



Measuring SDG indicator 10.7.1 on
recruitment costs of migrant workers:

Results from the recruitment cost-module
in Maldives, 2019



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1. Executive summary

Maldives Bureau of Statistics (MBS) with financial support from World Bank (WB) and technical assistance from the International Labour Organization (ILO) has introduced the Recruitment Cost module to the Household Income and Expenditure survey labour quarter component. The recruitment survey module was integrated into the Household Income and Expenditure survey labour quarter component. Because the survey was designed to be implemented in the labour quarters, the number of female migrant workers may be insufficient in the sample to reflect the real situation of the female migrant worker. Normal households as well as those labour quarters with less than 10 people were excluded from this study as the recruitment cost data were not available.

Survey sample dimensions and results

The analysis includes 75,537 migrant workers¹ information of which 74,519 migrant workers were male. The results show differential levels in the recruitment costs in terms of the Nationality, skills (occupation) and sectors (industries). The average earnings of the migrant workers during their first month of working in Maldives within the past three years was about MVR 33,487 (approximately 2,172). The overall, recruitment cost indicator is an estimated 8.2 months. This means that it takes migrant workers an average 8.2 months to earn the equivalent of what they spent to access their job in Maldives.

Survey highlights & total migrant workers from administrative data

	Male	Female	Total
Total migrant workers – admin & non-admin islands	146,774	14,429	161,202
Migrant workers (persons) – in administrative islands	91,113	10,378	101,490
Migrant workers in the normal Household & labour quarters with less than 10 people (persons)	16,594	9,360	25,953
Migrant workers in the labour quarters with more than 10 people (persons)²	74,519	1,018	75,537
Migrant workers (persons) – in non-administrative islands	55,661	4,051	59,712
Average recruitment costs paid by migrant workers (in MVR) ²	33,608	21,766	33,487
Average first-month earnings of migrant workers (in MVR) ³	4,069	5,569	4,085
Recruitment cost indicator ⁴	8.3	3.9	8.2

1 Includes only migrant workers residing in labour quarters with more than 10 people

2 Analysis only includes migrant workers reside in labour quarters with more than 10 people

3 Analysis only includes migrant workers reside in labour quarters with more than 10 people

4 Analysis only includes migrant workers reside in labour quarters with more than 10 people

5 Analysis only includes migrant workers reside in labour quarters with more than 10 people

Demographics, geographic location and main corridors

Men were more dominated in labour quarters. Despite possible sampling issues, the male-dominated distribution of migrant workers was roughly in line with the official statistics of Ministry of Economic Development. Workers aged 25 years or older accounted for about 71%, leaving 29% for young migrant workers (age 15 to 24 years).

Migrant workers from Bangladesh were predominant which is in line with official statistics.

Industries and Skills

Medium-skilled workers constituted the largest share at 69% followed by elementary occupation or low skill workers (24%). Only 5% of the migrant workers were on high skill occupation.

Majority of the workers were in constructure sector (21%) followed by Manufacturing sector (15%). This finding is also in line with official statistics.

Recruitment Cost Indicator (RCI)

SDG indicator 10.7.1 or the RCI is calculated as a ratio between the total recruitment costs paid by a migrant worker and the first month of earnings in the first job within the past three years. It shows the number of months that a migrant worker must work to cover the recruitment costs.

Migrant workers spent on average more than eight months of their salary (8.2 months) to pay back the recruitment costs for a job in Maldives. Migrant workers from Bangladesh used an average 11.2 months of their salary to cover their recruitment expenses. In terms of industry or the sector of work, workers in the manufacturing sector used the greatest portion of their first-year income, at 10.3 months salary. As for skill level, migrant workers in high-skill occupations used only 2.3 months of their income on average, compared with 8.5 months of average earnings by medium-skills workers for their recruitment costs.

2. Introduction

Migrant workers contribute to growth and development in their countries of destination. While countries of origin greatly benefit from their remittances and the skills acquired during their migration experience. Yet, the migration process implies complex challenges in terms of governance, migrant workers' protection, migration and development linkages, and international cooperation.

Maldives is a small Island Developing State (SIDS) with middle-income country (MIC) status. It has a population of 557,426 in 2020 (NBS, 2020a), distributed across 188 inhabited islands. Among these 178,156 account for foreign population (32%) (NBS, 2020a).

The country has made significant progress both in poverty reduction and human development. The proportion of extreme poor living below \$1.9 a day is less than 6% (NBS, 2020b) and human development index (HDI) is 0.719 (UNDP, 2019), ranking the country at 104th position out of 189 countries.

Despite such progress, with the high proportion of migrant workers in the country, there are huge challenge of creating decent work opportunities, issues of labour underutilization among local population and a rapidly growing international migrant work force.

Maldives is primarily a destination country for migrants, particularly from other countries in the subregion, with relatively high wages being the main pull factor, especially for unskilled laborers. The number of foreign workers in Maldives has increased rapidly in recent years. In 2019, there were 157,560 migrant workers in the Maldives, with proper work permits (NBS, 2020c). Anecdotal evidence indicates much higher numbers of migrant workers, many without proper documents⁶.

Maldives is one of the many countries in the South Asia region which receives a high influx of migrant workers. The government is faced with huge challenges in producing accurate statistics on foreign employment in the country.

With increasing number of migrant workers in the country, especially undocumented workers, proper mechanisms need to be put in place to produce reliable statistics and analysis on migration, to facilitate orderly, safe and responsible migration. The high economic and social costs incurred by migrants are increasingly recognized as serious impediments to realizing sustainable development outcomes from international migration. Migration is of importance in the SDG, with the inclusion of a dedicated Target 10.7 on safe migration expressed as 'Recruitment costs borne by an employee as a proportion of monthly income earned in country of destination'.

Among the few countries that have trialed the measurement of SDG indicator 10.7.1, Maldives has collected data for this indicator. In order to collect data a module to measure recruitment cost was included in in HIES 2019 as a country of destination.

⁶ Ministry of Defence estimated 179,964 migrant workers were in the country in July 2020, of which more than 66,000 as undocumented. (July 2020, the Chief of Defence Force informed to the Parliament). Ministry of Economic Development estimates that about 281,000 (September 2021) foreign workers are in the country.

This study analyses information obtained from Labour Quarter with more than 10 people, in administrative islands of the country, from HIES 2019. As such this survey excludes tourist resorts and other industrial islands⁷. There were more men than women in the sample. Despite possible sampling issues, the male-dominated distribution of migration workers was roughly in line with official statistics.

The result of this survey was completed in early 2020 immediately prior to the COVID-19 outbreak in the country. This report provides an analysis of the data and findings from the survey. Technical guidance and support from ILO were provided in the whole process.

a. Scope and Objectives of the study

The primary objective of this study is to analyse data from the recruitment cost module attached to Maldives HIES-2019-Industrial questionnaire focusing only to Labour quarters in the administrative islands with more than 10 people in the aim of preventing and reducing abusive and fraudulent recruitment practices and maximizing the protection of migrant workers in the recruitment process as well as their contribution to development. The analysis includes recruitment fees and related costs incurred and monthly earnings of the labour migrants. Specific objectives of the study:

- **To analyse the basic socio-economic information of the migrant labour quarters**
- **To analyse the recruitment related costs and fees of the migrant workers by nationality, by sex, education, occupation and industry.**
- **To analyse migrant workers earnings and hours spent on work**
- **To estimate the Sustainable Development Goal (SDG) indicators 10.7.1: “Recruitment of migrant workers”.**

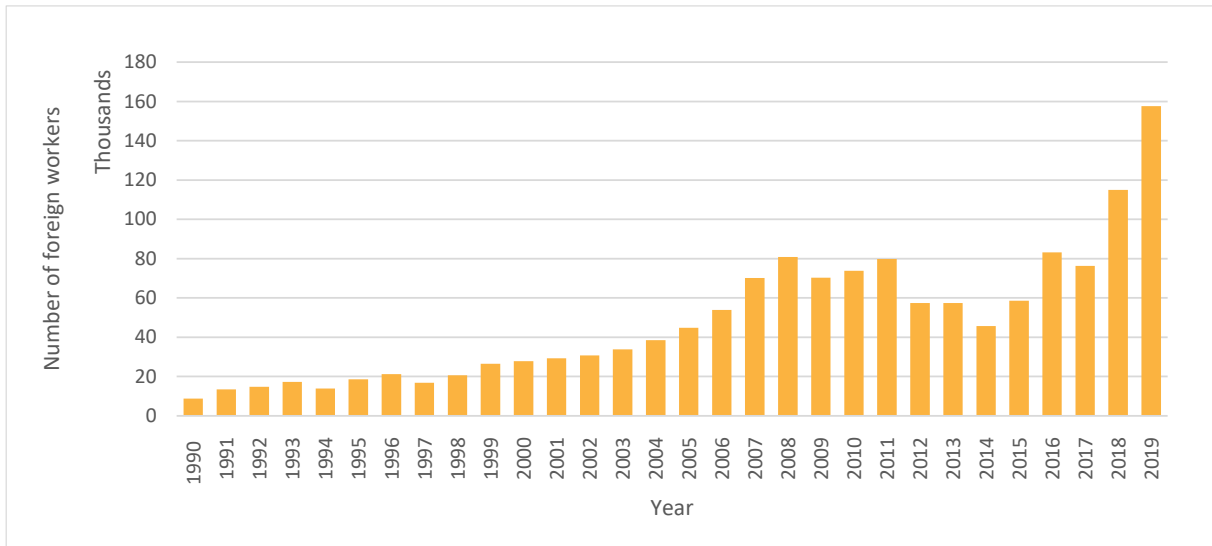
b. Migration into Maldives – using administrative data

The definition of ‘migrant worker’ used in this paper is taken from 20th ICLS guidelines concerning statistics on international labour migration definition of a ‘migrant worker’, as ‘international migrants who, during a specified reference period, were in the labour force of the country of their usual residence, either in employment or in unemployment; or a person who, during a specified reference period, were not usual residents of the country but were present in the country and had labour attachment to the country’ (ILO, 2018).

There has been a significant increase of international migrant workforce in the Maldives since 1990 (Figure 1). The number of migrant workers with proper work permits increased from 8,689 in 1990 (NBS, 2005) to 157,560 by 2019 (NBS, 2020c). In 2019, more than 42,579 new international migrant workers⁸ joined the labour force at an average of 117 new workers per day (authors own calculation based on the data, NBS, 2020c).

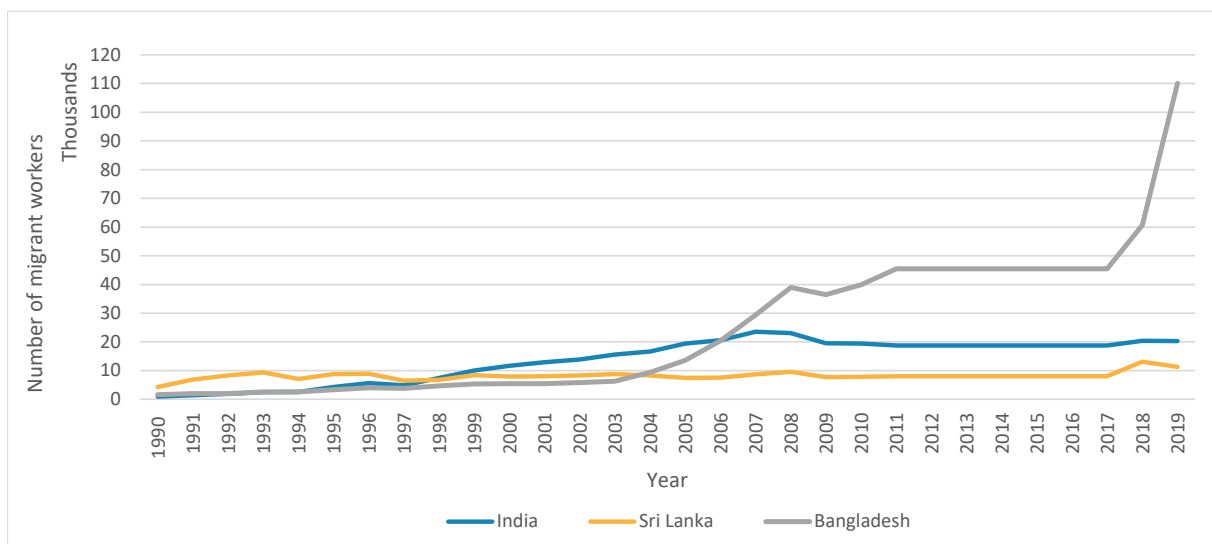
⁷ According to the 2014 Population and Housing Census, 14% of the resident population were living in collective living quarters. Only 5% of them were in administrative islands, with majority living and working in labour quarters located in tourist resorts and other industrial islands <http://statisticsmaldives.gov.mv/nbs/wp-content/uploads/2015/12/HH2.xls>

⁸ Migrant workers with proper work permit

Figure 1: International migrant workers⁹ in Maldives, 1990-2019

Source: Statistical Yearbook

The trend since 1990 shows that migrant workers are mainly from South Asia (Figure 2). Since 1990, Sri Lankans dominated the migrant workforce until 1997 and from there onwards, Indians became the highest foreign migrant worker group. In 2007, Bangladeshi migrant workers outnumbered Indian migrant workers and became the largest chunk in the group. In 2019, Bangladeshi accounted for 70% of the migrant workforce¹⁰, followed by Indians (13%), Sri Lankans (7%) and Nepalis (3%).

Figure 2: International migrant workers¹¹ in Maldives for the top 3 countries, 1990-2019

Source: Statistical Yearbook

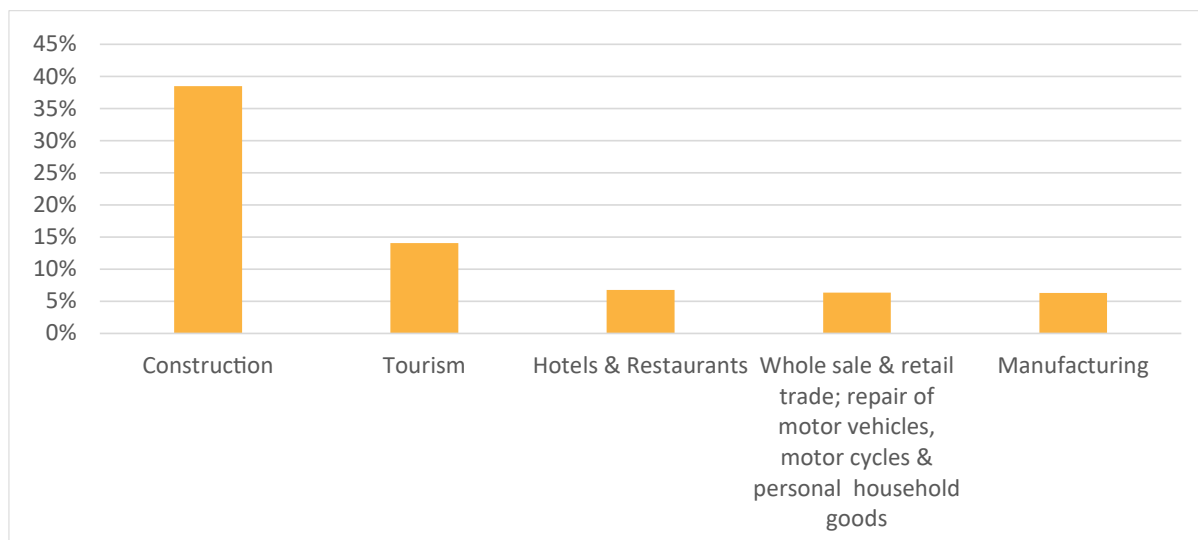
In 2019 the migrant workers¹² included 94 percent males and 6 percent females. As per the industry 72 percent of these workers are in 5 main industry categories, with majority in the construction industry.

⁹ Migrant workers with proper work permit

¹⁰ Migrant workers with proper work permit

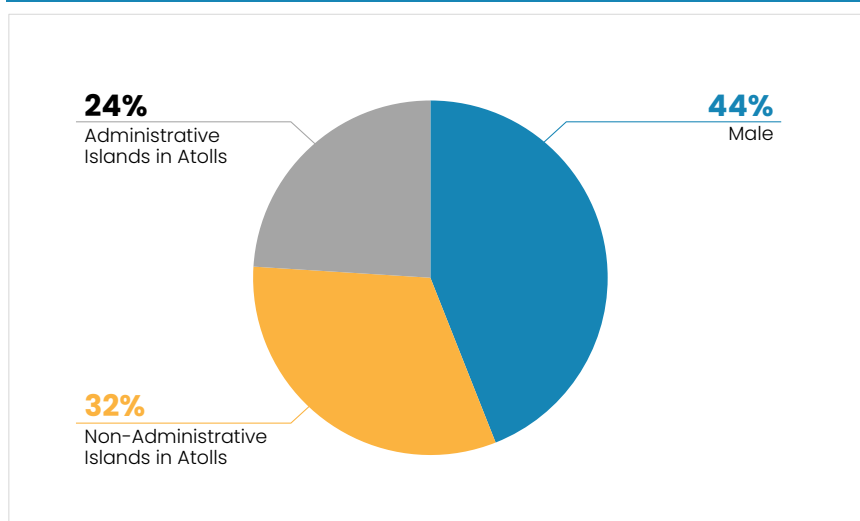
¹¹ Migrant workers with proper work permit

¹² Migrant workers with proper work permit

Figure 3: Migrant workers by top five industry group, 2019

As for the locality 44 percent were in the capital Male', 24 percent in administrative islands in the Atolls.

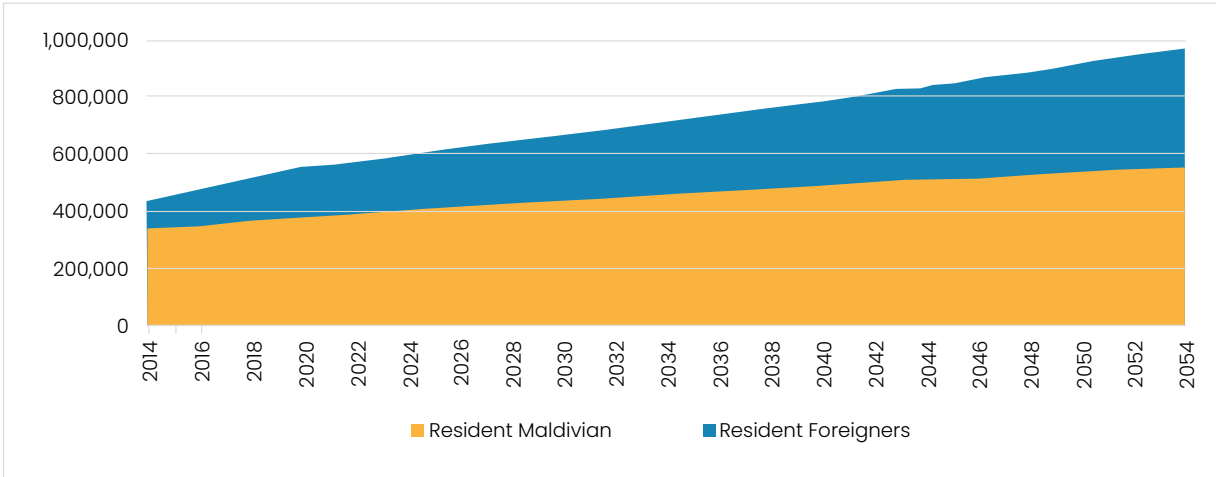
It is important to keep in mind that one third of the migrant workers¹³ in the country in 2019 were in tourist resorts and other industrial islands, that remain is outside the scope of the HIES 2019 and this study.

