
Faculty of Arts Graduates 2003-2012

Tracer Study

Dr Manwel Debono
Centre for Labour Studies

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EXECUTIVE SUMMARY

Objective and Methodology

The objective of this study was to examine the career outcomes of Faculty of Arts (FoA) graduates.

The study was carried out among persons graduating with FoA qualifications during the ten years between 2003 and 2012. 1,570 graduates, representing 66% of the study population, took part in the study. 68% of the respondents consisted of women while 32% were men.

A brief questionnaire was developed to acquire the most relevant information about the graduates' career outcomes. 87% of the data was gathered through telephone interviews, 10% through a website version of the questionnaire, while 3% of the data was gathered through a postal questionnaire. All data was collected between October and December 2012. The data was matched with FoA data, inputted into the Statistical Package for the Social Sciences and analysed with descriptive and inferential statistics. The comparisons in this report are based on statistical differences or similarities.

General Results

About three-fourths (76.7%) of FoA graduates are in full-time employment, while a further 10.8% are in part-time employment. About a fourth (24.9%) of the graduates are seeking employment or alternative employment. 6.4% are inactive, that is, unemployed and not seeking employment. On the other hand, 5.9% of graduates are currently unemployed and seeking employment. This group consists mainly of young persons who have recently graduated, about a fifth of whom are estimated to be currently pursuing further university studies. There is no significant gender difference in the level of inactivity or unemployment of FoA graduates. Most graduates (61.2%) have never been unemployed and seeking employment since they first graduated from the University of Malta.

The majority of FoA graduates (55.5%) held only one job since their first graduation from the University of Malta, while 7.1% held 4 or more jobs. The majority of working graduates are employed in the public sector (57.7%). Education is by far the most common field of employment of FoA graduates (52.8% of all responses). The next most common fields are Tourism/Heritage and Social/Health. Most FoA graduates work in professional jobs (59.1%), whereas other substantial proportions of graduates work at managerial level (14.4%) or in clerical posts (14.1%). Most graduates (51.8%) stated not to have required their last FoA qualification to apply for their current job. Besides, most graduates (58.3%) earned a NET income of EUR1,001 - EUR1,500 (equivalent to a gross income of about EUR1,055 - EUR1,730) in the month prior to the survey. 15.3% of graduates earned a net income of more than EUR1,500 (equivalent to a gross income of more than EUR1,730). Most graduates (62.9%) are in jobs that match their expectations.

Results by Gender

Male and female graduates from the Faculty of Arts have several career similarities. They acquired similar qualification levels, are similarly likely to be currently employed, or

searching for employment or alternative employment. Besides, they have held a comparable number of jobs. Male and female graduates are also equally likely to be working on indefinite contracts and to be in jobs that match their expectations.

On the other hand, FoA male graduates are significantly more likely to be employed in the public sector than their female counterparts (64.7% and 54.4% respectively). Male graduates are less represented in nearly all fields of employment, especially in Retail/Wholesale, Transport/Communication and Education. Whereas there are relatively more male graduates working as Senior officials/Managers, there are relatively more females working as Professionals or Clerks. Female graduates are significantly more likely than their male peers to hold jobs that required their last FoA qualification (50.4% and 43.5% respectively), but earn considerably less than their male peers.

Results by Age

Whereas graduates living in Gozo tend to be younger than their peers, those living in the Northern Harbour tend to be older. As expected, graduates who are between 20 and 25 years old are much less likely to possess postgraduate qualifications than their older peers. On the other hand, graduates who are between 26 and 40 years old are slightly more likely to have postgraduate qualifications than their older peers.

Older graduates tend to experience more positive career outcomes than their younger peers. Graduates in the 26-40 years age bracket tend to be the most settled in their work, that is, employed and not seeking employment. The oldest category of graduates (41+ years old) includes the largest ratio of inactive graduates. Presumably, several of them are pensioners. On the other hand, the youngest graduates (20-25 years old) are the most prone to be seeking employment or alternative employment. 11.8% of this group is unemployed and seeking employment.

Against expectations, since they achieved their first qualification from the University of Malta, the oldest graduates (41+ years old) spent significantly less time unemployed and searching for jobs than their younger peers. The youngest graduates (20-25 years old) are the most likely to have had only one job since their first graduation from the University of Malta. However, it is interesting to note that there is no significant difference in the number of jobs held between graduates in the age brackets 26-40 and 41+.

The youngest group of graduates (20-25 years old) is much less likely to be employed in the public sector than the older groups. This group is the most highly represented in Retail/Wholesale, Tourism/Heritage and Transport/Communication and the most likely to work in clerical jobs. On the other hand, the oldest graduates (41+ years old) are more commonly represented in the sectors of Consultancy and Law/Enforcement, and are more likely to work as Senior officials/Managers. Graduates between 20 and 40 years of age are considerably more likely to be in jobs that required their last FoA qualification when compared to their older peers.

Older graduates are more likely to work on indefinite contracts, have jobs that match their expectations, and earn higher incomes. Indeed, 43.1% of the 41+ years old graduates earn the highest net income bracket of more than EUR1,500 (equivalent to a gross income of more than EUR1,730), when compared to just 3.8% of the graduates in the 20-25 years old bracket.

Results by Year of Last Faculty of Arts Graduation

Results relating the year of the respondents' last FoA graduation are generally in line with those relating to age. The older the year of graduation, the more positive tend to be the respondents' career outcomes.

The older the last FoA graduation date, the greater the probability that the respondents have more than one qualification. Besides, the older the year of the last graduation, the greater the probability that respondents are employed and not seeking employment. The most recent respondents (graduating in 2011-2012) are the most likely to be unemployed. On the other hand, the earliest graduates (graduating in 2003-2007) are the least likely to have had only one job since their first graduation from the University of Malta, and the most likely to have had three or more.

The more recent respondents (graduating in 2011-2012) tend to be employed less in the public sector and more in the private sector. They are most highly represented in the fields of Retail/Wholesale, Transport/Communication and Tourism/Heritage. They are also the most likely to work as Clerks or in other occupations apart from Professionals or Senior officials/Managers. On the other hand, the earliest graduates (2003-2007) are much more likely to be working in Law/Enforcement and Diplomacy/Translation/Interpreting and to occupy posts of Senior officials/Managers.

The older the year of graduation, the higher the income of graduates, the greater the likelihood that they work on indefinite contracts and that their present job matches their expectations. Whereas two thirds (69.2%) of those respondents whose last FoA graduation was in the period 2003-2007 are in jobs that clearly match their expectations, the figure decreases to only half (51.1%) of those whose last FoA graduation was in the period 2001-2012.

Results by Highest Qualification

Holders of postgraduate qualifications have more positive career outcomes than their peers who obtained only a first degree.

Three fourths (74.3%) of all respondents who pursued postgraduate qualifications appear to be settled in their work, as they are employed and not seeking further employment. This compares to a much lower 58.6% of respondents who obtained only a first degree. The respondents who achieved postgraduate qualifications are less likely to be unemployed.

Respondents whose highest qualification is at postgraduate level spent significantly less time unemployed and seeking employment since their first graduation from the University of Malta. Holders of postgraduate qualifications also tend to have held more jobs since their first graduation.

FoA graduates working in the public sector are significantly more qualified than those in the private sector. Graduates working in the fields of Diplomacy/Translation/Interpreting, Education, Consultancy, and Environment/Real estate are the most likely to be in possession of postgraduate qualifications, whereas graduates working in Retail/Wholesale are by far the least likely, followed by those working in Manufacturing/Energy.

Respondents with postgraduate qualifications are considerably more likely than their lower qualified peers to work as Professionals (71.2% and 33.3% respectively). Besides, they are much less likely to work as Technicians/Associate professionals, Clerks, and Service workers/Shop/Market sales workers. It is interesting to note that respondents who obtained only a first degree are more likely to work as Senior officials/Managers than their more qualified peers.

Significantly more respondents with postgraduate qualifications required their last FoA qualification in order to apply for their current job and work on indefinite contracts when compared to their peers with lower qualifications. Respondents with postgraduate qualifications also earn considerably more and are much more likely to be in jobs that match their expectations than their peers with lower qualifications.

Results by Sector and Field of Employment

FoA graduates who lived in Gozo during their university studies are more likely to be working in the public sector when compared to their peers who lived in other districts, whereas graduates who lived in the Northern Harbour district are the most likely to be working in the private sector.

A larger proportion of graduates working in the public sector hold two or more qualifications when compared to their peers in the private sector. They also tend to be more in full-time work and seek less alternative employment than their peers in the private sector. Graduates working in IT and Retail/Wholesale are the most likely to be seeking alternative employment.

There are no significant differences between FoA graduates working in the public and private sectors with regards to the amount of time they spent unemployed and searching for employment since their first graduation. Besides, graduates working in the two sectors do not differ in the number of jobs they held since their first graduation from the University of Malta.

Graduates working in the public sector are much more likely to have needed their last FoA qualification to apply for their current job when compared to their peers working in the private sector, especially those working in Retail/Wholesale. Besides, there is a considerably greater proportion of graduates on definite contracts in the public sector than in the private sector. The fields of employment in which graduates tend to have more definite contracts are Diplomacy/Translation/Interpreting (35.6%), followed by Audit/Banking/Finance (28.0%), and Social/Health (27.1%).

FoA graduates working in the public sector also tend to have a significantly higher income than their peers working in the private sector. The highest paying fields of employment are Diplomacy/Translation/Interpreting, and Consultancy. On the other hand, Retail/Wholesale, Tourism/Heritage, and Transport/Communication are among the lowest paying fields.

Graduates working in the public sector tend to be more in jobs that match well their expectations than those in the private sector. Graduates working in Diplomacy/Translation/Interpreting and in Law/Enforcement are the most likely to be in occupations that match well their expectations. On the other hand, graduates working in Manufacturing/Energy and Retail/Wholesale are among the least likely to share such positive feeling.

Results by Occupation

FoA graduates working as Senior officials/Managers and Professionals tend to have more positive career outcomes than their peers working in other occupations.

Senior officials/Managers and much more likely to be in full-time jobs than their peers. Professionals and Senior officials/Managers are the least likely occupational groups to be seeking employment/alternative employment. Respondents working as Clerks and Technicians/Associate professionals spent considerably more time unemployed and searching for employment since their first graduation than their peers who work as Senior officials/Managers and Professionals, and those working in other occupations.

Senior officials/Managers held more jobs since their first university graduation than their peers. Indeed, 60.5% of them held more than one job. Technicians/Associate professionals, and Professionals are more likely than other graduates to be currently working in the public sector. On the other hand, graduates working in Other occupations and as Clerks are the least likely to be working in the public sector. The majority of Professionals (60.9%) required their last FoA qualification for their job, when compared to a much lower 32.8% of Senior officials/Managers. FoA graduates working as Technicians/Associate professionals are by far more likely to be on definite contracts than their peers. It is interesting to note that graduates who held more jobs in their working lives are also more likely to be in temporary work.

FoA graduates working as Senior officials/Managers and Professionals have higher incomes than their peers and also tend to be more in jobs matching their expectations.

Results by Department

In general, Language graduates tend to be considerably younger than Non-Language graduates. Graduates in Spanish & Latin American Studies, Malti, and French tend to be younger than their peers, whereas graduates in Oriental Studies, Translation & Interpreting Studies, History and History of Art tend to be older. Graduates in History, Geography, Sociology, Italian, English, and International Relations have the most postgraduate qualifications, whereas graduates in Anthropological Sciences, Oriental Studies, and History of Art have the least.

There is no significant difference between Language and Non-Language graduates with regards to their current labour status. In other words, whether graduates are in employment or searching for employment or alternative employment is not related to whether they qualified in languages or in other subjects. There is also no significant difference in the graduates' labour status on the basis of FoA department. However, in general, Language graduates spent significantly less time unemployed and seeking employment since their first graduation when compared to their Non-Language peers. Graduates in Spanish & Latin American Studies, French, and German spent the least time unemployed and seeking employment while graduates in Anthropological Sciences, International Relations and History of Art are among those who spent the most.

Since their first graduation from the University of Malta, Non-Language graduates held considerably more different jobs than their Language peers. Graduates in Classics & Archaeology and Anthropological Sciences are among those who held most jobs. Language

graduates are considerably more likely to be working in the private sector than Non-Language graduates.

There exists no significant difference between Language and Non-Language graduates with regards to whether they work as Professionals/Managers or in Other occupations, whether their FoA course was a requirement to apply for their current job, and whether their present job matches their expectations.

Non-Language graduates earn significantly more than Language graduates. Graduates in International Relations, Translation & Interpreting Studies and History of Art are among those who earn the highest incomes. In general, Non-Language graduates are also more likely to have definite contract jobs when compared to Language graduates. A third or more of graduates in Spanish & Latin American Studies, Philosophy, International Relations, Anthropological Sciences, and German have definite contract jobs.

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1. RESEARCH OBJECTIVE AND METHODOLOGY

The research objective of this study was to examine the career outcomes of Faculty of Arts graduates.

2.1 The Study Population

The study was carried out among persons graduating with qualifications from the Faculty of Arts (FoA) during the ten years between 2003 and 2012.¹ There were 2,892 FoA graduations during the period under examination (see table below). The study population was reduced to 2,394 persons, after taking into consideration the persons graduating more than once and excluding from the study Contemporary Diplomacy graduates.²

1,570 graduates, representing 66% of the study population, took part in the study. 68% of the respondents consisted of women and while 32% were men. This ratio corresponds well to the gender ratio of students of the FoA. Indeed, as can be seen from Table 2, 63.6% of all male graduates and 66.3% of all female graduates answered the survey.

