

MALDIVES

EMPLOYMENT AND ENVIRONMENTAL SUSTAINABILITY FACT SHEETS 2017

The *Employment and Environmental Sustainability Fact Sheets* series provides key features of employment and environmental sustainability performance. Jobs that are green and decent are central to sustainable development and resource productivity. They respond to the global challenges of environmental protection, economic development and social inclusion. Such jobs create decent employment opportunities, enhance resource efficiency and build low-carbon, sustainable societies. The fact sheets include the most recent available data for selected indicators¹ on employment and environmental sustainability: (i) employment in environmental sectors; (ii) skill levels; (iii) vulnerability of jobs; (iv) jobs in renewable energy; and (v) scoring on the Environmental Performance Index.

Figure 1. Map of Maldives



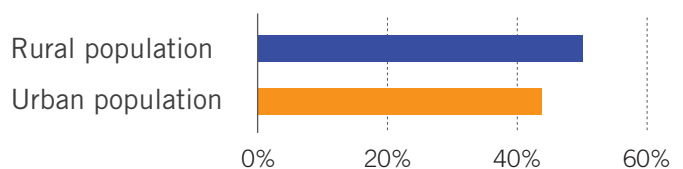
The Maldives² is a small low-lying island nation consisting of many small islands and atolls in the Indian Ocean in South Asia, north of the equator (Fig. 1). Its population is majority rural and growing, with a fertility rate of 2.1 children and life expectancy at 77 years. Around 73 per cent of the population is of legal working age (15–64 years) (Fig. 2).

Figure 2. Demographics for the Maldives

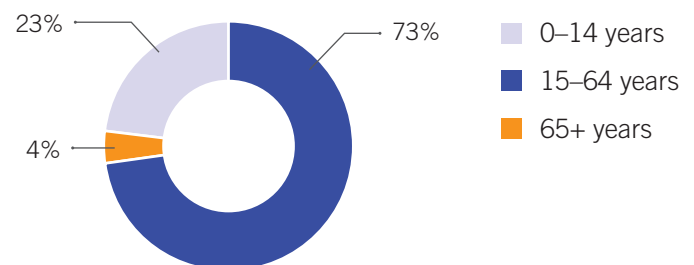
Population: 0.42 million



Population growth rate	Fertility rate	Life expectancy at birth
2%	2.1 children	77 years



Population age categories



Note: All data for 2016, except fertility and life expectancy, which are 2015.

Source: ILO compilation using World Bank: World development indicators, last updated 20 July 2017, <http://databank.worldbank.org> (accessed 30 July 2017).

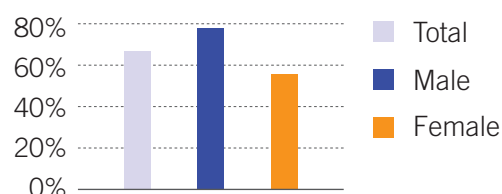
1. The fact sheet is based on available data only.

2. The Maldives became a member of the International Labour Organization in 2009.

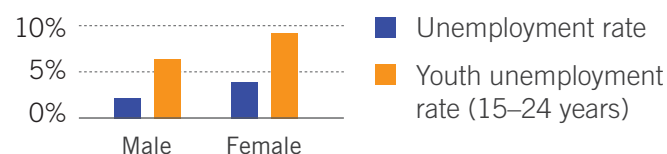
As of 2017, the labour force participation rate is 68.6 per cent and the employment-to-population ratio is 66.6 per cent. Both of those rates are more than 21 percentage points higher for men than for women. The total unemployment rate is 2.9 per cent, and the youth unemployment rate is 7.6 per cent, with the female youth unemployment rate 2.9 percentage points higher than the male rate. The youth (aged 15–24 years) not in employment, education or training rate was 56.4 per cent in 2010. Formal employment is heavily reliant on services and on medium- and, to a lesser extent, higher-skilled occupations (Fig. 3).³

