



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Prepare the Ground for Economic Independence

Launch Conference

25th October 2018

Renee Laiviera

Commissioner and Acting Executive Director



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





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Needs assessment: Inequality in economic independence



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Gender pay gap

Gender
segregation in
education

Gender
segregation in
occupational
choices

Gender
segregation in
occupational
remuneration

Low number of
women in
decision-making
positions

Relatively low
female labour
market
participation

Carepenalty

Gender pension
gap



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





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Gender segregation



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

- Gender segregation in education

- Gender segregation in the labour market

- Gender segregation of occupational choices

- Gender segregation of occupational remuneration
 - *Lower wage occupations are predominantly taken up by women and vice versa*



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





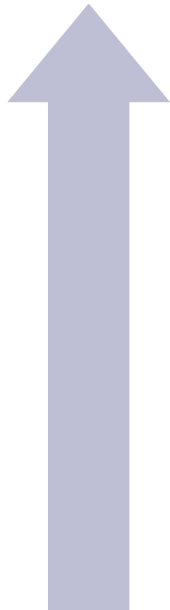
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
għall-Promozzjoni
ta' l-Ugwaljanza
għall-Irgjiel u n-Nisa

Gender segregation in education and the labour market



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)



Women have:

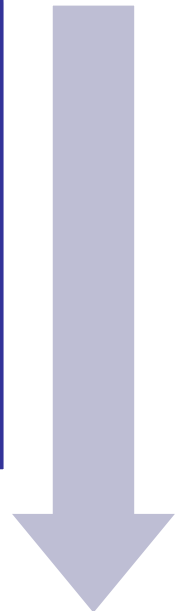
better educational
outcomes than
men

Higher average
level of education

Women are:

Over-represented
in industries with
low pay levels

Under-represented
in well paid
industries



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





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Gender segregation in the labour market

- In all EU MS, men dominate specific fields, e.g. engineering and technology, but are much less present in others such as teaching and care work
- A number of jobs are still commonly considered as 'women only', e.g. pre-primary education, nursing or midwifery, secretarial and personal care work, domestic and related help

