

Total teaching and non-teaching staff in formal education during academic year 2019-2020 amounted to 18,214, an increase of 4.5 per cent when compared to the previous academic year.

Personnel in Education: 2019-2020

Classroom teachers and academic staff

Classroom teachers and academic staff in pre-primary to tertiary education institutions during academic year 2019-2020 increased by 3.8 per cent over the preceding academic year, totaling 9,670. The largest share was composed of teachers at the upper secondary and post-secondary non-tertiary levels (26.7 per cent), followed by primary teachers (22.2 per cent). The majority of teaching personnel were females, at 66.1 per cent. Full-time teachers accounted for 84.4 per cent of total classroom teachers and academic staff (Table 2).

Total tertiary level male academic staff stood at 1,320 or 63.3 per cent (Table 3). During the academic year under review, 15.9 per cent of all teaching staff were aged between 30 and 34 years, followed by the 40 to 44 years age-bracket, at 15.8 per cent (Table 4).

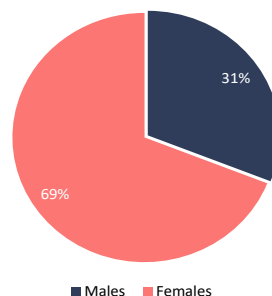
The proportion of teaching staff in state-run institutions corresponded to 75.0 per cent of the total teaching staff. This was followed by church schools at 15.6 per cent, and 9.3 per cent in private schools (Table 5). The overall pupil-teacher ratio stood at 9 pupils per teacher during academic year 2019-2020. The highest ratio was recorded in private schools, at 12.4 pupils per teacher, in line with the previous academic year, whereas the lowest ratio was in state schools at 8.1 pupils per teacher (Table 6).

Non-teaching staff

During academic year 2019-2020, non-teaching staff in education amounted to 8,544, an increase of 5.2 per cent when compared to the previous academic year. Females represented 72.9 per cent of the total non-teaching staff. Almost half of the total non-teaching personnel were 'Teacher Aides', totaling 4,209, or 49.3 per cent (Table 7).

The majority of teacher aides were aged between 30 and 39 years, at 37.3 per cent (Table 8). School level management and higher-level management personnel stood at 1,157, registering an increase of 8.4 per cent when compared to academic year 2018-2019 (Table 9) ■

Chart 1. Percentage distribution of total teaching and non-teaching staff by sex: 2019-2020



Note: For Teaching and Non-teaching staff grade descriptions refer to methodological note 11.

Statistics in this News Release should be interpreted in the context of the COVID-19 situation.

