

PGEI Final Conference

Joana Micallef
PGEI 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





PGEI Corporate Image and Logo



PGEI Corporate Image



PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE



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www.equality.gov.mt



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www.equality.gov.mt



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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

PGEI Launch Conference October 2018



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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: + 60




Career Guidance Sessions






Photos from National Commission for the Promotion of Equality's post
in Mobile Uploads








 **National Commission for the Promotion of Equality**
Published by Joana Micallef [?]
- 29 April 2019 · 🌐






Kicking off the first training to #careerguidance teachers in the framework of the #PGEI project!

#NCEP #PGEI

 Tag photo  Add location  Edit

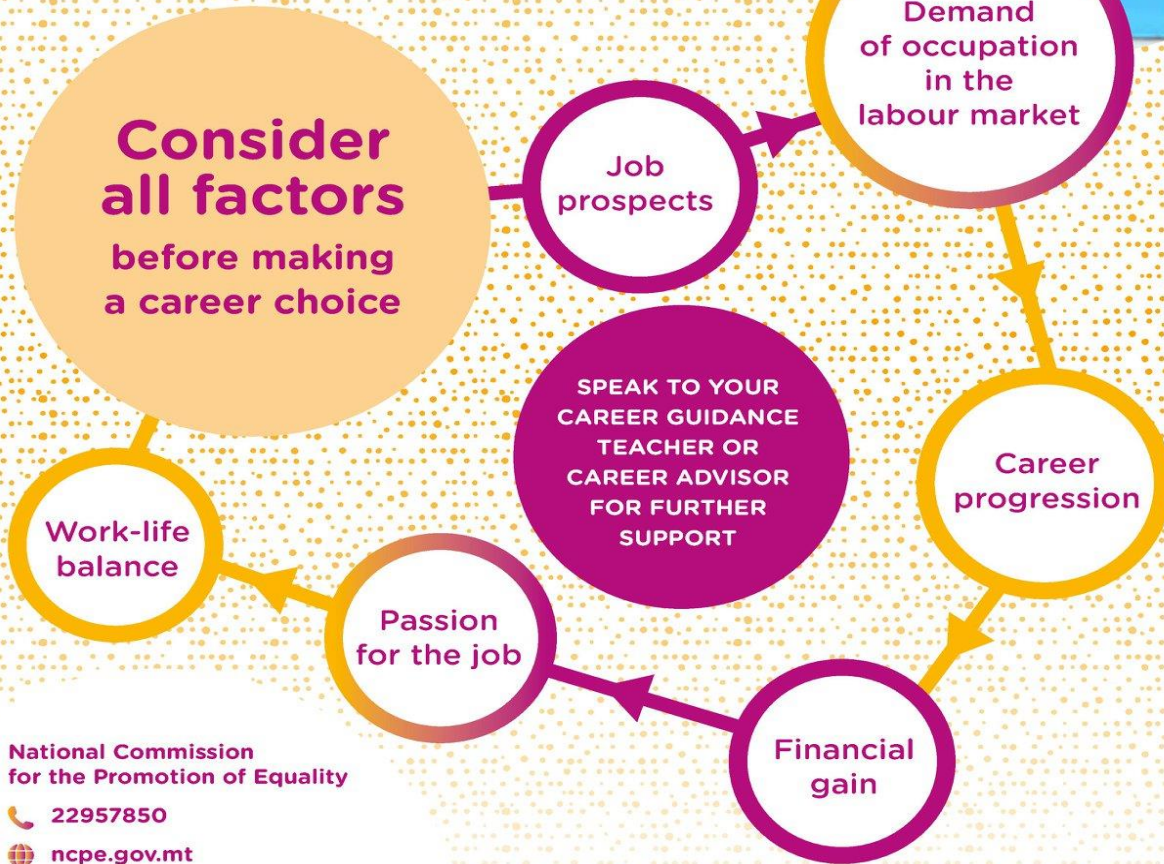
 5

 Like  Comment  Share 

 Comment as National Co...    

Poster

Prepare the ground for your future career



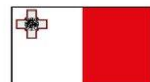
National Commission
for the Promotion of Equality

☎ 22957850

🌐 ncpe.gov.mt

@ equality@gov.mt

📘 @NCPE.Malta




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PREPARE THE GROUND FOR
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Dissemination of poster

Photos from Immaculate Conception Secondary School - St. Jeanne Antide College Tarxien in Timeline Photos



Prepare the ground for your future career



Consider all factors before making a career choice

Job prospects

Demand of occupation in the labour market

Career progression

Financial gain

Passion for the job

Work-life balance

SPEAK TO YOUR CAREER GUIDANCE TEACHER OR CAREER ADVISOR FOR FURTHER SUPPORT

National Commission for the Promotion of Equality
22957850
ncpe.gov.mt
equality@gov.mt
@NCPE.Malta

Options

Send in Messenger

Immaculate Conception Secondary School - St. Jeanne Antide College Tarxien

- 14 October

11

Like Comment Share

Write a comment...

