

STATISTICAL BULLETIN

January 2011

Maldives Civil Service Statistics

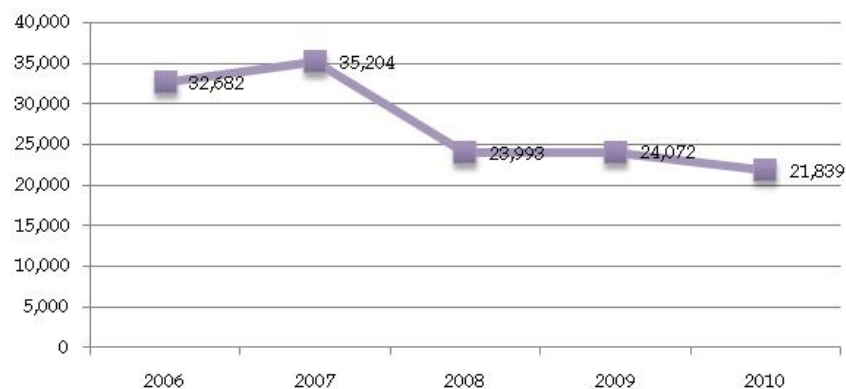
Data Extracted: 31 December 2010

The total number of permanent Maldivian civil servants stood at 21,837 on 31 December 2010 when compared to the 24,072 civil servants in 2009. This represents an overall decrease of 9.28 per cent or 2,233 employees.

Table 1: Number of Civil Servants from 2006 to 2010

	2006	2007	2008	2009	2010
Male	19,793	20,840	11,421	11,444	10,460
Female	12,889	14,364	12,572	12,628	11,379
Total	32,682	35,204	23,993	24,072	21,837

**Figure 1 : Number of Civil Servants
2006 to 2010**



Note: Does not include temporary, contracted and expatriates

Figures before 2008 includes all state paid employees including government companies & uniform services

Around 91 per cent of employees worked full-time, with the remaining 9 per cent working as temporary or contracted employees. Over half (51 per cent) of all employees were women. On 31 December 2010, the total count of expatriate working at civil service positions stands at 2,131 out of which 60 per cent are males and the remaining 40 per cent are females.

Figure 2: Type of Civil Servants, 2010

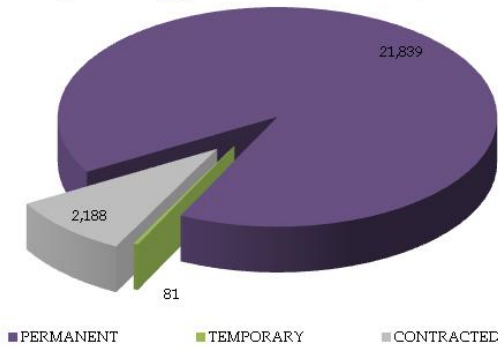
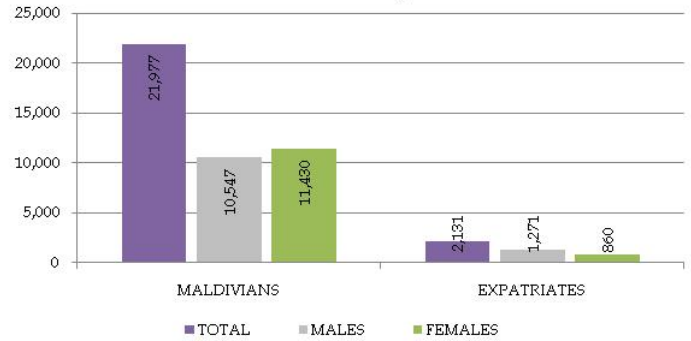