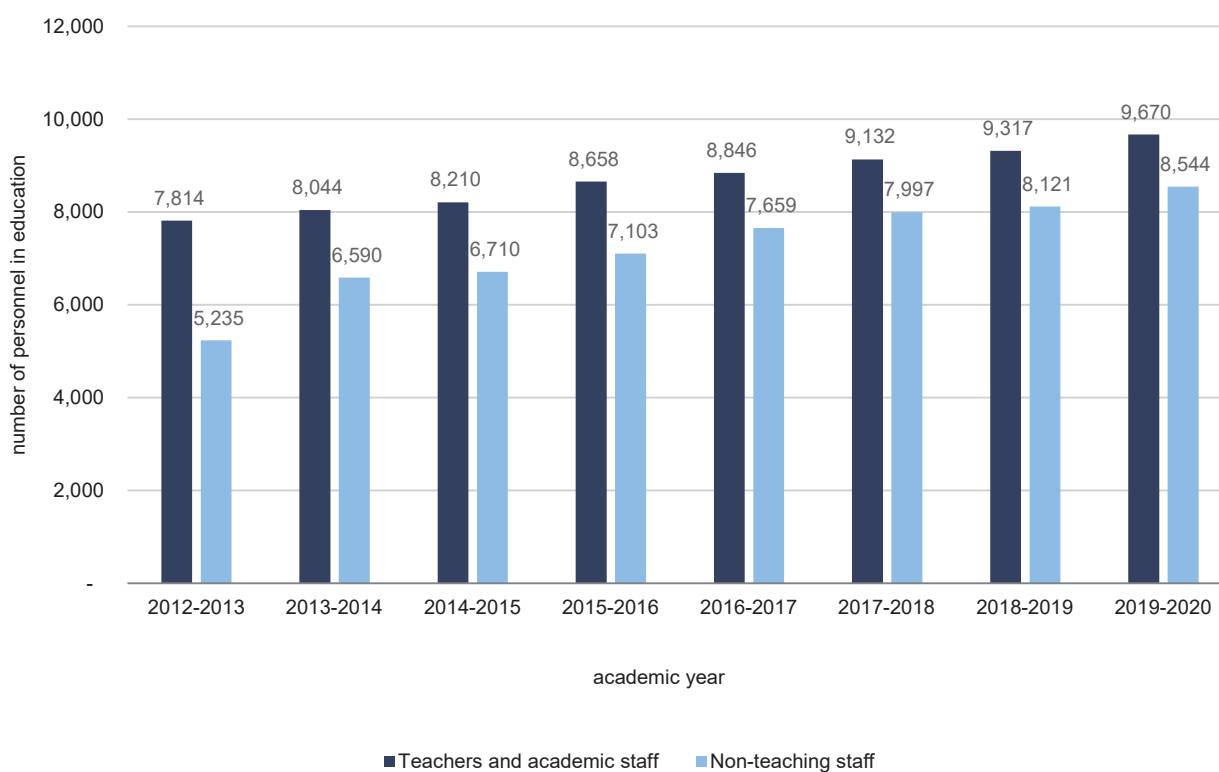
Table 1. Personnel ¹ in educational institutions ² by academic year and category

Category	Academic year			Change	Percentage change
	2017-2018	2018-2019	2019-2020		
Teachers and academic staff	9,132	9,317	9,670	353	3.8
Non-teaching staff	7,997	8,121	8,544	423	5.2
Total	17,129	17,438	18,214	776	4.5

¹ For grade descriptions refer to methodological note 11.

² Refer to methodological note 2.

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



Note: For grade descriptions refer to methodological note 11.

Table 2. Profile of teachers and academic staff ¹ by academic year

Characteristics	Academic year			Change	Percentage change
	2017-2018	2018-2019	2019-2020	2019-2020/2018-2019	
Sex					
Males	3,127	3,091	3,274	183	5.9
Females	6,005	6,226	6,396	170	2.7
Age group					
Less than 29	2,021	1,981	1,912	-69	-3.5
30-39	2,956	2,963	3,037	74	2.5
40-49	2,263	2,389	2,660	271	11.3
50-59	1,398	1,464	1,471	7	0.5
60 and over	494	520	590	70	13.5
Education level²					
Pre-primary education	781	876	899	23	2.6
Primary education	1,997	2,102	2,144	42	2.0
Lower secondary education	1,914	1,964	1,960	-4	-0.2
Upper secondary and Post-secondary non-tertiary education	2,520	2,417	2,582	165	6.8
Tertiary education	1,920	1,958	2,085	127	6.5
Type of institution					
State	6,918	6,929	7,254	325	4.7
Church	1,412	1,528	1,513	-15	-1.0
Private	802	860	903	43	5.0
Intensity					
Full-time	7,622	8,012	8,158	146	1.8
Part-time	1,510	1,305	1,512	207	15.9
Total classroom teachers and academic staff	9,132	9,317	9,670	353	3.8

¹ For grade descriptions refer to methodological note 11.

² Education level refers to the level in which staff are engaged For education classifications refer to methodological note 10.

