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Salient Points **News** Data Methodology

Personnel in Education: 2021/2022

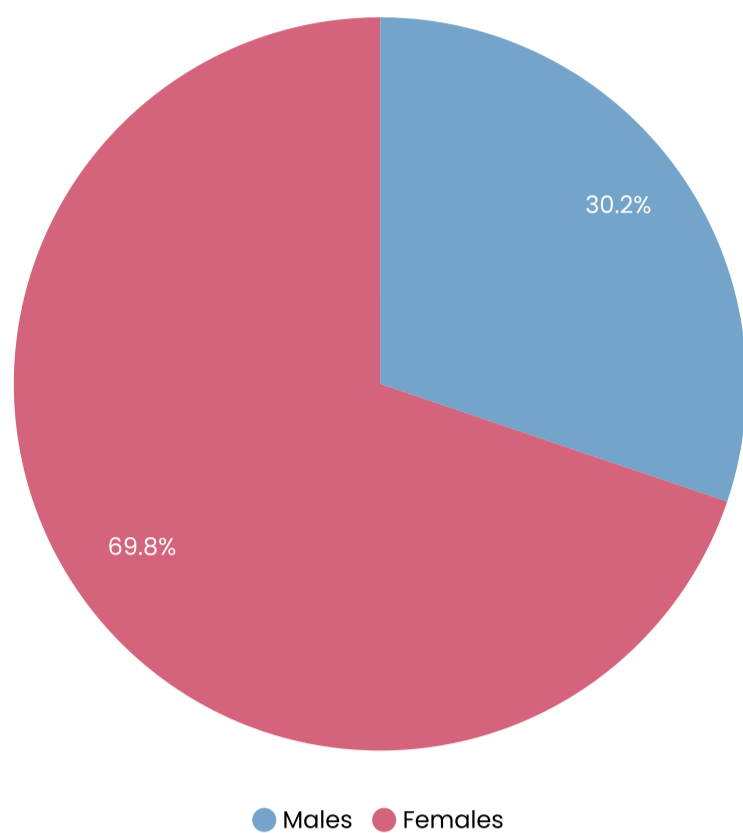
NR203/2023 Release Date: 15 November 2023

Total teaching and non-teaching staff in formal education during academic year 2021-2022 amounted to 19,561 – an increase of 5.2 per cent when compared to the previous academic year.



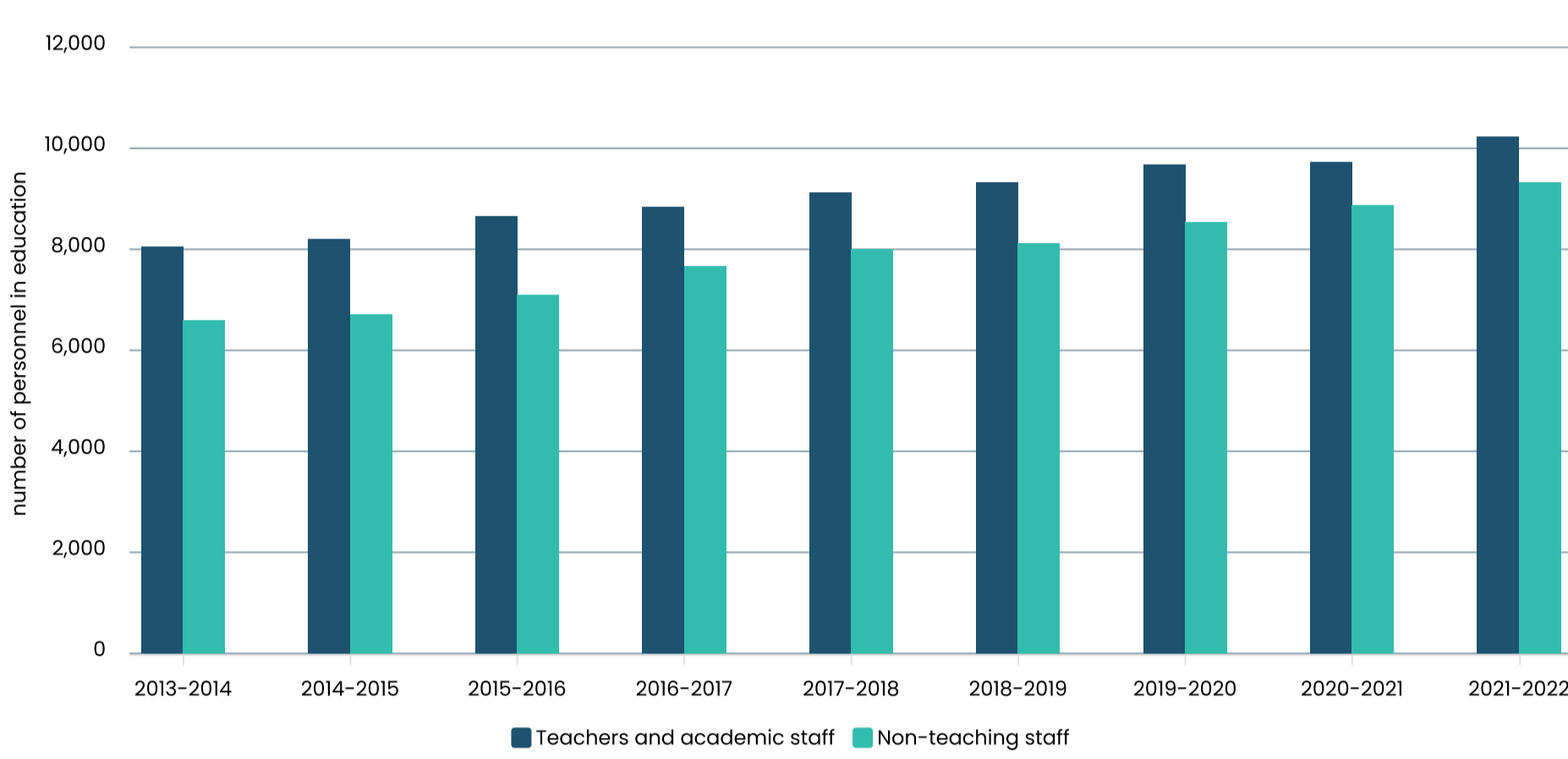
Of the 19,561 teaching and non-teaching personnel in formal education, 10,229 were in teaching and academic roles while 9,332 were in non-teaching and administrative roles (Chart 2). The majority were females amounting to 69.8 per cent of all teaching and non-teaching staff (Chart 1).

