

**EMPLOYMENT NEEDS ASSESSMENT STUDY
FOR
SOCIAL SERVICES SECTOR**

Inception Report

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TABLE OF CONTENTS

1. Introduction

Objectives

Expected outcomes

2. Useful documents and materials

3. Over view of social sector in the Maldives

Education

Health

Gender and Family

Social Issues

4. Methodology

Sample for the study

Employer

Employees

Sample selection

Scope and coverage

The frame

Research Instruments

Semi structured Interviews

Questionnaires

Research Team

Work schedule

1. Introduction

This report outlines the preliminary work to be undertaken to initiate the social sector study. The social sector study will attempt to investigate social issues relating to Health, Education, and Gender & Family.

1.1 Objectives

The primary objective of this study is to identify the training needs among Maldivian youths in order to meet the present and future skill requirements in the following fields: Health, Education, Gender and Family

Secondary objectives include:

- identify skill requirements by finding out shortages, potential opportunities of social sector industries
- identify areas that are in need for and of interest to potential employers
- identify areas that are in need for and of interest to employees
- identify the challenges faced by young Maldivians to enter and sustain the sector industries
- identify the target training population
- identify the best possible training strategies

1.2 Expected outcomes

- information about shortage of skills and potential job opportunities in the social sector
- identification of present and future training needs of the sector
- indication of employment growth with regard to this sector
- information about what segment of population needs training
- compilation of recommended strategies to meet the training needs of the sector

2. Useful documents and materials

- Statistical Yearbook of Maldives 2006, Ministry of Planning and National Development
- Manpower Statistics, Ministry of Higher Education, Employment and Social Security
- Population and Housing Census of Maldives 2006, Ministry of Planning and National development
- School statistics 2007, Ministry of Education
- Republic of Maldives Human Resource Needs Study, Final Report, March 2005, prepared by Robert Castely.
- Postsecondary Education and Skills Development, Republic of Maldives, ADB TA 3826-MLD, Penultimate Draft, 14 December 2002, COL International and Simon Fraser University, Vancouver, British Columbia, Canada
- Expatriate labour statistics, Ministry of Higher Education, Employment and Social Security
- Population and Housing Census of Maldives 2006, Media Release Edition, Population and Housing Basic Tables, Ministry of Planning and National Development. Ministry of Planning and National Development. Sixth National Development Plan.
- Ministry of Planning and National Development, and United Nations Development Programme. Maldives Human Development Report- Challenges and Responses. December 2002.
- Ministry of women's Affairs and Social Security and the UN Interagency Theme Group, Strategic Planning Workshop. Framework for a Strategic Plan for Gender Mainstreaming in the Maldives. 2001.
- Ministry of Youth, Women's Affairs and Sports, Girl Child in the Maldives – A Survey Report. 1995.

3. Overview of social sector in the Maldives

3.1. Education

There are 84171 students in the Maldives, which is 28% of the population of the country. These students attend 231 private and public schools located in different islands. There are 5444 school teachers working around the country out of which 2047 (38%) are expatriates. Moreover 965 (18%) teachers in the sector are untrained. In addition to teaching, schools create several other jobs such as administrators, secretaries, technicians, librarians and many more.

The large number of expatriates and untrained teachers in the teaching profession and lack of skilled administrators and lack of other trained supporting staff (Technicians, Librarians, etc) in the education system strongly suggests that there are several job opportunities within education sector for Maldivians if they are trained with necessary knowledge and required skill for this sector.

According to Ministry of Education 9 schools introduced higher secondary (grade 11 and 12) and 27 schools introduced lower secondary (grade 8-10) last year. Due to the fact that education is rapidly expanding within in the country, the need for more teachers and other supporting staff to the system is even more evident. Maldives College of Higher Education Faculty of Education and some other private institution offer teacher training courses within the country.

3.2. Health

Proper health facilities are essential to the development of any country since people cannot be involved in other activities unless they are in good health.

Looking at health facilities and expertise in the Maldives, there are 22 Hospitals and 122 Health Centers or Health Posts within the country at the end of the year 2006. Out of 379 doctors working in the country 104 (27%) are expatriates and out of 974 nurses 418 (43%) are expatriates according to 2005 statistics.

