

Prepare the Ground for Economic Independence

NCPE Annual Conference

Joana Micallef
Project Promoter



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



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



PGEI Corporate Image and Logo



PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE



PGEI Launch Conference- October 2018

- Presentation : Addressing the Gender Gaps during the life-cycle by Ms Renee Laiviera (NCPE Commissioner)
- Overview of the PGEI Project by Ms Annalise Frantz (Senior Executive Projects)

Total of 52 participants



NCPE

**National Commission
for the Promotion
of Equality**

Gattard House, National Road,
Blata l-Bajda HMR 9010, Malta
Tel: (356) 2590 3850
Fax: (356) 2590 3851
Email: equality@gov.mt

www.equality.gov.mt

Career Guidance Sessions

3 Sessions

1. April & May 2019: Training to Career Guidance Teachers
2. June 2019: Training to Career Advisors & Trainee Career Advisors
3. October 2019: Training to Career Guidance Teachers

Total No. of participants: 67

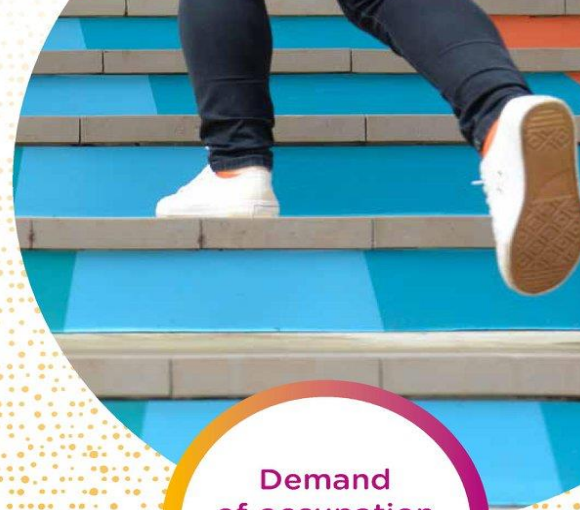
Objective: To prepare students to make informed choices on their field of study



Poster



Prepare the ground for your future career



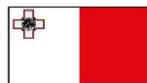
National Commission for the Promotion of Equality

☎ 22957850

🌐 ncpe.gov.mt

@ equality@gov.mt

📘 @NCPE.Malta



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PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE

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

Tool was developed and pilot-tested with 9 companies/organizations of various sizes



Awareness- Raising Campaigns



Gender Pay Gap
Campaign

Gender Pension Gap
Campaign

Equality Mark Equal
Pay Campaign



1st campaign of the PGEI Project

The Gender Pay Gap Campaign

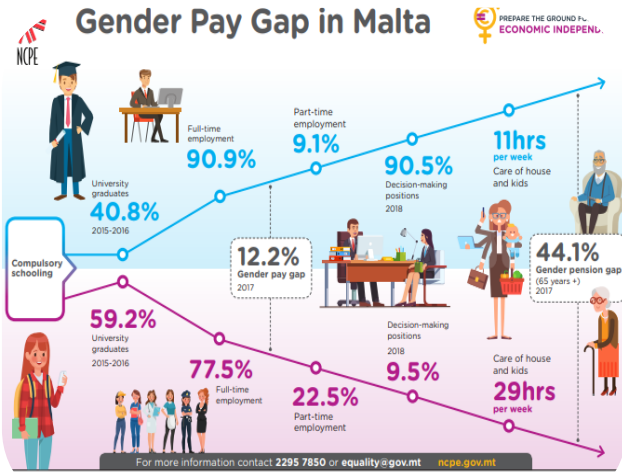
The Gender Pay Gap Campaign

- 2 Adverts (MT & EN) on the 7 local Sunday newspapers, also shared on Facebook
- 4 Articles (2 in MT & 2 in EN) on the 7 local Sunday newspapers, also shared on Facebook
- Participation on TV Discussion Programmes
- Interviews on Radio Programmes



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The gender pay gap: a myth or a reality?

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.