Table 1. Population and Respondents

	Count	
Total graduations 2003-2012 (10 years)	2892	
Graduating more than once & Contemporary Diplomacy graduates	498	
Study population	2394	
Properly filled in surveys by end December 2012	1570	66% of the study population
<i>Male respondents</i>	497	31.7% of the respondents
<i>Female respondents</i>	1073	68.3% of the respondents

The following table depicts the ratio of respondents in relation to the number of graduates by year and gender.³ The ratios of respondents range from 43.4% to 87.6%

¹ For the purposes of this study and unless otherwise stated, all those who graduated with a qualification from the Faculty of Arts are considered as 'graduates'.

² This was done since nearly all Contemporary Diplomacy graduates are foreigners and it was assumed that they would not be traceable.

³ The yearly population of graduates does not include all the Faculty of Arts graduates, but only those whose last Faculty of Arts graduation was in that year.

Table 2. Ratio of Respondents by Year of Last FoA Graduation & Gender

Graduation Year	Gender	Population Count	Respondents Count	Percentage
2003	Males	49	23	46.9
	Females	111	51	45.9
	Total	160	74	46.3
2004	Males	45	28	62.2
	Females	95	62	65.3
	Total	140	90	64.3
2005	Males	67	34	50.7
	Females	126	84	66.7
	Total	193	118	61.1
2006	Males	78	55	70.5
	Females	141	104	73.8
	Total	219	159	72.6
2007	Males	71	47	66.2
	Females	146	82	56.2
	Total	217	129	59.5
2008	Males	82	43	52.4
	Females	171	87	50.9
	Total	253	130	51.4
2009	Males	79	61	77.2
	Females	155	123	79.4
	Total	234	184	78.6
2010	Males	95	78	82.1
	Females	210	184	87.6
	Total	305	262	85.9
2011	Males	94	72	76.6
	Females	233	196	84.1
	Total	327	268	82.0
2012	Males	118	54	45.8
	Females	228	99	43.4
	Total	346	153	44.2
TOTAL	Males	778	495	63.6
	Females	1616	1072	66.3
	Total	2394	1567	65.5

As can be seen from the table below, most respondents (63.3%) are between 23 and 30 years old. Male respondents tend to be older than female respondents.

Table 3. Age Bracket by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
20-22 years	45	9.1	139	13.0	184	11.7
23-25 years	127	25.6	352	32.8	479	30.5
26-30 years	157	31.7	358	33.4	515	32.8
31-40 years	96	19.4	126	11.8	222	14.2
41- 50 years	34	6.9	57	5.3	91	5.8
51+ years	37	7.5	40	3.7	77	4.9
TOTAL	496	100	1072	100	1568	100

Nearly half (49.2%) of the respondents' last FoA qualification is a First Degree (Hons). About a quarter (26.4%) of respondents qualified with a Master.

Table 4. Last FoA Qualification by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Certificate/ Diploma	7	1.4	10	0.9	17	1.1
First degree	79	15.9	227	21.2	306	19.5
First degree (Hons)	227	45.7	546	50.9	773	49.2
Postgrad Cert/Diploma/ MA Qual	9	1.8	30	2.8	39	2.5
Master	157	31.6	257	24.0	414	26.4
PhD	18	3.6	3	0.3	21	1.3
Total	497	100	1073	100	1570	100

2.2 The Research Instrument

A brief questionnaire was developed to acquire the most relevant information about the graduates' career outcomes. The questionnaire consisted of three sections. The first section asked for demographic details and other information about the graduates' qualifications. The second section dealt with the general working status (including periods of unemployment) of the graduates, while the third section delved into the graduates' type of occupation and sector of employment, together with their attitude towards their job.

A brief explanation note accompanied the questionnaire. While the exact wording of the note varied depending on the data collection method used, all versions included a brief rationale for the study, the fact that the information would be treated confidentially, and the reference to a contact person should the respondent have any difficulties relating to the survey. The explanation note of the online and postal versions of the survey included the date by which the surveys should have been completed or returned respectively, while the postal version also contained details about how to return the survey back to the Faculty of Arts.

2.3 Procedure

It was decided to adopt three methods of data gathering in order to increase the response rate. The first method was through telephone interviews. Eight FoA administrative employees carried out the telephone interviews. Graduates' telephone numbers were derived from records held by the University of Malta. Coordination sessions were held with the interviewers, together with regular email correspondence, to ensure the consistency of the data gathering process. Graduates who preferred to answer the survey online, were given access to such version developed on kwiksurveys.com. Graduates who were untraceable through the contacts deriving from the University records were traced through the Electoral Register and questionnaires were posted to their last address. The table below indicates that about 87% of the responses derived from telephone interviews, about 10% derived from the website, while about 3% derived from the postal version of the survey. All data was gathered between October and December 2012. Some postal replies were received late (in January 2013) and could not be utilised in the study.

Information deriving from the telephone interviews and the postal questionnaires was entered into Excel sheets, united with the online results, cleaned, matched to basic information from

University of Malta records, and subsequently transferred into the Statistical Package for the Social Sciences (SPSS). Descriptive and inferential statistics were computed through SPSS. Chi-Square tests were used to derive inferential data.

Table 5. Data Collection

	Count	%
Telephone	1364	86.88
Website	154	9.81
Post	52	3.31
Total	1570	100

A comparison between the inferential statistics derived from the results of the Telephone interviews only and those deriving from the three data collection methods together revealed no significant differences. In other words, using data from the three data collection methods does not appear to affect markedly the reliability of the findings.

2.4 Ethical Issues

Ethical issues were taken into consideration throughout the whole process of data gathering, analysis and presentation. Participants had the liberty of deciding not to answer part or all of the survey. The participants in the survey were not anonymous, as the information collected needed to be compared to the existing University of Malta records (Such procedure was particularly useful to reduce data-entry errors). Strict confidentiality was used when treating data from individual respondents and the results presented only consist of aggregate data and data that does not lead to the identification of participants.

2. RESULTS

This section is divided into seven subsections that provide the main results according to gender, age, year of last graduation from the Faculty of Arts, highest qualification, sector and field of employment, occupation, and department.

3.1 Results by Gender

Results were examined according to district of residence.⁴ When they were studying for their last FoA qualification, the largest group of respondents lived in the Northern Harbour (31.0%), whereas the smallest group lived in Gozo (10.3%). There is no significant relationship between district of residence and gender (Chi-Square = 6.768, $p = .238$).

Table 6. District of Residence by Gender

	Males		Females		Total	
	Count	% Within Gender	Count	% Within Gender	Count	% Within Total Respondents
Southern Harbour	70	31.7	151	68.3	221	14.2
Northern Harbour	168	34.8	315	65.2	483	31.0
South Eastern	75	33.8	147	66.2	222	14.2
Western	66	26.9	179	73.1	245	15.7
Northern	63	27.8	164	72.2	227	14.6
Gozo	51	31.7	110	68.3	161	10.3
Total	493	31.6	1066	68.4	1559	100

63.9% of the Faculty of Arts (FoA) graduates have postgraduate qualifications, whereas a much lower 36.1% obtained only a first degree.⁵ There is no significant gender difference in this regard (Chi-Square = .716, $p = .215$).

Table 7. Highest University Qualification by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
First Degree	172	34.6	395	36.8	567	36.1
Postgraduate Qualifications	325	65.4	678	63.2	1003	63.9
Total	497	100	1073	100	1570	100

⁴ Localities were classified into districts according to the Malta Geographical Codes (MGC) as follows: *Southern Harbour* = Valletta, Birgu, Isla, Bormla, Haż-Żabbar, Fgura, Floriana, Kalkara, Hal Luqa, Marsa, Paola, Santa Luċija, Hal Tarxien, Xgħajra; *Northern Harbour* = Hal Qormi, Birkirkara, Gżira, Hamrun, Msida, Pembroke, Tal-Pieta`, St Julian's, San Gwann, Santa Venera, Tas-Sliema, Swieqi, Ta' Xbiex; *South Eastern* = Żejtun, Birżebbuġa, Gudja, Hal Ghaxaq, Hal Kirkop, Marsaskala, Marsaxlokk, Mqabba, Qrendi, Hal Safi, Żurrieq; *Western* = Mdina, Haż-Żebbuġ, Siġġiewi, H'Attard, Hal Balzan, Had-Dingli, Iklin, Hal Lija, Rabat, Mtarfa; *Northern* = Hal Gharghur, Mellieha, Mgarr, Mosta, Naxxar, St Paul's Bay; *Gozo and Comino* = Victoria, Fontana, Ghajnsielem and Comino, Gharb, Ghasri, Ta' Kerċem, Munxar, Nadur, Qala, San Lawrenz, Ta' Sannat, Xagħra, Xewkija, Żebbuġ.

⁵ A very small group of graduates (12) whose highest qualification was at Certificate/Diploma level was merged with the category of First Degree holders.

About two thirds of graduates (68.9%) have more than one university qualification.⁶ Most graduates have two university qualifications (55.4%) while another third (31.1%) have one. 13.5% have three or more university qualifications.

The number of university qualifications is significantly related to gender (Chi-Square = 25.867, $p < .001$). Male and female graduates are similarly likely to have more than one qualification from the University of Malta or from other universities. However, Male graduates are more likely than their female counterparts to have three or more university qualifications. This could indicate that men are more career oriented than women or that they simply have more opportunities to continue studying. This finding should be interpreted in view of the fact that, as will be seen further on, females are more likely to be in jobs that required their last FoA qualification.

Table 8. Number of University Qualifications by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
1	147	29.6	341	31.8	488	31.1
2	251	50.5	619	57.7	870	55.4
3+	99	19.9	113	10.5	212	13.5
Total	497	100	1073	100	1570	100

About three-fourths (76.7%) of FoA graduates are in full-time employment,⁷ while a further 10.8% are in part-time employment.

There is no statistically significant gender difference with regards to whether graduates are currently employed (Chi-Square = 2.524, $p = .283$). FoA female graduates are much more likely to be in employment than the general female population in Malta. Indeed the female employment rate of the general population is only 44%,⁸ in comparison to the 87.5% of FoA female graduates. Out of the respondents who are not currently in employment, some are pensioners, others are full-time housewives, and a fourth are estimated to be currently pursuing university courses.

Table 9. Current Employment by Gender

	Currently employed						Currently a university student (estimate) ⁹	
	Males		Females		Total		Count	% of Current Employment
	Count	% of Males	Count	% of Females	Count	% of Total		
Yes full-time	392	78.9	810	75.6	1202	76.7	46	3.8
Yes part-time	52	10.5	118	11.0	170	10.8	18	10.6
No	53	10.7	143	13.4	196	12.5	49	25.0
Total	497	100	1071	100	1568	100	113	7.2

⁶ These qualifications derive from the University of Malta and from other universities.

⁷ Respondents who are in both full-time and part-time employment are listed as being in full-time employment.

⁸ National Statistics (2013). *Labour Force Survey Q3/2012*. Weblink: http://www.nso.gov.mt/statdoc/document_file.aspx?id=3503

⁹ Such data derives from the general comments of respondents and could be more precise if figures are matched with the University of Malta records.

About a fourth (24.9%) of the FoA graduates are seeking employment or alternative employment. There is no significant difference between men and women (Chi-Square = .024, $p = .462$).

Table 10. Seeking Employment/ Alternative Employment by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Yes	124	25.2	264	24.8	388	24.9
No	369	74.8	801	75.2	1170	75.1
Total	493	100	1065	100	1558	100

As can be seen from the table below, four different scenarios are created when comparing employment and job seeking behaviour. Two-thirds (68.7%) of the graduates are employed and not seeking employment. On the other hand, a fifth of graduates (19%) are trying to change their current employment. 6.4% are unemployed and not seeking employment; this group can be labelled as 'Inactive'. About a third of this group is estimated to be currently studying. The statistic which is most worthwhile noticing in the table below is probably the 5.9% of graduates who are unemployed and seeking employment. This figure translates to an unemployment rate of 6.3%,¹⁰ which is slightly lower than the general unemployment rate of the Maltese population of 6.6%.¹¹ Out of the last group, about a fifth is estimated to be currently studying.

There is no significant gender difference in the labour status of FoA graduates (Chi-Square = 2.326, $p = .508$).

Table 11. Labour Status by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Employed & Not Seeking Employment	343	69.6	728	68.3	1071	68.7
Employed & Seeking Employment	98	19.9	198	18.6	296	19.0
Unemployed & Not Seeking Employment	26	5.3	74	6.9	100	6.4
Unemployed & Seeking Employment	26	5.3	66	6.2	92	5.9
Total	493	100	1066	100	1559	100

Graduates were asked how much time they spent unemployed and seeking employment since their first graduation from the University of Malta. Most graduates (61.2%) stated that they were never in this situation. However, 10.4% of graduates spent one year or more unemployed and seeking employment. There is no significant gender difference with regards to this finding (Chi-Square = .474, $p = .789$).

¹⁰ In line with international definitions, this figure represents unemployed persons as a percentage of the labour force, which comprises persons in employment and unemployed persons and excludes inactive persons.

¹¹ National Statistics (2013). *Labour Force Survey Q3/2012*. Weblink: http://www.nso.gov.mt/statdoc/document_file.aspx?id=3503

Table 12. Unemployed & Seeking Employment Since 1st Graduation by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Never	292	60.2	640	61.7	932	61.2
Less than 1 year	139	28.7	292	28.2	431	28.3
1 year or more	54	11.1	105	10.1	159	10.4
Total	485	100	1037	100	1522	100

The respondents listed the jobs they held since their first graduation from the University of Malta.¹² The majority of graduates (55.5%) held only one job. About a quarter of graduates (26.5%) held two jobs, while 10.9% held three. Only 7.1% of graduates held 4 or more jobs. There is no significant gender difference in the number of jobs held (Chi-Square = 3.291, p = .349).