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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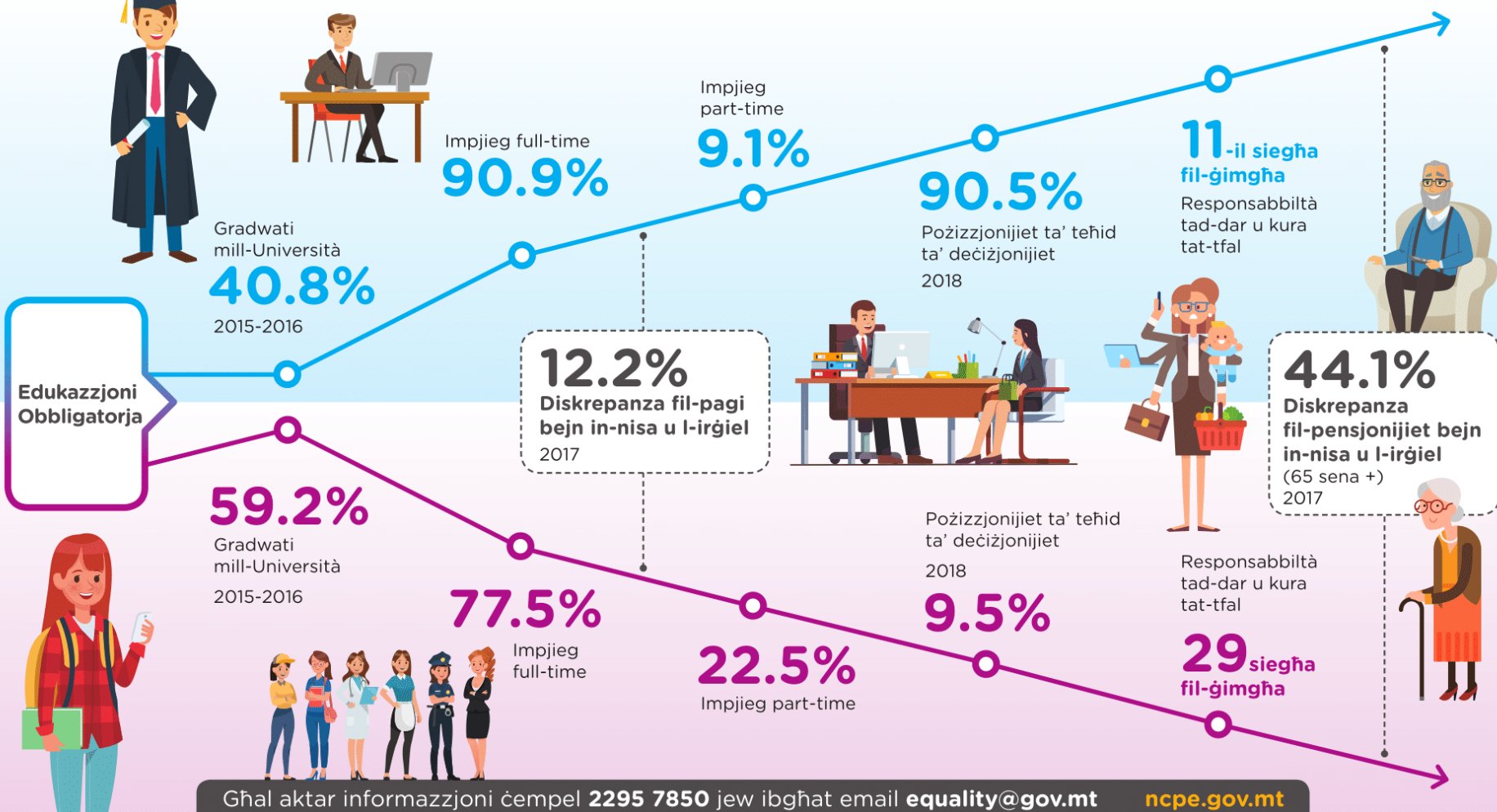
Adverts



Diskrepanza fil-Pagi bejn in-Nisa u l-Irġiel f'Malta



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Għal aktar informazzjoni ċempel **2295 7850** jew ibgħat email **equality@gov.mt** ncpe.gov.mt