Figure 3: Count of Local & Expatriate in Civil Service, 2010



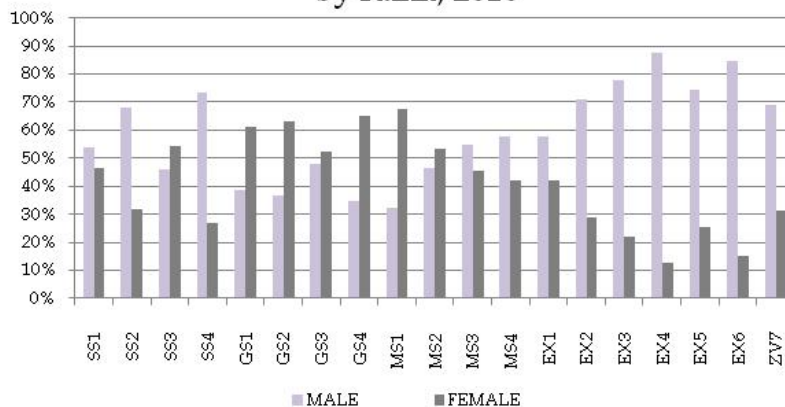
By Gender

At 31 December 2010, 52 per cent of permanent local civil servants were women. This per cent is unchanged from August 2010. When analyzed by responsibility level by gender, females are in the minority in senior management posts and lower level positions except for SS3 level. However, the occupancy of female employees is more than 50 per cent from MS2 level to GS1 level which is categorized as mid-management level.

Table 2: Number of Civil Servants by Rank - 2010

RANK	SS1	SS2	SS3	SS4	GS1	GS2	GS3	GS4	MS1	MS2	MS3	MS4	EX1	EX2	EX3	EX4	EX5	EX6	ZV7	TOTAL
MALE	2173	1671	221	22	255	495	2037	550	907	1149	604	136	112	22	35	14	38	11	11	10463
FEMALE	1879	787	262	8	402	846	2233	1023	1899	1318	500	99	82	9	10	2	13	2	5	11379
TOTAL	4052	2458	483	30	657	1341	4270	1573	2806	2467	1104	235	194	31	45	16	51	13	16	21842

Figure 4: Civil Servants Gender Percentage by Rank, 2010



By Regional Distribution

At 31 December 2010, 43 per cent of civil servants are employed in Male'. The other 57 per cent are distributed in the remaining 20 atolls. The lowest number of civil servants in an atoll is 152 in Vaavu Atoll which amounts to less than 1 per cent of the total permanent local civil servants. Excluding the capital, the next highest numbers of civil servants are in Kaafu Atoll amounting to 1756 or 8 per cent of total permanent local civil servants.

Figure 5 : Civil Servants by Region, 2010

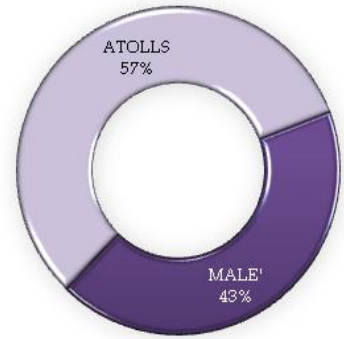


Figure 6: Civil Servants by Atoll, 2010

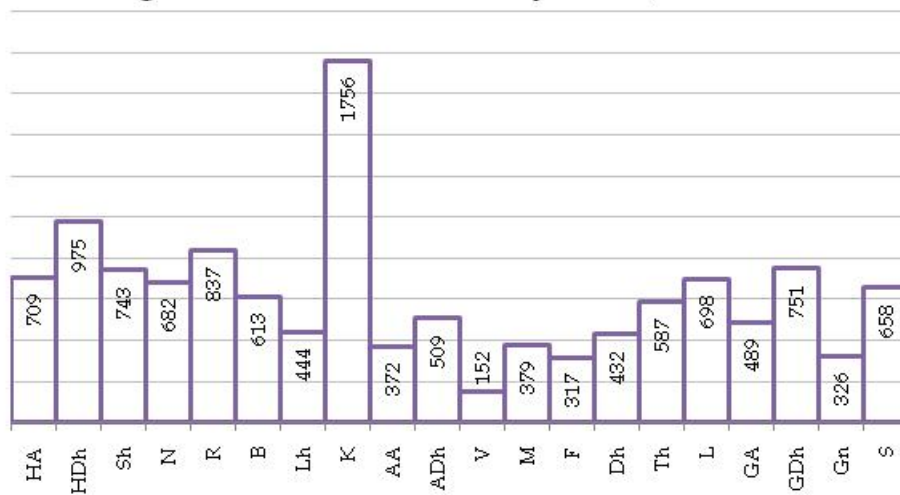
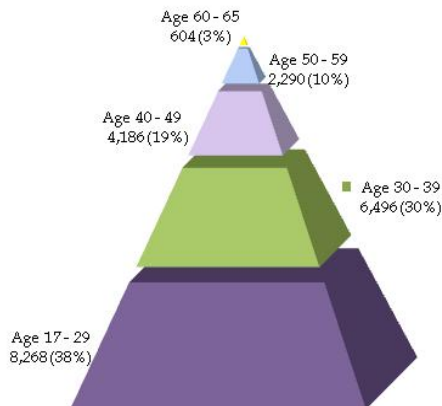


