



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# **Safeguarding Equal Opportunities for Women and Men in Career Advancement**

**NCPE Commissioner  
Renee Laiviera**

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# Objectives of the Conference

- To give an overview of the current situation
  - To discuss :
    - Why are women under-represented in leadership roles in employment?
    - How do work life balance measures affect career advancement?
    - Is the gender pay gap a cause or a consequence of gender-imbalance in top positions?
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# Equality for Men and Women Act

Less favourable treatment is prohibited in:

- Managing work
- Giving promotions
- Distributing tasks
- Offering training opportunities
- Arranging working conditions

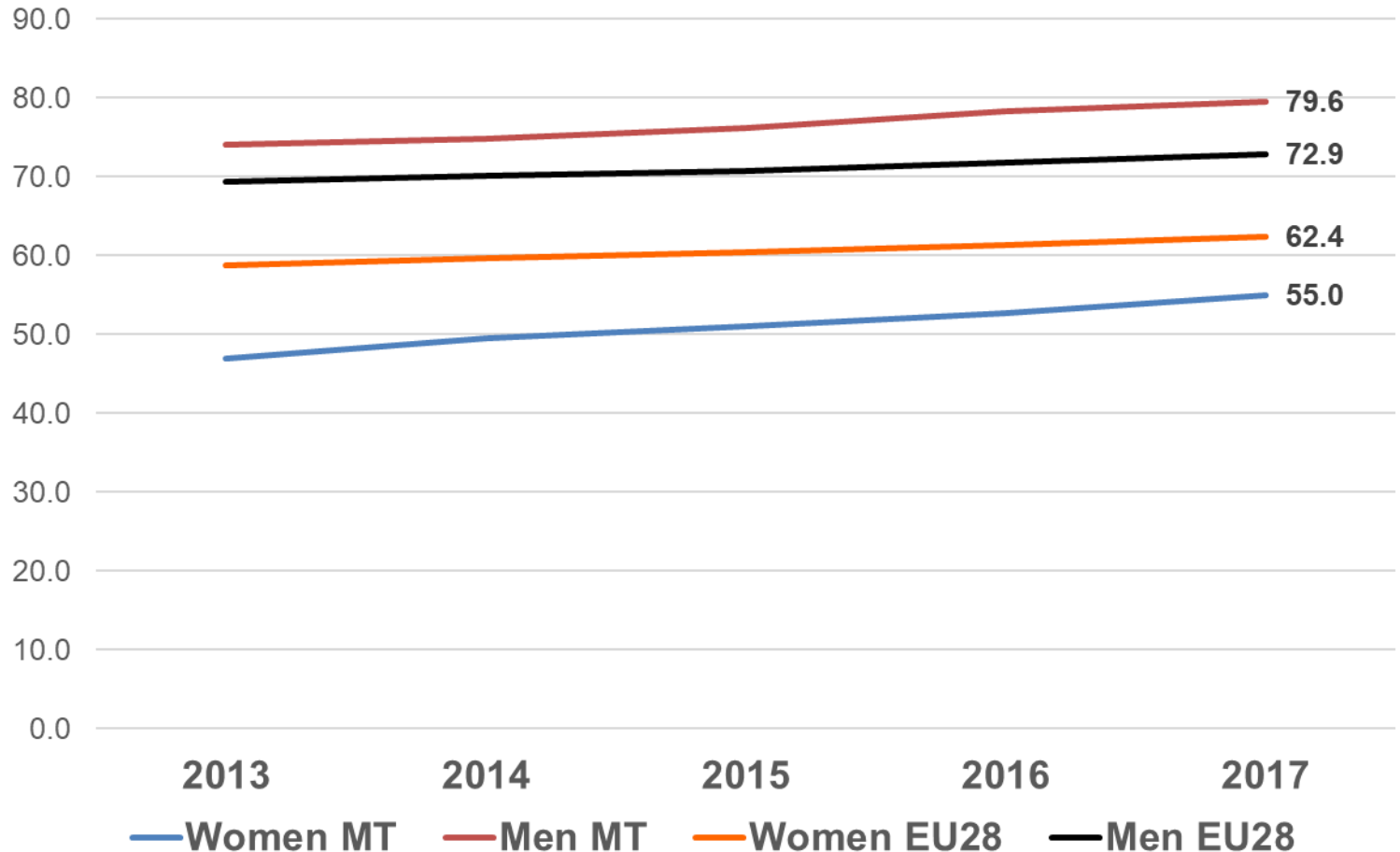


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# Women and Men in Employment