Gender pay gap % EU and MT

Year	2011	2013	2015	2017
EU	16.9%	16.8%	16.5%	16.0%
MT	7.7%	9.7%	10.4%	12.2%



This goes to show that women start to experience discrimination in their pay once they enter the workforce. The pay gap tends to be much lower for employees who have just entered the workforce and it increases with age.

For more information contact 22957850 or equality@gov.mt

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X'inhu jsir biex niggieldu d-diskrepanza fil-pagi bejn in-nisa u l-irgjel?

Id-diskrepanza fil-pagi bejn in-nisa u l-irgjel hi d-differenza medja tal-paga fis-siegha bejn in-nisa u l-irgjel li jinsabu fis-suq tax-xoghol.

Investigazzjonijiet tal-NCPE
L-NCPE tinstigja kazijiet ta' diskriminazzjoni fil-paga ta' impjegati nisa. L-NCPE tnohrog stampanji għall-istampa biex iżjed l-għarfien fost min iħaddem u tkompli ttejjeg it-trasparenza dwar l-obbligi legali li n-nisa u l-irgjel jithallsu indaqs.

Konferenzi tal-NCPE
FI-2015 l-NCPE organizzat konferenza fuq id-diskrepanza fil-pagi bejn in-nisa u l-irgjel. Dan kien l-ewwel avveniment pubbliku fejn din il-kwistjoni giet diskussa f'Malta. FI-2019, l-NCPE ser torganizza seminar fuq dan l-istess suġġett.

Kampanja 'PayMeEqually'
F'Novembru 2017, l-NCPE nediet kampanja bl-isem ta' 'PayMeEqually', bi-għan li żjed l-għarfien dwar id-diskrepanza fil-pagi bejn in-nisa u l-irgjel permezz tal-midja soċjali, programmi televiżivi u tar-radju.

Il-Marka tal-Ugwaljanza
Din hija inizjattiva oħra min-naha tal-NCPE. Li liha teżisti mill-2012, bil-għan li tassisti lill-kumpanji u l-intrapriżi biex jaddottaw miżuri u prattiki f'dak li għandu x'jaqsam mal-ugwaljanza bejn is-sessi u paghi uguali.

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Jew lbgħat email fuq equality@gov.mt

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Kont taf dwar IL-ĠURNATA EWROPEA GĦAL PAGA UGUALI?
Gurnata li tqajjem kuxjenza dwar il-fatt li n-nisa għadhom jaqilghu paga inqas mill-irgjel għal xogħol ta' valur ugwal. Mafna drabi din tkun fi-ewwel gimgha ta' Novembru.

Proġett 'Prepare the Ground for Economic Independence'
Wieheh mir-riżultati tal-proġett PGEI ser tkun l-Equal Pay Tool, adattata għal Malta u magħmula għall-proċess taċ-certifikazzjoni fil-Marka tal-Ugwaljanza. Din l-għodda ser tkun qed tghin lill-ħaddiema u lill min iħaddem sabiex jassigura l-istess paga għal xogħol tal-istess valur jew simili.

Bħala parti mill-proġett, l-NCPE qed torganizza sessionijiet għall-għaliema tal-career guidance, kif ukoll career advisors, biex tqajjem aktar għarfien dwar setturi ta' xogħol atwalment iddominati mill-irgjel.

Kampanji dwar id-diskrepanza fil-pagi u l-pensjonijiet bejn in-nisa u l-irgjel fuq il-midja soċjali u tradizzjonali.

F'Novembru 2019, ser jigi organizzat seminar għall-partijiet interessati li jgħidmu fuq dan is-suġġett.

Equal Pay Tool
Fi hdan l-UE qed jigu mnedija inizjattivi prattici bħalma huma l-Equal Pay Tools. Din l-għodda utli tghin lill-ħaddiema u lill min iħaddem ikejlu l-paga tagħhom stess u jikkumparawha ma' tal-kolleġi tagħhom biex jaraw jekk hemmx xi diskriminazzjoni bejn min jaqmel l-istess xogħol.