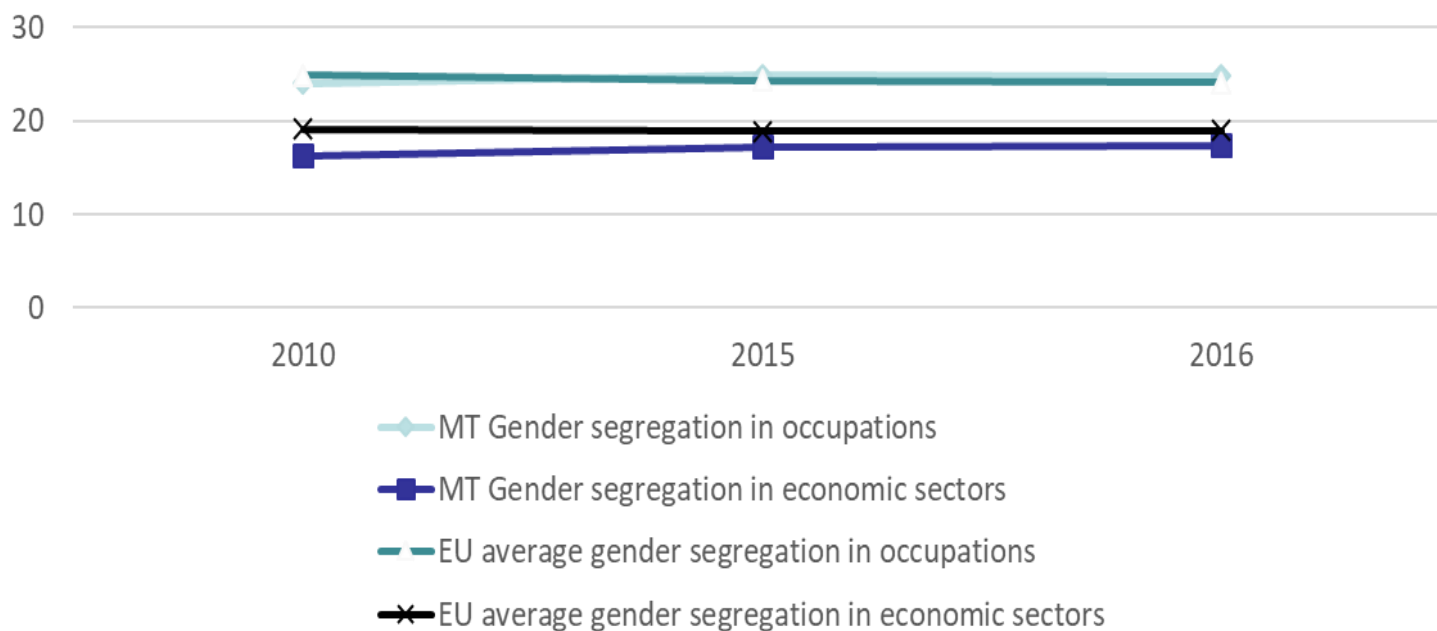


Rights, Equality and Citizenship Programme 2014 -2020
Project part-financed by the European Union
Co-financing rate: 80% EU funds; 20% National Funds



Gender segregation in the labour market

Gender segregation in occupations and in economic sectors in Malta



This index reflects the proportion of the employed population that would need to change occupation/sector in order to bring about an even distribution of men and women across occupations or sectors. The index varies between 0 (no segregation) and 50 (complete segregation). For the EU as a whole, the figures are still high: 24.1 % for occupational segregation and 19 % for sectoral segregation.



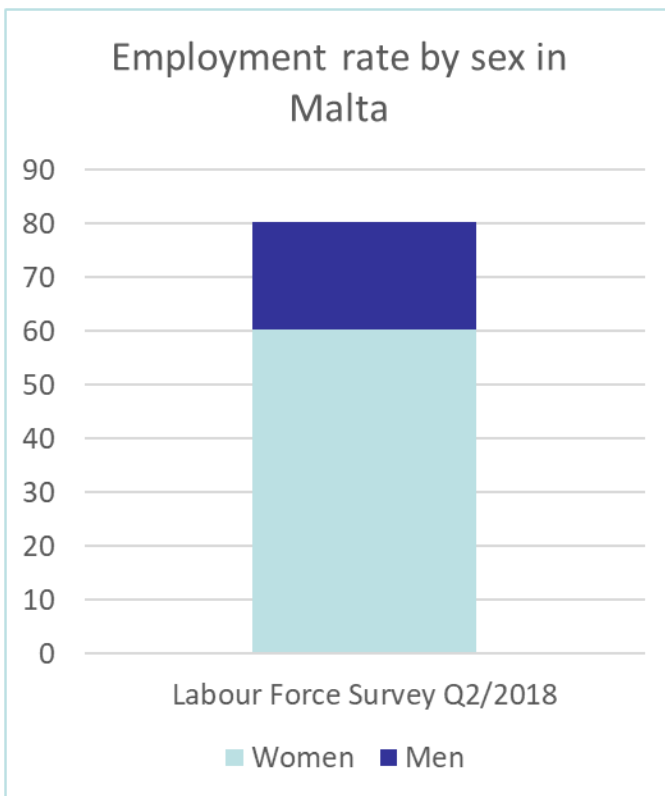
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