Chart 1. Percentage distribution of total teaching and non-teaching staff by sex



Note: For Teaching and Non-teaching staff grade descriptions refer to methodological note 10.

Chart 2. Classroom teachers, academic and non-teaching staff by academic year



Note: For grade descriptions refer to methodological note 10.

Classroom teachers and academic staff

Classroom teachers and academic staff in pre-primary to tertiary education institutions during academic year 2021-2022 increased by 5.1 per cent over the preceding academic year, totalling 10,229 (Chart 2; Table 1-2). Of these, 25.2 per cent were teachers at the upper secondary and post-secondary non-tertiary levels, while 24.1 per cent were teachers at the tertiary level. The largest share of teaching personnel were females, at 66.1 per cent. Full-time teachers accounted for 82.1 per cent of the total. When comparing with academic year 2020-2021, part-time classroom teachers and academic staff increased by 31.7 per cent (Table 2).

Chart 3. Percentage distribution of full-time teachers and academic staff¹ by education level²

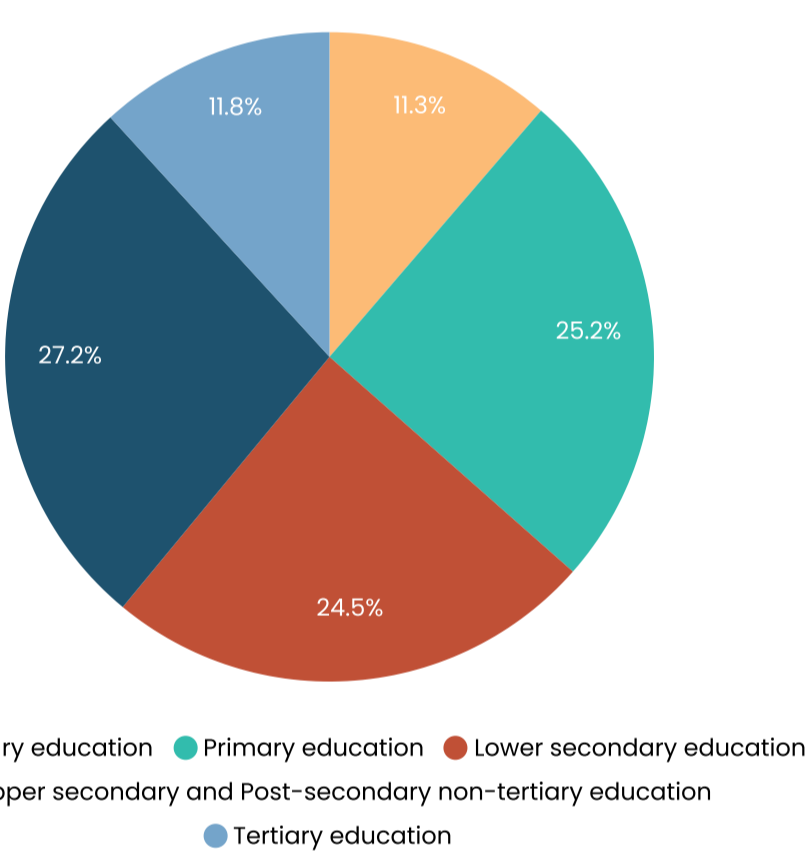
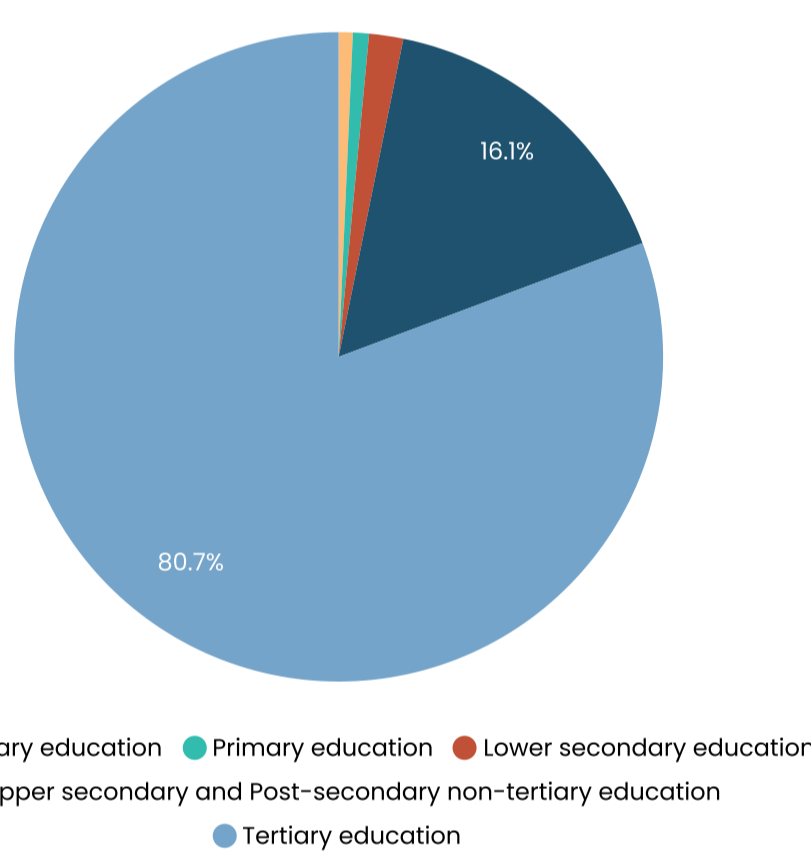