Table 13. Number of Jobs by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
1	259	55.7	548	55.4	807	55.5
2	121	26.0	265	26.8	386	26.5
3	45	9.7	114	11.5	159	10.9
4+	40	8.6	63	6.4	103	7.1
Total	465	100	990	100	1455	100

The majority of FoA graduates who are currently working, are employed in the public sector (57.7%). The ratio of FoA graduates working in the public sector is double that of the general working population (27%).¹³ FoA male graduates are significantly more likely to be employed in the public sector than their female counterparts (Chi-Square = 12.709, p < .001). This finding diverges from the national statistics for the general working population which indicate that women are more likely than men to be employed in the public sector.

Table 14. Sector of Employment by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Public	282	64.7	493	54.4	775	57.7
Private	154	35.3	413	45.6	567	42.3
Total	436	100	906	100	1342	100

¹² When the respondents listed the same job title with different employers, the jobs were counted separately. Besides, when respondents listed different job titles, even if with the same employer, the jobs were counted separately. Jobs could have been held concurrently or in succession.

¹³ Ministry of Finance, the Economy and Investment (2012). *Economic Survey - November 2012*. Weblink: <http://finance.gov.mt/>

Graduates were asked in which field of employment they currently work. Each respondent could mark more than one field. The most common field of employment (52.8% of all responses) of FoA graduates is by far education.¹⁴ The next most common fields of employment are Tourism/Heritage and Social/Health. There tends to be more female graduates in nearly all fields of employment, especially in Retail/Wholesale, Transport/Communication and Education. Male graduates are more represented than Female graduates in the fields of Law/Enforcement and Diplomacy/Translation/Interpreting.¹⁵

Table 15. Field of Employment by Gender

	Males		Females		Total	
	Count	% within field	Count	% within field	Count	% of total responses
Education	217	28.3	551	71.7	768	52.8
Tourism/Heritage	43	42.6	58	57.4	101	6.9
Social/Health	32	33.0	65	67.0	97	6.7
Transport/Communication	23	28.0	59	72.0	82	5.6
Audit/Banking/Finance	26	33.8	51	66.2	77	5.3
Environment/Real estate	27	43.5	35	56.5	62	4.3
Diplomacy/Translation/Interpreting	32	53.3	28	46.7	60	4.1
Retail/Wholesale	11	27.5	29	72.5	40	2.7
IT	17	47.2	19	52.8	36	2.5
Consultancy	14	46.7	16	53.3	30	2.1
Law/Enforcement	12	60.0	8	40.0	20	1.4
Manufacturing/Energy	7	41.2	10	58.8	17	1.2
Other	25	38.5	40	61.5	65	4.5
Total	486	33.4	969	66.6	1455	100

The current main occupation of FoA graduates was classified according to the International Standard Classification of Occupations (ISCO-88).¹⁶ Most FoA graduates, 59.1%, work in professional jobs, whereas a much lower 14.4% work as Senior officials/Managers.¹⁷ These figures compare well with the general population average of 14.1% and 9.4% respectively.¹⁸ However, it is of concern that 14.1% of FoA graduates hold clerical jobs, a figure which is slightly higher than the ratio of clerks among the general working population (12.4%).

¹⁴ *Education* also includes statistics, research and innovation, libraries; *Tourism/Heritage* also includes entertainment but excludes catering; *Social/Health* also includes recruitment, child care, trade unions; *Transport/Communication* also includes publishing, marketing, public relations, culture, art, acting; *Environment* also includes architecture, home interiors, real estate, construction; *IT* also includes online gaming, betting; *Law/Enforcement* also includes courts of justice, security, defence, police, army; *Manufacturing/Energy* also includes production of water.

¹⁵ One should treat these results with caution due to the overall low count of graduates working in some fields.

¹⁶ In order to carry out this classification, the graduates' job title was matched to the ISCO-88 detailed list of jobs. The graduates' own classification of their job was also taken into consideration.

¹⁷ The ISCO-88 classification includes the category of Legislators together with Senior officials/Managers. However, this occupational category was deleted from the current study since it represents very few if any FoA graduates.

¹⁸ National Statistics (2013). *Labour Force Survey Q3/2012*. Weblink: http://www.nso.gov.mt/statdoc/document_file.aspx?id=3503

Current occupations are significantly related to gender (Chi-Square = 24.173, $p < .01$). Relatively more male graduates work as Senior officials/Managers whereas slightly more females work as Professionals or Clerks.¹⁹

Table 16. Occupation (ISCO-88) by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Armed forces	6	1.4	1	0.1	7	0.5
Senior officials/Managers	82	18.6	113	12.3	195	14.4
Professionals	240	54.5	563	61.3	803	59.1
Technicians/Associate professionals	47	10.7	83	9.0	130	9.6
Clerks	54	12.3	138	15.0	192	14.1
Service workers/Shop/Market sales workers	11	2.5	17	1.9	28	2.1
Craft/Related trades workers	0	0	2	0.2	2	0.1
Elementary occupations	0	0	1	0.1	21	0.1
Total	440	100	918	100	1358	100

Most graduates (51.8%) stated that they did not require their last FoA qualification to get their current job. Female graduates are significantly more likely than their male peers to be in jobs that required their last FoA qualification (50.4% and 43.5% respectively) (Chi-Square = 5.598, $p < .05$). This might imply greater job-related planning on the part of females and/or that they are able to get the better suited jobs. Another interpretation might be that males do more extra courses unrelated to their work, after having graduated in a course that might be related to their work.

Table 17. Last FoA Qualification Required to Apply for Current Job by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Yes	192	43.5	466	50.4	658	48.2
No	249	56.5	459	49.6	708	51.8
Total	441	100	925	100	1366	100

Nearly a quarter of all graduates (22.3%) have definite employment contracts, a figure that is substantially higher than that of the general working population (6.9% in the third quarter of 2012).²⁰ While the results are not statistically significant (Chi-Square = 1.137, $p = .160$), women are slightly less likely than men to hold definite contract jobs (21.5% and 24.1% respectively). This statistic goes against the national working population trend which indicates that women are more likely to be in temporary occupations than men (8.4% and 6% respectively in the third quarter of 2012).²¹

¹⁹ Due to the small number of graduates working in the following occupations: Armed Forces; Service workers/Shop/Market sales workers; Craft/Related trades workers; and Elementary occupations, these four job categories will be amalgamated as 'Other occupations' in subsequent tables.

²⁰ <http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home>

²¹ Ibid.

Table 18. Type of Contract by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Definite	104	24.1	197	21.5	301	22.3
Indefinite	328	75.9	720	78.5	1048	77.7
Total	432	100	917	100	1349	100

Most FoA graduates (58.3%) declared to have earned a net income of EUR1,001-1,500 in the month prior to the survey. Graduates who have held more jobs tend to earn higher incomes than those who have held fewer jobs. In line with national wage statistics, male graduates tend to earn significantly more than female graduates (Chi-Square = 37.882, $p < .001$).²²

Table 19. Net Income (EUR) by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
0-1,000	96	22.7	243	28.2	339	26.4
1,001-1,500	225	53.2	525	60.8	750	58.3
1,501+	102	24.1	95	11.0	197	15.3
Total	423	100	863	100	1286	100

The large majority of graduates are in jobs that match their expectations (62.9%). No significant gender differences arise (Chi-Square = 1.360, $p = .507$). When their last FoA qualification was required to apply for their current job, the job is much more likely to match the expectations of graduates.

Table 20. Present Job Matches Expectations by Gender

	Males		Females		Total	
	Count	%	Count	%	Count	%
Yes	286	65.0	572	62.0	858	62.9
Moderately	96	21.8	226	24.5	322	23.6
No	58	13.2	125	13.5	183	13.4
Total	440	100	923	100	1363	100

²² National Statistics (2013). *Labour Force Survey Q3/2012*. Weblink: http://www.nso.gov.mt/statdoc/document_file.aspx?id=3503

3.2 Results by Age

The district of residence of FoA graduates is significantly related to their age (Chi-Square = 21.140, $p < .05$). Graduates who lived in Gozo while studying for their last FoA qualification are younger than their peers who lived in other districts, while those who lived in the Northern Harbour are older.

Table 21. District of Residence by Age Bracket

	20-25 years		26-40 years		41+ years		Total
	Count	%	Count	%	Count	%	Count
Southern Harbour	89	40.3	115	52.0	17	7.7	221
Northern Harbour	178	37.0	234	48.6	69	14.3	481
South Eastern	98	44.1	107	48.2	17	7.7	222
Western	114	46.5	104	42.4	27	11.0	245
Northern	102	44.9	102	44.9	23	10.1	227
Gozo	80	49.7	66	41.0	15	9.3	161
Total	661	42.5	728	46.8	168	10.8	1557

Age is significantly related to graduates' highest qualification (Chi-Square = 114.868, $p < .001$). Graduates who are between 20 and 25 years old are much less likely to possess postgraduate qualifications than their older peers. On the other hand, graduates who are between 26 and 40 years old are slightly more likely to have postgraduate qualifications than their older peers.

Table 22. Highest University Qualification by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
First Degree	340	51.3	179	24.3	48	28.6
Postgraduate Qualification	323	48.7	558	75.7	120	71.4
Total	663	100	737	100	168	100

As expected, age is significantly related to the number of university qualifications (Chi-Square = 220.000, $p < .001$). Older graduates tend to have more qualifications than younger ones.

Table 23. Number of University Qualifications by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
1	302	45.6	148	20.1	38	22.6
2	341	51.4	459	62.3	69	41.1
3+	20	3.0	130	17.6	61	36.3
Total	663	100	737	100	168	100

Labour status is significantly related to age bracket (Chi-Square = 155.837, $p < .001$). Graduates in the 26-40 years age bracket tend to be the most settled in their work (that is, employed and not seeking employment). As expected, the oldest category of graduates (41+ years old) includes the largest ratio of inactive graduates (that is, unemployed and not seeking employment). Presumably, several of them are pensioners. The youngest category of graduates (20-25 years old) are the most prone to be seeking employment or alternative

employment. In line with the situation among the general Maltese population, the problem of unemployment tends to hit mostly the younger respondents. Indeed, 11.8% of 20 to 25 year old graduates are unemployed and seeking employment.

Table 24. Labour Status by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
Employed & Not Seeking Employment	368	55.5	589	80.7	112	68.3
Employed & Seeking Employment	158	23.8	113	15.5	25	15.2
Unemployed & Not Seeking Employment	59	8.9	17	2.3	24	14.6
Unemployed & Seeking Employment	78	11.8	11	1.5	3	1.8
Total	663	100	730	100	164	100

The period of time spent as unemployed and seeking employment since one's first graduation from the University of Malta is significantly related to age (Chi-Square = 54.193, $p < .001$). Perhaps against expectations, the oldest graduates (41+ years old) spent significantly less time unemployed and searching for jobs than their younger peers. Indeed, 86% of the oldest graduates were never unemployed and seeking employment. This situation may stem from at least two major causes. First, unemployment levels increased over the years; someone graduating with a university qualification several years ago used to be more easily absorbed into employment than is now the case. Secondly, older persons who recently graduated from the University of Malta are probably more likely to have already been in employment during their university studies; thus they did not experience unemployment once they graduated.

Table 25. Unemployed and Seeking Employment by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
Never	368	57.6	427	59.0	135	86.0
less than 1 year	213	33.3	207	28.6	11	7.0
1 year or more	58	9.1	90	12.4	11	7.0
Total	639	100	724	100	157	100

As expected, the number of jobs held by graduates is significantly related to age bracket (Chi-Square = 54.792, $p < .001$). The youngest group of graduates tends to have held only one job since the first graduation from the University of Malta. However, it is interesting to note that there is no significant difference in the number of jobs held between graduates in the age brackets 26-40 and 41+. This statistic indicates that younger graduates will probably make more job changes in their lifetimes than older ones.

Table 26. Number of Jobs by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
1	375	64.5	352	49.0	79	51.6
2	149	25.6	197	27.4	40	26.1
3	41	7.1	100	13.9	17	11.1
4+	16	2.8	70	9.7	17	11.1
Total	581	100	719	100	153	100

Sector of employment is significantly related to age bracket (Chi-Square = 36.412, $p < .001$). The youngest group of graduates is much less likely to be employed in the public sector than the older groups. This situation is probably related to the implementation in recent years of the government's policy of reducing the size of the public sector.