Figure 4: Migrant workers¹⁴ in Maldives by locality, 2019

Source: Ministry of Economic Development, data for Statistical yearbook

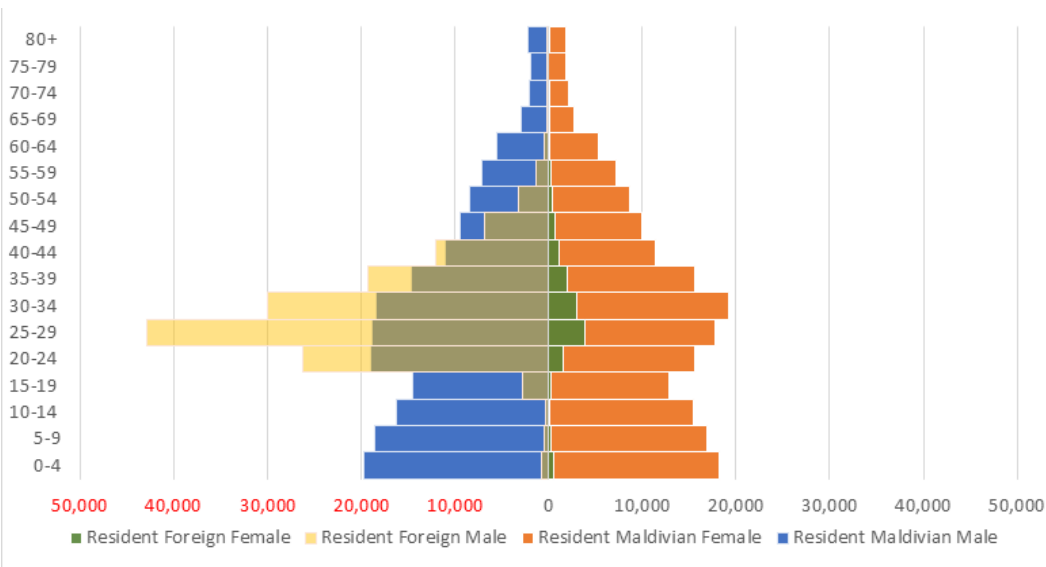
According to the population projection of Maldives, by 2054, the country is expected to have increased its resident population by 974,359 people (close to a 1 million population), with 557,537 local and 416,822 foreigners (NBS, 2014). With this sharp increase of foreigners in the country, if proper policies are not implemented and not enforced in a timely manner, these migrant workers are likely to be more disadvantaged.

Figure 5: Resident population (in numbers), 2014-2054



Source: Population projection

Figure 6: Resident population (in numbers), 2019



Source: Population projection

1. Demographic characteristics of migrant workers

The survey covered 75,537¹⁵ migrant workers who were residing in the labour quarters¹⁶. The survey focused on reporting the total recruitment costs and the first-month earnings on the first-job within the past three years. Additionally, characteristics such as demographics of migrant workers and characteristics of the first job (industry, occupation) were also collected. The recruitment survey module was integrated into the Household Income and Expenditure survey. Because the survey was designed to be implemented in the labour quarters, the number of female migrant workers may be insufficient in the sample to reflect the real situation of the female migrant worker.

A multi-stage sampling was adopted in the survey. The primary sampling unit was Enumeration Areas. The housing listing was conducted on the first day of the survey and identified the eligible criteria. All labour quarters with 10 or more people were eligible for the selection criteria. In the second stage, labour quarters were selected and within the labour quarter 12 migrant workers were selected using Simple Random Sampling (SRS) method.

This section covers the profile of the migrant worker population based on the results of the HIES 2019. Population characteristics including age, sex, education and nationality of the migrants.

Among the migrant workers who reside in labour quarters, close to half were in the 25-34 age group (accounting for 47% of the migrant workers; see detail in the Annex), (Figure 6). Across all age groups and countries of origin, men accounted for significantly higher percentage than women. The majority of the workers were from Bangladesh (Table 1). Even if levels are different there are similar patterns observed from other sources.

Nearly 80% of the migrant workers reside in Male' area while only 20% of the workers reside in Atolls.

Table 1: Selected Indicators on migrant workers, by sex (Percentage)

	Male		Female		Total	
	Number	%	Number	%	Number	%
Migrant workers, total	74,519	100%	1,018	100%	75,537	100%
By main age group (% distribution)						
15-24	21,281	29%	528	52%	21,808	29%
25-35	37,901	51%	390	38%	38,291	51%
36+	15,337	21%	100	10%	15,437	20%
By main geographic location (% distribution)						
Male'	58,742	79%	979	96%	59,720	79%
Atolls	15,777	21%	39	4%	15,816	21%
By nationality						
Bangladesh	58,233	78%	528	52%	58,761	78%
India	12,348	17%	75	7%	12,423	16%
Nepal	815	1%	305	30%	1,120	1%
Sri Lanka	2,360	3%		0%	2,360	3%
Philippines		0%	85	8%	85	0%

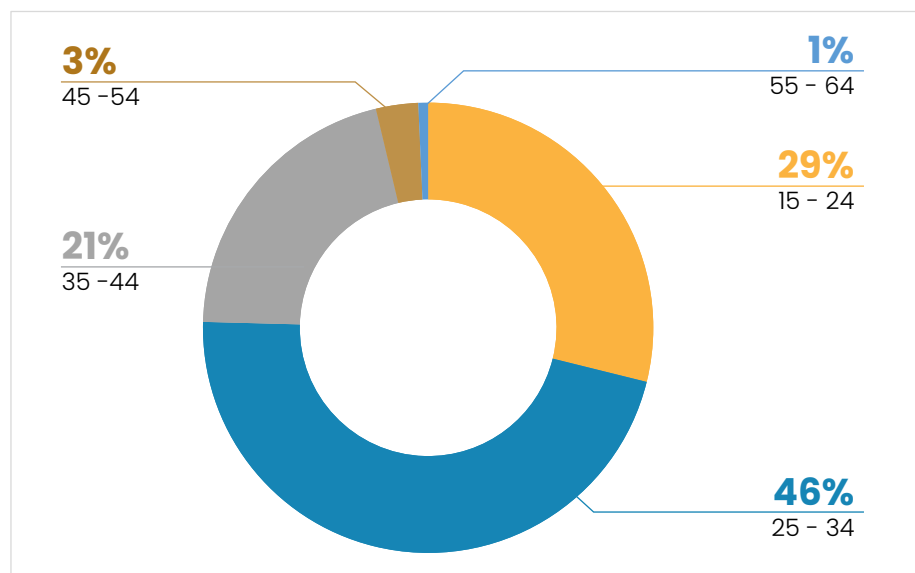
¹⁵ This is the raised figure using 2014 population and housing census data

¹⁶ Labour quarter with 10 or more people

Secondary level	7,138	10%		0%	7,138	9%
Higher secondary level	3,426	5%	50	5%	3,476	5%
Certificate Diploma	3,907	5%		0%	3,908	5%
Degree & above	4,300	6%	111	11%	4,410	6%
Never attend a school/institutaion	9,525	13%		0%	9,525	13%

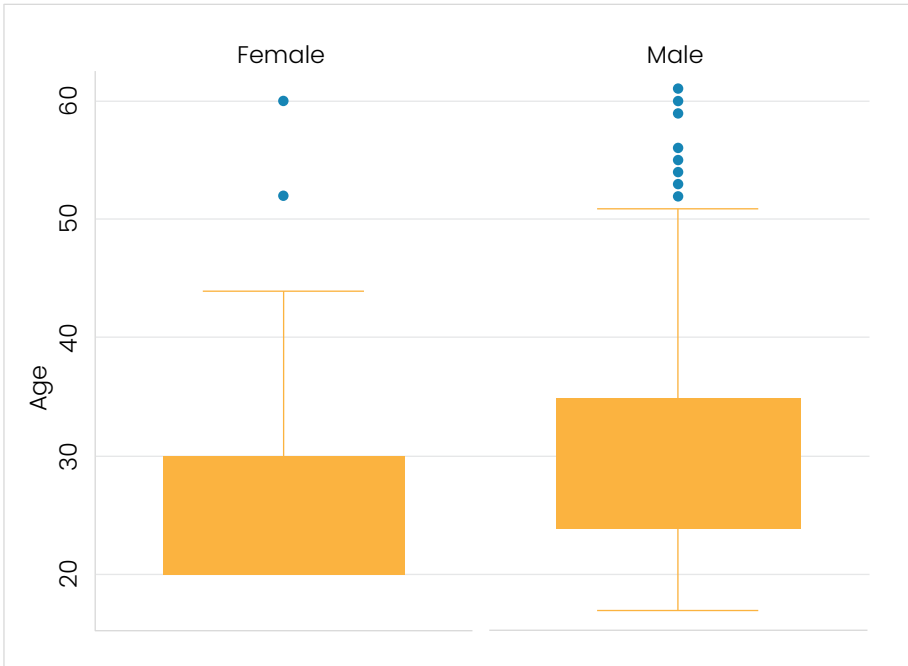
Note: *=Data refer to few sample cases; they should be taken with caution. Females usually do not reside in Labour Quarters

Figure 7: Migrant workers, by age group (percentage)



Age distribution of the migrant workers obtained from the survey is presented in Figure 7. The graph reveals that there is a high concentration in younger age group with the mean age of 29.8 (Figure 8). The mean age group for male migrants was 29.9 years whereas it was 26.2 years for females. The median age was 28 years for male while 20 years for female. 25 percent of the migrant male workers were 24 years or younger and 75 percent of the migrant male workers were 34 years or younger and for female, 25 percent of the migrant workers were 20 years or younger and 75 percent of the migrant worker were 30 years or younger respectively. The distribution shows that relatively young people come to the Maldives as migrant workers, Overall, 75% of the total migrants was below age of 34 years. In the case of male, 75% of the migrants were below 34 years while for female, close to 90% were below 34 years. Overall, distribution indicates that female migrants are younger than male migrants.

Figure 8: Migrant workers, by sex & age



As seen from Figure 9, the highest percentage of the migrant workers for male was observed for age group 25-34 years (47%) followed by age group 15-24 years (29%) and age group 35-44 years (21%). While for female the highest age group was 15-24 years old.

Figure 9: Migrant workers, by age group & sex (percentage)

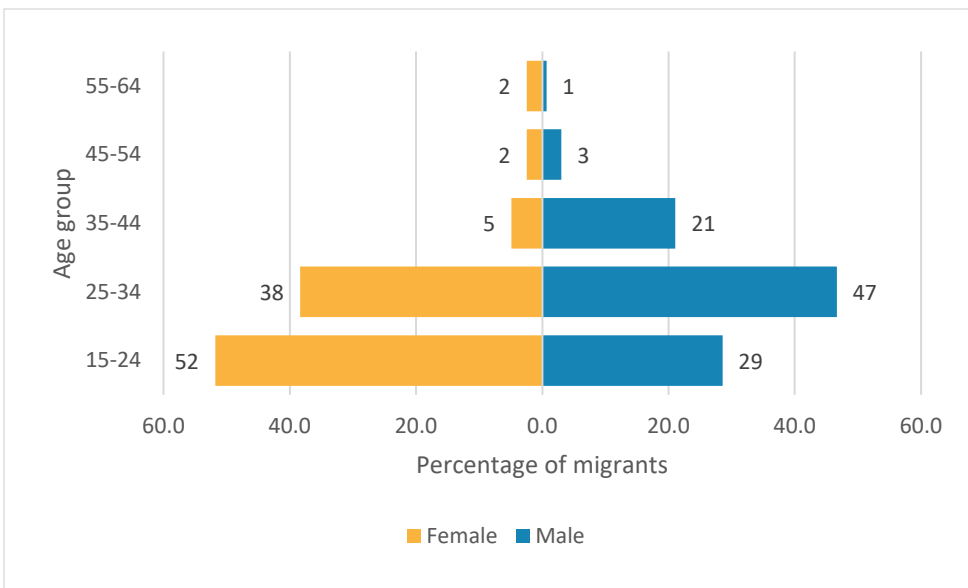
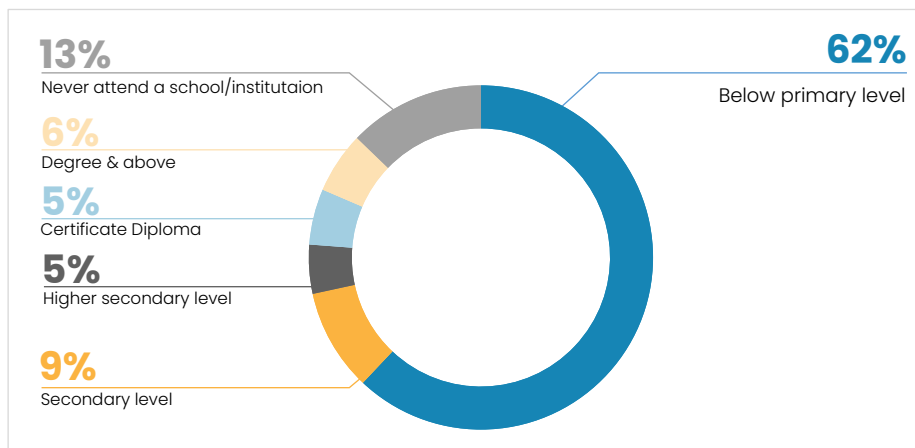
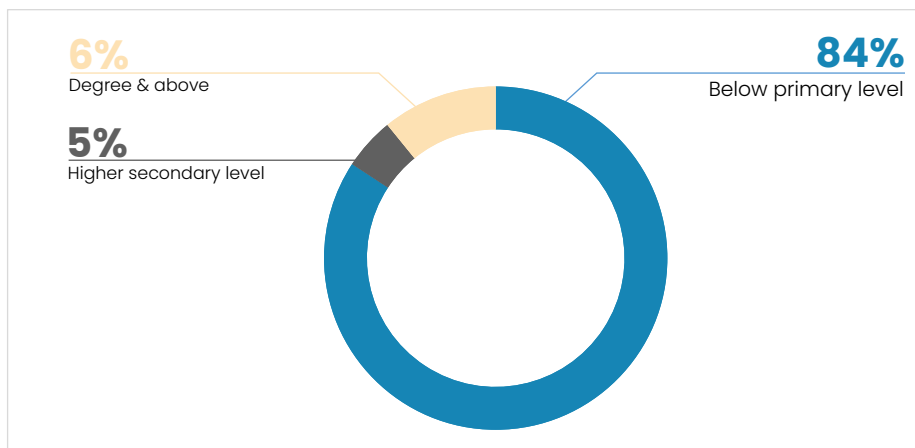


Figure 10: Migrant workers, by sex & education attainment (percentage)

MALE



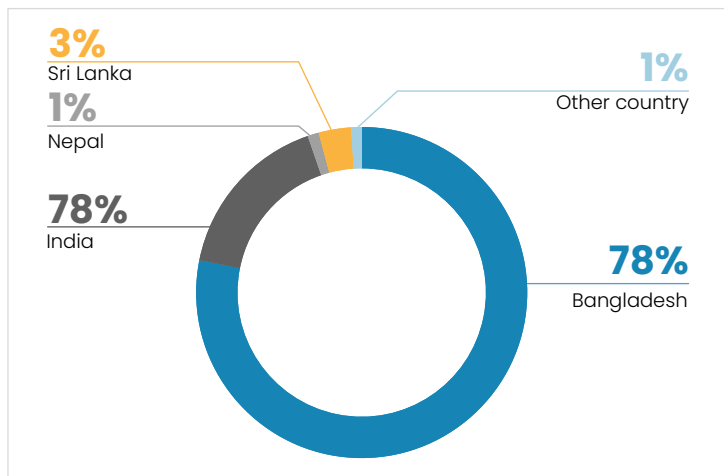
FEMALE



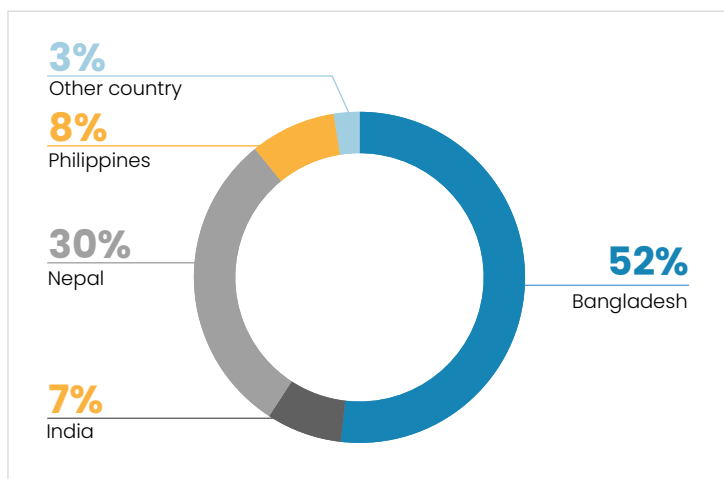
Overall, the education level of the migrant workers was relatively low. About 75% of the migrant workers have below primary level of education. Majority of male as well as female had completed primary level or below. The data shows that 13% of males never attended school, whereas for females there is none. As for graduates the proportion is nearly double for female. The data shows that majority of the migrant workers were from Bangladesh. Among females, more than half (52%) of the migrant workers was from Bangladesh followed by the migrants from Nepal. In case of Male, almost 80% of the male migrant workers from Bangladesh followed by those who from India (Figure 11).

Figure 11: Migrant workers, by sex & nationality (percentage)

MALE



FEMALE

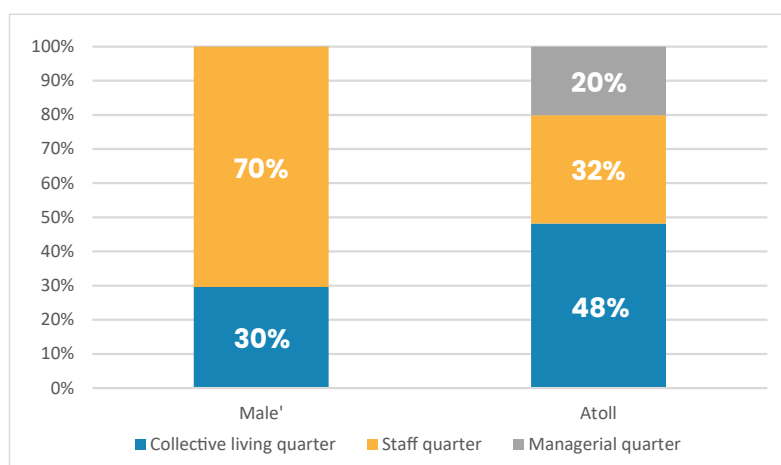
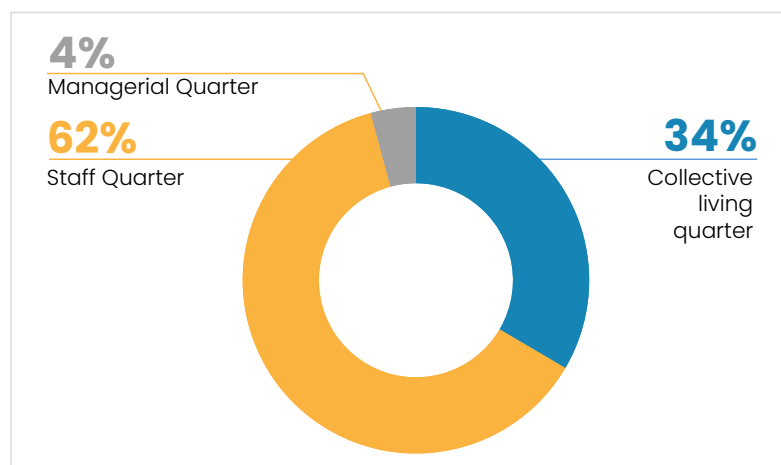


2. Housing conditions of migrant workers living in collective living quarters

This section provides information about the characteristics of the housing (or collective living quarter) that migrants live in. Housing characteristics such as type of employees provided accommodation, source of cooking and source of drinking water, toilet facilities and ownership of durable goods are included. These characteristics are important as they have a bearing on income and expenditure and are also indicative of socio-economic status and household wellbeing.