Chart 4. Percentage distribution of part-time teachers and academic staff¹ by education level²



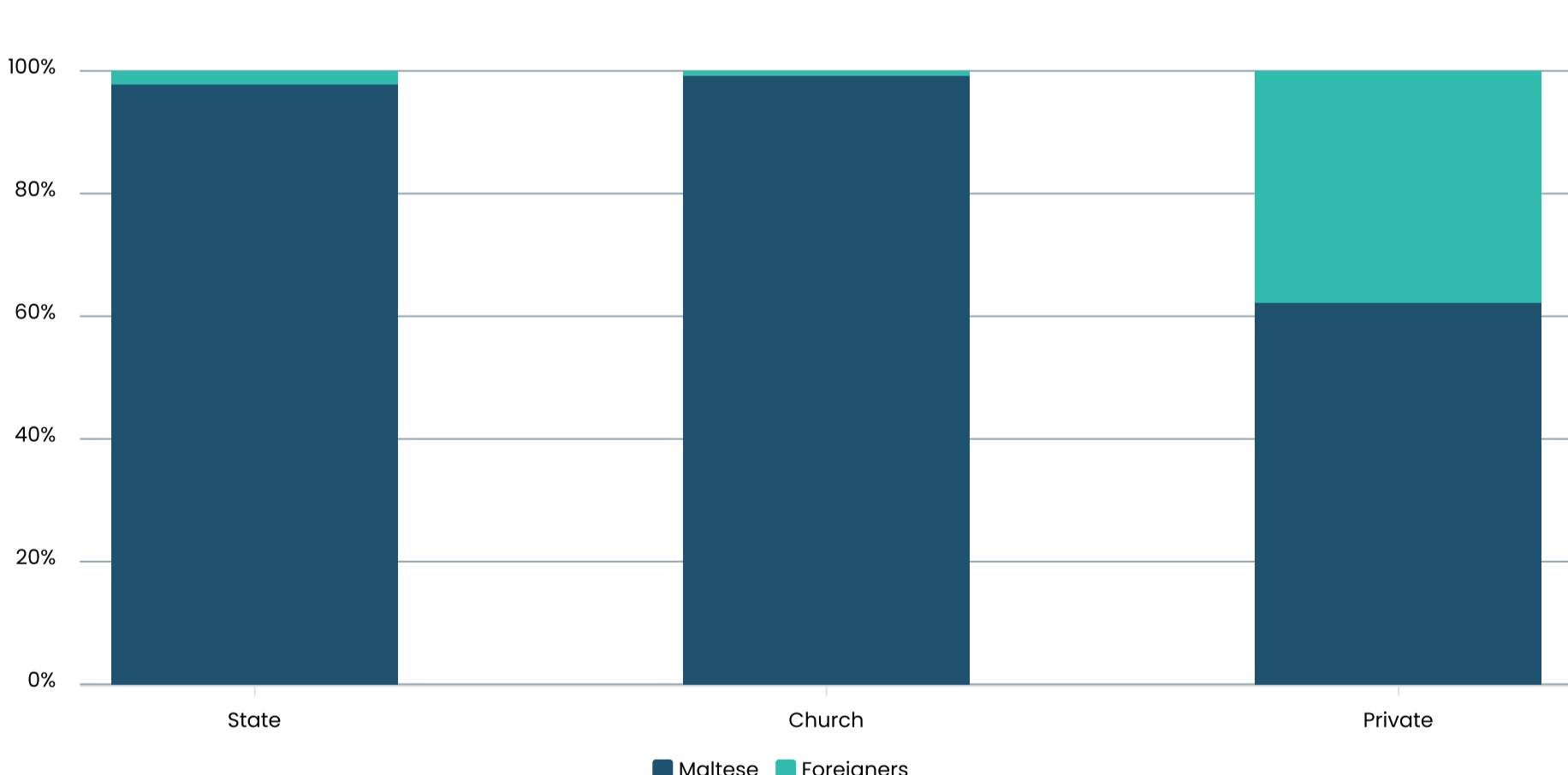
¹ For grade descriptions refer to methodological note 10.

