

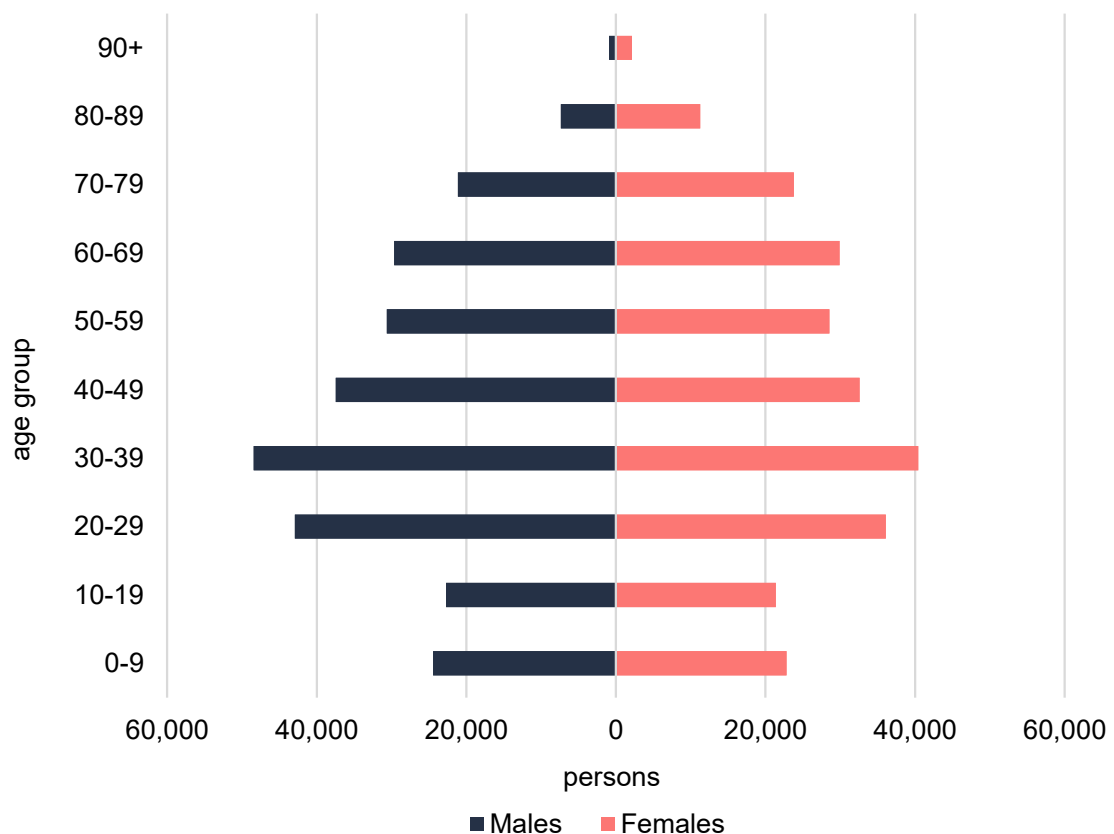
Commemorated annually on the 8 March, International Women’s Day celebrates women’s achievements while also promoting gender equality. This year’s theme, as established by the United Nations, is “Women in leadership: Achieving an equal future in a COVID-19 world”.

International Women’s Day: 2021

Population

As at the end of 2019, the total resident population stood at 514,564. Of these, 248,802 or 48 per cent were females. The largest cohort for both males and females was in the 30-39 age bracket, with a total of 88,901 persons. Only females aged 60 and older outnumbered their male counterparts when comparing across all age groups (Chart 1).

