

Prepare the Ground for Economic Independence

Final Conference

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Brief Overview

Main Objectives

inform the relevant target groups on the gender pay gap, the gender pension gap and inactivity

empower the target groups to act where necessary and possible

raise awareness & generate discussion

2-year Project: September 2018 – August 2020



Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds



Gender Pay Gap

The relative difference in the **average gross hourly earnings** of women and men within the economy as a whole

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.

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.

Source: ILO, 2013

Gender Pay Gap

Definition

The relative difference in the **average gross hourly earnings** of women and men within the economy as a whole

Malta – pay gap increased

- from 5.2% in 2006
 - to 10.6% in 2014
 - to 11.7% in 2018
- (Eurostat, latest available date)

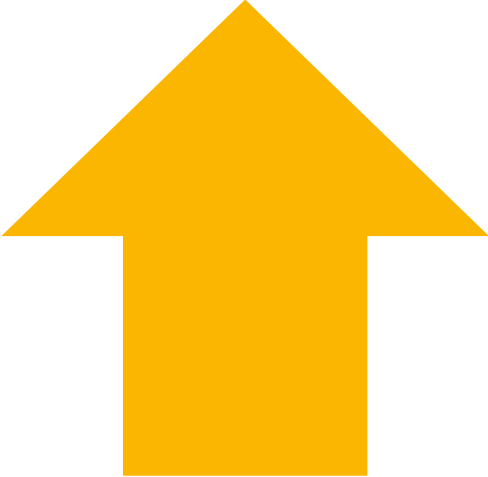
Factors leading to the Gender Pay Gap

- Pay discrimination (unequal pay)
- Frequency of career interruptions for women
- Horizontal and vertical gender segregation in the labour market

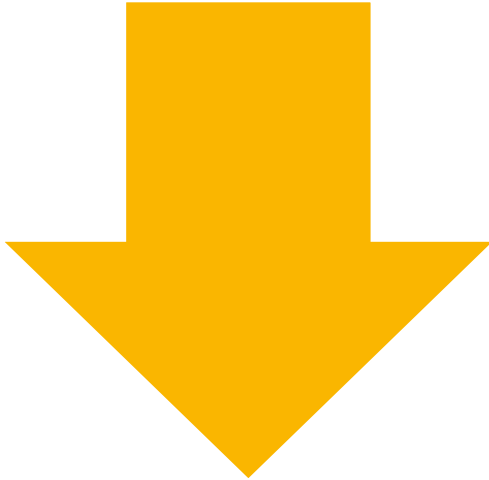


The effects of Equal Pay for Work of Equal Value between Women and Men

Unequal Pay:



widens the **gender pension gap**, since it means that, during their life cycle, women are earning less compared to men performing work of the same value



discourages participation of women in the labour market, leaving a **negative impact on economic growth.**

PGEI Activities

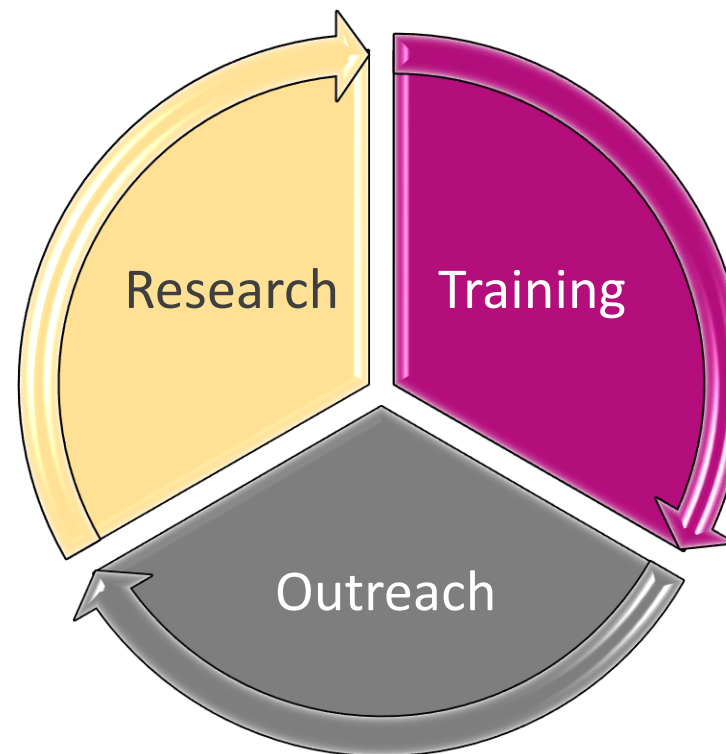
Gender Pay Gap

- Campaign on gender pay gap
- Campaign on gender pension gap
- Seminar
- Career guidance sessions