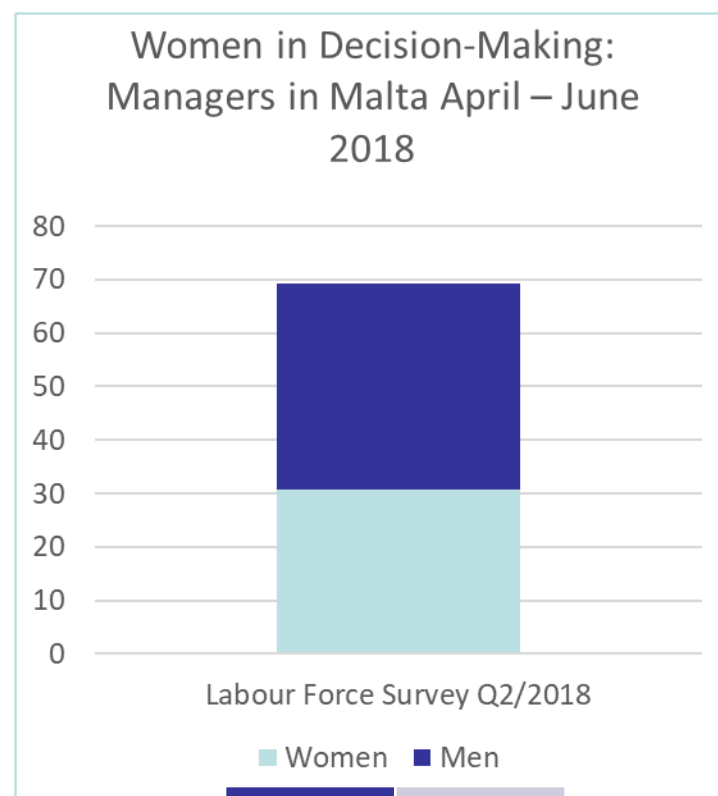


Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Low female labour market participation



Women	60.2%
Men	80.3%



Women	30.7%
Men	69.3%

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



National Commission
for the Promotion
of Equality for
Men And Women

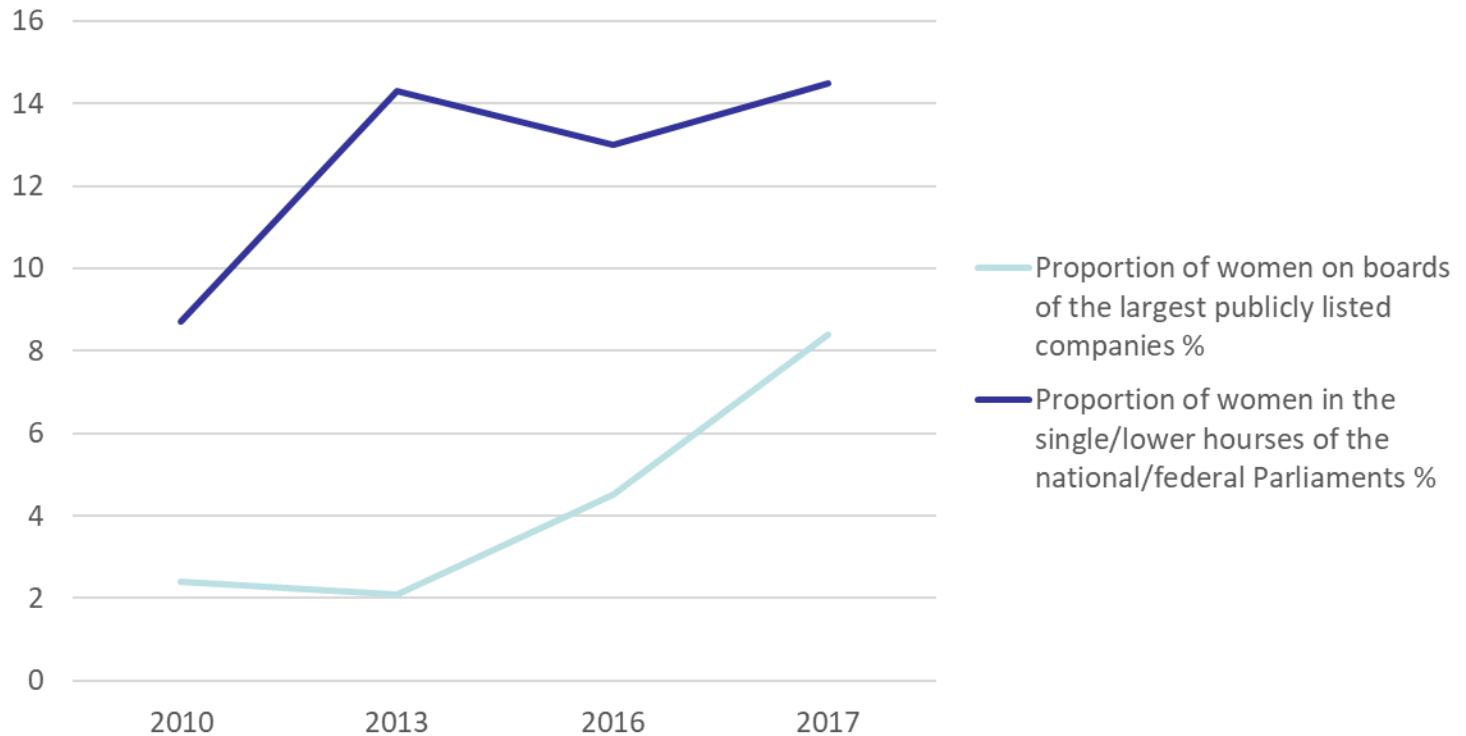
Kummissjoni Nazzjonali
għall-Promozzjoni
ta' l-Ugwaljanza
għall-Irgjiel u n-Nisa

