

News Release



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Special Observances

International Women's Day 2007

This news release is being published on the occasion of International Women's Day, which is marked by many women's groups around the world. The scope of this study is to provide an overview of the participation of women in education and employment in Malta and Gozo between 2000 and 2005.

Education

In 2005, the highest level of education successfully completed for 44 per cent of the population aged 15 and over was secondary, followed by primary with 29 per cent (table 1). The percentage of persons with a secondary level of education was the same for both sexes; however there were a higher percentage of women than men – 32 per cent as opposed to 25 per cent – who had a primary level of education. The five years under review saw a growth in the number women with a tertiary level of education, from 5 per cent in 2000 to 9 per cent in 2005.

Participation in the work force

The percentage of employed women aged 15-64 years in 2005 stood at 35 per cent (table 2). This percentage increased with level of education. In fact, employment among women rose from 11 per cent for women having a primary level of education or no schooling to 79 per cent for those having a tertiary level.

Analysis was further deepened by looking at the involvement of women in the labour market by marital status. In fact, as table 2 illustrates, women with a tertiary level of education are more likely to be employed than women with a lower education level. As an example, the percentage of married women with a secondary level of education was 23, while that among those having a tertiary level of education was 76 per cent.

In 2005, 23 per cent of employed women were employed as clerks and 20 per cent as service workers (table 3). There were a higher percentage of married women than non-married working in top-level positions (managers, professionals and associate professionals).

The employment rate in 2005 stood at 55 per cent - 75 per cent for men and 35 per cent for women (table 4). The unemployment rate stood at 7 per cent, which breaks down to 7 per cent for men and 9 per cent for women (table 5). In 2005, the inactivity rates among men and women stood at 20 per cent and 62 per cent respectively (table 6).

When considering inactive persons aged 15-64 in 2005, the most common reason for not looking for a job was due to personal or family responsibilities, as 44 per cent of persons gave this answer (table 7). However, this was mostly down to 57 per cent of women giving this reason, as only 4 per cent of men felt the same. In fact, the main reasons for men not looking for a job were due to education or training (43%) and retirement (28%). For women, these reasons were given by 14 per cent and 7 per cent respectively.

Remuneration

In 2005, women in full-time jobs earned an average of Lm5,110, those working full-time with reduced hours Lm3,662 and those working part-time Lm2,439 (table 8). The average gross annual salary for all employees was Lm5,202 - an increase of 3 per cent over 2004. This increase has been achieved by a 4 per cent increase in the average salary for men and a 2 per cent increase in the average salary for women. A difference in men's and women's salaries can be observed for all the years under review.

When broken down by occupation, it can be seen that persons in top-level jobs earn more. This is the case for both sexes. Men consistently earn more than women in all occupations, however this divide is more pronounced in top-level jobs (table 9) ■

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Table 1. Persons aged 15+ by highest level of education successfully completed: 2000-2005

Education	2000			2001			2002			2003			2004			2005		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	% total																	
No schooling	1.9	2.9	2.4	3.3	5.0	4.2	3.1	4.3	3.7	3.0	4.4	3.7	2.4	3.9	3.1	2.2	3.5	2.9
Primary	27.7	35.9	31.9	30.4	35.7	33.1	28.6	35.1	31.9	28.0	35.0	31.6	26.3	32.1	29.3	25.4	32.2	28.9
Secondary	49.2	45.8	47.5	45.7	43.0	44.4	47.5	43.3	45.4	47.1	43.0	45.0	44.7	43.7	44.2	43.5	44.1	43.8
Post secondary	12.9	9.9	11.4	12.1	10.4	11.2	12.0	10.9	11.4	13.3	10.2	11.7	16.2	11.5	13.8	18.1	11.4	14.7
Tertiary	8.2	5.4	6.8	8.4	5.8	7.1	8.8	6.4	7.6	8.6	7.5	8.0	10.4	8.7	9.5	10.7	8.8	9.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Annual LFS datasets

Table 2. Women aged 15-64 by highest level of education successfully completed and marital status: 2005

Education	Married			Not married			Total		
	Total	Employed	% employed	Total	Employed	% employed	Total	Employed	% employed
No schooling/primary	25,800	2,544	9.9	9,201	1,157	12.6	35,001	3,701	10.6
Secondary	43,678	9,962	22.8	25,547	11,851	46.4	69,225	21,813	31.5
Post secondary (general)	7,479	4,511	60.3	11,210	7,095	63.3	18,689	11,606	62.1
Tertiary	7,204	5,493	76.2	6,045	4,914	81.3	13,249	10,407	78.5
Total	84,161	22,510	26.7	52,003	25,017	48.1	136,164	47,527	34.9