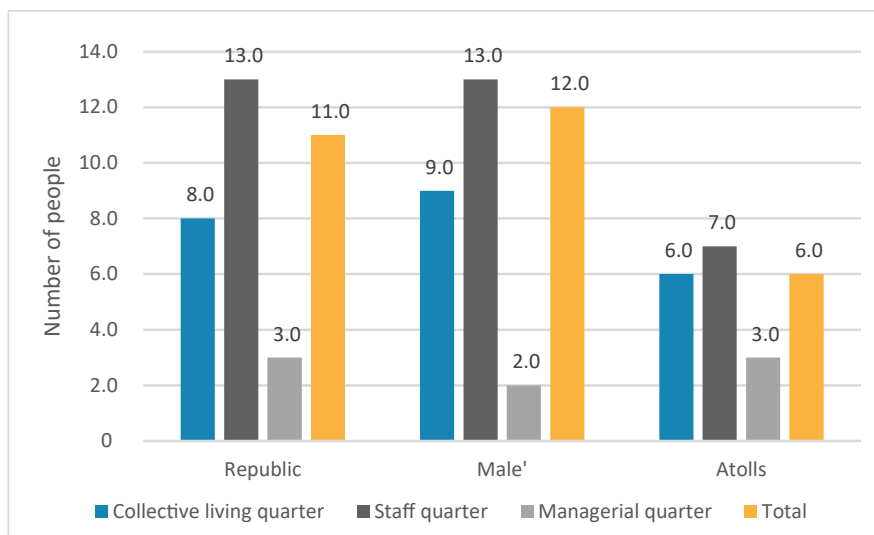
A collective living quarter is where unrelated individuals reside together in the same room, in a hall, sharing common toilet facility. They may or may not have a proper kitchen, but if they have, they would be sharing the same kitchen. But each of the individuals will manage their own needs independently, as they are not liable to support each other. E.g.: labour quarters, dormitories. Sometimes these collective living quarters are provided by the employers and some private individuals also provide these kinds of accommodation. Information on collective living quarters in Administrative Island was only covered. Note that only those living quarters with more than 10 people was included in the survey.

Figure 12: Migrant workers by type of collective living quarters

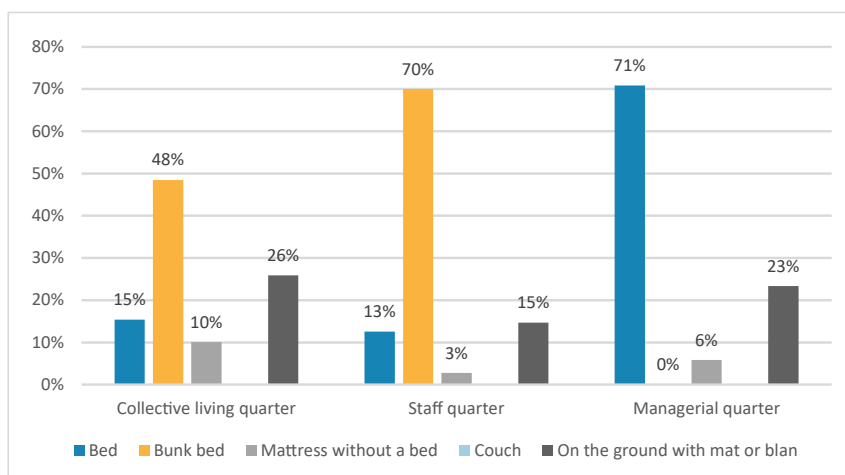


As it can be seen from the Figure 12, majority of migrants (62%) live in staff quarters followed by collective living quarters (34%). In Male' 30% of migrants's live-in collective living quarter while majority of them live in staff quarter (70%). In contrast to Male', in case of the Atolls, 48% of migrants live in collective living quarters while 32% live in staff quarters. One fifth (20%) of migrant workers in Atolls live in managerial quarters.

17 Note that only those living quarters with more than 10 people was included in this survey from administrative islands.

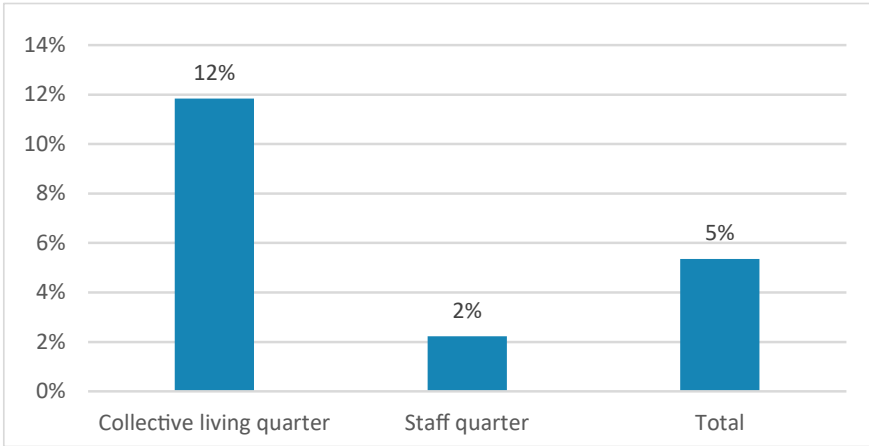
Figure 13: Average number of migrant workers sharing the same room by type of accommodation

As seen in Figure 13 the average number of people sharing the same room for all the types of living quarters in the country is 11 persons per room. This number for Male' is at 12 persons per room, while for the Atolls it is 6 persons per household. In case of staff quarters there was on average 13 persons per room in the country, 13 in Male' and 7 in the Atolls. In the case of managerial quarters, there was on average 3 persons per room in the country which is almost 4 times less than the staff quarters.

Figure 14: Sleeping arrangement of migrant workers by type of dwellings

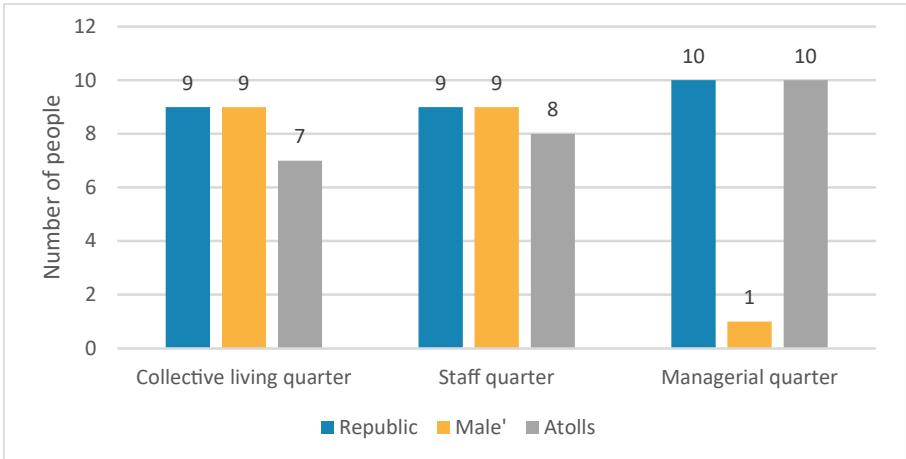
Based on Figure 14, bunk beds were the common sleeping arrangement in the labour quarters. Among those who live in collective living quarters, closer to half of the labour migrants sleep on bunk beds while more than one fourth of labour migrants sleep on the ground with a mat or with blankets. Those reside in staff quarters, more than 70% sleep on bunk beds while 15% of labour migrants sleep on the ground. However, in the managerial quarters, 71% of the labour migrants sleep on normal beds while 23% sleep on the ground. This shows no matter which kind of dwelling the migrant workers reside in, these population's living arrangements in general are poor.

Figure 15: Percentage of migrant workers sharing same bed by type of dwelling



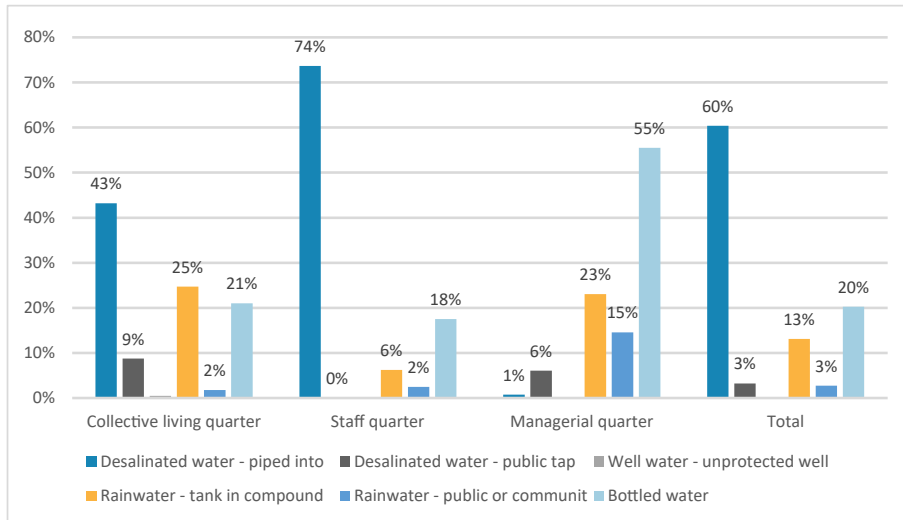
Among those migrant workers in collective living quarters, 12% share their beds with another person. In the case of staff quarters, 2% of migrants share their beds. Among those migrants who reside in managerial quarters, no one shares their bed, although quite a number of them do not have beds. On average 2 people share the same bed in collective living quarters while 4 people share the same bed in staff quarters. By comparing Male' and Atolls, there is no difference seen on the number of people sharing the beds in collective living quarters (2 people share the same bed), however in the case of staff quarter, on average 4 people share the same bed in Male' while in atolls 2 people share the same bed.

Figure 16: Average number of migrant workers sharing the toilet by type of dwelling



Almost all living quarters has toilets facilities (except for 0.1% that doesn't) and are shared with several other members of the household. On average 9 people share the toilet. Apart from the managerial quarter, there are more people who share toilets in Male' than in Atolls, as seen in Figure 16.

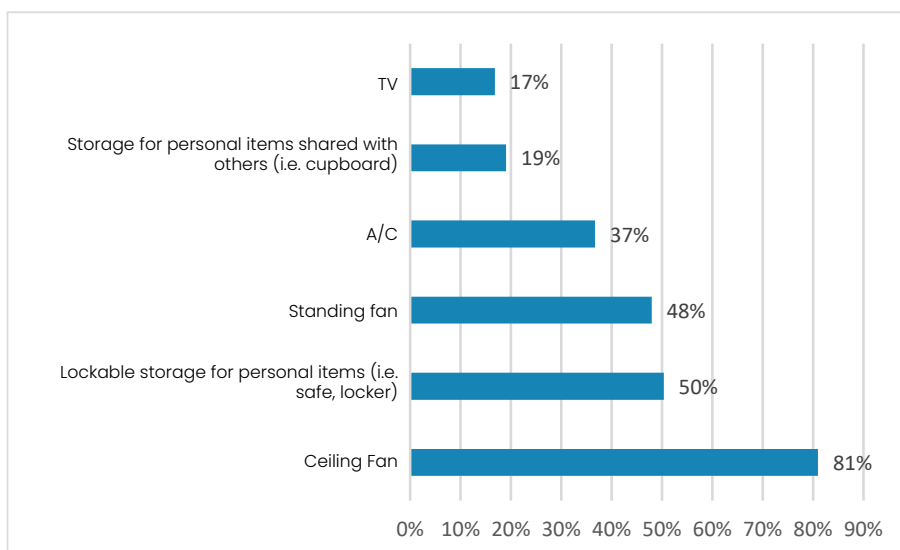
Figure 17: Percentage of migrant workers by type of accommodation and water used for drinking



As shown in Figure 17, 60% of migrant workers use desalination water-piped into dwelling and 20% use bottled water for drinking. The type of water used by the migrant workers differs by the type of dwellings. In collective living quarters, 45% of the households use desalinated water, while 25% of the population uses rain water-tank in compounds and 21% of the people use bottled water for drinking. In the case of staff quarters, the share of desalination water is higher at 74% while that of bottled water and rainwater are lower at 18% and 6% respectively. In case of managerial quarters, more than half of the population drinks bottled water.

The situation is different in Male' and the Atolls. In Male' majority of the labour migrant workers use desalinated water for drinking while in the Atolls the predominant source is rain water.

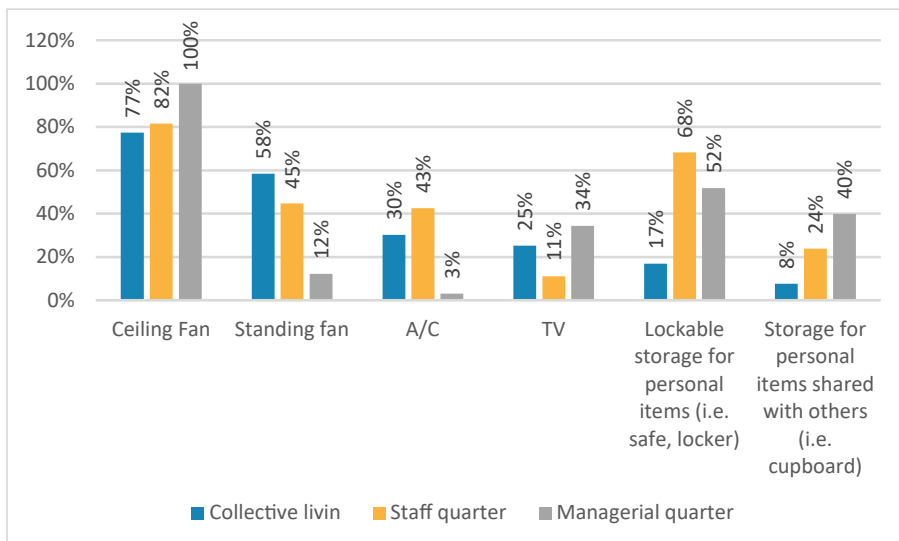
Figure 18: Percentage of migrant workers by type of consumer durable goods available inside the room



Durables are goods that do not need to be purchased very often, they are also known as durable goods and consumer durables that typically last for at least one year. The distribution of assets/consumer durables by type of dwelling access is presented in Figure 18. About 81% of migrants have access to ceiling fans inside their rooms and 50% have access to lockable storage for personal items (i.e., safe, locker) inside their rooms. Standing fan inside the room has in 48% of the households and 37% of the households has A/C in the rooms. Only 17% of the households have TV inside the rooms.

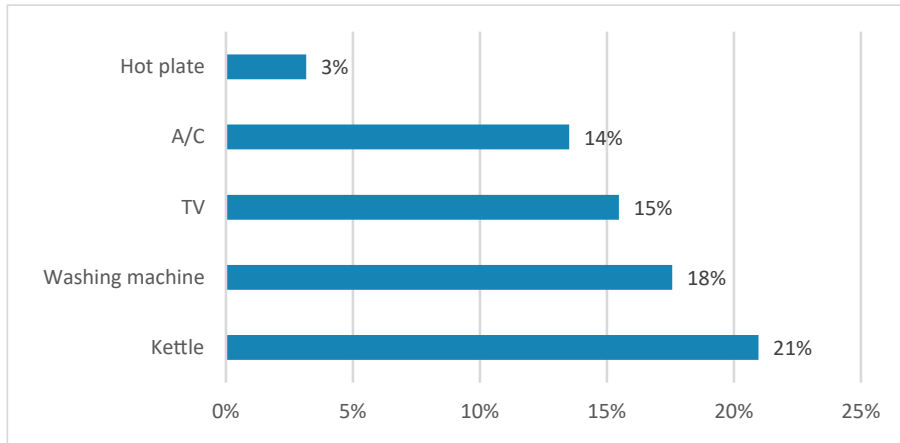
If the data is disaggregated by type of dwelling (Figure 19), almost all the rooms in the managerial quarter have ceiling fans. More than one third (34%) of the managerial quarter have TV inside the room. Standing fans are more common in collective living quarters followed by staff quarters. Almost 43% of staff quarters have A/C inside the rooms followed by 30% of collective living quarters.

Figure 19: Percentage of households of migrant workers by type of consumer durable goods available inside the room and type of dwellings



Durable good information was also obtained from those who have access to a common area. Among those who have access to a common area 21% of the households have access to kettles, 18% of the households have access to washing machines, 15% have access to common area TV. In common areas, A/C are available in 14% of households (refer to Figure 20).

Figure 20: Percentage of households of migrant workers by type of consumer durable goods available in the common area



3. Employment characteristics of migrant workers living in labour quarters

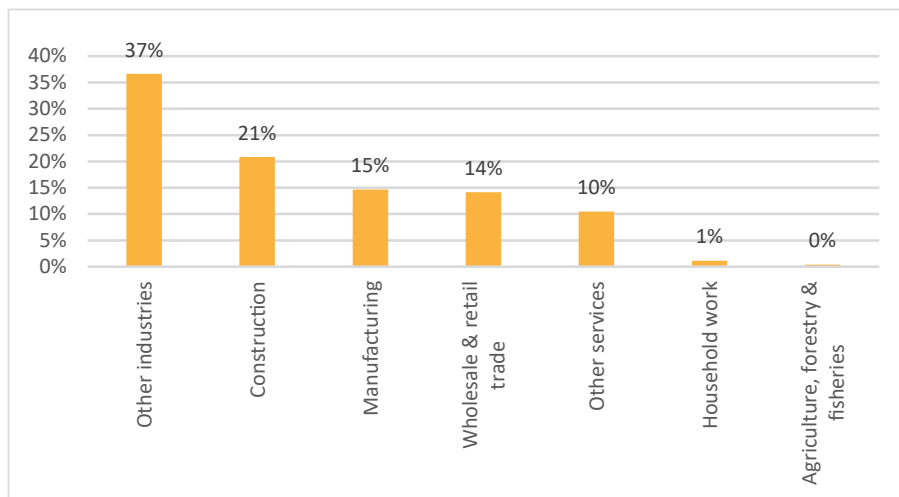
This section focused on the characteristics of employed migrant workers by sex, occupation and industry. The section also presents information on earnings from employment, including average monthly earnings by sex, age group, occupation and nationality. Additionally, the section highlights the working hours of migrant workers. The survey collects information on numbers of hours usually worked in a day.

a. Migrant workers by industry & occupation

The economy is divided into seven broad sectors (a) "Agriculture, forestry and fishing"; (b) "Manufacturing"; (c) "Construction"; (d) "Wholesale and retail trade; repair of motor vehicles and motorcycles"; (e) "Other service activities", (f) household work includes "Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use"; (g) other industries including "Electricity, gas, steam and air conditioning supply", "Water supply; sewerage, waste management and remediation activities", and (c) Tertiary including "Transportation and storage", "Accommodation and food service activities", "Information and communication", "Financial and insurance activities", "Real estate activities", "Professional, scientific and technical activities", "Administrative and support service activities", "Public administration and defence; compulsory social security", "Education", "Human health and social work activities", "Arts, entertainment and recreation", and "Activities of extraterritorial organizations and bodies".

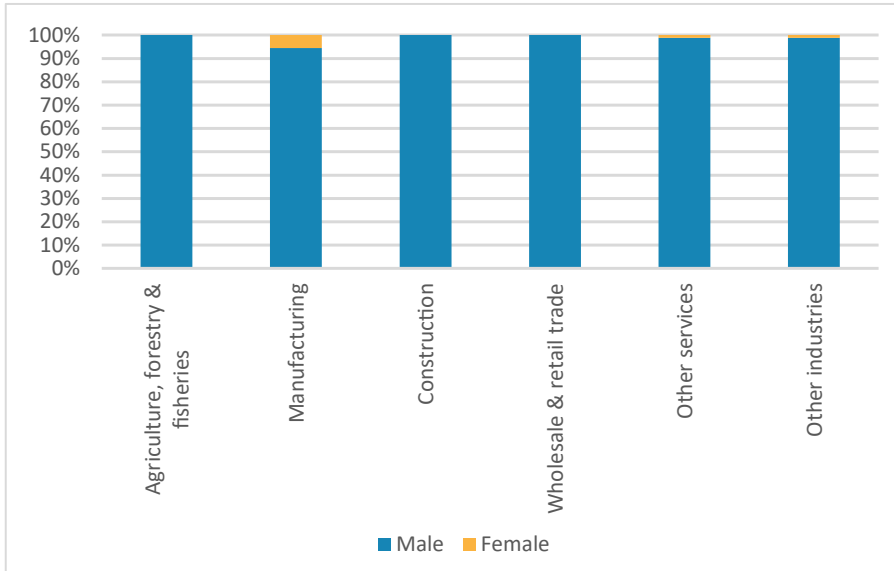
Examining economic activity of the migrant workers, other industries service sector employs the greatest number of migrant workers represents 37% of all migrant workers reside in labour quarter, followed by construction sector and manufacturing sector. If excluding other industries, the pattern is almost similar to the administrative data published by Ministry of Economic Development.

