
Manufacturing	10.0	6.7	9.0	8.4
Electricity, gas and water supply	2.0 ^u	2.0 ^u	2.4 ^u	1.7 ^u
Construction	7.5 ^u	7.6 ^u	7.1 ^u	7.4 ^u
Wholesale and retail trade, repairs	5.3	6.4	4.4	6.9
Hotels and restaurants	3.2	3.4	2.0	2.4
Transport, storage and communication	6.2	4.9	4.1	4.5
Financial intermediation	-0.1 ^u	0.0 ^u	0.0 ^u	0.0 ^u
Real estate, renting and business activities	1.3	2.4	2.0	2.4
Public admin & defence; comp. social security	4.2	4.2	4.5	5.0
Education	-1.3	-1.7	-1.8	-2.7
Health and social work	0.9	-0.4	-0.3	-0.7
Other community, social & personal service	1.3	0.9	2.1	0.8
Private households with employed persons	-0.2 ^u	-0.1 ^u	-0.3 ^u	-0.1 ^u
Extra-territorial organizations and bodies	0.0 ^u	0.0 ^u	-0.1 ^u	0.0 ^u
Total gender segregation	42.4	38.5	37.6	38.8

^u under-represented

21. Gender segregation by occupation

Year	December			
	2001	2002	2003	2004
	%			
Armed Forces	1.1 ^u	0.7 ^u	0.9 ^u	1.1 ^u
Legislators, senior officials & managers	5.6	6.2	5.9	5.7
Professionals	1.2	0.6	0.8	1.7
Technicians & associate professionals	5.6	3.9	4.6	2.7
Clerks	-1.8	-1.3	-1.4	0.5
Service workers & shop & sales workers	3.6	4.0	1.4	3.1
Skilled agricultural and fishery workers	1.5 ^u	1.0 ^u	1.6 ^u	1.2 ^u
Craft and related trades workers	13.2 ^u	12.9 ^u	12.3 ^u	13.6 ^u
Plant & machine operators & assemblers	4.4	2.8	4.6	3.3
Elementary Occupations	7.9	7.0	6.8	6.0
Total gender segregation	42.3	37.6	37.6	38.8

^u under-represented

22. Gender pay gap

Year	Difference
	%
2001	9.1
2002	5.5
2003	4.2
2004	3.6

23. Average exit age from the labour force

Year	Sex		Total
	Males	Females	
	Mean		
2001	53.4	55.1	53.7
2002	58.6	55.1	58.0
2003	58.3	56.5	57.9
2004	58.2	53.2	57.2

24. Average weekly number of hours usually worked

Year	Sex		Total
	Males	Females	
	Mean		
2001	41.0	38.7	40.4
2002	41.4	38.6	40.6
2003	40.3	38.5	39.8
2004	42.1	39.1	41.3

25. Overtime work

Year	Sex		Total
	Males	Females	
	%		
2001	4.2	3.0 ^u	3.8
2002	5.8	5.1	5.5
2003	4.3	2.9 ^u	3.8
2004	2.5	1.4	2.2

26. Time related under employment

Year	Sex		Total
	Full-time Job	Part-time Job	
	%		
2001	13.4	30.9	14.6
2002	12.2	30.8	13.9
2003	13.0	23.8	14.0
2004	11.9	27.6	13.3

27. Youth unemployment ratio (15 - 24)

Year	Sex		Total
	Males	Females	
	%		
2001	10.4	8.0	9.3
2002	8.0	7.6	7.8
2003	9.9	8.9	9.4
2004	8.0	8.3	8.2

28. Long term unemployment population (12 months +)

Year	Sex		Total
	Males	Females	
	%		
2001	3.3	1.7 ^u	2.9
2002	3.7	2.3 ^u	3.3
2003	4.2	3.2 ^u	3.9
2004	3.1	2.4 ^u	2.9

Indicator 29. Inactivity rates (15-24)

Year	Sex		Total
	Males	Females	
	%		
2001	36.1	43.9	39.8
2002	40.8	43.7	42.2
2003	43.5	45.5	44.5
2004	42.1	48.9	45.4

Indicator 30. Inactivity rates (25-54)

Year	Sex		Total
	Males	Females	
	%		
2001	6.2	67.5	36.6
2002	8.1	62.1	34.8
2003	6.8	63.8	35.0
2004	7.7	61.6	34.4