Figure 3. Basic employment statistics for the Maldives, 2017

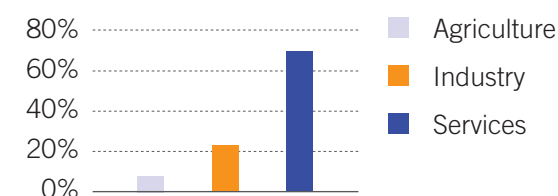
Employment-to-population ratio (15+ years)



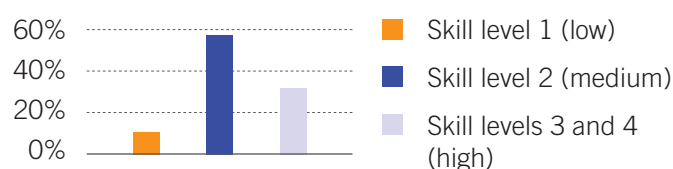
Unemployment



Employment by sector (15+ years)



Employment by occupation

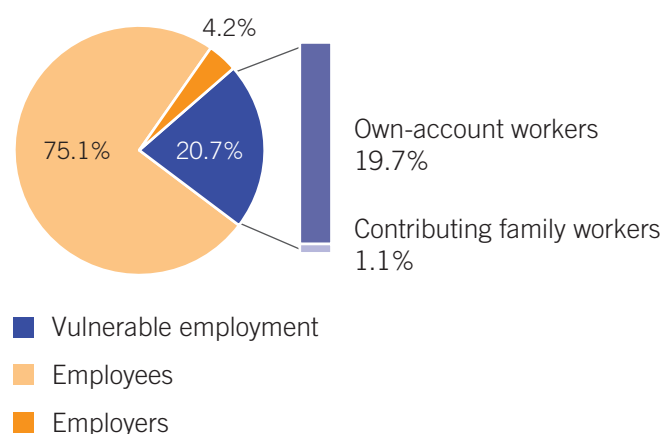


Note: ILO estimates. Labour force participation rate and unemployment: aged 15 years and older. Youth unemployment: aged 15–24 years. Employment by occupation: skill level 1 (low) for elementary occupations; skill level 2 (medium) for clerical, service and sales workers, skilled agricultural and trade workers, plant machinists and assemblers; and skill level 3 and 4 (high) for managers, professionals and technicians.

Source: ILO compilation using ILOSTAT, <http://www.ilo.org/ilostat> (accessed 17 July 2017).

Vulnerable employment in the Maldives as of 2017 accounts for 20.7 per cent of the labour force, with the majority of those workers having own-account status (Fig. 4). Own-account and contributing family workers are more likely to experience low job and income security than employees and employers, as well as lower coverage by social protection systems and employment regulation.

Figure 4. Vulnerable employment, by status, 2017



Note: Vulnerable employment includes own-account workers and contributing family workers.

Source: ILO compilation using ILOSTAT, <http://www.ilo.org/ilostat> (accessed 17 July 2017).

The Maldives has a low-lying geography, and 45.5 per cent of the total land area is below 5 meters above sea level – with 48.2 per cent of the total population living in this area.⁴ Hence, the Maldives is at great risk of climate change hazards, such as sea level rise, according to the Global Climate Change Alliance.⁵ Communities are experiencing water shortages, damage to crops from saltwater intrusion, damage to homes and infrastructure and an increase in disease prevalence. Increased sea surface temperature is stressing the coral reefs, which the country's economy heavily relies upon for fishing and tourism.⁶ According to the Emergency Events Database,⁷ the Maldives has experienced three natural disasters⁸ (storms and floods) since the 1980s, with more than 25,700 people affected. Developing preventive measures to limit infrastructure and property damage and increase institutional capacity, particularly for small businesses to respond to climate events, can be a source of decent job creation while building resilience.

