

Women's achievements over time are celebrated globally every year on March 8, which marks International Women's Day. This year's theme is Balance for Better and this News Release gives an overview of topics affecting gender equality locally.

International Women's Day: 2019

The Council of Europe Gender Equality Strategy (2014-2020) defines gender equality as the "equal visibility, empowerment, responsibility and participation for both women and men in all spheres of public and private life". The European Commission (2010) clearly states that Europe 2020 – A strategy for smart, sustainable and inclusive growth – can achieve its objectives if women's talents and capabilities are used in an extensive and efficient manner.

Demography

As at the end of December 2017, the female population in Malta and Gozo stood at 235,102 making up 49.4 per cent of the total population. Of these, 154,122 were aged between 15 and 64 (Table 1).

Employment

During 2017, the estimated employment rate for those aged between 15 and 64 stood at 69.2 per cent, an increase of 9.3 percentage points over 2012 (Table 2). The unemployment rate among persons aged 15-74 has been on a steady decline since 2012 and by the end of 2017, it stood at 4.0 per cent. In 2017, the unemployment rate among females was 4.3 per cent as opposed to 3.8 per cent among males (Chart 1). The female activity rate in the labour market increased from 48.8 per cent in 2012 to 60.2 per cent in 2017, and the activity gender gap in 2017 went down from 29.7 per cent to 23.2 per cent over a five-year span. However, this indicator is still more than double that of the EU28 (Table 3). Chart 2 depicts the labour status by sex for persons aged 15 and over as at the end of 2017.

The estimated 220,489-strong employed population in 2017 was made up of 88,049 females and 132,440 males. The total number of self-employed and unpaid family workers amounted to 32,828. The absolute majority of these, 77.5 per cent, were males. Females were mostly employed as service and sales workers (Table 4). Females in managerial positions accounted for 7.4 per cent of the total female workforce (Table 5). The majority of these, 62.6 per cent, had a high educational level.

Females with a high level of education made up 34.5 per cent (30,419) of the total number of employed women, of which 49.8 per cent were professionals. However, of the highly-educated female component of the workforce, only 13.4 per cent held managerial roles, compared to 25.1 per cent of their male counterparts (Charts 3 and 4).

Representation in Parliament and Local Councils

Although the percentage of women holding a seat in Parliament rose over the past years (Chart 5), Maltese female parliamentary representation still falls short of the EU28 average. Women currently hold 14.5 per cent of the seats in Parliament, half the EU28 average of 29 seats (Chart 6).

Under-representation of women was also evident in local councils. In 2017, females accounted for 21.9 per cent of all local council representation. Out of a total of 69 mayors only 13 were females. Deputy mayors totalled 68, of whom 12 were women, while of 319 councillors, only 75 were females (Table 6) ■

Table 1. Total population by age group as at end of year: 2015-2017 ¹

Age group	Males	Females	Total	Males	Females	Total	Males	Females	Total
	2015			2016			2017		
0-4	11,500	10,716	22,216	11,848	10,852	22,700	11,946	11,025	22,971
5-9	10,934	10,183	21,117	11,224	10,594	21,818	11,516	10,971	22,487
10-14	10,524	9,970	20,494	10,597	9,969	20,566	10,698	10,073	20,771
15-19	12,503	11,715	24,218	12,007	11,367	23,374	11,609	11,069	22,678
20-24	15,969	14,600	30,569	16,005	14,569	30,574	16,456	14,670	31,126
25-29	18,287	16,865	35,152	19,111	17,829	36,940	20,878	19,227	40,105
30-34	18,284	16,593	34,877	18,994	17,135	36,129	20,490	18,048	38,538
35-39	17,285	15,868	33,153	17,906	16,314	34,220	19,229	17,360	36,589
40-44	15,564	14,486	30,050	16,143	15,157	31,300	17,364	15,882	33,246
45-49	13,483	12,805	26,288	14,037	13,183	27,220	14,856	13,733	28,589
50-54	14,659	14,203	28,862	14,291	13,879	28,170	14,175	13,612	27,787
55-59	15,605	15,674	31,279	15,656	15,621	31,277	15,685	15,579	31,264
60-64	14,381	14,444	28,825	14,732	14,698	29,430	15,091	14,942	30,033
65-69	14,719	15,451	30,170	14,658	15,263	29,921	14,404	14,898	29,302
70-74	9,638	10,738	20,376	11,007	12,147	23,154	12,514	13,815	26,329
75+	13,061	19,708	32,769	13,447	20,057	33,504	13,688	20,198	33,886
Total	226,396	224,019	450,415	231,663	228,634	460,297	240,599	235,102	475,701