Table 27. Sector of Employment by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
Public	244	47.5	449	64.7	80	60.6
Private	270	52.5	245	35.3	52	39.4
Total	514	100	694	100	132	100

Age is related to the field of employment of graduates. The youngest group of graduates (20-25 years old) is the most highly represented in Retail/Wholesale, Tourism/Heritage and Transport/Communication (60%, 49.5% and 46.3% respectively). On the other hand, the oldest group of graduates (41+ years old) is more commonly represented in the sectors of Consultancy and Law/Enforcement (23.3% and 25.0% respectively).²³

Table 28. Field of Employment by Age Bracket

	20-25 years		26-40 years		41+ years		Total
	Count	%	Count	%	Count	%	Count
Education	285	37.2	407	53.1	74	9.7	766
Tourism/Heritage	50	49.5	34	33.7	17	16.8	101
Social/Health	35	36.1	46	47.4	16	16.5	97
Transport/Communication	38	46.3	34	41.5	10	12.2	82
Audit/Banking/Finance	27	35.1	42	54.5	8	10.4	77
Environment/Real estate	21	33.9	36	58.1	5	8.1	62
Diplomacy/Translation/Interpreting	21	35.0	33	55.0	6	10.0	60
Retail/Wholesale	24	60.0	13	32.5	3	7.5	40
IT	15	41.7	20	55.6	1	2.8	36
Consultancy	4	13.3	19	63.3	7	23.3	30
Law/Enforcement	2	10.0	13	65.0	5	25.0	20
Manufacturing/Energy	4	23.5	11	64.7	2	11.8	17
Other	26	40.0	33	50.8	6	9.2	65

The type of occupation of graduates is significantly related to their age (Chi-Square = 81.941, $p < .001$). Older graduates are the most likely group of graduates to work as Senior officials/Managers (20.7%). On the other hand, the youngest graduates are the most likely to work as Clerks (18.3%). Besides, they are also significantly less likely to work as Professionals than their older peers.

²³ One should treat these results with caution due to the overall low count of graduates working in some fields.

Table 29. Occupation (ISCO-88) by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
Senior officials/Managers	43	8.3	124	17.7	28	20.7
Professionals	281	54.1	436	62.1	84	62.2
Technicians/Associate professionals	77	14.8	46	6.6	7	5.2
Clerks	95	18.3	89	12.7	8	5.9
Other occupations	23	4.4	7	1.0	8	5.9
Total	519	100	702	100	135	100

Whether the last FoA qualification was required to apply for the graduates' current job is significantly related to age bracket (Chi-Square = 12.052, $p < .01$). Younger graduates are considerably more likely to be in jobs that required their last FoA qualification. This result might indicate that older graduates are more inclined to pursue courses that not necessarily related to their current occupations.

Table 30. Last FoA Qualification Required to Apply for Current Job by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
Yes	265	50.7	345	49.0	47	34.3
No	258	49.3	359	51.0	90	65.7
Total	523	100	704	100	137	100

Older graduates tend to be more working on indefinite contracts (Chi-Square = 52.219, $p < .001$). Indeed, while 87.3% of graduates in the 41+ years category work on indefinite contracts, the figure drops down to 67.4% among graduates in the 20-25 years category.

Table 31. Type of Contract by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
Definite	169	32.6	115	16.5	17	12.7
Indefinite	349	67.4	580	83.5	117	87.3
Total	518	100	695	100	134	100

As one would expect, the older the graduate, the higher is his or her income (Chi-Square = 244.344, $p < .001$). 43.1% of the 41+ years old graduates earn the highest income bracket of EUR1,501+, when compared to just 3.8% of the graduates in the 20-25 years old bracket.

Table 32. Net Income (EUR) by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
0-1,000	225	45.0	89	13.4	24	19.5
1,001-1,500	256	51.2	448	67.7	46	37.4
1,501+	19	3.8	125	18.9	53	43.1
Total	500	100	662	100	123	100

Age is positively related to whether one's present job matches one's expectations (Chi-Square = 45.286, $p < .001$). Indeed, about three fourths (74.5%) of graduates aged 41+ years are in jobs that match their expectations, when compared to 57.6% of those in the 20-25 years

category. Throughout their careers, graduates probably manage to get jobs that are closer to their expectations. Besides, over time, graduates might also lower their expectations, making them more realistic.

Table 33. Present Job Matches Expectations by Age Bracket

	20-25 years		26-40 years		41+ years	
	Count	%	Count	%	Count	%
Yes	300	57.6	455	64.7	102	74.5
Moderately	112	21.5	183	26.0	26	19.0
No	109	20.9	65	9.2	9	6.6
Total	521	100	703	100	137	100

3.3 Results by Year of Last Faculty of Arts Graduation

Most of the results in this section are in line with the results by age. The year of the last FoA graduation is significantly related to graduates' highest qualifications (Chi-Square = 58.330, $p < .001$). As expected, respondents whose last graduation was in the period 2011-2012 are much less likely to possess postgraduate qualifications than their peers who graduated earlier. On the other hand, respondents whose last graduation was in the period 2003-2007 are the most likely to have postgraduate qualifications.

Table 34. Highest University Qualification by Year of last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
First Degree	150	26.3	206	35.8	210	49.9
Postgraduate Qualifications	420	73.7	370	64.2	211	50.1
Total	570	100	576	100	421	100

The year of the last FoA graduation is significantly related to the number of university qualifications (Chi-Square = 87.828, $p < .001$). The older the last FoA graduation date, the greater the probability that the respondents have more than one qualification.

Table 35. Number of University Qualifications by Year of last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
1	119	20.9	171	29.7	197	46.8
2	345	60.5	345	59.9	179	42.5
3+	106	18.6	60	10.4	45	10.7
Total	570	100	576	100	421	100

Labour status is significantly related to the year of the last FoA graduation (Chi-Square = 192.604, $p < .001$). Those respondents whose last graduation was in 2003-2007 tend to be the most settled in their work (that is, employed and not seeking employment). The most recent graduates (2011-2012) are the most likely to be unemployed and seeking or not seeking employment.

Table 36. Labour Status by Year of last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
Employed & Not Seeking Employment	462	82.5	420	73.0	187	44.4
Employed & Seeking Employment	79	14.1	93	16.2	124	29.5
Unemployed & Not Seeking Employment	15	2.7	31	5.4	53	12.6
Unemployed & Seeking Employment	4	0.7	31	5.4	57	13.5
Total	560	100	575	100	421	100

The period of time spent as unemployed and seeking employment since one's first graduation from the University of Malta is significantly related to the year of the last FoA graduation (Chi-Square = 21.159, $p < .001$). The most recent graduates are more likely to have been unemployed since they got their last qualification. Besides, they are more likely to have been unemployed for less than a year.

Table 37. Unemployed & Seeking Employment by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
Never	337	60.6	372	66.0	221	55.3
less than 1 year	145	26.1	144	25.5	142	35.5
1 year or more	74	13.3	48	8.5	37	9.3
Total	556	100	564	100	400	100

As expected, the number of jobs held by graduates is significantly related to the year of the last FoA graduation (Chi-Square = 53.160, $p < .001$). Graduates of the years 2003-2007 are the least likely to have had only one job since their first graduation from the University of Malta, and the most likely to have had three or more.

Table 38. Number of Jobs by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
1	259	46.5	342	62.1	205	59.4
2	149	26.8	145	26.3	92	26.7
3	89	16.0	41	7.4	29	8.4
4+	60	10.8	23	4.2	19	5.5
Total	557	100	551	100	345	100

The sector of employment is significantly related to the year of the last FoA graduation (Chi-Square = 52.145, $p < .001$). The more recent the group of graduates, the less likely it is to be employed in the public sector and the more likely it is to be working in the private sector.

Table 39. Sector of Employment by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
Public	356	66.9	294	58.0	124	41.2
Private	176	33.1	213	42.0	177	58.8
Total	532	100	507	100	301	100

The field of employment of graduates is related to the year of their last FoA graduation. The most recent group of respondents (graduating in 2011-2012) is the most highly represented in Retail/Wholesale, Transport/Communication and Tourism/Heritage (40.0%, 39.0%, and 38.6% respectively). On the other hand, the graduates of 2003-2007 are much more likely to be working in Law/Enforcement and Diplomacy/Translation/Interpreting (55.0% and 51.7% respectively).²⁴

²⁴ One should treat these results with caution due to the overall low count of graduates working in some fields.

Table 40. Field of Employment by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012		Total
	Count	%	Count	%	Count	%	Count
Education	319	41.6	294	38.4	153	20.0	766
Tourism/Heritage	31	30.7	31	30.7	39	38.6	101
Social/Health	40	41.2	40	41.2	17	17.5	97
Transport/Communication	22	26.8	28	34.1	32	39.0	82
Audit/Banking/Finance	30	39.0	32	41.6	15	19.5	77
Environment/Real estate	26	41.9	28	45.2	8	12.9	62
Diplomacy/Translation/Interpreting	31	51.7	15	25.0	14	23.3	60
Retail/Wholesale	7	17.5	17	42.5	16	40.0	40
IT	10	27.8	16	44.4	10	27.8	36
Consultancy	10	33.3	15	50.0	5	16.7	30
Law/Enforcement	11	55.0	4	20.0	5	25.0	20
Manufacturing/Energy	6	35.3	7	41.2	4	23.5	17
Other	25	38.5	17	26.2	23	35.4	65

The type of occupation of graduates is significantly related to the year of their last FoA graduation (Chi-Square = 77.537, $p < .001$). More recent graduates are less likely to work as Professionals or Senior officials/Managers. On the other hand, they are more likely to work as Clerks or in other occupations.

Table 41. Occupation (ISCO-88) by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
Senior officials/Managers	99	18.3	67	13.1	28	9.2
Professionals	336	62.1	322	63.0	144	47.4
Technicians/Associate professionals	32	5.9	51	10.0	47	15.5
Clerks	63	11.6	65	12.7	64	21.1
Other occupations	11	2.0	6	1.2	21	6.9
Total	541	100	511	100	304	100

Whether the last FoA qualification was required to apply for the graduates' current job is significantly related to the year of the last FoA graduation (Chi-Square = 27.235, $p < .001$). More recent graduates are considerably less likely to be in jobs that required their last FoA qualification. This finding goes against the corresponding finding by age, which indicates that younger graduates are much more likely to be in jobs that required their last FoA qualification.

Table 42. Last FoA Qualification Required to Apply for Current Job by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
Yes	292	53.9	256	49.9	110	35.6
No	250	46.1	257	50.1	199	64.4
Total	542	100	513	100	309	100

Respondents whose last FoA graduation was in the period 2003-2007 are significantly more likely to work on an indefinite contract (Chi-Square = 43.943, $p < .001$) than their peers who graduated more recently.

Table 43. Type of Contract by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
Definite	70	13.1	143	28.1	88	28.9
Indefinite	465	86.9	365	71.9	216	71.1
Total	535	100	508	100	304	100

There is a significant relationship between the year of the last FoA graduation and net income (Chi-Square = 152.187, $p < .001$). The older the year of graduation, the higher the income of graduates.

Table 44. Net Income (EUR) by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
0-1,000	63	12.5	126	25.8	150	51.4
1,001-1,500	333	66.2	304	62.2	111	38.0
1,501+	107	21.3	59	12.1	31	10.6
Total	503	100	489	100	292	100

Whether one's present job matches one's expectations is significantly related to the year of the last FoA graduation (Chi-Square = 61.049, $p < .001$). Whereas two thirds (69.2%) of those whose last FoA graduation was in the period 2003-2007 are in jobs that clearly match their expectations, the figure decreases to only half (51.1%) of those whose last FoA graduation was in the period 2001-2012.

Table 45. Present Job Matches Expectations by Year of Last FoA Graduation

	2003-2007		2008-2010		2011-2012	
	Count	%	Count	%	Count	%
Yes	375	69.2	326	63.7	157	51.1
Moderately	128	23.6	122	23.8	71	23.1
No	39	7.2	64	12.5	79	25.7
Total	542	100	512	100	307	100

3.4 Results by Highest Qualification

Many FoA graduates have higher qualifications than the last one they were conferred after completing a FoA course. They might have achieved such qualifications from the FoA, and from other entities within or outside the University of Malta. For example, the Post Graduate Certificate in Education (PGCE) is a very common qualification sought after graduating with a FoA first degree.

Table 46. Last Qualification Conferred after Completing a FoA Course and Highest Qualification Obtained

	Last qualification conferred after completing a Faculty of Arts Course		Highest qualification obtained	
	Count	%	Count	%
Certificate/ Diploma	17	1.1	12	0.8
First degree	306	19.5	168	10.7
First degree (Hons)	773	49.2	387	24.6
Postgrad Cert/Diploma/ MA Qual	39	2.5	408	26.0
Master	414	26.4	564	35.9
PhD	21	1.3	31	2.0
Total	1570	100	1570	100

Labour status is significantly related to the level of one's highest qualification (Chi-Square = 74.466, $p < .001$). Three fourths (74.3%) of all respondents who pursued postgraduate qualifications appear to be settled in their work: they are employed and not seeking further employment. This compares to a much lower 58.6% of respondents who obtained a first degree. It is clear that higher qualifications reduce the risk of unemployment.

Table 47. Labour Status by Highest Qualification

	First Degree ²⁵		Postgraduate Qualification	
	Count	%	Count	%
Employed & Not Seeking Employment	329	58.6	742	74.3
Employed & Seeking Employment	111	19.8	185	18.5
Unemployed & Not Seeking Employment	65	11.6	35	3.5
Unemployed & Seeking Employment	56	10.0	36	3.6
Total	561	100	998	100

²⁵ A very small group of graduates (12) whose highest qualification was at Certificate/Diploma level was merged with the group of First Degree holders.

Respondents whose highest qualification is at postgraduate level have spent significantly less time unemployed and seeking employment since their first graduation from the University of Malta when compared to their peers who obtained only a first degree (Chi-Square = 33.938, $p < .001$). Indeed, two-thirds (65.7%) of the former were never unemployed and seeking employment when compared to just half (53.1%) of the latter.

Table 48. Unemployed & Seeking Employment by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
Never	289	53.1	643	65.7
Less than 1 year	203	37.3	228	23.3
1 year or more	52	9.6	107	10.9
Total	544	100	978	100

The number of jobs held by graduates is significantly related to their level of qualifications (Chi-Square = 8.733, $p < .05$). Whereas respondents who only obtained a first degree are slightly more likely to have held only one job since their first graduation from the University of Malta, postgraduate qualification holders are much more likely to have held 4 or more different jobs.

