



National Commission
for the Promotion
of Equality for
Men And Women

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National Commission for the Promotion of Equality

The Gender Pay Gap and Equal Pay for Work of Equal Value

Webinar

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NCPE Commissioner



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What is the *Gender Pay Gap*?

“The unadjusted Gender Pay Gap (GPG) represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees”

- Across the EU, women earn on average 15% less than men

Source: Eurostat



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What is *Equal Pay for Work of Equal Value?*

“Non-discrimination in pay, relating to the **full range of payments and benefits**, including basic pay, non-salary payments, bonuses and allowances” (ILO)

- It is **not limited to comparing people performing the same or similar tasks**. It also applies to those cases where men and women perform work that is
 - different in content
 - involves different responsibilities, requiring different skills or qualifications, and
 - is performed under different conditions**but is overall of equal value.**
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The Gender Pay Gap in Malta

- The **Gender Pay Gap** in Malta is 13%
(2018, Eurostat latest available data)
- The Gender Pay Gap in the:
 - **Information and Communication: 15.5%**
 - **Business economy: 16%**
 - **Financial and Insurance Activities: 26.5%**
 - **Professional, Scientific and Technical Activities: 25.7%**
 - **Administrative and Support Service Activities: 16.9%**
 - **Education: 12.3%**
 - **Human health and social work activities: 21.2%**



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Measures addressing the Gender Pay Gap and Equal Pay - NCPE

- In 2015 - the **first conference** on the gender pay gap in Malta
 - **PayM€qually** Campaign
 - **Prepare the Ground for Economic Independence (PGEI)**
 - Equal Pay Tool
 - Pension Gap Campaign
 - **Awareness-raising** on the NCPE social media platforms and other media
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National legislation on the Gender Pay Gap and Equal Pay

- Article 14 of the **Constitution of Malta** states that:

“... the State shall in particular aim at ensuring that women workers enjoy equal rights and the same wages for the same work as men.”

- The **Employment and Industrial Relations Act** specifies that:

“Employees in the same class of employment are entitled to the same rate of remuneration for work of equal value”



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National legislation which addresses the Gender Pay Gap and Equal Pay

- Chapter 456 – the **Equality for Men and Women Act** safeguards equal treatment between women and men in employment:

“It shall be unlawful for employers to discriminate, directly or indirectly, against a person in the arrangements made to determine or in determining who should be offered employment or in the terms and conditions on which the employment is offered or in the determination of who should be dismissed from employment.”



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EU action for Equal Pay (1)

- ***Directive 2006/54/EC*** on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation
- ***EU Action Plan 2017-2019: Tackling the gender pay gap*** – EC evaluation in March 2020 confirmed that: “*the existing legal framework has triggered significant change at national level across the Union*”



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EU action for Equal Pay (2)

- ***Recommendation on strengthening the principle of equal pay between men and women through transparency*** (2014)
- ***EU Gender Equality Strategy 2020-2025*** (March 2020) - Proposal on setting **binding pay transparency measures** as one of its priorities
- European Parliament ***resolution on the gender pay gap*** (January 2020)



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EU action for Equal Pay (3)

- ***Work-Life Balance Directive***
- Council Conclusions on ***Tackling the Gender Pay Gap: Valuation and Distribution of Paid Work and Unpaid Care Work*** (November 2020)



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Factors which lead to the Gender Pay Gap (1)

- **Vertical Segregation** in the labour market: *“indicated the under- (or over) representation of women and men workers in occupations or sectors at the top of an ordering based on ‘desirable’ attributes (income, prestige, job stability, etc.), independent of the sector of activity”*
- Vertical segregation includes both senior and decision-making positions



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Factors which lead to the Gender Pay Gap (2)

- **Horizontal Segregation** - the concentration of women and men in different sectors and occupations
- **Direct and Indirect Pay discrimination** (unequal pay)
- **Career interruptions** as a result of:
 - Unequal sharing** of unpaid work resulting in women:
 - taking more **career breaks**
 - taking **part-time** work to reconcile work and care



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Factors which lead to the Gender Pay Gap (3)

- The ***care penalty*** is a term used to explain the difficulty encountered by women to balance work and care responsibilities
- **Unpaid work**

	Caring responsibilities		Household work	
	M	F	M	F
EU28	67%	85.3%	31.7%	91.9%
MT	57.7%	85.1%	31.4%	96.4%

Source: Gender Equality Index 2020



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The Gender Pay Gap in Malta

- **21.5% of women** work on a part-time basis - **6% of men** (2018)
- **8% of women** carry out temporary work - **7% of men** (2018)
- The relatively low gender pay gap in Malta, is associated with the low number of women in the labour market



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From the Gender Pay Gap to the Gender Pension Gap

- The **Gender Pension Gap** is:
“the sum of gender inequalities over a lifetime, including differences in the life course (motherhood/care penalty), segregated labour market and gendered social norms and stereotypes more generally [...] gender gap in pensions related to wider gender inequalities in society”
- *“The percentage by which women’s average pension is lower than men’s; it measures by how much women are lagging behind men”*



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The Gender Pension Gap in Malta

- In 2018, **Maltese women received 42% less** pension than men - gap got marginally narrower by almost 1% compared to 2017 – but has widened steadily since 2013 – when it stood at 27% (Eurostat)
- Malta has the **second highest** gender pension gap in the EU (2018)
- The **EU Gender Pension Gap is 30.1% less** against women (2018)

Source: Eurostat



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From the Gender Pay Gap to poverty

- Life expectancy in MT (Eurostat 2018)
Women: 84.6
Men: 80.4
- The gender pension gap puts women at a greater risk of poverty, since their income at pensionable age is low and their life expectancy is higher than men



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Measures addressing the Gender Pay Gap and Equal Pay

- **Vertical Segregation**
 - ✓ Training opportunities for both women and men
 - ✓ Distribution of responsibilities
 - ✓ Address stereotypical mentalities that limit women's advancement
 - ✓ Adopt gender-neutral job evaluation systems
- **Horizontal Segregation**
 - ✓ Career guidance to promote choice of different areas of study including sciences for girl
 - ✓ Encourage girls and boys to take up non-traditional employment sectors
 - ✓ Incentivise women to further their education/career in STEM fields and other non-traditional sectors



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Measures addressing the Gender Pay Gap and Equal Pay (2)

- **Direct and Indirect Pay Discrimination**
 - ✓ Ensure that job classification systems used for determining pay exclude any discrimination on grounds of sex as per the Recast Directive
 - ✓ Adopt tools to assess equal pay
 - ✓ Introduce pay transparency measures



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Measures addressing the Gender Pay Gap and Equal Pay (3)

- **Career interruptions**

- ✓ Work-life balance measures to reduce career interruptions for women and encourage men to share family responsibilities in the context of the Work-Life Balance Directive
- ✓ Measures at the workplace to address stereotypical attitudes against men who apply for flexible hours to cover their caring responsibilities
- ✓ The provision of affordable and good quality childcare and care services for dependents



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What is the best way forward:

- short term
 - medium term
 - long term?
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THANK YOU

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