Chart 1. Total population by sex and age group as at 31 December 2019

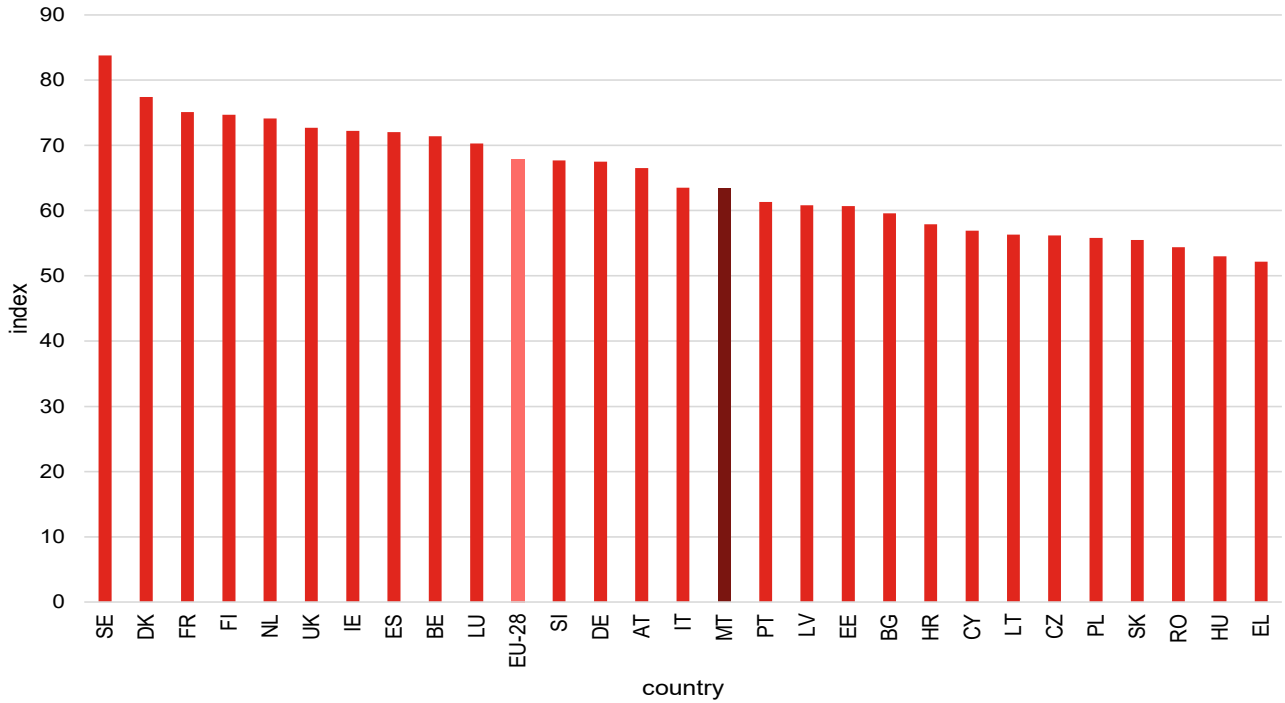


Source: Population, Migration and Crime Statistics, NSO.

Gender Equality Index

The European Institute of Gender Equality produces a Gender Equality Index which combines 31 indicators across 6 domains. The latest data, published in 2020 for reference year 2018, ranks Malta 15th amongst the EU-28 countries, with a score of 63.4 out of a maximum of 100. Malta's score was 4.5 points below the average for the EU-28. Sweden topped the gender equality index with a score of 83.8, while Greece was at the bottom with a score of 52.2 (Chart 2).

Chart 2. Gender equality index: 2018



Source: European Institute of Gender Equality (EIGE).

Note: For the reference year 2018, the United Kingdom was still a part of the European Union (EU-28).

Education

In 2019, slightly more than 57 per cent of total graduates in tertiary education were females, increasing by over two percentage points when compared to 2017. The 'Education' and 'Health and welfare' fields of education were dominated by females between 2017 and 2019 (Table 1).

Table 1. Tertiary graduates by sex, year and field of education: 2017-2019

Field of education	Males	Females	Total	% Females
2017				
Generic programmes and qualifications	-	1	1	100.0
Education	57	238	295	80.7
Arts and humanities	233	303	536	56.5
Social sciences, journalism and information	162	273	435	62.8
Business, administration and law	644	808	1,452	55.6
Natural sciences, mathematics and statistics	78	88	166	53.0
Information and Communication Technologies	305	58	363	16.0
Engineering, manufacturing and construction	288	113	401	28.2
Agriculture, forestry, fisheries and veterinary	15	15	30	50.0
Health and welfare	218	558	776	71.9
Services	67	58	125	46.4
Total	2,067	2,513	4,580	54.9
2018				
Generic programmes and qualifications	-	-	-	-
Education	46	171	217	78.8
Arts and humanities	172	235	407	57.7
Social sciences, journalism and information	145	291	436	66.7
Business, administration and law	601	697	1,298	53.7
Natural sciences, mathematics and statistics	83	112	195	57.4
Information and Communication Technologies	244	46	290	15.9
Engineering, manufacturing and construction	256	114	370	30.8
Agriculture, forestry, fisheries and veterinary	7	7	14	50.0
Health and welfare	243	582	825	70.5
Services	40	54	94	57.4
Total	1,837	2,309	4,146	55.7
2019				
Generic programmes and qualifications	1	-	1	-
Education	90	338	428	78.9
Arts and humanities	174	263	437	60.2
Social sciences, journalism and information	168	300	468	64.1
Business, administration and law	766	922	1,687	54.6
Natural sciences, mathematics and statistics	94	96	189	50.6
Information and Communication Technologies	247	47	294	16.0
Engineering, manufacturing and construction	254	97	350	27.6
Agriculture, forestry, fisheries and veterinary	6	11	17	64.7
Health and welfare	245	643	888	72.5
Services	57	81	138	58.7
Total	2,101	2,797	4,898	57.1

Source: Education Statistics, NSO.