Women in decision-making



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Gender equality in decision-making in Malta



2018 Report on the equality between women and men in the EU, European Commission

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



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Media representation



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Context of gender equality and the media in European Union member states

- The media contributes to shaping gender roles through the portrayal of women and men thereby creating a distortion between how women are perceived on the media and how women live their lives in reality in Europe
- As a result, the media strengthen or perpetuate traditional gender stereotypes and stereotyped attitudes particularly online through algorithms

Breaking gender stereotypes in the media,
Advisory Committee on Equal Opportunities for Women and Men



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





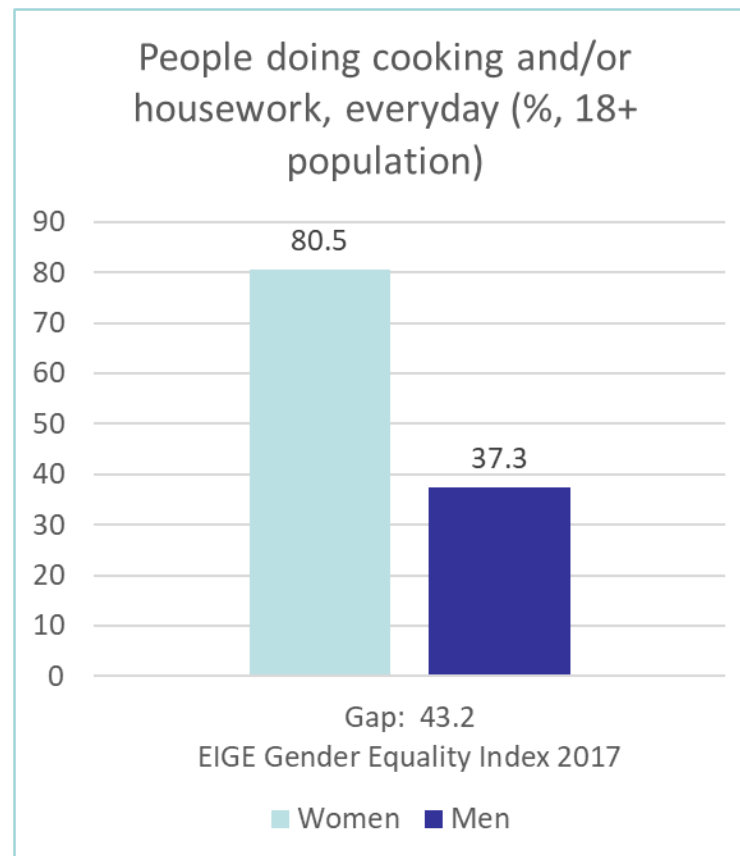
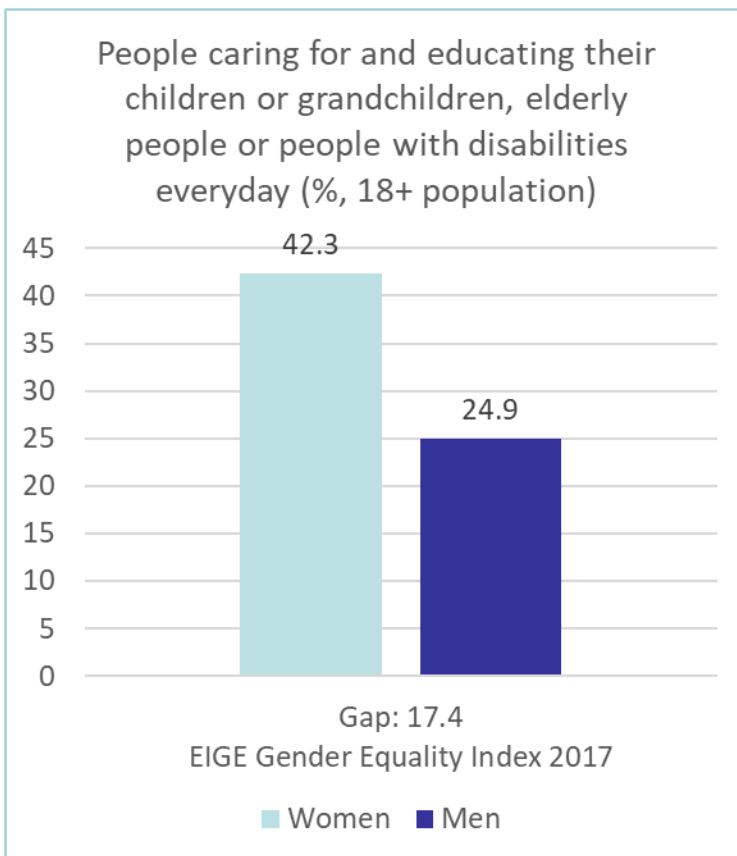
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Caring Responsibilities in Malta