The Maldives ranks 137 of 180 countries in the Environmental Performance Index (EPI), with a score of 57.1 (with 0 furthest from the high-performance

3. Informal employment (self-employed and contributing family members) is excluded from the agriculture calculations.

4. World Bank: World development indicators, last updated 20 July 2017, <http://databank.worldbank.org/>.

5. Global Climate Change Alliance: Support to climate change adaptation and mitigation in Maldives (2012), <http://www.gcca.eu/national-programmes/asia/gcca-maldives>.

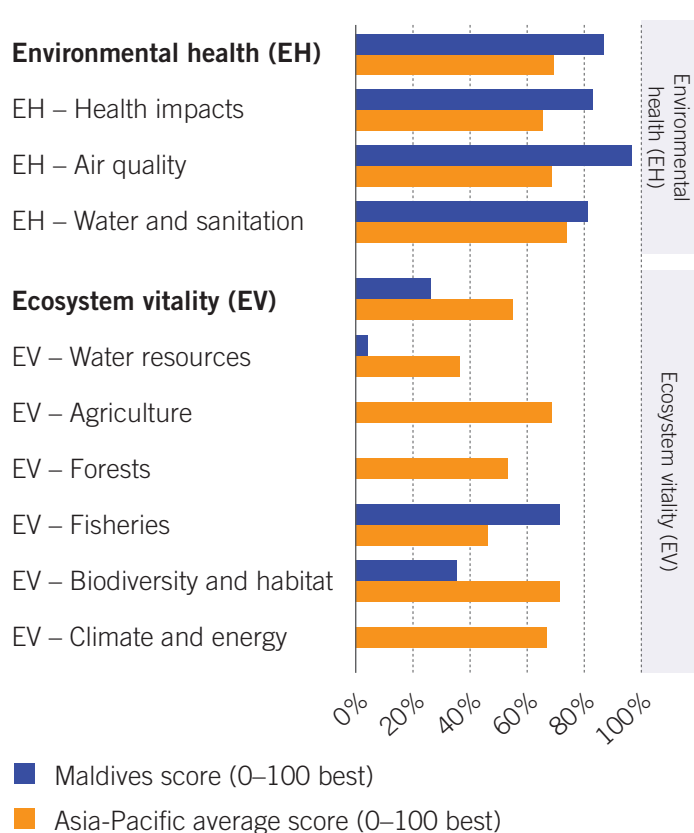
6. *ibid.*

7. EM-DAT: The Emergency Events Database – Université catholique de Louvain (UCL) – CRED, D. Guha-Sapir – www.emdat.be, Brussels, Belgium.

8. Climatological, hydrological and meteorological disasters.

benchmark target of 100). The Maldives outperforms the average score for Asia and the Pacific (Fig. 5) in all of the environmental health categories (health impacts, air quality and water and sanitation) and fisheries. Still, there is significant room for improvement, especially in ecosystem vitality (in water resources and biodiversity and habitat). Action to improve environmental health, ecosystem vitality, climate change and resilience to weather disasters all have the potential to provide job creation, green economy growth and innovation in the Maldives.

Figure 5. Environmental Performance Index 2016 for the Maldives



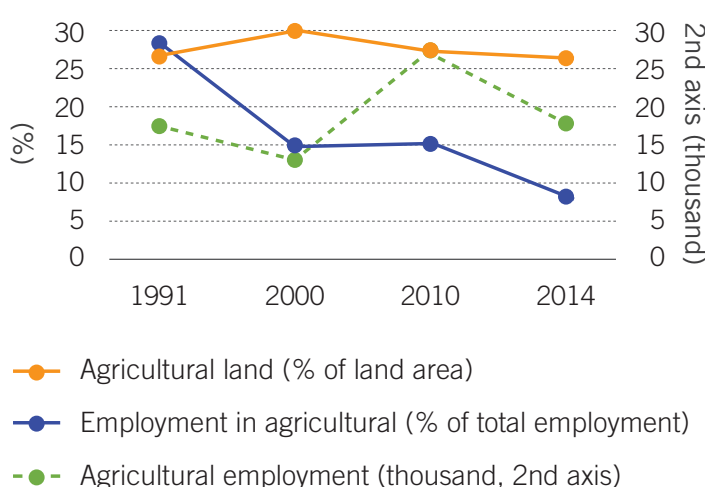
Note: Score 0–100 best. Maldives: No score for EV–Agriculture, EV–Forests and EV–Climate and energy due to lack of data. Asia-Pacific: Each score is an average of all data for ILO member States in the region, excluding four countries with no data (Cook Islands, Marshall Islands, Palau and Tuvalu).