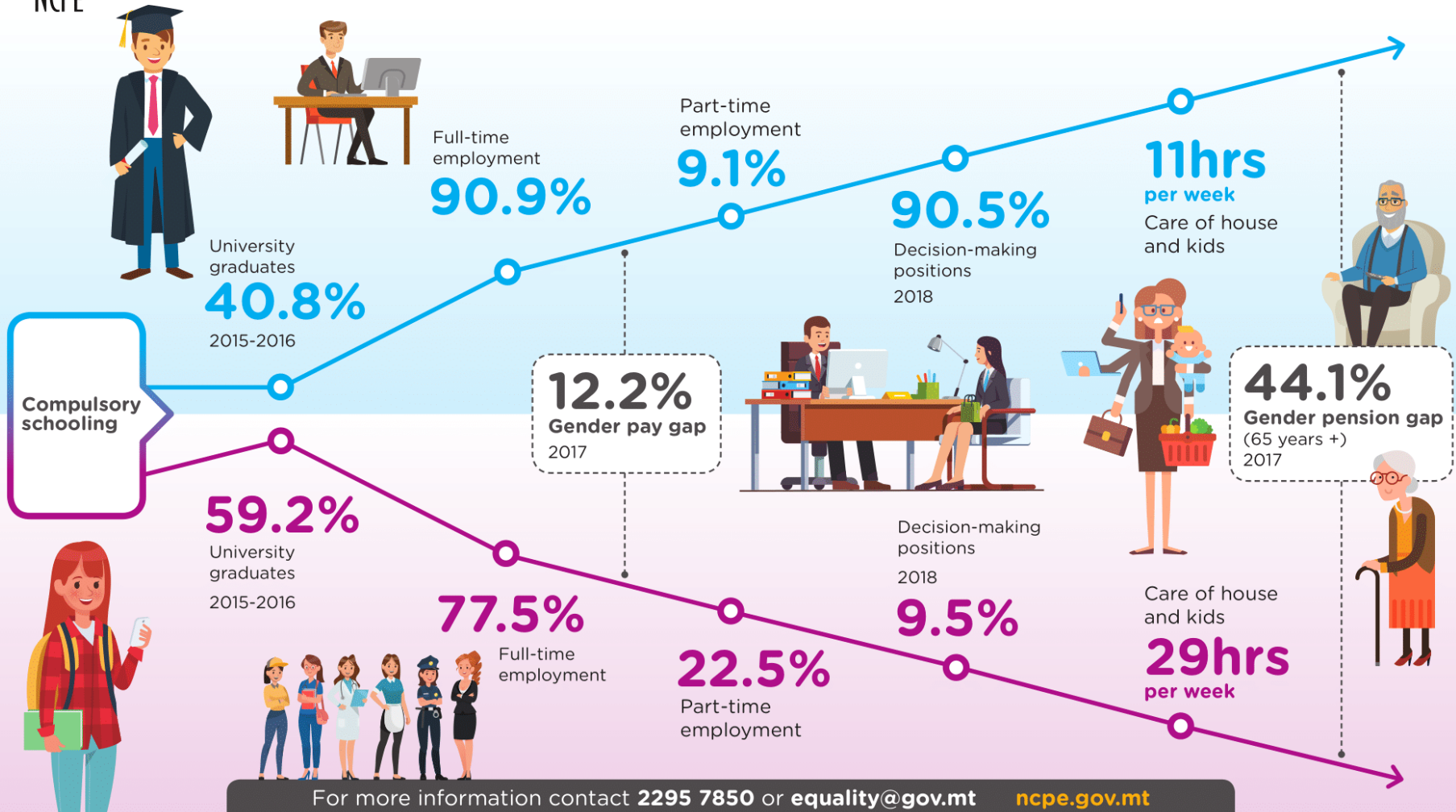


Programm Drittijiet, Ugwaljanza u Ċittadinanza (2014-2020)
 Proġett ko-finanzjat mill-Unjoni Ewropeja
 Rata ta' ko-finanzjament: 80% fondi Ewropej; 20% fondi Nazzjonali