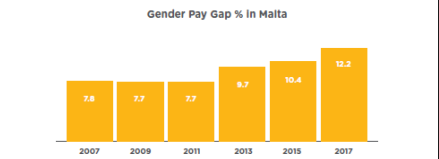
Newspaper adverts & articles

Equal Pay Matters

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”

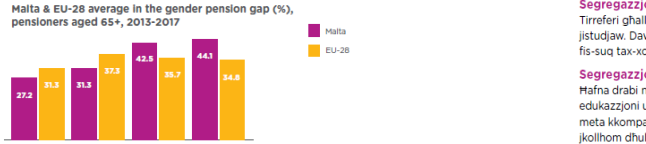
VĒRA JOURVOÁ
Commissioner for Justice, Consumers and Gender Equality



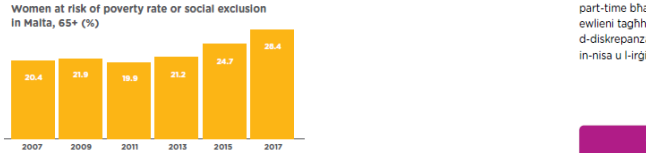
Today equal pay is still an issue that needs to be addressed. It goes to show that despite certain initiatives by the European Union and several member states including Malta, the gender pay gap is still a persisting and worrying issue. Seeing that the gender pay gap has increased, it is imperative that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

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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.



“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

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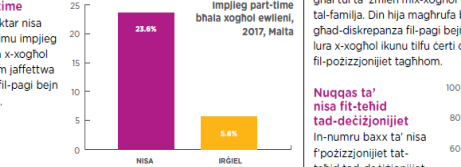
X'innuma r-ragunijiet li jwasslu għad-diskrepanza fil-pagi bejn in-nisa u l-irgjel?

Id-diskrepanza fil-pagi bejn in-nisa u l-irgjel hija id-differenza medja tal-paga fis-siegha bejn in-nisa u l-irgjel li jinsabu fis-suq tax-xoghol.

Segregazzjoni tas-sessi fl-educazzjoni
Tirrefri għall-għazliet differenti li l-istudenti jieħdu meta jkunu qed jistudjaw. Dawn l-għazliet eventwalment iwasslu għal segregazzjoni fis-suq tax-xogħol.

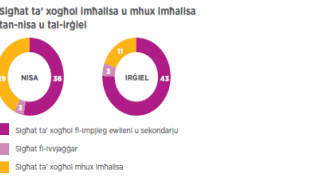
Segregazzjoni fis-suq tax-xogħol
Mafna drabi n-nisa jiddominaw f'setturi u impjegji bħall-educazzjoni u fis-settur tal-bejgħ - xoghlijiet bi dħul baxx meta kkomparati ma' setturi oħra bħall-informatika li jkollhom dħul għoli u li huma ddominati mill-irgjel.

Diskriminazzjoni fil-paga
Raguni oħra li twassal għad-diskrepanza fil-pagi bejn in-nisa u l-irgjel hija d-diskriminazzjoni fil-paga, meta n-nisa ma jithallsux daqs l-irgjel għall-istess xogħol.