Source: ILO compilation using, A. Hsu et al.: *2016 Environmental Performance Index* (New Haven, CT, Yale University, 2016), www.epi.yale.edu.

Rural population growth was 0.1 per cent in 2015. The share of agricultural land area remained steady between 1991 and 2014, at approximately 26.7 per cent. Despite a jump in 2000, it returned to 26.3 per cent of total land area in 2014. The share of agricultural employment in total employment declined by 20 percentage points between 1991 and 2014 due to faster job creation in other sectors

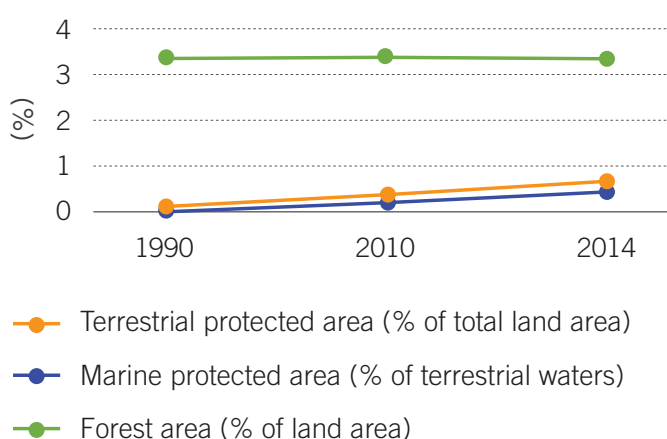
(Fig. 6). Forest area remained steady between 1990 and 2014, at approximately 3.3 per cent of total land area. During that same period, the share of terrestrial protected area slightly increased, reaching 0.7 per cent of total land area, while the proportion of marine protected area amounted to 0.4 per cent of total territorial waters (Fig. 7). In 2014, 8 per cent of total employment was in the agriculture, forestry and fishing sector (Fig. 8). There will be greater prospects for employment opportunities with the country's commitment to transition to a low-carbon and resource-efficient economy, such as jobs in resource management and environmental services.⁹

Figure 6. Agricultural land and agricultural employment, 1991–2014



Source: ILO compilation using World Bank: World development indicators, last updated 20 July 2017, <http://databank.worldbank.org/>; ILOSTAT, <http://www.ilo.org/ilostat> (accessed 30 July 2017).

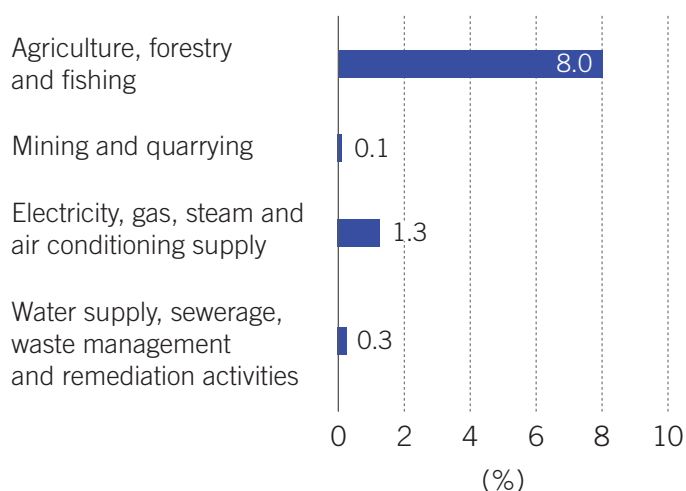
Figure 7. Forest area and terrestrial and marine protected areas, 1990–2014



Source: ILO compilation using World Bank: World development indicators, last updated 20 July 2017, <http://databank.worldbank.org/> (accessed 30 July 2017).