Employment Rates: Malta & EU28



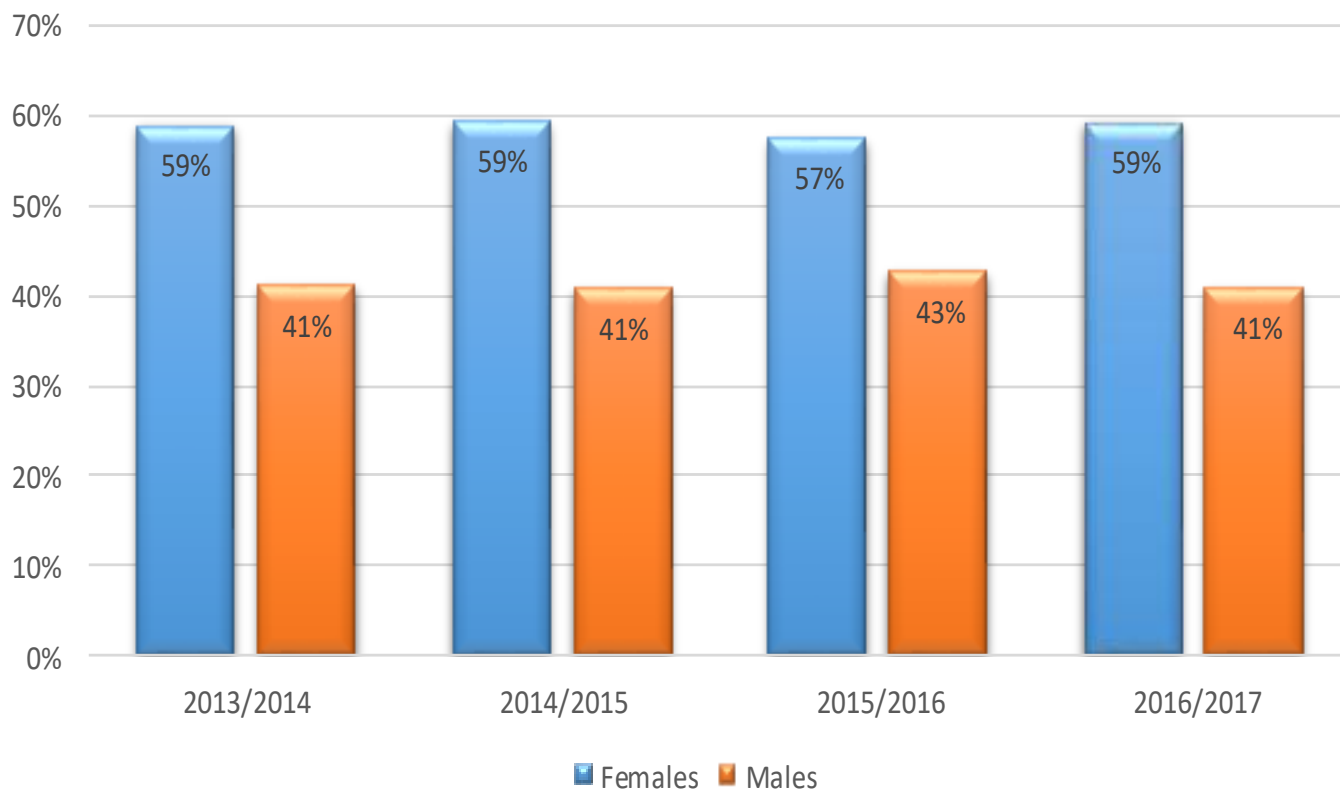


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# Women and men graduates

## Female and male graduates in Malta



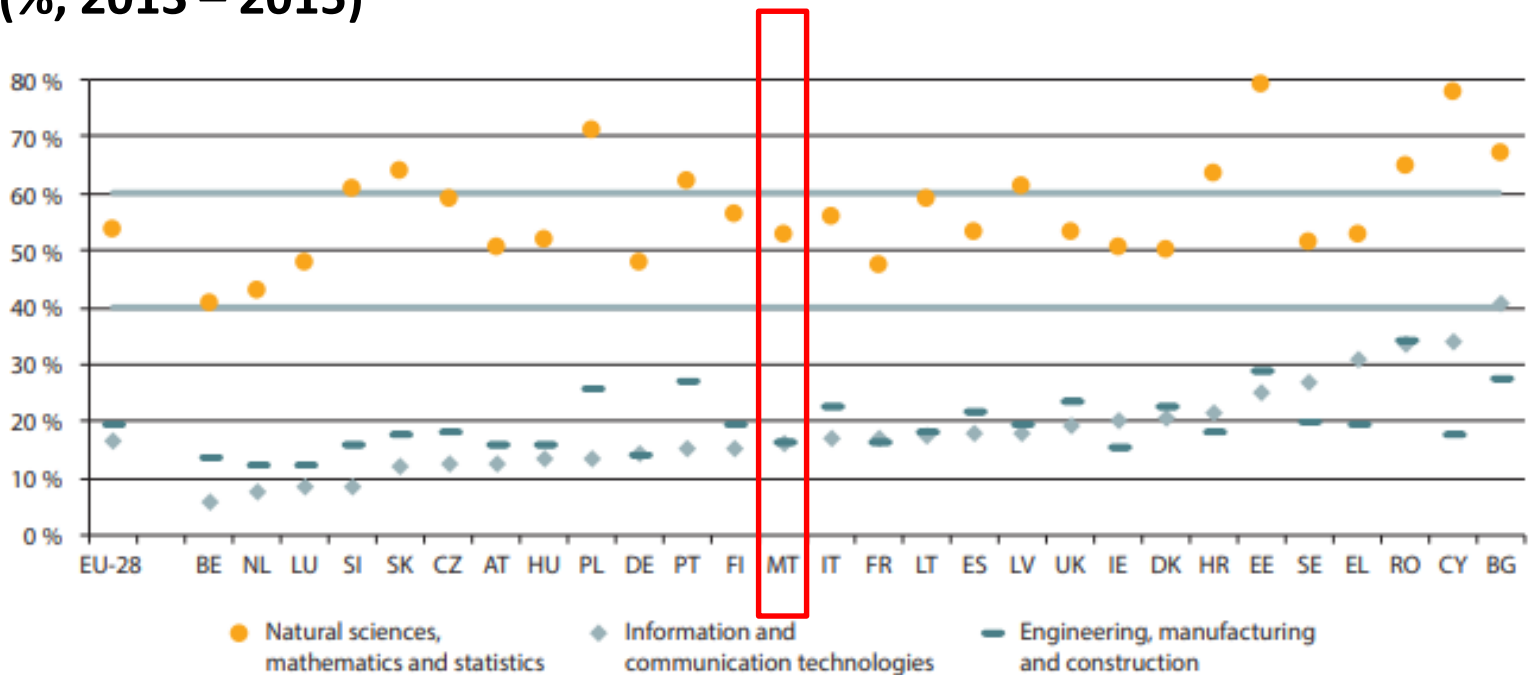


