



DEVELOPING A GENDER PAY GAP ACTION PLAN FOR MALTA

DR ROSE MARIE AZZOPARDI

OUTLINE

- THE EU'S RESPONSE
- ROOT CAUSES OF THE GPG
- THE SITUATION IN MALTA
- WHAT NEEDS TO BE DONE
- WHO SHOULD BE INVOLVED
- CONCLUDING REMARKS

EU'S LATEST RESPONSE

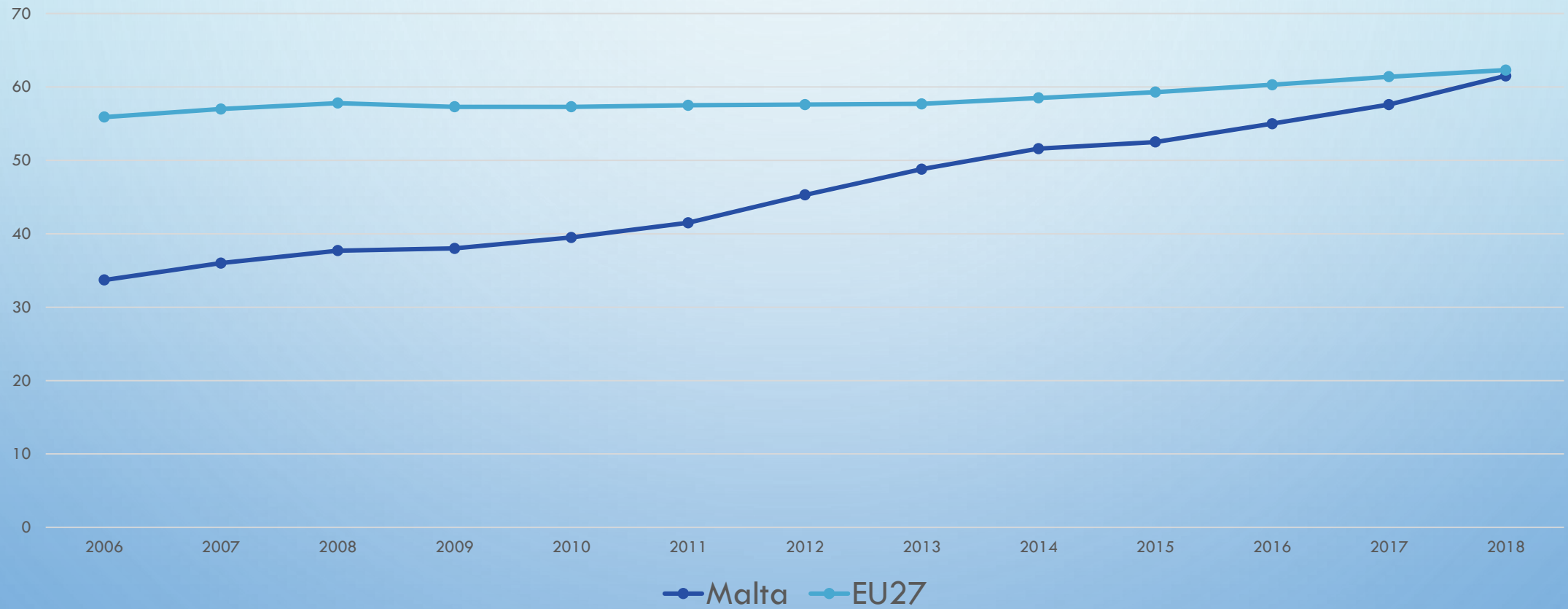
- 2014 – RECOMMENDATION ON PAY TRANSPARENCY (NON-BINDING) – 3 MEASURES: INFO, PAY REPORTS; AND PAY AUDITS.
- 2017-2019 GENDER PAY GAP ACTION PLAN - ADOPTED IN NOVEMBER 2017
- 8 AREAS WITH 24 ACTION POINTS – LEGISLATIVE AND NON-LEGISLATIVE INITIATIVES
- LEGISLATIVE – WORK-LIFE BALANCE DIRECTIVE (20 JUNE 2019)....2 AUGUST 2022 IS THE DEADLINE
- €14 MILLION IN PROJECTS TO TACKLE THE GPG, (CAREER GUIDANCE, REPRESENTATION OF WOMEN IN DECISION-MAKING POSITIONS, GENDER GAPS IN EMPLOYMENT, PAY AND PENSION)
- OVERALL – SLOW PROGRESS, AND WORSE, TWO THIRDS OF THE GAP IS UNEXPLAINED
- THE EU GENDER EQUALITY STRATEGY FOR 2020-2025 – SETS OUT FURTHER ACTIONS FOR GPG, INCLUDING BINDING MEASURES ON PAY TRANSPARENCY
- GOOD PRACTICES ON EQUAL PAY (2019) - PUBLICATION BY EUROPEAN COMMISSION

