

**Conference: Women's Day
Career advancement: Equal opportunities?
6th March, 2019
The Waterfront Hotel, The Strand, Sliema**

- **Gender pay gap in high-ranked positions – Dr. JosAnn Cutajar**
 - The gender pay gap is caused by various factors, and it is highest in managerial occupations
 - Gender neutral job evaluation systems should be mandatory
 - Transparency is crucial

- **Work-life balance and career advancement – Prof. Godfrey A. Pirotta**
 - The provision of resources and support are of utmost impact on equality and work-life balance
 - Flexibility enables everyone to reach their goals, but for the time being *“ir-responsabilitajiet dejjem fuq il-mara jaqgħu”*

- **Discussion**
 - Progress is very slow in relation to gender equality, even though this issue has been discussed for a long time and changes for the better have been carried out over the last few years
 - Women in politics are still relegated to coffee mornings, and female presence in active politics is still alarmingly low in Malta. More women are needed in high positions
 - We need to instil the mentality that both genders are equal in importance to children from a very young age to ensure that the glass ceiling is a thing of the past
 - The wage of a post should be listed in the vacancy advert; this would help with reducing the Gender Pay Gap

- **Panel 1: Experiences of women and men on career advancement**
 - Both women and men have to be hands on when it comes to their children, otherwise the traditional stereotypical mentality will remain the same
 - Education and training still do not give importance to diversity. Gender equality and other related social topics are to be further emphasised and instilled in the education system
 - It is worrying that at present there are no male child care workers
 - Very often, women need to put in more effort to make it to the top and be offered high-ranked positions, including working harder with longer hours

- Retaining and reskilling an employee is crucial to invest in the company's human resources as well as to instil trust. When there is trust between the employee and employer, both will go out of their way to perform more favourably since both parties feel appreciated
 - Employers may be sceptical to introduce family-friendly measures in a company. Yet, such measures can lead to more trust and respect by the employees towards their seniors and make more effort at the workplace
 - Men are being psychologically affected when they see a company's culture indirectly penalise a woman from getting a promotion or a training opportunity due to her making use of family-friendly measures. They would rightfully think that if this injustice is being carried out on a woman for the sake of working flexibly, then it could happen to them as well
 - A lot of improvement has been made in the public sector with respect to family-friendly measures
 - The private sector does not cater for work-life balance measures as much as the public sector; this discourages women from applying for work in the former sector
 - Certain job positions can be re-evaluated so as to change their working method in order to enhance flexibility
 - Investment should be channelled towards the young generations. It is they who will accept or reject equality and behave in an appropriate manner without any discrimination or stereotyping; that is, only if they are taught to do so from day one
 - The underrepresentation of women in Trade Unions needs to be addressed
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- **Panel 2: Lack of women in high-level positions – viewpoint of NGOs and Social Partners' perspective**
- Does the fact that masculinity prevails in children's books portray a positive image on gender equality?
 - Girls should be raised with the mind-set that whatever boys can do, they can do it as well.
 - The traditional mentality remains one of the largest drawbacks for gender equality. People still question nowadays when they see the father take the children to childcare; however the reality nowadays is that men are indeed more hands on in the upbringing of children
 - Employers should not discriminate against pregnant women. Costs related to the maternity leave are being reimbursed from the Maternity Leave Trust
 - The gender pay gap decreases when the wage is transparent, such as is in the Collective Agreement of the Public Service
 - Salary should always be transparent
 - The value of work should not be dictated by gender
 - Some employers still value the physical presence at the workplace
 - In some instances women refuse additional work responsibilities to focus on the family



- Trade Unions are still dominated by men
- Selection boards during interviews should be gender balanced