Table 49. Number of Jobs by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
1	282	57.9	525	54.2
2	135	27.7	251	25.9
3	48	9.9	111	11.5
4+	22	4.5	81	8.4
Total	487	100	968	100

As can be seen from the table below, FoA graduates working in the public sector are considerably more qualified than those in the private sector (Chi-Square = 62.696, $p < .001$). Indeed, 65.1% of graduates holding postgraduate qualifications work in the public sector, when compared to just 34.9% who work in the private sector. The ratio is reversed among respondents who obtained only a first degree. The public sector might offer more educational opportunities to its workers and it might attract more highly qualified graduates. On the other hand, the private sector might require fewer qualifications to progress in one's career, especially since most of it consists of small companies with fewer hierarchical levels.

Table 50. Sector of Employment by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
Public	182	42.2	593	65.1
Private	249	57.8	318	34.9
Total	431	100	911	100

When year of last FoA graduation is controlled for, one finds that postgraduate qualification holders who graduated more recently are still significantly more likely than their less qualified peers to be working in the public sector. Indeed, half (50.3%) of the 2011-2012 respondents with postgraduate qualifications work in the public sector, when compared to less than a third of their peers with lower qualifications (28.9%) (Chi-Square = 13.885, $p < .001$).

Table 51. Sector of Employment by Highest Qualification (Controlling for Year of Last FoA Graduation)

Year of last FoA Graduation		First Degree		Postgraduate Qualification	
		Count	%	Count	%
2003-2007	Public	75	56.0	281	70.6
	Private	59	44.0	117	29.4
2008-2010	Public	70	41.4	224	66.3
	Private	99	58.6	114	33.7
2011-2012	Public	37	28.9	87	50.3
	Private	91	71.1	86	49.7

Graduates working in the fields of Diplomacy/Translation/Interpreting, Education, Consultancy, and Environment/Real estate are more likely to be in possession of postgraduate qualifications than their peers working in other sectors. On the other hand graduates working in Retail/Wholesale are by far the least likely to have postgraduate qualifications, followed by those working in Manufacturing/Energy.²⁶

Table 52. Field of Employment by Highest Qualification

	First Degree		Postgraduate Qualification		Total Count
	Count	%	Count	%	
Education	163	21.2	605	78.8	768
Tourism/Heritage	56	55.4	45	44.6	101
Social/Health	45	46.4	52	53.6	97
Transport/Communication	42	51.2	40	48.8	82
Audit/Banking/Finance	43	55.8	34	44.2	77
Environment/Real estate	18	29.0	44	71.0	62
Diplomacy/Translation/Interpreting	10	16.7	50	83.3	60
Retail/Wholesale	29	72.5	11	27.5	40
IT	20	55.6	16	44.4	36
Consultancy	7	23.3	23	76.7	30
Law/Enforcement	8	40.0	12	60.0	20
Manufacturing/Energy	11	64.7	6	35.3	17
Other	31	47.7	34	50.3	65

Occupation is significantly related to the respondents' highest qualification (Chi-Square = 212.347, $p < .001$). FoA graduates with postgraduate qualifications are considerably more likely than their lower qualified peers to work as Professionals (71.2% and 33.3% respectively). Besides, they are significantly less likely to work as Technicians/Associate professionals, Clerks, and in Other occupations. It is interesting to note that respondents who

²⁶ One should treat these results with caution due to the overall low count of graduates working in some fields.

obtained only a first degree are more likely to work as Senior officials/Managers, probably because such jobs are more highly related to work experience rather than qualifications.

Table 53. Occupation (ISCO-88) by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
Senior officials/Managers	75	17.3	120	13.0
Professionals	144	33.3	659	71.2
Technicians/Associate professionals	67	15.5	63	6.8
Clerks	117	27.0	75	8.1
Other occupations	30	6.9	8	0.9
Total	433	100	925	100

The occupation of FoA graduates is significantly related to their number of university qualifications (Chi-Square = 203.229, $p < .001$). The more qualifications graduates have, the greater the likelihood that they work in professional jobs and the smaller the likelihood that they work in technical or clerical jobs. On the other hand, FoA graduates with one university qualification are slightly more likely to work as Senior officials/Managers than their peers with more qualifications.

Table 54. Occupation (ISCO-88) by Number of Qualifications

	1		2		3+		Total
	Count	%	Count	%	Count	%	Count
Senior officials/Managers	65	17.5	103	13.0	27	14.0	195
Professionals	122	32.8	530	66.8	151	78.2	803
Technicians/Associate professionals	51	13.7	68	8.6	11	5.7	130
Clerks	106	28.5	84	10.6	2	1.0	192
Other occupations	28	7.5	8	1.0	2	1.0	38
Total	372	100	793	100	193	100	1358

Whether the last FoA qualification was required to apply for one's current job is significantly related to one's highest qualification (Chi-Square = 31.457, $p < .001$). Indeed, respondents with postgraduate qualifications are considerably more likely to have required their last FoA qualification in order to apply for their current job when compared to their peers with lower qualifications (53.4% and 37.2% respectively).

Table 55. Last FoA Qualification Required to Apply for Current Job by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
Yes	164	37.2	494	53.4
No	277	62.8	431	46.6
Total	441	100	925	100

Respondents with postgraduate qualifications are significantly less likely to work on definite contracts when compared to their peers with lower qualifications (Chi-Square = 15.809, $p < .001$).

Table 56. Type of Contract by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
Definite	125	28.9	176	19.2
Indefinite	308	71.1	740	80.8
Total	433	100	916	100

FoA graduates with more qualifications tend to have more indefinite contract jobs (Chi-Square = 17.618, $p < .001$). As in the other relationships found in this study, this relationship does not imply causality. However, one can hypothesise that university qualifications promote more stable careers.

Table 57. Type of Contract by Number of qualifications

	1		2		3+	
	Count	%	Count	%	Count	%
Definite	106	28.5	170	21.6	25	13.2
Indefinite	266	71.5	617	78.4	165	86.8
Total	372	100	787	100	190	100

Respondents with postgraduate qualifications earn significantly more than those who obtained only a first degree (Chi-Square = 130.814, $p < .001$). Thus while only 8.2% of respondents with only a first degree earn a net income of EUR1,501+, the figure increases to 18.8% among those with postgraduate qualifications.

Table 58. Net Income (EUR) by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
0-1,000	193	46.3	146	16.8
1,001-1,500	190	45.6	560	64.4
1,501+	34	8.2	163	18.8
Total	417	100	869	100

The more qualifications graduates have, the higher their wages (Chi-Square = 140.083, $p < .001$). About a third (32.6%) of graduates holding three or more university qualifications earn EUR1,501+, when compared to less than a tenth (8.9%) of those holding one qualification.

Table 59. Net Income (EUR) by Number of Qualifications

	1		2		3+	
	Count	%	Count	%	Count	%
0-1,000	166	46.1	151	20.2	22	12.4
1,001-1,500	162	45.0	490	65.5	98	55.1
1,501+	32	8.9	107	14.3	58	32.6
Total	360	100	748	100	178	100

Respondents with postgraduate qualifications tend to hold more jobs that match their expectations than their peers with lower qualifications (Chi-Square = 42.222, $p < .001$).

Table 60. Present Job Matches Expectations by Highest Qualification

	First Degree		Postgraduate Qualification	
	Count	%	Count	%
Yes	229	52.2	629	68.1
Moderately	118	26.9	204	22.1
No	92	21.0	91	9.8
Total	439	100	924	100

3.5 Results by Sector and Field of Employment

The district in which graduates lived when reading for the last FoA qualification is significantly related to whether they currently work in the public or private sector (Chi-Square = 23.227, $p < .001$). Graduates who lived in Gozo are more likely to be working in the public sector when compared to their peers who lived in other districts. This finding is linked to the fact that Gozo suffers from low employment opportunities in the private sector. On the other hand, graduates who lived in the Northern Harbour district are the most likely to be working in the private sector.

Table 61. District of Residence by Sector of Employment

	Public		Private	
	Count	%	Count	%
Southern Harbour	110	57.0	83	43.0
Northern Harbour	210	51.9	195	48.1
South Eastern	125	62.5	75	37.5
Western	110	53.7	95	46.3
Northern	115	59.6	78	40.4
Gozo	100	73.5	36	26.5
Total	770	57.8	562	42.2

Graduates working in the public sector are significantly more likely to hold two or more qualifications when compared to their peers (Chi-Square = 58.304, $p < .001$).

Table 62. Number of University Qualifications by Sector of Employment

	Public		Private	
	Count	%	Count	%
1	153	19.7	216	38.1
2	490	63.2	293	51.7
3+	132	17.0	58	10.2
Total	775	100	567	100

Current employment is significantly related to sector of employment (Chi-Square = 101.678, $p < .001$). Graduates working in the public sector are more likely to be working full-time when compared to their peers employed in the private sector (95.6% and 77.4% respectively).

Table 63. Current Employment by Sector of Employment

	Public		Private	
	Count	%	Count	%
Yes full-time	739	95.6	439	77.4
Yes part-time	34	4.4	128	22.6
Total	773	100	567	100

Graduates working in the private sector are significantly more likely to be seeking alternative employment when compared to their peers in the public sector (Chi-Square = 27.746, $p < .001$). Apart from being more in full-time employment, graduates in the public sector might have better working conditions than in the private sector.

Table 64. Seeking Employment/ Alternative Employment by Sector of Employment

	Public		Private	
	Count	%	Count	%
Yes	127	16.5	161	28.5
No	643	83.5	404	71.5
Total	770	100	565	100

Graduates working in IT and Retail/Wholesale are the most likely to be seeking employment or alternative employment (36.1% and 32.5% respectively).²⁷ The first employment field differs significantly from the last one. Graduates working in IT are likely to have many job opportunities which entice them to change their job, despite the fact that they tend to feel that their current job matches their expectations and that they have relatively high salary levels. On the other hand, graduates working in Retail/Wholesale feel that their job does not match their expectations and have among the lowest salary levels.

Table 65. Seeking employment/ Alternative Employment by Field of Employment

	Yes		No		Total
	Count	%	Count	%	Count
Education	151	19.7	614	80.3	765
Tourism/Heritage	31	30.7	70	69.3	101
Social/Health	20	21.1	75	78.9	95
Transport/Communication	22	26.8	60	73.2	82
Audit/Banking/Finance	12	15.8	64	84.2	76
Environment/Real estate	13	21.0	49	79.0	62
Diplomacy/Translation/Interpreting	14	23.3	46	76.7	60
Retail/Wholesale	13	32.5	27	67.5	40
IT	13	36.1	23	63.9	36
Consultancy	6	20.0	24	80.0	30
Law/Enforcement	3	15.0	17	85.0	20
Manufacturing/Energy	2	11.8	15	88.2	17
Other	19	29.2	46	70.8	65

There are no significant differences between FoA graduates working in the public and private sectors with regards to the amount of time they spent unemployed and searching for employment since their first graduation (Chi-Square = 4.663, p = .097).

Table 66. Unemployed & Seeking Employment Since 1st Graduation by Sector of Employment

	Public		Private	
	Count	%	Count	%
Never	479	62.5	332	59.2
Less than 1 year	198	25.8	174	31.0
1 year or more	89	11.6	55	9.8
Total	766	100	561	100

²⁷ One should treat these results with caution due to the overall low count of graduates working in some fields.

There are no significant differences between FoA graduates working in the public and private sectors with regards to the number of jobs they held since their first graduation from the University of Malta (Chi-Square = 3.538, p = .316).

Table 67. Number of Jobs by Sector of Employment

	Public		Private	
	Count	%	Count	%
1	410	53.2	311	55.3
2	203	26.4	159	28.3
3	94	12.2	56	10.0
4+	63	8.2	36	6.4
Total	770	100	562	100

FoA graduates working in the public sector are significantly more likely to have needed their last FoA qualification to apply for their current job (Chi-Square = 33.479, p <.001). The public sector appears to give more importance to FoA qualifications than the private sector.

Table 68. Last FoA Qualification Required to Apply for Current Job by Sector of Employment

	Public		Private	
	Count	%	Count	%
Yes	424	54.8	220	38.8
No	350	45.2	347	61.2
Total	774	100	567	100

The ratio of those who did not require their last FoA qualification to apply for their current job is particularly high for those working in Retail/Wholesale, IT and Manufacturing/Energy (90%, 77.8%, and 76.5% respectively). Diplomacy/Translation/ Interpreting and Education are the only two fields of employment in which the majority of graduates stated to have required their last FoA qualification to get their job (61.7% and 58.9% respectively).²⁸

Table 69. Last FoA Qualification Required to Apply for Current Job by Field of Employment

	Yes		No		Total
	Count	%	Count	%	Count
Education	451	58.9	315	41.1	766
Tourism/Heritage	34	33.7	67	66.3	101
Social/Health	35	36.1	62	63.9	97
Transport/Communication	27	32.9	55	67.1	82
Audit/Banking/Finance	28	36.4	49	63.6	77
Environment/Real estate	28	45.2	34	54.8	62
Diplomacy/Translation/Interpreting	37	61.7	23	38.3	60
Retail/Wholesale	4	10.0	36	90.0	40
IT	8	22.2	28	77.8	36
Consultancy	8	26.7	22	73.3	30
Law/Enforcement	6	30.0	14	70.0	20
Manufacturing/Energy	4	23.5	13	76.5	17
Other	21	32.3	44	67.7	65

²⁸ One should treat these results with caution due to the overall low count of graduates working in some fields.