² Education level refers to the level in which staff are engaged. For education classification refer to methodological note 9.

Total tertiary level male academic staff stood at 1,506 or 61.0 per cent (Table 3). Slightly more than half of full-time classroom teachers and academic staff were engaged in lower secondary, upper secondary and post-secondary non-tertiary education (51.7 per cent of full-time classroom teachers and academic staff) (Chart 3). The majority of part-time classroom teachers and academic staff were engaged in tertiary education (80.7 per cent) (Chart 4).

During the academic year under review, 16.5 per cent of all teaching staff were aged between 30 and 34 years, followed by the 35 to 39 years age-bracket, at 15.4 per cent (Table 4). The largest proportion of foreign classroom teachers and academic staff were engaged in private institutions – with 37.8 per cent of classroom teachers and academic staff working in private institutions being foreign (Chart 5).

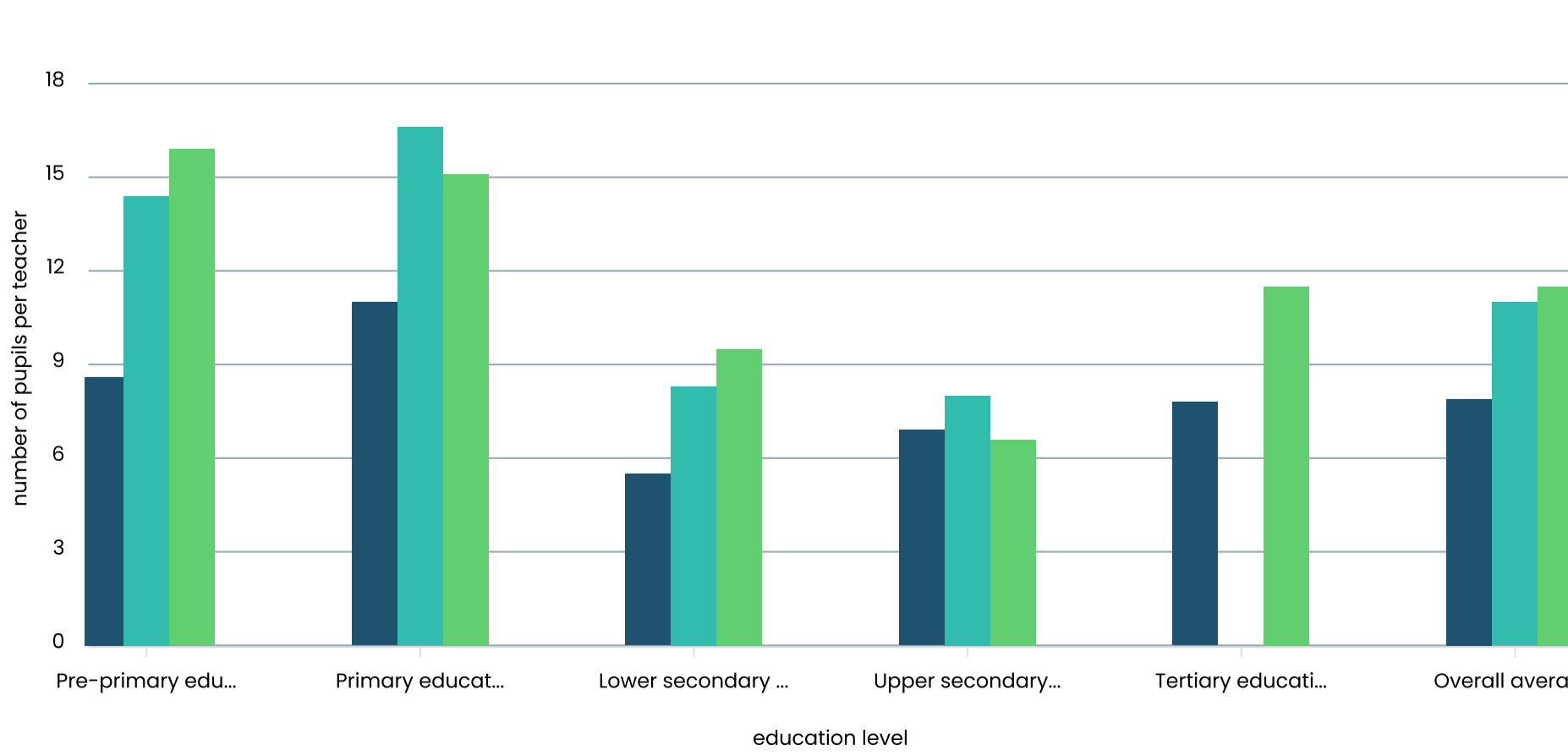
Chart 5. Percentage distribution of classroom teachers and academic staff¹ by type of institution and broad citizenship of staff



¹ For grade descriptions refer to methodological note 10.