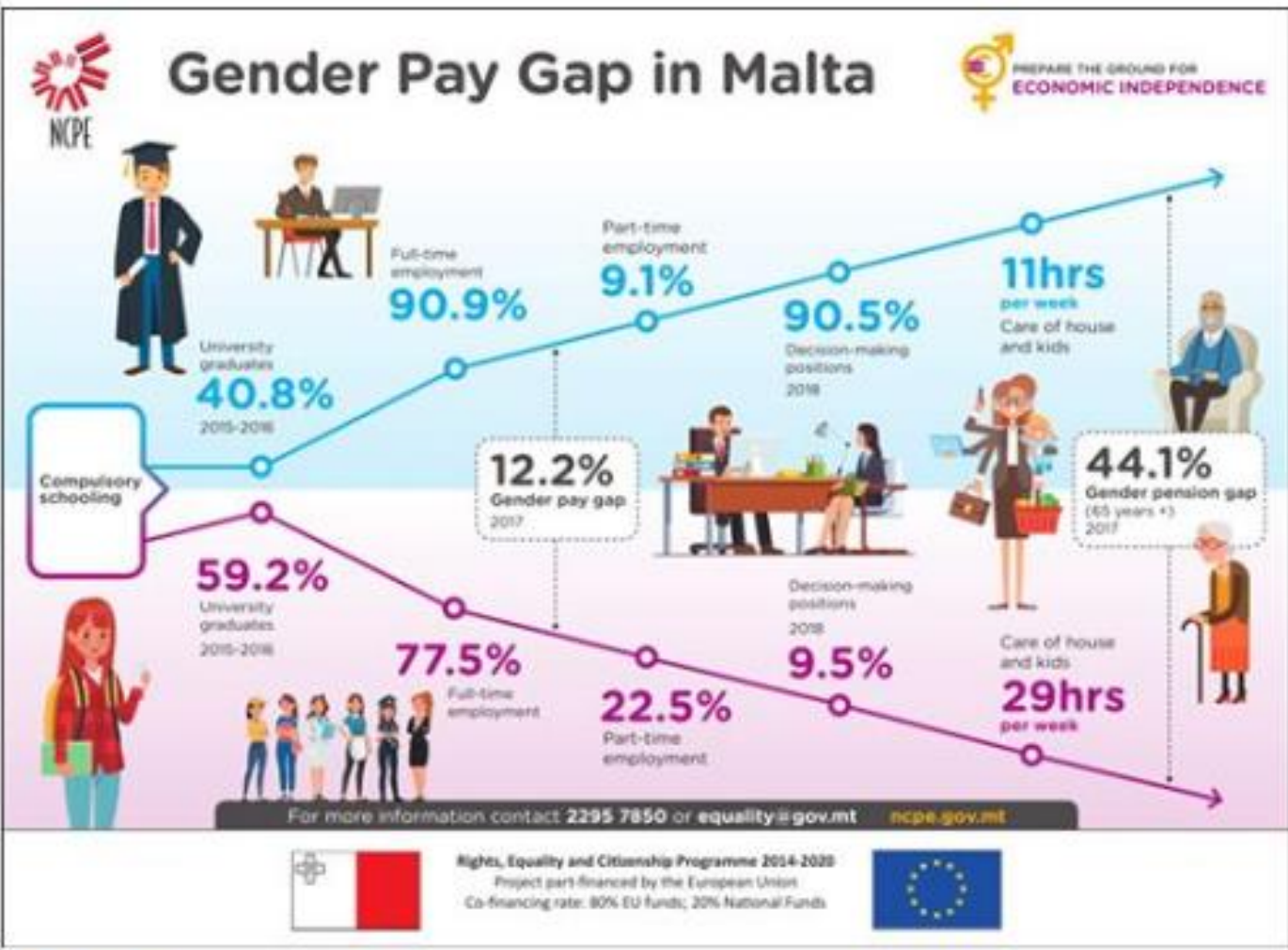
Gender Pay Gap in Malta



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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...

Visual Article 1



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.



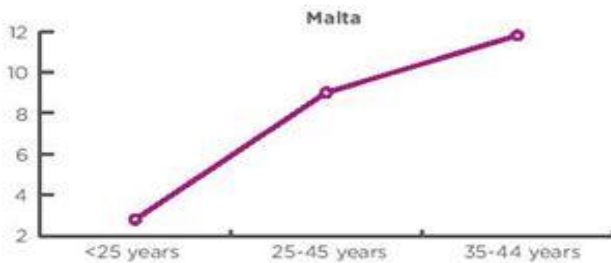
Gender pay gap % EU and MT

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



- Despite being below the EU28 average, which in 2017 stood at 16%, the gender pay gap in Malta has increased from 7.2% in 2010 to 12.2% in 2017.
- This may be attributed to the increasing participation of women in the labour market in these last years, in particular when entering in lower level jobs due to having been away from work for some time.
- It has been proven that the gender pay gap increases with the level of education. This means that tertiary level education women are more likely to be paid less for equal work than women with basic or secondary education.

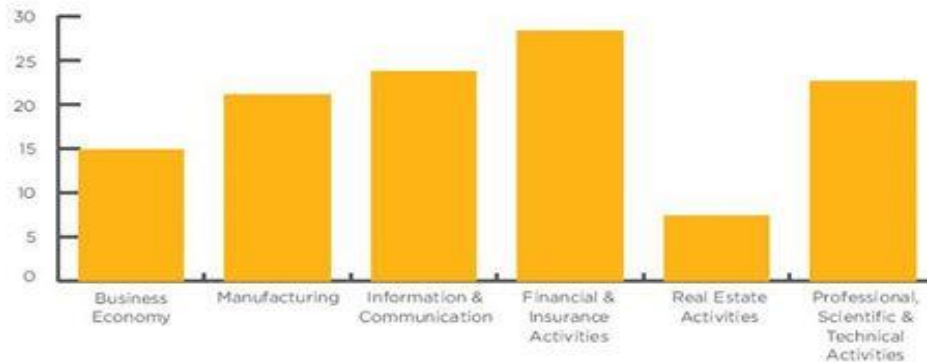
Unadjusted Gender Pay Gap by Age (%) 2017



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

Gender Pay Gap by Economic Activity (%) in Malta 2017



It is also interesting to note that the gender pay gap varies amongst the different sectors. The gender pay gap is most prominent in the financial and insurance sector and in the IT sector.

This is mostly attributed to the fact that men tend to be more present in these sectors and more men hold decision-making positions than women.



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Visual Article 2



X'inhuma r-raġunijiet li jwasslu għad-diskrepanza fil-pagi bejn in-nisa u l-irġiel?

Id-diskrepanza fil-pagi bejn in-nisa u l-irġiel hija id-differenza medja tal-paga fis-siegħa bejn in-nisa u l-irġiel li jinsabu fis-suq tax-xogħol.