There is a significantly greater proportion of graduates on definite contracts in the public sector than in the private sector (Chi-Square = 16.920, $p < .001$).

Table 70. Type of Contract by Sector of employment

	Public		Private	
	Count	%	Count	%
Definite	203	26.3	93	16.8
Indefinite	568	73.7	461	83.2
Total	771	100	554	100

The fields of employment in which graduates are most likely to have contracts that specify termination date are Diplomacy/Translation/Interpreting (35.6%), Audit/Banking/Finance (28.0%), and Social/Health (27.1%). On the other hand, graduates working in IT, Manufacturing/Energy and Retail/Wholesale are the least likely to be working on definite contracts (11.4%, 11.8% and 13.2% respectively).²⁹

Table 71. Type of Contract by Field of Employment

	Definite		Indefinite		Total Count
	Count	%	Count	%	
Education	154	20.3	605	79.7	759
Tourism/Heritage	24	24.2	75	75.8	99
Social/Health	26	27.1	70	72.9	96
Transport/Communication	17	21.5	62	78.5	79
Audit/Banking/Finance	21	28.0	54	72.0	75
Environment/Real estate	16	26.2	45	73.8	61
Diplomacy/Translation/Interpreting	21	35.6	38	64.4	59
Retail/Wholesale	5	13.2	33	86.8	38
IT	4	11.4	31	88.6	35
Consultancy	7	25.0	21	75.0	28
Law/Enforcement	4	20.0	16	80.0	20
Manufacturing/Energy	2	11.8	15	88.2	17
Other	14		51		65

Graduates working in the public sector tend to have a significantly higher income than their peers working in the private sector (Chi-Square = 49.065, $p < .001$). This finding persists when one controls for part-time workers (who tend to work more in the private sector). Besides, younger graduates (aged 20-40) working in the public sector also earn significantly more than their peers in the same age category who work in the private sector. However, the difference among 41+ year olds is not significant.

Table 72. Net Income (EUR) by Sector of Employment

	Public		Private	
	Count	%	Count	%
0-1,000	139	19.0	195	36.6
1,001-1,500	468	64.1	273	51.2
1,501+	123	16.8	65	12.2
Total	730	100	533	100

²⁹ One should treat these results with caution due to the overall low count of graduates working in some fields.

The highest paying fields of employment for FoA graduates are Diplomacy/Translation/Interpreting, and Consultancy. 46.2% of those working in former field and 43.3% in the latter field earn a net income of EUR1,501+ per month. Graduates working in Manufacturing/Energy and IT are also relatively high earners. On the other hand, Retail/Wholesale, Tourism/Heritage, and Transport/Communication are among the lowest paying fields.³⁰

Table 73. Net Income (EUR) by Field of Employment

	0-1,000		1,001-1,500		1,501+		Total Count
	Count	%	Count	%	Count	%	
Education	173	24.0	473	65.5	76	10.5	722
Tourism/Heritage	38	40.4	40	42.6	16	17.0	94
Social/Health	30	31.9	48	51.1	16	17.0	94
Transport/Communication	31	41.9	26	35.1	17	23.0	74
Audit/Banking/Finance	11	15.1	48	65.8	14	19.2	73
Environment/Real estate	11	19.0	33	56.9	14	24.1	58
Diplomacy/Translation/Interpreting	7	13.5	21	40.4	24	46.2	52
Retail/Wholesale	20	57.1	10	28.6	5	14.3	35
IT	7	21.2	15	45.5	11	33.3	33
Consultancy	4	13.8	12	41.4	13	43.3	29
Law/Enforcement	3	15.8	11	57.9	5	26.3	19
Manufacturing/Energy	3	18.8	7	43.8	6	37.5	16
Other	22	36.1	26	42.6	13	21.3	61

Graduates working in the public sector are significantly more likely than their peers working in the private sector to have jobs that match their expectations (Chi-Square = 43.480, p <.001). This finding is in line with the previously-mentioned finding that graduates working in the public sector are more likely to have required their last FoA qualification to apply for their current job.

Table 74. Present Job Matches Expectations by Sector of Employment

	Public		Private	
	Count	%	Count	%
Yes	512	66.2	331	58.6
Moderately	197	25.5	117	20.7
No	64	8.3	117	20.7
Total	773	100	565	100

Graduates working in Diplomacy/Translation/Interpreting and in Law/Enforcement are the most likely to be in occupations that match well their expectations. On the other hand, graduates working in Manufacturing/Energy and Retail/Wholesale are among the least likely to share such positive feeling.³¹

³⁰ One should treat these results with caution due to the overall low count of graduates working in some fields.

³¹ One should treat these results with caution due to the overall low count of graduates working in some fields.

Table 75. Present Job Matches Expectations by Field of Employment

	Yes		Moderately		No		Total
	Count	%	Count	%	Count	%	Count
Education	499	65.3	185	24.2	80	10.5	764
Tourism/Heritage	57	57.0	21	21.0	22	22.0	100
Social/Health	61	62.9	22	22.7	14	14.4	97
Transport/Communication	53	64.6	15	18.3	14	17.1	82
Audit/Banking/Finance	49	63.6	17	22.1	11	14.3	77
Environment/Real estate	38	61.3	16	25.8	8	12.9	62
Diplomacy/Translation/Interpreting	47	78.3	11	18.3	2	3.3	60
Retail/Wholesale	17	42.5	6	15.0	17	42.5	40
IT	25	69.4	7	19.4	4	11.1	36
Consultancy	21	70.0	8	26.7	1	3.3	30
Law/Enforcement	15	75.0	4	20.0	1	5.0	20
Manufacturing/Energy	5	29.4	7	41.2	5	29.4	17
Other	33	50.8	20	30.8	12	18.5	65

3.6 Results by Occupation

Type of occupation is significantly related to whether graduates work full-time or part-time (Chi-Square = 76.574, $p < .001$). FoA graduates working as Senior officials/Managers and much more likely to be in full-time jobs than their peers. On the other hand, those working in Other occupations are by far the least likely to be working full-time.

Table 76. Current Employment by Occupation

	Yes Full-time		Yes Part-time		Total
	Count	%	Count	%	Count
Senior officials/Managers	185	94.9	10	5.1	195
Professionals	709	88.5	92	11.5	801
Technicians/Associate professionals	114	87.7	16	12.3	130
Clerks	169	88.0	23	12.0	192
Other occupations	17	44.7	21	55.3	38
Total	1194	88.1	162	11.9	1356

Type of occupation is significantly related to whether graduates are seeking employment or alternative employment (Chi-Square = 28.431, $p < .001$). Professionals and Senior officials/Managers are the least likely occupational groups to be seeking employment/alternative employment.

Table 77. Seeking Employment/ Alternative Employment by Occupation

	Yes		No		Total
	Count	%	Count	%	Count
Senior officials/Managers	39	20.1	155	79.9	194
Professionals	143	17.9	655	82.1	798
Technicians/Associate professionals	42	32.3	88	67.7	130
Clerks	52	27.2	139	72.8	191
Other occupations	16	42.1	22	57.9	38
Total	292	21.6	1059	78.4	1351

Type of occupation is significantly related to the period of time graduates spent unemployed and seeking employment since their first graduation from university (Chi-Square = 42.645, $p < .001$). Graduates working as Clerks and Technicians/Associate professionals spent considerably more time unemployed and searching for employment than their peers who work as Senior officials/Managers and Professionals, and those working in other occupations. One might presume that many of the former graduates tried to get professional jobs, before accepting the occupations they finally got.

Table 78. Unemployed & Seeking Employment Since 1st Graduation by Occupation

	Never		Less than 1 year		1 year or more		Total
	Count	%	Count	%	Count	%	Count
Senior officials/Managers	119	62.3	61	31.9	11	5.8	191
Professionals	524	66.0	183	23.0	87	11.0	794
Technicians/Associate professionals	70	53.8	43	33.1	17	13.1	130
Clerks	85	44.5	80	41.9	26	13.6	191
Other occupations	24	64.9	8	21.6	5	13.5	37
Total	822	61.2	375	27.9	146	10.9	1343

Type of occupation is significantly related to the number of jobs held by graduates since their first graduation from the University of Malta (Chi-Square = 60.992, $p < .001$). Senior officials/Managers are the group who has held more jobs (60.5% held more than one job) whereas those in Other occupations held the least jobs (66.7% held only one job).

Table 79. Number of Jobs by Occupation

	1		2		3		4		Total
	Count	%	Count	%	Count	%	Count	%	Count
Senior officials/Managers	77	39.5	56	28.7	38	19.5	24	12.3	195
Professionals	480	59.9	194	24.2	69	8.6	58	7.2	801
Technicians/Associate professionals	53	41.4	53	41.4	14	10.9	8	6.3	128
Clerks	97	50.8	55	28.8	30	15.7	9	4.7	191
Other occupations	24	66.7	9	25.0	2	5.6	1	2.8	36
Total	731	54.1	367	27.2	153	11.3	100	7.4	1351

Type of occupation is significantly related to the graduates' sector of employment (Chi-Square = 20.292, $p < .001$). Technicians/Associate professionals and Professionals are more likely than other graduates to be working in the public sector. On the other hand, graduates working in Other occupations and as Clerks are the least likely to be working in the public sector.

Table 80. Sector of Employment by Occupation

	Public		Private		Total
	Count	%	Count	%	Count
Senior officials/Managers	111	57.5	82	42.5	193
Professionals	474	60.3	312	39.7	786
Technicians/Associate professionals	83	64.3	46	35.7	129
Clerks	94	49.7	95	50.3	189
Other occupations	11	30.6	25	69.4	36
Total	773	58.0	560	42.0	1333

Type of occupation is significantly related to whether the last FoA qualification was required for the graduates' job (Chi-Square = 137.649, $p < .001$). The majority of Professionals (60.9%) required their last FoA qualification for their job.

Table 81. Last FoA Qualification Required for Job by Occupation

	Yes		No		Total
	Count	%	Count	%	Count
Senior officials/Managers	64	32.8	131	67.2	195
Professionals	488	60.9	313	39.1	801
Technicians/Associate professionals	50	38.5	80	61.5	130
Clerks	52	27.1	140	72.9	192
Other occupations	2	5.3	36	94.7	38
Total	656	48.4	700	51.6	1356

Type of occupation is significantly related to whether a graduate is on a definite or indefinite contract (Chi-Square = 47.926, $p < .001$). As can be seen from the table below, FoA graduates working as Technicians/Associate professionals are by far most likely to be on definite contracts (45.0%), while those in Other occupations are the least likely (10.8%).

Table 82. Type of Contract by Occupation

	Definite		Indefinite		Total
	Count	%	Count	%	Count
Senior officials/Managers	49	25.3	145	74.7	194
Professionals	148	18.8	641	81.2	789
Technicians/Associate professionals	58	45.0	71	55.0	129
Clerks	40	20.9	151	79.1	191
Other occupations	4	10.8	33	89.2	37
Total	299	22.3	1041	77.7	1340

It is interesting to note that graduates who had more jobs in their working lives are also more likely to be in temporary jobs (Chi-Square = 11.916, $p < .01$). One can hypothesize that whether one finds jobs on definite or indefinite contracts might be related to one's personality. Thus, some individuals might prefer to move from one job to another. On the other hand, employers might prefer employing graduates who had various jobs throughout their working lives on definite contracts as the latter tend to stipulate sanctions for employees who break them.

Table 83. Type of Contract by Number of Jobs

	1		2		3		4+	
	Count	%	Count	%	Count	%	Count	%
Definite	138	19.1	89	24.6	42	27.3	31	31.0
Indefinite	585	80.9	273	75.4	112	72.7	69	69.0
Total	723	100	362	100	154	100	100	100

In line with the national statistics of the general working population,³² the highest earners among FoA graduates are Senior officials/Managers, followed by Professionals (Chi-Square = 237.329, $p < .001$).

Table 84. Net Income (EUR) by Occupation

	0-1,000		1,001-1,500		1,501+		Total
	Count	%	Count	%	Count	%	Count
Senior officials/Managers	22	12.0	98	53.3	64	34.8	184
Professionals	129	17.1	518	68.6	108	14.3	755
Technicians/Associate professionals	65	54.6	46	38.7	8	6.7	119
Clerks	95	51.6	77	41.8	12	6.5	184
Other occupations	22	62.9	9	25.7	4	11.4	35
Total	333	26.1	748	58.6	196	15.3	1277

³² National Statistics (2013). *Labour Force Survey Q3/2012*. Weblink: http://www.nso.gov.mt/statdoc/document_file.aspx?id=3503

Type of occupation is significantly related to whether graduates' present jobs match their expectations (Chi-Square = 132.556, $p < .001$). As expected, graduates working as Professionals and Senior officials/Managers are the most likely to have jobs matching well their expectations (70.9% and 66.2% respectively). Those in Other occupations are the least likely to have jobs matching well their expectations (26.3%).

Table 85. Present Job Matches Expectations by Occupation

	Yes		Moderately		No		Total
	Count	%	Count	%	Count	%	Count
Senior officials/Managers	129	66.2	52	26.7	14	7.2	195
Professionals	568	70.9	166	20.7	67	8.4	801
Technicians/Associate professionals	65	50.0	34	26.2	31	23.8	130
Clerks	81	42.6	61	32.1	48	25.3	190
Other occupations	10	26.3	9	23.7	19	50.0	38
Total	853	63.0	322	23.8	179	13.2	1354

3.7 Results by Department

The main results were analysed according to the FoA department that offers the qualification in which the respondents graduated last.³³ As a first step, all FoA departments were divided according to two categories - Language and Non-Language.³⁴ Each result in this section will be analysed first according to these two large categories and then, as a second step, according to FoA department.