Figure 7: Civil Servants by Age, 2010



By Age

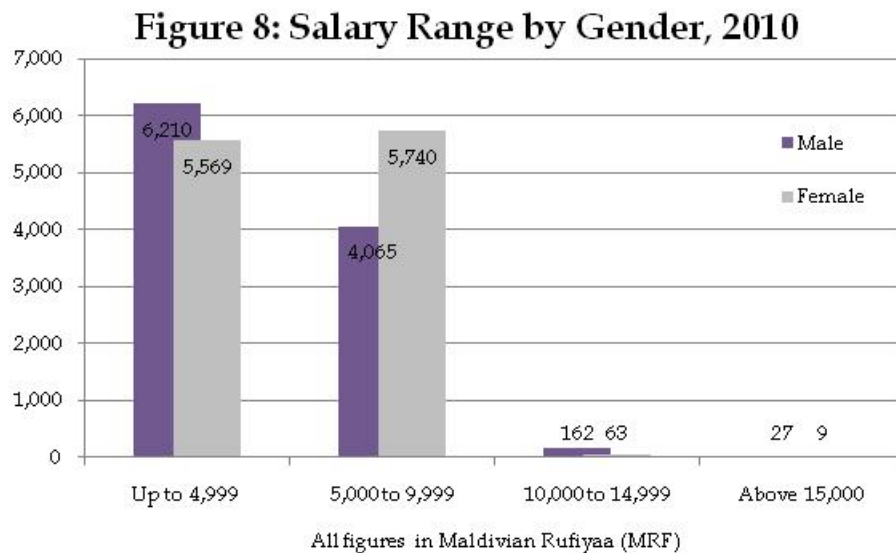
At 31st December 2010, 67 per cent of the permanent local civil servants were aged between 29 and 39 years. Only 13 per cent were aged 50 years and over and 1 per cent under 20 years.

By Salary

The median pay (excluding bonus and allowances) for all local permanent civil servants fall at 6,620 Maldivian rufiyaa per month. More than 53 per cent of the employees earn less than 5000 MRF and only 0.16 per cent earns more than 15,000 MRF. The maximum number of males at the same level is 1,955 for which the salary range is 3,100 MRF when compared to the highest amount of employees of female amounting to 2,010 for which the salary is 4,465 MRF per month.

Table 3: Distribution of Civil Servants by Salary - 2010

Salary (MRF)	Up to 4,999.00	5,000 to 9,999	10,000 to 14,999	Above 15,000
Male	6,210	4,065	162	27
Female	5,569	5,740	63	9
Total	11,779	9,805	225	36



By Line Ministries

At 31 December 2010, out of the total permanent local civil servants, 38 per cent worked in Ministry of Education of the Maldives. The second highest sector of employees is in Ministry of Health and Family which consists of 22 per cent of the overall permanent local civil servants. The lowest number of employees was in Maldives Media Council which was formed in the year 2010. The most significant gender discrepancy is noticed in the Ministry of Defence and National Security, where the male to female proportion is 90 per cent by 10 per cent respectively.

