

Prepare the Ground for Economic Independence

Final Conference

26 August 2020

Independent Evaluation Study by Dr. K. Amore NCP Consult srls



Prepare the Ground for Economic Independence

Addressing the Gender Pay Gap over the life-cycle



Project Background
Project Objectives
Project Activities

Evaluation Study

Evaluation of the Definition of the Problem

Evaluation of Project Activities

Evaluation of the Project Objectives

Recommendations

Independent Evaluation Study

The evaluation report is divided into two main parts:

- ❖ Overview of the economic gender gap issue in Malta to explore the reasoning behind each part of the project and its related objectives.
- ❖ Evaluation of each single activity of the project.

Project Background

What are the problems and/or the current situation? Which are the needs to address?

The project was developed in consideration of several key issues contributing to the inequality in economic independence between women and men in Malta:

- ❖ Low female labour market participation
- ❖ Predominant male breadwinner model with care-penalty mostly affecting women
- ❖ Gender Segregation in education and labour market
- ❖ High gender pay gap
- ❖ High gender pension gap

Project Objectives

Educate the relevant target groups on the gender pay and pension gap

Prompt the target groups to act where necessary and possible

Raise awareness and discussion



Literature Review

Malta's state of affairs in the area of gender equality, with particular reference to women's employment rate, the gender pay gap and the gender pension gap as they are the main focus of the PGEI project, implemented by NCPE. (data available in 2019)

- ❖ United Nations' 2030 Agenda for Sustainable Development, its objectives concerning the 'gender pay gap' and Malta's commitment to these goals.
- ❖ European Union (EU) initiatives tackling the issue and establishing the framework within which both political and social change about gender economic inequality in Malta are developing.
- ❖ Gender Equality Index, a system which measures gender equality within the EU and its Member States and provides detailed data on various aspects of the gender gap problem in Malta.

While moving towards gender equality at a faster rate than the EU average, Malta still ranked 15th in the European Union Gender Index Report 2019. Women in the country continue to face inequalities in many areas and are still far from reaching equal economic independence.

Low female labour market participation

With the overall employment rate of 75 %, Malta has reached its national EU 2020 employment target of 70 %.

The employment rate (of people aged 20-64) is **63 % for women and 86 % for men.**

Between 2005 and 2017 the full-time equivalent (FTE) employment rate rose for women (from 25 % to 40 %) and for men (from 64 % to 65 %).

The gap is much higher among couples with children with **FTE employment rate at 56 % for women and 95 % for men.**

Around **25 % of women work part-time, compared to 7 % of men.** On average, women work 36 hours per week and men work 41 hours.

Predominant male breadwinner model with care-penalty mostly affecting women

Gender Equality Index 2019

- ❖ In Malta women take on more responsibilities in family care:
- ❖ 42 % of women care for and educate their family members for at least one hour per day, compared to 25% of men.
- ❖ 85% of women who are in a relationship and have children are involved in daily care activities for children compared to 58% of men.
- ❖ 81% of women are in charge of cooking and housework every day for at least one hour compared to just 37% of men.
- ❖ Most informal caregivers of older persons and/or persons with disabilities are women (69 %).

Gender Segregation in education and labour market

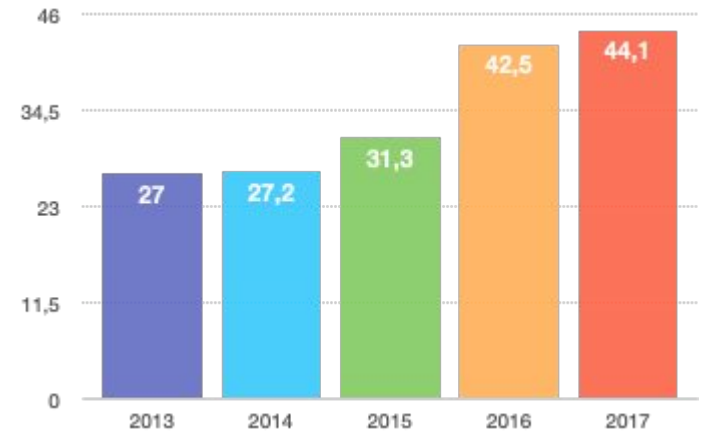
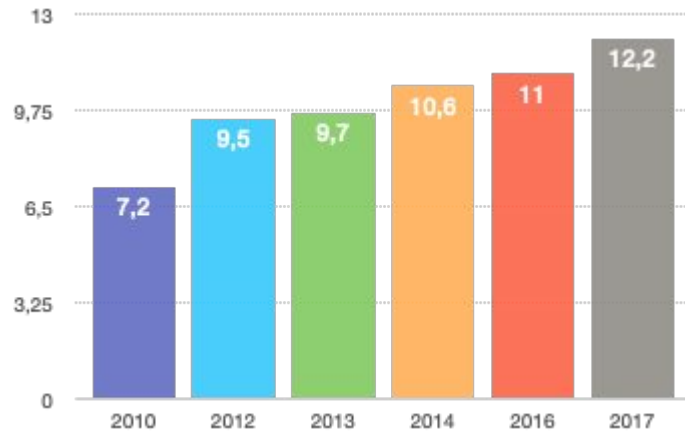
Gender Segregation in Education:

50% of women students are in the fields of education, health and welfare, humanities and arts, compared to 30% of men in these fields.

Gender Segregation in the labour market:

30 % of women work in education, health and social work, compared to 10 % of men.

Gender pay gap & Gender pension gap



According to data from 2017, the gender pension gap in Malta is 44% and is the widest in Europe.

'It would appear therefore that it is the context more than the policies which are creating situations which continue to inhibit Maltese women from reaching higher echelons and therefore higher remuneration.' Azzopardi (2017)

The role of women in the Maltese society is constantly evolving. Various measures have been adopted in recent years to create a more supportive environment in the workplace for women and families with children but in many respects the male breadwinner model is still predominant.

Where women are still the main informal carer for the family, they are more likely to be pushed into informal economy, casual and part-time work than men, leading to forms of “motherhood penalty and “care penalty” which carry inevitable consequences later in life like lower pensions and a higher risk of poverty.

The objectives, the identified target groups and the related activities of the PGEI project headed in this direction, offering a major contribution to Malta's current challenges to close the gender pay and pension gaps.

Project Activities

- ❖ Launch conference
- ❖ Career guidance train-the-trainers sessions
- ❖ Seminar on the gender pay gap, gender pension gap and in activity with stakeholders and NGOs
- ❖ Gender pay gap campaign
- ❖ Gender pension gap campaign
- ❖ Equality Mark relaunch campaign
- ❖ Training to union representatives on the equal pay in collective agreements



Launch conference

To launch the project 'Prepare the Ground for Economic Independence' the NCPE organised a conference which was held on the 25 of October 2018 at The Phoenicia Malta

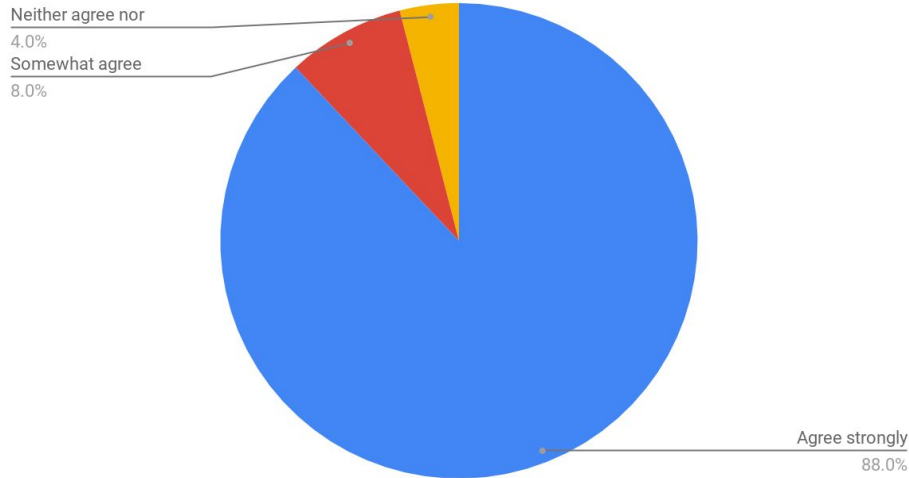
Two presentations by NCPE Commissioner Ms Renee Laiviera and Ms Annalise Frantz, Senior Executive (Projects) NCPE.

The conference was attended by 52 participants and at the end of the event attendees were asked to fill out an evaluation form.