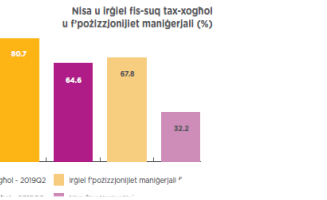


Għal aktar informazzjoni ċempel 22957850
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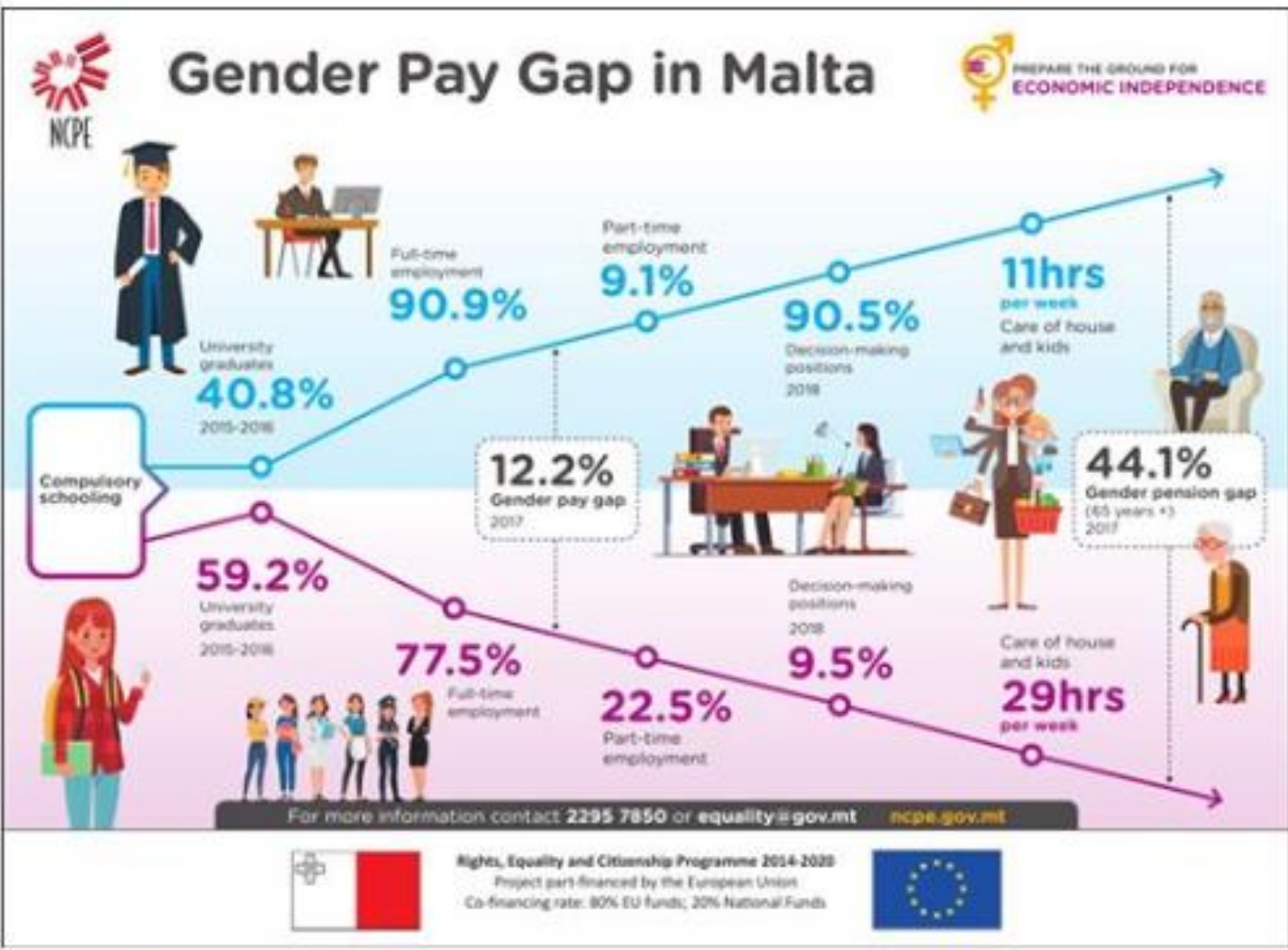


'Care penalty'
In-nisa għadhom jiffaccjaw ċerti diffikultajiet biex isibu bilanc bejn id-dinja tax-xogħol u l-familja. Mafna drabi huma n-nisa li jkollhom jieġfu għal tul ta' żmien mix-xogħol biex jieħdu hsieb lill-uled jew l-anzjanji tal-familja. Din hija magħrufa bħala 'care penalty'. Din taffettwa u twassal għad-diskrepanza fil-pagi bejn in-nisa u l-irgjel minn bħala meta jidhru lura x-xogħol ikunu tifu ċerti opportunitajiet li jgħidmu fuq il-pozizzjonijiet tagħhom.