Source: Annual 2005 LFS dataset

Table 3. Employed women aged 15-64 by occupation and marital status: 2005

Occupation (ISCO)	Married		Not married		Total	
	Number	% total	Number	% total	Number	% total
Legislators, senior officials and managers	1,619	7.2	1,100	4.4	2,719	5.7
Professionals	3,898	17.3	3,246	13.0	7,144	15.1
Technicians and associate professionals	4,673	20.8	3,259	13.1	7,932	16.7
Clerks	3,884	17.3	6,900	27.6	10,784	22.7
Service workers and shop and sales workers	4,858	21.6	4,714	18.9	9,572	20.2
Skilled agricultural & fishery workers and craft & related trades workers	296 ^U	1.3	147 ^U	0.6	443 ^U	0.9
Plant and machine operators and assemblers	1,180	5.2	3,164	12.7	4,344	9.2
Elementary occupations	2,079	9.2	2,438	9.8	4,517	9.5
Total	22,487	100.0	24,968	100.0	47,455	100.0

Persons working in the armed forces have been excluded due to under-representation

^U: under-represented

Source: Annual 2005 LFS dataset

Table 4. Employment rate of persons aged 15-64 by sex: 2000-2005

Year	Employment rate		
	Men	Women	Total
	% persons aged 15-64		
2000	75.4	33.2	54.3
2001	76.3	32.2	54.4
2002	74.9	33.8	54.5
2003	74.8	33.6	54.4
2004	75.1	32.7	53.9
2005	74.6	34.9	54.9

Table 5. Unemployment rate of persons aged 15+ by sex: 2000-2005

Year	Unemployment rate		
	Men	Women	Total
	% active population		
2000	6.8	6.4	6.7
2001	6.2	7.0	6.4
2002	6.6	7.6	6.9
2003	7.0	8.8	7.5
2004	6.4	9.0	7.2
2005	6.5	8.7	7.2

Table 6. Inactivity rate of persons aged 15-64 by sex: 2000-2005

Year	Inactivity rate		
	Men	Women	Total
	% persons aged 15-64		
2000	19.1	64.6	41.8
2001	18.6	65.4	41.8
2002	19.1	63.3	41.1
2003	19.6	63.2	41.2
2004	19.7	64.1	41.9
2005	20.1	61.8	40.8

Source: Annual 2005 LFS dataset

Table 7. Inactive persons aged 15-64 not looking for a job by reason: 2005

Reason	Men		Women		Total	
	Number	% total	Number	% total	Number	% total
Due to own illness or disability	4,547	16.4	3,258	3.9	7,805	7.0
Looking after children or incapacitated adults	106 ^U	0.4	7,437	8.9	7,543	6.8
Due to other personal or family responsibilities	989 ^U	3.6	47,807	56.9	48,796	43.7
Due to education or training	11,785	42.5	11,406	13.6	23,191	20.8
Due to retirement	7,816	28.2	5,953	7.1	13,769	12.3
Due to other reasons*	2,464	8.9	8,161	9.7	10,625	9.5
Total	27,707	100.0	84,022	100.0	111,729	100.0

^U: under-represented

*Including awaiting recall to work and belief that no work is available

Source: Annual 2005 LFS dataset

Table 8. Average gross annual salary for employees by type of employment and sex: 2000-2005

Type of employment	2000			2001			2002			2003			2004			2005		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	Lm																	
Full-time	4,871	4,058	4,629	5,128	4,385	4,918	5,456	4,727	5,236	5,430	4,890	5,274	5,403	4,939	5,267	5,641	5,110	5,481
Full-time with reduced hours*	..	..	..	..	..	..	..	..	..	3,871	3,772	3,789	4,787	3,929	4,066	4,281	3,662	3,719
Part-time	2,284	2,230	2,247	2,965	2,082	2,331	2,749	2,458	2,545	3,075	2,492	2,663	3,232	2,513	2,739	2,713	2,439	2,525
Total	4,793	3,790	4,466	5,062	3,995	4,725	5,352	4,319	5,005	5,348	4,463	5,057	5,322	4,517	5,057	5,516	4,599	5,202

*Full-time with reduced hours was not collected separately before 2003.

