



Equality Matters

NATIONAL COMMISSION FOR
THE PROMOTION OF EQUALITY

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Message from the editor

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This edition of NCPE's *Equality Matters* is entirely dedicated to the gender pay gap. We will ask – What is the gender pay gap? Is there a gender pay gap in Malta? – What prompts it? – And what can be done to combat this gender pay gap? These questions are answered in the pages that follow, illustrated by infographics.

In November 2017 NCPE organised a media campaign entitled **PayM€qually** to raise awareness on the gender pay gap. This campaign was in line with the **European Equal Pay Day** established by the European Commission to raise awareness on the gender pay gap which is a concern for most of the EU member states. In light of this, NCPE participated in TV and radio programmes and published articles on the topic.. The hashtag **#PayM€qually** was used for regular posts on NCPE's facebook page that included infographics, video-clips and quotes of renowned personalities.

You are now invited to have a look at the next pages to learn more on the gender pay gap and on gender discrimination in pay. We augur that you find this information helpful!



What is the Gender Pay Gap?

**Gender
discrimination
in pay is
ILLEGAL**

Equal pay for women and men for the same work is enshrined in the Constitution of Malta:

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

The gender pay gap is the difference between women’s and men’s earnings, expressed as a percentage of men’s earnings. This mainly shows that women earn less over their lifetimes when compared to men, resulting in lower income during their lifecycle and lower pensions in old age. The gender pay gap is a reality across the EU, including in Malta, even though women are doing better than men in their educational achievements.

Percentage of gender pay gap in unadjusted form

Geo/time	2011	2012	2013	2014	2015	2016
EU 28	16.9	17.3	16.8	16.7	16.3	16.2
Malta	7.7	9.5	9.7	10.6	10.4	11

Source: Eurostat (sdg_05_20)



**My mother always taught me that
fairness was a family value—
I think equal pay is about
fairness for everyone.**

Mike Honda



What prompts the gender pay gap?

There are complex and in some instances overlapping causes that lead to the gender pay gap. Women are more likely to be concentrated in jobs that offer narrower scope for financial reward when compared to men who are more likely to work in highly-paid jobs.

This depends on the **fields of study women and men choose** as they are commonly influenced by stereotypes and traditions associated with their roles in society.

Such stereotypes and traditions also have an impact on the **working patterns** adopted by women and men, leading women to work part-time or to take time out of the labour market to look after the family more often than men. This has an impact on their opportunities for training and career advancement, thus affecting their earnings.

Gender Pay Gap

Lack of women in decision-making positions



An increase of women in the employment rate by **5.9%** since 2014

However, the number of women in decision-making positions is astonishingly low



Only **30%** of managers were women, amounting to 5,597 women compared to 12,810 men (Q1 2017)



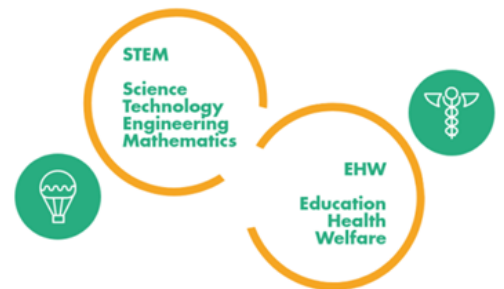
Another cause is the way **women's competences and skills** are valued compared to men's. Jobs requiring similar skills, qualifications or experience tend to be poorly paid and undervalued when they are dominated by women. In addition, women also continue to be **under-represented at top-level positions**.

Gender pay gap

Gender segregation in Education



Women made 57% of graduates from the University of Malta in 2015-2016

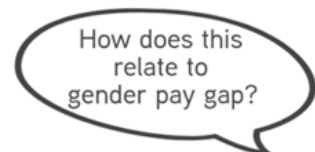


However, there are more male graduates in STEM than females

Percentage of University graduates in the academic year 2015/2016

Faculty	Males	Females
Faculty for the Built Environment	62.7	37.3
Faculty of Engineering	80.2	19.8
Faculty of Information and ICT	73.6	26.4
Faculty of Arts	33.7	66.3
Faculty of Education	21.1	78.9
Faculty of Health Sciences	19.5	80.5
Faculty of Laws	40.7	59.3
Faculty for Social Wellbeing	28.8	71.2

STEM
EHW



Women are over-represented in EHW jobs...

... resulting in ...

... women being less well paid than men due to the fields of study they choose



What can be done to combat the Gender Pay Gap?

There are various measures that can be taken by different stakeholders to address the gender pay gap:



Through **payroll transparency**, employees are able to request information on pay levels to ensure that they can make sense of their earnings and those of their colleagues putting at rest suspicions of discrimination, favouritism and general unfairness.

Another measure is to utilise **gender-neutral job evaluation schemes** that provide a basis for a grading and pay structure, as well as a means to check and demonstrate that a company is providing equal pay for equal work. The aim is to evaluate the job, not the job holder, and to provide a way of assessing the demands of a job that is free from gender bias and as objective as possible.

Meanwhile, to foster gender equality at the place of work, NCPE also regularly provides **training** to organisations' management and staff. In addition, **awareness-raising campaigns** like *PayM€qually*, contribute to inform employers and employees and the general public on relevant facets related to the gender pay gap in order that this issue may be addressed.

