



Equal Pay Matters



PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE

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.

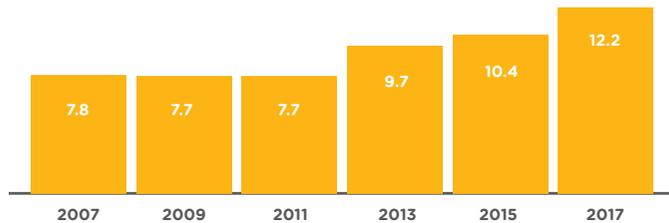


Women still earn on average 16.2% less than men in the EU. This is simply unfair. This inequality has not changed over the last several years. We need to work together to bring change and make sure this inequality becomes a thing of the past

VĚRA JOUROVÁ

Commissioner for Justice, Consumers and Gender Equality

Gender Pay Gap % in Malta



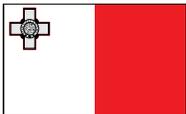
Today equal pay is still an issue that needs to be addressed. It goes to show that despite certain initiatives by the European Union and several member states including Malta, the gender pay gap is still a persisting and worrying issue. Seeing that the gender pay gap has increased, it is imperative that we address the issue at the earliest, with the aim of achieving economic independence for women during all stages of their life.

For more information contact 22957850 or equality@gov.mt

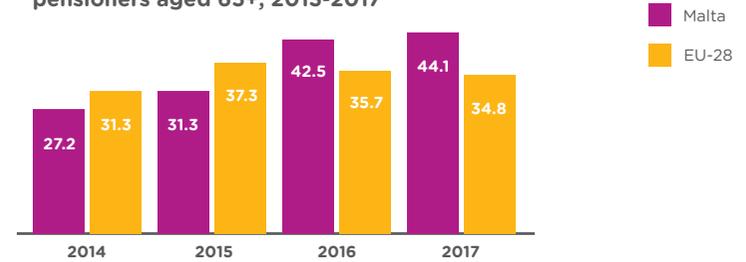
Rights, Equality and Citizenship Programme 2014-2020

Project part-financed by the European Union

Co-financing rate: 80% EU funds; 20% National Funds

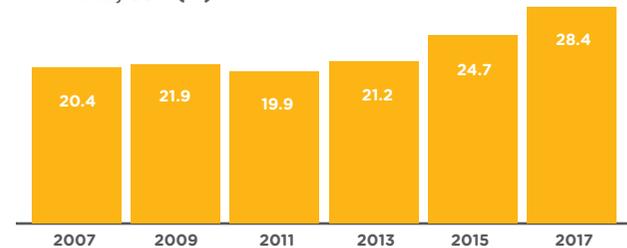


Malta & EU-28 average in the gender pension gap (%), pensioners aged 65+, 2013-2017



Women's pensions are usually lower than men's because of prolonged inactivity to care for the family and the household. This is a result of a lack of economic independence and a higher gender pay gap, which inevitably leads to a difference in pension entitlement, thereby contributing to the gender pensions gap. This may put women (65+) at risk of poverty and social exclusion.

Women at risk of poverty rate or social exclusion in Malta, 65+ (%)



The reality is that if we do nothing *it will take 75 years* – or for me to be nearly a hundred – before women can expect to be paid the same as men *for the same work*.

EMMA WATSON

Actress and UN Women Goodwill Ambassador