The overall pupil-teacher ratio stood at 8.8 pupils per teacher during academic year 2021-2022. The highest ratio was recorded in private schools, at 11.5 pupils per teacher, whereas the lowest ratio was in state schools at 7.9 pupils per teacher (Chart 6, Table 6).

Chart 6. Pupil-teacher¹ ratio by education level², academic year and type of institution



¹ Refer to methodological note 7.

² Education level refers to the level in which staff are engaged. For education classification refer to methodological note 9.

Non-teaching staff

During academic year 2021-2022, non-teaching staff in education amounted to 9,332, an increase of 5.2 per cent when compared to the previous academic year (Chart 2; Table 1). Females represented 73.7 per cent of the total non-teaching staff. More than half of the non-teaching personnel were 'Teacher Aides', totalling 4,717, or 50.5 per cent of all non-teaching staff. A total of 1,479 persons were engaged as school or higher level administration staff (15.8 per cent of all non-teaching staff), a further 1,277 and 1,224 were engaged in school or higher level management and as maintenance and operations staff respectively (13.7 per cent and 13.1 per cent of all non-teaching staff) (Table 7).

More than a third of teacher aides were aged between 30 and 39 years – 36.7 per cent (Table 8). The majority (67.3 per cent) were engaged in state-run institutions (Table 9). About 2 in every 5 teacher aides were engaged in primary education (42.9 per cent of teacher aides) (Table 10).

The total number of persons engaged in school level management and higher-level management roles stood at 1,277, registering an increase of 7.8 per cent when compared to academic year 2020-2021 (Table 11).

Table 1. Personnel¹ in educational institutions² by academic year and category

Category	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
Teachers and academic staff	9,670	9,731	10,229	498	5.1
Non-teaching staff	8,544	8,870	9,332	462	5.2
Total	18,214	18,601	19,561	960	5.2

¹ For grade descriptions refer to methodological note 10.

² Refer to methodological note 2.

Table 2. Profile of teachers and academic staff¹ by academic year

Characteristics	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
Sex					
Males	3,274	3,241	3,463	222	6.8
Females	6,396	6,490	6,766	276	4.3
Age group					
< 30	1,912	1,809	1,749	-60	-3.3
30-39	3,037	3,069	3,259	190	6.2
40-49	2,660	2,748	2,928	180	6.6
50-59	1,471	1,515	1,652	137	9.0
60 and over	590	590	641	51	8.6
Education level²					
Pre-primary education	899	941	962	21	2.2
Primary education	2,144	2,103	2,129	26	1.2
Lower secondary education	1,960	2,045	2,089	44	2.2
Upper secondary and Post-secondary non-tertiary education	2,582	2,575	2,581	6	0.2
Tertiary education	2,085	2,067	2,468	401	19.4
Type of institution					
State	7,254	7,218	7,363	145	2.0
Church	1,513	1,515	1,539	24	1.6
Private	903	998	1,327	329	33.0
Intensity					
Full-time	8,158	8,340	8,397	57	0.7
Part-time	1,512	1,391	1,832	441	31.7
Broad citizenship					
Maltese	9,380	9,357	9,562	205	2.2
Foreign	290	374	667	293	78.3
Total classroom teachers and academic staff	9,670	9,731	10,229	498	5.1

¹ For grade descriptions refer to methodological note 10.

² Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 9.

Table 3. Teachers and academic staff¹ by academic year, sex and education level²

Education level	Academic year		
	Males	Females	Total
	2019-2020		
Pre-primary education	5	894	899
Primary education	296	1,848	2,144
Lower secondary education	572	1,388	1,960
Upper secondary and Post-secondary non-tertiary education	1,081	1,501	2,582
Tertiary education	1,320	765	2,085
Total	3,274	6,396	9,670
	2020-2021		
Pre-primary education	6	935	941
Primary education	291	1,812	2,103
Lower secondary education	612	1,433	2,045
Upper secondary and Post-secondary non-tertiary education	1,029	1,546	2,575
Tertiary education	1,303	764	2,067
Total	3,241	6,490	9,731
	2021-2022		
Pre-primary education	11	951	962
Primary education	290	1,839	2,129
Lower secondary education	623	1,466	2,089
Upper secondary and Post-secondary non-tertiary education	1,033	1,548	2,581
Tertiary education	1,506	962	2,468
Total	3,463	6,766	10,229

¹ For grade descriptions refer to methodological note 10.