NCPE encourages organisations to adopt an **Equality Policy** that ensures equal terms and conditions offered to women and men in the same grade and in the same type of employment or doing work of equal value. This is crucial to affirm a company's commitment on equal pay. Such an Equality Policy is also a prerequisite for organisations that apply for NCPE's **Equality Mark**. NCPE awards the Equality Mark to organisations that have shown their commitment towards gender equality, including equality in recruitment and working conditions such as equal pay. NCPE provides the necessary assistance to organisations to strengthen their policies and practices in this regard.

Creating Pay Transparency in the Workplace



We also encourage employees who deem that they are getting unequal pay to report their case to the relevant authorities, including NCPE that is empowered to investigate such cases. NCPE encourages such employees to **lodge a complaint** for further investigation and action.

What is work of equal value?

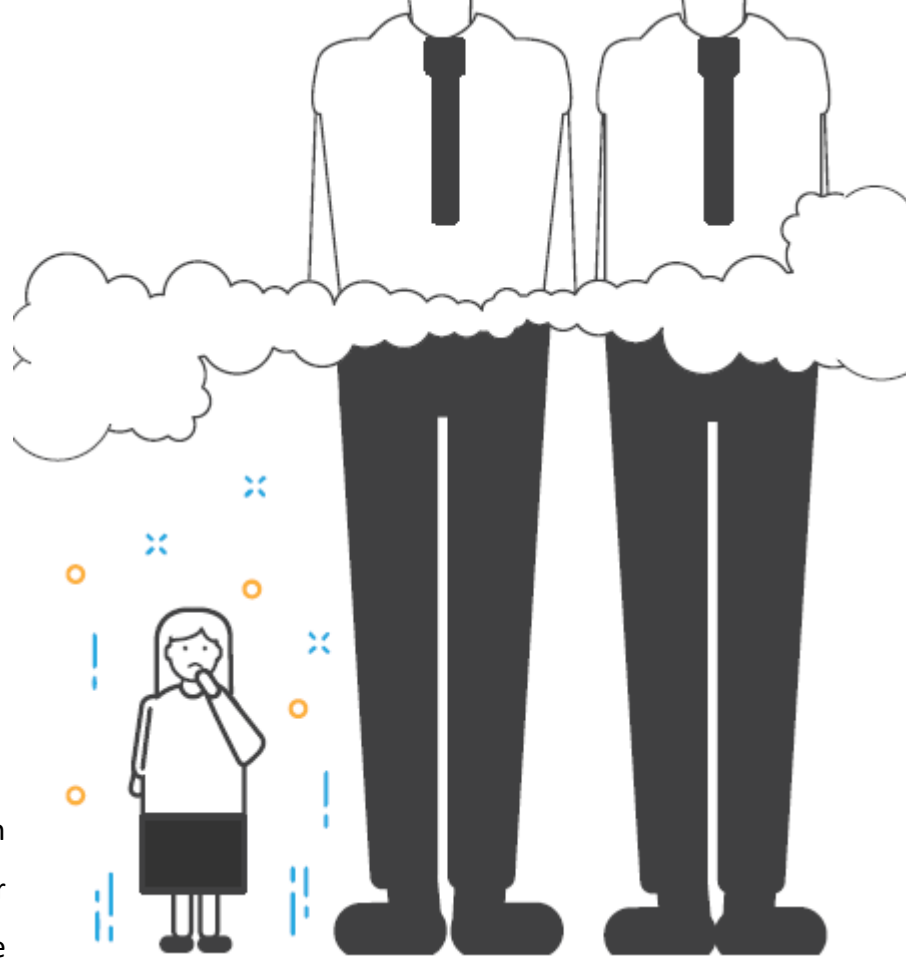
- Equal pay for work of equal value covers not only cases where men and women do the same or similar work, but also the more usual situation where they do different work.
- When men and women perform work that is different in content, involving different responsibilities, requiring different skills or qualifications, and is performed under different conditions, but is overall of equal value, they should receive equal remuneration.
- This concept is critical to eliminating discrimination and promoting equality, since women and men often perform different jobs, under different conditions and even in different establishments.

Equal value can apply where jobs performed by women and men:

- are performed under different conditions
- require different qualifications or skills
- require different levels of effort
- involve different responsibilities
- are performed in different places or enterprises, or for different employers.

Source: International Labour Organization, *Equal Pay: An Introductory Guide*, 2013.

Case of gender discrimination in pay investigated by NCPE



An investigation carried out by NCPE in 2015 found the occurrence of gender discrimination in the wage of a female employee.

In this case, the complainant alleged that she was receiving a lower wage than the male employees who were in a similar or same rank and responsibilities.

The respondents' main arguments were that the other male managers' responsibilities were not comparable, as the other managers had more onerous responsibilities.

The Commissioner opined that the complainant established on a *prima facie* basis that her work was comparable and was of equal value to that of her male counterparts. The respondents did not bring forward conclusive evidence suggesting otherwise. It was noted that while all of the managers' wages differ in amount, the gap between the male managers' wages is smaller than the one between the average male manager wage and the complainant's wage.

Following the opinion issued in relation to this complaint, NCPE was informed that negotiations between the employer and the complainant resulted in a substantial increase in salary when compared to that of her male counterparts.



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



If we want to close the **pay gap** and make a difference, it is the road to the **top jobs** that needs to be the focus.

Ben Frost—Hay Group



Failure to support the care economy reinforces the gender pay gap in two ways: by undervaluing women's jobs and entrenching women in low paid work; and by limiting women's paid work opportunities, through a lack of affordable care services.

Phumzile Mlambo-Ngcuka—UN Women Executive Director



**NCPE receives and investigates complaints of gender discrimination in pay ...
We can help ...**

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