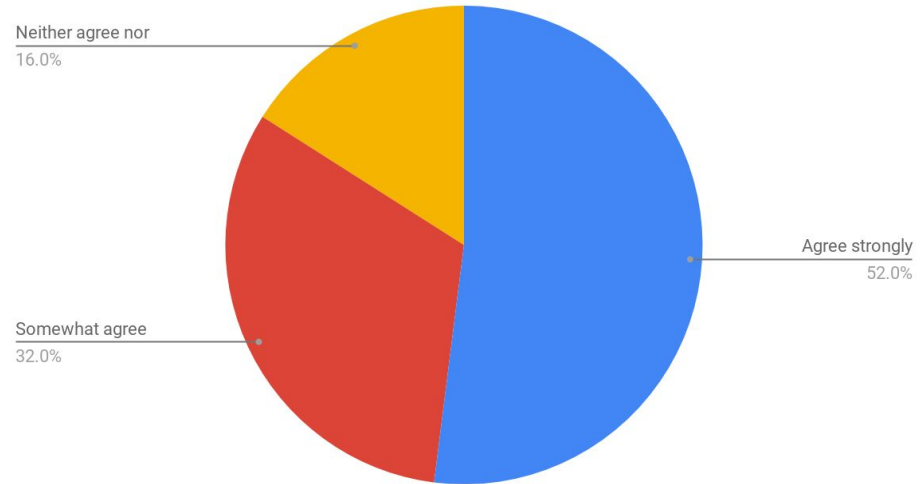


Launch conference

Topic, format & duration of the conference was appropriate



Majority of topics discussed were relevant to my work

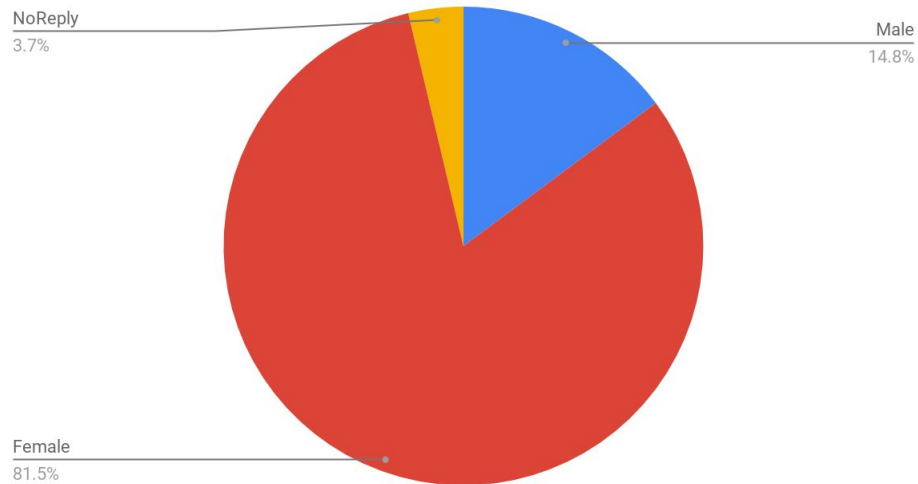


"Presentation of the project (very interesting and looking forward to the outcome of the project)"

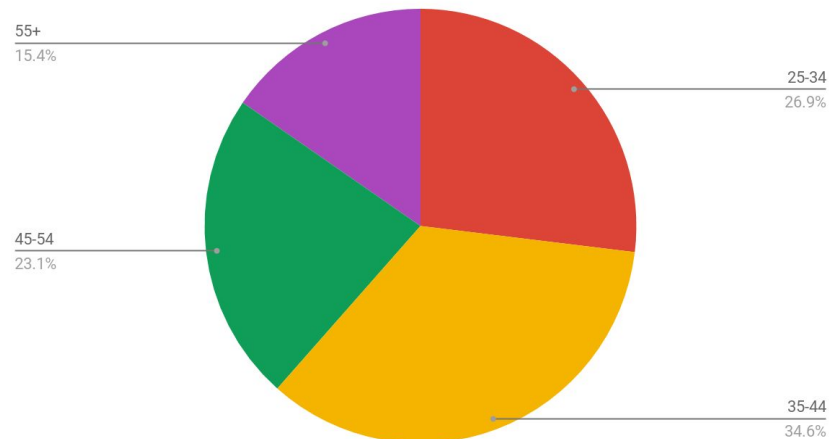


Launch conference

Participants' Gender



Age Groups of Participants



Career guidance train-the-trainer sessions

Target: Career advisors - Career guidance teachers & Guidance Teachers

Activities: Three training sessions held at the Waterfront Hotel in Sliema

17th -18th - 19th of June 2019 → Career Advisors

29th April - 6th May 2019

21st -28th October 2019

→ Career guidance teachers & Guidance Teachers

Evaluation:

Two evaluation forms one before attending the session and one after the session.

→ **Self-Assessment** → **Testing knowledge** → **Organisation**

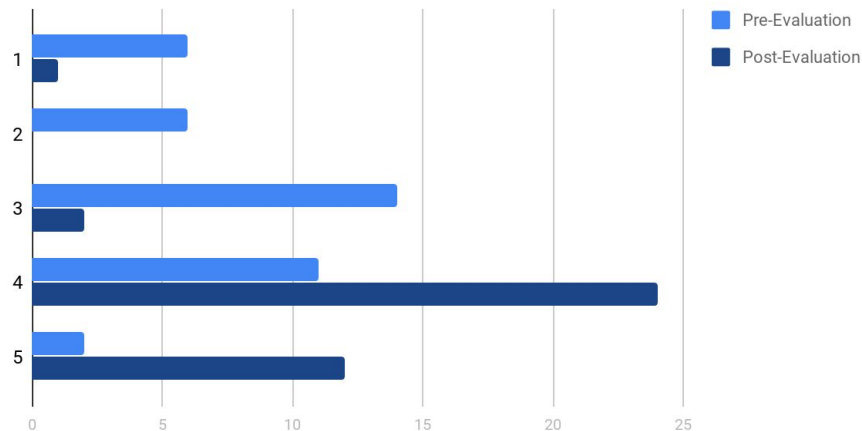


Career guidance train-the-trainer sessions

Career guidance teachers and guidance teachers

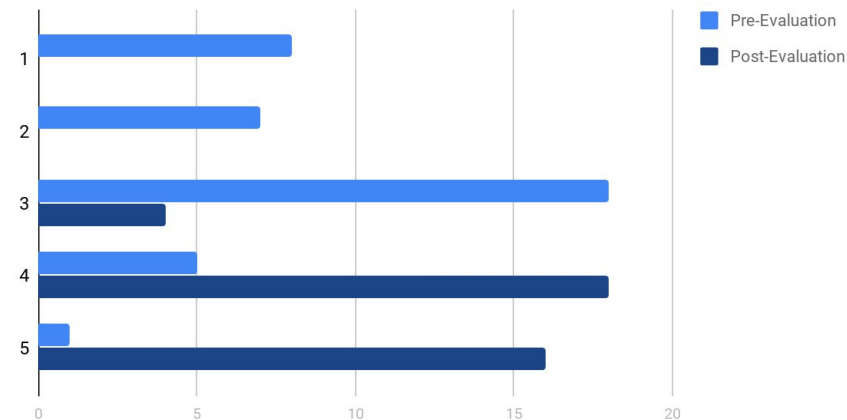
Rate your knowledge on the gender pay gap

Very Poor 1 - 2 - 3 - 4 - 5 Very Good



Rate your knowledge on the gender pension gap

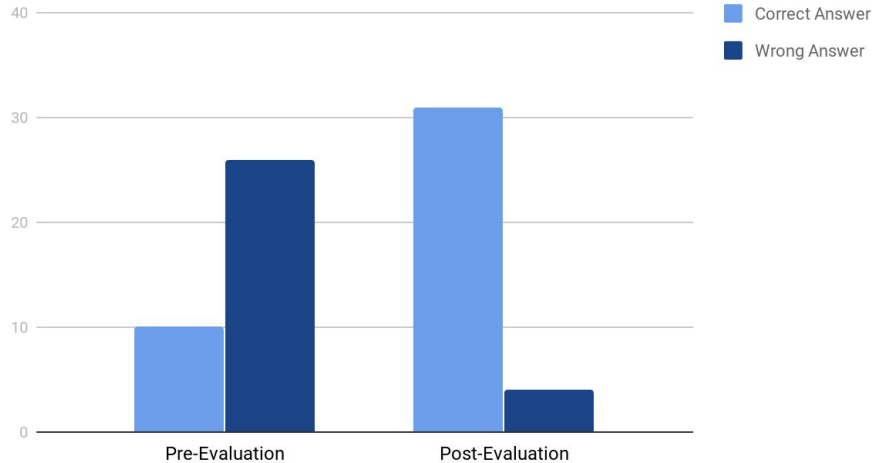
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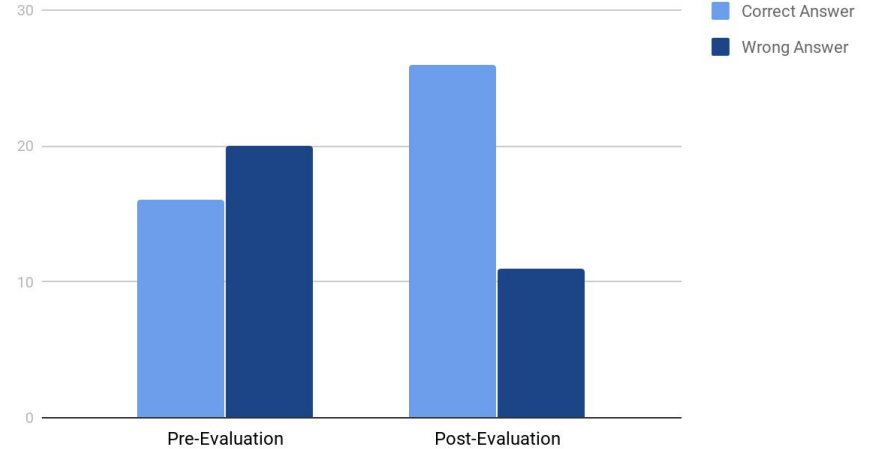
Career guidance train-the-trainer sessions

Career guidance teachers and guidance teachers

What is the rate of gender pay gap in Malta?



What is the rate of gender pension gap in Malta?