Table 4: Distribution of Civil Servants by Line Ministry & Responsible Office, 2010

LINE MINISTRY	MALE	FEMALE	TOTAL	PER CENT
ATTORNEY GENERAL GE OFFICE	15	47	62	0.28%
MALDIVES MEDIA COUNCIL	5	7	12	0.05%
MINISTRY OF DEFENCE AND NATIONAL SECURITY	333	36	369	1.69%
MINISTRY OF ECONOMIC DEVELOPMENT	26	39	65	0.30%
MINISTRY OF EDUCATION	2,969	5,313	8,282	37.92%
MINISTRY OF FINANCE AND TREASURY	617	319	936	4.29%
MINISTRY OF FISHERIES AND AGRICULTURE	105	75	180	0.82%
MINISTRY OF FOREIGN AFFAIRS	54	64	118	0.54%
MINISTRY OF HEALTH AND FAMILY	1,666	3,173	4,839	22.15%
MINISTRY OF HOME AFFAIRS	2,469	1,270	3,739	17.12%
MINISTRY OF HOUSING AND ENVIRONMENT	255	171	426	1.95%
MINISTRY OF HUMAN RESOURCES, YOUTH AND SPORTS	169	172	341	1.56%
MINISTRY OF ISLAMIC AFFAIRS	1,077	353	1,430	6.55%
MINISTRY OF TOURISM, ARTS AND CULTURE	93	160	253	1.16%
MINISTRY OF TRANSPORT AND COMMUNICATION	609	182	791	3.62%
TOTAL	10,462	11,381	21,843	100.00%

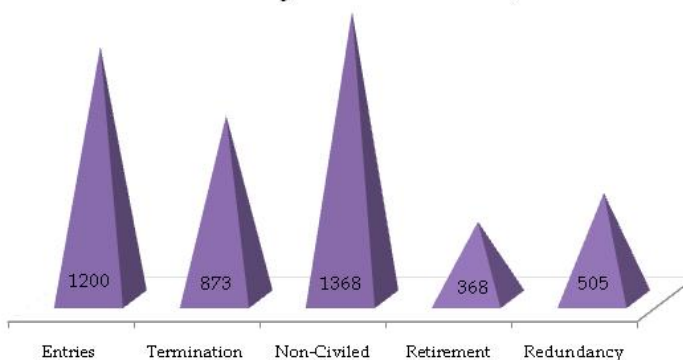
Entry, Termination, Non-Civiled, Retirement and Redundancy

New employment of locals into civil service for the year 2010 amounts to 1,234.

Termination of locals for the year amounts to 2,182 and 1,368 local employees were made non-civil during the year.

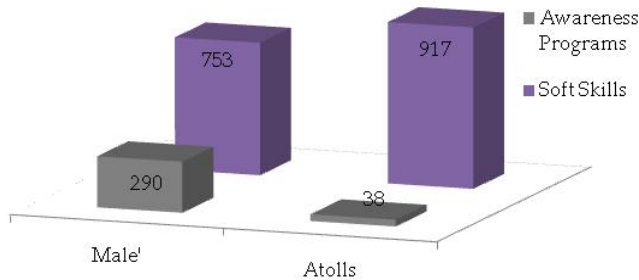
At 31 December 2010, the retirement figure of the local civil servants stands at 370 and the redundancy figure is 505.

Figure 9: Entry, Termination, Retirement, Redundancy & Non-Civiled, 2010



Training Programs

Figure 10: Participants of Training Programs, 2010



A total of 48 training programs were conducted throughout the country in the year 2010 by the Civil Service Training Institute. Number of participants for these 48 programs amounted to 1,998, out of which 1,043 participants were from Male' and the remaining 955 were from the atolls.

Performance Appraisal

The Civil Service Commission began implementing a new Performance Appraisal system on 1 Feb 2009 to appraise individual performance of civil servants.

In 2009, 93 per cent of forms have been filled and target setting of year 2010 has been conducted. Target setting of year 2011 and forms of 2010 will be filled during 23rd January 2011 to 10 February 2011 during the Performance Appraisal "Foavahi" which will soon be introduced.

Figure 11: Performance Appraisal

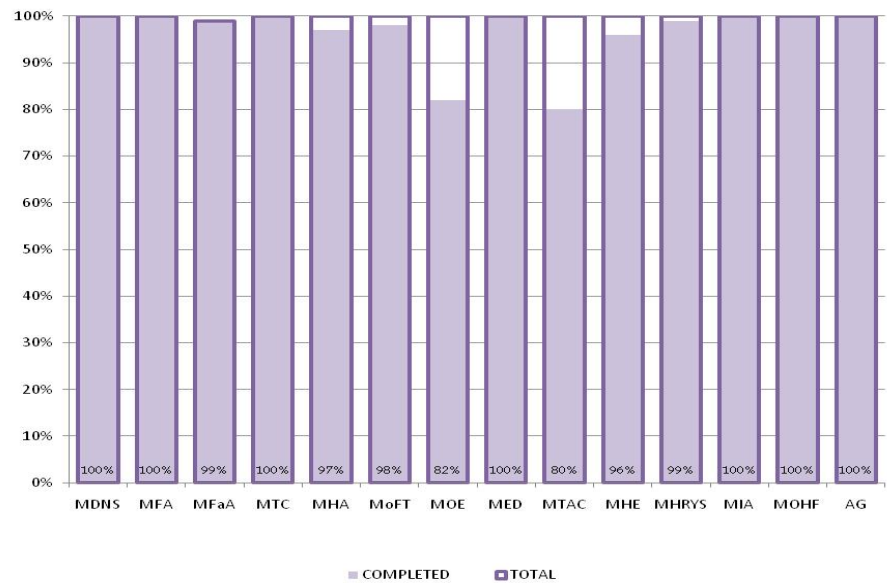
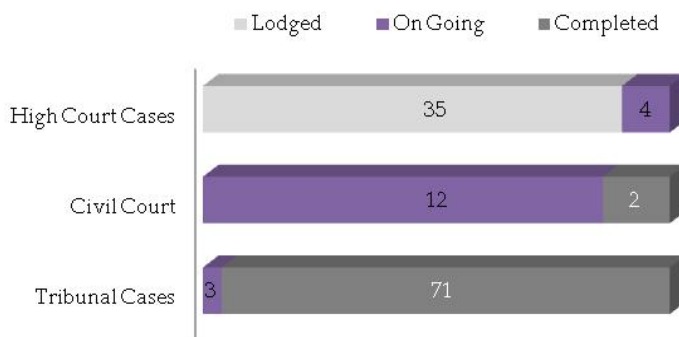


Figure 12: Legal Cases, 2010



Legal Cases

In the year 2010, 74 tribunal cases were received by Civil Service Commission of the Maldives, out of which 71 cases have been completed and 3 cases are ongoing. There are 14 civil court cases out of which only 2 have been completed and remaining 12 are yet ongoing. Also, 35 cases have been lodged in the High Court of the Maldives, none of these cases have been closed and only 4 cases are ongoing.

ADMINISTRATIVE DIVISIONS

Male'	Capital (including Villingilli and Hulhumale')
HA	Thiladhunmathi Uthuruburi
HDh	Thiladhunmathi Dhekunuburi
Sh	Miladhunmadhulu Uthuruburi
N	Miladhunmadhulu Dhekunuburi
R	Maalhosmadhulu Uthuruburi
B	Maalhosmadhulu Dhekunuburi
Lh	Faadhippolhu
K	Male' Atoll
AA	Ari Atoll Uthuruburi
ADh	Ari Atoll Dhekunuburi
V	Felidhe Atoll
M	Mulakatoll
F	Nilandhe Atholhu Uthuruburi
Dh	Nilandhe Atholhu Dhekunuburi
Th	Kolhumadulu
L	Haddhunmathi
GA	Huvadhu Atholhu Uthuruburi
GDh	Huvadhu Atholhu Dhekunuburi
Gn	Fuvammulah
S	Addu Atoll

MINISTRIES/RESPONSIBLE OFFICES OF THE MALDIVES

PO	President's Office
MDNS	Ministry of Defence and National Security
MFA	Ministry of Foreign Affairs
MFaA	Ministry of Fisheries and Agriculture
MTC	Ministry of Transport and Communication
MHA	Ministry of Home Affairs
MoFT	Ministry of Finance and Treasury
MOE	Ministry of Education
MED	Ministry of Economic Development
MTAC	Ministry of Tourism, Arts and Culture
MHE	Ministry of Housing and Environment
MHRYS	Ministry of Human Resources, Youth and Sports
MIA	Ministry of Islamic Affairs
MOHF	Ministry of Health and Family
AG	Attorney General's Office
CSC	Civil Service Commission
MMC	Maldives Media Council