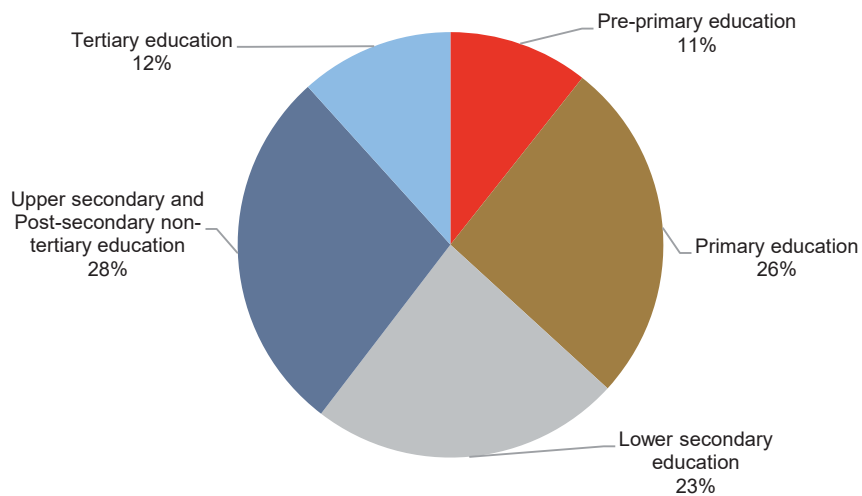
Table 3. Teachers and academic staff¹ by academic year, sex and education level²

Education level	Academic year		
	2017-2018		
	Males	Females	Total
Pre-primary education	5	776	781
Primary education	284	1,713	1,997
Lower secondary education	572	1,342	1,914
Upper secondary and Post-secondary non-tertiary education	1,041	1,479	2,520
Tertiary education	1,225	695	1,920
Total	3,127	6,005	9,132
	2018-2019		
Pre-primary education	4	872	876
Primary education	299	1,803	2,102
Lower secondary education	559	1,405	1,964
Upper secondary and Post-secondary non-tertiary education	978	1,439	2,417
Tertiary education	1,251	707	1,958
Total	3,091	6,226	9,317
	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

¹ For grade descriptions refer to methodological note 11.

² Education level refers to the level in which staff are engaged. For education classification refer to methodological note 10.

Chart 3. Percentage distribution of full-time teachers and academic staff¹ by education level²: 2019-2020



¹ For grade descriptions refer to methodological note 11.

² Education level refers to the level in which staff are engaged. For education classification refer to methodological note 10.

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

Age group	Academic year			Change	Percentage change
	2017-2018	2018-2019	2019-2020	2019-2020/2018-2019	
	Males				
Less than 25	113	81	87	6	7.4
25-29	305	301	303	2	0.7
30-34	405	381	417	36	9.4
35-39	511	479	471	-8	-1.7
40-44	455	481	540	59	12.3
45-49	369	374	421	47	12.6
50-54	352	346	341	-5	-1.4
55-59	331	347	346	-1	-0.3
60-64	176	183	204	21	11.5
65+	110	118	144	26	22.0
Total	3,127	3,091	3,274	183	5.9
	Females				
Less than 25	444	388	377	-11	-2.8
25-29	1,159	1,211	1,145	-66	-5.5
30-34	1,046	1,058	1,123	65	6.1
35-39	994	1,045	1,026	-19	-1.8
40-44	903	936	989	53	5.7
45-49	536	598	710	112	18.7
50-54	420	459	471	12	2.6
55-59	295	312	313	1	0.3
60-64	172	183	204	21	11.5
65+	36	36	38	2	5.6
Total	6,005	6,226	6,396	170	2.7
	Total				
Less than 25	557	469	464	-5	-1.1
25-29	1,464	1,512	1,448	-64	-4.2
30-34	1,451	1,439	1,540	101	7.0
35-39	1,505	1,524	1,497	-27	-1.8
40-44	1,358	1,417	1,529	112	7.9
45-49	905	972	1,131	159	16.4
50-54	772	805	812	7	0.9
55-59	626	659	659	-	-
60-64	348	366	408	42	11.5
65+	146	154	182	28	18.2
Total	9,132	9,317	9,670	353	3.8

¹ For grade descriptions refer to methodological note 11.