Volunteering Activities

In 2019, nearly nine per cent of females engaged in volunteering activities. Female participation rate in volunteering activities was highest amongst those aged 65 and over (Table 2).

Table 2. Participation rates¹ in volunteering activities among females by year and age group²: 2015-2019

	2015		2016		2017		2018		2019	
	Number	%	Number	%	Number	%	Number	%	Number	%
16-17	:	:	:	:	886 ^u	19.2 ^u	920 ^u	18.3 ^u	:	:
18-64	12,707	9.4	12,360	8.9	13,136	9.3	15,134	10.4	12,244	8.1
65 and over	4,804	12.2	4,893	11.9	5,084	11.9	5,189	11.7	4,953	10.9
All ages	17,911	10.0	17,835	9.7	19,106	10.2	21,243	10.9	17,450	8.8

Notes:

¹ Participation rates are calculated over the total number of females in that particular age group.

² Females aged 16 and over.

: Unreliable - less than 20 sample observations.

^u Under represented - between 20 and 49 sample observations.

Source: European Statistics on Income and Living Conditions Survey.

Health

In 2019, 72 per cent of females aged 16 and over living in private households perceived themselves to be in very good or good health, while around four per cent reported they were in bad or very bad health. The distribution across the three categories of self-perceived health has remained relatively stable from 2015 to 2019 (Table 3).

Table 3. Self-perceived health by females¹: 2015-2019

Year	Very good/Good		Fair		Very bad/Bad	
	Number	%	Number	%	Number	%
2015	127,942	70.5	46,631	25.7	6,932	3.8
2016	132,537	71.6	46,059	24.9	6,496	3.5
2017	139,428	73.5	42,025	22.2	8,162	4.3
2018	141,818	72.5	44,458	22.7	9,200	4.7
2019	144,470	72.1	47,088	23.5	8,869	4.4

¹ Females aged 16 and over.

Source: European Statistics on Income and Living Conditions Survey.

Employment

In 2019, the total number of females in employment stood at 102,484. This amounts to 49 per cent of the female population aged 15 and over and living in private households. Conversely, the share of employed males stood at 69 per cent. When compared to 2015, the number of employed females increased by almost 33 per cent, whereas the number of inactive and unemployed declined marginally (Table 4 and Chart 3). Females were mostly employed in service, shop and sales occupations. The number of males in managerial positions exceeded that of females by over 11,000. The counts of professional occupations were very similar between the two sexes (Table 5). The number of females in employment with assigned supervisory responsibilities stood at 31,526, equivalent to 31 per cent of total females in employment (Table 6).

Table 4. Persons aged 15 and over by labour status and sex: 2015-2019

Year	Sex	Employed	Unemployed	Inactive	Total
2015	Males	121,162	6,871	60,722	188,755
	Females	77,160	4,389	105,677	187,226
	Total	198,322	11,260	166,399	375,981
2016	Males	126,088	5,765	61,701	193,554
	Females	82,044	4,466	104,854	191,364
	Total	208,132	10,231	166,555	384,918
2017	Males	132,440	5,278	62,571	200,289
	Females	88,049	3,906	104,402	196,357
	Total	220,489	9,184	166,973	396,646
2018	Males	141,821	5,550	62,605	209,976
	Females	96,692	3,509	101,872	202,073
	Total	238,513	9,059	164,477	412,049
2019	Males	152,272	5,270	64,043	221,585
	Females	102,484	4,285	101,442	208,211
	Total	254,756	9,555	165,485	429,796

Source: Annual Labour Force Survey (LFS).