# Gender Segregation in Education

Proportion of women among STEM graduates, by field of education (% , 2013 – 2015)

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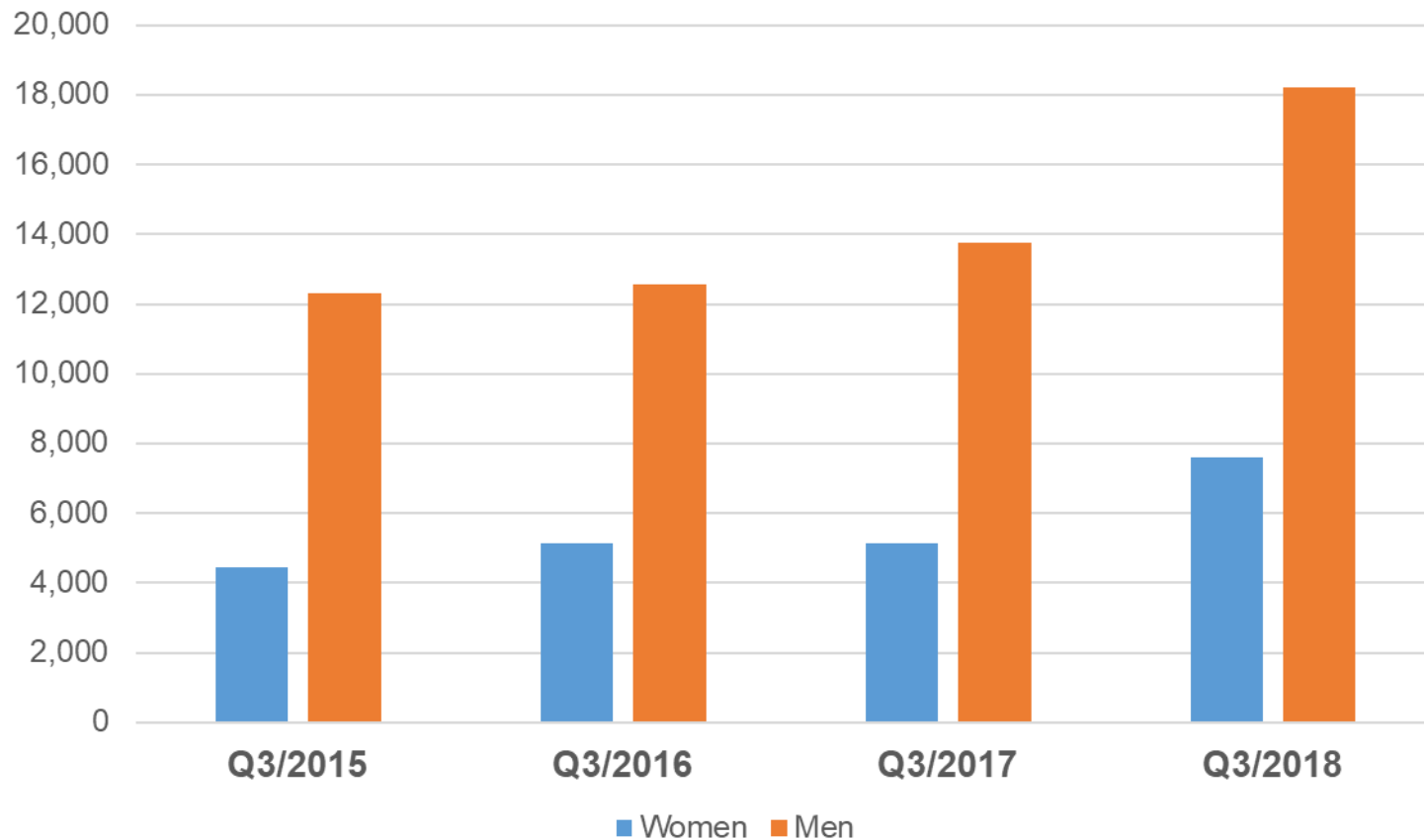