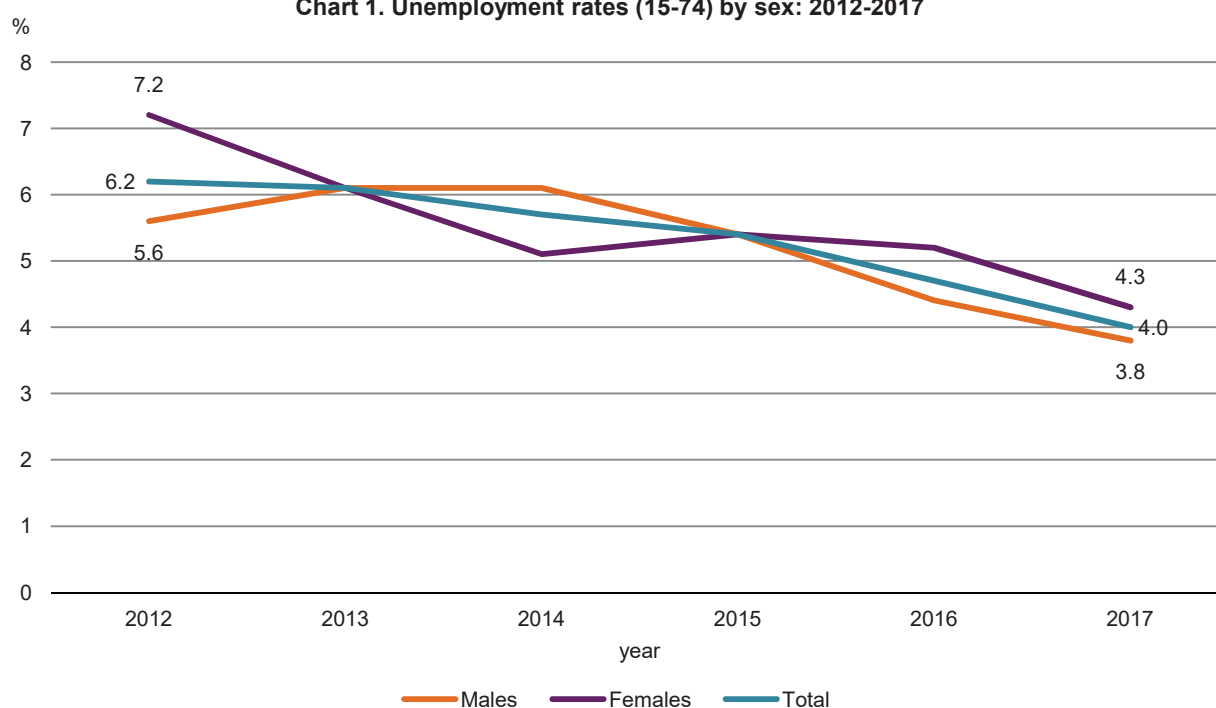
⁽¹⁾ Based on the November 2011 Census
Source: Demography Statistics, NSO

Table 2. Employment rates (15-64) by sex: 2012-2017
(%)

Year	Males	Females	Total	Employment gender gap
2012	74.0	45.3	59.9	28.7
2013	75.1	48.8	62.1	26.3
2014	75.7	51.5	63.9	24.2
2015	77.0	52.6	65.1	24.4
2016	78.9	55.0	67.2	23.9
2017	80.1	57.6	69.2	22.5
EU 28 (2017)	72.9	62.4	67.7	10.5

Source: Annual Labour Force Survey (LFS)