The ratio of male graduates is significantly higher in Non-Language than in Language departments (Chi-Square = 52.680, $p < .001$). Three fourths (77.4%) of all Language graduates are women, when compared to a considerably lower 60.7% of Non-Language graduates.

Table 86. Gender by FoA Department Group

	Males		Females		Total
	Count	%	Count	%	Count
Language	177	22.6	607	77.4	784
Non-Language	331	39.3	512	60.7	843
Total	508	31.2	1119	68.8	1627

The largest groups of respondents graduated in qualifications offered by the Departments of Sociology, Malti and English (Counts: 190, 188, and 178 respectively). On the other hand, the smallest groups of graduates qualified in subjects offered by the German, Spanish & Latin American Studies and Anthropological Sciences Departments (Counts: 12, 19 and 24 respectively). Respondents across most subjects were women. There were slightly more men than women respondents only in History and International Relations (51.6% in both cases). Nearly half of the respondents in Philosophy and Classics & Archaeology were also men. On the other hand, nearly all respondents in Spanish & Latin American Studies, German and French were women (94.7%, 91.7% and 90.4% respectively).³⁵

³³ When respondents graduated in two subjects from different FoA departments, they were counted twice for the purpose of this section.

³⁴ The Department of Classics and Archaeology was included with Non-Language humanities, since most of the respondents graduated in Anthropology, while the Departments of Spanish and Latin American Studies and Oriental Studies were classified with the Language group.

³⁵ One should treat these results with caution due to the low count of respondents in some categories.

Table 87. Gender by FoA Department

	Males		Females		Total
	Count	%	Count	%	Count
Anthropological Sciences	9	37.5	15	62.5	24
Classics & Archaeology	34	46.6	39	53.4	73
English	33	18.5	145	81.5	178
French	5	9.6	47	90.4	52
Geography	58	36.0	103	64.0	161
German	1	8.3	11	91.7	12
History	66	51.6	62	48.4	128
History of Art	32	38.6	51	61.4	83
International Relations	47	51.6	44	48.4	91
Italian	33	22.1	116	77.9	149
Multi	48	25.5	140	74.5	188
Oriental Studies	10	31.3	22	68.8	32
Philosophy	44	47.3	49	52.7	93
Sociology	41	21.6	149	78.4	190
Spanish & Latin American Studies	1	5.3	18	94.7	19
Translation & Interpreting Studies	46	29.9	108	70.1	154
Total	508	31.2	1119	68.8	1627

Language graduates tend to be considerably younger than Non-Language graduates (Chi-Square = 33.073, $p < .001$). Whereas only 39% of Non-Language graduates are in the 20-25 years category, the figure increases to about half (50.3%) of Language graduates. One reason for this result might be the fact that languages tend to have higher entry requirements than other subjects, thus creating a barrier for older persons.

Table 88. Age bracket by FoA Department Group

	20-25 years		26-40 years		41+ years		Total
	Count	%	Count	%	Count	%	Count
Language	394	50.3	297	37.9	93	11.9	784
Non-Language	329	39.0	439	52.1	75	8.9	843
Total	723	44.4	736	45.2	168	10.3	1627

Graduates in Oriental Studies, Translation & Interpreting Studies, History and History of Art tend to be older than other graduates. On the other hand, graduates in Spanish & Latin American Studies, Malti, and French tend to be younger than their peers.³⁶

Table 89. Age bracket by FoA Department

	20-25 years		26-40 years		41+ years		Total
	Count	%	Count	%	Count	%	Count
Anthropological Sciences	10	41.7	13	54.2	1	4.2	24
Classics & Archaeology	29	39.7	38	52.1	6	8.2	73
English	80	44.9	85	47.8	13	7.3	178
French	28	53.8	23	44.2	1	1.9	52
Geography	73	45.3	88	54.7	0	0	161
German	5	41.7	5	41.7	2	16.7	12
History	39	30.5	63	49.2	26	20.3	128
History of Art	28	33.7	37	44.6	18	21.7	83
International Relations	28	30.8	60	65.9	3	3.3	91
Italian	81	54.4	61	40.9	7	4.7	149
Malti	128	68.1	51	27.1	9	4.8	188
Oriental Studies	5	15.6	8	25.0	19	59.4	32
Philosophy	47	50.5	36	38.7	10	10.8	93
Sociology	75	39.5	104	54.7	11	5.8	190
Spanish & Latin American Studies	15	78.9	3	15.8	1	5.3	19
Translation & Interpreting Studies	52	33.8	61	39.6	41	26.6	154
Total	723	44.4	736	45.2	168	10.3	1627

A significantly larger proportion of Language graduates have postgraduate qualifications when compared to their Non-Language peers (Chi-Square = 10.402, p<.01).

Table 90. Highest Qualification by FoA Department Group

	First Degree		Postgraduate Qualification		Total
	Count	%	Count	%	Count
Language	262	33.4	522	66.6	784
Non-Language	347	41.2	496	58.8	843
Total	609	37.4	1018	62.6	1627

³⁶ One should treat these results with caution due to the low count of respondents in some categories.

More graduates in Translation & Interpreting Studies, History, Geography, Sociology, Italian, English, and International Relations have postgraduate qualifications than their peers. On the other hand, graduates in Anthropological Sciences, Oriental Studies, and History of Art have the least postgraduate qualifications.³⁷

Table 91. Highest Qualification by FoA Department

	First Degree		Postgraduate Qualification		Total
	Count	%	Count	%	Count
Anthropological Sciences	19	79.2	5	20.8	24
Classics & Archaeology	43	58.9	30	41.1	73
English	66	37.1	112	62.9	178
French	23	44.2	29	55.8	52
Geography	54	33.5	107	66.5	161
German	7	58.3	5	41.7	12
History	28	21.9	100	78.1	128
History of Art	50	60.2	33	39.8	83
International Relations	35	38.5	56	61.5	91
Italian	54	36.2	95	63.8	149
Multi	81	43.1	107	56.9	188
Oriental Studies	23	71.9	9	28.1	32
Philosophy	54	58.1	39	41.9	93
Sociology	64	33.7	126	66.3	190
Spanish & Latin American Studies	8	42.1	11	57.9	19
Translation & Interpreting Studies	0	0	154	100	154
Total	609	37.4	1018	62.6	1627

Language graduates have significantly more qualifications than Non-Language graduates (Chi-Square = 17.228, p<.001). Thus, whereas 15.2% of Language graduates have three or more qualifications, the figure decreases to 9.1% among Non-Language graduates.

Table 92. Number of Qualifications by FoA Department Group

	1		2		3+		Total
	Count	%	Count	%	Count	%	Count
Language	229	29.2	436	55.6	119	15.2	784
Non-Language	299	35.5	467	55.4	77	9.1	843
Total	528	32.5	903	55.5	196	12.0	1627

³⁷ One should treat these results with caution due to the low count of respondents in some categories.

Graduates in Translation & Interpreting Studies, History and English tend to have the most university qualifications. In particular, about a third (33.8%) of the graduates in Translation & Interpreting have three or more university qualifications. On the other hand, graduates in Anthropological Sciences, German, History of Art and Spanish & Latin American Studies have among the fewest qualifications.³⁸

Table 93. Number of Qualifications by FoA Department

	1		2		3+		Total
	Count	%	Count	%	Count	%	Count
Anthropological Sciences	18	75.0	6	25.0	0	0	24
Classics & Archaeology	36	49.3	31	42.5	6	8.2	73
English	61	34.3	90	50.6	27	15.2	178
French	18	34.6	31	59.6	3	5.8	52
Geography	47	29.2	102	63.4	12	7.5	161
German	7	58.3	5	41.7	0	0	12
History	25	19.5	73	57.0	30	23.4	128
History of Art	39	47.0	42	50.6	2	2.4	83
International Relations	33	36.3	54	59.3	4	4.4	91
Italian	44	29.5	91	61.1	14	9.4	149
Malti	74	39.4	95	50.5	19	10.1	188
Oriental Studies	17	53.1	11	34.4	4	12.5	32
Philosophy	45	48.4	42	45.2	6	6.5	93
Sociology	56	29.5	117	61.6	17	8.9	190
Spanish & Latin American Studies	8	42.1	11	57.9	0	0	19
Translation & Interpreting Studies	0	0	102	66.2	52	33.8	154
Total	528	32.5	903	55.5	196	12.0	1627

As can be seen from the table below, there is no significant difference between Language and Non-Language graduates with regards to their labour status (Chi-Square = .138, p = .987).

Table 94. Labour Status by FoA Department Group

	Employed & Not Seeking Employment		Employed & Seeking Employment		Unemployed & Not Seeking Employment		Unemployed & Seeking Employment		Total
	Count	%	Count	%	Count	%	Count	%	Count
Language	532	68.2	148	19.0	53	6.8	47	6.0	780
Non-Language	567	67.9	157	18.8	57	6.8	54	6.5	835
Total	1099	68.0	305	18.9	110	6.8	101	6.3	1615

³⁸ One should treat these results with caution due to the low count of respondents in some categories.

There are no statistically significant labour status differences among graduates in different FoA disciplines. However, graduates in International Relations, Oriental Studies, Sociology, English, Italian and Geography are slightly more likely to be employed and not seeking employment. Graduates in Translation & Interpreting Studies, French, Philosophy, Classics & Archaeology, and History are slightly more likely to be employed and seeking employment. Graduates in Anthropological Sciences, Spanish and Latin American Studies, Philosophy and Classics & Archaeology are slightly more likely to be unemployed and not seeking employment. Graduates in German, Anthropological Sciences, Malti, History of Art and Classics & Archaeology are slightly more likely to be unemployed and seeking employment.³⁹

Table 95. Labour Status by FoA Department

	Employed & Not Seeking Employment		Employed & Seeking Employment		Unemployed & Not Seeking Employment		Unemployed & Seeking Employment		Total Count
	Count	%	Count	%	Count	%	Count	%	
Anthropological Sciences	14	58.3	4	16.7	3	12.5	3	12.5	24
Classics & Archaeology	43	59.7	16	22.2	7	9.7	6	8.3	72
English	126	71.2	23	13.0	15	8.5	13	7.3	177
French	33	63.5	12	23.1	3	5.8	4	7.7	52
Geography	112	69.6	31	19.3	8	5.0	10	6.2	161
German	7	58.3	2	16.7	1	8.3	2	16.7	12
History	80	62.5	28	21.9	11	8.6	9	7.0	128
History of Art	52	64.2	16	19.8	6	7.4	7	8.6	81
International Relations	69	76.7	13	14.4	4	4.4	4	4.4	90
Italian	105	70.9	26	17.6	10	6.8	7	4.7	148
Malti	123	65.8	34	18.2	13	7.0	17	9.1	187
Oriental Studies	24	75.0	6	18.8	1	3.1	1	3.1	32
Philosophy	58	62.4	21	22.6	9	9.7	5	5.4	93
Sociology	139	74.7	28	15.1	9	4.8	10	5.4	186
Spanish & Latin American Studies	12	63.2	4	21.1	2	10.5	1	5.3	19
Translation & Interpreting Studies	102	66.7	41	26.8	8	5.2	2	1.3	153
Total	1099	68.0	305	18.9	110	6.8	101	6.3	1615

³⁹ One should treat these results with caution due to the low count of respondents in some categories.

The period of time respondents spent unemployed and searching for employment since their first graduation is related to FoA department group (Chi-Square = 25.305, $p < .001$). Language graduates spent significantly less time unemployed and seeking employment since their first graduation when compared to their Non-Language peers. Thus, while about two thirds (67%) of Language graduates never had such an experience, the figure decreases to 56.5% in the case of Non-Language graduates.

Table 96. Unemployed and Seeking Employment by FoA Department Group

	Never		Less than 1 year		1 year or more		Total
	Count	%	Count	%	Count	%	Count
Language	507	67.0	198	26.2	52	6.9	757
Non-Language	463	56.5	248	30.2	109	13.3	820
Total	970	61.5	446	28.3	161	10.2	1577

Graduates in Spanish & Latin American Studies, French, and German have spent the least time unemployed and seeking employment since their first graduation from the University of Malta. On the other hand, graduates in Anthropological Sciences, International Relations and History of Art are among those who spent most time unemployed.⁴⁰

Table 97. Unemployed and Seeking Employment by FoA Department

	Never		less than 1 year		1 year or more		Total
	Count	%	Count	%	Count	%	Count
Anthropological Sciences	9	39.1	7	30.4	7	30.4	23
Classics & Archaeology	36	51.4	26	37.1	8	11.4	70
English	121	70.8	42	24.6	8	4.7	171
French	38	74.5	10	19.6	3	5.9	51
Geography	90	57.7	43	27.6	23	14.7	156
German	8	72.7	3	27.3	0	0	11
History	77	61.6	37	29.6	11	8.8	125
History of Art	49	61.3	16	20.0	15	18.8	80
International Relations	37	41.6	37	41.6	15	16.9	89
Italian	95	66.0	42	29.2	7	4.9	144
Malti	108	60.0	58	32.2	14	7.8	180
Oriental Studies	23	71.9	5	15.6	4	12.5	32
Philosophy	59	64.8	22	24.2	10	11.0	91
Sociology	106	57.0	60	32.3	20	10.8	186
Spanish & Latin American Studies	15	78.9	3	15.8	1	5.3	19
Translation & Interpreting Studies	99	66.4	35	23.5	15	10.1	149
Total	970	61.5	446	28.3	161	10.2	1577

⁴⁰ One should treat these results with caution due to the low count of respondents in some categories.