Figure 21: Migrant workers, by main industry (percentage)



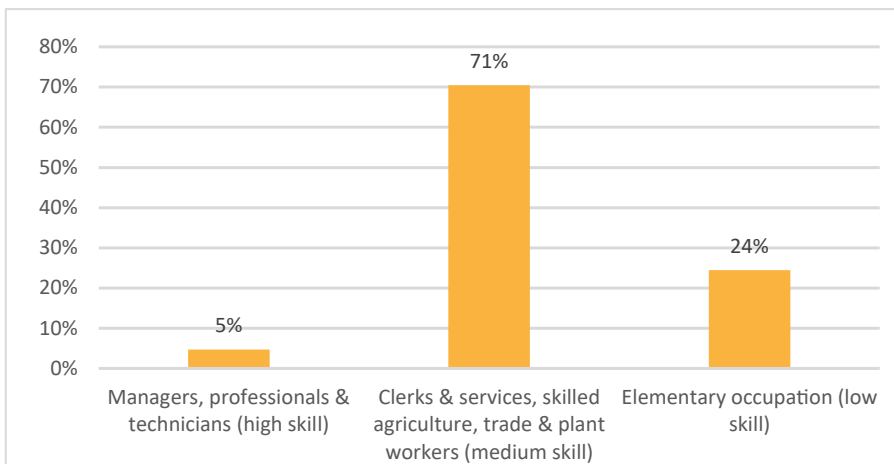
In most industries (or economic activity), the share of male workers was predominant. The gap was most pronounced in construction and wholesale & retail trade, where roughly 100% of workers were male (Figure 22). The only economic activity with the reverse larger portion of female workers was household work, however, as the survey was carried out in Labour quarters this sector is not adequately covered by the survey (any conclusion here should be made with caution because there were no household workers overall as well as few men in this group and thus not statistically reliable).

Figure 22: Migrant workers, by sex & main industry (percentage)



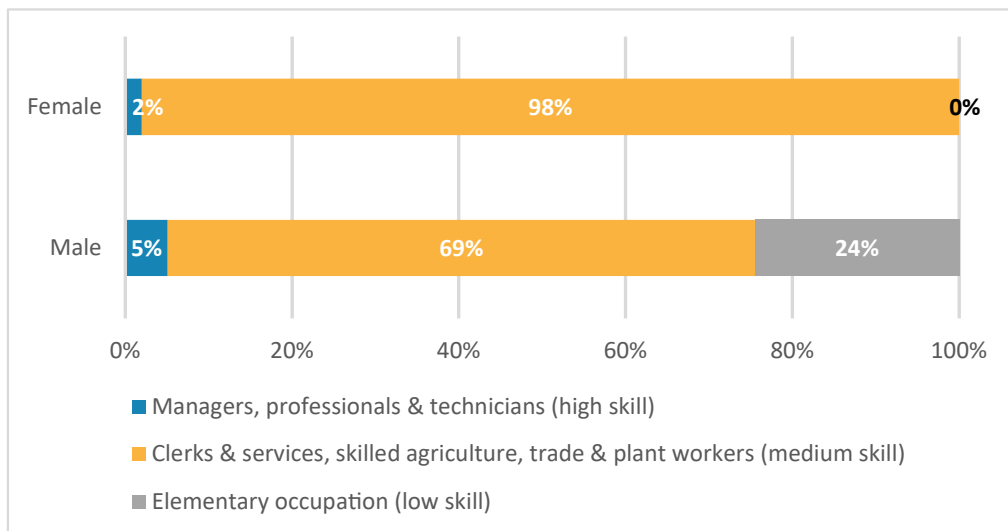
The percentage distribution of the migrant workers by skills type is presented in chart below. More than 70% of the migrant workers were medium skilled workers. One quarter of the migrant workers are low skilled workers and only 5% of the migrant workers are high-skilled workers as seen in Figure 23.

Figure 23: Migrant workers by main occupations (Skills) (percentage)



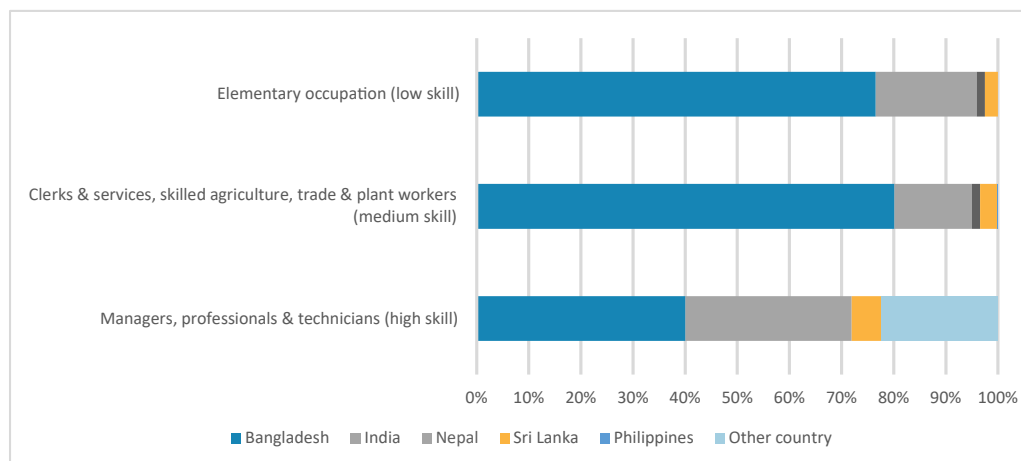
The stack bar (Figure 24) portrayed the distribution of labour migrants by sex for each skills type for the workers living in labour quarter. Most of the female migrants (98%) were employed as medium skilled workers and no women in elementary /low skills level. On the other hand, 69% of the male labour migrants were engaged as medium skilled workers and close to one quarter of the migrant workers were employed as low skilled workers.

Figure 24: Migrant workers, by sex & main occupations (Skills) (percentage)



The percentage distribution of the migrant workers by nationality over skills type is presented in Figure 25 below. Bangladesh and Indians worked in the high-skilled workers, with up to 72% of the total managers, professionals and technicians are from these countries. Nearly 80% of Clerks and services, skilled agriculture, trades and plant workers were from Bangladesh (Figure 25). The low-skilled workers were from Bangladesh (at 77 per cent), followed by India (at 19 per cent).

Figure 25: Migrant workers, by nationality & main occupations (Skills) (percentage)



As reflected in the stack chart (Figure 26) most of the migrant workers from Bangladesh were medium skilled workers (73%), followed by low skilled workers (24%). The pattern is similar among Indian workers, with more skilled workers when compared to Bangladesh migrant workers.

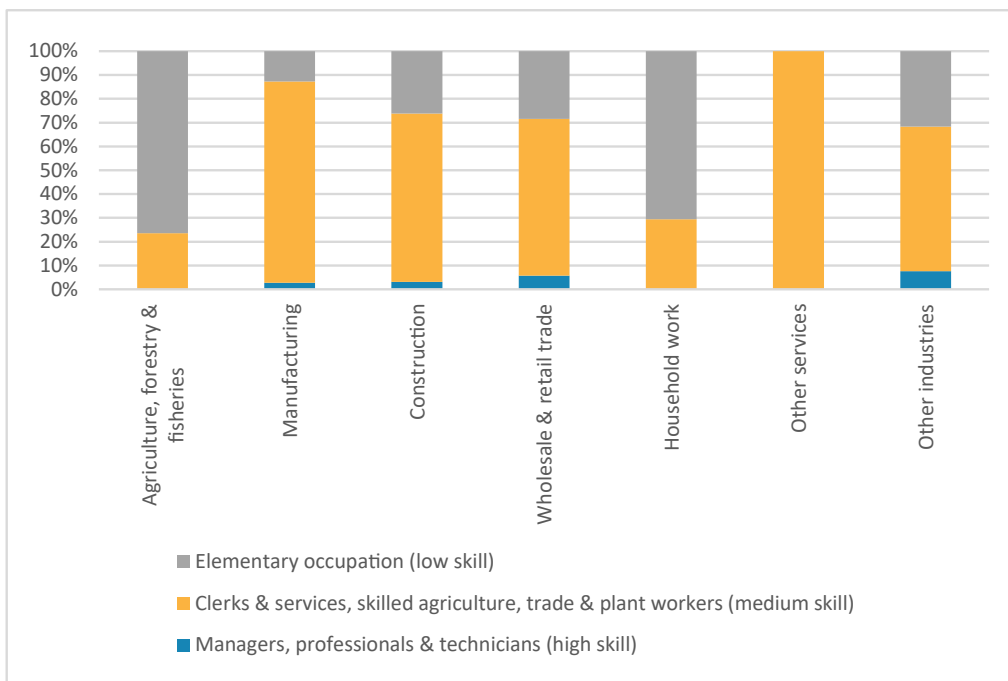
Figure 26: Distribution of Migrant workers, by Skills type and nationality (percentage)



The small number of household workers in the sample does not allow for reliable estimates and data on household work must be used with caution.

Most of the low skilled migrant workers were working in Agriculture, forest & fisheries sector and in household work as seen from Figure 27.

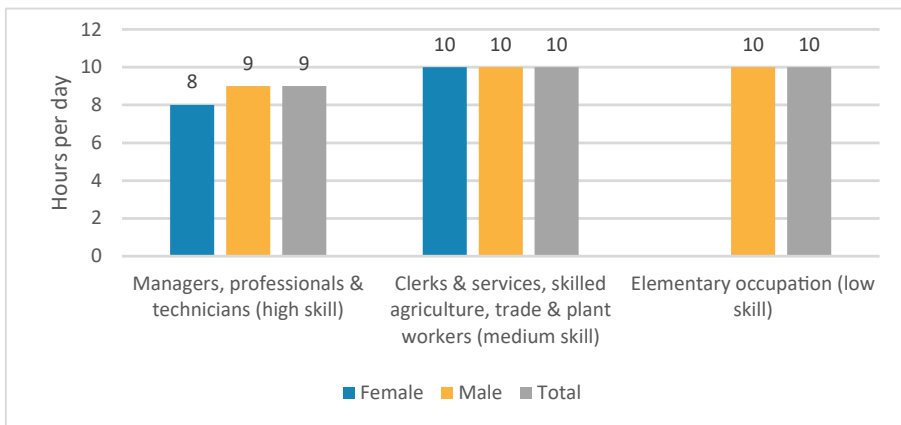
Figure 27: Migrant workers, by main industry & main occupation (skills)



b. Migrant workers by hours of work and earnings

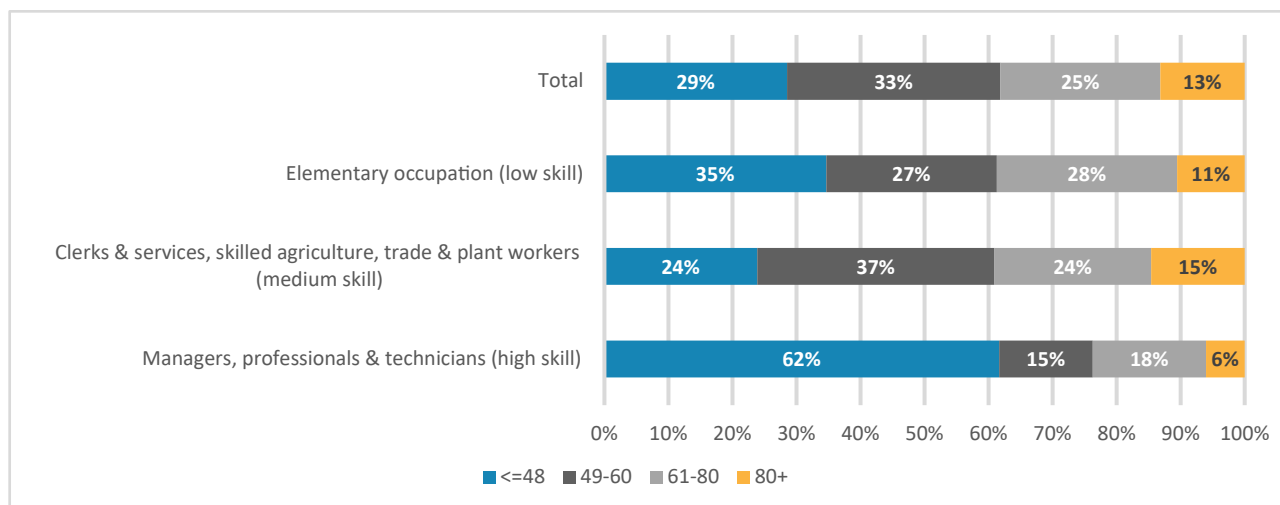
Migrant workers usually worked on average 10 hours per day. The average usual working hours were fewer for high skilled workers, at 9 hours per day, followed by medium skilled and low skilled workers, 10 hours per day. Male workers worked more hours than females for high skilled category whereas females and males worked equal hours per day in medium and low skilled worker category.

Figure 28: Migrant workers, by average hours usually worked per day by skill type & Sex



The distribution of migrant workers by working hours per week is presented in Figure 29. The proportion of working hours varies by skill or type of occupation the migrant work involves. For the highly skilled migrant worker, the highest proportion (62%) usually worked less than or equal to 48 hours per week and only few migrant workers (6%) in this group worked more than 80 hours per week. For medium skilled workers, the highest proportion (37%) worked between 49 hours and 60 hours per week followed by 61-80 hours per week. In the case of elementary occupation (low skilled workers) majority of them work (65%) more than 49 hours per week.

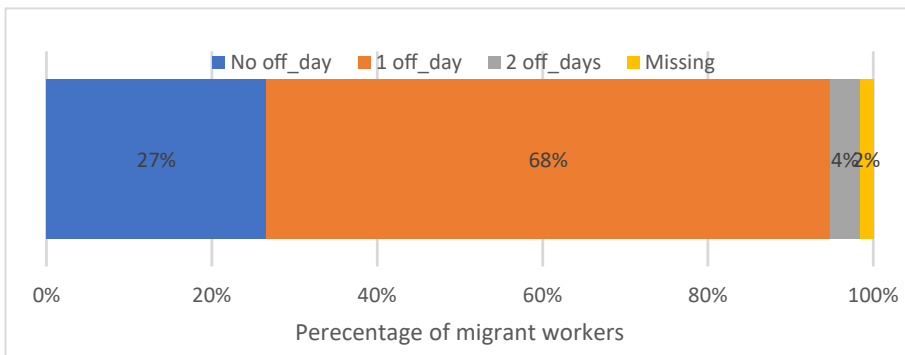
Figure 29: Distribution of migrant workers, by average hours usually worked per week by skill type (occupation)



In general, employees are entitled to the weekly off day to protect the good physical and mental health in the workplace and improve people's work-life balance. Happier, recharged people are less likely to be sick or take unexpected time off work. They will have time to rest and spend time on their own.

More than two-thirds (68%) of the migrant workers were required to work for six days with one-day break. This is followed by those who don't get any off days. More than one fourth (27%) of the migrants' workers were required to work for 7 days a week with no break day or off day. This gives an indication that migrant workers don't get much rest and they have hardly any personal time.

Figure 30: Distribution of migrants with weekly off-days



As revealed in Figure 31, there is no significant difference between medium and low skilled workers when off days are compared. However, in the case of managerial or high skilled workers few workers don't get days off when compared to other two categories.

Figure 31: Proportion of migrants by occupation type (skill) and weekly off-days

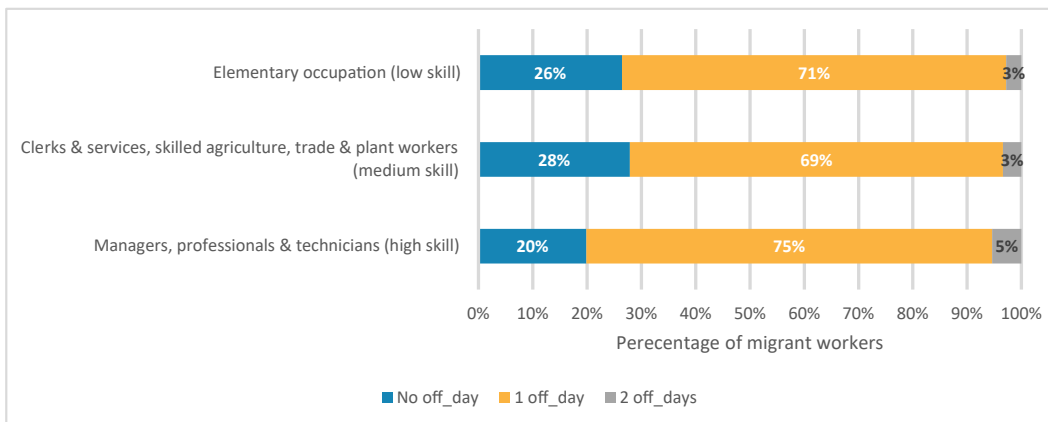
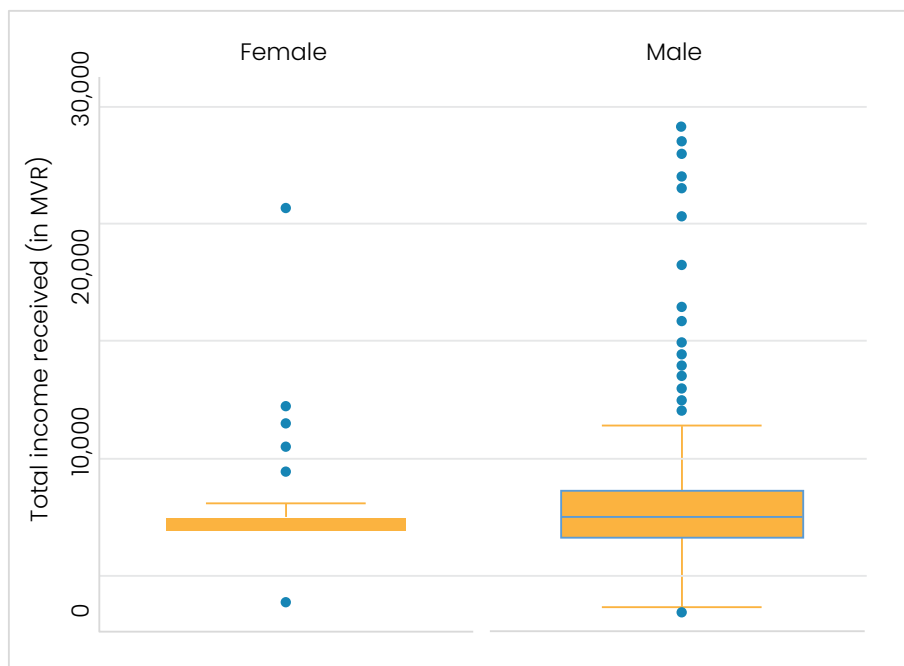


Figure 32: Average monthly earnings of Migrant workers for main economic activity by sex



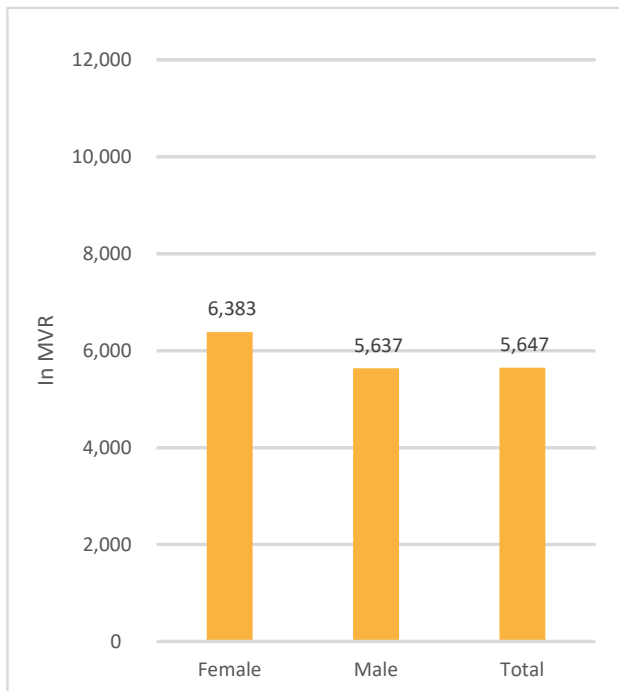
As presented in Figure 33, 25% of the female migrant workers earn less than MVR 4,650 per month and 75% of the female migrant workers earn less than MVR 5,500 per month. On the other hand, 25% of the male migrant workers earn less than MVR 4,500 and 50% of the male migrant workers earn MVR 5,600 and 75% of the migrant workers earn less than MVR 6,975 per month. This distribution of monthly income indicates that monthly earnings for males were higher than that of females.