Chart 1. Unemployment rates (15-74) by sex: 2012-2017



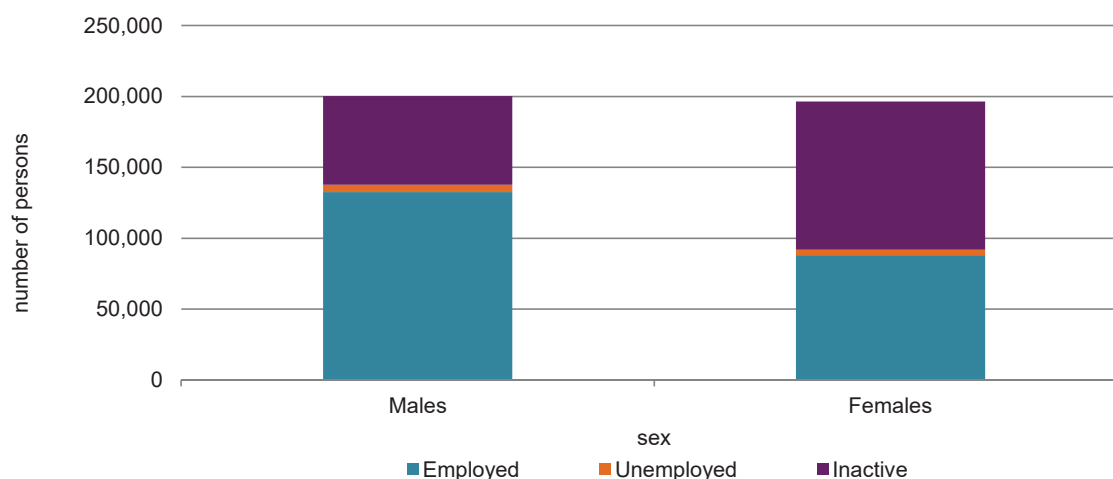
Source: Annual Labour Force Survey (LFS)

Table 3. Activity rates (15-64) by sex: 2012-2017
(%)

Year	Males	Females	Total	Activity gender gap
2012	78.5	48.8	63.9	29.7
2013	80.0	52.0	66.3	28.0
2014	80.8	54.3	67.8	26.5
2015	81.5	55.6	68.8	25.9
2016	82.5	58.0	70.6	24.5
2017	83.4	60.2	72.2	23.2
EU 28 (2017)	78.9	67.8	73.3	11.1

Source: Annual Labour Force Survey (LFS)

Chart 2. Labour status of persons (aged 15+) by sex: 2017



Source: Annual Labour Force Survey (LFS)

Table 4. Total employed persons (aged 15+) classified by main occupation and professional status

Main occupation	Self-employed and unpaid family workers		Employees		Total	
	No.	%	No.	%	No.	%
Males						
Armed Forces	:	:	1,994	1.9	1,994	1.5
Managers	3,959	15.6	12,186	11.4	16,145	12.2
Professionals	2,866	11.3	16,990	15.9	19,856	15.0
Technicians and associate professionals	3,078	12.1	17,579	16.4	20,657	15.6
Clerical support workers	:	:	8,633	8.1	8,793	6.6
Service and sales workers	4,990	19.6	14,929	14.0	19,919	15.0
Skilled agricultural, forestry and fishery workers	1,581	6.2	622 ^u	0.6 ^u	2,203	1.7
Craft and related trades workers	6,743	26.5	14,036	13.1	20,779	15.7
Plant and machine operators, and assemblers	1,001	3.9	8,356	7.8	9,357	7.1
Elementary occupations	1,068	4.2	11,669	10.9	12,737	9.6
Total	25,446	100.0	106,994	100.0	132,440	100.0
Females						
Armed Forces	:	:	:	:	:	:
Managers	500 ^u	6.8 ^u	5,992	7.4	6,492	7.4
Professionals	1,642	22.2	17,006	21.1	18,648	21.2
Technicians and associate professionals	691 ^u	9.4 ^u	10,909	13.5	11,600	13.2
Clerical support workers	:	:	14,175	17.6	14,490	16.5
Service and sales workers	3,290	44.6	22,064	27.4	25,354	28.8
Skilled agricultural, forestry and fishery workers	:	:	:	:	:	:
Craft and related trades workers	:	:	843 ^u	1.0 ^u	1,436	1.6
Plant and machine operators, and assemblers	:	:	3,352	4.2	3,399	3.9
Elementary occupations	:	:	6,254	7.8	6,453	7.3
Total	7,382	100.0	80,667	100.0	88,049	100.0
Total						
Armed Forces	:	:	2,066	1.1	2,066	0.9
Managers	4,459	13.6	18,178	9.7	22,637	10.3
Professionals	4,508	13.7	33,996	18.1	38,504	17.5
Technicians and associate professionals	3,769	11.5	28,488	15.2	32,257	14.6
Clerical support workers	:	:	22,808	12.2	23,283	10.6
Service and sales workers	8,280	25.2	36,993	19.7	45,273	20.5
Skilled agricultural, forestry and fishery workers	1,686	5.1	622 ^u	0.3 ^u	2,308	1.0
Craft and related trades workers	7,336	22.3	14,879	7.9	22,215	10.1
Plant and machine operators, and assemblers	1,048	3.2	11,708	6.2	12,756	5.8
Elementary occupations	1,267	3.9	17,923	9.6	19,190	8.7
Total	32,828	100.0	187,661	100.0	220,489	100.0