² Education level refers to the level in which staff are engaged. For education classification refer to methodological note 9

Table 4. Teachers and academic staff¹ by academic year, sex and age² group

Age group	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
Males					
< 25	87	72	49	-23	-31.9
25-29	303	298	306	8	2.7
30-34	417	405	440	35	8.6
35-39	471	466	509	43	9.2
40-44	540	511	536	25	4.9
45-49	421	441	490	49	11.1
50-54	341	345	377	32	9.3
55-59	346	341	360	19	5.6
60-64	204	222	248	26	11.7
65+	144	140	148	8	5.7
Total	3,274	3,241	3,463	222	6.8
Females					
< 25	377	346	327	-19	-5.5
25-29	1,145	1,093	1,067	-26	-2.4
30-34	1,123	1,182	1,243	61	5.2
35-39	1,026	1,016	1,067	51	5.0
40-44	989	987	1,019	32	3.2
45-49	710	809	883	74	9.1
50-54	471	478	529	51	10.7
55-59	313	351	386	35	10.0
60-64	204	194	200	6	3.1
65+	38	34	45	11	32.4
Total	6,396	6,490	6,766	276	4.3
Total					
< 25	464	418	376	-42	-10.0
25-29	1,448	1,391	1,373	-18	-1.3
30-34	1,540	1,587	1,683	96	6.0
35-39	1,497	1,482	1,576	94	6.3
40-44	1,529	1,498	1,555	57	3.8
45-49	1,131	1,250	1,373	123	9.8
50-54	812	823	906	83	10.1
55-59	659	692	746	54	7.8
60-64	408	416	448	32	7.7
65+	182	174	193	19	10.9
Total	9,670	9,731	10,229	498	5.1

¹ For grade descriptions refer to methodological note 10.

² For age calculation refer to methodological note 8.

Table 5. Teachers and academic staff¹ by academic year, sex and type of institution

Type of institution	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
	Males				
State	2,685	2,592	2,611	19	0.7
Church	354	363	358	-5	-1.4
Private	235	286	494	208	72.7
Total	3,274	3,241	3,463	222	6.8
	Females				
State	4,569	4,626	4,752	126	2.7
Church	1,159	1,152	1,181	29	2.5
Private	668	712	833	121	17.0
Total	6,396	6,490	6,766	276	4.3
	Total				
State	7,254	7,218	7,363	145	2.0
Church	1,513	1,515	1,539	24	1.6
Private	903	998	1,327	329	33.0
Total	9,670	9,731	10,229	498	5.1

¹For grade descriptions refer to methodological note 10.

Table 6. Pupil-teacher ratio¹ by education level², academic year and type of institution

Type of institution	Education level					Overall average
	Pre-primary education	Primary education	Lower secondary education	Upper secondary and Post-secondary non-tertiary education	Tertiary education	
	Academic year					
	2019-2020					
State	9.9	10.9	5.7	6.7	8.2	8.1
Church	15.8	17.0	8.7	7.9	-	11.2
Private	16.4	14.4	9.7	7.9	14.4	12.4
Overall average	11.1	12.6	6.8	7.0	8.7	9.0
	2020-2021					
State	8.8	11.1	5.5	6.9	8.9	8.1
Church	15.2	16.8	8.7	7.9	-	11.1
Private	15.6	15.0	10.5	6.5	11.6	11.5
Overall average	10.0	12.8	6.7	7.0	9.2	8.9
	2021-2022					
State	8.6	11.0	5.5	6.9	7.8	7.9
Church	14.4	16.6	8.3	8.0	-	11.0
Private	15.9	15.1	9.5	6.6	11.5	11.5
Overall average	9.8	12.7	6.6	7.1	8.5	8.8

¹ Refer to methodological note 7.

² Education level refers to the level in which staff are engaged. For education classification refer to methodological note 9.

Table 7. Non-teaching staff by academic year, sex and grade¹

Grade	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
Males					
Teacher aides	610	657	673	16	2.4
Research assistants	108	127	153	26	20.5
Pedagogical support	81	78	83	5	6.4
Health and Social support	39	34	30	-4	-11.8
School level management	360	361	377	16	4.4
Higher level management	92	89	101	12	13.5
School level administrative personnel	225	206	226	20	9.7
Higher level administrative personnel	144	135	169	34	25.2
Maintenance and operations personnel	656	642	639	-3	-0.5
Total	2,315	2,329	2,451	122	5.2
Females					
Teacher aides	3,599	3,861	4,044	183	4.7
Research assistants	93	102	131	29	28.4
Pedagogical support	152	150	142	-8	-5.3
Health and Social support	92	85	96	11	12.9
School level management	606	635	674	39	6.1
Higher level management	99	100	125	25	25.0
School level administrative personnel	878	881	903	22	2.5
Higher level administrative personnel	129	136	181	45	33.1
Maintenance and operations personnel	581	591	585	-6	-1.0
Total	6,229	6,541	6,881	340	5.2
Total					
Teacher aides	4,209	4,518	4,717	199	4.4
Research assistants	201	229	284	55	24.0
Pedagogical support	233	228	225	-3	-1.3
Health and Social support	131	119	126	7	5.9
School level management	966	996	1,051	55	5.5
Higher level management	191	189	226	37	19.6
School level administrative personnel	1,103	1,087	1,129	42	3.9
Higher level administrative personnel	273	271	350	79	29.2
Maintenance and operations personnel	1,237	1,233	1,224	-9	-0.7
Total	8,544	8,870	9,332	462	5.2

¹ For grade descriptions refer to methodological note 10.

