



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

NCPE's Online Conference to mark Equal Pay Day – 11th November 2021

Introduction

Ms Renee Laiviera
NCPE Commissioner



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What is the Gender Pay Gap?

- “The unadjusted Gender Pay Gap (GPG) represents **difference between average gross hourly earnings of male paid employees and of female paid employees** as a percentage of average gross hourly earnings of male paid employees”
- Gender Pay Gap – 2019 (Eu)
 - EU: 14.1%**
 - MT: 11.6%**





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What is Equal Pay for Work of Equal Value?

- “*Non-discrimination in pay, relating to the **full range of payments and benefits**, including basic pay, non-salary payments, bonuses and allowances*” (ILO)
- **Not limited to comparing people performing the same or similar tasks.**
- Also applies to those cases where men and women perform work that is
 - different in content
 - involves different responsibilities, requiring different skills or qualifications, and
 - is performed under different conditions**but is overall of equal value.**



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National legislation

Gender Pay Gap and Equal Pay

- Article 14 of the **Constitution of Malta**:

“... the State shall in particular aim at ensuring that women workers enjoy equal rights and the same wages for the same work as men.”

- The **Employment and Industrial Relations Act**:

“Employees in the same class of employment are entitled to the same rate of remuneration for work of equal value”





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National legislation

Gender Pay Gap and Equal Pay

- Chapter 456 – the **Equality for Men and Women Act** safeguards equal treatment between women and men in employment:

*“It shall be **unlawful for employers to discriminate, directly or indirectly**, against a person in the arrangements made to determine or in determining who should be offered employment **or in the terms and conditions on which the employment is offered** or in the determination of who should be dismissed from employment.”*



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NCPE Actions

Gender Pay Gap and Equal Pay

- 2015 - **Investigation of complaint** of alleged gender discrimination in pay
 - 2015 - the **first conference** on the gender pay gap in Malta
 - 2017 - Short awareness raising campaign **PayM€qually**
 - 2018 - **Newsletter** on the gender pay gap
 - 2018 and 2020 - EU co-funded project **Prepare the Ground for Economic Independence (PGEI)**
 - 2020 - The NCPE **Online Conference** to mark Equal Pay Day
 - **Awareness-raising** on both social and traditional media
-



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2015: Investigation of complaint of alleged gender discrimination in pay

- In 2015, an **investigation** concluded by the NCPE's Commissioner found the occurrence of **gender discrimination in the wage of a female employee.**
- Following this Opinion, the NCPE was informed that **negotiations between employer and complainant resulted in a substantial increase in salary** when compared to her male counterparts.





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2015: Conference on the gender pay gap

- In **2015**, the NCPE organised the **first public event in Malta** on this issue.





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2017 - Short campaign PayM€qually

- November 2017 - NCPE **campaign** in line with the European Equal Pay Day to raise awareness on the **gender pay gap**;
- Throughout **campaign** NCPE participated in TV and radio programmes, issued regular posts on social media, and published articles on the topic in the traditional media.





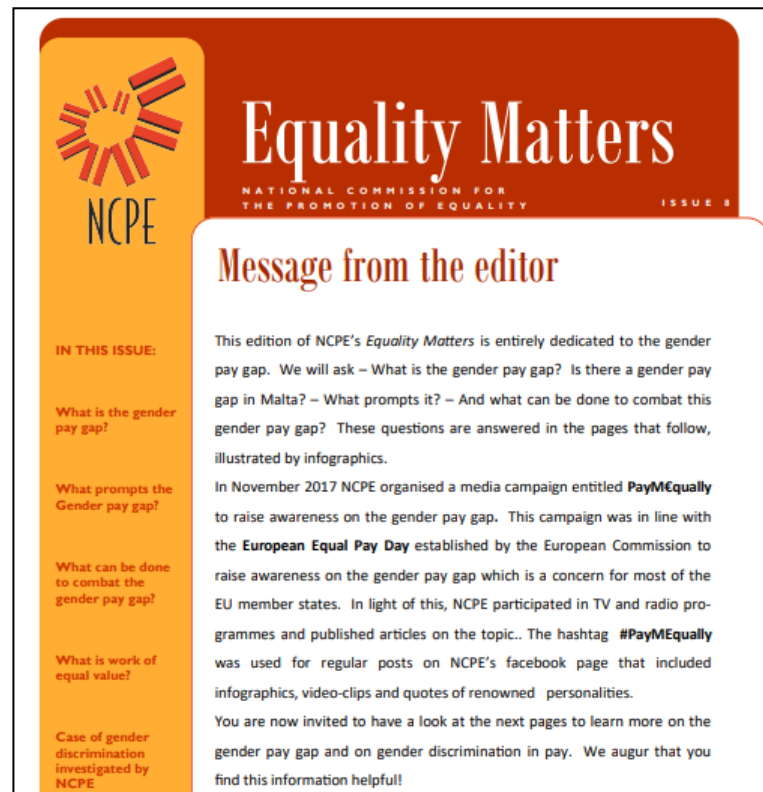
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2018 - Newsletter on the gender pay gap

March 2018 - NCPE newsletter on work of equal value

- what is and what causes the **gender pay gap**
- what can be done to prevent and combat the pay gap





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2018 – 2020: Prepare the Ground for Economic Independence (PGEI)



Poster distributed to Secondary Schools



PGEI project logo



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The NCPE Equal Pay Tool



EQUAL PAY

**EQUALITY
CERTIFIED**



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The NCPE Online Conference to mark Equal Pay Day – 26 November 2020

Online Conference focusing on the way forward to

- **closing the gender pay gap** and
- **ensuring equal pay** for women and men.





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Pay transparency

*“Equal work deserves equal pay. And for equal pay, you need **transparency**. Women must know whether their employers treat them fairly.*

And when this is not the case, they must have the power to fight back and get what they deserve”.



Ursula von der Leyen

President of the European Commission



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Today's webinar

Presentations:

- Proposal for a pay transparency directive
- NCPE Equal Pay Tool – Developments

Panel discussion:

- The effects of the proposed pay transparency directive on the national scenario



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Thank you!



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Gattard House National Road
Blata l-Bajda HMR 9010 Malta

Tel: (+356) 2295 7850



www.ncpe.gov.mt

equality@gov.mt