Source: Annual 2005 LFS dataset

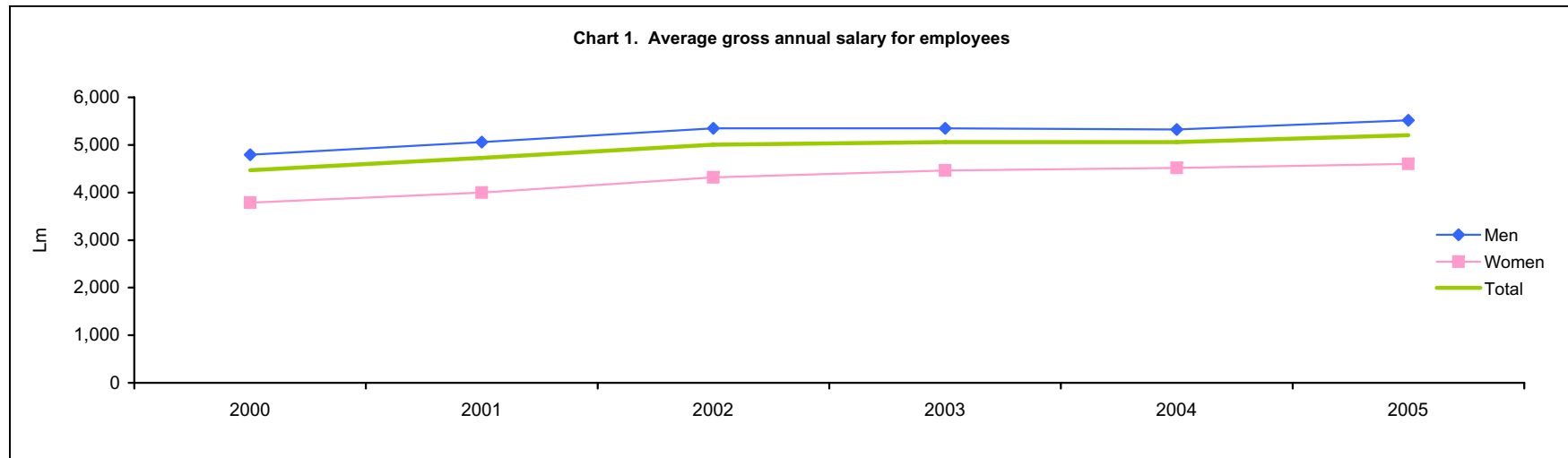
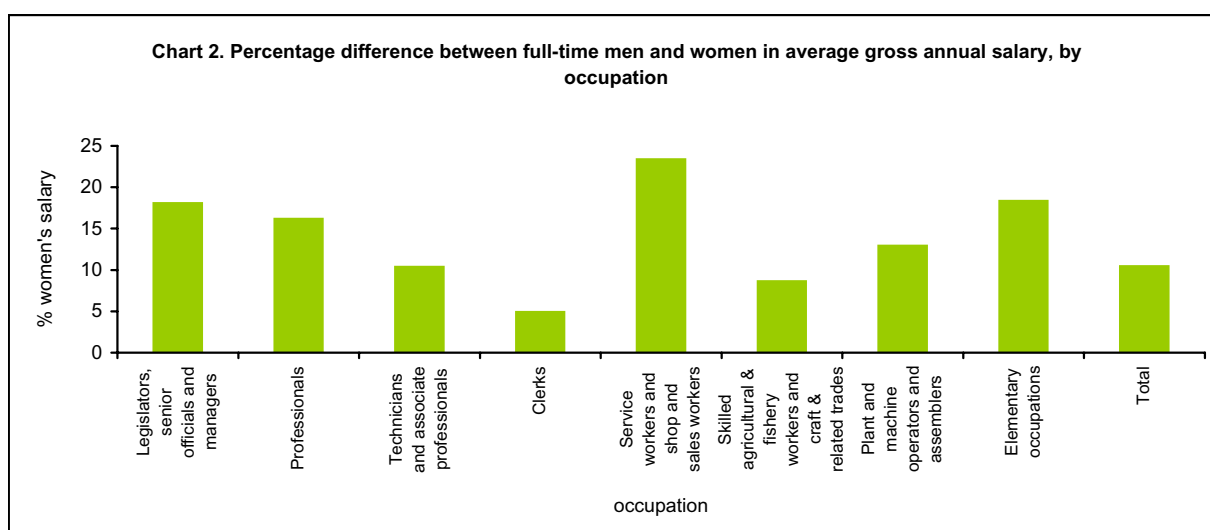


Table 9. Average gross annual salary of full-time employees by occupation: 2005

Occupation (ISCO)	Men	Women	Total
	Lm		
Legislators, senior officials and managers	9,051	7,667	8,748
Professionals	7,452	6,413	6,995
Technicians and associate professionals	6,114	5,539	5,922
Clerks	5,010	4,776	4,882
Service workers and shop and sales workers	5,066	4,106	4,717
Skilled agricultural & fishery workers and craft & related trades workers	4,905	4,515	4,900
Plant and machine operators and assemblers	4,707	4,168	4,547
Elementary occupations	4,539	3,836	4,403
Total	5,646	5,112	5,483

Persons working in the armed forces have been excluded due to under-representation

Source: Annual 2005 LFS dataset



Methodological Notes:

This news release makes reference to various works published by the NSO. Sources are quoted after each work mentioned.

LEVEL OF EDUCATION:

Primary includes primary education and special schools for persons with a disability

Secondary includes secondary general and secondary vocational

Post secondary includes post secondary general and post secondary vocational (including also MCAST courses)

Tertiary includes diplomas issued by a university, bachelors degree, masters degree and Ph.D.

EMPLOYED: 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 and 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 3 months, were absent from work for a period of more than 3 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.

SALARY: The gross income of employees from salaries and wages, excluding additional payments, before any deductions.

EMPLOYMENT RATE: Represents persons in employment (15-64 years) as a percentage of the population of working age (15-64 years).

UNEMPLOYMENT RATE: Represents unemployed persons as a percentage of the labour force.

INACTIVITY RATE: Represents the inactive (15-64 years) as a percentage of the population of working age (15-64 years).

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

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

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.