Prepare the Ground for Economic Independence

Launch Conference
25th October 2018

Renee Laiviera
Commissioner and Acting Executive Director

Rights, Equality and Citizenship Programme 2014 -2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Needs assessment: Inequality in economic independence

- Gender pay gap
- Gender segregation in education
- Gender segregation in occupational choices
- Gender segregation in occupational remuneration
- Low number of women in decision-making positions
- Relatively low female labour market participation
- Carepenalty
- Gender pension gap

Supported by the Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Gender segregation

- Gender segregation in education
- Gender segregation in the labour market
- Gender segregation of occupational choices
- Gender segregation of occupational remuneration
  - Lower wage occupations are predominantly taken up by women and vice versa

Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Gender segregation in education and the labour market

Women have:
- better educational outcomes than men
- Higher average level of education

Women are:
- Over-represented in industries with low pay levels
- Under-represented in well paid industries
Gender segregation in the labour market

- In all EU MS, men dominate specific fields, e.g. engineering and technology, but are much less present in others such as teaching and care work.

- A number of jobs are still commonly considered as ‘women only’, e.g. pre-primary education, nursing or midwifery, secretarial and personal care work, domestic and related help.
Gender segregation in the labour market

This index reflects the proportion of the employed population that would need to change occupation/sector in order to bring about an even distribution of men and women across occupations or sectors. The index varies between 0 (no segregation) and 50 (complete segregation). For the EU as a whole, the figures are still high: 24.1% for occupational segregation and 19% for sectoral segregation.

2018 Report on the equality between women and men in the EU, European Commission
Low female labour market participation

Employment rate by sex in Malta

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour Force Survey Q2/2018</td>
<td>60.2%</td>
<td>80.3%</td>
</tr>
</tbody>
</table>

Women in Decision-Making: Managers in Malta April – June 2018

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour Force Survey Q2/2018</td>
<td>30.7%</td>
<td>69.3%</td>
</tr>
</tbody>
</table>
Women in decision-making

Gender equality in decision-making in Malta

2018 Report on the equality between women and men in the EU, European Commission

Proportion of women on boards of the largest publicly listed companies %

Proportion of women in the single/lower houses of the national/federal Parliaments %

Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Context of gender equality and the media in European Union member states

• The media contributes to shaping gender roles through the portrayal of women and men thereby creating a distortion between how women are perceived on the media and how women live their lives in reality in Europe

• As a result, the media strengthen or perpetuate traditional gender stereotypes and stereotyped attitudes particularly online through algorithms

Breaking gender stereotypes in the media,
Advisory Committee on Equal Opportunities for Women and Men
Caring Responsibilities in Malta

People caring for and educating their children or grandchildren, elderly people or people with disabilities everyday (%, 18+ population)

- Women: 42.3%
- Men: 24.9%

Gap: 17.4
EIGE Gender Equality Index 2017

People doing cooking and/or housework, everyday (%, 18+ population)

- Women: 80.5%
- Men: 37.3%

Gap: 43.2
EIGE Gender Equality Index 2017

Rights, Equality and Citizenship Programme 2014 -2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
‘Carepenalty’

Referring directly to the negative association between motherhood and other caring responsibilities such as caring for the elderly and other dependants, and the significant impact this has on women’s careers.

Opinion of the Advisory Committee on Equal Opportunities for Women and Men,

*Opinion on reducing the gender gap in pensions*
Unpaid Work in Malta

Paid and unpaid working hours, per sex, with countries ranked by the size of the gap in unpaid working hours

<table>
<thead>
<tr>
<th></th>
<th>Women (Hours)</th>
<th>Men (Hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Main Effort</td>
<td>36</td>
<td>43</td>
</tr>
<tr>
<td>Commuting</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Unpaid Work</td>
<td>29</td>
<td>11</td>
</tr>
</tbody>
</table>

2017 Report on the equality between women and men in the EU, European Commission

Rights, Equality and Citizenship Programme 2014-2020
Project partly financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Work-life balance in Malta

Part-time job as main occupation

Labour Force Survey Q2/2018

- Women: 70.3%
- Men: 29.69%

Rights, Equality and Citizenship Programme 2014–2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Female inactivity in Malta

Persons aged 15 and over by sex and labour status

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inactive</td>
<td>30.85</td>
<td>51.47</td>
</tr>
<tr>
<td>Unemployed</td>
<td>2.74</td>
<td>1.73</td>
</tr>
<tr>
<td>Employed</td>
<td>66.39</td>
<td>46.78</td>
</tr>
</tbody>
</table>

Labour Force Survey Q2/2018

Rights, Equality and Citizenship Programme 2014-2020

Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Gender Pay Gap

The gender pay gap is the difference between average gross hourly earnings of male and female paid employees expressed as a percentage of the former.

2018 Report on equality between women and men in the EU,
European Commission
Gender Pay Gap in Malta

2018 Report on equality between women and men in the EU, European Commission
Gender Pay Gap: Important factors

- Pay Transparency
- Horizontal segregation
- Working conditions
- Remuneration
From gender pay gap to gender pension gap

Gender gaps in terms of participation (employment rate and hours worked) and pay (hourly earnings) widen with age.

They translate into a significant lifetime pay penalty ...

...and a significant gap in pensions at retirement.
Gender Pension Gap

The gender gap in pensions is the result of cumulative inequalities women face over their lifecourses and in various economic, social or cultural domains.

*Gender gap in pensions in the EU; Research note to the Latvian Presidency,*
EIGE
Gender Pension Gap in Malta

2018 Report on equality between women and men in the EU, European Commission

2018 Report on equality between women and men in the EU, European Commission

Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
Gender Gap in Pensions Coverage in Malta

The gender gap in pension coverage is the gap between the proportions of men and women who are entitled to a pension. It measures the extent to which more men than women have access to the pension system.

2018 Report on equality between women and men in the EU, European Commission
Gender Pension Gap in Malta: Pensioners 65-79

Figure 37: Gender gap in pensions, pensioners aged 65-79, 2009 and 2016, %

Source: Eurostat, EU-SILC. Notes: 2010 data for HR; data sorted by data for 2016.
Gender Pension Gap in Malta: Pensioners 65+

Figure 8: EU-28 trends in the gender pension gap, pensioners aged 65+, 2013-2016

Source: Eurostat, EU-SILC

Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds
The risk of poverty

• Women in Malta are at a higher risk of poverty or social exclusion than men across the life course, with such risk increasing in old age.

• Many households are still dependant on a man’s income

• Many women over 65 years of age are at risk of poverty due to the fact that:
  – They are more likely to live longer with higher dependence issues
  – Their rates of pension are generally not as high as those of men because of prolonged inactivity
The risk of poverty in Malta

At-risk-of-poverty rate of older people by sex, 65+

Source: Eurostat, EU-SILC

EU Average 16
NCPE Project Initiative

Addressing the inequalities in study subject choices and career patterns which may lead to women facing the glass ceiling

Raising awareness on the gendered patterns in education which partly explain the gender segregation in the labour market

Remaining in quality employment over the whole life cycle

Ensuring equal economic independence
Thank you!

Any questions?
For further information please contact:
National Commission for the Promotion of Equality (NCPE),
Gattard House,
National Road,
Blata l-Bajda HMR9010
Malta

Tel: +356 2295 7850
Email: equality@gov.mt
Web: www.equality.gov.mt

National Commission for the Promotion of Equality