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# Women and men in managerial positions

## Managers - Malta



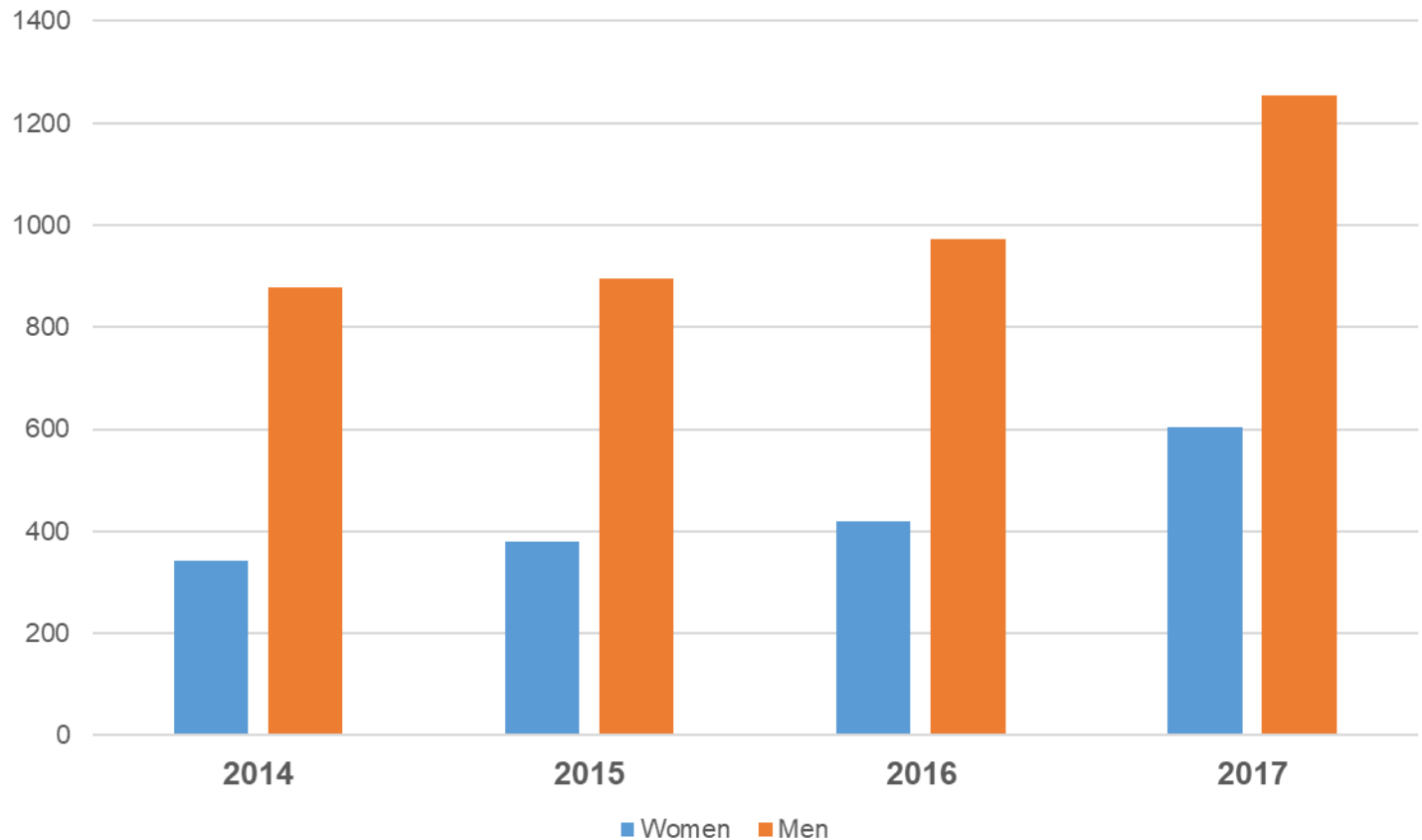


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# Women and men in top positions in the public administration