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Don't you men wish to be able to spend more time with your families too? Do you think that more gender balance would also benefit your lives or are you happy with the way things are currently? What would you change if you could?



👍🙄😞 You, Christine Micallef, Kirsty Farrugia and 36 others 143 comments

Rep...

Interviews on TV & Radio Programmes



2nd campaign of the PGEI Project

The Gender Pension Gap Campaign

The Gender Pension Gap Campaign

- Development and production of real-life stories by individuals
- Television Adverts showcasing real-life stories, including a call for action
- Online advertising campaign



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Gender Pension Gap Campaign



Videos of real-life stories



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TV adverts



Online advertising campaign

- Five (5) online stoppable (10 to 15 seconds) in stream adverts on YouTube
- Five (5) online non-stoppable (10 to 15 seconds) in stream adverts on Facebook



 **National Commission for the Promotion of Equality** ⋮

Published by Joana Micallef [?]
Page Liked · 16 June · 

#PGEI #NCPE #genderpensiongap

This clip forms part of NCPE's campaign on the 'Gender Pension Gap' and was inspired by a real-life story illustrating a woman's choices about her education or employment and the effects these had on her financial independence as well as on her pension. Due to sensitivity issues, this real-life story was acted out by a professional actor.

The project 'Prepare the Ground for Economic Independence'... [See more](#)

 Tag Video  Add location  Edit

130 Views

 4

The Gender Pension Gap Campaign may be viewed online

Awareness-Raising

The Gender Pay Gap Campaign is the first campaign, launched and completed in 2019. It focuses on educating the general public on the gender pay gap with statistics and factual information on the issue through articles and adverts on newspapers, TV interviews on national TV stations as well as radio stations.

Article 1 - [The gender pay gap: a myth or a reality?](#)

Article 2 - [X'inhuma r-raġunijiet li jwasslu għad-diskrepanza fil-pagi bejn in-nisa u l-irġiel?](#)

Article 3 - [Equal Pay Matters](#)

Article 4 - [X'inhu jsir biex niġġieldu d-diskrepanza fil-pagi bejn in-nisa u l-irġiel?](#)

Advert – [Gender Pay Gap in Malta](#)

The subsequent campaign focuses on the Gender Pension Gap. This is an audio-visual campaign through a series of five real-life stories denoting the impact which decisions made throughout one's lifetime have in the future. Due to sensitivity issues, these real-life stories were acted out by a professional actors.

[Lisa Galea](#)

[Mary Brincat](#)

[Rose Catania](#)

[Susie Attard](#)

[Tessie Micallef](#)

Seminar

On 19th November 2019, a seminar was organised for various stakeholders in order to generate further awareness and discussion on the gender pay gap, inequality and the gender pension gap. The seminar consisted of two



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Final Campaign of the PGEI Project

Equality Mark Equal Pay Campaign

Equality Mark Equal Pay Campaign

- Adverts on business magazines
- Mailshot
- Certificate to all those who participated in the piloting of the tool
- Weekly Facebook posts which promoted each Equality-Certified organisation

Adverts on Business Magazines

Advert 1: Published during May/April 2020

Advert 2: Published during June/July 2020

Advert 3: Published during August 2020




PREPARE THE GROUND FOR ECONOMIC INDEPENDENCE

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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PREPARE THE GROUND FOR ECONOMIC INDEPENDENCE

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 **2295 7850** or equality@gov.mt

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PREPARE THE GROUND FOR ECONOMIC INDEPENDENCE

NCPE CAN ASSIST YOU TO Verify Equal Pay within your Company



EQUAL PAY EQUALITY CERTIFIED

THESE COMPANIES HAVE PILOT-TESTED THE EQUAL PAY TOOL


NATIONAL STATISTICS OFFICE - MALTA


CRPD


AUTOMATED SYSTEMS MANAGEMENT SERVICES


MALTA BUSINESS REGISTRY


MEDICINES AUTHORITY


Adi ASSOCIATES


mausac
Consulting & Services to the EU




BOV
Bank of Valletta


CS Technologies
INTERNATIONAL



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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New Equality Mark Logos



