

## Annex II

### Autonomous Region of Madeira

#### Some Regional Indicators

**Table I - Total Resident Population, by gender**

	2014	2015	2016	2017	2018
Men	121.068	119.635	118.860	118.411	118.585
Women	137.618	136.789	136.016	135.957	135.360
<b>TOTAL</b>	<b>258.686</b>	<b>256.424</b>	<b>254.876</b>	<b>254.368</b>	<b>253.945</b>

Notes: Population estimates are measured by the final results of the 2011 Census.

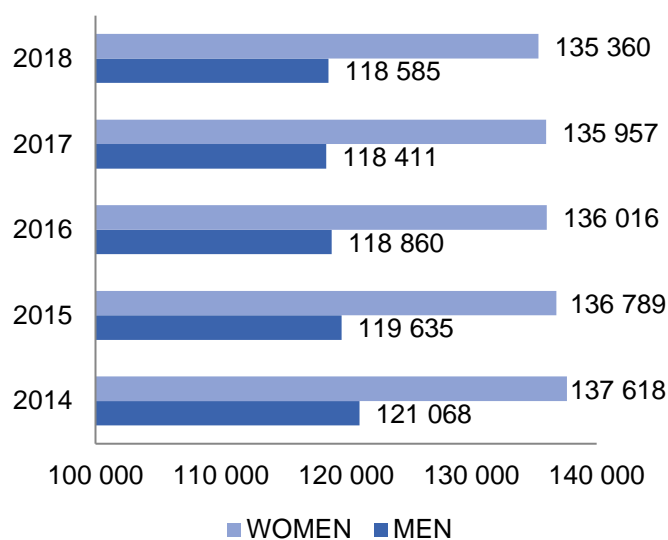
For rounding reasons, the totals may not correspond to the sum of the par

Source: Regional Directorate of Statistics of Madeira.

<http://estatistica.gov-madeira>.

In the period from 2014 to 2018, the total resident population decreased by 1.8% (fewer 4,741 people), while the female population decreased by 1.6% (fewer 2258 people) and the male population decreased by 2.1% (fewer 2,483 people), with the female population remaining larger than the male population.

**Graphic I - Total Resident Population, by gender**



Source: DREM - Employment Statistics of RAM

**Table II - Active population by gender, by year**

Unit:  
10<sup>3</sup>

	2014	2015	2016	2017	2018
Men	66,2	66,1	66,5	67,4	68,2
Women	65,2	65,7	64,8	65,3	67,6
<b>Total</b>	<b>131,4</b>	<b>131,8</b>	<b>131,3</b>	<b>132,6</b>	<b>135,7</b>

Source: DREM - Employment Statistic

Between 2014 and 2018, the total active population grew 3.27% (4.3 thousand people). By gender, the male working population grew 3.02% (2.0 thousand men) while the female working population grew 3.68% (2.4 thousand women).

**Table III - Activity rate by gender, by year**

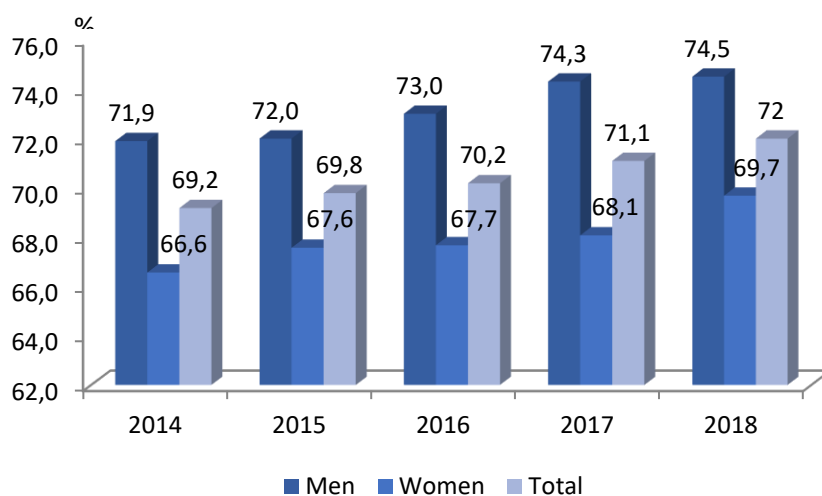
%

	2014	2015	2016	2017	2018
Men	54,4	54,7	55,9	57,3	57,9
Women	46,8	47,6	47,8	48,2	49,7
<b>Total</b>	<b>50,3</b>	<b>50,9</b>	<b>51,6</b>	<b>52,5</b>	<b>53,5</b>