: Unreliable - less than 20 sample observations.

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

Source: Annual Labour Force Survey (LFS)

Table 5. Total employed persons (aged 15+) classified by main occupation and education: 2017

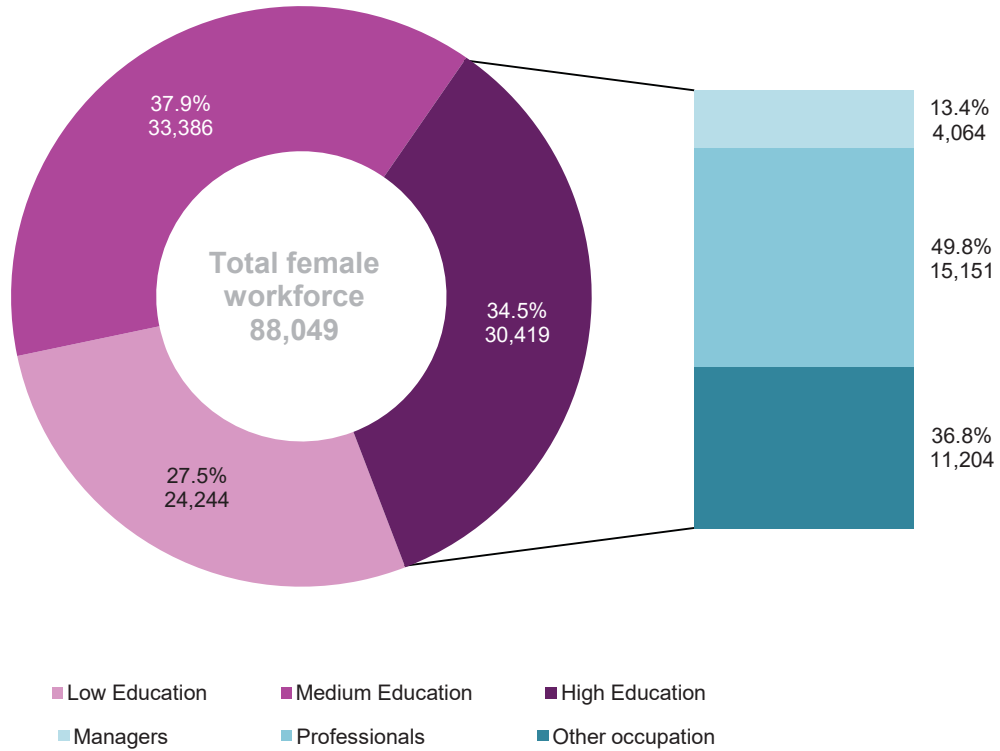
Main occupation	Low	Medium	High	Total
	Males			
Armed Forces	1,052	921 ^u	:	1,994
Managers	2,783	5,156	8,206	16,145
Professionals	:	3,257	16,375	19,856
Technicians and associate professionals	5,091	10,972	4,594	20,657
Clerical support workers	2,978	4,579	1,236 ^u	8,793
Service and sales workers	11,642	7,015	1,262 ^u	19,919
Skilled agricultural, forestry and fishery workers	2,038	:	:	2,203
Craft and related trades workers	13,942	6,183	654 ^u	20,779
Plant and machine operators, and assemblers	7,638	1,658	:	9,357
Elementary occupations	10,952	1,468	:	12,737
Total	58,340	41,374	32,726	132,440
	Females			
Armed Forces	:	:	:	:
Managers	641 ^u	1,787	4,064	6,492
Professionals	:	3,119	15,151	18,648
Technicians and associate professionals	1,215	6,306	4,079	11,600
Clerical support workers	3,287	8,548	2,655	14,490
Service and sales workers	9,718	11,883	3,753	25,354
Skilled agricultural, forestry and fishery workers	:	:	:	:
Craft and related trades workers	763 ^u	410 ^u	:	1,436
Plant and machine operators, and assemblers	2,563	714 ^u	:	3,399
Elementary occupations	5,574	:	:	6,453
Total	24,244	33,386	30,419	88,049
	Total			
Armed Forces	1,052	993 ^u	:	2,066
Managers	3,424	6,943	12,270	22,637
Professionals	602 ^u	6,376	31,526	38,504
Technicians and associate professionals	6,306	17,278	8,673	32,257
Clerical support workers	6,265	13,127	3,891	23,283
Service and sales workers	21,360	18,898	5,015	45,273
Skilled agricultural, forestry and fishery workers	2,143	:	:	2,308
Craft and related trades workers	14,705	6,593	917 ^u	22,215
Plant and machine operators, and assemblers	10,201	2,372	:	12,756
Elementary occupations	16,526	2,015	649 ^u	19,190
Total	82,584	74,760	63,145	220,489