Segregazzjoni tas-sessi fl-edukazzjoni

Tirreferi għall-għażliet differenti li l-istudenti jiehdu meta jkunu qed jistudjaw. Dawn l-għażliet eventwalment iwasslu għal segregazzjoni fis-suq tax-xogħol

Segregazzjoni fis-suq tax-xogħol

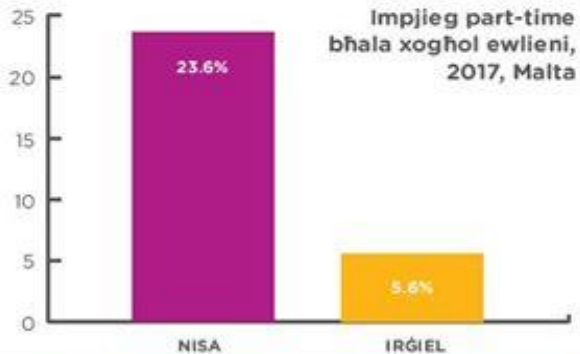
Hafna drabi n-nisa jiddominaw f'setturi u impjegi bħall-edukazzjoni u fis-settur tal-bejgħ - xogħlijiet bi dħul baxx meta kkomparati ma' setturi oħra bħall-informatika li jkollhom dħul għoli u li huma ddominati mill-irġiel.

Diskriminazzjoni fil-paga

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

Xogħol part-time

Il-fatt li hafna aktar nisa minn irġiel jahdmu impjieg part-time bħala x-xogħol ewlieni tagħhom jaffettwa d-diskrepanza fil-pagi bejn in-nisa u l-irġiel.



Xogħol tad-dar

Is-soċjetà għadha tpoġġi r-responsabbiltajiet tax-xogħol tad-dar fuq il-mara. Dan jaffettwa b'mod negattiv l-iżvilupp tal-karriera u għaldaqstant l-introjtu tagħha. Dan ukoll iħalli effett fuq id-dħul tan-nisa.

'Care penalty'

In-nisa għadhom jiffaċċjaw ċerti diffikultajiet biex isibu bilanċ bejn id-dinja tax-xogħol u l-familja. Hafna drabi huma n-nisa li jkollhom jieqfu għal tul ta' żmien mix-xogħol biex jiehdu hsieb lill-ulied jew l-anzjani tal-familja. Din hija magħrufa bħala 'care penalty'. Din taffettwa u twassal għad-diskrepanza fil-pagi bejn in-nisa u l-irġiel minhabba li meta jidhru lura x-xogħol ikunu tilfu ċerti opportunitajiet li jawnzaw fil-pożizzjonijiet tagħhom.

Nuqqas ta' nisa fit-teħid tad-deċiżjonijiet

In-numru baxx ta' nisa f'pożizzjonijiet tat-teħid tad-deċiżjonijiet u f'pożizzjonijiet manigerjali.

Sigħat ta' xogħol imħallsa u mhux imħallsa tan-nisa u tal-irġiel



- Sigħat ta' xogħol fi-impjieg ewlieni u sekondarju
- Sigħat fi-ivvjagħar
- Sigħat ta' xogħol mhux imħallsa



- IRĠIEL fis-suq tax-xogħol - 2019Q2
- NISA fis-suq tax-xogħol - 2019Q2
- IRĠIEL f'pożizzjonijiet manigerjali fi-2019Q2
- NISA f'pożizzjonijiet manigerjali fi-2019Q2

Għal aktar informazzjoni ċempel 22957850 jew ibgħat email fuq equality@gov.mt



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Visual Article 3



Equal Pay Matters



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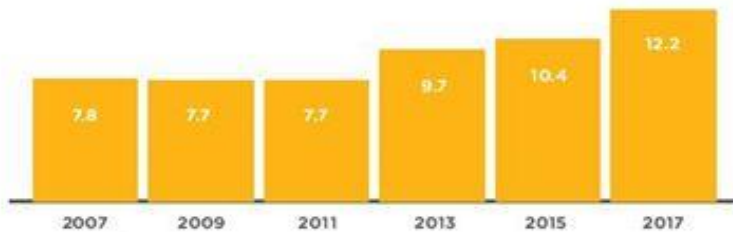


Women still earn on average 16.2% less than men in the EU. This is simply unfair. This inequality has not changed over the last several years. We need to work together to bring change and make sure this inequality becomes a thing of the past

VĚRA JOUROVÁ

Commissioner for Justice, Consumers and Gender Equality

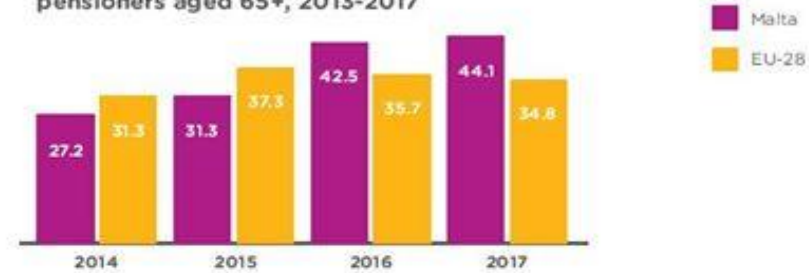
Gender Pay Gap % in Malta



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.

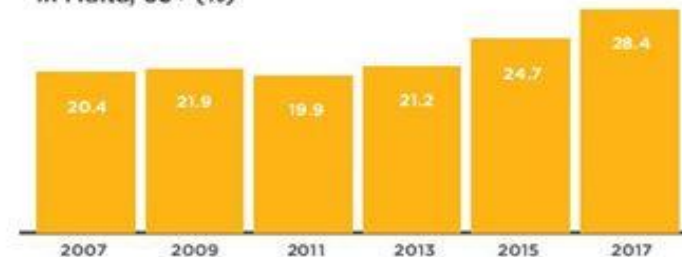
For more information contact 22957850 or equality@gov.mt

Malta & EU-28 average in the gender pension gap (%), pensioners aged 65+, 2013-2017



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.