Source: DREM - Employment Statistic:

Between 2014 and 2018, the total activity rate grew 3.2 percentage points, from 50.3% to 53.5%. In men, the activity rate grew 3.5 percentage points, rising from 54.4% to 57.9%. Women showed slower growth, 2.9 percentage points, rising from 46.8% to 49.7%.

**Graphic II - Activity Rate, by gender according the years (15 to 64 years)**



Source: DREM - Employment Statistics of RAM

Between 2014 and 2018, the total activity rate, between 15 and 64 years, grew 2.8 percentage points, from 69.2% to 72%. In men, the activity rate, between 15 and 64 years of age, grew 2.6 percentage points, rising from 71.9% to 74.5%. The women present a growth of 3,1 percentage points, from 66,6% for 69,7%.

**Table IV - Population employed, by gender according to the years**

Unit: 10<sup>3</sup>

	2014	2015	2016	2017	2018
Men	55,6	55,9	57,3	60,4	61,8
Women	56,1	56,5	57,1	58,4	61,9
<b>Total</b>	<b>111,7</b>	<b>112,4</b>	<b>114,4</b>	<b>118,8</b>	<b>123,8</b>

Source: DREM - Employment Statistics

The total population employed in the Autonomous Region of Madeira grew 10.8% (12.1 thousand more people employed) between the years 2014 and 2018. By gender, men show the highest growth compared to women, 11.2% (6.2 thousand employed men), while women show a growth of 10.3% (5.8 thousand employed women).

**Table V - Employment rate by gender and aged 15 and over by year**

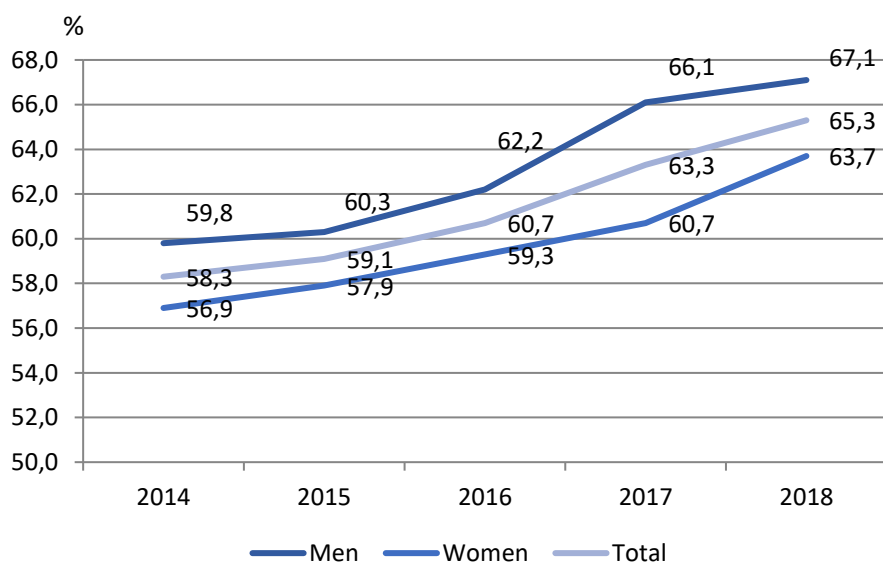
%

	2014	2015	2016	2017	2018
Men	54,9	55,3	57,3	60,9	61,9
Women	46,9	47,4	48,6	49,6	52,1
<b>Total</b>	<b>50,5</b>	<b>51</b>	<b>52,6</b>	<b>54,7</b>	<b>56,6</b>

Source: DREM - Employment Statistics of RAM

The total employment rate for 15 and over years differed by 6.1 percentage points. In 2014 the employment rate was 50.5%, rising to 56.6% in 2018. By gender, it is men who have the greatest difference, 7.0 percentage points. In 2014 the employment rate was 54.9%, rising to 61.9% in 2018, while women have a difference of 5.2 percentage points, rising from 46.9% in 2014 to 52.1% in 2018.