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

'Carepenalty'



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

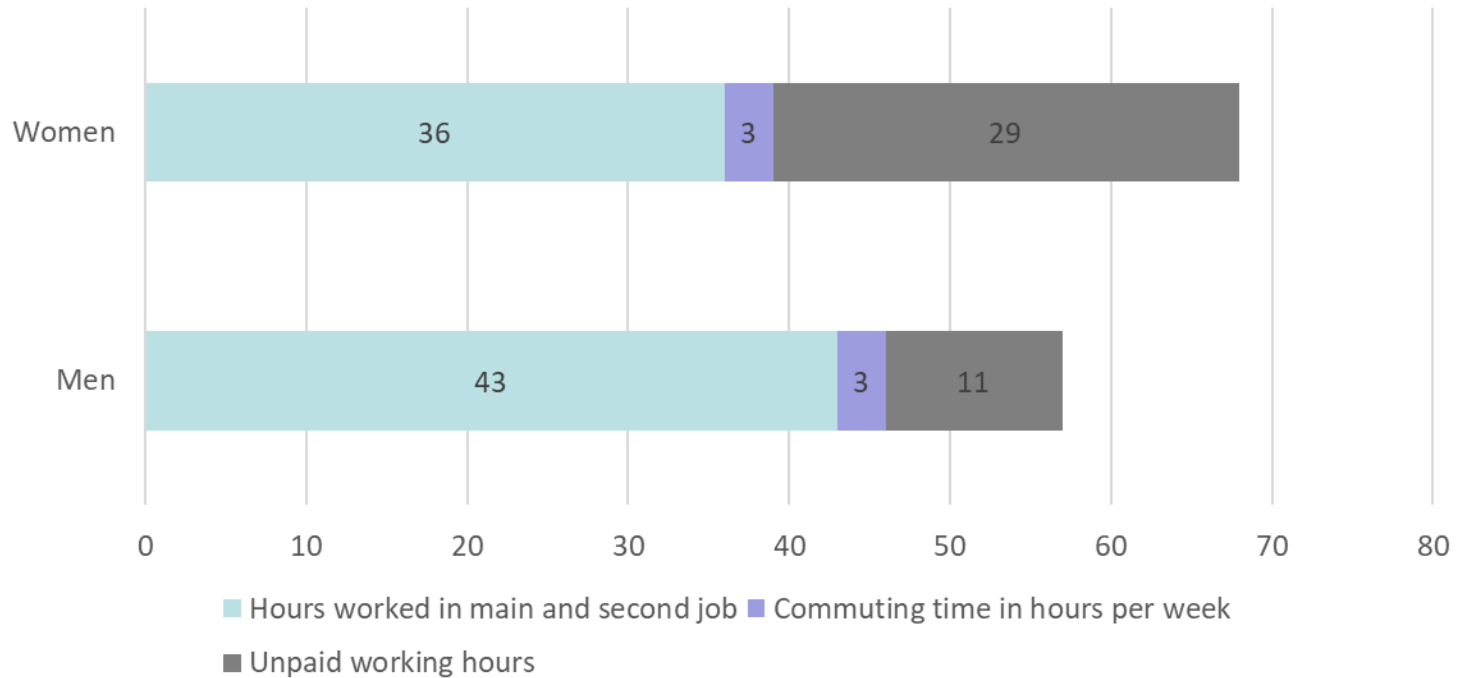
Referring directly to the negative association between motherhood and other caring responsibilities such as caring for the elderly and other dependants, and the significant impact this has on women's careers