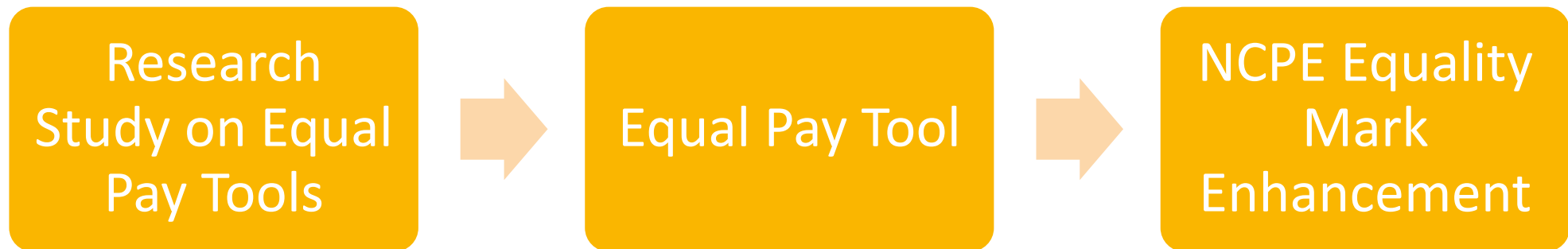
Equal Pay for Work of Equal Value

- Research study on Equal Pay Tools
- Equal Pay Tool + campaign
- Training Session to Equality Mark Representatives
- Research Study on Equal Pay for Trade Unions
- Consultation Sessions with Trade Unions

Main Project Aspects



Research Study – Equal Pay Tools (EPTs)



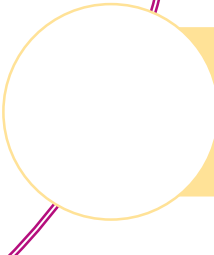
Research Study – Equal Pay Tools (EPTs)



Researched existing EPTs in European countries



Gathered technical and practical information from the countries which have developed the existing EPTs



Developed the technical specifications for the development of an EPT suitable for Malta



Equal Pay Tool

Organisations
input the data
(Tiers 1, 2 and 3)



The file is sent to
NCPE via email



NCPE imports the
data and analyses
the results



Equal Pay Tool – Piloting

Piloting

- The tool was piloted with 9 companies / organisations of various sizes

Training Session

- A training session was held with the piloting companies / organisations

Feedback

- Feedback was collected and noted during the piloting and the training session, and discussed with the NCPE team and service providers



Research Study – Equal Pay Tools (EPTs)

Subsequent
to the pilot
study:

Minor amendments to the EPT were made based on the feedback received and on the internal discussions between NCPE and the service providers

The changes were recorded in the research study and published online

The EPT created is the first of its kind in Malta and is a good baseline upon which to keep improving



Equality Mark Enhancement



**EQUALITY
CERTIFIED**

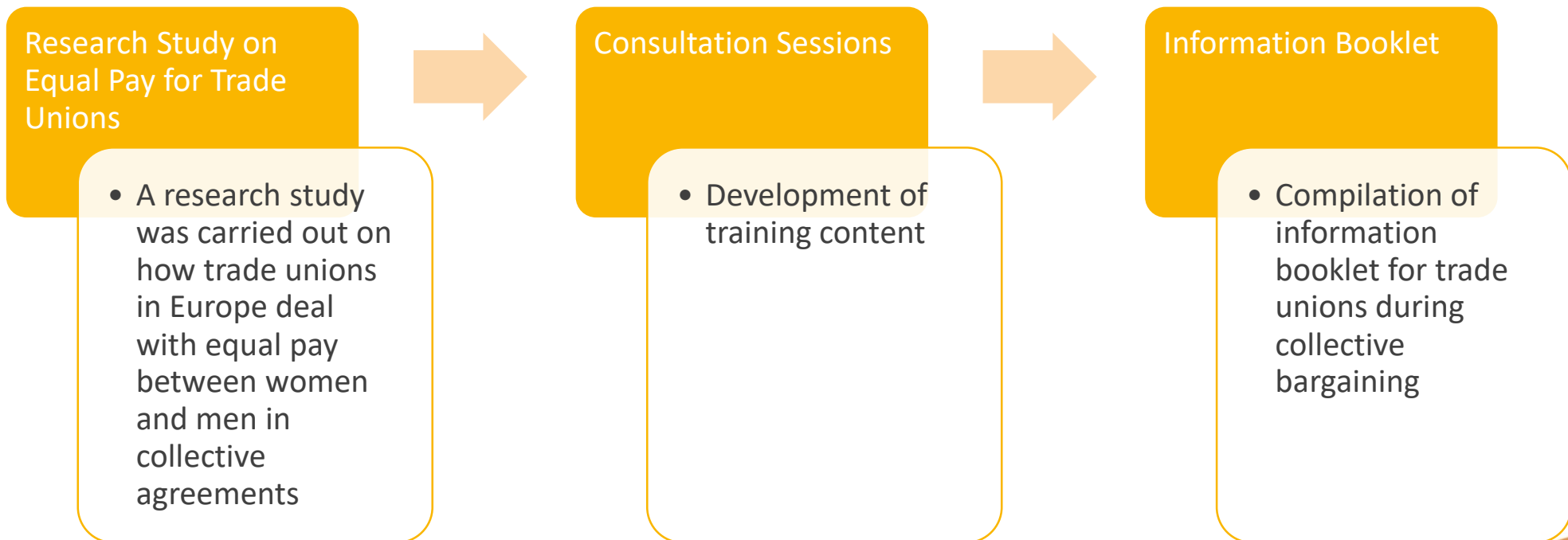
Organisations undergoing an Equality Mark Audit may opt to utilise the Equal Pay Tool which helps check **equal pay for work of equal value between women and men** within their organisation.