² For age calculation refer to methodological note 9.

Table 5. Teachers and academic staff ¹ by academic year, sex and type of institution

Type of institution	Academic year			Change	Percentage change
	2017-2018	2018-2019	2019-2020	2019-2020/2018-2019	
	Males				
State	2,592	2,506	2,685	179	7.1
Church	336	370	354	-16	-4.3
Private	199	215	235	20	9.3
Total	3,127	3,091	3,274	183	5.9
	Females				
State	4,326	4,423	4,569	146	3.3
Church	1,076	1,158	1,159	1	0.1
Private	603	645	668	23	3.6
Total	6,005	6,226	6,396	170	2.7
	Total				
State	6,918	6,929	7,254	325	4.7
Church	1,412	1,528	1,513	-15	-1.0
Private	802	860	903	43	5.0
Total	9,132	9,317	9,670	353	3.8

¹ For grade descriptions refer to methodological note 11.

Table 6. Pupil-teacher ratio ¹ by education level ², 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						
2017-2018						
State	11.2	11.1	5.6	7.3	9.1	8.5
Church	16.2	18.7	8.7	9.7	-	12.3
Private	16.8	17.9	10.1	8.1	14.0	13.2
Overall average	12.4	13.4	6.8	7.7	9.4	9.5
2018-2019						
State	9.7	11.0	5.4	7.3	8.7	8.3
Church	16.4	16.7	8.2	8.6	-	11.2
Private	18.4	15.4	9.6	7.9	12.2	12.4
Overall average	11.2	12.8	6.5	7.6	9.0	9.2
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

¹ Refer to methodological note 8.

² Education level refers to the level in which staff are engaged. For education classification refer to methodological note 10.

Table 7. Non-teaching staff by academic year, sex and grade ¹

Grade	Academic year				Change	Percentage change
	2016-2017	2017-2018	2018-2019	2019-2020		
	Males					
Teacher Aides	596	598	597	610	13	2.2
Research Assistants	43	83	72	108	36	50.0
Pedagogical Support	68	79	73	81	8	11.0
Health and Social Support	32	44	41	39	-2	-4.9
School Level Management	301	329	338	360	22	6.5
Higher Level Management	87	85	81	92	11	13.6
School Level Administrative Personnel	177	232	192	225	33	17.2
Higher Level Administrative Personnel	77	102	116	144	28	24.1
Maintenance and Operations Personnel	795	650	650	656	6	0.9
Total	2,176	2,202	2,160	2,315	155	7.2
	Females					
Teacher Aides	3,178	3,348	3,450	3,599	149	4.3
Research Assistants	53	65	65	93	28	43.1
Pedagogical Support	133	152	162	152	-10	-6.2
Health and Social Support	66	86	85	92	7	8.2
School Level Management	476	525	576	606	30	5.2
Higher Level Management	63	69	72	99	27	37.5
School Level Administrative Personnel	812	873	841	878	37	4.4
Higher Level Administrative Personnel	75	89	114	129	15	13.2
Maintenance and Operations Personnel	627	588	596	581	-15	-2.5
Total	5,483	5,795	5,961	6,229	268	4.5
	Total					
Teacher Aides	3,774	3,946	4,047	4,209	162	4.0
Research Assistants	96	148	137	201	64	46.7
Pedagogical Support	201	231	235	233	-2	-0.9
Health and Social Support	98	130	126	131	5	4.0
School Level Management	777	854	914	966	52	5.7
Higher Level Management	150	154	153	191	38	24.8
School Level Administrative Personnel	989	1,105	1,033	1,103	70	6.8
Higher Level Administrative Personnel	152	191	230	273	43	18.7
Maintenance and Operations Personnel	1,422	1,238	1,246	1,237	-9	-0.7
Total	7,659	7,997	8,121	8,544	423	5.2

¹ For grade descriptions refer to methodological note 11.