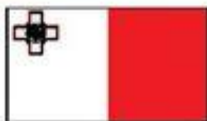
Women at risk of poverty rate or social exclusion in Malta, 65+ (%)



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

Actress and UN Women Goodwill Ambassador



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Visual Article 4



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



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Id-diskrepanza fil-pagi bejn in-nisa u l-irġiel hi d-differenza medja tal-paga fis-siegħa bejn in-nisa u l-irġiel li jinsabu fis-suq tax-xogħol.

Investigazzjonijiet tal-NCPE

L-NCPE tinvestiga każijiet ta' diskriminazzjoni fil-paga ta' impjegati nisa. L-NCPE toħroġ stqarrijiet għall-istampa biex iżżid l-għarfien fost min iħaddem u tkompli tteġġeg it-trasparenza dwar l-obbligi legali li n-nisa u l-irġiel jithallsu indaqs.

Konferenzi tal-NCPE

FI-2015 l-NCPE organizzat konferenza fuq id-diskrepanza fil-pagi bejn in-nisa u l-irġiel. 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 'PayM€qually'

F'Novembru 2017, l-NCPE nediet kampanja bl-isem ta' 'PayM€qually', bl-għan li iżżid l-għarfien dwar id-diskrepanza fil-pagi bejn in-nisa u l-irġiel permezz tal-midja soċjali, programmi televiżivi u tar-radju.

Il-Marka tal-Ugwaljanza

Din hija inizjattiva oħra min-naħa tal-NCPE, li ilha 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 pagi ugwali.

Kont taf dwar

IL-ĠURNATA EWROPEA GĦAL PAGA UGWALI?

Ġurnata li tqajjem kuxjenza dwar il-fatt li n-nisa għadhom jaqilghu paga inqas mill-irġiel għal xogħol ta' valur ugwali. Hafna drabi din tkun fl-ewwel ġimgħa ta' Novembru.

Proġett 'Prepare the Ground for Economic Independence'

- Wieħed mir-riżultati tal-proġett PGEI ser tkun l-'Equal Pay Tool', adattata għal Malta u magħmula għall-proċess taċ-ċertifikazzjoni fil-Marka tal-Ugwaljanza. Din l-ghodda ser tkun qed tghin lill-haddiema u lil min iħaddem sabiex jassigura l-istess paga għal xogħol tal-istess valur jew simili.
- Bħala parti mill-proġett, l-NCPE qed torganizza sessjonijiet għall-ghalliema tal-career guidance, kif ukoll career advisors, biex tqajjem aktar għarfien dwar setturi ta' xogħol attwalment iddominati mill-irġiel.
- Kampanji dwar id-diskrepanza fil-pagi u l-pensjonijiet bejn in-nisa u l-irġiel fuq il-midja soċjali u tradizzjonali.
- F'Novembru 2019, ser jigi organizzat seminar għall-partijiet interessati li jaħdmu fuq dan is-suġġett.

Għal aktar informazzjoni ċempel 22957850
jew ibgħat email fuq equality@gov.mt

Equal Pay Tool

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



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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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The Gender Pension Gap Campaign

Development and production of real-life stories by individuals

Full video clip



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The Gender Pension Gap Campaign Photo-Shoot



The Gender Pension Gap Campaign Photo-Shoot



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

#PGEI # NCPE #careerchoices #genderpensiongap

National Commission for the Promotion of Equality
Published by Joana Micallef [?]
- 15 April -

#PGEI # NCPE #careerchoices #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

193 Views

14 4 shares

Comment as National Co...


and two years ago I graduated from university

Lisa Galea, 24 years
Employee

-1:48

Like Comment Share Options Send in Messenger

Online advertising campaign



ncpe.malta

ncpe.malta #PGEI #NCPE
#genderpensiongap #careerchoice

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', focuses on addressing the gender gaps over the life-cycle.

13 views

MAY 26

Add a comment... Post

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 promoting each Equality-Certified organisation



Get Equality Certified



**EQUALITY
CERTIFIED**

98 certified
organisations
to date

Apply now!

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equality@gov.mt

www.ncpe.gov.mt

>23,000

employees
benefitting
from gender
equality
at work

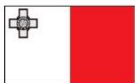


Equality Mark Equal Pay Campaign

Adverts on Business Magazines

Advert 1:

Published during May/April 2020



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BECOME AN Employer of Choice



EQUALITY CERTIFIED

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



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

Reduce the possible risks of reputation damage



Apply now!