Table 5. Main occupation of total employed persons by sex: 2019

Occupational group	Males	Females	Total
	2019		
Armed Forces	1,741	:	1,872
Managers	19,413	8,303	27,716
Professionals	24,840	23,764	48,604
Technicians and associate professionals	24,235	13,377	37,612
Clerical support workers	11,398	16,707	28,105
Service workers and shop and sales workers	21,173	28,511	49,684
Skilled agricultural and fishery workers	2,077	:	2,187
Craft and related trades workers	23,708	1,047 ^u	24,755
Plant and machine operators and assemblers	9,940	3,416	13,356
Elementary occupations	13,747	7,118	20,865
Total	152,272	102,484	254,756

: Unreliable - less than 20 sample observations.

^u Under represented - between 20 and 49 sample observations.

Source: Annual Labour Force Survey (LFS).

Chart 3. Share of males and females within main occupational groups: 2019



Table 6. Share of employees with supervisory responsibilities by sex: 2015-2019

Year	Sex	Supervisory role	% of employed
2015	Males	34,505	28.5
	Females	20,630	26.7
	Total	55,135	27.8
2016	Males	39,026	31.0
	Females	23,354	28.5
	Total	62,380	30.0
2017	Males	42,055	31.8
	Females	27,769	31.5
	Total	69,824	31.7
2018	Males	43,832	30.9
	Females	28,973	30.0
	Total	72,805	30.5
2019	Males	46,839	30.8
	Females	31,526	30.8
	Total	78,365	30.8

Source: Annual Labour Force Survey (LFS).

In 2019, the average annual basic salary for male and female employees stood at €20,974 and €17,771, respectively. This meant a difference of €3,203. The average annual basic salary for females remained lower than that of males in all occupations. Service, shop and sales occupations, the most common jobs amongst females, remained one of the lowest paying occupations, with an average overall salary of €13,556 in 2019. On the other hand, with an average of €34,429 in 2019, managers, a male-dominated occupation, received the highest average annual basic salary (Table 7).

Table 7. Average annual basic salary for employees by sex and main occupation: 2019

Occupational group	Males	Females	Total
	€		
Armed Forces	18,737	:	18,487
Managers	35,891	31,736	34,429
Professionals	28,015	23,735	25,853
Technicians and associate professionals	21,159	19,042	20,402
Clerical support workers	16,980	14,713	15,630
Service workers and shop and sales workers	15,125	12,504	13,556
Skilled agricultural and fishery workers	13,008 ^u	:	13,082^u
Craft and related trades workers	16,168	13,059 ^u	16,031
Plant and machine operators and assemblers	15,445	12,427	14,597
Elementary occupations	13,395	10,291	12,294
Total	20,974	17,771	19,594

: Unreliable - less than 20 sample observations.

^u Under represented - between 20 and 49 sample observations.

Source: Annual Labour Force Survey (LFS).

In 2019, an estimated 5,420 females made use of childcare services. The majority, 88 per cent, were in employment at the time. The number of females who made use of childcare services has more than doubled since 2015. The percentage of females in employment and who make use of this service, also rose by 15 percentage points when compared to 2015 (Table 8).

Table 8. Females with childcare responsibilities¹ making use of childcare services: 2015-2019

Year	Number of females making use of childcare services	Of which: in employment (%)
2015	2,205	73.7
2016	3,859	77.0
2017	4,820	84.0
2018	5,052	87.2
2019	5,420	88.3

¹ Females aged 16 and over with children between 0 and 3 years.

Source: European Statistics on Income and Living Conditions Survey.

Persons with a disability who were registering for work numbered 221. Of these, 67 persons or slightly more than 30 per cent were females. The number of persons with a disability registering for work saw a year-on-year decrease since 2015 (Table 9).

Table 9. Persons with a disability registering for work under Part I and Part II of the unemployment register by sex and year: 2015-2019

Year	Males		Females		Total	
	Number	%	Number	%	Number	%
2015	317	79.6	81	20.4	398	100.0
2016	276	77.1	82	22.9	358	100.0
2017	221	75.9	70	24.1	291	100.0
2018	195	74.1	68	25.9	263	100.0
2019	154	69.7	67	30.3	221	100.0

Source: Jobsplus.

Accidents at work

The absolute majority of work-related accidents between 2015 and 2019 involved males. During 2019, the total number of non-fatal accidents at work amounted to 3,258. A total of 726 female workers were involved in these accidents (Table 10).

Table 10. Non-fatal accidents at work by sex: 2015-2019

Sex	2015	2016	2017	2018	2019
Males	2,554	2,552	2,543	2,606	2,532
Females	558	668	639	646	726
Total	3,112	3,220	3,182	3,252	3,258

Source: Department of Social Security

Methodological Notes

1. Population

All population components are based on definitions provided for in the European Regulation (EU) No. 1260/2013 on European demographic statistics. The total population refers to all persons residing in the Maltese Islands and is estimated using the usual residence definition. The usually resident population refers to all persons who have their usual residence in a Member State at the reference time.