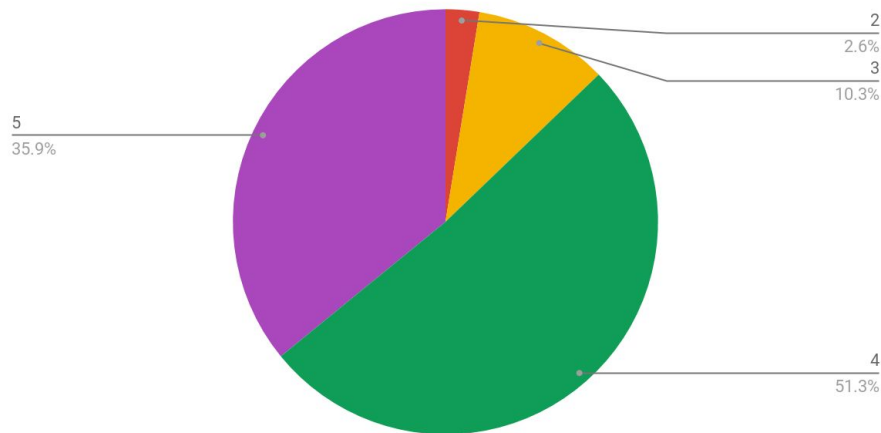


Career guidance train-the-trainer sessions

Career guidance teachers and guidance teachers

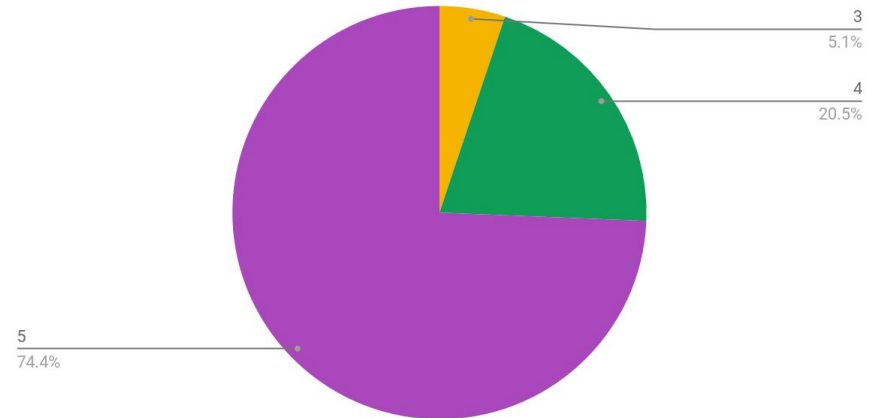
I will be able to apply the knowledge I gained in my every-day work

Very Little 1 - 2 - 3 - 4 - 5 Very Much



The presentations were interesting and of sufficient length

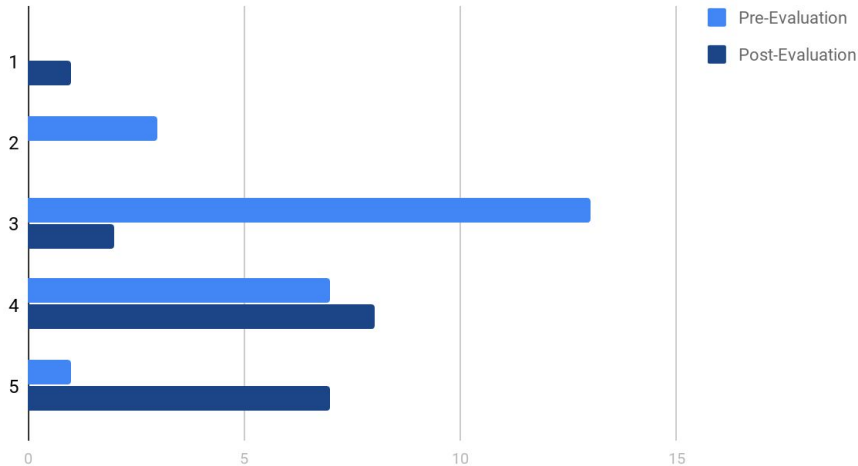
I disagree 1 - 2 - 3 - 4 - 5 I agree strongly



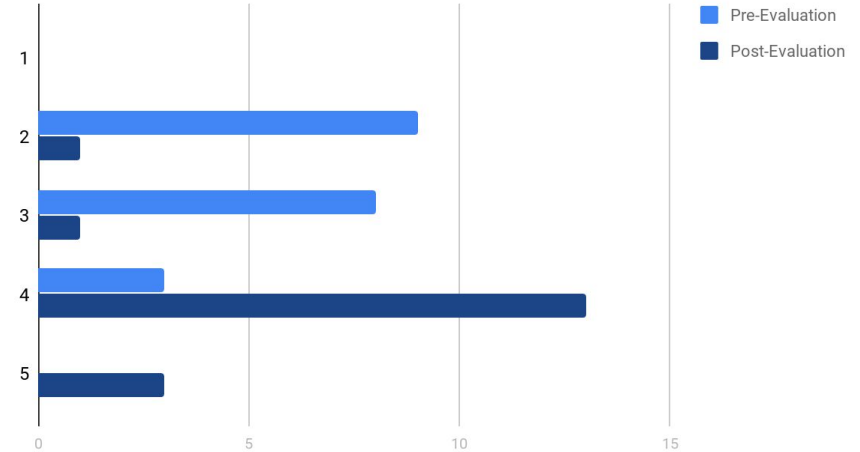
Career guidance train-the-trainer sessions

Career Advisors

Rate your knowledge on the gender pay gap



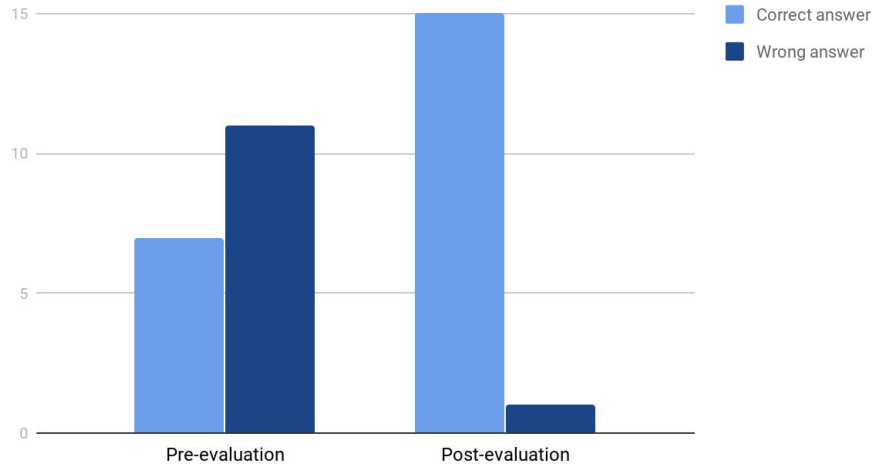
Rate your knowledge on the gender pension gap



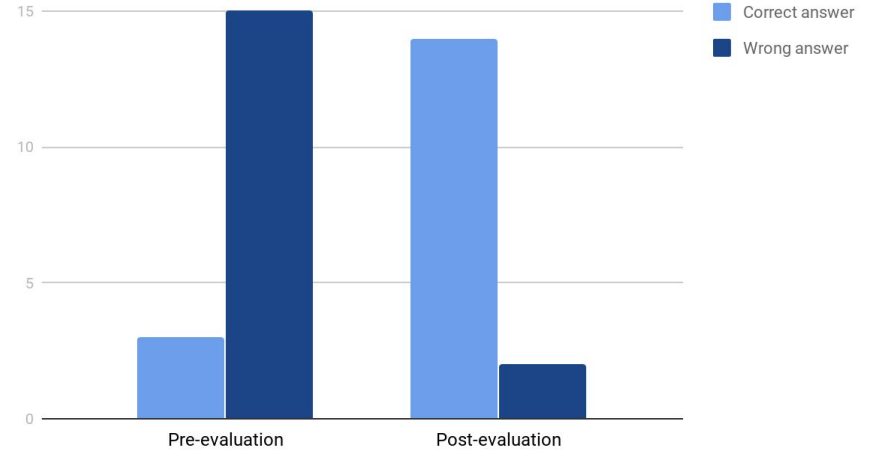
Career guidance train-the-trainer sessions

Career Advisors

What is the rate of the gender pay gap in Malta?



What is the rate of the gender pension gap in Malta?

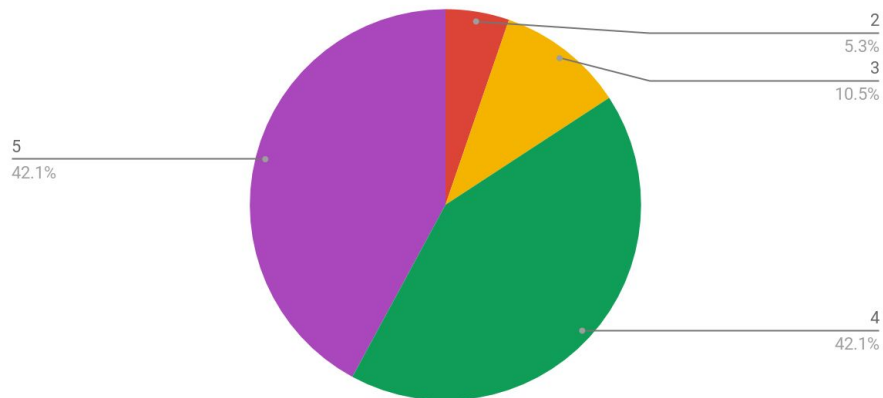


Career guidance train-the-trainer sessions

Career Advisors

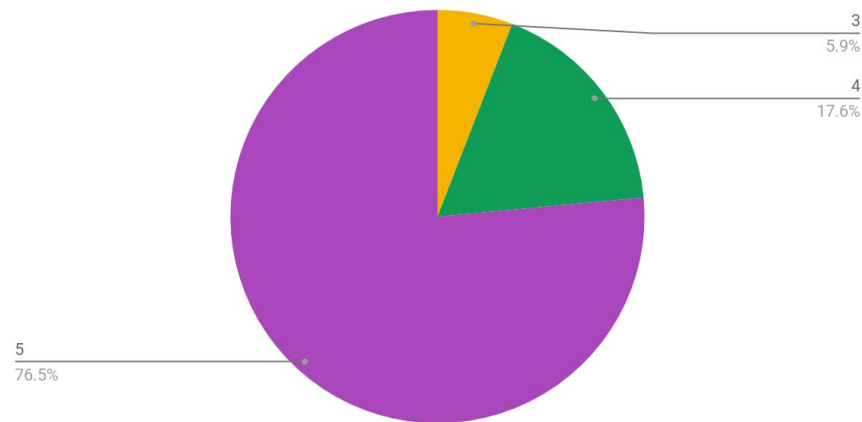
I will be able to apply the knowledge I gained from these sessions in my every-day work

Very Little 1 - 2 - 3 - 4 - 5 Very Much



The presentations were interesting and of sufficient length

I disagree 1 - 2 - 3 - 4 - 5 I agree strongly



Gender pay gap - Gender pension gap Seminar

Target: stakeholders, policymakers, NGOs and social partners, and it was open to the general public.