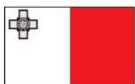
For more information contact **2295 7850** or equality@gov.mt

www.ncpe.gov.mt

Equality Mark Equal Pay Campaign Adverts on Business Magazines

Advert 2:

Published during June/July 2020



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EQUAL PAY
EQUALITY
CERTIFIED

NCPE CAN ASSIST YOU TO
**Verify Equal Pay
within your
Company**

THESE COMPANIES HAVE PILOT-TESTED
THE EQUAL PAY TOOL



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

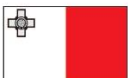
www.ncpe.gov.mt

Equality Mark Equal Pay Campaign

Adverts on Business Magazines

Advert 3:

Published during August
2020



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Equality Mark Equal Pay Campaign

New Equality Mark Logos



**EQUALITY
CERTIFIED**

New Equality Mark Logo



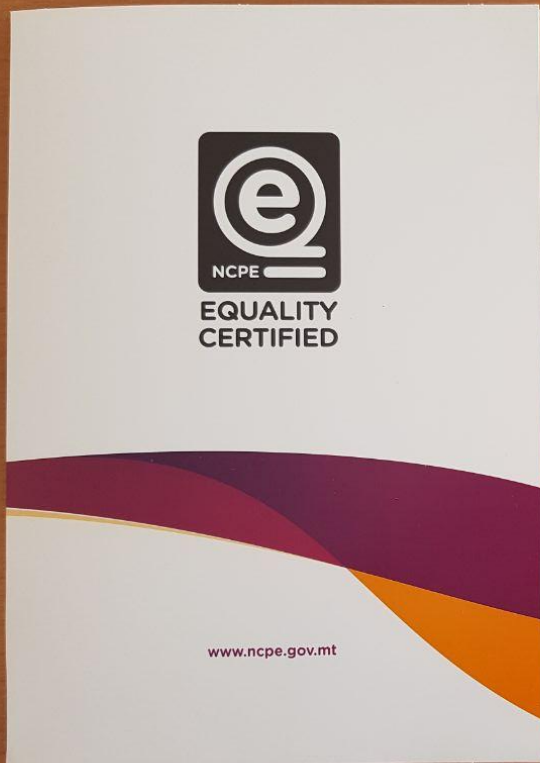
EQUAL PAY

**EQUALITY
CERTIFIED**

New Equality Mark
logo for Equality Pay
certified companies

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

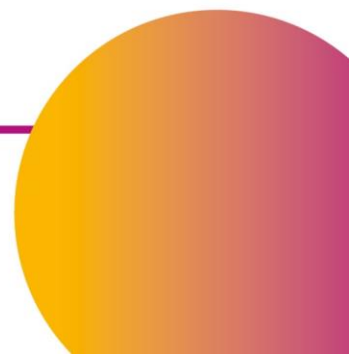


Total No. of Equality Mark representatives who participated this training:

12



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





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



Rights, Equality and Citizenship Programme 2014-2020
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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

than the EU average, the gap is gradually



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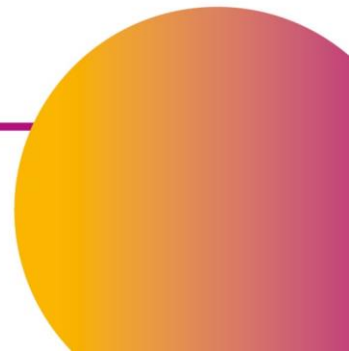
Apar
More

RE
MALT

Seminar on the gender pay gap and the gender pension gap-media coverage



Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
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Consultation Sessions with
Trade Union
Representatives

Trade unions: GWU UHM MUT

Total No. of Participants envisaged: 15

Aim of the Sessions: To empower Trade Unions with knowledge on equal pay between women and men given the important job they have when negotiating collective agreements

Online Promotion- Website

Independence



Prepare the Ground for Economic Independence

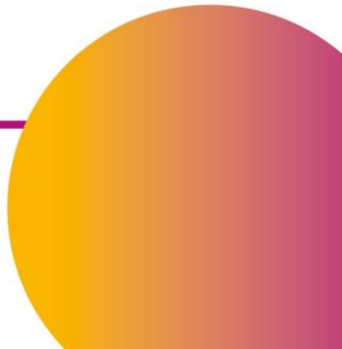


Objectives

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 three main target groups; students, working age adults and organisations. Students are empowered to make wise choices as the decisions that they take today will have an effect on their future career prospects. Working age adults are made aware on the gender pay gap, the effects of the care penalty and unequal pay for equal work of equal value, the gender pension gap, and the risk of poverty. In order to mitigate some of these issues, MCFE is re



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



Online Promotion- Facebook

 National Commission for the Promotion of Equality
July 19, 2019 · 🌐

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>

 PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE



The gender pay gap in Malta

12.2%*

What are the causes?

Women are more likely to do important unpaid tasks (household, caring etc.)



29hrs per week by women

11hrs per week by men

Men are more likely to hold decision-making positions

9.5% women in 2018

90.5% men in 2018



Women tend to take more career breaks than men

Segregation in education and in the labour market

Pay discrimination



*according to a 2017 survey



5 Shares

 National Commission for the Promotion of Equality
July 30, 2019 · 🌐

🗣️ We've heard about the #genderpaygap but... what about the #genderpensiongap? What causes this?

The #PGEI project focuses on addressing the gender gaps over the life-cycle, including the #genderpensiongap.

For more information on the #PGEI project visit: <https://bit.ly/2PAazfe>

 PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE



The gender pension gap in Malta

44.1%*

What are the causes?