Women and Men in Scales 1-5 in the Public Administration  
Malta





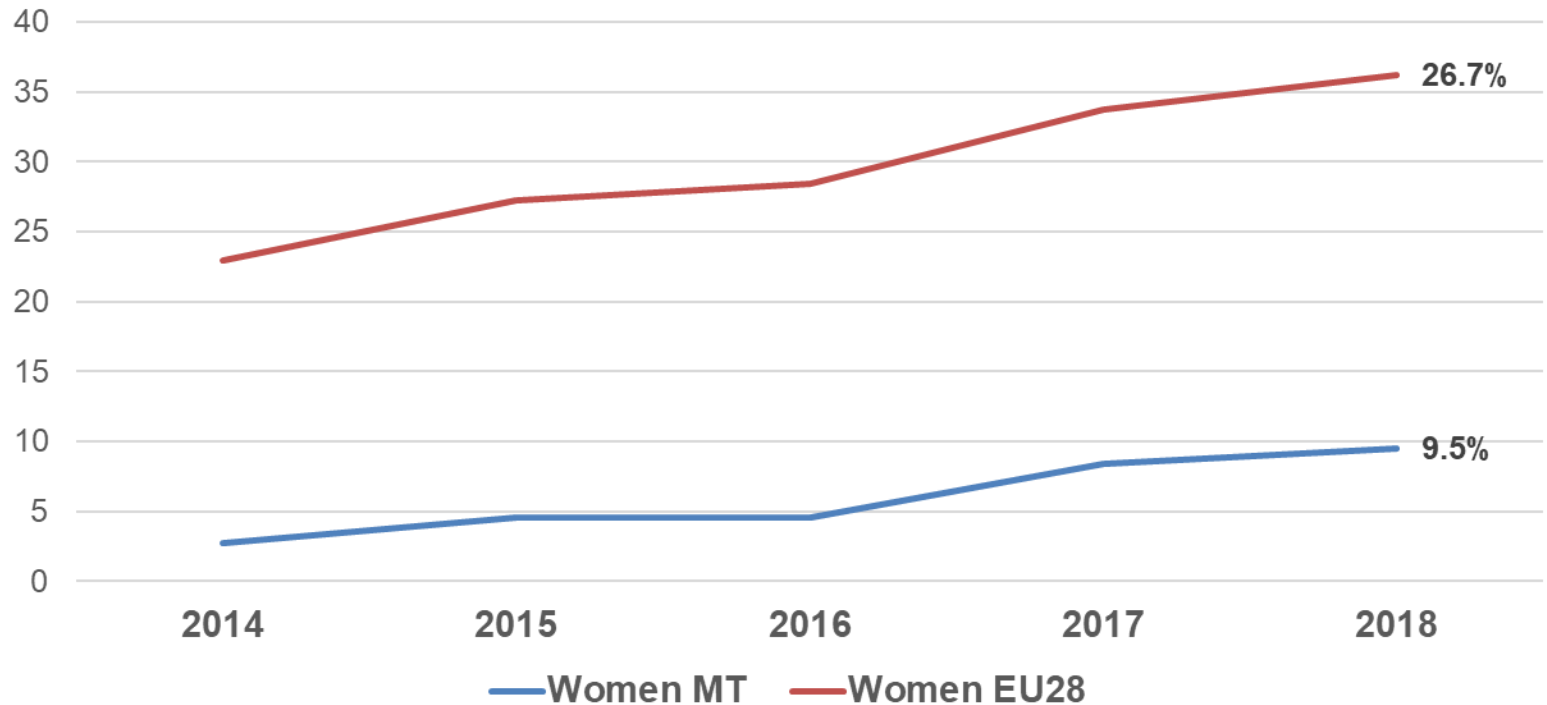


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# Women on Boards

% of Women in Largest listed companies:  
presidents, board members and employee  
representatives





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# The Glass Ceiling

Definition: “Artificial impediments and invisible barriers that militate against women’s access to top decision-making and managerial positions in an organisation, whether public or private and in whatever domain.” (EIGE)



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# Causes of the Glass Ceiling