The large number of expatriates in the system suggests that there are several job opportunities for locals within this sector if the Maldivians are trained with

required knowledge and necessary skills. It is evident that large portion of laboratory technicians and pharmacists are expatriates though people for these two professions can be trained in the country unlike doctors.

Maldives college of Higher Education, Faculty of Health Sciences offers courses to train Laboratory technicians and Pharmacists.

Large numbers of Maldivians go abroad for medical treatment due to unavailability of certain medical treatment and lack of confidence towards facilities available in local hospitals. This suggests that locals are highly in need of proper training.

3.3. Gender & Family

As per the government's official census in 2006, out of the total population of 298,842, the population falls into working age between 15 years old and 64 years old is 184,081. Total of 18,605 are unemployed which is 10% of the working age population. The number of unemployed female is 12,624 whereas male is only 5981. However, males per 100 females is 103. So the percentage of unemployed female (68%) is much higher than the percentage of unemployed male (32%). Out of 12,624 unemployed female 9,605 were unable to find a suitable employment and 2,659 had lack of employment opportunities. This strongly indicates that there is a disparity in the working population of the country in the provision of opportunities for males than female. This imbalance is more in the atolls.

Out of 18,605 unemployed population 13800 (74%) are living in the atolls. However, only 65% of the total population are living in the atolls. This suggests that there is lack of jobs in the atolls or more training is required for people living in the atoll.

3.4. Social Issues

Divorce is one of the major social concerns in the Maldivian society. There have been 1757(36%) divorces out of 4932 marriages in the year 2005. Divorce percentage in 2005 is 2% higher than the divorce percent of the year 2004.

Separation of parents undoubtedly will lead to several social problems such as not proper parenting and many more.

As per the Statistical Book-year 2006, number of persons sentenced by courts in the year 2005 was 983 and out of this 413 are young people of age 20 – 29 years old. The total number of sentences in the year 2004 is 1,110 cases against the same age group was 416. This reflects that the level of frustration remains same among the youth in spite of a slight reduction in general.

4. Methodology

The following procedure will be followed and areas will be considered in order to collect information to achieve the objectives and outcomes of the study.

- Literature review of the sector
 - This will be done by analyzing existing studies and through the information obtained from interviews with public and private institutions within the sector.

- List all occupations according to International Standard Classification of Occupations (ISCO).
 - For each occupation total number of employees will be identified listing by locals and expatriate numbers, listing by gender, listing by region and age groups.
 - For each occupation, future (2010) employment forecast identified.

- Identify critical areas for localization in the sector.
 - This is done by finding out the number of expatriates in the different occupations within the sector.

- Identify ways of creating a positive attitude towards the occupations in the sector.
 - Conduct an attitude survey and based on the findings offer recommendations
 - Identify issues and problems related to the Maldivian social sector labour force

4.1. Sample for the study (Target group)

The target population of the research is differentiated into 2 parties: the employers who would require the skilled and trained employees and target trainees who will receive the training. In addition to that a questionnaire will be used to get house hold and potential employees opinions about the jobs available in the social sector

4.1.1. Employers

The key employers in the social sector could be approached. That includes:

- Ministry of Education
- Ministry of Health
- Ministry of Gender and Family
- Public and Private schools and other training institutions
- Hospitals
- Non Governmental Organizations involved in social activities
- Senior Project officers of various social projects

4.1.2. Employees

The target trainees, (school leavers, higher and lower secondary school students, etc.) who will be present and future employees of the country. For the purpose of this study islands from the following locations will be visited.

- Northern development region
- Southern development region
- Male' and adjacent atolls

4.1.3. Sample selection

The working age between 15 years and 64 years is 184,081. This age group can be considered as the sectors total existing and potential population. Of course major part of this population would be employed by the other major sectors such as Tourism, Fisheries and Agriculture, Transport, Defense and many more.

At least 15 employers or sector specialists mentioned in 4.1.1 employers list will be interviewed with semi structured questionnaire.

The sample for the interviews will be selected very carefully from Male' and atolls by studying in detail of the census statistics. Both government and private parties in the three sub sectors will be approached

A substantial amount employees and potential employees from each sub sector both from atoll and Male' will be approached with questionnaires.

The individuals to answer detail questionnaires will be selected very carefully from Male' and atoll by studying in detail of the census statistics.

This sample shall comprise secondary level students, unemployed youth and employed youth represents all segments fairly equally.