**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.

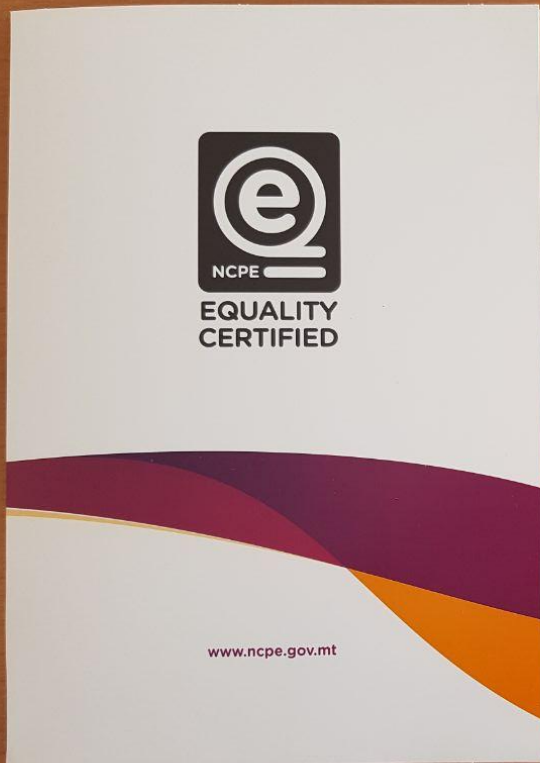


EQUAL PAY

**EQUALITY
CERTIFIED**

Equality Mark Equal Pay Campaign

Revamped Equality Mark Documentation



New Equality Mark Folders and Brochure



Weekly Facebook posts promoting each Equality-Certified organisation

Total posts uploaded : 50

Total people reached: + 24,000 reaches

National Commission for the Promotion of Equality
August 14, 2019

MaltaPost is another company which holds the #EqualityMark. It has been #equalitycertified since 2015!
#NCPE #PGEI #Genderequality

5 8 Shares

National Commission for the Promotion of Equality
October 10, 2019

Centrecom is an equal opportunities employer! They have been #equalitycertified since 2011.
#NCPE #PGEI #Genderequality

11 3 Shares

National Commission for the Promotion of Equality
February 12

Alberta Group Alberta Careers have been #equalitycertified since 2017!
#NCPE #PGEI #Genderequality

7 6 Shares

August 2, 2019

The Equality Mark has been awarded to the Commission for the Rights of Persons with Disability - CRPD for their commitment in safeguarding gender equality.
CRPD have been #equalitycertified since 2014.
#NCPE #PGEI #Genderequality

4

National Commission for the Promotion of Equality
February 24

Francis Busuttill & Sons (Marketing) Ltd believes in #genderequality. As proof of this, they've been #equalitycertified since 2017.
#NCPE #PGEI #Genderequality

4 2 Shares

July 26, 2019

AIS Group has been equality certified since 2013!
It offers a working environment where employees work without fear of prejudice or gender bias.
#NCPE #PGEI #Genderequality

4

National Commission for the Promotion of Equality
January 24

Grange Security - MALTA values gender equality!
#Equalitycertified since 2017
#NCPE #PGEI #Genderequality

4

National Commission for the Promotion of Equality
November 29, 2019

CareMalta believes in #genderequality. In fact, it's been #equalitycertified since 2016!
#NCPE #PGEI #Genderequality

4

National Commission for the Promotion of Equality
June 5

EuroBridge Shipping Services Limited offers best practices in #genderequality. They have been #equalitycertified since 2018!
#NCPE #PGEI #Genderequality

4

Training to Equality Mark representatives



Total No. of Equality Mark representatives who participated in this training:

12



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Seminar on the gender pay gap and the gender pension gap

Panel 1: From School to Work: Students' decisions in choosing their career

Panel 2: From the gender pay gap to the gender pension gap

Target Audience: National policymakers, social partners, NGOs and relevant stakeholders as well as the general public.

