

The gender pay gap: a myth or a reality?

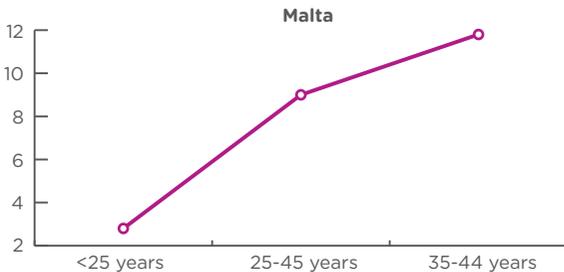
The gender pay gap is the average difference between the salaries of men and women within the economy as a whole. Often expressed as the difference in the average gross hourly wages between men and women in the labour force.

Gender pay gap % EU and MT

Year	2011	2013	2015	2017
EU	16.9%	16.8%	16.5%	16.0%
MT	7.7%	9.7%	10.4%	12.2%



Unadjusted Gender Pay Gap by Age (%) 2017

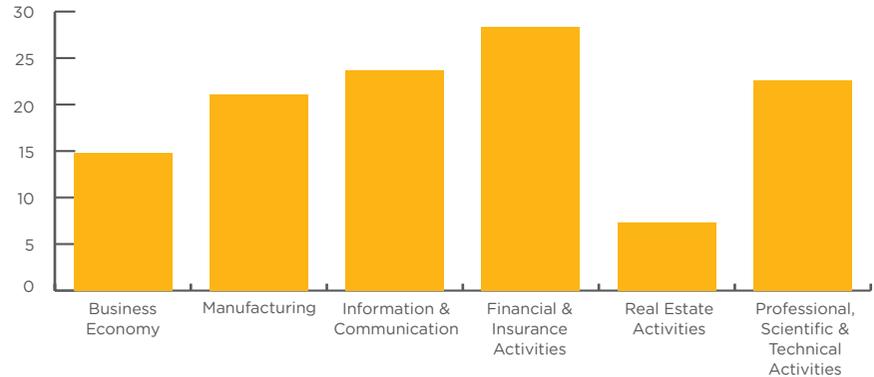


This goes to show that women start to experience discrimination in their pay once they enter the workforce. The pay gap tends to be much lower for employees who have just entered the workforce and it increases with age.

For more information contact 22957850 or equality@gov.mt

- Despite being below the EU28 average, which in 2017 stood at 16%, the gender pay gap in Malta has increased from 7.2% in 2010 to 12.2% in 2017.
- This may be attributed to the increasing participation of women in the labour market in these last years, in particular when entering in lower level jobs due to having been away from work for some time.
- It has been proven that the gender pay gap increases with the level of education. This means that tertiary level education women are more likely to be paid less for equal work than women with basic or secondary education.

Gender Pay Gap by Economic Activity (%) in Malta 2017



It is also interesting to note that the gender pay gap varies amongst the different sectors. The gender pay gap is most prominent in the financial and insurance sector and in the IT sector.

This is mostly attributed to the fact that men tend to be more present in these sectors and more men hold decision-making positions than women.