Indicator 31. Inactivity rates (55-64)

Year	Sex		Total
	Males	Females	
	%		
2001	46.3	88.4	68.3
2002	45.0	89.2	68.0
2003	44.2	85.6	65.8
2004	46.9	88.4	68.6

32. Inactivity gender gap by age group

Year	15 - 24	25 - 54	55 - 64
	%		
2001	-7.8	-61.4	-42.2
2002	-2.9	-54.0	-44.1
2003	-1.9	-57.0	-41.4
2004	-6.7	-53.9	-41.5

33. Regional disparities (NUTS II) - coefficient of variation

Year	Labour Force	
	Employment	Unemployment
	CV - %	CV - %
2001	1.41	7.73
2002	1.40	7.49
2003	1.48	8.09
2004	1.60	7.83

Methodological Notes

Absolute changes between one survey and another must be treated with caution since minor changes (ie, less than 1,800 persons) might be the result of sampling error.

The LFS is designed to satisfy the concepts and definitions as outlined by Eurostat, which is the EU Statistical Agency. This allows the comparability of the results with other EU member states and countries following ILO definitions of employment and unemployment. Occupations are classified according to the ISCO classification (International Standard Classification of Occupations) whilst the economic activity is classified according to the NACE classification (Nomenclature générale des activités économiques dans les Communautés européennes).

ECONOMIC SECTOR: In the LFS this is defined separately from the industry sector (NACE) in which a person works. These include: the Private sector and the Public sector (sub-divided into; Public Majority, e.g. AirMalta Co. Ltd., Interprint Ltd., Sea Malta Co. Ltd., etc.; Independent Statutory bodies, e.g. Broadcasting Authority, Local Councils, Malta Maritime Authority, etc.; and Government Departments and Ministries).

EMPLOYEE: The distinction between employees and self-employed is based on the respondent's own judgement as stated during the interview.

EMPLOYMENT: This comprises all persons above 15 years of age who, during the reference week, were in one of the following categories:

paid employment: includes those who during the reference week worked for at least one hour for a wage or salary, in cash or in kind.

were employees but were not at work as they were: on paid or sick leave, did not work due to bad weather, were undergoing training or education, did not work due to a labour dispute, were absent from work for a period of less than 6 months, were absent from work for a period of less than 6 months, were absent from work for a period of more than 6 months and were still receiving some type of payment whilst being absent from work.

self-employed: a person who runs a trade or business, rather than working as an employee for someone else. A person is self-employed if s/he is a sole proprietor or a partner working in a business.

unpaid family workers: refers to people who worked without pay in a family business or farm. Excluded from this definition are housewives.

FULL-TIME/PART-TIME WORK: The classification of full-time/part-time work is based on the respondent's own judgement as stated during the interview.

INACTIVE PERSONS: All persons who are not classified as employed or unemployed are defined as inactive.

LABOUR FORCE: This comprises persons in employment and unemployed persons.

RATES: The above groups are used to derive the following measures;

Activity rates – represent the labour force (15-64 years) as a percentage of the population of working age (15-64 years).

Employment rates – represent persons in employment (15-64 years) as a percentage of the population of working age (15-64 years).

Unemployment rates – represent unemployed persons as a percentage of the labour force.

Inactivity rates - Represent the inactive (25-64 years) as a percentage of the population of working age (15-64 years)

REFERENCE WEEK - The week to which the collected data relate.

SALARY: The gross income from salaries, wages, benefits and allowances.

UNEMPLOYMENT: This comprises all persons above 15 years of age who, during the reference week,

without work

actively seeking work during the previous 4 weeks, e.g. includes contacting the ETC, applied directly with an employer, contacting a private employment agency, inserting or answering to an advert in a newspaper.

currently available for work – available to start work within 2 weeks of the reference week.

Included with the unemployed are persons who were without work and were not actively seeking work since they had found a job which would start later.

EDUCATION LEVEL

Low - This comprises persons with no schooling, primary education, special schools for disabled, secondary general and secondary vocational education. (Below Isced 1, Isced 1 and 2). This level may also be referred to as less than upper secondary level).

Medium - This incorporates persons having achieved post secondary general and vocational. (Isced 3 and 4). This level may be referred to as upper secondary level.

High - Persons having achieved diploma issued by the university, first degree, masters degree and PHd. (Isced 5a, 5b and 6). This level is also known as Tertiary level.