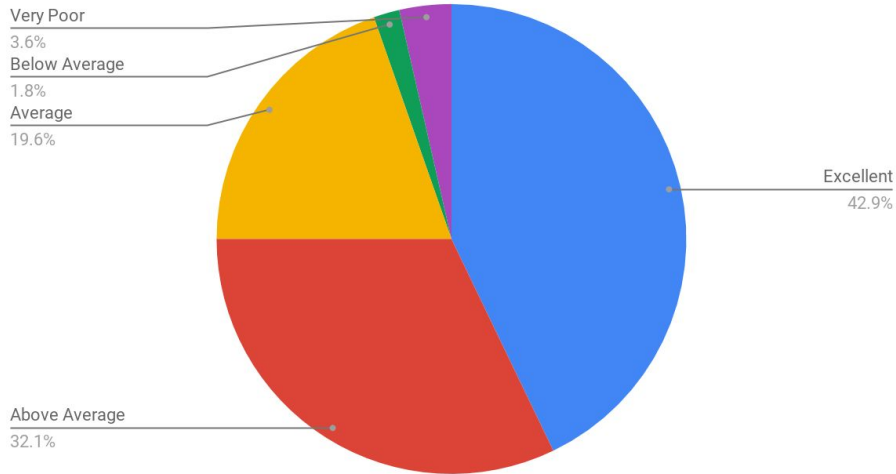
Activities: two different panel discussions of one hour each followed by a thirty minutes Q&A session.

Evaluation: at the end of the event attendees were asked to fill in an evaluation form.

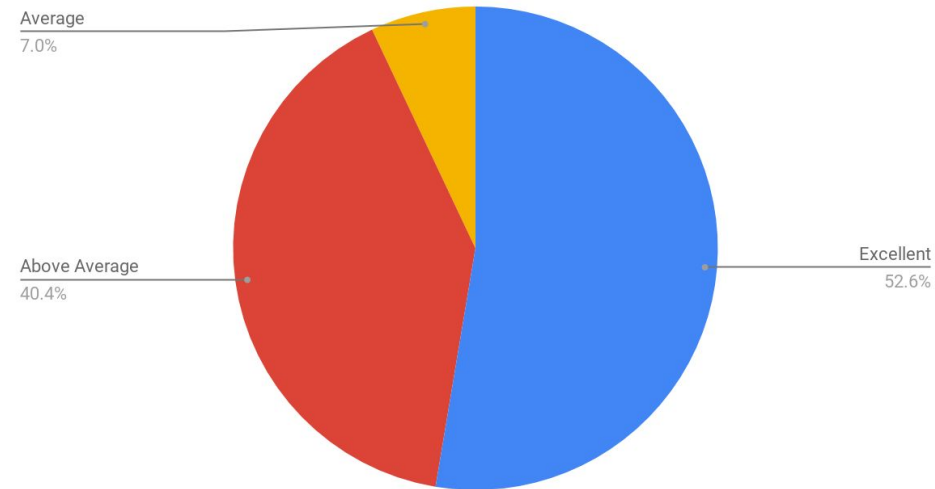


Gender pay gap - Gender pension gap Seminar

Relevance of the topics discussed to the work you are doing



Evaluation of the seminar as a whole

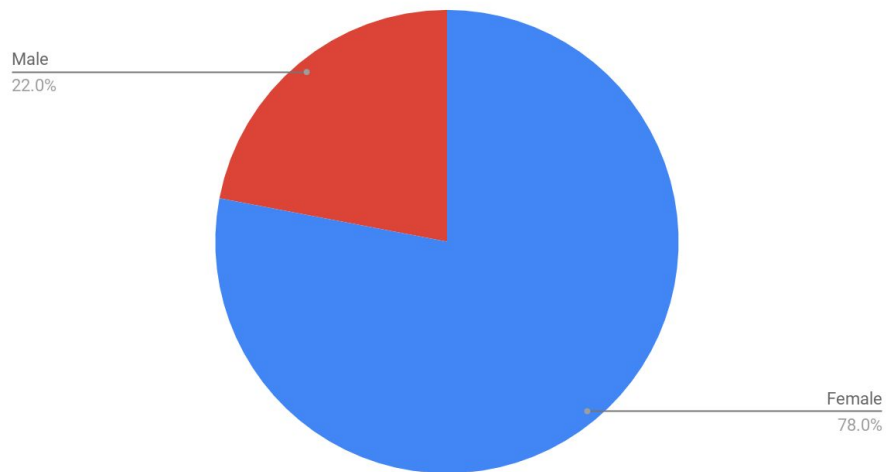


"Great venue, very interesting discussions, very good panel members."

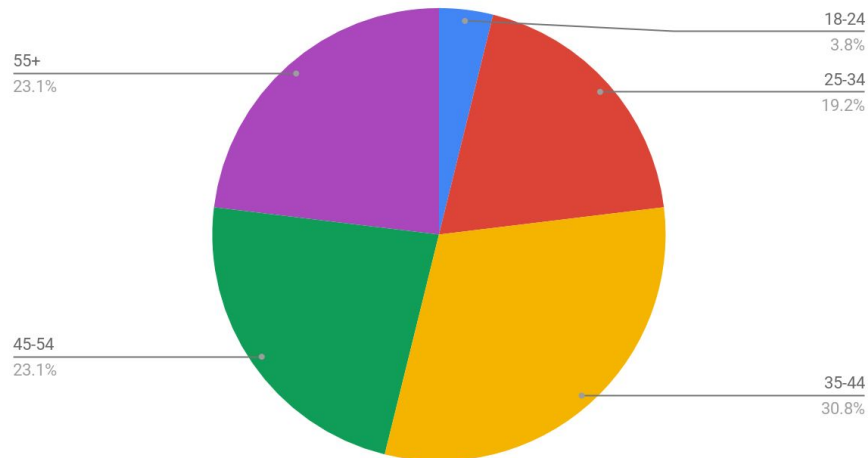


Gender pay gap - Gender pension gap Seminar

Participants' Gender



Age Groups of Participants



Gender pay gap campaign

Target: general public

Activities: adverts and articles published on all 7 Sunday local newspapers, interviews broadcast on national TV and radio programmes, social networks

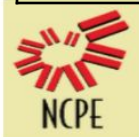
Evaluation: face-to-face interviews and web questionnaires.



Gender pay gap campaign

Calendar of the interviews with Renee Laiviera, NCPE Commissioner, on TV and on the radio:

Date broadcast	Name of programme	TV/ Radio	Time	Duration of Slot
04/11/19	Mid-Morning Magazine	Radio	12:45	5 minutes
05/11/19	Net Life & Style	TV	13:30	5 minutes
27/11/19 4:30 PM	Illum ma' Stef	TV	17:10	10 minute
27/11/19 07:00PM	Net Nghiduha kif inhi	Radio	19:15	5 minutes
29/11/19 09:15AM	Espresso	TV	09:30	5 minutes
13/12/2019	One Magazine	Radio	12:05	5 minutes



Gender pay gap campaign



Equal Pay Matters

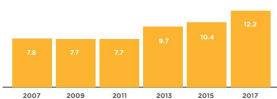
The gender pay gap is the average difference between the salaries of men and women within the economy as a whole. Often expressed as the difference in the average gross hourly wages between men and women in the labour force.



“**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**

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.

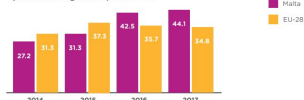
For more information contact 22957850 or equality@gov.mt



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

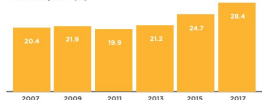


Malta & EU-28 average in the gender pension gap (%), pensioners aged 65+, 2013-2017



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



The gender pay gap: a myth or a reality?

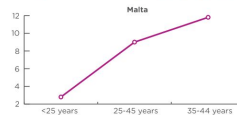
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Gender pay gap % EU and MT

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

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.

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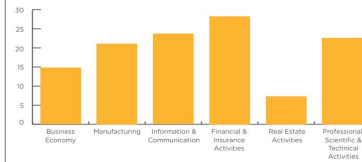


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- Despite being below the EU28 average, which in 2017 stood at 16%, the gender pay gap in Malta has increased from 7.2% in 2010 to 12.2% in 2017.
- This may be attributed to the increasing participation of women in the labour market in these last years, 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.

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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Gender pay gap campaign



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

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



PREPARE THE GROUND FOR ECONOMIC INDEPENDENCE

Investigazzjonijiet tal-NCPCE

Fi-2015 l-NCPCE organizzat konferenzi ta' diskriminazzjoni fil-paga ta' impjegati nisa. L-NCPCE tohrqoq stannrijiet għall-istampa biex iżżid l-għarfien fost min ihaddem u tkompli tteġġe it-trasparenza dwar l-obbligi legali li n-nisa u l-irġiel jithallsu indaqs.

Konferenzi tal-NCPCE

Fi-Novembru 2017, l-NCPCE nediet kampanja bl-isem ta' 'PayMeQuality', 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.

Kampanja 'PayMeQuality'

Fi-Novembru 2017, l-NCPCE nediet kampanja bl-isem ta' 'PayMeQuality', 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 inizzjattiva oħra min-naha tal-NCPCE, 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.