- Prejudices and stereotypes – associating leadership with men and masculinity
  - Discrimination in recruitment and promotion procedures
  - Lack of transparency in board appointments
  - Corporate cultures based on physical presence and long hours
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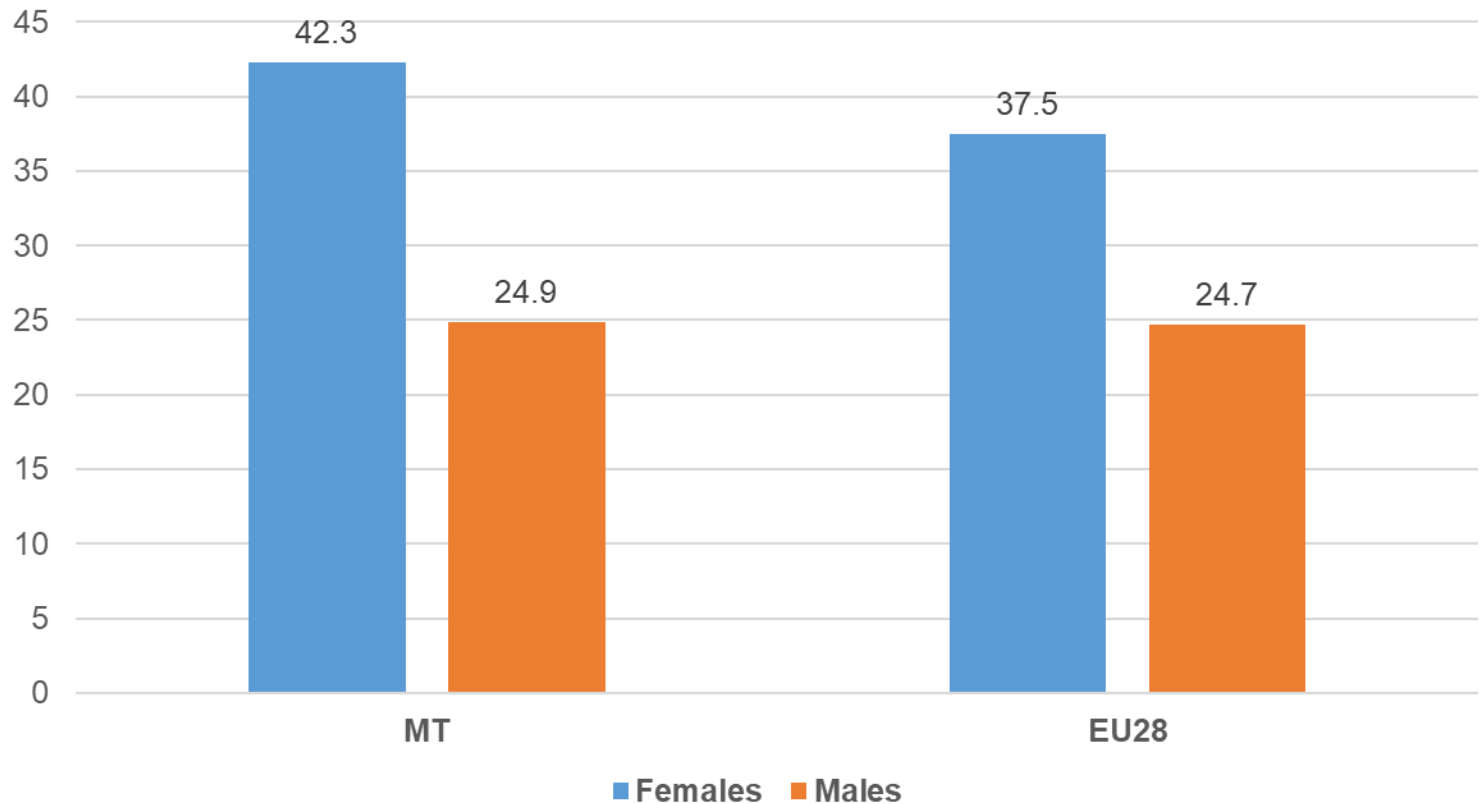


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# Women and men in unpaid work