Table 8. Teacher aides¹ by academic year and age² group

Age group	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
< 30	1,014	998	975	-23	-2.3
30-39	1,570	1,702	1,729	27	1.6
40-49	913	1,085	1,238	153	14.1
50-59	576	602	629	27	4.5
60 and over	136	131	146	15	11.5
Total	4,209	4,518	4,717	199	4.4

¹ Includes LSEs, SLSEs, technical officers, technicians amongst other technical grades. For grade descriptions refer to methodological note 10.

² For age calculation refer to methodological note 8.

Table 9. Teacher aides¹ by academic year, sex and type of institution

Type of institution	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
	Males				
State	444	485	492	7	1.4
Church	136	131	135	4	3.1
Private	30	41	46	5	12.2
Total	610	657	673	16	2.4
	Females				
State	2,429	2,569	2,684	115	4.5
Church	875	912	947	35	3.8
Private	295	380	413	33	8.7
Total	3,599	3,861	4,044	183	4.7
	Total				
State	2,873	3,054	3,176	122	4.0
Church	1,011	1,043	1,082	39	3.7
Private	325	421	459	38	9.0
Total	4,209	4,518	4,717	199	4.4

¹ Includes LSEs, SLSEs, technical officers, technicians amongst other technical grades. For grade descriptions refer to methodological note 10.

Table 10. Teacher aides¹ by academic year, sex and education level²

Education level	Academic year		
	2019-2020		
	Males	Females	Total
Pre-primary education	37	629	666
Primary education	114	1,756	1,870
Lower secondary education	167	729	896
Upper secondary and Post-secondary non-tertiary education	160	436	596
Tertiary education	132	49	181
Total	610	3,599	4,209
	2020-2021		
	Males	Females	Total
Pre-primary education	36	613	649
Primary education	113	1,809	1,922
Lower secondary education	180	866	1,046
Upper secondary and Post-secondary non-tertiary education	180	512	692
Tertiary education	148	61	209
Total	657	3,861	4,518
	2021-2022		
	Males	Females	Total
Pre-primary education	35	677	712
Primary education	119	1,904	2,023
Lower secondary education	205	909	1,114
Upper secondary and Post-secondary non-tertiary education	159	491	650
Tertiary education	155	63	218
Total	673	4,044	4,717

¹ Includes LSEs, SLSEs, technical officers, technicians amongst other technical grades. For grade descriptions refer to methodological note 10.

² Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 9.

Table 11. Management personnel¹ by academic year and education level²

Education level	Academic year			Change	Percentage change
	2019-2020	2020-2021	2021-2022	2021-2022/2020-2021	
Pre-primary education	133	132	135	3	2.3
Primary education	334	343	374	31	9.0
Lower secondary education	244	266	267	1	0.4
Upper secondary and Post-secondary non-tertiary education	278	276	264	-12	-4.3
Tertiary education	168	168	237	69	41.1
Total	1,157	1,185	1,277	92	7.8

¹ Includes School Level and Higher Level Management. For grade descriptions refer to methodological note 10.

² Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 9.

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Methodological Notes

1. Education statistics presented in this news release are processed by the National Statistics Office (NSO) on an annual basis in accordance with European Regulations (EC) 452/2008 and (EU) 912/2013. These regulations establish the basis of information to be collected from educational institutions at all levels of education and all economic sectors. By adhering to these regulations, all education statistics collected and processed by the NSO are comparable to other European countries following the same regulatory standards.

2. This news release includes educational personnel working in institutions providing formal education courses with a minimum duration of one semester of full-time study (or the equivalent in part-time) and that are delivered from Malta. Formal education is an institutionalised, intentional and planned type of education which is provided by public organisations and recognised private bodies. It consists primarily of initial education designed for children and young people before their first entry to the labour market. It also includes other types of education such as vocational, special needs and adult education provided they are recognised as part of the formal education system by the relevant national education authorities.

3. Data is collected as at 31st March of the reference academic year.

4. Source of data collected:

- The Ministry for Education, Sports, Youth, Research and Innovation (MEYR) is the direct source of administrative data for teaching and non-teaching staff in state and church institutions in the pre-primary till the post-secondary levels of education, and for teaching staff of private schools in the pre-primary till the secondary levels of education.
- Private schools are the direct source of non-teaching staff data from pre-primary to tertiary levels of education and teaching staff for the post-secondary till the tertiary levels of education.
- State schools are the direct source of teaching and non-teaching staff data for post-secondary to tertiary levels of education.