- ➔ A period of inactivity due to caring responsibilities
- ➔ Horizontal segregation
- ➔ The glass ceiling
- ➔ Pay discrimination



Women are more affected by the gender pension gap as:

- they are more likely to take career breaks from the labour market
- they are more likely to be financially dependent

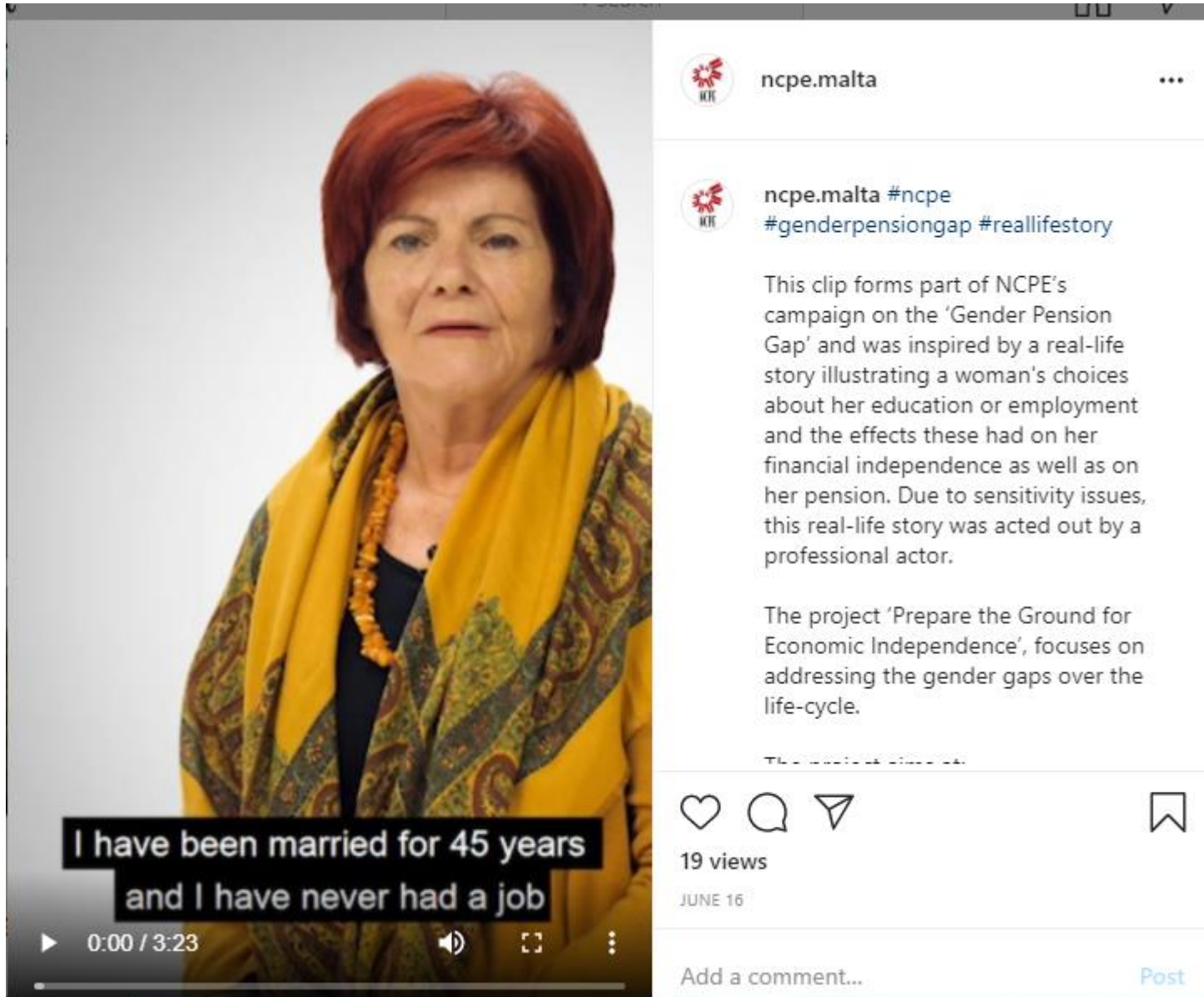


*according to 2017 figures for pensioners aged 65+



7 Shares

Online Promotion- Instagram



ncpe.malta

ncpe.malta #ncpe
#genderpensiongap #reallifestory

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', focuses on addressing the gender gaps over the life-cycle.

**I have been married for 45 years
and I have never had a job**

19 views
JUNE 16

Add a comment... [Post](#)

Online Promotion- Twitter

Prepare the ground for your future career

Consider all factors before making a career choice

Work-life balance

Passion for the job

Financial gain

Career progression

Job prospects

Demand of occupation in the labour market

SPEAK TO YOUR CAREER GUIDANCE TEACHER OR CAREER ADVISOR FOR FURTHER SUPPORT

National Commission for the Promotion of Equality
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Rights, Equality and Citizenship Programme 2014-2020
Project grant financed by the European Union
Co-financing rate: 50% EU funds, 20% National Funds

PREPARE THE GROUND FOR ECONOMIC INDEPENDENCE



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



Thank you!
Any Questions?



Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
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