ROOT CAUSES OF GPG

- INSTITUTIONAL RIGIDITIES AND GENDER STEREOTYPES
- INSUFFICIENT PAY TRANSPARENCY – LACK OF INFORMATION
- PART-TIME WORK
- LABOUR MARKET SEGREGATION
- UNEQUAL SHARING OF CARING RESPONSIBILITIES
- INADEQUATE WORK-LIFE BALANCE POLICIES
- FISCAL DISINCENTIVES
- SUBTLE DISCRIMINATORY PRACTICES

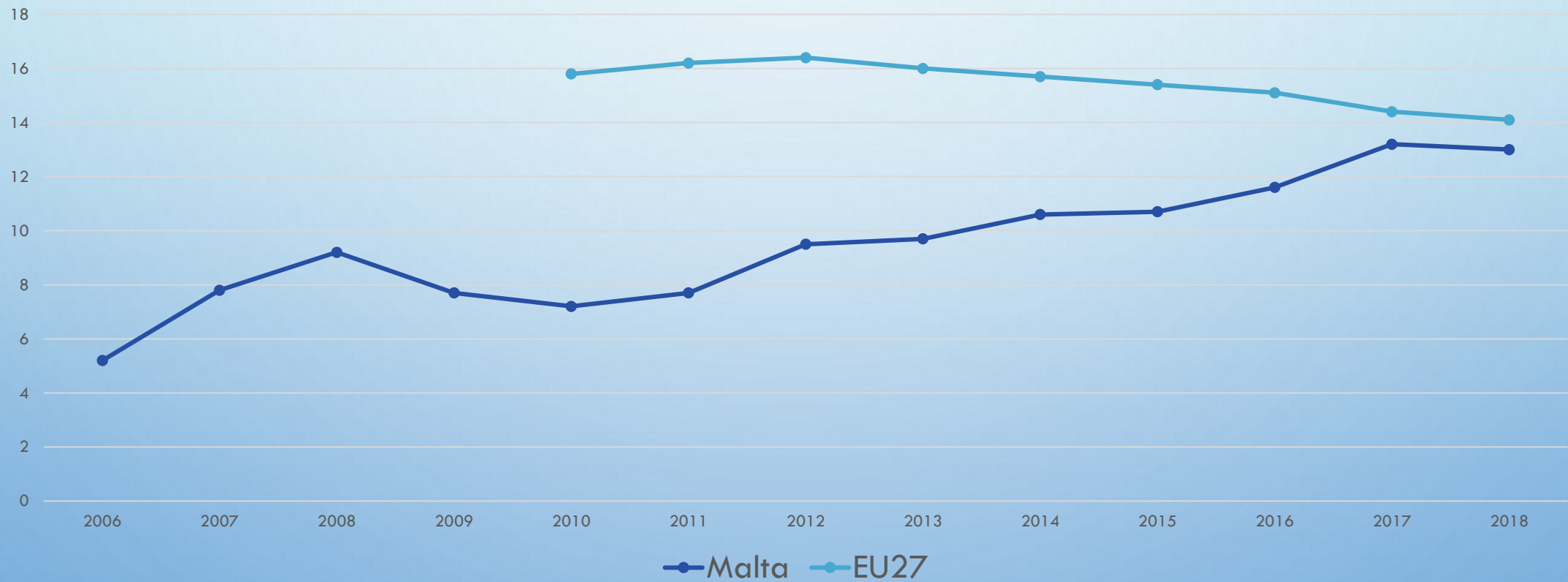
FEMALE EMPLOYMENT RATES

Female Employment Rates 2006-2018

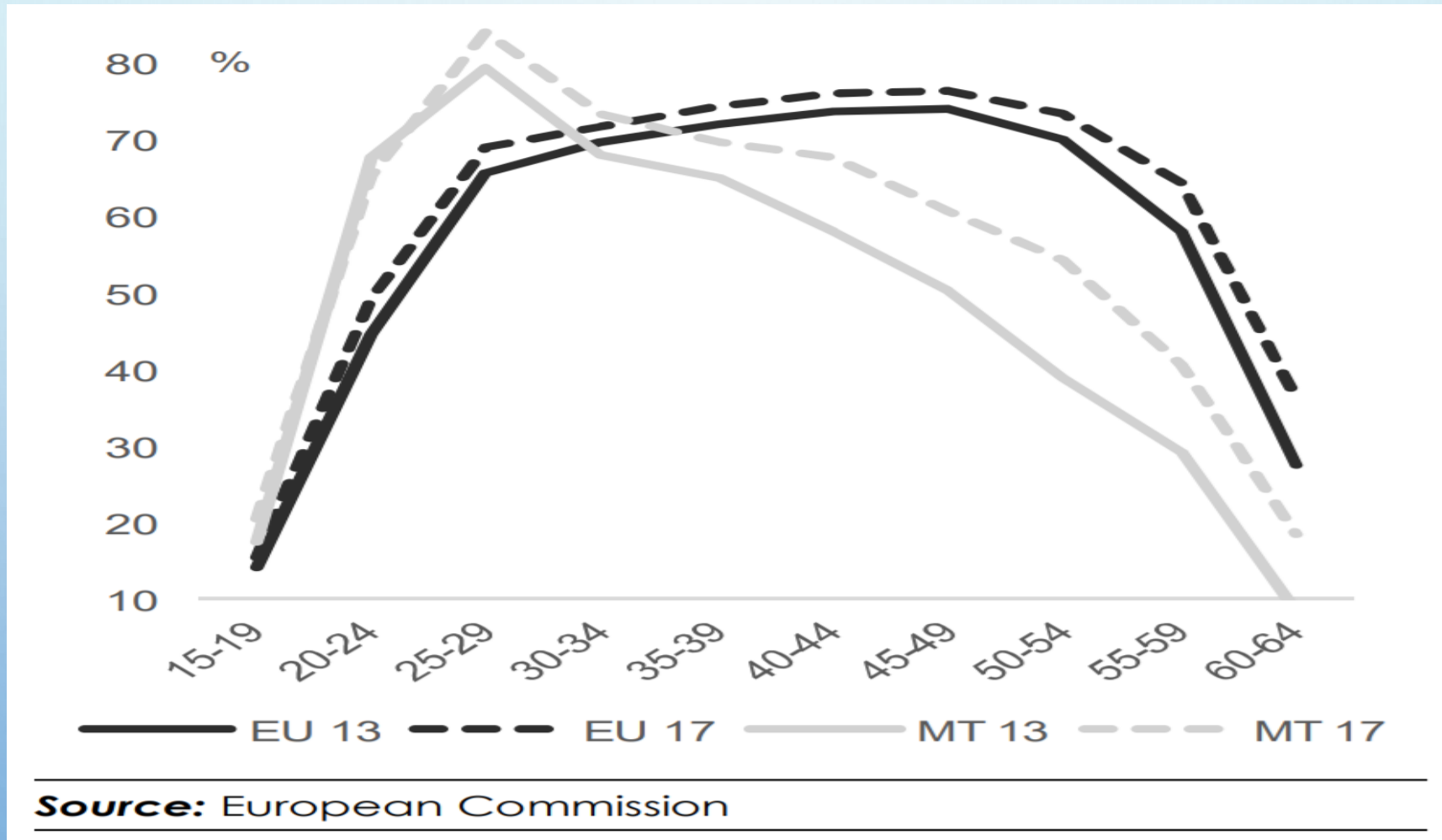


GENDER PAY GAP

Gender Pay Gap 2006-2018



OUR UNIQUE SITUATION



WHAT NEEDS TO BE DONE A MULTI-FACETED APPROACH SHORT TERM

- **PAY TRANSPARENCY LEGISLATION**....WITH CLEAR DEFINITIONS OF THE KEY CONCEPTS
- PERSUASIVE FINES AND COMPENSATION TO ACT AS SIGNIFICANT DETERRENTS
- PAY TRANSPARENCY STRUCTURES AND GENDER EQUALITY POLICIES IN COMPANIES, MAKING IT EASIER TO PROVE IN COURT (ICELAND AND CANADA). STAGGERED APPROACH – L(134), M(546), S (2597), MICRO (120,372) – 97.3%