Figure 33 shows the distribution of earning among men and women, and among age groups and level of education and by locality. The average monthly earnings for a migrant worker for the main job is MRV 5,647, while in Male' it is MVR 5,749 and, in the Atolls, it is MVR 5,271. The average monthly earnings in the Male' is higher than the overall national averages. On average, men received lower monthly earnings than female¹⁸.

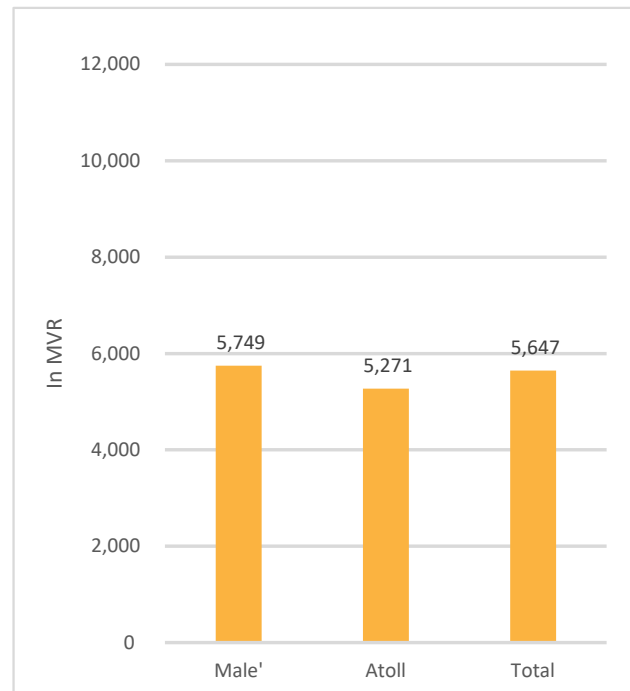
¹⁸ There could be a potential bias given the selective coverage of sectors that are more male dominated. And the exclusion of sectors that are female dominated.

Figure 33: Average monthly earnings of Migrant workers for main economic activity by sex, locality, education attainment and age group

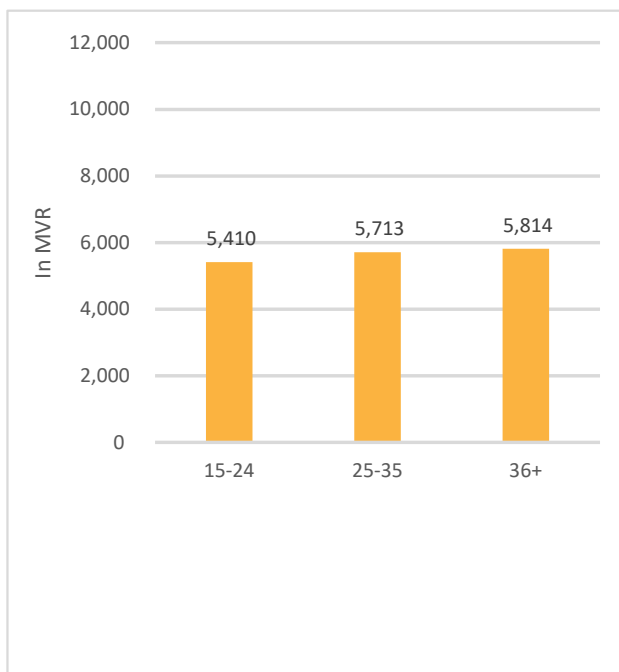
By gender



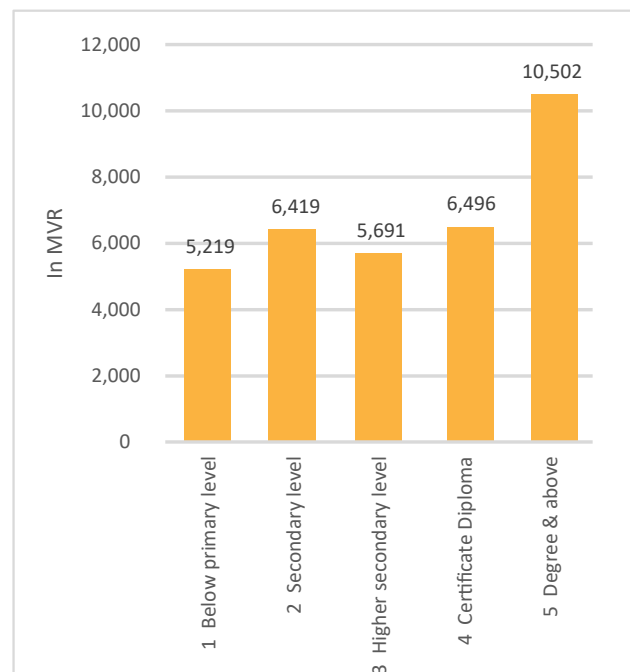
By Locality



By age group

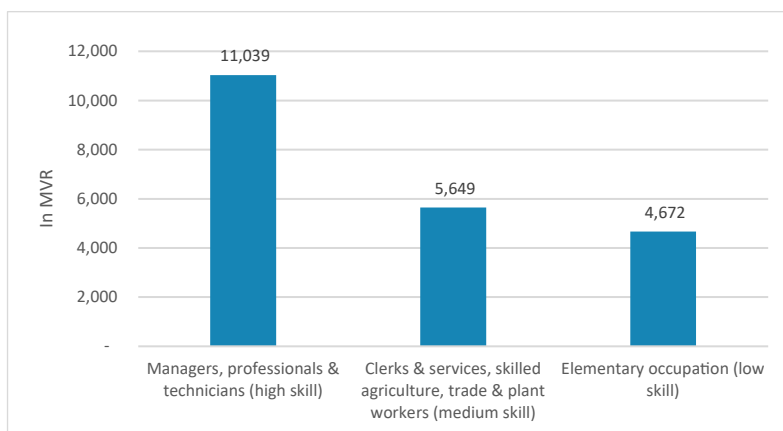


By education attainment



As expected, employed persons with lower level of education received on average lower monthly earnings than workers with tertiary educational attainment as seen from Figure 33. Based on the graph, it can be clearly seen that the average monthly earnings of workers increase with age groups, as workers get more experience.

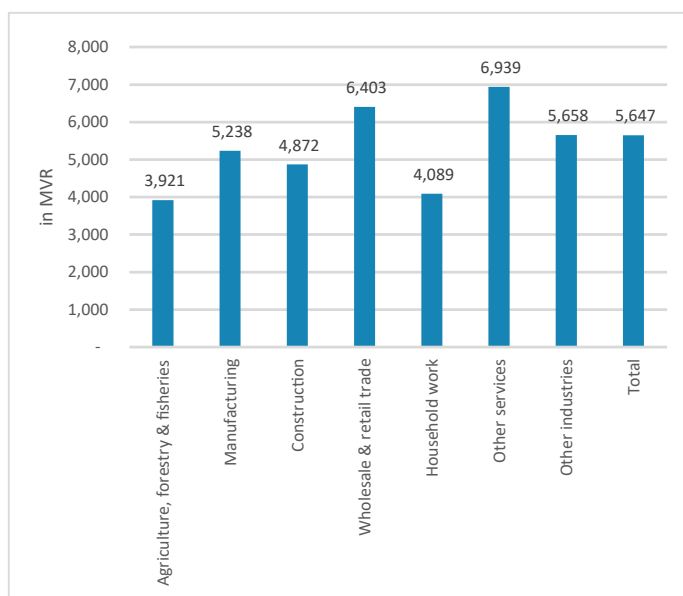
Figure 34: Average monthly earnings of Migrant workers for main economic activity by occupation/ skill type



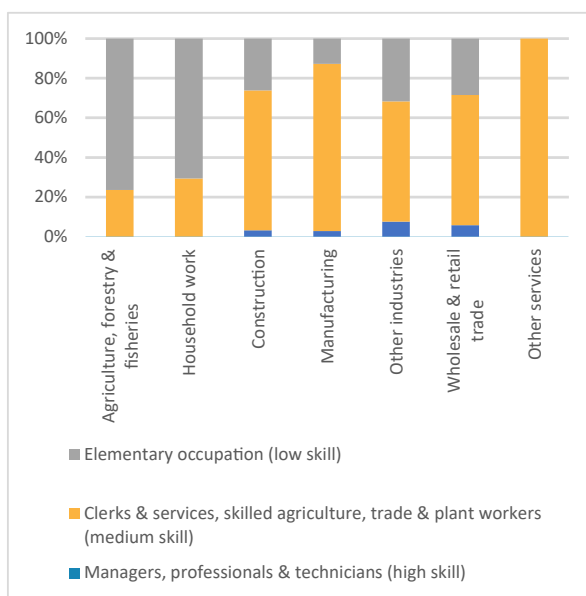
High skilled (managers, professionals & technicians) migrants stated highest average monthly earning, at MVR 11,030, followed by medium skilled, at MVR 5,649 and low skilled workers.

Figure 35: Average monthly earnings of Migrant workers for main economic activity by Industry/sector & percentage of migrant workers by industry & occupation/skill type

Average income



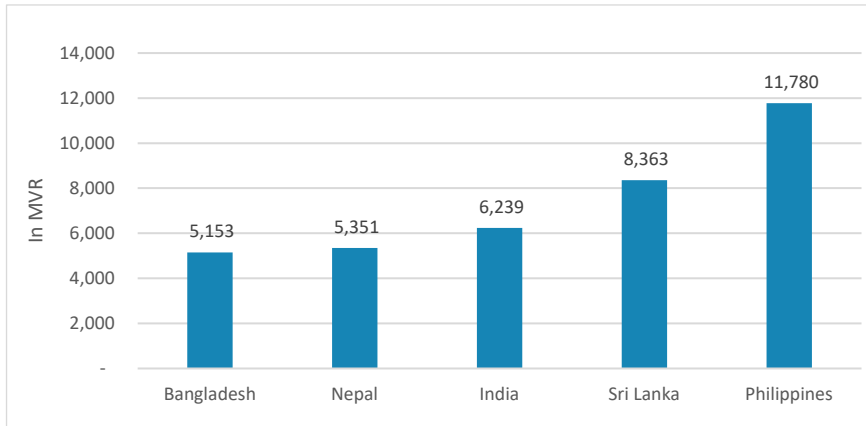
Percentage of migrant worker by industry and occupation¹⁹



¹⁹ Data on household workers refer to a few sample cases; they should be taken with caution. The survey only covers labour quarters with more than 10 people. Most of the domestic workers live in a normal household which is not reflected in this figure. Types of domestic work included here are only cleaning services to offices, hotels and similar.

The lowest earning was reported by those migrants who are working in the “Agriculture, forestry & fisheries” sector followed by “household work” and “construction” sector. This could be due to the fact that in these kinds of works mostly low skilled workers are involved. The data also shows that majority of the workers in these sectors are either lower skilled or medium skilled workers as seen from Figure 35.

Figure 36: Average monthly earnings of Migrant workers for main economic activity by Top 5 Nationality

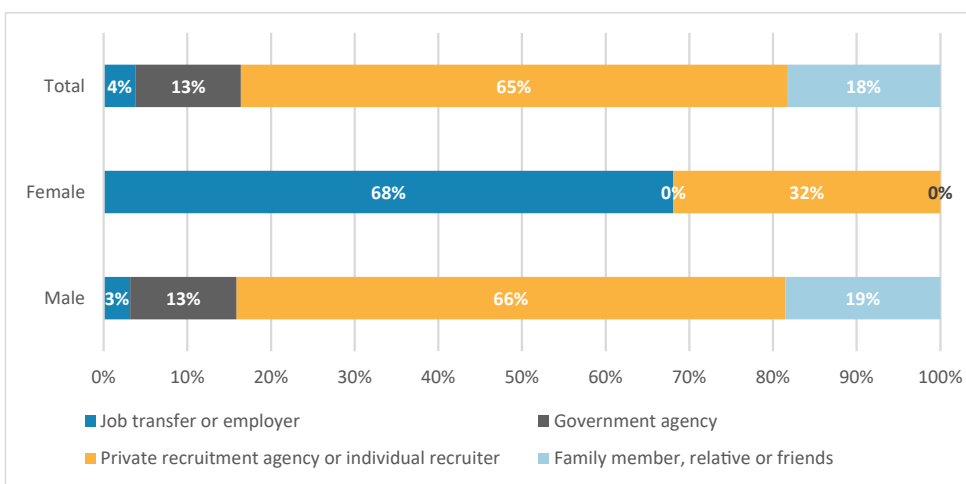


Even though the majority of the migrant workers are from Bangladesh, they earn the lowest income compared to other nationalities. A Nepal worker earns on average MVR 5,351 per month followed by Indian workers, at MVR 6,239 (Figure 36).

c. Migrant workers by recruitment process

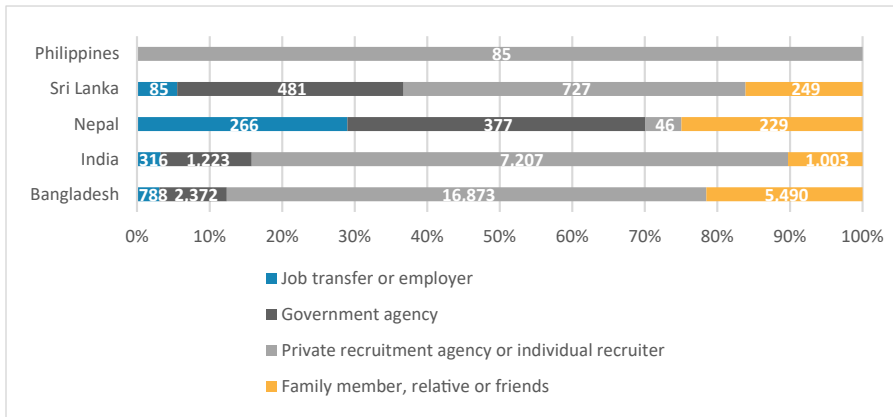
The migrant workers were asked about their recruitment process: How did they obtain the first job in Maldives? (The question was mostly to assess if it was through a public or private agency or through a friend or relative). Most migrant workers came either through a private recruitment agency (65%) or family member, relative or friend recruiter (18%). Majority of the Male workers came through private recruitment agency while for the female workers the majority of them are job transfer or directly from an employer abroad (Figure 37).

Figure 37: Migrant workers, by sex & recruitment process (percentage)



Majority of the migrant workers from Bangladesh, India and Sri Lanka came through a private recruitment agency. Almost all the migrant workers from Philippines came through private recruitment agency while for the Nepal workers the majority of came through government agency or job transfer or employer (Figure 38).

Figure 38: Migrant workers, by nationality & recruitment process (percentage)



4. Recruitment cost of migrant workers

For migrant workers, recruitment costs “refer to ‘any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection’” (ILO and World Bank 2019a, para. 21; ILO 2016). The costs must be borne by workers and include all items, such as recruiters’ charges, training preparations specific to the job, visa and document fee if related to the job, transportation, medical and insurance costs as well as interest payment on debt incurred to cover those other recruitment costs. The recruitment cost information was collected only for those migrant workers who have started to work in Maldives within the past 3 years.

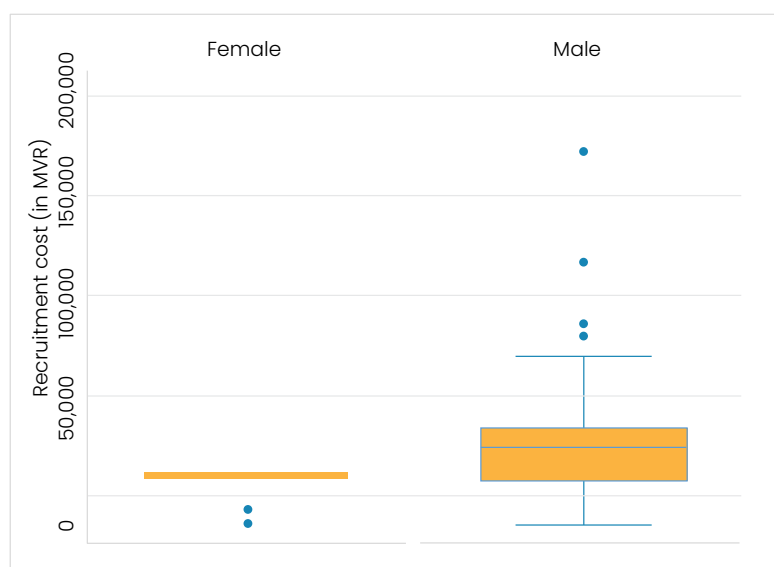
Recruitment costs can be reduced significantly via regulation and monitoring of recruitment practices, educating migrants about their rights, and cooperation between countries. Reducing unnecessary recruitment costs could lead to enormous benefits: not only would this facilitate access to employment opportunities, but also help counter irregular migration, and result in larger remittance flows to migrant households which could be used for education, health and other productive uses.

The average recruitment costs paid by migrant workers was estimated at nearly MVR 33,487 (equivalent to \$2,200²⁰). The total recruitment costs paid by the whole sample was an estimated MVR 1,280,832,724 (about \$83,063,082). The highest average recruitment costs were paid by workers in manufacturing industry who are from Bangladesh, at MVR 47,665 (\$3,092), while the lowest recruitment costs were paid by agriculture, forestry and fishery workers who are from Bangladesh, at MVR 9,333 (\$605).

a. Recruitment cost of migrant workers by industry & occupation

The distribution of mean recruitment cost has been presented in Figure 39 below. The first quartile, median and third quartile of mean recruitment cost was found at MVR 20,700, MVR 36,000 & MVR 45,000 for male and for female it was MVR 21,700, MVR 24,180 & MVR 24,180 respectively. This distribution indicates that labour recruitment cost of males migrants living in labour quarters was much higher than that of females²¹.

Figure 39: Distribution of recruitment cost of Migrant workers by sex



²⁰ 1 US dollar is equivalent to MVR 15.42

²¹ Data refer to few sample cases; they should be taken with caution.

On average, the younger migrant workers (aged 15–24 years) bore the highest costs, and the older workers (aged 25 and older) paid the least overall in recruitment costs (Table 2). Female migrant workers had paid lower recruitment costs than their male counterparts²². The recruitment costs paid were significantly lower in agriculture, forestry and fishery. In terms of skill level, the migrant workers in the medium-skill occupations had paid the largest amount of recruitment costs on average, at MVR 32,978 (MVR 32,123 for men and MVR 22,738 for women). The recruitment costs of high-skilled male workers were found to be more than twice that of their female counterparts. By education level, migrant workers with high level of educational attainment, certificate, diploma and above, paid the lowest amount in recruitment cost.

Table 2: Average recruitment cost of migrant workers, by sex, age main industry & main occupation (Skills) (in MVR) & education attainment

	Male	Female*	Total
Average recruitment costs of migrant workers	33,608	21,766	33,487
By main age group			
15-24	37,223		37,223
25-35	33,687	21,766	33,442
36+	25,154		25,154
By industry or economic activity			
Agriculture, forestry & fisheries	9,333		9,333
Manufacturing	37,013	21,700	36,704
Construction	37,163		37,163
Wholesale & retail trade	28,714		28,714
Household work**	30,230		30,230
Other services	28,505		28,505
Other industries	31,219	21,784	31,060
By Occupation or skill (% distribution)			
Managers, professionals & technicians (high skill)	16,292	7,750	16,148
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	33,123	22,738	32,978
Elementary occupation (low skill)	33,020		33,020
Unable to codify	116,965		116,965
By education attainment			
Below primary level	35,160	23,054	34,987
Secondary level	37,129		37,129
Higher secondary level	47,274		47,274
Certificate Diploma	18,821		18,821
Degree & above	21,433	18,504	21,342
Never attend a school/institution	39,236		39,236

Note: *=Data refer to few sample cases; they should be taken with caution.