Għal aktar informazzjoni cempel 22957850 jew lghat email fuq equality@gov.mt



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Equal Pay Tool

Fi hdan l-UE qed jiġu mnedija inizzjattivi prattici bhalma huma l-Equal Pay Tools. Din l-għodda tli tghin lill-haddiema u lil min ihaddem ikejlu l-paga tagħhom stess u jikkumparawha ma' tal-kolleġi tagħhom biex jaraw jekk hemmx xi diskriminazzjoni bejn min jaġmel l-istess xogħol.

Kont taf dwar

IL-ĠURNATA EWROPEA GHAL PAGA UGWALI?

Gurnata li tqajjem kuxjenza dwar il-fatt li n-nisa għadhom jaqilgu 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'

- Wiehed mir-riżultati tal-proġett PGEI ser tkun l-'Equal Pay Tool', adattata għal Malta u magħmula għall-process ta-certifikazzjoni fil-Marka tal-Ugwaljanza. Din l-għodda ser tkun qed tghin lill-haddiema u lil min ihaddem sabiex jassigura l-istess paga għal xogħol tal-istess valur jew simili.
- Bħala parti mill-proġett, l-NCPCE qed torganizza sessjonijiet għall-għaliema tal-career guidance, kif ukoll career advisors, biex tqajjem aktar għarfien dwar setturi ta' xogħol attainment 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 jiġi organizzat seminar għall-partijiet interessati li jgħidmu fuq dan is-suggett.



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-siegha bejn in-nisa u l-irġiel li jinsabu fis-suq tax-xogħol.



PREPARE THE GROUND FOR ECONOMIC INDEPENDENCE

Segregazzjoni tas-sessi fl-edukazzjoni

Tirreferi għall-għaziet differenti li l-istudenti jgħidmu meta jkun qed jistudjaw. Dawn l-għaziet eventwalment iwasslu għal segregazzjoni fis-suq tax-xogħol.

Segregazzjoni fis-suq tax-xogħol

Hafna drabi n-nisa jiddominaw f'setturi u impjeghi 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 iddominati 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 jaħdmu impjeg part-time bħala x-xogħol ewlieni tagħhom jaffettwa d-diskrepanza fil-pagi bejn in-nisa u l-irġiel.

Xogħol tad-dar

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

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

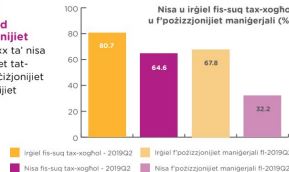


'Care penalty'

In-nisa għadhom jiffaccaw certi diffikultajiet biex isibu bilanc bejn id-dinja tax-xogħol u l-familja. Hafna drabi huma n-nisa li jkollhom jieġfu għal tul ta' żmien mix-xogħol biex jgħidmu hsieb lill-uled 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 tifu certi opportunitajiet li jgħidmu fuq il-pożizzjonijiet tagħhom.

Nuqqas ta' nisa fit-tehd tad-deċizjonijiet

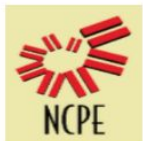
In-numru baxx ta' nisa f'pożizzjonijiet tad-tehd tad-deċizjonijiet u f'pożizzjonijiet manerjali.



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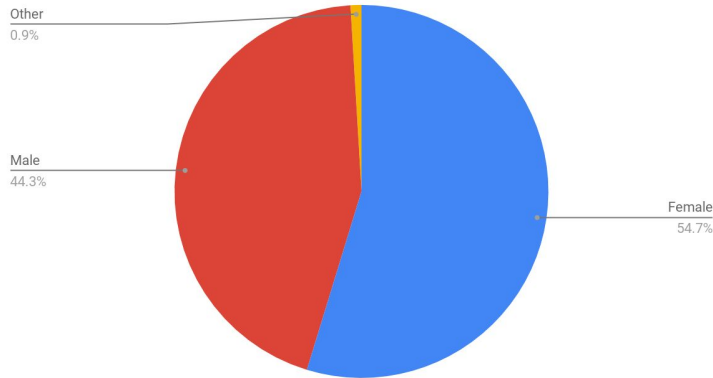


Gender pay gap campaign

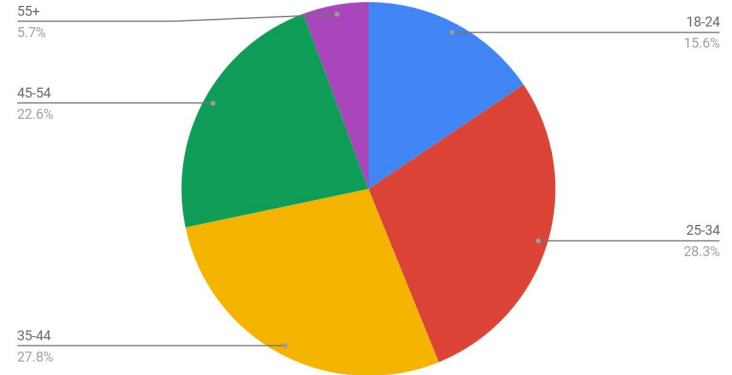
Face-to-face Interviews

Anonymous street-interviews were conducted few days after the formal end of the campaign with 212 randomly chosen individuals in three different areas of the island in Valletta (03/12/2019), in Bugibba (04/12/2019) and in Marsaskala (05/12/2019).

Gender



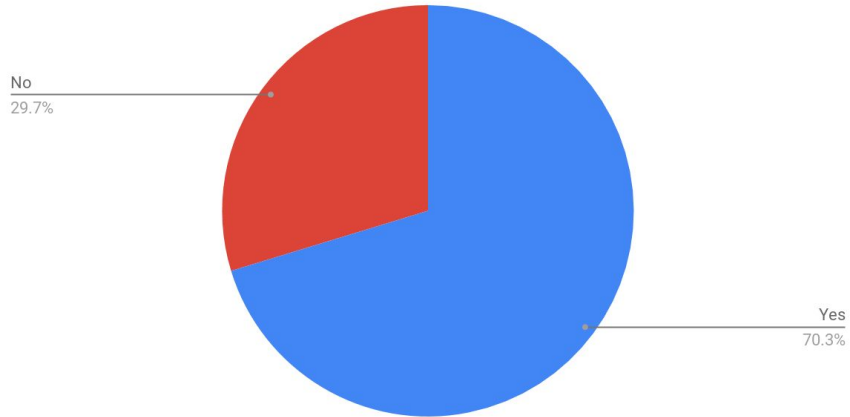
Age groups



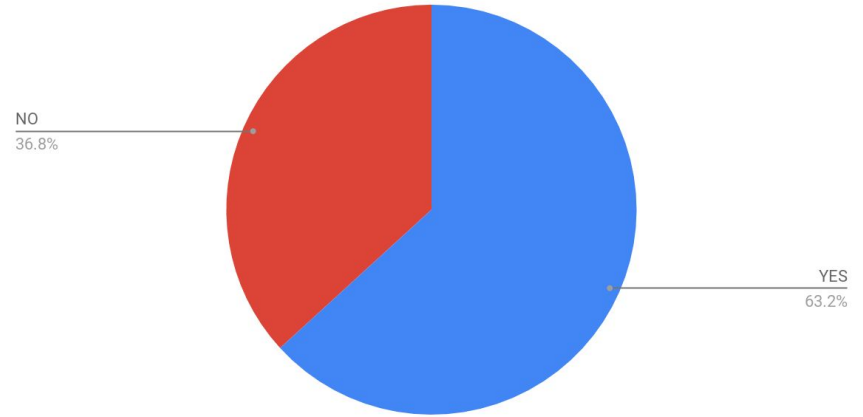
Gender pay gap campaign

Face-to-face Interviews

Are you aware of the NCPE campaign which is being carried out as part of the project "Prepare the Ground for Economic Independence"?



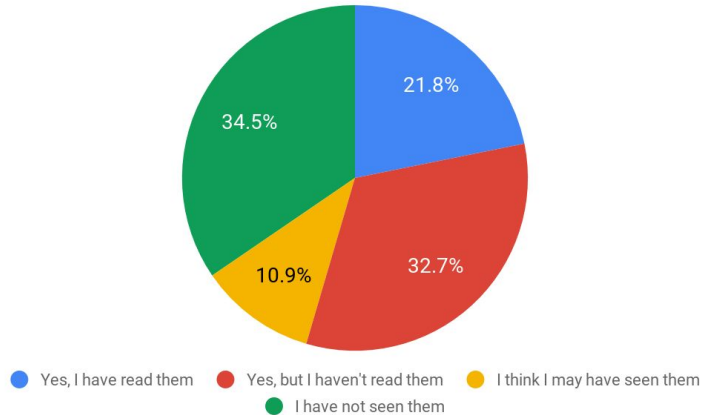
Some interviews have been held on TV and on the Radio re. the subjects of this campaign. Have you watched or listened to any?



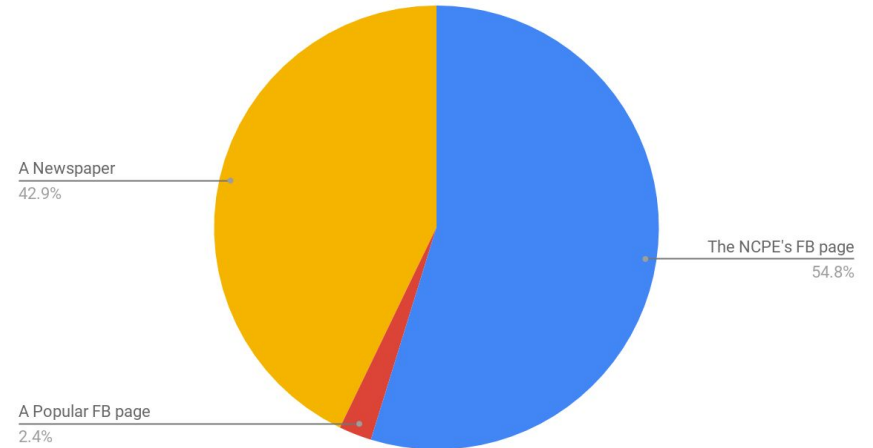
Gender pay gap campaign

Face-to-face Interviews

Have you noticed the NCPE articles on the gender pay gap?
These articles were published on the newspapers and on Facebook.