Opinion of the Advisory Committee on Equal Opportunities for Women and Men,
Opinion on reducing the gender gap in pensions



Unpaid Work in Malta

Paid and unpaid working hours, per sex, with countries ranked by the size of the gap in unpaid working hours



2017 Report on the equality between women and men in the EU, European Commission



National Commission
for the Promotion
of Equality for
Men And Women

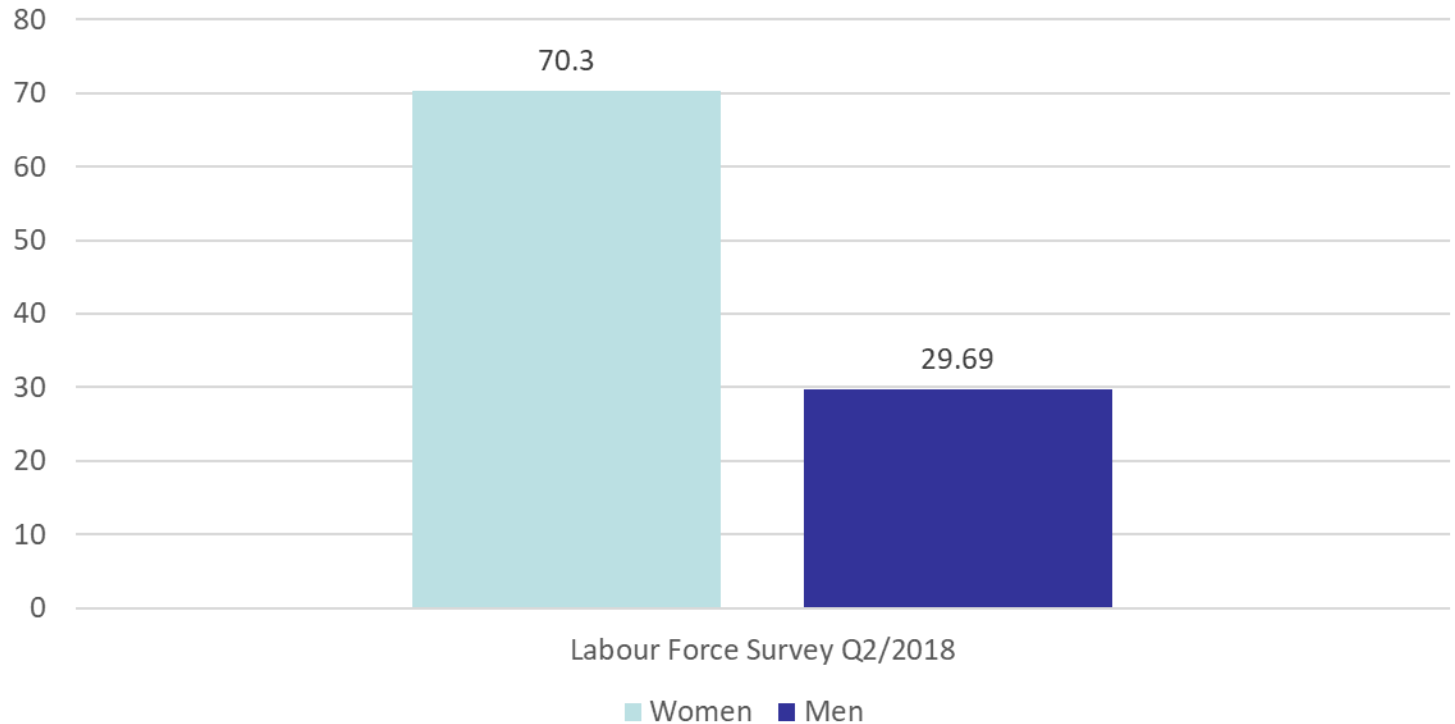
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Work-life balance in Malta



