

Public Consultation on EU rules guaranteeing equal pay between women and men

“Women still earn on average 16.2% less than men in the EU. This is simply unfair. This inequality has not changed over the last several years. We need to work together to bring change and make sure this inequality becomes a thing of the past.” said Commissioner Jourová, EU Commissioner for Justice, Consumers and Gender Equality in January 2019.

Closing the gender pay gap can lead to an increase of up to 0.2% in Gross Domestic Product (GDP) per capita across Europe over the 2030 – 2050 period. Moreover, an increase in women’s salaries can lower poverty rates among women, empower more women to progress into leadership positions and reduce the gender gap in pensions.

Various factors are leading to the gender pay gap including unequal pay for women and men. Equal pay for equal work is one of the European Union’s founding principles. In effect, the principle of ‘equal pay for equal work’ is enshrined in the EU Treaties, and EU law prohibits direct and indirect discrimination on the grounds of sex. Similarly, the Constitution of Malta safeguards equal rights of women and men and that *“women workers enjoy equal rights and the same wages for the same work as men”*. Other national laws also uphold equal pay for work of equal value, and prohibit discrimination in pay. Nonetheless, women in Malta are paid on average 11% less than men and unequal pay can be one of the factors leading to such discrepancy.

In order to assess the implementation of equal pay for women and men, the European Commission has launched a public consultation focusing on the main obstacles arising at national and EU levels to enforce the principle of ‘equal pay’ for women and men, including lack of transparency measures; job classification systems that are not gender-neutral; and limitations in the protection of victims of gender discrimination in pay. Citizens, public authorities, social partners, civil society and researchers have the opportunity to share information, views and experiences with the aim of finding ways to better implement and enforce equal pay.

The National Commission for the Promotion of Equality (NCPE) encourages all stakeholders and the general public to participate in this public consultation and give their feedback in order to continue working towards achieving equal pay for women and men with the aim of strengthening gender equality and enhancing the country’s economic wealth for the benefit of all.

You can give your response in any EU language by not later than 5th April on: https://ec.europa.eu/info/law/better-regulation/initiatives/ares-2018-3415794/public-consultation_en#responding-to-the-questionnaire