4.2 Scope and coverage

The study adopts 2 stages of sampling. In the 1st stage, the islands to be enumerated were selected based on the number employed/engaged in a certain activity. For instance, to identify which islands to select from the North for Education sector, all islands in the north (all islands of HA, HDh, Sh and N) were listed with the number engaged in the activity. Next a proportion was calculated for each island and the island with the highest proportion was selected as the initial sampling unit.

The following table shows the islands selected and their proportion in the Education and Health sectors. Apart from the islands Male', will be enumerated to capture the sector specific information required.

Islands/Sectors	Education	Health
Kulhudhuffushi	250	153
Dhihdhoo	76	41
Kelaa	54	18
Total of sample in North	380	212
Total of North	1,841	684
% covered	21	31
Kaashidhoo	54	24
Thulusdhoo	58	24

Himmafushi	19	146
dhiffushi	21	5
Total of sample in kaafu	152	199
Total of Kaafu	302	356
% covered	50	56
Hithadhoo	326	143
Fuvahmulah	294	91
Thinadhoo	169	115
Total of sample in South	789	349
Total of South	1,547	636
% covered	51	55

The Ultimate Sampling Units (USUs) will be sector specific establishments in each of these islands and a minimum representative sample of households will be selected to capture data on supply of employees and perceptions of persons on employment related issues from household side. For instance, information on tuitions centres private education providers through the education ministry will be used to select a minimum representative sample, which will be enumerated using the “employer form” and employee form”.

4.3 The frame

The survey will be based on three separate main frames for the two main areas of data collection. An area frame compiled from the Population and Housing Census-2006. Information on households will be gathered from the Census listing for both Male’ and the Atolls, and this will be used to select the enumeration blocks to be enumerated in the islands selected.

A frame of establishments in the specified islands, which is required for the ultimate sampling, may be obtained from the respective ministries. These will be used for capturing sector specific information on employment, using “employer form” and “employee form”.

1. Area frame of Male and specified Islands from Population and Housing Census of Maldives, 2006
2. Frame of establishments in Male', from "establishment form" of population and Housing Census of Maldives, 2006
3. Separate lists of focused sectors from the islands, through designated ministries.

4.4. Research Instruments

The research will be conducted with the help two main instruments:

4.4.1. Semi Structured Interviews

Semi structured in-depth interview will be used in order to identify the skill requirements from the employers compared with the present shortage, future requirements and growth potential areas.

4.4.2. Questionnaires

The employees and potential employees will be approached with a detail and well structured questionnaire and tabulate the same. The same set of questionnaires will be used for three sub sectors.

4.5. Research team

The research team includes:

Project coordinator: Ibrahim Shareef

Sector specialists: Abdulla Nazim Ibrahim

Economist: Ahmed Munnavaru

Statistician: Mariyam Niyaf

Research Assistants

One administrative assistant

4.6 Work schedule/ Plan

Week	Description of the work	People involved	Deadline
1 &2	<ul style="list-style-type: none"> • Training the support staff • Detail desk study by the coordinator and support staff to gather information for the following purposes: <ul style="list-style-type: none"> ○ Building up the sector profile ○ Identify sample population 	<ul style="list-style-type: none"> • Project coordinator • Sector specialists • Economist 	
3& 4	<ul style="list-style-type: none"> • Develop research tools • Prepare the detail guidelines for carrying out the data collection 	<ul style="list-style-type: none"> • Project coordinator • Sector specialists • Economist • Statistician 	
5&6	<ul style="list-style-type: none"> • Conduct a pilot study • Interviews with employers 	<ul style="list-style-type: none"> • Project coordinator • Sector specialists • Research assistants 	
7&8	<ul style="list-style-type: none"> • Collect Data • Review Data 	<ul style="list-style-type: none"> • Project coordinator • Sector specialists • Statistician • Research assistants 	
9	<ul style="list-style-type: none"> • Data tabulation • Extensive discussions • Write up the draft report • Conduct workshop 	<ul style="list-style-type: none"> • Project coordinator • Sector specialists • Statistician • Research assistants 	
10	<ul style="list-style-type: none"> • Final review and present final report • Make copies • Bind and distribute 	<ul style="list-style-type: none"> • Project coordinator • Sector specialists • Statistician 	