**Graphic III - Employment rate by gender between 15 and 64 years of age, by year**



Source: DREM - Employment Statistics of RAM

The employment rate, between the ages of 15 and 64, in total confirms a difference of 7.0 percentage points, with an employment rate of 58.3% in 2014 and 65.3% in 2018. By gender, men show the greatest difference of 7.3 percentage points, with an employment rate of 59.8% in 2014 and 67.1% in 2018. In 2014, the employment rate for women was 56.9%, rising to 63.7% in 2018, thus showing a difference of 6.8 percentage points.

**Table VI - Population employed, by gender according to major sectors of activity**Unit: 10<sup>3</sup>

		2014	2015	2016	2017	2018
A: Agriculture, animal production, hunting, forestry and fishing	Total	14,6	13,0	12,6	13,0	13,1
	Men	9,0	8,6	8,5	8,5	8,7
	Women	5,6	§	§	§	§
<b> </b>						
B a F: Industry, construction, energy and water	Total	13,1	12,0	12,7	14,9	17,2
	Men	11,3	10,1	10,5	11,8	13,9
	Women	1,8	1,9	2,2	3,1	3,3
<b> </b>						
G a U: Services	Total	83,9	87,4	89,1	90,9	93,5
	Men	35,3	37,3	38,3	40,0	39,2
	Women	48,6	50,1	50,8	50,9	54,3
<b> </b>						
Total	Total	111,7	112,4	114,4	118,8	123,8
	Men	55,6	55,9	57,3	60,4	61,8
	Women	56,1	56,5	57,1	58,4	61,9
<b> </b>						

Conventional signal: § - High coefficient of variation value

Source: DREM - Employment Statistic:

Of all the major sectors of activity, it is the Services sector that agglomerates the largest number of employed people. In 2014, 83.9 thousand people were employed and in 2018 this number increased to 93.5 thousand people employed. By gender, the number of men employed in 2014 was 35.3 thousand, rising to 39.2 thousand in 2018. The number of women employed in 2014 was 48.6 thousand, increasing to 54.3 thousand women in 2018.

The industry, construction, energy and water sector shows the highest growth, at the total level of employed population with a growth of 31.3% (4.1 thousand people). By gender, in terms of the number of men employed, the growth is 23% (2.6 thousand people) and women 83.3% (1.5 thousand people).

The Agriculture, animal production, hunting, forestry and fishing sectors show a decrease at the total level (-10.3%) and in men (-3.3%), and it is not possible to present values for employed women since they have a high coefficient of variation that makes it impossible to use them at the statistical level.