- TAKING STOCK OF LOCAL SITUATION, WITH DETAILED SECTORAL ANALYSIS
- ADOPT THE WORK-LIFE BALANCE DIRECTIVE –CAREER BREAKS, PART-TIME, CARING RESPONSIBILITIES
- **NAME AND SHAME** - HIGHLIGHT AND PUBLISH CASES OF CASE LAW ON EQUAL PAY (LOCALLY LIMITED) – NEED FOR HIGHER VISIBILITY
- **NAME AND FAME** - BEST PRACTICES ACROSS COMPANIES – HIGHLIGHT EQUALITY MARK

MEDIUM TO LONG TERM

- ENCOURAGE PAY REPORTS AND PAY AUDITS
- GENDER BUDGETING – MONEY TALKS
- GENDER MAINSTREAMING IN ALL POLICY AREAS
- SHOWCASE SUCCESS STORIES – FROM CHILDREN TO SENIORS – FOCUS ON SILENT WOMEN – STEM AMBASSADORS – WOMEN IN SCIENCE EVENT – INVOLVE MCST
- GENDER-BALANCE IN DECISION-MAKING – SIMILAR TO WOMEN IN POLITICS PROPOSAL, WORK ON THE WOMEN ON BOARDS PROPOSAL, UNFORTUNATELY SIDELINED BY THE EU
- AT A MERE 32.8 OF EIGE'S EQUALITY INDEX IN THE DOMAIN OF POWER, WOMEN IN DECISION-MAKING POSITIONS IS VERY WEAK, RANKING 22ND.