⋮ Unreliable - less than 20 sample observations.

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

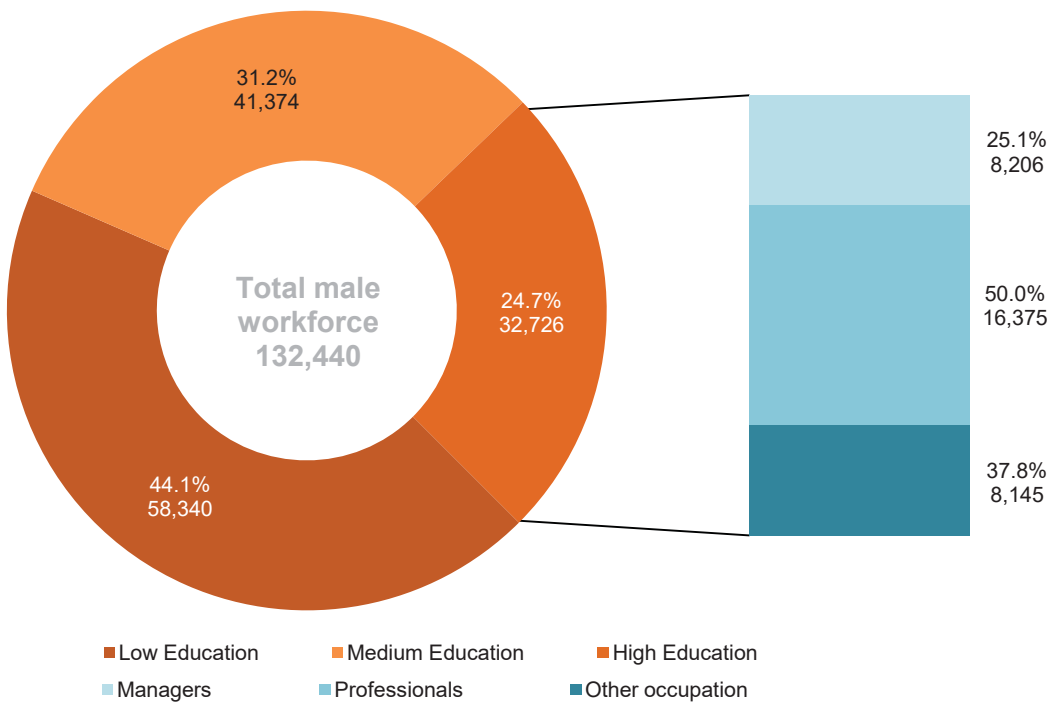
Source: Annual Labour Force Survey (LFS)