**Table VII - Unemployed population, by gender**

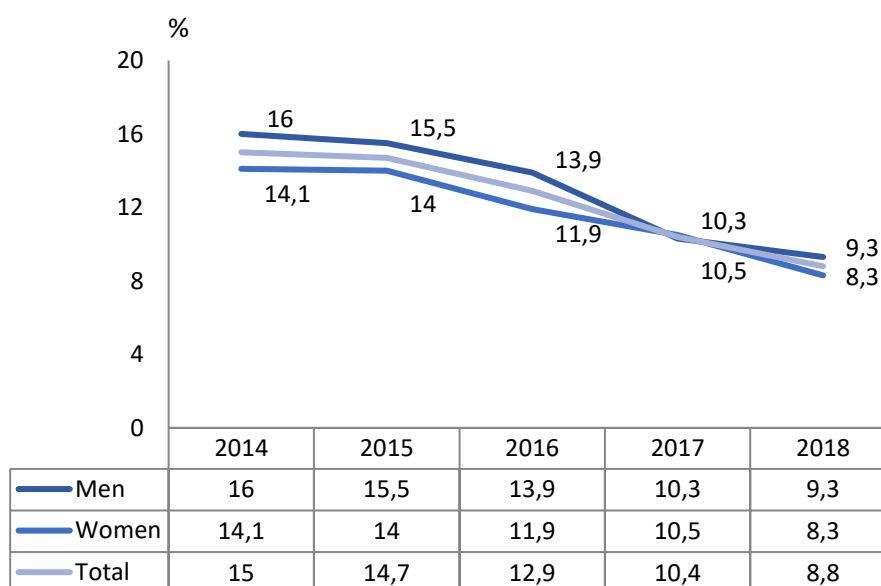
Unit:10<sup>3</sup>

	2014	2015	2016	2017	2018
Men	10,6	10,2	9,2	7	6,3
Women	9,2	9,2	7,7	6,9	5,6
<b>Total</b>	<b>19,8</b>	<b>19,4</b>	<b>16,9</b>	<b>13,8</b>	<b>11,9</b>

Source: DREM - Employment Statistic

In total, the unemployed population, between 2014 and 2018, has decreased considerably, -39.9%, translating into 7.9 thousand fewer unemployed people. By gender, unemployed men decreased -40.6%, resulting in 4.3 thousand fewer unemployed men. Unemployed women decreased -39.1%, being currently 3.6 thousand fewer unemployed women.

**Graphic IV - Unemployment rates by gender**



Source: DREM - Employment Statistics of RAM

Just as the unemployed population decreased, so did the unemployment rates. In total, the unemployment rate decreased by 6.2 percentage points from 15% in 2014 to 8.8% in 2018. By gender, unemployed men showed a rate of 16% in 2014, which rose to 9.3% in 2018, a difference of 6.7 percentage points, while unemployed women saw a decrease of 5.8 percentage points, in which in 2014 the unemployment rate was 14.1%, rising to 8.3% in 2018.

**Table VIII - Average monthly earnings of employees, according to qualification levels**

Euros

Levels of Qualifications		2013	2014	2015	2016	2017
Senior Management	Total	2329,24	2303,36	2212,59	2209,26	2209,49
	Men	2709,2	2690,05	2580,07	2592,52	2548,61
	Women	1930,71	1913,5	1862,61	1862,14	1881,89
<b> </b>						
Middle Management	Total	1709,55	1718,61	1703,26	1801,84	1774,14
	Men	1926,45	1913,43	1847,66	1896,24	1856,07
	Women	1487,76	1509,34	1549,99	1674,54	1668,31
<b> </b>						
Team Leaders	Total	1383,67	1391,91	1421,51	1428,48	1467,58
	Men	1483,39	1492,08	1532,29	1546,5	1556,84
	Women	1211,17	1221,4	1227,96	1238,73	1318,58
<b> </b>						
Highly Qualified Professionals	Total	1342,39	1314,25	1324,88	1314,87	1294,32
	Men	1543,37	1479,41	1516,28	1489,63	1459,6
	Women	1152,46	1160,74	1147,46	1178,31	1161,49
<b> </b>						
Qualified Professionals	Total	914,21	914,61	911,02	917,73	928,86
	Men	987,47	982,61	981,44	986,7	998,22

	Women	815,76	820,79	815,42	824,31	837,47
Semi-Qualified Professionals	Total	758,61	773,14	760,58	781,94	820,02
	Men	850,6	861,84	839,54	864,31	907,77
	Women	685,02	695,55	690,37	709,84	734,94
Unqualified Professionals	Total	708,89	722,84	718,38	740,11	757,32
	Men	768,54	780,84	771,56	792,26	803,69
	Women	641,26	652,59	653,84	675,89	694,89
Practitioners and Apprentices	Total	634,64	644,83	641,71	658,53	686,37
	Men	650,59	654,81	645,16	666,54	690,88
	Women	622,53	637,3	638,99	651,65	682,06
Total		1067,89	1057,98	1058,26	1063,46	1078,66
Men		1188,99	1164,65	1160,49	1160,17	1167,97
Women		935,56	938,02	944,05	956,95	976,29

Source: DRTAI - Labour Statistics - Tables of  
Personnel - RAM

Between 2013 and 2017, the average monthly earnings of senior management fell by 5.1% in total, resulting in a decrease of €119.75. By gender in men the decrease is 5.9% (less 160.59€) and in women the decrease is 2.5% (less 48.82€).