9. Organisation for Economic Co-operation and Development: The jobs potential of a shift towards a low-carbon economy, *OECD Green Growth Papers*, No. 2012/01 (Paris, 2012), <http://dx.doi.org/10.1787/5k9h3630320v-en>.

Figure 8. Employment in sectors with strong green jobs potential, 2014



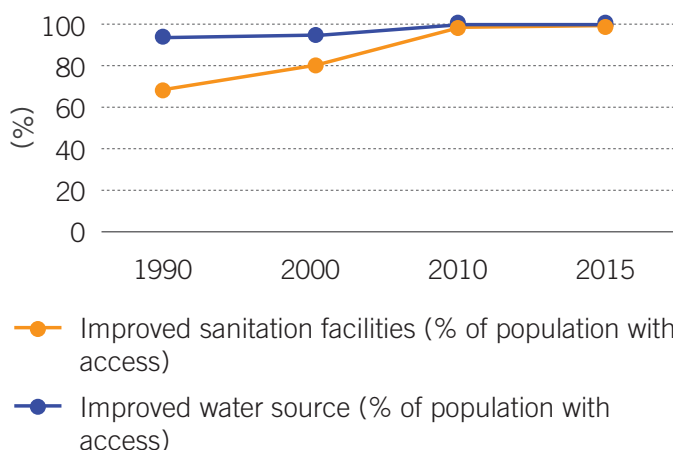
Note: These sectors have the most potential for green job opportunities. Employment by selected 1-digit sector level (ISIC-Rev. 4, 2008).

Source: ILO compilation using ILOSTAT, <http://www.ilo.org/ilostat> (accessed 16 November 2017).

Since 1990, the percentage of the population with access to an improved water supply has increased 5.4 percentage points, to 98.6 per cent in 2015. There was a 29.9-percentage point increase in access to improved sanitation between 1990 and 2015, reaching 97.9 per cent (Fig. 9). Both rates, however, remain a little below the ideal threshold of 100 per cent. According to the World Bank, municipal solid waste generation in the Maldives in 1998 was 2.48 kg per capita per day and is expected to decrease slightly to 2.2 kg per capita per day by 2025.¹⁰ A study on waste management in 2015 found that most of the waste was organic (at 70 per cent, higher at tourist resort areas), while recyclable waste (metal and plastics) was only 3 per cent.¹¹ According to that same study, tourist waste components, such as food, is dumped into the ocean, while combustible waste (garden debris and paper) are incinerated, and glass is crushed. Waste is either collected by private operators or taken to the Island Waste Management Centre by households. The study also found that when these centres reach capacity, waste is left on a beach

or in low-lying woody sites, where they are exposed to climate events.¹² Only 0.3 per cent of the country's labour force was employed in water supply, sewerage, waste management and remediation activities in 2014 (Fig. 8). Continued improvement in waste management will provide environmental benefits by reducing pollution while creating opportunities for decent green jobs.

Figure 9. Improved sanitation and water supply access, 1990–2015



Source: ILO compilation using World Bank: World development indicators, last updated 20 July 2017, <http://databank.worldbank.org/> (accessed 30 July 2017).

In 2014, more than 95 per cent of the population relied primarily on clean fuel and technology, in the sense that they do not create indoor pollution within the home.¹³ The share of renewable energy in total energy consumption is very low and declining. In 2000, it was only 2.1 per cent but fell below 1 per cent in 2014 (Fig. 10). Renewable energy generation increased between 2011 and 2015, with solar the main source of renewable energy in 2015 (Fig. 11). There are no data available on renewable employment. The country's employment rate in electricity, gas, steam and air conditioning was only 1.3 per cent in 2014 (Fig. 8). With the push for increasing reliance on renewable energy, there will be greater potential for decent job opportunities in the future.