Chart 3. Female workforce representation (aged 15+) classified by main occupation and education: 2017



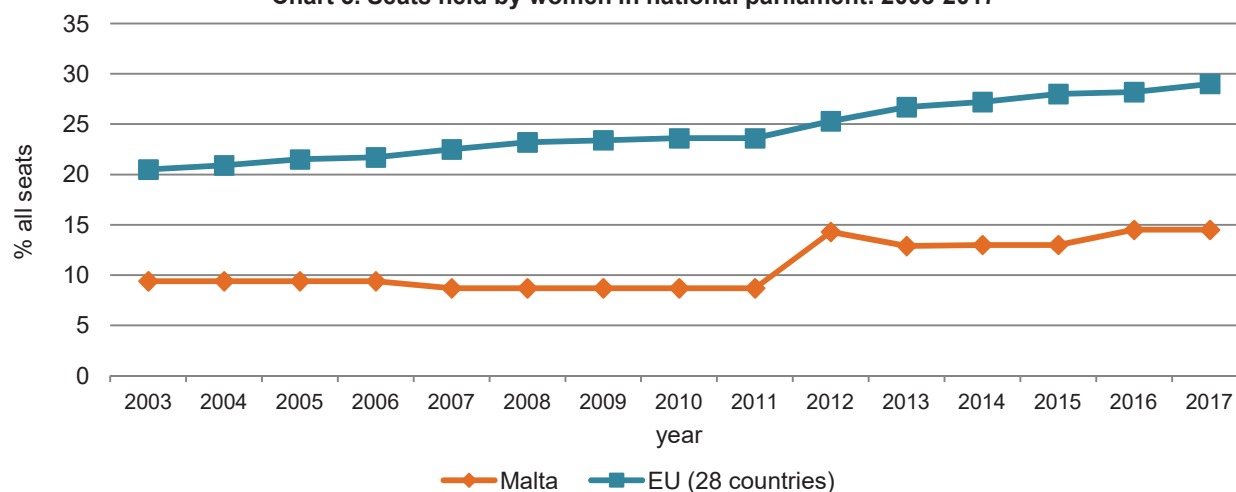
Note: Totals may not add up due to rounding.
Source: Labour Force Survey (LFS) 2017

Chart 4. Male workforce representation (aged 15+) classified by main occupation and education: 2017



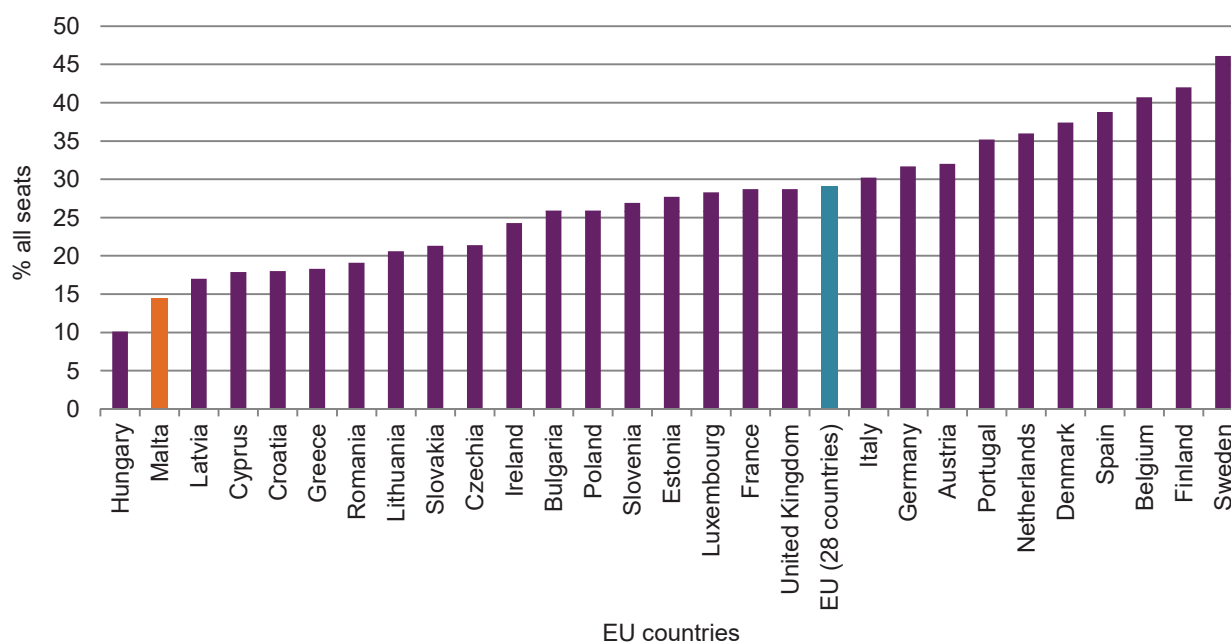
Note: Totals may not add up due to rounding.
Source: Labour Force Survey (LFS) 2017