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Part-time job as main occupation



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





National Commission
for the Promotion
of Equality for
Men And Women

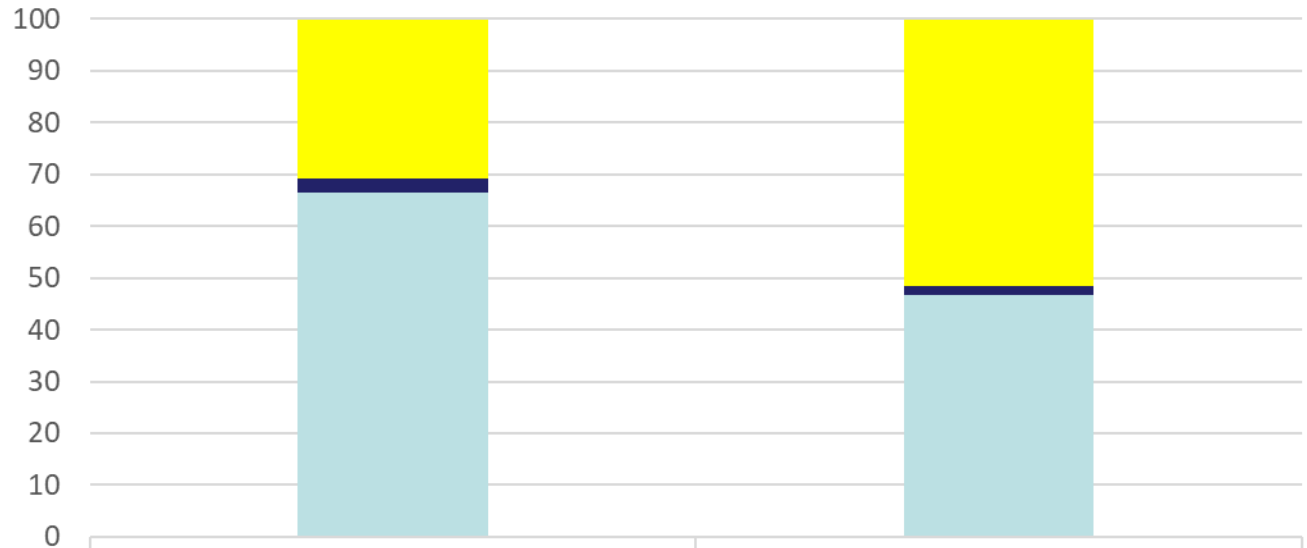
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Female inactivity in Malta



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Persons aged 15 and over by sex and labour status



	Men	Women
Inactive	30.85	51.47
Unemployed	2.74	1.73
Employed	66.39	46.78

Employed Unemployed Inactive

Labour Force Survey Q2/2018

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



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

Gender Pay Gap



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

The gender pay gap is the difference between average gross hourly earnings of male and female paid employees expressed as a percentage of the former