Total No. of participants: 80 + 10 panel speakers



National Commission for the Promotion of Equality

November 18, 2019 · 🌐

The #NCPE Seminar in the #genderpaygap and the #genderpensiongap has just started!
#PGEI



👍 3

Seminar on the gender pay gap and the gender pension gap

[Home](#) > [Local](#) > [News](#) > Gender pay gap in Malta lower than EU average, but is...

Gender pay gap in Malta lower than EU average, but is increasing

Giulia Magri

Monday, 18 November 2019, 11:55

Last update: about 10 months ago



Whilst the gender pay gap in Malta is lower

SAVING OUR

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 for Trade Union representatives





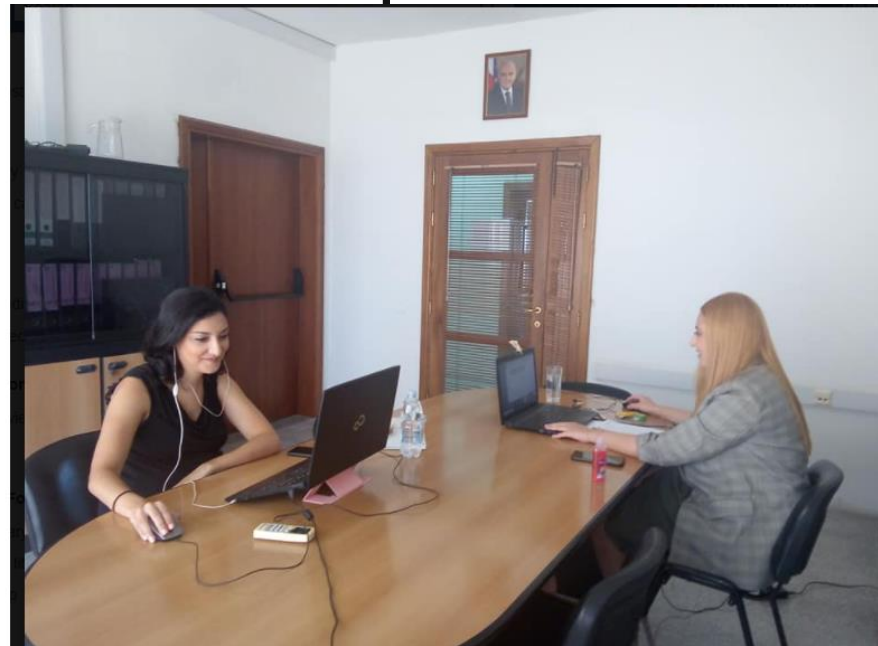
Consultation Sessions with
Trade Union
Representatives

Trade unions: GWU and UHM

Total No. of Participants: 10

Aim of the Sessions: To empower Trade Unions with knowledge on equal pay between women and men given this important role in negotiating collective agreements

Final Conference- 26th August 2020



Held online due to Covid-19 pandemic restrictions
Total No. of participants: **132**

Online Promotion



In #Malta, @ncpe_malta ran guidance sessions for #career advisors to help them understand #gender gaps in education & employment & better support young people with gender-sensitive career advice. Read more in our Highlights #Equinet19 equineteurope.org/2020/equality-...

10:25 am · 22 Jul 2020 · Hootsuite Inc.

1 Like



Have you ever thought about what leads to the #genderpaygap? Take a look at the causes and some statistics here 🤖... For more information on the #PGEI project visit: <https://bit.ly/2PAazfe>



5 Shares

Prepare the Ground for Economic Independence



Objectives

Prepare the Ground for Economic Independence was launched in September 2018 and will run until August 2020. The project focuses on addressing the gender gaps over the life-cycle. Besides the public at large, the project has



LEARN MORE >



PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE

1 2 3 4



Directory of Professional Women

Directory of Professional Women

[Read More](#)



Gender Equal Employer

Gender Equal Employer

[Read More](#)

For more information, please visit the PGEI's section on the NCPE's website: ncpe.gov.mt



Thank you!
Any Questions?



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