Chart 5. Seats held by women in national parliament: 2003-2017



Source: European Institute for Gender Equality (EIGE)

Chart 6. Seats held by women in EU Member States' national parliaments: 2017



Source: European Institute for Gender Equality (EIGE)

Table 6. Elected members of Local Councils: 2016-2017

	2016			2017		
	Males	Females	Total	Males	Females	Total
Mayors	56	12	68	56	13	69
Deputy Mayors	54	14	68	56	12	68
Councillors	243	76	319	244	75	319
Total	353	102	455	356	100	456

Source: Adapted from the National Commission for the Promotion of Equality (NCPE) Annual Report 2017

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.

Definitions

Total Population: <https://nso.gov.mt/metadata/ConceptDetails.aspx?id=1967>

Sources:

- Demographic data in this release is based on records held by the Public Registry and the Directorate of Health Information and Research.

2. Labour Force Survey

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, 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. 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.

Definitions

Employment

- **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:** the number of employed persons falling within a particular age bracket as a percentage of the working population in the same age bracket.
- **Employment gender gap:** the difference in employment rates between males and females for age bracket 15-64.

- **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:** the number of unemployed persons aged between 15 and 74 as a percentage of the labour force in the same age bracket.
- **Inactive persons:** all persons who are not classified as employed or unemployed are defined as inactive.
- **Activity rate:** the number of persons in the labour force falling within a particular age bracket as a percentage of the working population in the same age bracket.
- **Activity gender gap:** the difference in activity rates between males and females for age bracket 15-64.

Educational Attainment:

- **low:** comprising persons with no schooling, primary education, schools for children with special needs, and persons who attained a secondary level education and have less than 5 ordinary level qualifications or equivalent. In the context of the ISCED classification, 'low' includes ISCED 0 to 2.
- **medium:** comprising persons with a secondary level education and having 5 ordinary level qualifications or equivalent or more, persons with a post secondary level attainment who have at least obtained 1 intermediate or advanced level qualification or equivalent. In the context of the ISCED classification, 'medium' refers to ISCED 3 and 4.
- **high** - comprising persons with a tertiary level education and with qualifications ranging from diploma to doctorate level. In the context of the ISCED classification, 'high' refers to ISCED 5 to 8.

Key

- : Unreliable - less than 20 sample observations.
- ^u Under represented - between 20 and 49 sample observations.

3. Other Sources

Council of Europe Gender Equality Strategy (2014-2020):

https://eeas.europa.eu/headquarters/headquarters-homepage/6985/council-europe-gender-equality-strategy-2014-2020_en

European Commission (2010): Strategy for Equality between women and men 2010-2015:

<https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:EN:PDF>

Europe 2020:

<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52010DC2020&from=en>

Annual Report of the National Commission for the Promotion of Equality:

https://ncpe.gov.mt/en/Documents/Our_Publications_and_Resources/Annual_Reports/Annual_Report_2017.pdf

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

5. A detailed news release calendar is available on:

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