- RETHINK THE CAREER GUIDANCE ROLE – GENDER STEREOTYPES – LABOUR MARKET SEGREGATION – UNDER-REMUNERATION IN FEMALE-DOMINATED SECTORS

WHO IS RESPONSIBLE?

- **WORKERS** TO BE AWARE OF THEIR RIGHTS - UNIONS
- **EMPLOYERS** TO ENSURE EQUAL PAY FOR WORK OF EQUAL VALUE AND PAY TRANSPARENCY STRUCTURES IN THE WORKPLACE
- **GOVERNMENT** TO LEGISLATE (TODAY NOT TOMORROW) AND ENFORCE

- THREE INSTITUTIONS NEED TO WORK TOGETHER

OTHER PLAYERS

- NCPE
- CIVIL SOCIETY
- WOMEN ORGANIZATIONS –CCWR NEEDS TO BECOME STRONGER – A LEGALLY ESTABLISHED BODY
- EDUCATORS
- YOU AND ME

CONCLUSION

- WE NEED TO CHANGE A MENTALITY, A CENTURIES OLD CULTURE
- NOT SOMETHING THAT CAN BE DONE IN THE SHORT TERM
- SHORT TERM WE NEED STRONG PAY TRANSPARENCY LEGISLATION AND ENFORCEMENT
- STRONG DETERRENTS
- IN THE LONGER TERM WE NEED INSTITUTIONS TO ADAPT TO A NEW REALITY
- WOMEN HAVE ALWAYS HAD TO FIGHT FOR THEIR RIGHTS
- **EQUAL PAY IS A RIGHT**

THANK YOU!