2. Gender Equality Index

The Gender Equality Index is developed by the European Institute for Gender Equality (EIGE) and is a tool to measure the progress of gender equality in the EU. It measures how far (or close) the EU and its Member States are from achieving a gender-equal society. The measurement used produces a score that ranges between 1 and 100, where 100 stands for the best situation with no gender gaps combined with the highest level of achievement. This index gives more visibility to areas that need improvement and ultimately supports policy makers to design more effective gender equality measures. The data for 2020 Index is from 2018.

3. Education

Data includes graduates enrolled in formal education with a minimum duration of one semester of full-time study (or the equivalent in part-time) and that are delivered in Malta.

Tertiary level refers to graduates enrolled at MCAST, ITS, University of Malta, and public and private institutions offering courses at ISCED levels 5 to 8.

ISCED 2011: <https://metadata.nso.gov.mt/classificationdetails.aspx?id=ISCED%202011>

ISCED Fields of Education and Training 2013:

<https://metadata.nso.gov.mt/classificationdetails.aspx?id=ISCED%20Fields%20of%20Education%20and%20Training%202013>

4. Annual Labour Force Survey (LFS)

The Labour Force Survey (LFS) is carried out on an ongoing basis using a quarterly gross sample of 3,200 private households. 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. One-fourth of the sample is made up of households who have been selected to participate in the LFS for the first time. Three-fourths of the quarterly sample is made up of households who were selected to participate in the survey in previous instances, either one quarter before, or one year before, or one year and a quarter before (2-(2)-2). Unless otherwise indicated, figures provided in this release refer to persons aged 15 and over and living in private households during the reference period. All criteria used for this survey match international methodologies used by the International Labour Organisation (ILO).

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 results with other EU member states and countries following ILO definitions of employment and unemployment. Occupations are classified according to the ISCO - 08 classification (International Standard Classification of Occupations), whereas the economic activity is classified according to NACE Rev. 2 (Nomenclature générale des Activités économiques dans les Communautés Européennes). Education attainment is classified according to ISCED 2011 (International Standard Classification of Education).

Definitions:

- **Annual basic salary:** refers to the annual basic salary received by employees before any social contributions and tax deductions. This amount excludes payments for overtime, allowances and bonuses.
- **Employees:** are defined as persons who work for a public or private employer and who receive compensation in the form of wages, salaries, fees, gratuities, payment by results or payment in kind.
- **Employed persons:** all persons aged 15 and over 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 employed but absent from work:** due to sick leave, bad weather, were undergoing training or education, did not work due to a labour dispute, were on maternity or parental leave, did not work due to slack work for technical or economic reasons, were absent from work for a period of less than 3 months, or were not working because on layoff and receiving at least 50 per cent of the salary/wage.
 - **self-employed:** covers persons who run 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.

- **Employment rate:** persons in employment (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.
- **Reference week:** the week to which the collected data relate.
- **Unemployed persons:** 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:** example of active job search include contacting Jobsplus, applying 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.
- **Unemployment rate:** unemployed persons (15 to 74 years) as a percentage of the labour force (15-74 years).

5. European Survey on Income and Living Conditions (EU-SILC)

The Statistics on Income and Living Conditions (SILC) survey is an annual enquiry conducted by the National Statistics Office (NSO) among persons residing in private households in Malta and Gozo. This survey was carried out under EU regulation (EU. No. 1177/2003). The main scope of this survey is to enable the compilation of statistics on income distribution and indicators on monetary poverty. SILC also serves to produce reliable quantitative information on social exclusion and material deprivation.

This survey has been carried out in Malta since 2005 and is carried out annually by all European Union Member States under a European framework regulation that came into force in 2004. Consequently, all work related to the SILC survey is coordinated by Eurostat which, in particular, provides guidelines on the methodology that is implemented.

In 2019, the gross sample size was 4,522 households. Of these, 146 households were ineligible for the survey (i.e. addresses that did not actually exist, could not be located, non-residential addresses, permanently vacant dwellings or institutional households). Consequently, 4,376 households were approached for the interview. Of these, 3,785 completed the survey, resulting in a household response rate of 86 per cent. These households comprised 9,557 residents, of whom 8,351 were aged 16 and over.