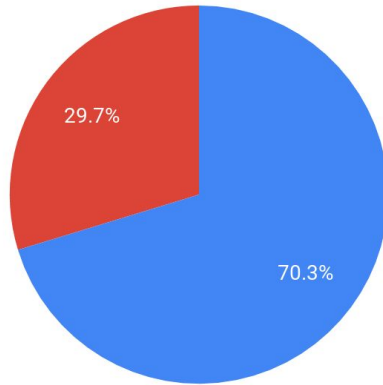
If yes, where did you see them? (you may choose more than one)



Gender pay gap campaign

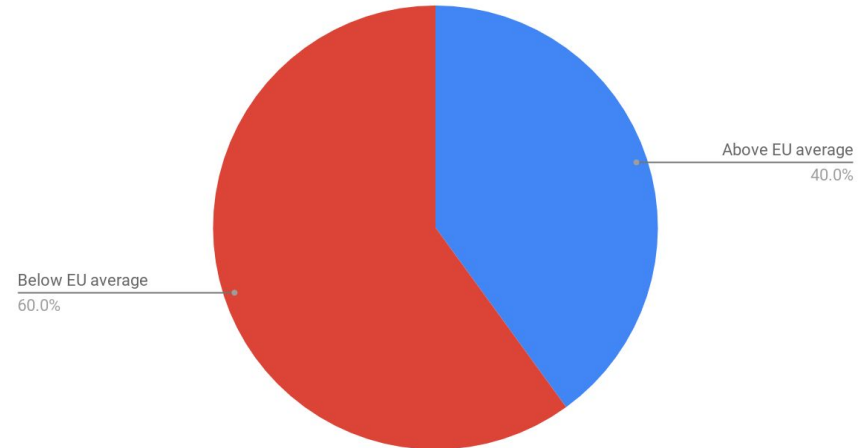
Face-to-face Interviews

The Gender Pay Gap is?



- The relevant difference in average gross hourly earnings of women and men within the economy as a whole
- A deduction in women's salary

The Gender Pay Gap in Malta is:



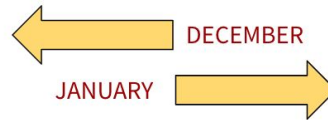
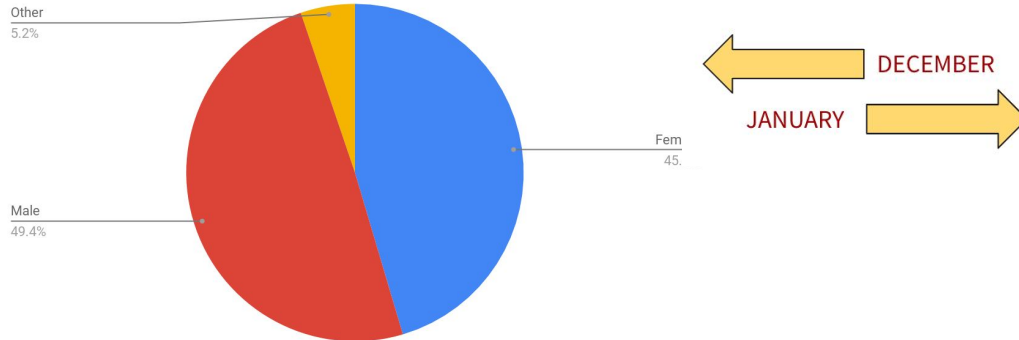
Gender pay gap campaign

Web questionnaires

The web questionnaires were run on the 9th of December 2019 (8427 people reached 480 full replies) and on the 23d of January 2020 (6740 people reached 362 full replies) for a week respectively on Facebook.

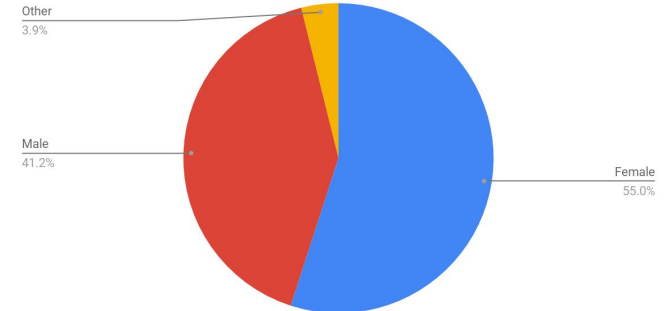
Gender

December Questionnaires



Gender

January Questionnaires

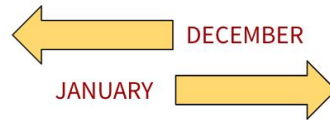
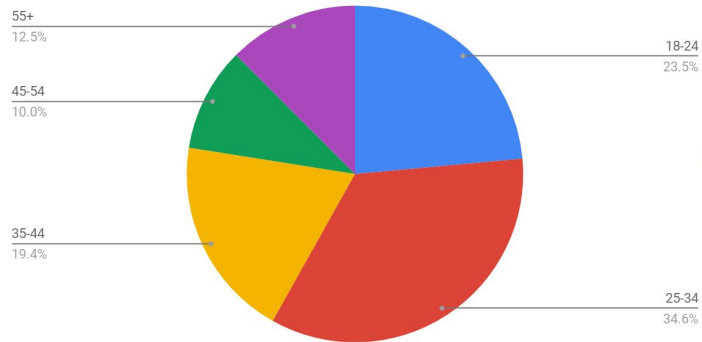


Gender pay gap campaign

Web questionnaires

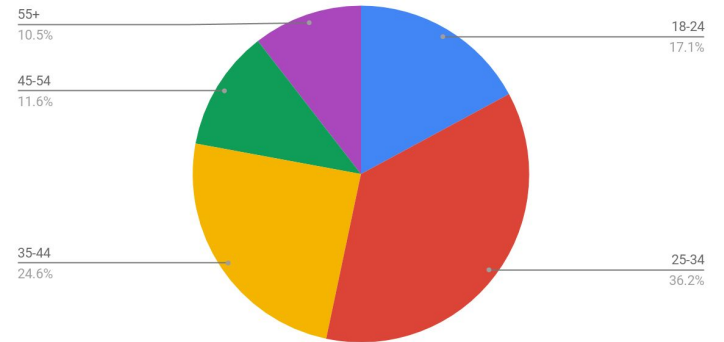
Age Groups

December Questionnaires



Age Groups

January Questionnaires

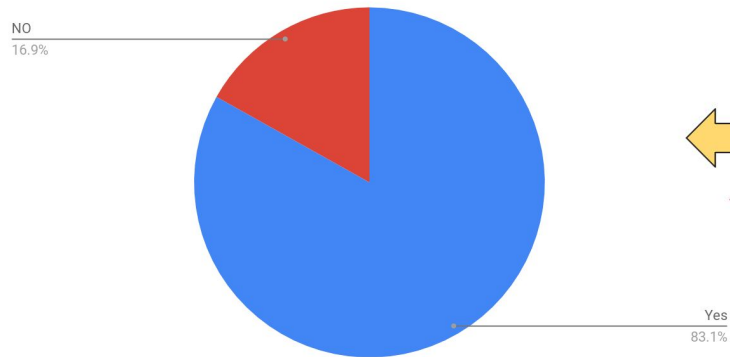


Gender pay gap campaign

Web questionnaires

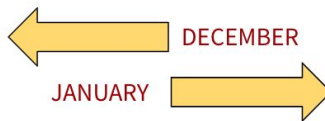
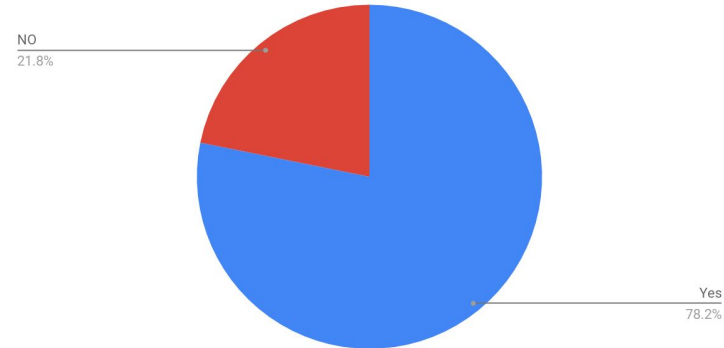
Are you aware of the Gender Pay Gap campaign?

December Questionnaires



Are you aware of the Gender Pay Gap campaign?