Note: **=Only includes those live-in labour quarter. Majority of the household workers live in private households. Therefore, they should be taken with caution.

22 Data refer to few sample cases; they should be taken with caution.

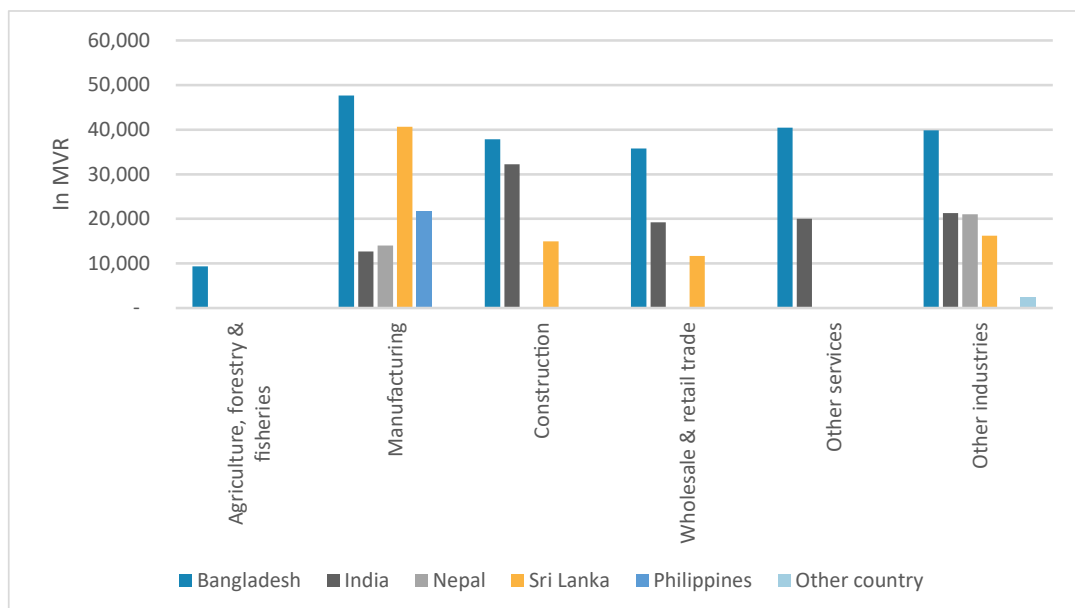
The average recruitment costs for migrant workers from other country²³ were found to be the lowest among all countries and territory, at MVR 2,440, whether by sex or by age group (Table 3). Migrant workers from Bangladesh had the highest recruitment costs, at MVR 39,901 per person. Migrant workers from India, Nepal, Sri Lanka & Philippines, paid about MVR 21-19 thousand per person roughly. The workers younger than 25 years paid more than workers aged 25 years or older for recruitment costs in all the countries except Nepal.

Table 3: Average recruitment cost of migrant workers, by nationality, sex, age main industry & main occupation (Skills) & education attainment (in MVR)

	Bangladesh	India	Nepal	Sri Lanka	Philippines	Other country	Total
Average recruitment costs of migrant workers	39,901	21,441	19,289	21,284	21,700	2,440	33,487
By sex							
Male	39,901	21,441	17,637	21,284		2,110	33,608
Female			23,054		21,700	7,750	21,766
By main age group							
15-24	43,755	24,075	17,593	15,500		1,550	37,223
25-35	39,663	20,974	18,980	21,502	21,700	3,100	33,442
36+	30,231	17,283	24,573	21,111		2,325	25,154
By industry or economic activity							
Agriculture, forestry & fisheries	9,333						9,333
Manufacturing	47,665	12,677	14,000	40,682	21,700		36,704
Construction	37,867	32,260		14,976			37,163
Wholesale & retail trade	35,820	19,216		11,667			28,714
Household work**	30,230						30,230
Other services	40,428	20,000					28,505
Other industries	39,829	21,321	21,047	16,201		2,440	31,060
By Occupation or skill (% distribution)							
Managers, professionals & technicians (high skill)	40,059	15,953		2,238		2,440	16,148
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	38,437	20,848	18,505	18,284	21,700		32,978
Elementary occupation (low skill)	38,454	23,458	25,000	44,917			33,020
Unable to codify	116,965						116,965
By education qualification							
Below primary level	37,033	25,220	18,480	34,076		2,713	34,987
Secondary level	45,309	15,691	20,295	13,010			37,129
Higher secondary level	51,125	14,829		7,927			47,274
Certificate Diploma	42,740	19,739	25,000	4,744			18,821
Degree & above	18,267	24,609		20,958	21,700	2,422	21,342
Never attend a school/institution	43,399	18,101					39,236

Note: **=Only includes those live-in labour quarter. Majority of the household workers live in normal households. Therefore, they should be taken with caution.

In terms of economic activities, manufacturing seems to have been the more expensive jobs for Bangladeshi worker. Recruitment costs in construction were expensive jobs for Bangladeshi as well as for Indian worker, while services seemed to have been the more costly for Bangladeshi. On average, all the jobs were expensive for Bangladeshi worker.

Figure 40: Average recruitment costs, by nationality & main industry (in MVR)

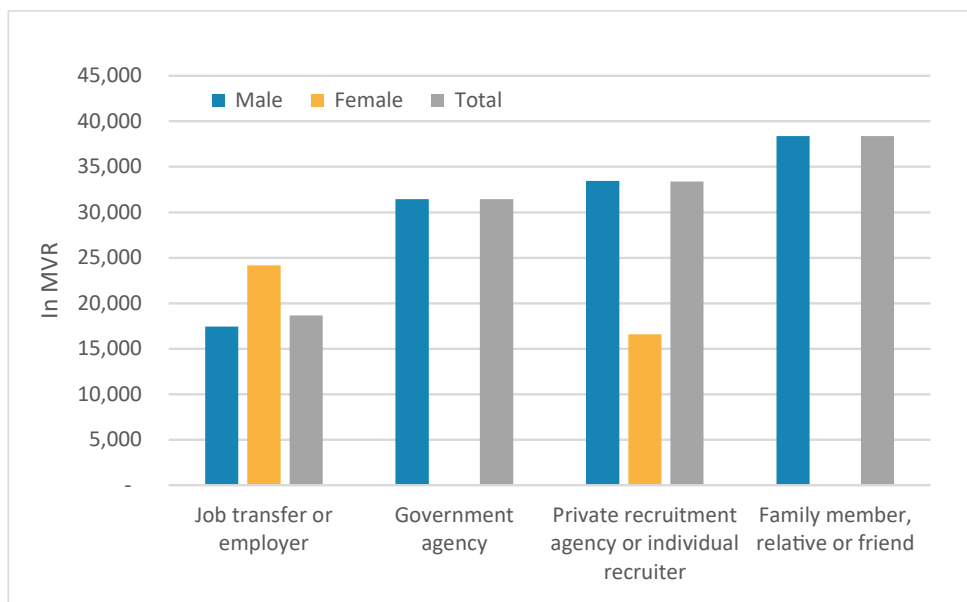
Migrant workers who had medium-skill occupations (such as clerks, services, sales, skilled agriculture and plant workers) were charged the most on average (Figure 40). On average, a Bangladesh medium-skilled workers paid MVR 38,437 to access their job, while a low-skilled person paid MVR 38,454 and high-skilled worker paid MVR 40,059 (refer to Table 3). The gap was larger for Sri Lankan, where a high-skilled worker paid only MVR 2,238 while the low-skilled worker paid MVR 44,917. The gaps were smaller in other countries.

b. Recruitment cost of migrant workers by recruitment process

On average, workers who relied on a family member or friend for accessing a job paid more recruitment cost, at MVR 38,381 per person (Figure 41). This is followed by private recruitment agency and individual, at MVR 33,379 per person. Government agencies charged workers slightly less, at MVR 31,442. Recruitment costs associated with a job transfer or direct employer recruitment averaged about MVR 18,664. When disaggregated by sex, male workers paid considerably more than female counterparts when using private recruitment agency and individual, while it was the opposite with a job transfer²⁴.

24 Data only covers Labour quarters with 10 or more people. Hence only few female sample cases; they should be taken with caution

Figure 41: Average recruitment costs of migrant workers, by sex and recruitment process (in MVR)



By nationality & recruitment process, migrant workers from Bangladesh paid the highest recruitment cost to government agency and to private and individual recruitment agencies in order to get their job. While workers from Nepal paid the highest recruitment fee to job transfer or direct employer recruitment. Migrant workers from Sri Lanka paid the highest fee to family member or friend for accessing (Figure 42).

Figure 42: Average recruitment costs, by recruitment process and nationality (in MVR)



5. First-month earnings during the first job

The guidelines for collecting recruitment cost data for SDG indicator 10.7.1 “recommend that the statistics or estimates on costs and earnings used to calculate 10.7.1 should refer to the first job obtained in the last country or territory of destination within recent years (for example, in the three years prior to the survey year)”. The guideline also recommends “to collect information on the actual income earned as a wage or salary for the first month of employment within the reference period, including bonuses, other earnings and deductions in wages made to recover any recruitment costs initially paid by employer” (ILO and World Bank 2019a). For data on recruitment costs and first month of earnings in Maldives during the past three years, were included in this analysis.

The average earnings for all migrant workers during their first job's first month of work in the past three years was estimated at MVR 4,085 (equivalent to \$265). The total earnings in the first month for the whole migrant workers was estimated at MVR 151,000,000 (about \$9,792,477).

The high-skilled migrant workers (managers, professionals and technicians) from Sri Lanka earned the most in their first month on average, at MVR 14,374 (\$932). While the Bangladesh migrant workers in manufacturing sector earned the least in their first month, at MVR 2,903 (\$188).

a. First-month earnings of migrant workers by industry & occupation & sex

The first month earning of migrant workers were slightly high for young age group 15-24 years, at MVR 4,284 when compared with other groups. The first month earnings for female migrant workers are more than their male counterparts, although these findings should be taken with caution because there were far fewer women than men in the sample. Across sectors and economic activities, difference appeared: workers in service sector earned an average of MVR 6,021, while agriculture, forestry and fisheries workers earned about MVR 2,871 less, at MVR 3,150 (Table 4). By occupation and skills, high-skilled workers earned much more than the medium and low-skilled workers. In general, their pay was double that of medium-skilled worker and 1.7 times greater than that of low-skilled workers. Men in high-skilled occupations earned the highest average. As the level of education increases the first earning also increases. The highest average first earning was earned by the migrant workers with degree and above (MVR 6,124).

When looking at nationality, the lowest first earning was earned by Bangladesh workers throughout all the categories (Table 5).

Table 4: Average first-month earnings of migrant workers, by sex, age main industry & main occupation (Skills) & education attainment (in MVR)

	Male	Female	Total
Average first-month earnings of migrant workers	4,069	5,569	4,085
By main age group			
15-24	4,284		4,284
25-35	3,921	5,569	3,956
36+	4,067		4,067
By industry or economic activity			
Agriculture, forestry & fisheries	3,150		3,150
Manufacturing	3,448	8,525	3,550
Construction	3,876		3,876
Wholesale & retail trade	4,288		4,288
Household work	3,083		3,083
Other services	6,021		6,021
Other industries	4,247	4,743	4,256
By Occupation or skill (% distribution)			
Managers, professionals & technicians (high skill)	7,015	6,200	7,001
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	3,858	5,525	3,882
Elementary occupation (low skill)	4,318		4,318
Unable to codify	2,293		2,293
By education qualification			
Below primary level	3,580	4,611	3,596
Secondary level	4,095		4,095
Higher secondary level	3,340		3,340
Certificate Diploma	5,448		5,448
Degree & above	6,057	7,992	6,124
Never attend a school/institution	3,939		3,939

Note: *=Data refer to few sample cases; they should be taken with caution.

Note: **=Only includes those live-in labour quarter. Majority of the household workers live in normal households. Therefore, they should be taken with caution.

Table 5: Average first-month earnings of migrant workers, by nationality, sex, age main industry & main occupation (Skills) & education attainment (in MVR)

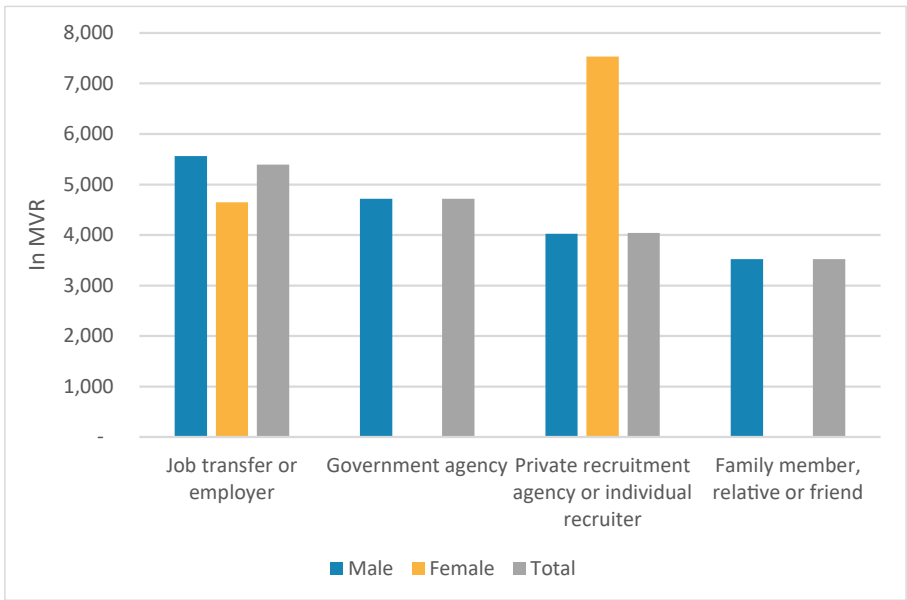
	Bangladesh	India	Nepal	Sri Lanka	Philippines	Other country	Total
Average first-month earnings of migrant workers	3,547	5,008	4,509	5,966	8,525	8,550	4,085
By sex							
Male	3,547	5,008	4,464	5,966		8,696	4,069
Female			4,611		8,525	6,200	5,569
By main age group							
15-24	3,624	5,604	4,856	6,200		15,000	4,284
25-35	3,415	5,198	4,280	5,583	8,525	4,076	3,956
36+	3,846	3,656	4,650	6,621		3,875	4,067
By industry or economic activity							
Agriculture, forestry & fisheries	3,150						3,150
Manufacturing	2,903	3,444	3,875	6,334	8,525		3,550
Construction	3,879	3,803		6,072			3,876
Wholesale & retail trade	3,573	4,608		6,767			4,288
Household work**	3,083						3,083
Other services	4,649	7,000					6,021
Other industries	3,432	5,373	4,720	4,389		8,550	4,256
By Occupation or skill (% distribution)							
Managers, professionals & technicians (high skill)	3,636	6,069		14,374		8,550	7,001
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	3,438	4,867	4,490	5,431	8,525		3,882
Elementary occupation (low skill)	3,981	5,056	4,650	3,840			4,318
Unable to codify	2,293						2,293
By education qualification							
Below primary level	3,521	3,749	4,488	3,959		3,488	3,596
Secondary level	3,465	5,522	4,650	7,071			4,095
Higher secondary level	3,132	5,268		4,974			3,340
Certificate Diploma	2,645	5,054	4,650	9,333			5,448
Degree & above	3,296	5,895		5,689	8,525	8,888	6,124
Never attend a school/institution	3,968	3,791					3,939

Note: **=Only includes those live-in labour quarter. Majority of the household workers live in normal households. Therefore, they should be taken with caution.

b. First-month earnings of migrant workers by recruitment process

Job transfer migrant workers earned the highest first-month earnings, at MVR 5,397. Across the two channels of government recruitment agency and private agency, the first-month earnings hovered around MVR 4,000 on average. The first-month earnings for jobs accessed through a family member, relative or friends were lower than people who found jobs through the other channels. Compared with the statistics on recruitment costs, it seems that the people who paid more to access a job had low first-month earnings than people who paid lower recruitment costs.

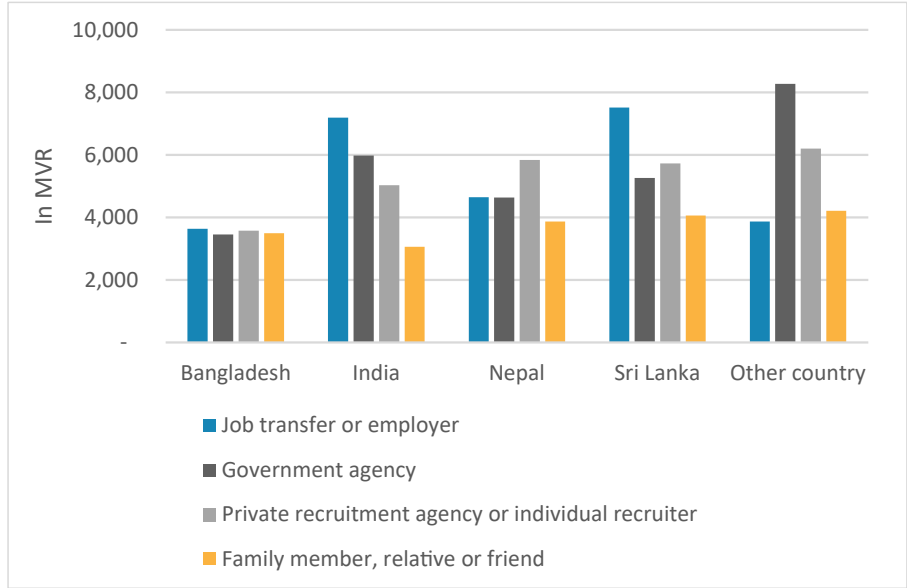
Figure 43: Average first-month earnings of migrant workers, by sex & recruitment process (in MVR)



Comparing the first-month earnings across nationality and the different channels of recruitment, income was clearly greatest for Sri Lankans & Indians no matter how workers were recruited (Figure 44). The first-month earnings were lowest for migrant workers from Bangladesh and highest in terms of recruitment costs.

For Indian & Sri Lankan migrant workers who used job transfer to access a job received the most income in their first-month of working. Across all nationality, workers who used a government recruitment agency to access a job received the second most income from their first-month earning.

Figure 44: Average first-month earnings of migrant workers, by recruitment process & nationality (in MVR)



6. Recruitment cost indicator

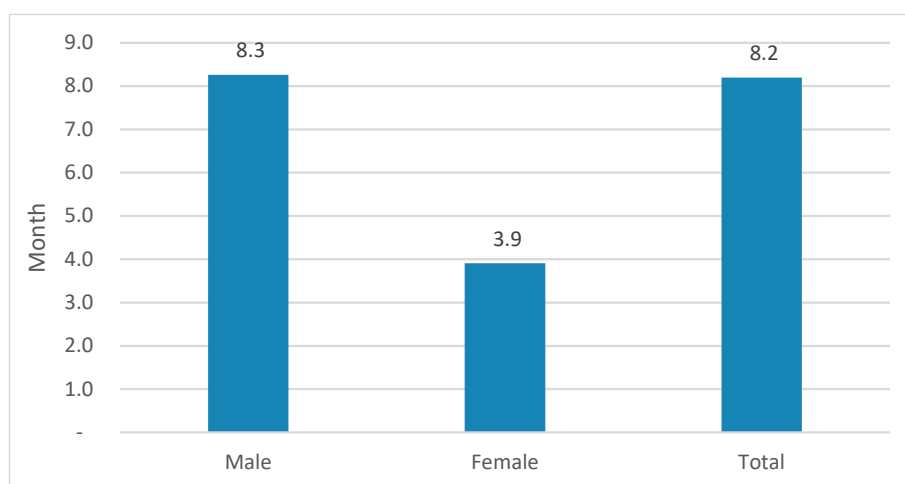
This section highlights the results on the SDG indicator 10.7.1: “Recruitment cost borne by employee as a proportion of monthly income earned in country of destination”. i.e., a ratio between a cost and an income. The recruitment cost indicator (RCI) of each subgroup is measured by dividing the total recruitment costs by the total first-month earnings of the whole subgroup. The statistic is interpreted as the equivalent number of months of salary or wages used to pay back the recruitment costs.