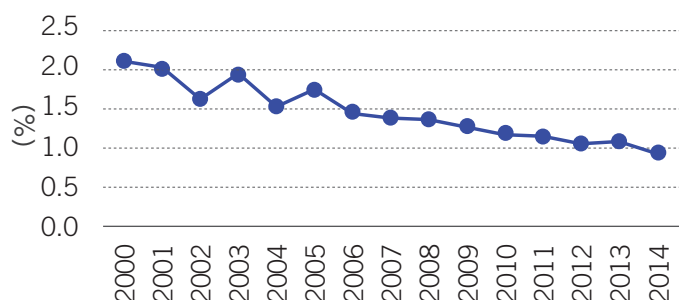
10. World Bank: *What a waste: A global review of solid waste management* (Washington, DC, 2012).

11. Ministry of Tourism: *Assessment of solid waste management practices and its vulnerability to climate risks in Maldives tourism sector* (Male, Government of Maldives, 2015). <http://www.tourism.gov.mv/downloads/publications/SolidWaste.pdf>.

12. *Ibid.*

13. The proportion of population with primary reliance on clean fuels and technology is calculated as the number of people using clean fuels and technologies for cooking, heating and lighting divided by total population reporting any cooking, heating or lighting, expressed as a percentage. "Clean" is defined by the emission rate targets and specific fuel recommendations (against unprocessed coal and kerosene) included in the normative World Health Organization guidelines for indoor air quality; see the data for household fuel combustion, <https://unstats.un.org/sdgs/metadata/files/Metadata-07-01-02.pdf>.

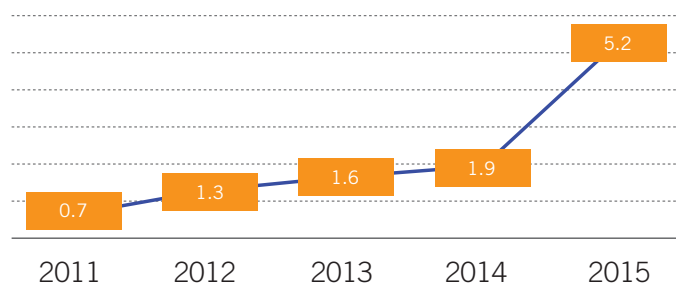
Figure 10. Renewable energy share in total final energy consumption, 2000-14



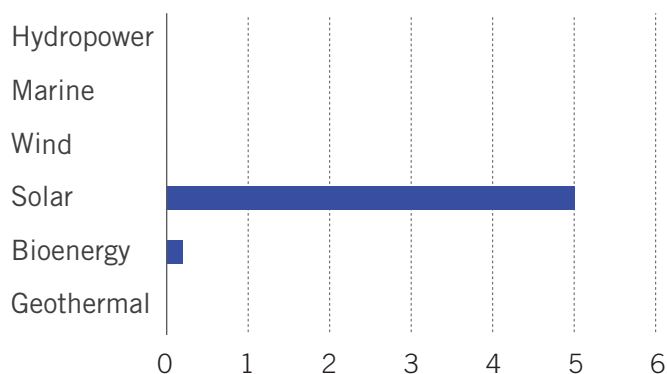
Source: ILO compilation using UN: SDG indicators: Global database (2017), <https://unstats.un.org/> (accessed 17 July 2017).

Figure 11. Renewable energy generation, 2011-15

Total renewable energy electricity generation (GWh)



Renewable energy electricity generation (GWh), by technology 2015



Source: ILO compilation using International Renewable Energy Agency: Dashboards (2017), <http://resourceirena.irena.org/gateway/dashboard/> (accessed 17 July 2017).

Better data collection relating to the green economy and the environmental sector would be valuable for policy-makers in the Maldives and Asian-Pacific countries. Better data on green and decent jobs is particularly needed to assess the impact of climate change and climate-related policies on social inclusion. Without better data, it will be difficult to determine what policy changes are needed to assure a just transition to environmental sustainability and to monitor progress going forward.

Disclaimer: The designations used in International Labour Organization publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Organization concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers