

Training Workshop on the Use of Administrative Data for International Migration Statistics in Maldives

Malé, Maldives, 10 – 12 and 16 December 2024

Workshop Report

1. The training workshop was convened by the United Nations Statistics Division (UNSD) under the DA13 project "Administrative data for disaggregated Sustainable Development Goals indicators," in cooperation with the Maldives Bureau of Statistics (MBS) and with logistical support from Maldives Immigration. The workshop focused on strengthening Maldives' capacity to produce international migration statistics using administrative data sources, bringing together key stakeholders from various government agencies involved in migration data collection and management. The training culminated in a high-level meeting with MBS and Maldives Immigration on December 16.

Background and context

2. Maldives has experienced significant international labour migration flows in the recent past, resulting in one in four residents of the country being a foreign citizen, according to the 2022 census. However, Maldives currently lack a migration policy to handle international migration. The development of a comprehensive policy necessitates a robust migration data system to inform policy design and to monitor its implementation. The Maldives Bureau of Statistics, recognizing this need, identified migration statistics as a priority area for development under the DA13 project "Administrative data for disaggregated Sustainable Development Goals indicators."
3. This workshop built upon several preceding activities:
 - a. A high-level event and workshop on the use of administrative data for statistics production, with particular focus on migration and labor statistics and with the participation of 12 different government agencies in May 2023, supported by the DA13 project
 - b. A customized virtual course on international migration statistics delivered by UNSD between November 2023 and April 2024, with the participation of MBS, Maldives Immigration and the Ministry of Economic Development
 - c. Recent improvements to MBS's IT infrastructure and capacity consisting of the introduction of a three-tier data lake architecture to streamline data workflows, the implementation of the MinIO platform for data sharing and storage, and related capacity building for MBS staff, supported by the DA13 project

These preparatory activities laid the groundwork for a more focused and hands-on approach to integrating administrative data sources for the production of migration statistics.

4. The workshop's primary aim was to equip Maldives with the necessary skills to ensure

continuous production and disaggregation of core international migration statistics. Specific objectives included: (1) presenting the revised conceptual framework on international migration and temporary mobility statistics¹; (2) discussing steps necessary for integrating administrative data sources across the NSS for the production of migration statistics; (3) discussing and finalizing data dictionaries across data producers, highlighting discrepancies and methods to account for differences; and, (4) creating a plan for follow-up activities for the calculation of core statistics.

5. To accomplish the above objectives, the workshop was organized around a set of presentations and break-out group discussions. The workshop was preceded by a pre-workshop assignment that introduced key concepts and guiding questions to be reflected on by participants in preparation for the practical work.

Participation and Representation

6. The workshop brought together a diverse group of stakeholders, with representation from key agencies including:
 - Maldives Bureau of Statistics (14 participants)
 - Maldives Immigration (8 participants)
 - Ministry of Homeland, Security and Technology (1 participant)
 - Ministry of Higher Education, Skills and Labour (1 participant)
 - National Centre for Information Technology (2 participants)

Workshop proceedings

7. After brief opening remarks from UNSD and MBS and a round of introductions, the first session of the workshop focused on understanding the current state of migration statistics production in Maldives and identifying **key data needs for national migration policy**. Participants discussed in groups the relevance to the Maldivian context of different policy questions concerning migration and current data availability. The groups then presented their conclusions in a plenary discussion (see Annex I). A broad range of policy questions were deemed relevant, while a few were considered inapplicable to the Maldives context (e.g. questions regarding seasonal workers and asylum seekers).
8. This was followed by an **overview of the revised conceptual framework on international migration statistics**. UNSD presented the framework endorsed by the UN Statistical Commission, explaining key concepts and definitions and answering participant questions. UNSD then presented an **overview of data sources for migration statistics**. In groups, participants discussed in detail the different data sources available in Maldives, focusing on

¹ UN Expert Group on Migration Statistics, Final Report on Conceptual frameworks and Concepts and Definitions on International Migration (2021). <https://unstats.un.org/unsd/demographic-social/migration-expert-group/task-forces/TF2-ConceptualFramework-Final.pdf>

specific details about the data sources and the data (including types of data, format, frequency, coverage, quality, etc.), sharing their conclusions in plenary (see Annex II). It was clear from the discussion that Maldives possesses a wealth of data sources that can inform statistics on migration and migrants. It was also determined that in some areas where data flows from one system to another, such as from the e-visa system IMUGA to Pisces (border records), Xpat (for work permits) and FPPS (Foreign Permit Processing System) (for all other permits), the processes need to be mapped for better understanding and to identify opportunities for automation and improvement.

9. The first day concluded with a presentation by UNSD on the **importance of metadata** in the migration statistics context, emphasizing its role in ensuring data quality, transparency, and usability, and setting the foundation for subsequent discussions of data dictionaries. Representatives from the Maldives Bureau of Statistics and Maldives Immigration presented their **data dictionaries** and highlighted variables where additional information and harmonization are needed.
10. The second day began with a demonstration by the MBS IT team of the open-source **MinIO platform for secure and efficient data sharing**. The demonstration was followed by a question-and-answer session and a discussion on the platform's potential in real-world scenarios, which gave agencies an opportunity to clarify any doubts about the system. Participants agreed that MinIO was a welcome introduction and would serve to strengthen the capacity for secure data sharing between the agencies and MBS for the utilization of administrative data for statistical purposes.
11. After this, participants worked in groups to discuss their **assessments of the data quality and coverage** of their data sources, culminating in plenary presentations where each group shared their insights, detailed below.
12. MBS shared that during census operations, a multi-faceted approach was used to ensure comprehensive **coverage**, including coordination with tourism and agriculture Ministries to identify inhabited islands, consultation with Atoll Councils, and the use of Google Earth to detect signs of human habitation. However, significant gaps exist in tracking undocumented migrants (largely the result of visa overstays) and their internal movements within Maldives. There was some improvement in the coverage of the foreign population since the 2014 census thanks to a publicity campaign and avoidance of law enforcement activity against irregular migrants during the recent census. MBS also noted that employer reporting systems often fall short in tracking foreign workers effectively. For the household income and expenditure survey (HIES), MBS has recently introduced a specialized module for collecting data on foreign workers living in labor quarters. The Ministry of Health's use of behavioral surveys and snowball sampling techniques for hard-to-reach populations were also mentioned. As with many countries, effective coverage of Maldivian nationals who emigrate is a challenge.
13. Maldives Immigration expressed high confidence in the **accuracy** of their data, citing robust validation systems within their three main platforms: Pisces, MCSS (Maldivian Citizen Screening System), and Xpat. These systems incorporate automatic checks for critical fields such as birth dates and passport numbers. However, technical limitations, such as the Pisces system's constraint of downloading only 1,000 records at a time, create operational challenges.

14. A key finding was the limited external **accessibility** of immigration data, despite regular internal sharing. While raw data exchanges occur with specific agencies like the Maldives Inland Revenue Authority (MIRA) and the Ministry of Tourism, there is no formal policy for broader data dissemination and no public metadata. In contrast, MBS makes both census and HIES microdata available, along with corresponding metadata.
15. To ensure data **coherence** census information is validated against immigration data and MIRA records of visa fee payments to verify foreign citizen counts. However, challenges persist in reconciling location-based data, particularly when comparing usual residence against work permit locations.
16. Participants identified potential **alternative data sources**, such as vaccination records and mobile positioning data, that could help improve coverage and localization of the foreign population.
17. The afternoon of the second workshop day began with a presentation from the Ministry of Homeland on their Xpat system and the variables it contains pertaining to work permits and residence permits. It was evident that a wealth of data exists with the potential to be integrated at the micro-data level (linking on common variables) with other administrative data that the same Ministry oversees, including Maldives Immigration data.
18. Next, UNSD delivered a presentation on **data integration**, setting the stage for a hands-on session where participants worked collaboratively to harmonize variables across different data sources (see Annex III). This practical exercise reinforced the importance of consistency and alignment in migration data, enabling participants to better understand the complexities and methods involved in integrating diverse datasets.
19. The second day concluded with a presentation of the ongoing revisions to the **ILO guidance on labour migration** by Elisa Benes, ILO (remotely). This update offered participants a fresh perspective on global standards and best practices, rounding out the day with actionable insights for addressing challenges in labour migration statistics.
20. The third and final day of the workshop concentrated on implementation planning. The morning began with a detailed assessment of data gaps and methodological challenges for producing core migration statistics (1.1-1.4 below). Participants worked in groups to analyze available data sources and identify strategies for addressing information gaps. The main findings were:

1.1 Population Composition Statistics

Maldives has a strong foundation for producing population stock statistics through its 2022 Census. The census currently captures key disaggregations including age, sex, country of birth, and citizenship. However, reasons for migration are not collected, which has been identified as an area for improvement in future census rounds.

1.2 Citizenship Acquisition

The tracking of naturalization - not a common occurrence in Maldives - is currently split between two authorities. The Foreign Ministry handles special cases, while the Family Court

processes cases whereby citizenship through marriage is granted after 12 years of residency. The national policy on citizenship, which dates back to the 1969 Citizenship Act, is being reviewed for potentially allowing additional naturalization avenues, which may impact future data collection and processing requirements.

1.3 Immigration Flows

Pisces and MCSS (Maldives Citizen Screening System) capture all four primary disaggregations (age, sex, country of birth, country of citizenship), as well as country of previous residence and location within country. For foreign citizens, they also track reasons for migration.

1.4 Emigration Flows

While Pisces and MCSS collect basic data (primary disaggregations), there are significant needs for: improved data processing, better integration between Maldives Immigration and Ministry of Homeland Security systems, and enhanced tracking of destination countries and reasons for departure.

21. The morning continued with a presentation by UNSD on the **indicators for Policy Areas 2-6** defined as relevant for international migration by the UN Expert Group on Migration Statistics², including indicators for disaggregation by migratory status, followed by group discussions on data availability for producing the indicators (see Annex IV). It was agreed that a useful exercise would be to compare the indicators for disaggregation to national SDG prioritized indicators to assess the possibility of disaggregation by migratory status.
22. The final afternoon session began with a presentation on **data sharing agreements** by UNSD followed by an update from MBS on the status of the MoU with Maldives Immigration. Representatives from both agencies worked through specific aspects of the agreement, clarifying their respective understanding. MBS and Maldives Immigration representatives agreed that the MoU was close to finalization and noted small amendments to make based on learnings from the workshop (notably, the inclusion of country of birth among the set of data to be shared).
23. The afternoon session continued with a presentation by UNSD on **alternative data sources**, including the potential use of mobile phone data for migration statistics. The day concluded with the drafting of next steps for a way forward, assigning responsibilities and setting timelines for implementation, to be presented to management at the high-level meeting.
24. The **high-level meeting** on 16 December was attended by the Chief Statistician and Deputy Chief Statistician of MBS, together with key stakeholders of MBS and Maldives Immigration. They were presented the draft way forward from the workshop, which they collectively revised and endorsed, and which is presented below.

Agreed Activities

² UN Expert Group on Migration Statistics, Indicators for international migration and temporary mobility, 2022. <https://unstats.un.org/unsd/demographic-social/sconcerns/migration/Indicators-for-international-migration-and-temporary-mobility.pdf>

Topic	Task	Who	Timeframe
Collaboration	Establish national inter-agency technical committee on migration statistics to meet regularly and discuss issues <ul style="list-style-type: none"> • Prepare ToR • Include Department of National Registration 	MBS and all other relevant agencies	Jan – Feb 2025
	Memorandum of Understanding between MBS & Immigration <ul style="list-style-type: none"> • Review data items to be shared in light of workshop learnings (e.g. add country of birth) • Get signed and in effect 	Immigration and MBS	Ongoing
	Initiate conversations for MoU between MBS & MHST for Xpat data	MHST and MBS	Jan – Feb 2025
	Presentation of results	All	Sep 2025
Conceptual	Map process of data flow from IMUGA system to Xpat, Pisces and FPPS	Immigration, MHST, NCIT and MBS	Feb – Mar 2025
	Collaborate in the implementation of UN conceptual framework for statistics on international migration	Immigration and MBS	Ongoing
	Map national SDG priority indicators to indicators for disaggregation by migratory status	MBS	Jan 2025
Technical	Review and complete data dictionaries (particularly Xpat system)	Immigration, MHST, NCIT	Jan – Feb 2025
	Run exploratory analysis of sample microdata shared by Immigration Maldives, and provide feedback as relevant	MBS	Mar – Apr 2025
	Continue harmonization needs template with suggested actions, including <ul style="list-style-type: none"> • Use of M49 country codes in Immigration Maldives data bases • Harmonise codes used for islands and atolls • Format (ex. Date of birth) • Coding practices (ex. ISCO, ISIC) • ... 	Immigration, MHST, NCIT and MBS	Apr – May 2025

	Attempt data integration <ul style="list-style-type: none"> • A Hands-on training on data integration (microdata linking and macro) • Estimate updated foreign citizens based on census and Immigration Maldives data (for flows) • Update census stock with Immigration Maldives data (for flows) 	Immigration, MHST, NCIT and MBS	May – Jun 2025
	Attempt estimation of irregular migrants stock by analyzing visa overstays	Immigration, and MBS	May -Jun 2025

Conclusions

25. The workshop provided tools and momentum to Maldives' efforts to enhance its capacity to produce international migration statistics through the integration of administrative data. It successfully established a common understanding of international migration statistics concepts among participating agencies. Following the remote technical assistance provided during 2023 and 2024, Maldives Immigration decided to establish a statistical unit, in order to improve data use and liaising with MBS. Additionally, the workshop furthered the creation of practical mechanisms for inter-agency cooperation, data sharing and integration. One of the key contributions was the joint discussion of migration metadata across the agencies and identification of next steps for data harmonization. The post-workshop high-level meeting secured institutional commitment for the implementation phase, with agency leaders endorsing the proposed way forward and agreeing to finalize the data sharing arrangements in the near term.
26. At the request of MBS and Maldives Immigration, UNSD will explore additional avenues for future support to run the calculation of core migration statistics using administrative data. UNSD will also follow up with MBS and Maldives Immigration regarding the finalization and signing of the data sharing MoU. For the 2030 census round, in which MBS expressed interest in conducting a combined census (field and administrative data), UNSD will follow the preparatory process and share best practices.

Annexes

I. Data needs for national policy on international migration

Key policy questions concerning migration and data availability

Policy questions	Relevant to measure (Y/N)	There are data in the last five years (Y/N). Please specify the source and provide link for the source if possible.
Total number of immigrants that enter the country every year	Y	Pisces (border records) NCIT supports, Immigration owns but not user-friendly
Total number of immigrants that enter the country every year by country of birth and citizenship	Y	Pisces (border records) NCIT
Characteristics of immigrants - age, sex and socio-economic characteristics when they entered the country	Y	Pisces, Xpat (Visas-Immigration, quotas and work permits - MHST) (need to request data from MHST)
Main reasons for migrants to move to the country and become a resident in the country	Y (assumption is work + dependents) LFS asks	Census, Xpat
Geographic location of immigrant population residing in the country	Y	Census, Xpat (but can move from first point of entry), Island/City Councils (under decentralization act)
Immigrant population characteristics (e.g., age, sex, etc.) residing in the country	Y	Census
Are public services in the country (schools, hospitals, etc) prepared, in terms of coverage and quality, to accommodate the needs of migrants?	Y	LFS, HIES, Hospital and school records, Min. Health (data available but not measured)
How well are migrants integrated into the society in terms of education, labour force participation, civil participation, living standard (poverty-level)?	Y	Census, HIES, CSOs
Are native-born children of migrants (second-generation migrants) doing as well as those born to non-migrants, in terms of social and economic characteristics?	Y	Min. Education + Health (not currently measured), Census
Systematic study on migrants' contribution to national and local economy and society	Y	Research – academic, IOM study in pipeline
Number of residents that changed their status from foreign citizen to citizen, by country of birth	In future, based on changes in law	Foreign Ministry

Total number of emigrants that leave the country every year by country of birth and citizenship	Y	Currently not measured, Maldivian Citizens Screening System (MCSS)
Characteristics of emigrants - age, sex and socio-economic characteristics when they left the country	Y	MCSS, Foreign Ministry for foreign emigrants
How many and in which country do citizens live outside the country (stock of emigrants or emigrant population)	Y	Publicly available statistics from destination countries, Foreign Ministry, Min. Higher Ed., Voting system
Emigrant population characteristics (e.g., age, sex, etc.) residing outside the country	Same as above	Same as above
Main reasons for citizens leaving the country and becoming a resident in another country	Becoming relevant	No data
How many national citizens return each year to the country to reside? (returned migrants)	Y	MCSS, Census
Main reasons for national citizens to return to the country	Y	Census, HIES, LFS
Basic characteristics, such as age, sex, education, employment status, of returned migrants at their return	Y	Census, HIES, LFS
Characteristics of returned citizens, in terms of education, labour force participation, civil participation, living standard (poverty-level)	Y	Census, HIES, LFS, MCSS
Number of persons who were in the country on a particular date who were not considered residents by duration of stay in the country	N	Business visas, tourist visas (Immigration)
Number of persons who commute to the country for work but live (reside) in another country by duration of stay	Y - Internal migration	HIES
Number of asylum seekers arriving	N	N/A
Number of asylum seekers departing	N	N/A
Number of foreign-born who visit the country for training or education but do not stay long enough to meet the requirements to become resident by duration of stay	Y – Internships and flight school	Foreigner Permit Processing System
Number of foreign citizens who visit the country for training or education but do not stay long enough to meet the requirements to become resident by duration of stay	Y – Internships and flight school	Foreigner Permit Processing System
Number of seasonal or short-term contract workers who are foreign-born or foreign citizens by duration of stay	N	Business or special visa
Number of citizens who move to other	Y – for economy	MCSS

countries for the purpose of work without changing their country of residence by duration of stay		
Number of forcibly displaced people (asylum seekers + refugees + those fleeing environmental catastrophes) in a year	Y – internal migration	
Other, please specify: Undocumented migrants	Y	Regularization records – partial
Circular migration		Census, Immigration
Length of time migrants stay in country		

II. Use or potential use of administrative sources for international migration statistics

	Data source	Data type collected ³	Data available in digital form (Y/N)	Data shared anonymised (Y/N)	Type of disseminated data	Are microdata or aggregated data published?	Frequency of public release	Coverage (sub-population groups included/excluded), rules for registration/de-registration	Quality of the data	Method used for evaluating quality	NSO has access to micro data (Y/N)	Name of agency collecting data
A	Border control/immigration office	1, 3, 4, 2 – only occupation	Y	Y upon request	Entry-exits, aggregated data	No	Monthly	100%	Limited reports	built-in validation	N	Maldives Immigration
B	Population registers	1, 3, Unique ID number	Y	Y upon request	NA	Once in statistical yearbook	NA	Only Maldivians, dual citizenship	Unknown	Comparison with voter registration	Y, only for validation of census and for vital statistics	National Reg. Department
C	Registers of foreign citizens	1, 3, 4 Occupation	Y	Y upon request	Microdata, infographic	Aggregated data published	Monthly	Arrival, departures, work visa issuance	High quality	Compared with border and XPat system	N, need to request	Local registers Employment register Homeland Security (Foreign section)
D	Registers of asylum seekers and refugees	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
E	Register of workers abroad	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
F	Resident permit	1, 3, 4	Y	Upon request	NA	Aggregated reports (available to NSO, but not	NA	100%	High	In-built validation	Upon request	Maldives Immigration

³ Please specify as needed if the following is included: 1. Biographical information (Name of the person, address or place of usual residence, sex, marital status, date of birth, age, country of birth); 2. Socioeconomic information (employment or occupation, educational level); 3. Identity information and migratory status (ID type and number, citizenship, nationality, work permits); 4. Information on the movement (entry – exit, origin-destination, reason for travel, transport mode, border control point).

						published)						
G	Exit permit	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
H	Work permit	1, 2, 3, 4	Y	Y	Aggregated	Aggregated	Monthly	Labour migrants	High		N	XPat, Homeland Security
	Data source	Data type collected⁴	Data available in digital form (Y/N)	Data shared anonymised (Y/N)	Type of disseminated data	Are microdata or aggregated data published?	Frequency of public release	Coverage (sub-population groups included/excluded), rules for registration/de-registration	Quality of the data	Method used for evaluating quality	NSO has access to micro data (Y/N)	Name of agency collecting data
I	Visa issuance	1, 2, 3, 4, Sponsor of visa (employer)	Y	MBS - Yes, only upon request Law enforcement agencies, Yes, upon request micro level	NA	Not published Micro for law enforcement agencies	NA	Foreign citizens	errors might occur when transferring data from IMUGA to other systems	Feedback	N	Maldives Immigration (entered through IMUGA) (FPPS for all visas, except work. XPat for work visas)
J	Tax and/or social security records	1, 2 partially, 3, 4	Y	NA	NA	Not published	NA	Formally employed and registered			Aggregate data shared for National Accounts	MIRA, XPat
K	Health/medical records Civil registration	Births Marriage and divorce										Local gov authority (LGA), GEMEN system MEMS (Dept of judicial administration)
L	Education/school records							Primary, secondary education				Min Education (MEMIS)

⁴ Please specify as needed if the following is included: 1. Biographical information (Name of the person, address or place of usual residence, sex, marital status, date of birth, age, country of birth); 2. Socioeconomic information (employment or occupation, educational level); 3. Identity information and migratory status (ID type and number, citizenship, nationality, work permits); 4. Information on the movement (entry – exit, origin-destination, reason for travel, transport mode, border control point).

M	Visa sponsorship											XPat
	Pension							Voluntary				
	Private health insurance							Foreign citizens residing in country				

Process mapping from IMUGA to other systems

III. Harmonization of variables across data sources

Variable	Data Source 1	Data Source 2	Challenges/Issues	Harmonization Proposal
Country / nationality Need to clarify the label, use consistently	MBS (Census)	MEDT (Xpat), Immigration	Inconsistent classification codes	Use M49 across agencies
Occupation	MBS (Census)	MHST	ISCO modified for Maldivian context – may not be consistent across agencies	Coordinate occupation classification. Understanding of encoding / coding practices are different for ISIC and ISCO.
Sex / gender			M, F, O (Pisces) or M,F (MCSS)	Add O to MCSS / other systems that currently don't have "other". Underlying codes (MBS 1,2) different across systems and need to align.
Date of birth			Formatting of date DD-MM-YYYY vs. MM-DD-YYYY, etc.	Make sure formatting is consistent and clean older data (prior to 16-11-2024). Censuses and surveys only ask for month and year.
Duration of stay			Census – first ask year of arrival, if not, then "how long have you been in country?" In Immigration systems – exact date of arrival	
Previous place of residence	Census and HIES	Immigration (asked of certain nationals)	Not universal coverage	

IV. Feasibility of producing indicators for Policy Areas 2 – 6

	Indicator	Possibility of production
2.1	Estimated number of the resident population considered Irregular migrants	Labour Relations Authority – reported cases Immigration - visa overstays and work permits expired
2.3	Annual number of regularisations	Immigration - visa overstays and work permits expired
2.6	Annual number of deportations	Immigration - also number of detentions

	Indicator	Possibility of production with disaggregation by migratory status
3.1	Proportion of population covered by social protection floors / systems	Information only available for Maldivians (pension in public sector). LFS only for greater Male - asks for availability of pension – covers both Maldivians and non-Maldivians. But sample is not large enough HIES only covers admin islands (not resort) Census – informal and formal work, which is linked to social protection/pension
3.2	Proportion of population living in households with access to basic services	HIES Census But no national definition of “basic services”
3.3	Proportion of population using (a) safely managed sanitation services and (b) a hand-washing facility with soap and water	Census – at household level - toilet, drinking and cooking water. There is a definition of foreign and mixed households. Census - Assumed if toilet available Need to analyse data for labour quarters HIES has data available at Expenditure Unit, providing information on soap expenditures
3.4	Proportion of the population with access to electricity	Census – at household level. There is a definition of foreign and mixed households.
3.5	Proportion of urban population living in slums, informal settlements or inadequate housing	Census – at household level. Slum definition available in census
3.6	Proportion of individuals using the Internet	Census – at household level. Information on mobile phone at individual level HIES – at household level. ICT module in 2016 and 2009

4.1	Proportion of people living below 50 per cent of median income	HIES – able to disaggregate
4.2	Completion rate (primary education, lower secondary education, upper secondary education)	Census and Min Education – able to disaggregate

4.3	Proportion of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills	Census – able to disaggregate Cannot be identified Profession can be identified from XPat and FPPS (Foreign citizens)
4.4	Proportion of children under 5 years of age whose births have been registered with a civil authority	Civil registration, Only for native born Assumed for Foreign-born

5.1	Labour force participation rate	Census, LFS and HIES – able to disaggregate
5.2	Employment to population ratio	Census, LFS and HIES – able to disaggregate
5.3	Proportion of informal employment in total employment	Census, LFS and HIES – able to disaggregate
5.4	Unemployment rate	Census, LFS and HIES – able to disaggregate
5.5	Proportion of youth (aged 15-24 years) not in education, employment or training (NEET)	Census, LFS and HIES – able to disaggregate
5.6	Proportion of women in managerial positions	Census, LFS and HIES – able to disaggregate Admin data for public sector (mostly Maldivians)

6.1	Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law	Proportion cannot be determined. Information on reported cases is available with distinction of Maldivians vs non-Maldivians Possible Source: Labour relations authority, Human rights commission of the Maldives, Police
6.2	Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months	DHS = Data available only for Maldivians Proportion cannot be determined, but information on reported cases of Maldivians vs non-Maldivians Possible Source: Police, Family Protection Authority, Min of Family and Social Dev
6.3	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months	DHS = Data available only for Maldivians Proportion cannot be determined, but information on reported cases of Maldivians vs non-M Possible Source: Police, Family Protection Authority, Min of Family and Social Dev Also VAW survey by Family Protection Authority under design – might be able to include migratory status
6.4	Proportion and number of children aged 5–17 years engaged in child labour	can be derived from census once hazardous occupations for children are determined. However only for 15+ Possible sources: Police reported cases
6.5	Number of victims of human trafficking per 100,000 population	Source: Immigration and Police Data available