EQUAL PAY

**EQUALITY
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Research Study - Equal Pay for Trade Unions



Research Study - Equal Pay for Trade Unions



Researched how TUs in Europe tackle the concept of equal pay for work of equal value during collective bargaining



Developed training content to be used by NCPE with local TUs



Developed an information booklet



Consultation Sessions with local TUs

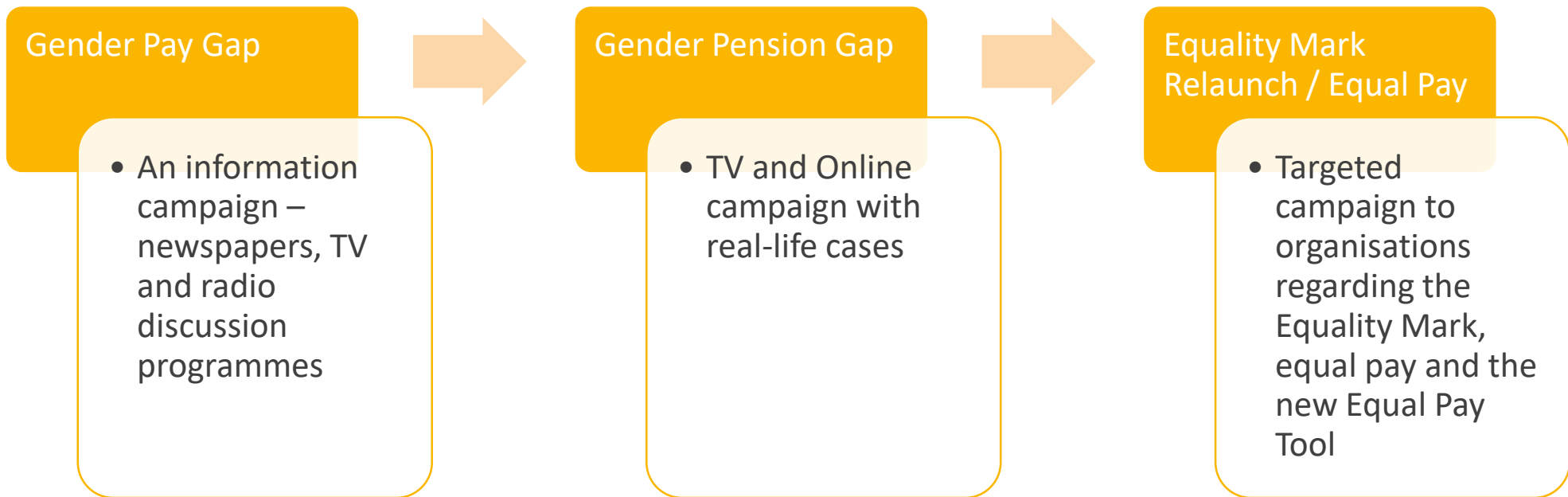
3 consultation sessions were held with local TUs

The aim was to empower TUs with knowledge on equal pay for work of equal value between women and men

The sessions also focused on ensuring that collective agreements are inclusive, equal and fair