5. Staff members are counted only once in the data collection. If staff are assigned to more than one level or grade, or if they have more than one contract, their numbers are pro-rated according to the contractual hours devoted to each programme based on the intensity, level or grade during the academic year. Where the information is unknown, staff are pro-rated in equal shares to each programme, level or grade to which they are assigned during the reference year.

6. Some institutions do not provide the level of education in which the staff are employed in. For this reason, staff are randomly allocated an ISCED level based on the proportion of students in that particular school.

7. Pupil-teacher ratio is calculated by dividing the number of full-time equivalent pupils and students in each level of education by the number of full-time equivalent teachers at the same level.

8. Age is calculated as at 1st January of the reference academic year. For example, for academic year 2021-2022, age is calculated as at 1st January 2022.

9. Classifications:

- **Broad citizenship:** The main citizenship group of the person as recorded by the administrative source.

- **Education levels** are based on ISCED 2011 classification. For the purpose of this news release:

Pre-primary education: ISCED 02 – Kinder 1 and Kinder 2.

Primary education: ISCED 1 – Year 1 to Year 6.

Lower secondary education: ISCED 2 – Year 7-Year 9 (Form 1 to Form 3), the Malta College of Arts, Science and Technology (MCAST), Institute of Tourism Studies (ITS), and public and private institutions at ISCED Level 2.

Upper Secondary and Post-secondary non-tertiary education: ISCED 3, ISCED 4 – Year 10 and Year 11 (Form 4 and Form 5), Sixth Forms, the Malta College of Arts, Science and Technology (MCAST), Institute of Tourism Studies (ITS), University of Malta, and public and private institutions offering courses at ISCED Levels 3 and 4.

Tertiary education: ISCED 5 to ISCED 8 – the Malta College of Arts, Science and Technology (MCAST), Institute of Tourism Studies (ITS), University of Malta, and public and private institutions offering courses at ISCED Levels 5 to 8.

- **International Standard Classification of Education – ISCED 2011**

The International Standard Classification of Education is a framework for assembling, compiling, and analysing cross-nationally comparable statistics on education. ISCED belongs to the United Nations International Family of Economic and Social Classifications and is the reference classification for organising education programmes and related qualifications by levels and fields of education. ISCED is designed to serve as a framework to classify educational activities as defined in programmes and the resulting qualifications into internationally agreed categories. For more information refer to the [ISCED 2011 manual](#) or [ISCED 2011 classification](#).

10. **Grade descriptions:**

Teachers and Academic Staff:

- **Teachers/Classroom teachers** guide and direct the learning experience of students. Teaching involves planning, organising and conducting group activities whereby students' knowledge, skills and competencies develop as stipulated by the educational programme in which they participate. Classroom teachers include kindergarten educators, supply kindergarten educators, supply teachers, activity teachers, support teachers, peripatetic teachers, teachers amongst other grades.
- **Academic staff** includes personnel at the tertiary level of education whose primary assignment is instruction. Academic staff may hold an academic rank with titles such as professor, assistant professor, instructor, lecturer, assistant lecturer or the equivalent of these academic ranks.

Non-Teaching Staff:

- **Teacher aides** and other paraprofessional personnel are personnel who support teachers in providing instruction to students. Teacher aides include Learning Support Educators (LSEs), Supply Learning Support Educators (SLSEs), technical officers, technicians amongst other technical grades.
- **Research assistants** covers personnel whose primary purpose is to conduct research.
- **Pedagogical support** covers professional staff who provide services to students to support their instructional programme. This classification includes guidance counsellors, career advisors, librarians amongst other grades.
- **Health and social support** covers all personnel in educational institutions who provide health and social support services to students. This classification includes health professionals such as nurses, health attendants, psychologists, occupational therapists, social workers amongst others.
- **School level management** covers professional personnel who are responsible for school management. This classification includes principals, assistant principals, head of departments, head of school, assistant head teachers, deans, directors amongst others.
- **Higher level management** covers personnel whose primary responsibility is quality control and the management of the education system at the higher level. Their work may involve direct administration or other functions that support the operation of education institutions. This category includes directors of planning and evaluation, business development manager, senior executives, service managers amongst other grades.
- **School level administrative personnel** covers all personnel who support the administration of the schools. This category includes receptionists, secretaries, clerks, bookkeepers, assistants amongst other similar grades.
- **Higher level administrative personnel** covers personnel who support the administrative functions of the educational system at the higher level. This category includes grades such as supervisors, managers, consultants amongst other similar grades.
- **Maintenance and operations personnel** covers personnel who support the maintenance and operations of the educational institutions. This category includes security guards, cleaning attendants, drivers, handymen, gardeners, general hand, messengers, cooks, food caterers amongst other grades.

11. In this news release, the terms personnel and staff are used interchangeably.

12. Totals or percentages may not add up due to rounding.

13. The data contained in this news release may be revised.

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

[Sources and Methods](#)

[Concept and Definitions](#)

15. References to this news release are to be cited appropriately.

16. A detailed news release calendar is available [online](#).

17. European statistics related to personnel are available [here](#).

18. For further assistance send your request through our [online request form](#).