

line with the principle of equal pay for work of equal value between women and men. The data will be treated with strict confidentiality by the NCPE. Organisations will be asked to code the data relating to employees to ensure anonymity before submission to NCPE.

What are the benefits of being an Equal Pay Certified organisation?

- This is an innovative Tool in Malta. The use of this Tool will put your organisation at the forefront by making equal pay a key value.
- For Equality Mark Certified companies, an Equal Pay Tool result attesting equal pay within the entity will be taken into consideration during the entity's re-certification process, if they so wish. After completion of the re-certification

process, such organisations will be awarded a higher standard of the Equality Mark Certification, showing that they are Equal Pay Certified.

- The re-certification period for the Equality Mark shall be extended from 3 years to 4 years.
- NCPE will be at the disposal of the entity to assist to improve the implementation of equal pay where anomalies in pay are registered.

How do you apply?

If you deem that your organization possesses the right attitude to be awarded the Equality Mark, then all you need to do is to contact us!

The NCPE Equality Mark representative can support you throughout the application process and provide you with further information tailored to your organization's needs.



THE EQUALITY MARK CERTIFICATION

What is the Equality Mark?

The National Commission for the Promotion of Equality (NCPE) awards the Equality Mark certification to companies / organisations that make gender equality one of their values and whose management is based on the recognition and promotion of the potential of all employees irrespective of their gender and caring responsibilities.

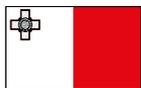
The Equality Mark has been further enhanced by the development of an Equal Pay Tool. The Equal Pay Tool aims to check the organisation's equal pay for work of equal value between women and men during Equality Mark audits. The organisations can opt to also be equal pay certified through the use of this Tool.



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What's in it for me as an organization?



Accessing the Full Talent Pool during recruitment

When recruitment pool widens, it is more likely for the employer to find the most skilled and adequate prospective employee.



Higher profitability through gender diversity

Studies¹ show that encouraging both sexes at each level of the organization and decision-making process, may produce not only more equality but also substantial efficiency gains. This means more innovative approaches based on the different skills and experiences of both sexes.

1 (Profeta, 2017)



Reducing costs through staff retention

Equal access to family friendly measures helps organizations retain valuable staff and thus reducing recruitment and training costs. Furthermore, employees are more likely to be motivated and loyal to the workplace which also leads to higher productivity and efficiency.



Meet the customers' needs and expectations

By encouraging gender diversity in their decision-making process, organizations are more likely to meet the diversity of customers' needs and expectations.



Reducing the possible risks of reputation damage

Discrimination, in all its forms, is a factor that is taken up in risk assessments. The adoption of policies, that safeguard the rights of all employees, build a notable corporate image and an overall good reputation of practicing gender equality at the workplace.



Attracting new business opportunities

Practices that promote and safeguard gender equality increase the potential for an organization to attract new business opportunities.



Being the 'employer of choice'

Nowadays both women and men want challenges and opportunities for development at work but also choice and flexibility in order to accommodate their personal lives. Thus, it is imperative for organizations to have a competitive edge over other organizations in order to attract the most talented workforce.

Become an employer of choice!

To date, since the launch of the Equality Mark Certification in 2010, the NCPE has awarded the certificate to almost 100 companies who value gender equality at the workplace, many of which have maintained their commitment to gender equality and have therefore been re-certified.

Companies / organisations awarded the Equality Mark may use the Equality Mark logo in their promotional and advertorial material, documentation and correspondence. Additionally, certified organizations are promoted in the local context by both NCPE and the equality-certified organisations themselves, with their practices being showcased as a standard for other employers to emulate and for job seekers to look out for.

What are the certification criteria?

In order to be awarded the Equality Mark certificate, employers need to show a commitment towards:

- Implementing an equality and harassment policy
- Taking measures to ensure equal opportunities in recruitment and employment practices, as well as in career and personal development opportunities
- Appointing an employee equality representative/s
- Implementing family friendly measures and work life balance options for men and women with caring responsibilities
- Monitoring the way new systems or policies may affect male and female employees

- Ensuring that any goods or services supplied and/or managed by the organization are equally accessible to both male and female clients.

Equal Pay for Work of Equal Value between Women and Men

"Equal pay for work of equal value covers not only cases where men and women do the same or similar work, but also the more usual situation where they do different work. When men and women perform work that is different in content, involving different responsibilities, requiring different skills or qualifications, and is performed under different conditions, but is overall of equal value, they should receive equal remuneration."

Addressing unequal pay for work of equal value between women and men is fundamental to reaching gender equality at the workplace.

Being aware of this, NCPE has developed an Equal Pay Tool to help check equal pay for work of equal value between women and men during Equality Mark audits.

The Equal Pay Tool

This Tool will enable organisations to verify the existence of equal pay, between women and men performing the same work or work of equal value, by analysing pay and staffing structures within their company.

The data inputted by organisations will enable the Tool to measure whether, and to what extent, the pay practices within the company are in