No significant difference was found between Language and Non-Language graduates with regards to whether they work as Professionals/Managers or in Other occupations (Chi-Square = 1.456, p = .126).

Table 98. Occupation by FoA Department Group

	Professionals/Managers		Other Occupations		Total
	Count	%	Count	%	Count
Language	495	74.1	173	25.9	668
Non-Language	512	71.2	207	28.8	719
Total	1007	72.6	380	27.4	1387

The largest percentages of Managers/Professionals graduated in Spanish and Latin American Studies (86.7%), English (84.6%), and Translation & Interpreting Studies (80.1%). On the other hand, the smallest percentages of Managers/Professionals graduated in Oriental Studies (37.0%) and Anthropological Sciences (47.1%).⁴¹

Table 99. Occupation by FoA Department

	Managers/ Professionals		Other Occupations		Total
	Count	%	Count	%	Count
Anthropological Sciences	8	47.1	9	52.9	17
Classics & Archaeology	43	72.9	16	27.1	59
English	126	84.6	23	15.4	149
French	32	71.1	13	28.9	45
Geography	99	69.2	44	30.8	143
German	7	77.8	2	22.2	9
History	82	76.6	25	23.4	107
History of Art	51	75.0	17	25.0	68
International Relations	49	60.5	32	39.5	81
Italian	82	64.6	45	35.4	127
Malti	112	72.3	43	27.7	155
Oriental Studies	10	37.0	17	63.0	27
Philosophy	58	76.3	18	23.7	76
Sociology	122	72.6	46	27.4	168
Spanish & Latin American Studies	13	86.7	2	13.3	15
Translation & Interpreting Studies	113	80.1	28	19.9	141
Total	1007	72.6	380	27.4	1387

⁴¹ One should treat these results with caution due to the low count of respondents in some categories.

Since their first graduation from the University of Malta, Non-Language graduates held significantly more different jobs than their Language peers (Chi-Square = 9.240, $p < .05$).

Table 100. Number of Jobs by FoA Department Group

	1		2		3		4+		Total
	Count	%	Count	%	Count	%	Count	%	Count
Language	430	59.5	182	25.2	74	10.2	37	5.1	723
Non-Language	406	52.5	221	28.6	87	11.2	60	7.8	774
Total	836	55.8	403	26.9	161	10.8	97	6.5	1497

Graduates in Spanish & Latin American Studies, German, Malti and French held the fewest number of jobs their first graduation from the University of Malta. On the other hand, over a fourth of the graduates in Classics & Archaeology, Anthropological Sciences, and Translation & Interpreting Studies held three or more jobs. Besides, over a fifth of graduates in International Relations also held three or more jobs.⁴²

Table 101. Number of jobs by FoA Department

	1		2		3		4+		Total
	Count	%	Count	%	Count	%	Count	%	Count
Anthropological Sciences	11	50.0	5	22.7	5	22.7	1	4.5	22
Classics & Archaeology	29	43.3	19	28.4	9	13.4	10	14.9	67
English	98	58.0	40	23.7	20	11.8	11	6.5	169
French	35	72.9	9	18.8	2	4.2	2	4.2	48
Geography	79	54.1	41	28.1	17	11.6	9	6.2	146
German	7	70.0	3	30.0	0	0	0	0	10
History	73	60.8	27	22.5	5	4.2	15	12.5	120
History of Art	35	48.6	26	36.1	5	6.9	6	8.3	72
International Relations	43	49.4	25	28.7	12	13.8	7	8.0	87
Italian	82	61.2	30	22.4	17	12.7	5	3.7	134
Malti	122	73.1	35	21.0	8	4.8	2	1.2	167
Oriental Studies	17	56.7	10	33.3	1	3.3	2	6.7	30
Philosophy	43	53.1	27	33.3	9	11.1	2	2.5	81
Sociology	93	52.0	51	28.5	25	14.0	10	5.6	179
Spanish & Latin American Studies	11	73.3	4	26.7	0	0	0	0	15
Translation & Interpreting Studies	58	38.7	51	34.0	26	17.3	15	10.0	150
Total	836	55.8	403	26.9	161	10.8	97	6.5	1497

⁴² One should treat these results with caution due to the low count of respondents in some categories.

Sector of employment is significantly related to FoA department group (Chi-Square = 6.743, $p < .01$). Language graduates are considerably more likely to be working in the private sector than Non-Language graduates.

Table 102. Sector of Employment by FoA Department Group

	Public		Private		Total
	Count	%	Count	%	Count
Language	350	53.0	310	47.0	660
Non-Language	430	60.0	287	40.0	717
Total	780	56.6	597	43.4	1377

Whereas graduates in Spanish & Latin American Studies, Classics & Archaeology, International Relations, and Geography are the most likely to be working in the public sector, graduates in Anthropological Sciences and German are the most likely to be working in the private sector.⁴³

Table 103. Sector of Employment by FoA Department

	Public		Private		Total
	Count	%	Count	%	Count
Anthropological Sciences	4	23.5	13	76.5	17
Classics & Archaeology	39	67.2	19	32.8	58
English	63	43.4	82	56.6	145
French	21	47.7	23	52.3	44
Geography	93	65.5	49	34.5	142
German	2	22.2	7	77.8	9
History	65	61.3	41	38.7	106
History of Art	33	50.0	33	50.0	66
International Relations	56	67.5	27	32.5	83
Italian	81	63.3	47	36.7	128
Malti	84	54.5	70	45.5	154
Oriental Studies	14	50.0	14	50.0	28
Philosophy	37	47.4	41	52.6	78
Sociology	103	61.7	64	38.3	167
Spanish & Latin American Studies	12	80.0	3	20.0	15
Translation & Interpreting Studies	73	53.3	64	46.7	137
Total	780	56.6	597	43.4	1377

⁴³ One should treat these results with caution due to the low count of respondents in some categories.

There is no significant difference between Language and Non-Language graduates with regards to whether their FoA course was required to apply for their current job (Chi-Square = .170, p = .360).

Table 104. Last FoA Qualification Required to Apply for Current Job by FoA Department Group

	Yes		No		Total
	Count	%	Count	%	Count
Language	324	48.1	350	51.9	674
Non-Language	357	49.2	369	50.8	726
Total	681	48.6	719	51.4	1400

Graduates in Sociology, Spanish & Latin American Studies, Italian and Malti are more likely to have required their last FoA qualification to apply for their current job (62.1%, 60%, 57.7% and 55.5% respectively). On the other hand, graduates in Oriental Studies, Translation & Interpreting Studies, and Anthropological Sciences are the least likely to have required their last FoA qualification to apply for their current job (20%, 29.8% and 27.8% respectively).⁴⁴

Table 105. Last FoA Qualification Required to Apply for Current Job by FoA Department

	Yes		No		Total
	Count	%	Count	%	Count
Anthropological Sciences	5	27.8	13	72.2	18
Classics & Archaeology	29	49.2	30	50.8	59
English	79	53.0	70	47.0	149
French	23	51.1	22	48.9	45
Geography	73	51.0	70	49.0	143
German	4	44.4	5	55.6	9
History	38	35.2	70	64.8	108
History of Art	33	48.5	35	51.5	68
International Relations	38	45.8	45	54.2	83
Italian	75	57.7	55	42.3	130
Malti	86	55.5	69	44.5	155
Oriental Studies	6	20.0	24	80.0	30
Philosophy	36	46.2	42	53.8	78
Sociology	105	62.1	64	37.9	169
Spanish & Latin American Studies	9	60.0	6	40.0	15
Translation & Interpreting Studies	42	29.8	99	70.2	141
Total	681	48.6	719	51.4	1400

⁴⁴ One should treat these results with caution due to the low count of respondents in some categories.

Non-Language graduates are significantly more likely to have definite contract jobs when compared to Language graduates (Chi-Square = 3.754, p<.05).

Table 106. Type of Contract by FoA Department Group

	Definite		Indefinite		Total
	Count	%	Count	%	Count
Language	136	20.4	531	79.6	667
Non-Language	177	24.8	538	75.2	715
Total	313	22.6	1069	77.4	1382

A third or more of graduates in Spanish & Latin American Studies, Philosophy, International Relations, Anthropological Sciences, and German have definite contract jobs. On the other hand, graduates in Oriental Studies, English, Classics & Archaeology, Sociology and History of Art are the most likely to have indefinite contract jobs.⁴⁵

Table 107. Type of Contract by FoA Department

	Definite		Indefinite		Total
	Count	%	Count	%	Count
Anthropological Sciences	6	33.3	12	66.7	18
Classics & Archaeology	11	19.0	47	81.0	58
English	20	13.5	128	86.5	148
French	12	27.3	32	72.7	44
Geography	39	27.3	104	72.7	143
German	3	33.3	6	66.7	9
History	22	20.6	85	79.4	107
History of Art	13	20.0	52	80.0	65
International Relations	28	34.1	54	65.9	82
Italian	31	24.2	97	75.8	128
Malti	32	20.8	122	79.2	154
Oriental Studies	1	3.4	28	96.6	29
Philosophy	26	34.7	49	65.3	75
Sociology	32	19.2	135	80.8	167
Spanish & Latin American Studies	6	40.0	9	60.0	15
Translation & Interpreting Studies	31	22.1	109	77.9	140
Total	313	22.6	1069	77.4	1382

⁴⁵ One should treat these results with caution due to the low count of respondents in some categories.

Non-Language graduates earn significantly more than Language graduates (Chi-Square = 10.053, $p < .01$). Indeed, while only about a fourth (23.3%) of the former earn EUR0-1,000, the figure increases to nearly a third (30.6%) among the latter.

Table 108. Net Income (EUR) by FoA Department Group

	0-1,000		1,001-1,500		1,501+		Total
	Count	%	Count	%	Count	%	Count
Language	194	30.6	357	56.4	82	13.0	633
Non-Language	161	23.3	419	60.5	112	16.2	692
Total	355	26.8	776	58.6	194	14.6	1325

Graduates in International Relations, Translation & Interpreting Studies and History of Art have among the highest incomes. In particular, 29.1% of graduates in International Relations earn EUR1,501 or more.⁴⁶

Table 109. Net Income (EUR) by FoA Department

	0-1,000		1,001-1,500		1,501+		Total
	Count	%	Count	%	Count	%	Count
Anthropological Sciences	5	33.3	8	53.3	2	13.3	15
Classics & Archaeology	16	28.6	31	55.4	9	16.1	56
English	33	23.7	87	62.6	19	13.7	139
French	11	24.4	30	66.7	4	8.9	45
Geography	28	21.1	87	65.4	18	13.5	133
German	4	44.4	5	55.6	0	0	9
History	25	24.0	62	59.6	17	16.3	104
History of Art	16	26.7	34	56.7	10	16.7	60
International Relations	12	15.2	44	55.7	23	29.1	79
Italian	39	31.7	76	61.8	8	6.5	123
Malti	57	38.3	80	53.7	12	8.1	149
Oriental Studies	7	28.0	12	48.0	6	24.0	25
Philosophy	28	35.9	37	47.4	13	16.7	78
Sociology	31	18.6	116	69.5	20	12.0	167
Spanish & Latin American Studies	7	46.7	8	53.3	0	0	15
Translation & Interpreting Studies	36	28.1	59	46.1	33	25.8	128
Total	355	26.8	776	58.6	194	14.6	1325

⁴⁶ One should treat these results with caution due to the low count of respondents in some categories.

There is no significant difference between Language and Non-Language graduates with regards to whether their present job matches their expectations (Chi-Square = .501, p = .779).

Table 110. Present Job Matches Expectations by FoA Department Group

	Yes		Moderately		No		Total
	Count	%	Count	%	Count	%	Count
Language	423	62.9	163	24.2	87	12.9	673
Non-Language	454	62.7	168	23.2	102	14.1	724
Total	877	62.8	331	23.7	189	13.5	1397

Graduates in Sociology, International Relations, and English appear to be slightly more likely to hold jobs that match well their expectations. On the other hand, graduates in German, Anthropological Sciences, Oriental Studies, and Classics & Archaeology appear to be slightly less likely to hold jobs that match well their expectations.⁴⁷

Table 111. Present Job Matches Expectations by FoA Department

	Yes		Moderately		No		Total
	Count	%	Count	%	Count	%	Count
Anthropological Sciences	9	50.0	4	22.2	5	27.8	18
Classics & Archaeology	30	50.8	18	30.5	11	18.6	59
English	100	67.6	33	22.3	15	10.1	148
French	25	55.6	15	33.3	5	11.1	45
Geography	82	58.2	42	29.8	17	12.1	141
German	4	44.4	3	33.3	2	22.2	9
History	64	59.3	28	25.9	16	14.8	108
History of Art	44	64.7	13	19.1	11	16.2	68
International Relations	56	67.5	21	25.3	6	7.2	83
Italian	78	60.5	29	22.5	22	17.1	129
Malti	98	62.8	37	23.7	21	13.5	156
Oriental Studies	15	50.0	12	40.0	3	10.0	30
Philosophy	47	60.3	13	16.7	18	23.1	78
Sociology	122	72.2	29	17.2	18	10.7	169
Spanish & Latin American Studies	9	60.0	5	33.3	1	6.7	15
Translation & Interpreting Studies	94	66.7	29	20.6	18	12.8	141
Total	877	62.8	331	23.7	189	13.5	1397

⁴⁷ One should treat these results with caution due to the low count of respondents in some categories.