The survey found that, on average, migrant workers had to use around 8.2 months of their earnings to pay back or recoup the recruitment costs. As this section articulates, there are considerable variations in the RCI, depending on age, sex, industry or sector of work, skill level, education level and nationality.

a. Recruitment cost indicator by demographic profile

Figure 45 illustrates, that, on average, the total recruitment cost is equivalent to 8.2 months of earnings for a migrant worker. The proportion of recruitment costs in the monthly employment earnings varies widely by sex. It takes only 3.9 months for females²⁵ to recover the costs whereas it was 8.3 months for males to recover the cost incurred. This is 2 times higher for male than that of females. This could be due to the small number of sample and the result must be used with caution.

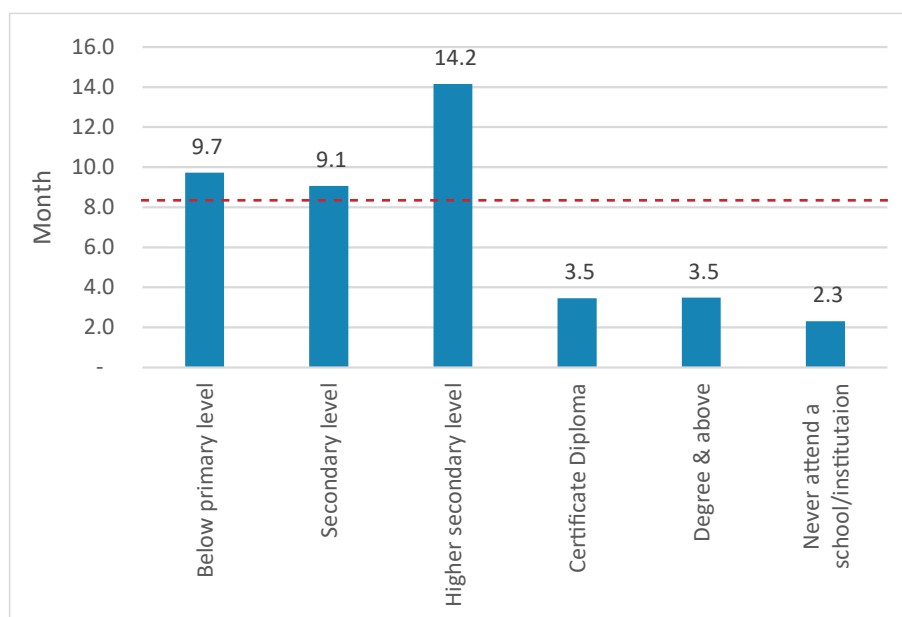
Figure 45: Proportion of recruitment costs in the monthly employment earnings (recruitment cost index) by sex



The lowest proportion of the recruitment cost in the monthly employment earnings was for those who had completed no education (2.3 months), followed by certificate, diploma (3.5 months) and Degree & above (3.5 months). The proportion of primary, secondary and higher secondary was found to be more than national average (8.2 months). A migrant worker with higher secondary needed almost one and half year to recover the recruitment cost.

²⁵ Data only covers Labour quarters with 10 or more people. Hence only few female sample cases; they should be taken with caution

Figure 46: Proportion of recruitment costs in the monthly employment earnings (recruitment cost index) by education



b. Recruitment cost indicator by industry & occupation

The RCI was higher among the migrant workers who were younger than 25 years than who were aged 25 -35 years, although the difference was not stark (Table 6). For age group 36 years and older, the RCI is lower compared to younger age group (see Annex tables for more age group disaggregation). There is no significant difference between the migrant workers who work in Male' and in Atolls when pay back or recover period is compared (at 9.7 months versus 9.1 months).

Table 6: Recruitment cost indicator, by sex, age, geographic location, main industry and main occupation (skills) & education attainment

	Male	Female*	Total
Recruitment cost indicator (RCI) and migrant workers with costs (%)	8.3	3.9	8.2
By main age group			
15-24	8.7		8.7
25-35	8.6	3.9	8.5
36+	6.2		6.2
By education attainment			
Below primary level	9.8	5.0	9.7
Secondary level	9.1		9.1
Higher secondary level	14.2		14.2
Certificate Diploma	3.5		3.5
Degree & above	3.5	2.3	3.5
Never attend a school/institution	2.3	1.3	2.3
By industry or economic activity			

Agriculture, forestry & fisheries	3.0		3.0
Manufacturing	10.7	2.5	10.3
Construction	9.6		9.6
Wholesale & retail trade	6.7		6.7
Household work	9.8		9.8
Other services	4.7		4.7
Other industries	7.4	4.6	7.3
By Occupation or skill (% distribution)			
Managers, professionals & technicians (high skill)	2.3	1.3	2.3
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	8.6	4.1	8.5
Elementary occupation (low skill)	7.6		7.6
By nationality			
Bangladesh	11.2		11.2
India	4.3		4.3
Nepal	4.0	5.0	4.3
Sri Lanka	3.6		3.6
Philippines		2.5	2.5
Other country	0.2	1.3	0.3

Note: *=Data refer to few sample cases; they should be taken with caution.

Note: **=Only includes those live-in labour quarter. Majority of the household workers live in normal households. Therefore, they should be taken with caution.

A migrant worker in manufacturing sector had to use 10.3 months of their earnings on average to pay for their recruitment costs. Men in this industry actually had to use more than the overall average, at 10.7 months, of their income to cover their recruitment costs, making them the grouping in terms of economic activity that used the most of their earnings. A migrant worker in construction sector (9.6 months) or house work (9.8 months) had to use nearly 10 months of their earnings on average to pay for their recruitment costs which is more than the overall average (8.2 months).

Regarding occupation or skilled level, the RCI was highest among medium-workers, who had to use 8.5 equivalent of their first-month earnings to cover the recruitment cost. This proportion shrank to 7.6 months and 2.3 months for low-skilled and high-skilled workers, respectively.

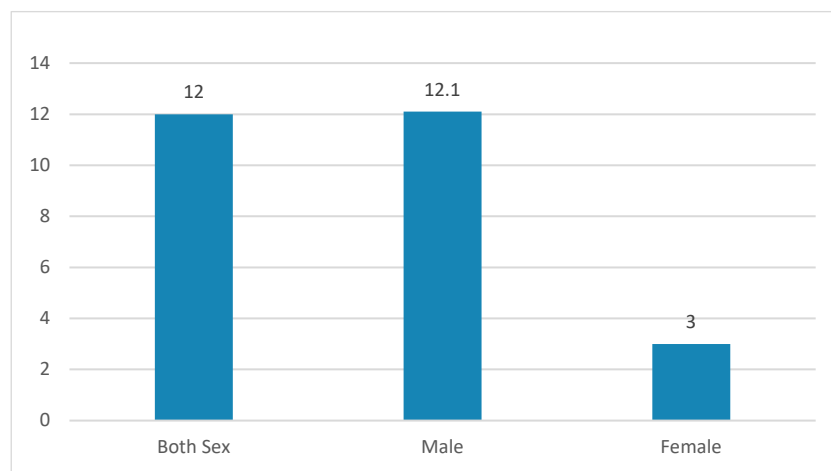
The highest proportion of recruitment costs in the monthly employment earnings was for the migrant workers from Bangladesh, at 11.2; followed by India & Nepal, at 4.3. The proportion was lowest for migrant workers other country and Philippines.

c. Confirmation of results with the self-assessment question

During the survey period, a question was asked from the respondent, "How many months did you, or will you have to work to recover the costs of getting this job?", to determine the self-assessment results. The data from the self-assessment of migrant workers on how many months it took them or will take them to pay for their recruitment costs indicate slightly more of their earnings (more time needed), although it was not much more than what the statistical calculations using the indicator definition concluded. On average, migrant workers estimated that they had to work or will have to work about 12 months to recover the total recruitment cost (longer than the 8.2 months from the calculated indicator). This could be the

reason that the migrant workers might calculate the recover period after deducting their expenses. Between the sexes, the men estimated more time (at 12.1 months) than the women (at 3 months). The longest estimate came from the youth, who seems to think it would take them a year and 6 months on average to repay.

Figure 47: Recruitment cost indicator (from self-assessment question)



d. Recruitment cost indicator by recruitment process

The RCI was highest among workers recruited via family member, relative or friends, followed by private agencies and individual recruiters. The RCI was lowest among job transfer or recruited directly from employer. The female migrant workers paid more than their male counterparts in job transfer or direct recruitment from employer.

Table 7: Recruitment cost indicator, by sex, recruitment process

	Male RCI	Female* RCI	Total RCI	
Recruitment cost indicator (RCI) and migrant workers with costs (%)		8.3	3.9	8.2
By job recruitment process				
Job transfer or employer	3.1	5.2	3.5	
Government agency	6.7		6.7	
Private recruitment agency or individual recruiter	8.3	2.2	8.3	
Family member, relative or friend	10.9		10.9	

Note: *=Data refer to few sample cases; they should be taken with caution.

It was relatively more expensive for the migrant workers from Bangladesh and Sri Lanka who choose to work in Maldives via family member, relative or friends (Figure 48) because they had to pay to almost 13 times of their first-month income for their jobs. For Bangladeshi worker who choose to work in Maldives via government agencies had to pay 14 times of their first-month income for their jobs. The second-most expensive channel was via private recruitment, again Bangladeshi worker had to pay 10.8 times of the first-month earnings. The cheapest channel was transfer job or directly recruited from employer. Sri Lanka have to pay only 0.1 months of salary.

Table 8: Recruitment cost indicator, by nationality, recruitment process

	Bangladesh	India	Nepal	Sri Lanka	Philippines	Other country	Total	
Recruitment cost indicator (RCI)	11.2	4.3	4.3	3.6		0.0	2.5	0.3
By job recruitment process								
Job transfer or employer	5.7	2.0	5.2	0.1				0.6
Government agency	13.8	3.4	3.9	2.4				0.2
Private recruitment agency or individual recruiter	10.8	4.6	4.9	3.6			2.5	1.3
Family member, relative or friend	12.5	4.4	3.6	11.7				0.5

Figure 48: Recruitment cost indicator, by recruitment process & nationality

7. summarized finding and policy implications

a. Statistical finding

Demographics and geographic location

The demographic variables of migrant workers entailed prominently more men than women. Although there could be a sampling selection issue, the male dominated distribution of migrant workers was roughly in line with official statistics published by the Ministry of Economic Development. Workers aged 25 and older accounted for about 71% of the total sample, leaving 29% of workers aged 15-24. When the data were disaggregated by geographic location, there were more migrant worker in Male' than Atolls.

Main Nationality of the migrant worker

Migrant workers from Bangladesh were predominant (78%) in the country. This was followed by Indian migrant workers (16%).

Main skills and industries

In terms of occupations or main skills, medium-skilled workers constituted the largest share at 69% composed mainly Clerical support workers, Service and sales workers, skilled agriculture workers and craft and plant and machine operator workers. Elementary occupations or low skills represented 24% of migrant workers, and only 5% of migrant workers were on high-skill occupations (managers, professionals and technicians).

The main industries of migrant workers were construction (21%), followed by processing and manufacturing (15%) and wholesale and retail trade (14%). The remaining workers were involved in other industries, service sector and in domestic work.

Recruitment costs and earnings, average

The average recruitment costs of migrant workers were estimated at MVR 33,487 (equivalent to \$2,172). The highest average recruitment costs were paid by construction sector workers, at MVR 37,163 (equivalent to \$2,410). The lowest recruitment costs were paid by agriculture, forestry and fishery workers, at MVR 9,333 ((equivalent to \$605).

For incomes, the average earnings of migrant workers for their first month of work in the last three years was estimated at MVR 4,085 (equivalent to \$265). The highest average earnings in the first month were received by high-skilled workers (managers, professionals and technicians) at MVR 7,001 (equivalent to \$454). The lowest average salary was paid to domestic workers, at MVR 3,083 (equivalent to \$199).

Recruitment costs Indicator

The Recruitment cost indicator (RCI) is expressed as the “recruitment cost borne by employee as a proportion of monthly income earned in country of destination” (ILO and World Bank, 2019a) and is calculated the ratio between the total recruitment costs paid by a migrant worker and the first month of salary of the same migrant worker in their first job in Maldives within the past three years. Its actual interpretation is the number of months of salary that a migrant worker must use to cover (pay back) their recruitment cost (ILO and World Bank, 2019a).

The survey found that, on average, the migrant workers had to use more than eight months of their salary (8.2 months) to cover the recruitment cost for a job in Maldives. There were considerable variations in the RCI depending on nationality. Migrant workers from Bangladesh used an average 11.2 months of their salary to cover their recruitment expenses. In terms of industry or the sector of work, workers in the manufacturing sector used the greatest portion of their first-year income, at 10.3 months salary. As for skill level, migrant workers in high-skill occupations used only 2.3 months of their income on average, compared with 8.5 months of average earnings by medium-skills workers for their recruitment costs.

b. Policy implications

The results from the recruitment cost module in the Household Income and Expenditure survey (HIES) 2019 suggest several policy implications.

Reduce the financial cost of migrant workers' recruitment cost by having bi-lateral contracts between countries

A critical role of migration policies is to reduce the financial burden due to the recruitment incurred by migrant workers. The ultimate policy aim should be that no migrant worker pays any fee or cost to access employment. The findings shows that the modality of recruitment, or recruitment channels, matter. The data indicate that private recruitment agencies are among the most expensive recruitment channels for migrant workers. This calls for an improvement and expansion of public and government to government arrangements by formulating bi-lateral agreements so that they are less costly for migrant workers.

Protecting migrant workers by reducing recruitment cost

Reducing the recruitment costs and inequalities in these costs could prevent from falling migrant workers into situation of risk of exploitation. Due to heavy debt the migrant workers are forced to work in unpleasant environment which leads to exploitive situation. If these recruitment cost can be reduced the migrant workers can also spend or invest in Maldives rather than spending a bulk of their earnings to pay back debt, hence contributing to boosting local businesses and the local economy.

Improving the availability and dissemination of data of migrant workers

This should include gathering and disseminating information on the current situation the migrant workers. A timely manner data is important to make necessary policies to protect migrant workers from exploitation situation.

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9. Annex

a. Statistical concepts and definitions- summary

The statistics used in this report cover migrant workers who reside in the labour quarters with 10 or more people. A separate module was introduced to Household Income and Expenditure survey 2019 to cover the recruitment cost data. The following concepts were used to determine the target population and to calculate the recruitment costs data.

International migrant worker

The definition of ‘migrant worker’ used in this paper is taken from 20th ICLS guidelines concerning statistics on international labour migration definition of a ‘migrant worker’, as ‘international migrants who, during a specified reference period, were in the labour force of the country of their usual residence, either in employment or in unemployment; or a person who, during a specified reference period, were not usual residents of the country but were present in the country and had labour attachment to the country’ (ILO, 2018).

The reference period for costs and earnings

The measurement of costs and earnings was obtained only for the first job in Maldives within the past three years of employment in Maldives. Migrants whose first job was obtained more than three years before the survey were not included as it is out of concern for their memory recall of recruitment costs paid long ago.

Recruitment cost indicator (RCI)

The RCI or SDG indicator is expressed as the “recruitment costs borne by an employee as a proportion of monthly income earned in country of destination” (ILO and World Bank, 2019a) and is the ratio between a “cost” measure and an “income” measure. For computing the RCI, total recruitment costs and total earnings for the first month abroad (within the past three years) were used for each subgroup. The aggregate values of a whole subgroup’s recruitment costs and first-month incomes were calculated. Then the total recruitment costs were divided by the total first-month income to arrive at the proportion of recruitment costs in total first-month income for the respective subgroup. This also can be expressed as the number of months equivalent to the first month of earnings that the migrant worker had to pay to get a job in Maldives. For data on recruitment costs and first month of earnings abroad during the past three years, the average or mean values as well as the aggregate or sum values were also included. To obtain the mean value of, for example, recruitment costs for a given subgroup, first the total recruitment costs of that subgroup was calculated. Then it was divided by the total number of migrant workers in the subgroup. This measurement was similar for the average of the first-month earnings.

Proportion of recruitment costs in the monthly employment earnings, is a ratio of costs to earnings:

$$RCI = f \left(\frac{C_k}{E_k} \right)$$

where:

f may take on various functions' forms, such as: mean, median and fourth quintile

C_k = is the recruitment costs paid by individual migrant worker k ;

E_k = is the first month earning of the same migrant worker k .

This indicator is disaggregated by different categories of recruitment process, occupation, major industries and major occupations as presented previously. The indicator was produced only for migrant workers who reside in the labour quarter with more than 10 people with recruitment costs and earnings that were not zero.

Recruitment costs

From the guidelines for the collection of Statistics for SDG Indicator 10.7.1, "recruitment costs refer to any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection". Recruitment costs consist of a diverse set of expenditures that are listed in both the guidelines (ILO and World Bank, 2019a) and the Operational Manual on Recruitment Costs – SDG 10.7.1 and further detailed in the ILO definition of recruitment fees and related costs. These include a range of items from recruitment agencies' fees to travel costs to medical and administrative expenses required to access employment abroad. Recruitment costs items to acquire the first job overseas comprise the following main costs (summarized from 14 items in the guidelines):

- Documentation, such as passport, visa, medical exam and tests, pre-departure training, skill assessment, insurance fee, contract approval fee, travel and security clearance.
- Fee paid to recruiter or broker or recruitment agency, including any deposit in the case of Vietnamese workers.
- Travel costs, including accommodation.
- Any other formal or informal payments, such as payment to friends and relatives who helped to find the job, other informal payments or fees and interest on money borrowed.

As in the guidelines for collecting statistics for SDG indicator 10.7.1 (ILO and World Bank 2019a), these costs are the total amount that migrant workers and/or their families pay to find, qualify for and maintain a job offer from a foreign employer and to reach the place of employment for the first job abroad.

First month of earnings

In line with the guidelines (ILO and World Bank 2019a), the survey asked workers about their first-month income of their first job abroad within the past three years. In line with the guidelines, this income included tangible and intangible bonuses. It also included any deductions by the employers, such as for debt repayment.

b. Summary information on survey methodology

Survey Scope and Coverage

The survey covered 735 migrant workers who were living in the administrative islands and residing in the labour quarters with 10 or more people. After applying the raising factor, the total migrant workers covered in this analysis is 75,537 migrant workers. They were either aged 15 years and older who are either in employment or in unemployment. The survey excludes labour quarters with less than 10 people, normal households and resorts as well as migrant workers in the industrial islands. A recruitment module was included in the Household Income and Expenditure survey to cover the total recruitment costs and the first-month earnings in the first job during the past three years in Maldives. Additional characteristics, such as demographics of migrant workers and characteristics of the first job (industry, occupation) were also collected.

Sampling design and field data collection

The frame used for the selection of sample for the survey was based on the survey data. On the first day of the survey, in all the selected enumeration area the structure listing was carried out. Using this listing, labour quarters with more than 10 people was identified.

From each selected enumeration area, at most 4 labour quarters was selected using simple random sampling. If the enumeration area has less than 4 labour quarters, than all the labour quarters in that particular enumeration area was selected. On the second day, a person listing was carried out from the selected labour quarters. This person listing was used as a frame to select the migrant workers from the labour quarter. A maximum of 12 migrant workers was selected from each enumeration area using systematic sampling. All the sampling selection process was automated using STATA, R-software and Survey Solution software

An intensive training programme were arranged for the supervisors and enumerator. The training was held for 5 days using power point presentation to explain the theory part and CAPI programme to test the questionnaire. Through out the training practical sessions and mock interviews were held. Additionally, field testing and reviewing were also held. The training covered instructions, in general interviewing techniques, field procedures, a detailed discussion of items on the questionnaire and practice interviews in the field.