January Questionnaires

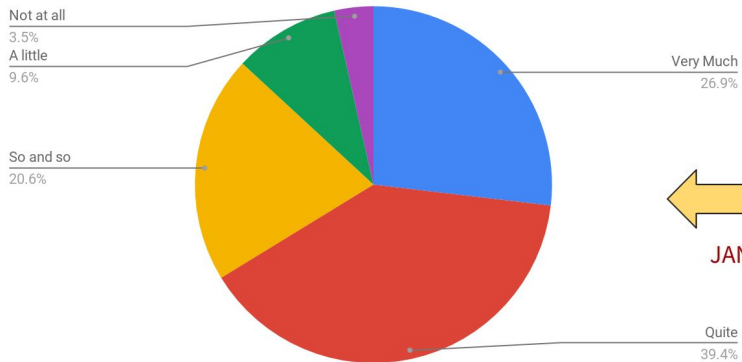


Gender pay gap campaign

Web questionnaires

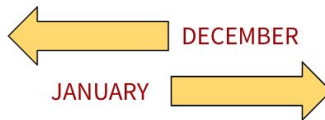
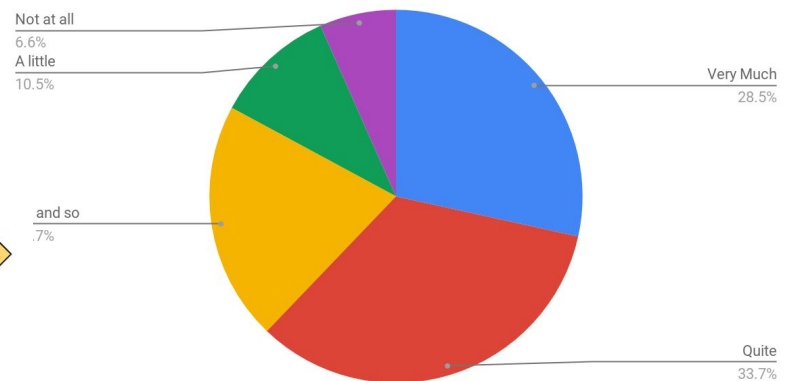
Do you think the campaign is useful?

December Questionnaires



Do you think the campaign is useful?

January Questionnaires

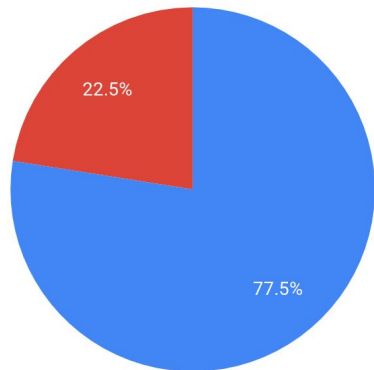


Gender pay gap campaign

Web questionnaires

The Gender Pay Gap is?

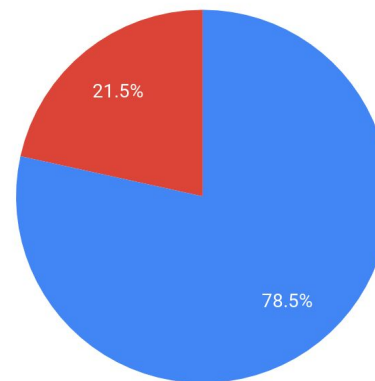
December Questionnaires



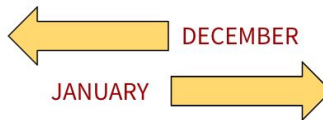
- The relevant difference in average gross hourly earnings of women and men within the economy as a whole
- A deduction in women's salary

The Gender Pay Gap is?

January Questionnaires



- The relevant difference in average gross hourly earnings of women and men within the economy as a whole
- A deduction in women's salary

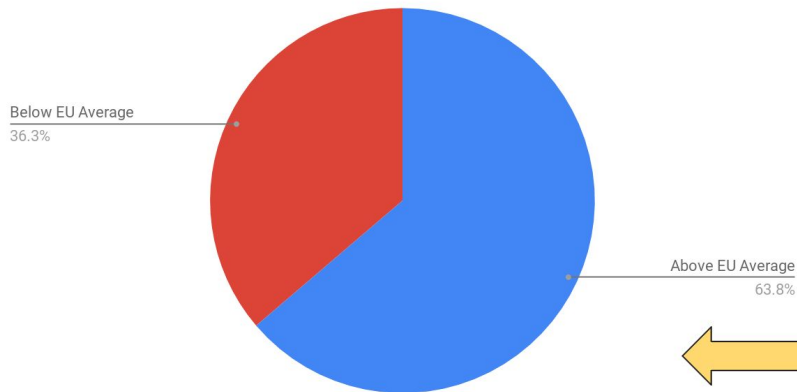


Gender pay gap campaign

Web questionnaires

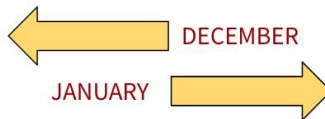
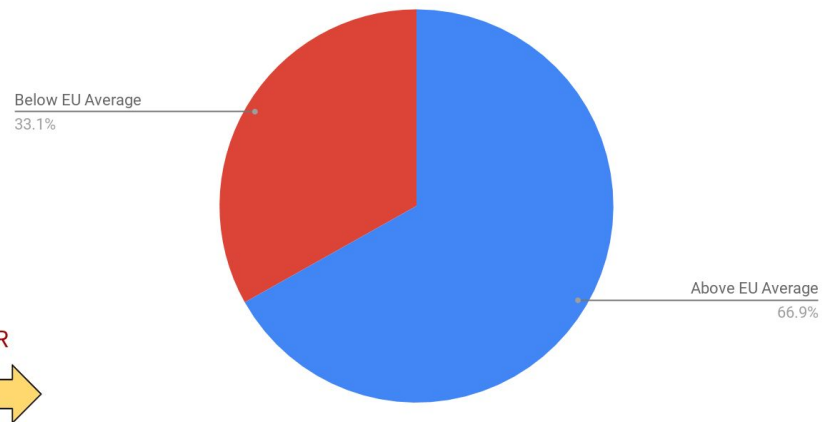
The Gender Pay Gap in Malta is?

December Questionnaires



The Gender Pay Gap in Malta is?

January Questionnaires



Gender pension gap campaign

Target: general public

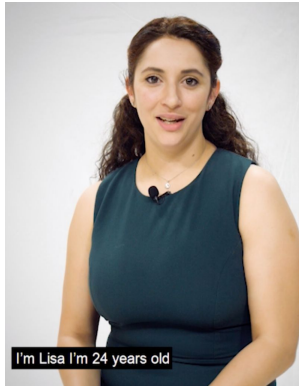
Activities: five video clips inspired by real-life stories

Evaluation: web questionnaires & social networks' data



Gender pension gap campaign

The TV campaign was spread out over 3 weeks starting on the 8th of April and ending on the 23rd April 2020.



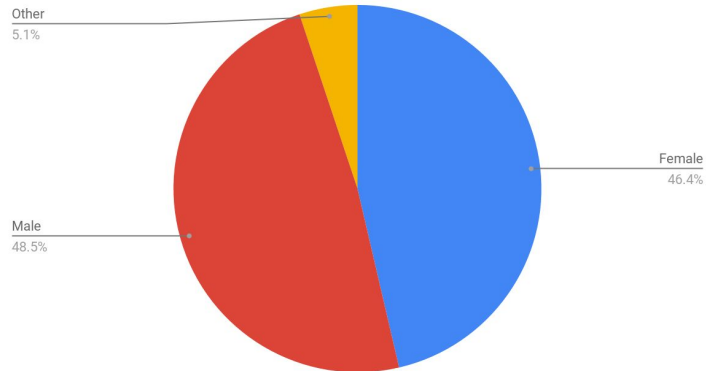
Facebook campaign April -June 2020



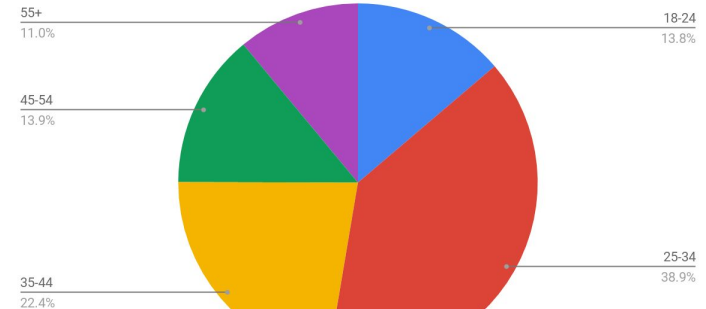
Gender pension gap campaign

The questionnaire was launched on the 15th of April 2020 for a week, reached 12251 people and received 509 full replies.

Gender

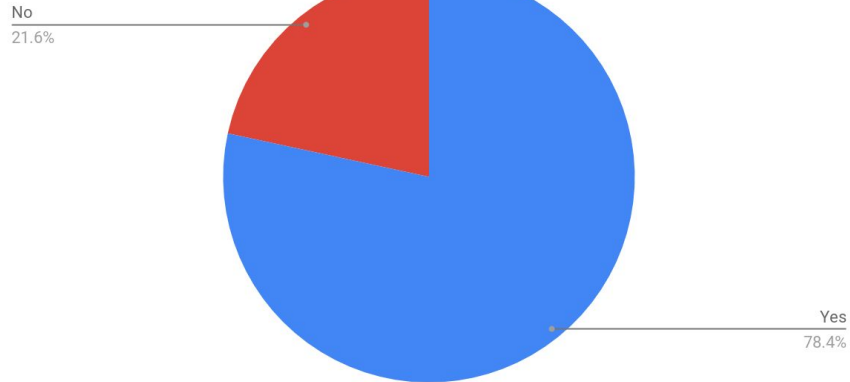


Age groups

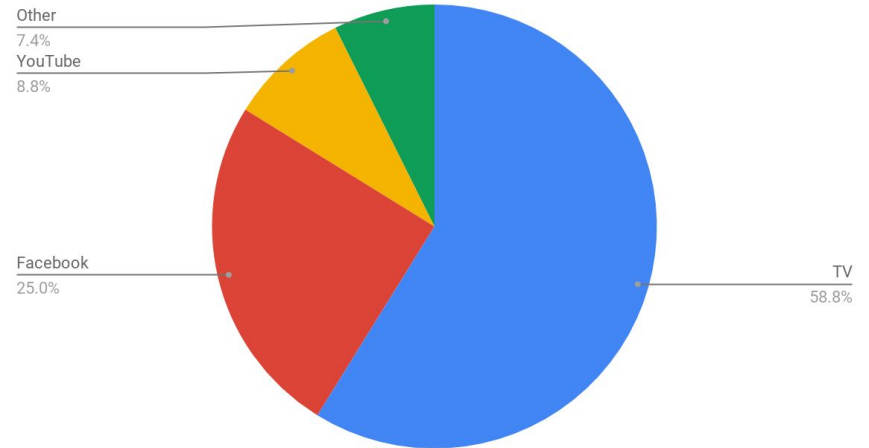


Gender pension gap campaign

Have you seen any of the NCPE videos about the Gender Pension Gap?