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



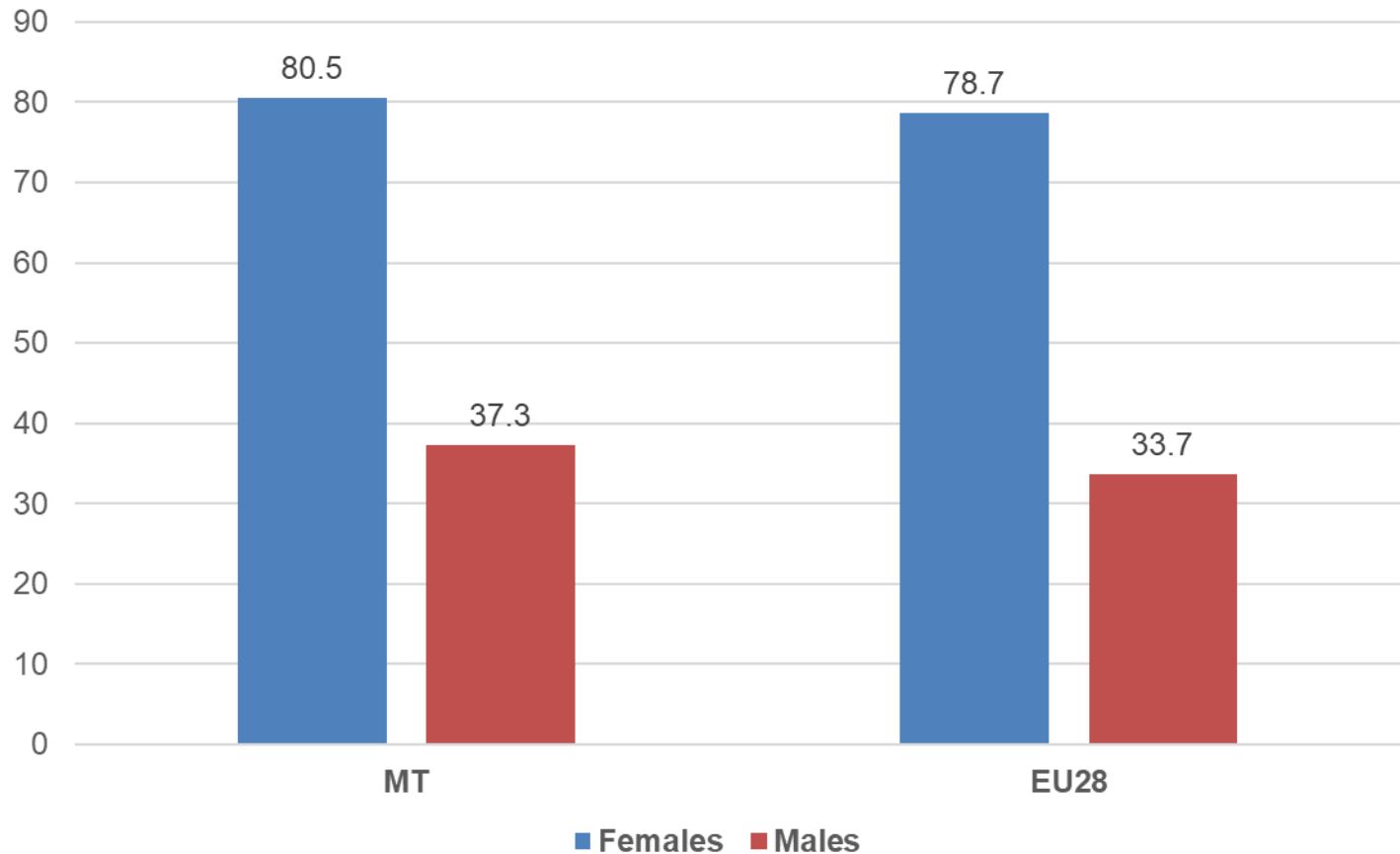


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# Women and men in unpaid work

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



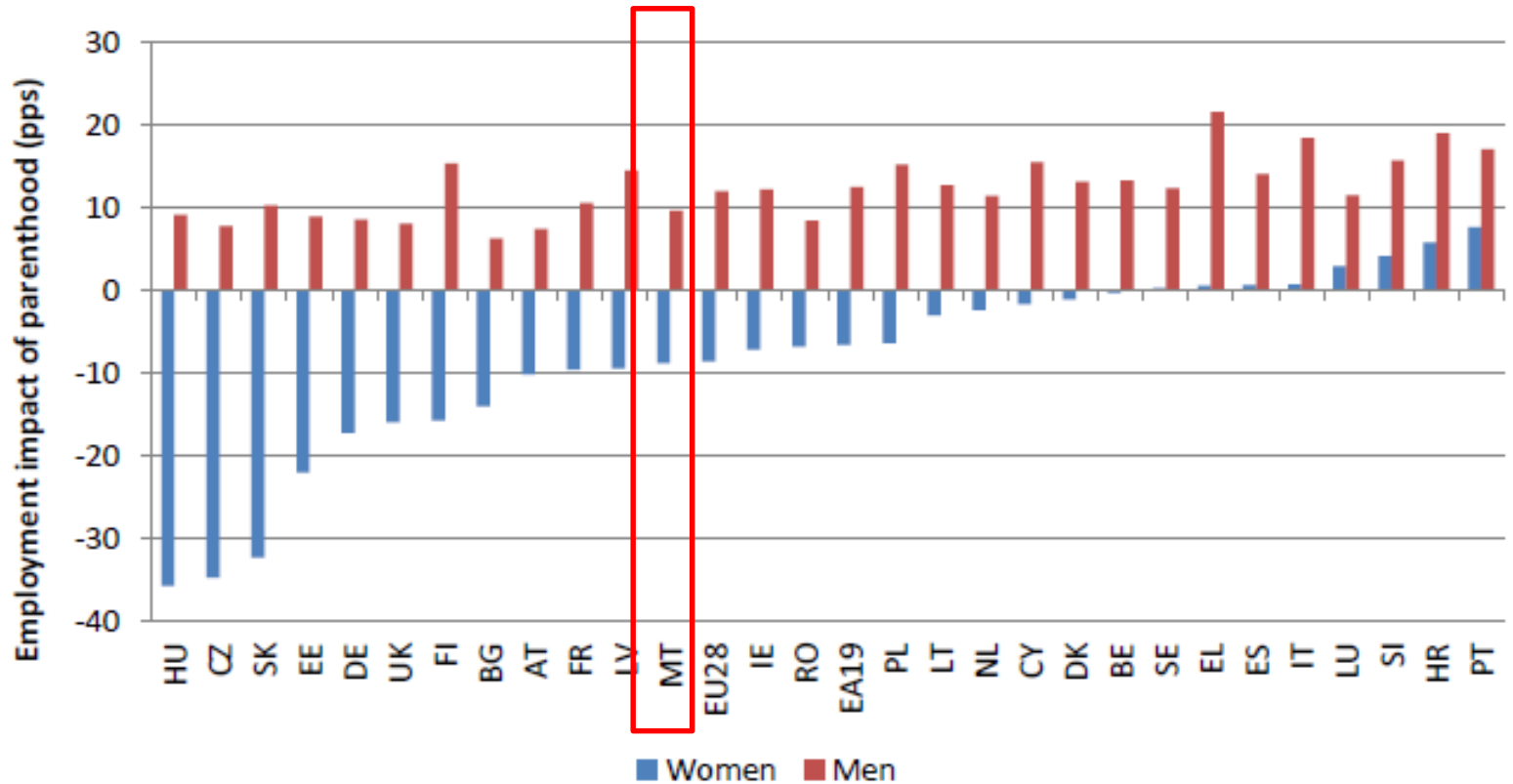


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# Employment Impact of Parenthood