Campaigns



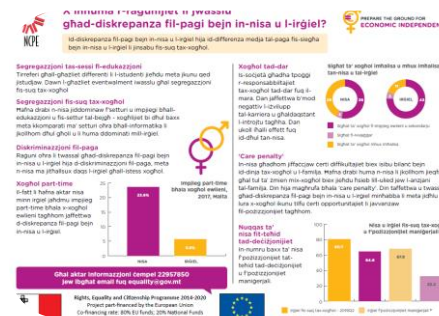
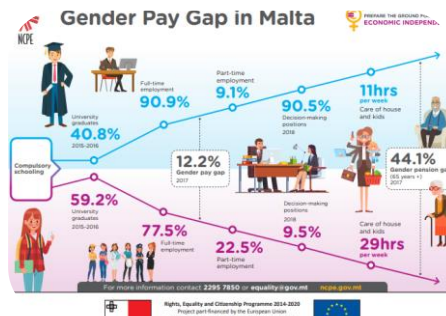
Gender Pay Gap Campaign

Aims of the Pay Gap Campaign

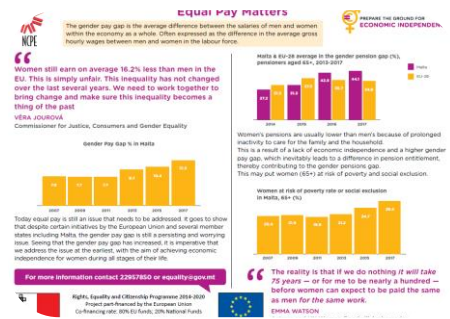
- To provide information on what equal pay for work of equal value and the gender pay gap are
- To highlight the importance of addressing them
- To promote equal economic independence for women



Gender Pay Gap Campaign



Newspaper adverts



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Gender Pension Gap Campaign

Aims of the Gender Pension Gap Campaign

- To raise awareness on the repercussions that career choices may have both in the present time and in the future
- Disseminating real-life experiences
- Creating a call for action



Gender Pension Gap Campaign



Videos of real-life stories



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Equality Mark Equal Pay Campaign

Aims of the Re-launch of the Equality Mark Campaign

- To announce the new equal pay measure of the Equality Mark
- To raise awareness on the importance of, significance and realities of equal pay for women and men
- To illustrate the benefits which can be acquired through having the Equality Mark as well as the positive experiences of those already certified



Equality Mark Equal Pay Campaign



Get Equality Certified

98 certified organisations to date

Apply now!

For more information contact
2295 7850 or
equality@gov.mt

www.ncpe.gov.mt

>23,000 employees benefitting from gender equality at work

 Rights, Equality and Citizenship Programme 2014-2020
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BECOME AN Employer of Choice

THE **BENEFITS** OF BEING AN EQUAL OPPORTUNITIES ORGANISATION

Accessing the Full Talent Pool during recruitment

Higher Profitability through gender diversity

Reduce Costs through staff retention


Reduce the possible risks of reputation damage

Meet Customers' Needs and Expectations by involving both genders in the decision-making process

Apply now!

For more information contact
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Verify Equal Pay within your Company

NCPE CAN ASSIST YOU TO

Verify Equal Pay within your Company

THESE COMPANIES HAVE PILOT-TESTED THE EQUAL PAY TOOL


NSD **CRPD** **ACCOUNTS AND CAPITAL MARKETS**

MBR **MEDICINES AUTHORITY** **Adi**

mausac **BOV** **CS Technologies**

For more information on the **EQUALITY MARK** and the **EQUAL PAY TOOL**, contact us on:
2295 7850 or equality.mark@gov.mt

www.ncpe.gov.mt

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Adverts on business magazines



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Career guidance sessions

To empower and guide students to make career choices based on several factors including

How to deal with obstacles which the girls might encounter in their professional lives

Contribute towards the development of the students' critical thinking skills in decision-making

Seminar on the gender pay gap, inactivity and the gender pension gap



Date held

- 18th November 2019

Topics discussed

- the root causes as well as the implications of the gender pay gap,
- the long-term repercussions of inactivity including the risk of poverty, and
- the gender pension gap

External Evaluation Study



The COVID experience: Changes effected



- Meetings were held online
- Meetings which needed to be held at the office were organised in larger rooms respecting social distancing
- Assistance with piloting of EPT was done via email or over the phone
- Some training sessions were held online
- Final conference held online

Way Forward

The experience of this project has resulted in:

Identifying the need to continue improving on the **Equal Pay Tool** – the EPT created through PGEI is a good starting point

Recognising the importance of continuing the discussion and raising awareness on the importance of **equal pay for work of equal value between women and men**

Understanding the need for the **dissemination of information** gathered from the project activities, namely the research studies



**Thank you.
Any Questions?**



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National Commission for the Promotion of Equality

 **22957850**

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