The middle tables show a higher level of growth, with a total growth of 3.8% more €64.59. Men fell by 3.7% (€70.38 less) and women grew by 12.1% more €180.55.

In the highly qualified professionals, the total decrease is 3.6%, less 48.07€. For men the decrease is 5.4% less 83.77€ and for women there is an increase of 0.8%, more 9.03€.

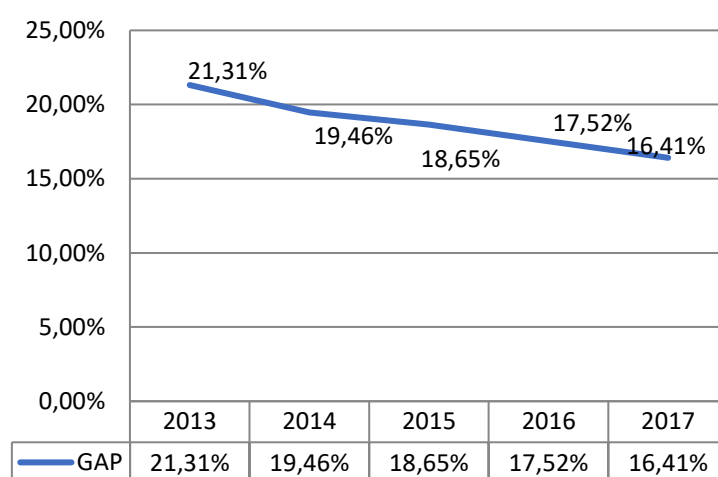
Team leaders show a total growth of 6.1% more 83.91€, men a growth of 5% more 73.45€ and women an increase of 8.9% more 107.41€.



The total of the qualification levels, only the men present a decrease of 1,8%, less 21,02€ while the women have a growth of 4,4% more 40,73€.

For the remaining qualifications, all men show a growth rate of between 1.1% and 6.7%, while all women show a growth rate of between 0.8% and 9.6%.

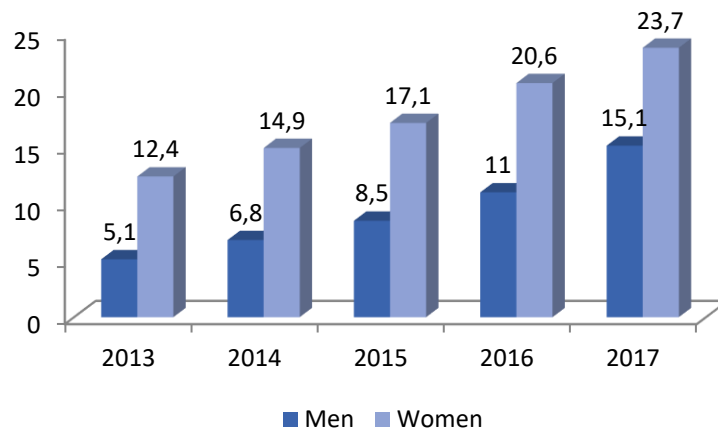
**Graphic V - Wage GAP between Women and Men**



Source: DRTAI - Labour Statistics - Tables of Personnel – RAM

The wage GAP between the years 2013 and 2017 shows a decrease of 4.9 percentage points. The wage GAP decreased from 21.31% in 2013 to 16.41% in 2017. In 2013, the wage GAP between men and women represented 253.43€, having decreased to 191.68€ in 2017, showing that although men continue to earn more than women, there was a favourable evolution, due to the policies of the Regional Government of Madeira to promote Collective Labour Agreements.

**Graphic VI - Minimum Wage Coverage Rates by Gender**



Source: DRTAI - Labour Statistics - Tables of Personnel – RAM

Between 2013 and 2017., there was an increase of 10 percentage points for men, 5.1% in 2013 and 15.1% in 2017. For women, the increase is higher than for men, increasing by 11.3% percentage points. In 2013, the coverage rate is 12.4%, rising to 23.7% in 2017.