To assist in identification and access to the labour quarters, letters of introduction highlight survey objectives and identification card were provided to the enumerators. Data collection was carried out using personal interview approach. Enumerators visited selected labour quarters to collection information using a structured questionnaire. Field checks were undertaken by experience staff from MBS to detect and rectify any invalid information occurred during interview session.

Methodological recommendations for future survey

CAPI method was used to capture survey data using Survey Solution. All the logics and checks were used to ensure accuracy during data collection. Erroneous entries and potential outliers were then certified and corrected appropriately. Additionally, entered data was daily verified by the data supervisors. The coding was done by experience staff from MBS.

Base weight was developed to account for the selection probabilities. The non-response adjustment was done to finalise weights. The captured were exported to STATA format for the data analysis.

For the future surveys, MBS should integrate the recruitment costs module in the Labour Force Survey in a way that allows the collection of information not only restricted to the labour quarters and also to obtain the weights of the migrant workers in total population of the country. It is suggested that if this Labour Force Survey integration is unavailable or is too expensive for the country, the MBS may consider other methodologies as recommended by ILO and the World Bank in the SDG indicator 10.7.1 guidelines.

The MBS may also consider additional questions on earnings as an additional approach when the first-month earnings taken from the first job within the past three years in Maldives are challenging for workers' memory. The average earnings during the first job could be added, as done in a couple other countries. Additional questions on earnings are available in the long form of the recruitment costs module prepared by the ILO and the World Bank (2019b).

c. Additional statistical tables

Table 9: Migrant workers, by sex and age

Republic	Male	Female	Total
Migrant workers (total) – 15+ pop	74,519	1,018	75,537
By ten-year age group (% distribution)			
15-24	21,281	528	21,808
25-34	34,768	390	35,158
35-44	15,708	50	15,758
45-54	2,256	25	2,281
55-64	506	25	531
65+			-
Male'	Male	Female	Total
Migrant workers (total) – 15+ pop	58,742	979	59,720
By ten-year age group (% distribution)			
15-24	16,655	528	17,183
25-34	27,538	351	27,889
35-44	12,788	50	12,838
45-54	1,760	25	1,785
55-64		25	25
65+			-
Atolls	Male	Female	Total
Migrant workers (total) – 15+ pop	15,777	39	15,816
By ten-year age group (% distribution)			
15-24	4,626		4,626
25-34	7,230	39	7,269
35-44	2,919		2,919
45-54	496		496
55-65	506		506
65+			-

Table 10: Migrant workers, by sex, age, nationality and geographic location

Republic	Male	Female	Total
Migrant workers (total) – 15+ pop	74,519	1,018	75,537
By main age group (% distribution)			
15-24	21,281	528	21,808
25-35	37,901	390	38,291
36+	15,337	100	15,437
By nationality			
Bangladesh	58,233	528	58,761
India	12,348	75	12,423
Nepal	815	305	1,120
Sri Lanka	2,360		2,360
Thailand			-
Philippines		85	85
Other country	762	25	787
Male'	Male	Female	Total
Migrant workers (total) – 15+ pop	58,742	979	59,720
By main age group (% distribution)			
15-24	16,655	528	17,183
25-35	29,617	351	29,968
36+	12,470	100	12,570
By nationality			
Bangladesh	45,781	528	46,309
India	10,573	75	10,648
Nepal	783	291	1,074
Sri Lanka	895		895
Thailand			-
Philippines		85	85
Other country	709		709
Atolls	Male	Female	Total
Migrant workers (total) – 15+ pop	15,777	39	15,816
By main age group (% distribution)			
15-24	4,626		4,626
25-35	8,284	39	8,323
36+	2,867		2,867
By nationality			
Bangladesh	12,452		12,452
India	1,775		1,775
Nepal	32	14	46
Sri Lanka	1,466		1,466

Thailand			-
Philippines			-
Other country	52	25	78

Table 11: Migrant workers, by sex, main industry & occupation (skills)

	Male	Female	Total
Migrant workers (total) – 15+ pop	74,519	1,018	75,537
By industry or economic activity (% distribution)			
Agriculture, forestry & fisheries	308		308
Manufacturing	10,457	613	11,069
Construction	15,762		15,762
Wholesale & retail trade	10,716		10,716
Household work	861		861
Other services	7,827	100	7,926
Other industries	27,370	305	27,675
By Occupation or skill (% distribution)			
Managers, professionals & technicians (high skill)	3,493	25	3,519
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	51,402	993	52,395
Elementary occupation (low skill)	18,159		18,159

Table 12: Migrant workers, by nationality, age, main industry & main occupation (skills)

	Bangladesh	India	Nepal	Sri Lanka	Thailand	Philippines	Other country	Total
Migrant workers (total) – 15+ pop	58,761	12,423	1,120	2,360		85	787	75,537
By main age group (% distribution)								
15-24	16,907	4,240	287	20			355	21,808
25-35	30,330	5,439	509	1,509		85	419	38,291
36+	11,525	2,744	324	831			14	15,437
By industry or economic activity (% distribution)								
Agriculture, forestry & fisheries	308							308
Manufacturing	8,591	1,600	229	564		85		11,069
Construction	14,509	1,216		37				15,762
Wholesale & retail trade	8,009	1,203	177	1,327				10,716
Household work	861							861
Other services	6,231	1,671	25					7,926
Other industries	19,034	6,734	689	432			787	27,675
By Occupation or skill (% distribution)								
Managers, professionals & technicians (high skill)	1,410	1,122		200			787	3,519
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	41,989	7,782	832	1,706		85		52,395
Elementary occupation (low skill)	13,898	3,519	288	454				18,159

Table 13: Migrant workers, by sex, recruitment process

	Male	Female	Total
Migrant workers (total) – 15+ pop	74,519	1,018	75,537
By job recruitment process			
Job transfer or employer	1,202	266	1,468
Government agency	4,808		4,808
Private recruitment agency or individual recruiter	24,839	125	24,963
Family member, relative or friends	7,009		7,009
Other			-

Table 14: Migrant workers, by nationality, recruitment process

	Bangladesh	India	Nepal	Sri Lanka	Philippines	Other country	Total
Migrant workers (total) – 15+ pop	58,761	12,423	1,120	2,360	85	787	75,537
By job recruitment process							
Job transfer or employer	788	316	266	85		14	1,468
Government agency	2,372	1,223	377	481		355	4,808
Private recruitment agency or individual recruiter	16,873	7,207	46	727	85	25	24,963
Family member, relative or friends	5,490	1,003	229	249		39	7,009
Other							-

Table 15: Migrant workers, by sex & detail job recruitment process

	Male	Female	Total
Migrant workers (total) – 15+ pop	74,519	1,018	75,537
By job recruitment process			
Job transfer	134		134
Through home government agency	4,323		4,323
Through destination government agency	485		485
Private recruitment agency at home	8,769	99	8,869
Private recruitment agency at destination country or territory	15,000	25	15,025
Employer in destination country or territory	1,069	266	1,335
Individual recruiter or broker	1,070		1,070
Family member or relative	2,292		2,292
Friend	4,717		4,717
Other			-
Not reported			-

Table 16: Migrant workers, by nationality & detail job recruitment process

	Bangladesh	India	Nepal	Sri Lanka	Thailand	Philippines	Other country	Total
Migrant workers (total) – 15+ pop	58,761	12,423	1,120	2,360		85	787	75,537
By job recruitment process								
Job transfer	134							134
Through home government agency	2,008	1,102	377	481			355	4,323
Through destination government agency	365	121						485
Private recruitment agency at home	6,948	1,226	14	595		85		8,869
Private recruitment agency at destination country or territory	9,013	5,875	32	79			25	15,025
Employer in destination country or territory	654	316	266	85			14	1,335
Individual recruiter or broker	911	106		53				1,070
Family member or relative	1,414	648	229					2,292
Friend	4,075	354		249			39	4,717
Other								-
Not reported								-

Table 17: Recruitment costs of migrant workers, total and average, by sex and age (ten-years age groups) (in MVR)

Total recruitment costs	Male	Female	Total
Recruitment costs of migrant workers	1,272,333,898	8,498,826	1,280,832,724
By ten-year age groups			
15-24	498,019,590	-	498,019,590
25-34	594,171,072	8,498,826	602,669,898
35-44	157,383,139	-	157,383,139
45-54	22,047,276	-	22,047,276
55-64	712,821	-	712,821
65+			-
Average recruitment costs			
	Male	Female	Total
Recruitment costs of migrant workers	33,608	21,766	33,487
By ten-year age groups			
15-24	37,223		37,223
25-34	34,429	21,766	34,148
35-44	25,624		25,624
45-54	27,414		27,414
55-64	2,597		2,597
65+			-

Table 18: Recruitment costs of migrant workers, total and average, by nationality and age (ten-years age groups) (in MVR)

Total recruitment costs	Bangladesh	India	Nepal	Sri Lanka	Thailand	Philippines	Other country	Total
Recruitment costs of migrant workers	1,018,386,947	209,015,706	17,704,800	32,820,447		1,849,834	1,054,991	1,280,832,724
By ten-year age groups								
15-24	404,490,407	87,899,821	5,050,682	303,848			274,833	498,019,590
25-34	487,323,418	83,406,151	9,659,039	19,682,751		1,849,834	748,704	602,669,898
35-44	105,232,753	36,333,159	2,995,079	12,790,693			31,455	157,383,139
45-54	21,340,368	706,909	-	-				22,047,276
55-64	-	669,666		43,155				712,821
65+								-
Average recruitment costs								
Recruitment costs of migrant workers	39,901	21,441	19,289	21,284		21,700	2,440	33,487
By ten-year age groups								
15-24	43,755	24,075	17,593	15,500			1,550	37,223
25-34	40,172	21,300	18,980	25,685		21,700	3,100	34,148
35-44	30,697	19,786	24,573	17,234			2,325	25,624
45-54	29,670	8,317						27,414
55-64		2,570		3,100				2,597
65+								-

Table 19: Recruitment costs of migrant workers, total and average, by sex, recruitment process (in MVR)

Total recruitment costs	Male	Female	Total
Recruitment costs of migrant workers	1,272,333,898	8,498,826	1,280,832,724
By job recruitment process			
Job transfer or employer	20,975,569	6,431,082	27,406,650
Government agency	151,181,749		151,181,749
Private recruitment agency or individual recruiter	831,171,568	2,067,744	833,239,313
Family member, relative or friend	269,005,012		269,005,012
Other			-
Average recruitment costs			
Recruitment costs of migrant workers	33,608	21,766	33,487
By job recruitment process			
Job transfer or employer	17,444	24,180	18,664
Government agency	31,442		31,442
Private recruitment agency or individual recruiter	33,463	16,608	33,379
Family member, relative or friend	38,381		38,381
Other			-

Table 20: Recruitment costs of migrant workers, total and average, by nationality, recruitment process (in MVR)

Total recruitment costs	Bangladesh	India	Nepal	Sri Lanka	Philippines	Other country	Total
Recruitment costs of migrant workers	1,018,386,947	209,015,706	17,704,800	32,820,447	1,849,834	1,054,991	1,280,832,724
By job recruitment process							
Job transfer or employer	16,284,686	4,505,985	6,431,082	153,442		31,455	27,406,650
Government agency	113,145,410	24,671,127	6,759,994	6,055,553		549,665	151,181,749
Private recruitment agency or individual recruiter	648,621,833	166,407,721	1,307,344	14,856,247	1,849,834	196,332	833,239,313
Family member, relative or friend	240,335,017	13,430,873	3,206,380	11,755,204		277,539	269,005,012
Other							-
Average recruitment costs	Bangladesh	India	Nepal	Sri Lanka	Philippines	Other country	Total
Recruitment costs of migrant workers	39,901	21,441	19,289	21,284	21,700	2,440	33,487
By job recruitment process							
Job transfer or employer	20,677	14,253	24,180	1,800		2,325	18,664
Government agency	47,691	20,173	17,941	12,580		1,550	31,442
Private recruitment agency or individual recruiter	38,442	23,090	28,360	20,441	21,700	7,750	33,379
Family member, relative or friend	43,780	13,395	14,000	47,280		7,142	38,381
Other							-

Table 21: Average first-month earnings of migrant workers by sex and age group (in MVR)

	Male	Female	Total
Average first-month earnings of migrant workers	4,069	5,569	4,085
By ten-year age groups			
15-24	4,284		4,284
25-34	3,959	5,569	3,996
35-44	4,014		4,014
45-54	3,921		3,921
55-64	2,668		2,668
65+			

Table 22: Average first-month earnings of migrant workers by nationality and age group (in MVR)

	Bangladesh	India	Nepal	Sri Lanka	Philippines	Other country	Total
Average first-month earnings of migrant workers	3,547	5,008	4,509	5,966	8,525	8,550	4,085
By ten-year age groups							
15-24	3,624	5,604	4,856	6,200		15,000	4,284
25-34	3,455	5,381	4,280	5,424	8,525	4,076	3,996
35-44	3,573	3,761	4,650	6,575		3,875	4,014
45-54	4,012	3,178					3,921
55-64		2,645		3,100			2,668
65+							

Table 23: Average first-month earnings of migrant workers by sex, recruitment process (in MVR)

	Male	Female	Total
Average first-month earnings of migrant workers	4,069	5,569	4,085
By job recruitment process			
Job transfer or employer	5,562	4,650	5,397
Government agency	4,716		4,716
Private recruitment agency or individual recruiter	4,025	7,532	4,043
Family member, relative or friend	3,524		3,524
Other			

Table 24: Average first-month earnings of migrant workers by nationality, recruitment process (in MVR)

	Bangladesh	India	Nepal	Sri Lanka	Thailand	Philippines	Other country	Total
Average first-month earnings of migrant workers	3,547	5,008	4,509	5,966		8,525	8,550	4,085
By job recruitment process								
Job transfer or employer	3,642	7,195	4,650	17,515			3,875	5,397
Government agency	3,460	5,984	4,633	5,260			8,275	4,716
Private recruitment agency or individual recruiter	3,573	5,028	5,836	5,732		8,525	6,200	4,043
Family member, relative or friend	3,494	3,062	3,875	4,058			14,214	3,524
Other								

Table 25: Total and average recruitment costs of migrant workers, by sex, age, main industry and main occupation (skills) (in MVR)

Total recruitment costs of migrant workers	Male	Female	Total
Recruitment costs of migrant workers	148,332,332	2,174,477	150,506,809
By main age group			
15-24	53,514,725	-	53,514,725
25-35	70,939,538	2,174,477	73,114,015
36+	23,878,069	-	23,878,069
By industry or economic activity (% distribution)			
Agriculture, forestry & fisheries	152,558		152,558
Manufacturing	14,239,597	726,721	14,966,318
Construction	35,054,671		35,054,671
Wholesale & retail trade	17,133,992		17,133,992
Household work	1,702,902		1,702,902
Other services	5,487,552	-	5,487,552
Other industries	70,485,546	1,447,756	71,933,303
By Occupation or skill (% distribution)			
Managers, professionals & technicians (high skill)	10,416,865	157,066	10,573,931
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	97,141,699	2,017,411	99,159,110
Elementary occupation (low skill)	36,136,094		36,136,094
Unable to codify	562,160		562,160
Average recruitment costs			
Recruitment costs of migrant workers	4,069	5,569	4,085
By main age group			
15-24	4,284		4,284
25-35	3,921	5,569	3,956
36+	4,067		4,067
By industry or economic activity (% distribution)			
Agriculture, forestry & fisheries	3,150		3,150
Manufacturing	3,448	8,525	3,550
Construction	3,876		3,876
Wholesale & retail trade	4,288		4,288
Household work	3,083		3,083
Other services	6,021		6,021
Other industries	4,247	4,743	4,256
By Occupation or skill (% distribution)			
Managers, professionals & technicians (high skill)	7,015	6,200	7,001

Clerks & services, skilled agriculture, trade & plant workers (medium skill)	3,858	5,525	3,882
Elementary occupation (low skill)	4,318		4,318
Unable to codify	2,293		2,293

Table 26: Total and average recruitment costs of migrant workers, by nationality, sex, age, main industry and main occupation (skills) (in MVR)

Total recruitment costs of migrant workers	Bangladesh	India	Nepal	Sri Lanka	Thailand	Philippines	Other country	Total
Recruitment costs of migrant workers	89,514,116	43,230,420	4,138,913	9,200,243		726,721	3,696,397	150,506,809
By sex								
Male	89,514,116	43,230,420	2,848,223	9,200,243			3,539,331	148,332,332
Female	-	-	1,290,690			726,721	157,066	2,174,477
By main age group								
15-24	32,853,536	16,486,006	1,393,974	121,539			2,659,670	53,514,725
25-35	43,811,754	20,031,876	2,178,171	5,381,192		726,721	984,302	73,114,015
36+	12,848,826	6,712,538	566,769	3,697,512			52,424	23,878,069
By industry or economic activity (% distribution)								
Agriculture, forestry & fisheries	152,558							152,558
Manufacturing	7,290,713	3,268,545	887,480	2,792,859		726,721		14,966,318
Construction	31,049,931	3,862,230		142,509				35,054,671
Wholesale & retail trade	9,214,418	3,550,919	-	4,368,655				17,133,992
Household work	1,702,902							1,702,902
Other services	1,764,014	3,723,538	-					5,487,552
Other industries	34,264,065	28,825,188	3,251,433	1,896,220			3,696,397	71,933,303
By Occupation or skill (% distribution)								
Managers, professionals & technicians (high skill)	1,211,194	3,682,488		1,983,853			3,696,397	10,573,931
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	62,118,504	26,460,213	3,623,602	6,230,070		726,721		99,159,110
Elementary occupation (low skill)	21,546,744	13,087,720	515,311	986,319				36,136,094
Unable to codify	562,160							562,160
Average recruitment costs								
Recruitment costs of migrant workers	3,547	5,008	4,509	5,966		8,525	8,550	4,085
By sex								
Male	3,547	5,008	4,464	5,966			8,696	4,069
Female			4,611			8,525	6,200	5,569
By main age group								
15-24	3,624	5,604	4,856	6,200			15,000	4,284
25-35	3,415	5,198	4,280	5,583		8,525	4,076	3,956
36+	3,846	3,656	4,650	6,621			3,875	4,067
By industry or economic activity (% distribution)								
Agriculture, forestry & fisheries	3,150							3,150
Manufacturing	2,903	3,444	3,875	6,334		8,525		3,550
Construction	3,879	3,803		6,072				3,876
Wholesale & retail trade	3,573	4,608		6,767				4,288
Household work	3,083							3,083
Other services	4,649	7,000						6,021
Other industries	3,432	5,373	4,720	4,389			8,550	4,256
By Occupation or skill (% distribution)								

Managers, professionals & technicians (high skill)	3,636	6,069		14,374		8,550	7,001
Clerks & services, skilled agriculture, trade & plant workers (medium skill)	3,438	4,867	4,490	5,431		8,525	3,882
Elementary occupation (low skill)	3,981	5,056	4,650	3,840			4,318
Unable to codify	2,293						2,293

Table 27: Reliability of the estimates- Average recruitment costs of migrant workers and average first-month earnings of migrant workers (in MVR)

	Mean	Std. Err.	Relative standard error (RSE)	(95% Conf. Interval)		DEFF
Average Recruitment cost						
Gender						
Female	21,766	2,011	9	17,812	25,719	0.5
Male	33,608	1,334	4	30,986	36,230	2.3
Nationality						
Bangladesh	39,901	1,404	4	37,141	42,662	1.9
India	21,441	1,170	5	19,140	23,741	1.3
Nepal	19,289	2,526	13	14,324	24,254	1.2
Sri Lanka	21,284	5,734	27	10,012	32,556	1.8
Philippines	21,700	-	-			
Other country	2,440	723	30	1,019	3,861	0.5
Average First earning						
Gender						
Female	5,569	904	16	3,791	7,346	1.3
Male	4,069	150	4	3,774	4,364	2.4
Nationality						
Bangladesh	3,547	83	2	3,385	3,710	1.5
India	5,008	412	8	4,198	5,819	3.7
Nepal	4,509	184	4	4,147	4,871	0.9
Sri Lanka	5,966	844	14	4,308	7,625	1.1
Philippines	8,525	-	-			0
Other country	8,550	3,981	47	724	16,376	1.6



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