Notes:

1. Prior to this release, the category of Higher Level Administrative Personnel included Research Assistants. In this table Research Assistants are being presented separately from the category of Higher Level Administrative Personnel.
2. Breakdown for academic year 2016-2017 is also revised in this table for comparability purposes.

Table 8. Teacher aides ¹ by academic year and age ² group

Age group	Academic year			Change	Percentage change
	2017-2018	2018-2019	2019-2020	2019-2020/2018-2019	
Less than 29	1,148	1,042	1,014	-28	-2.7
30-39	1,414	1,505	1,570	65	4.3
40-49	756	823	913	90	10.9
50-59	528	561	576	15	2.7
60 and over	100	116	136	20	17.2
Total	3,946	4,047	4,209	162	4.0

¹ Includes LSEs, SLSEs, Technical Officers, Technicians amongst other technical grades. For grade descriptions refer to methodological note 11.

² For age calculation refer to methodological note 9.

Table 9. Management personnel ¹ by academic year and education level ²

Education level	Academic year			Change	Percentage change
	2017-2018	2018-2019	2019-2020	2019-2020/2018-2019	
Pre-primary education	116	125	133	8	6.4
Primary education	296	323	334	11	3.4
Lower secondary education	218	229	244	15	6.6
Upper secondary and Post-secondary non-tertiary education	256	255	278	23	9.0
Tertiary education	122	135	168	33	24.4
Total	1,008	1,067	1,157	90	8.4

¹ Includes School Level and Higher Level Management. For grade descriptions refer to methodological note 11.

² Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 10.

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 in 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. The Ministry of Education 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.
5. Private schools are the direct source of non-teaching staff data from pre-primary to tertiary levels of education. For the post-secondary till the tertiary levels of education, private schools are the source of teaching staff too. States schools are the direct source of teaching and non-teaching staff data for post-secondary to tertiary levels of education. Data is obtained through an electronic questionnaire.
6. 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.
7. 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.
8. 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.
9. Age is calculated as at 1st January of the reference academic year.
10. **Classifications:**
 - **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* - Form 1 to Form 3, MCAST, ITS, and public and private institutions at ISCED Level 2.
 - Upper Secondary and Post-secondary non-tertiary education:** *ISCED 3, ISCED 4* - Form 4, Form 5, Sixth Forms, MCAST, ITS, University of Malta, and public and private institutions offering courses at ISCED Levels 3 and 4.
 - Tertiary education:** *ISCED 5 to ISCED 8* - MCAST, ITS, University of Malta, and public and private institutions offering courses at ISCED Levels 5 to 8.
 - **International Standard Classification of Education - ISCED**

The International Standard Classification of Education (ISCED) 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 organizing 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.

ISCED 2011 manual: <http://uis.unesco.org/en/topic/international-standard-classification-education-isced>

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

11. **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), SLSEs, technical officers, technicians amongst other technical grades.
- **Research Assistants** covers personnel whose primary purpose is to conduct research. Prior to this release this category was included in Higher Level Administrative Personnel.
- **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.

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

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

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

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

Sources and Methods:

https://nso.gov.mt/en/nso/Sources_and_Methods/Unit_C4/Education_and_Information_Society_Statistics/Pages/Education-Statistics.aspx

Concept and Definitions: <https://metadata.nso.gov.mt/ConceptDetails.aspx?id=2231>

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

17. A detailed news release calendar is available on:

https://nso.gov.mt/en/News_Releases/Release_Calendar/Pages/News-Release-Calendar.aspx

European statistics comparable to data in this News Release are available at:

[EUROSTAT Website/Homepage/Statistics Database](#)

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Database by themes

>Population and social conditions

>Education and training (educ)

Tables by themes

>Education and training (educ)

>Education personnel (educ_uae_per)

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