## Employment Impact of Parenthood in 2015





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# The gender pay gap

In the context of the rising employment rate for women, the gender pay gap is increasing in Malta

Gender pay gap in unadjusted form %					
	2013	2014	2015	2016	2017
MT	9.7	10.6	10.4	11.0	12.2
EU28	16.8	16.6	16.5	16.3	16.0



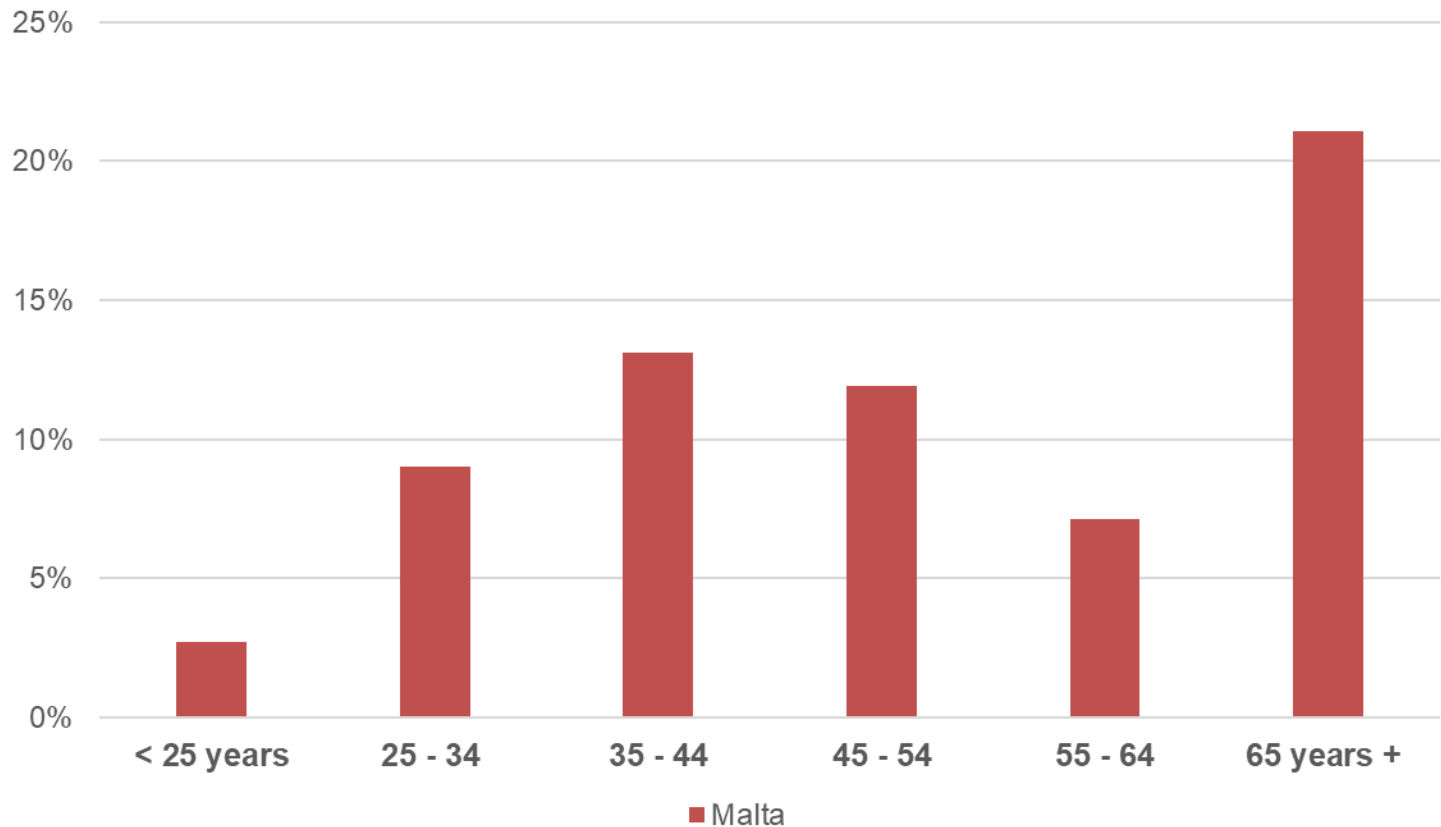
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# The gender pay gap contd.

The gender pay gap is lower for younger employees

Gender Pay Gap by age - Malta, 2016







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# NCPE's initiatives

- ✓ Equality Mark
  - ✓ Prepare the Ground for Economic Independence
  - ✓ Directory of Professional Women
-



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## Next Steps

- The Gender Pay Gap in Decision-Making Positions
  - Work-life Balance and Career Advancement
  - Panel – Experiences of Women and Men in Career Advancement
  - Panel – The Perspective of Social Partners and NGOs on Women in Decision-Making
-



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**Thank you**

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