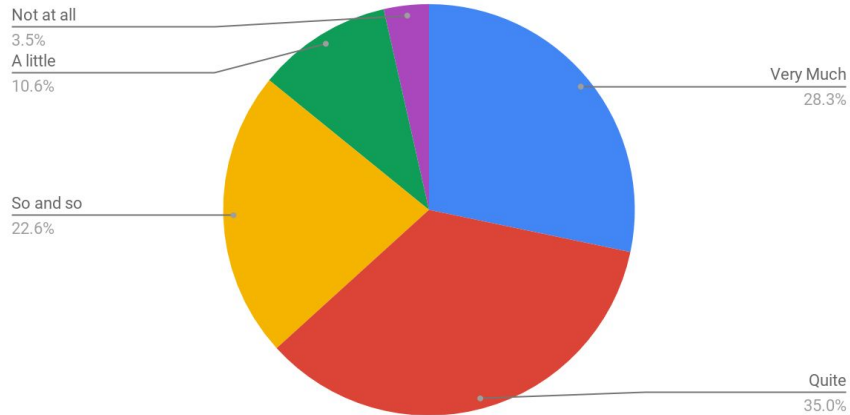


Where did you see them?

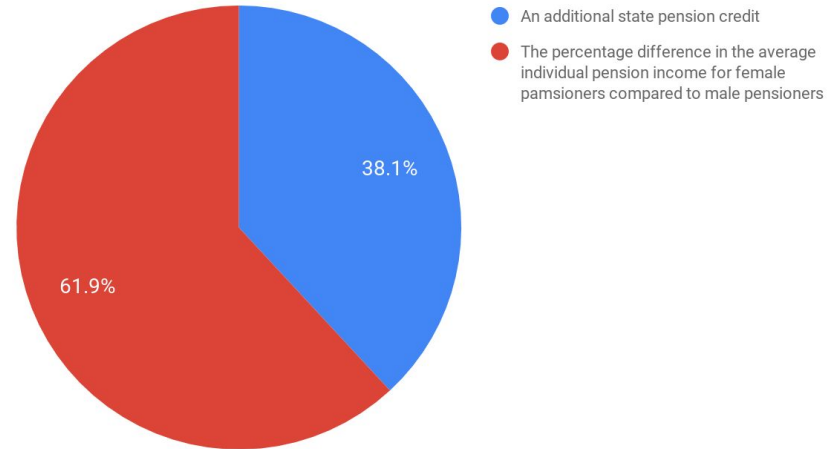


Gender pension gap campaign

Do you think that a steady job is useful to get a proper pension when you retire?



The Gender Pension Gap is?



Equality Mark relaunch campaign

Target: organisations eligible to apply for the EM and those up for re-certification

Activities: adverts published on business magazines and FB posts, training to Equality Mark Representatives.

Evaluation: end-of-training evaluation form



Equality Mark relaunch campaign



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 benefiting from gender equality at work



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



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
www.ncpe.gov.mt

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



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


NSQ


CRPD


U


MBR
Malta Business Registry


Adi
Advisory



mausac


BOV
Bank of Valletta


CIB
Bank of Cyprus



www.ncpe.gov.mt

 Rights, Equality and Citizenship Programme 2014-2020
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Equality Mark relaunch campaign

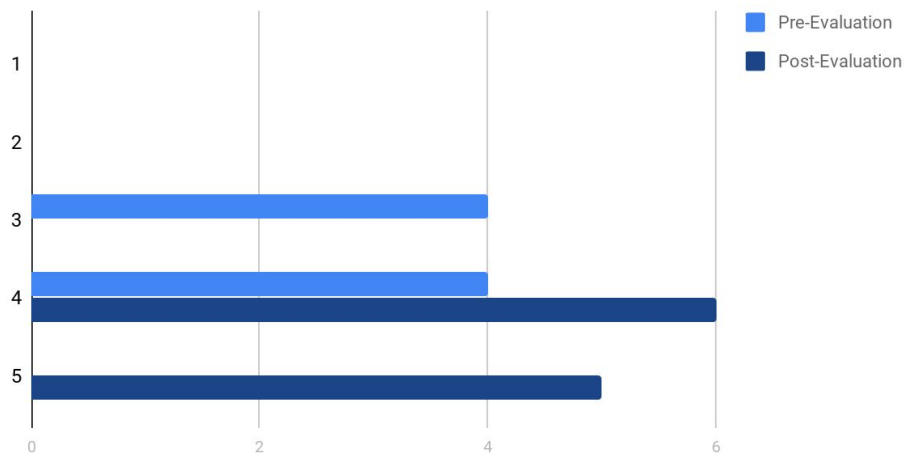


Equality Mark relaunch campaign

Pilot testing the new EM: Training staff

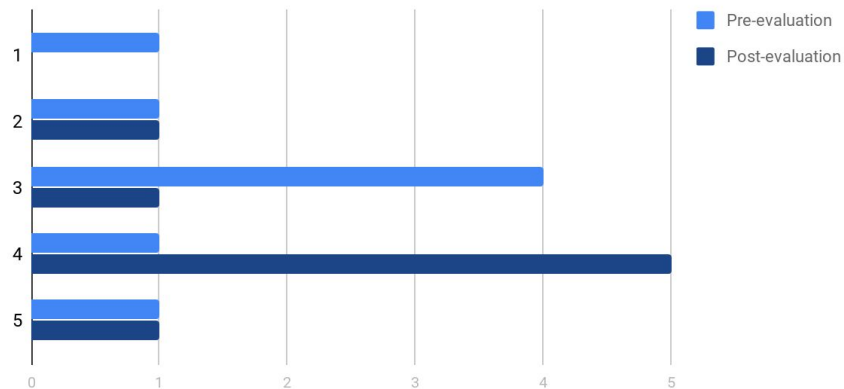
Please rate your knowledge on the gender pay gap

Very Poor 1 - 2 - 3 - 4 - 5 Very Good



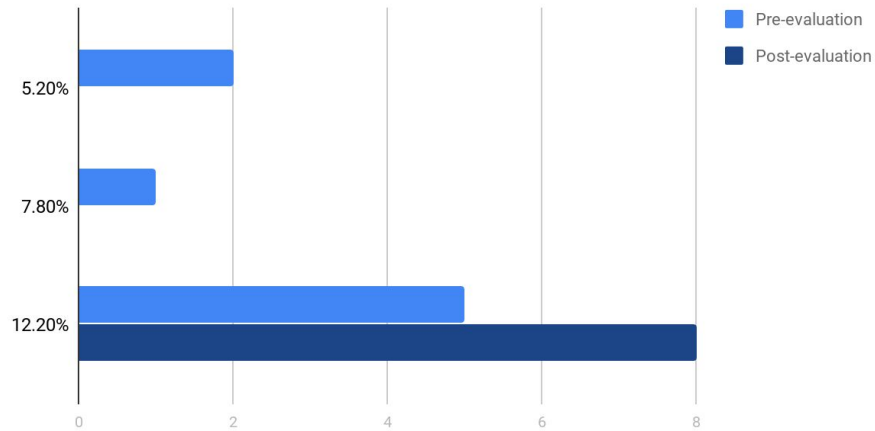
Please rate your general knowledge on the legislation concerning equal pay

Very Poor 1 - 2 - 3 - 4 - 5 Very Good

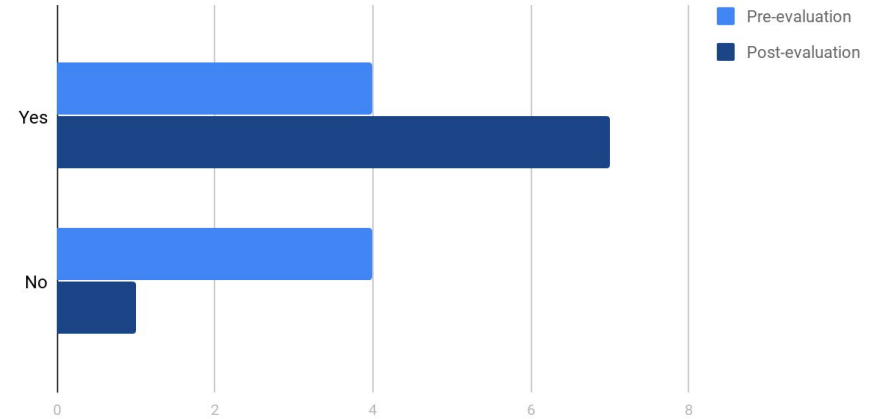


Equality Mark relaunch campaign

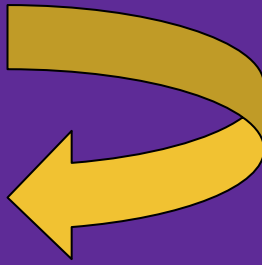
What do you think is the rate of the gender pay gap in Malta? Please choose one.



Do you know what a Job Evaluation Method is?



Project Objectives



Educate the relevant target groups on the gender pay and pension gap

Prompt the target groups to act where necessary and possible

Raise awareness and discussion



Recommendations

Study the long-term effect of the Career Guidance Training

Continue to raise awareness with campaigns targeted at a younger audience

Continue offering training to EM certified organisations to maintain an open dialogue



Thank You



Katia Amore, PhD

NCP Consult srls

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Prepare the Ground
for
Economic Independence

Evaluation Study

Dr. Katia Amore