2018 Report on equality between women and men in the EU,
European Commission



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





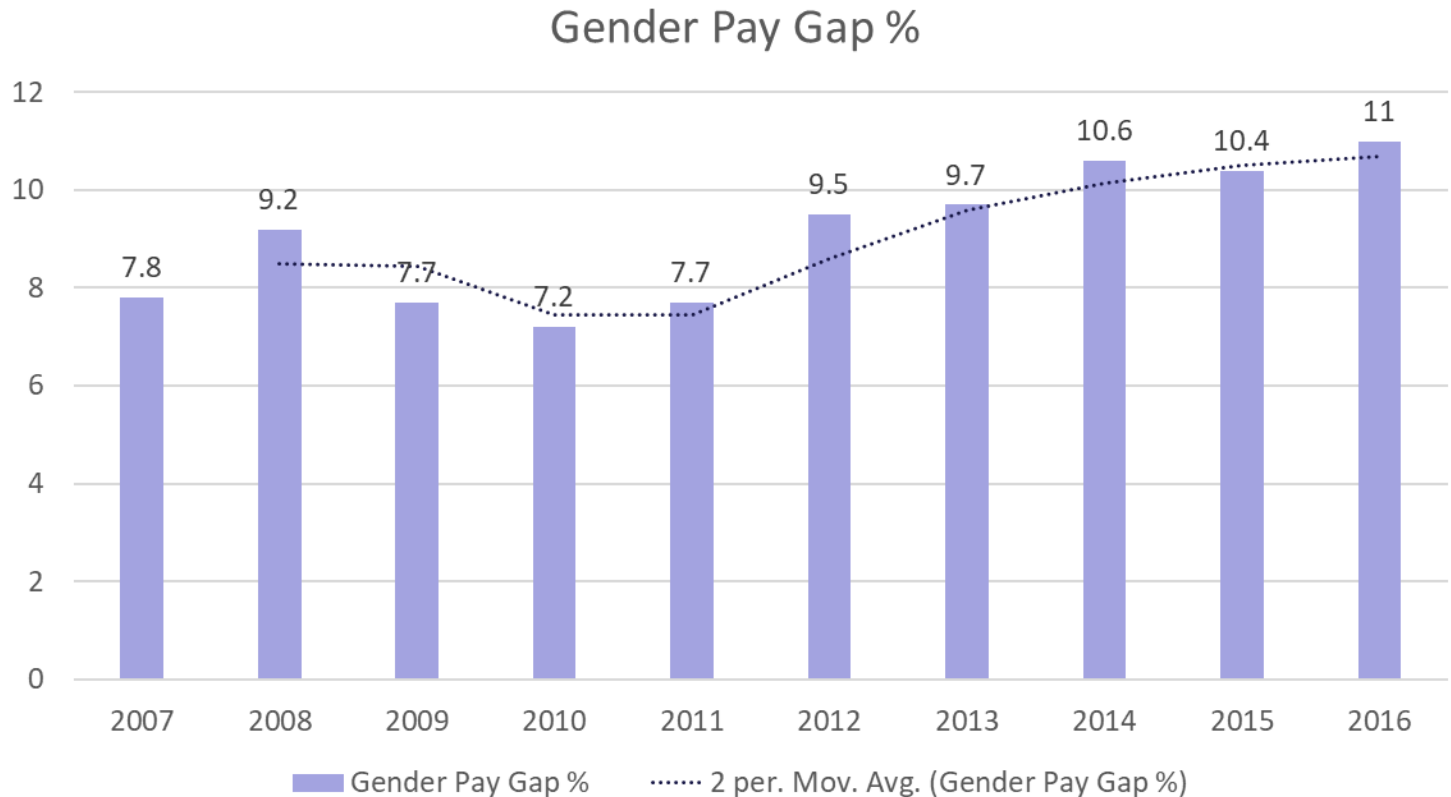
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Gender Pay Gap in Malta



2018 Report on equality between women and men in the EU, European Commission



Gender Pay Gap: Important factors



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Pay Transparency

Horizontal segregation

Working conditions

Remuneration



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





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

From gender pay gap to gender pension gap



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)



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





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Gender Pension Gap



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

The gender gap in pensions is the result of cumulative inequalities women face over their lifecourses and in various economic, social or cultural domains

Gender gap in pensions in the EU; Research note to the Latvian Presidency,

EIGE



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





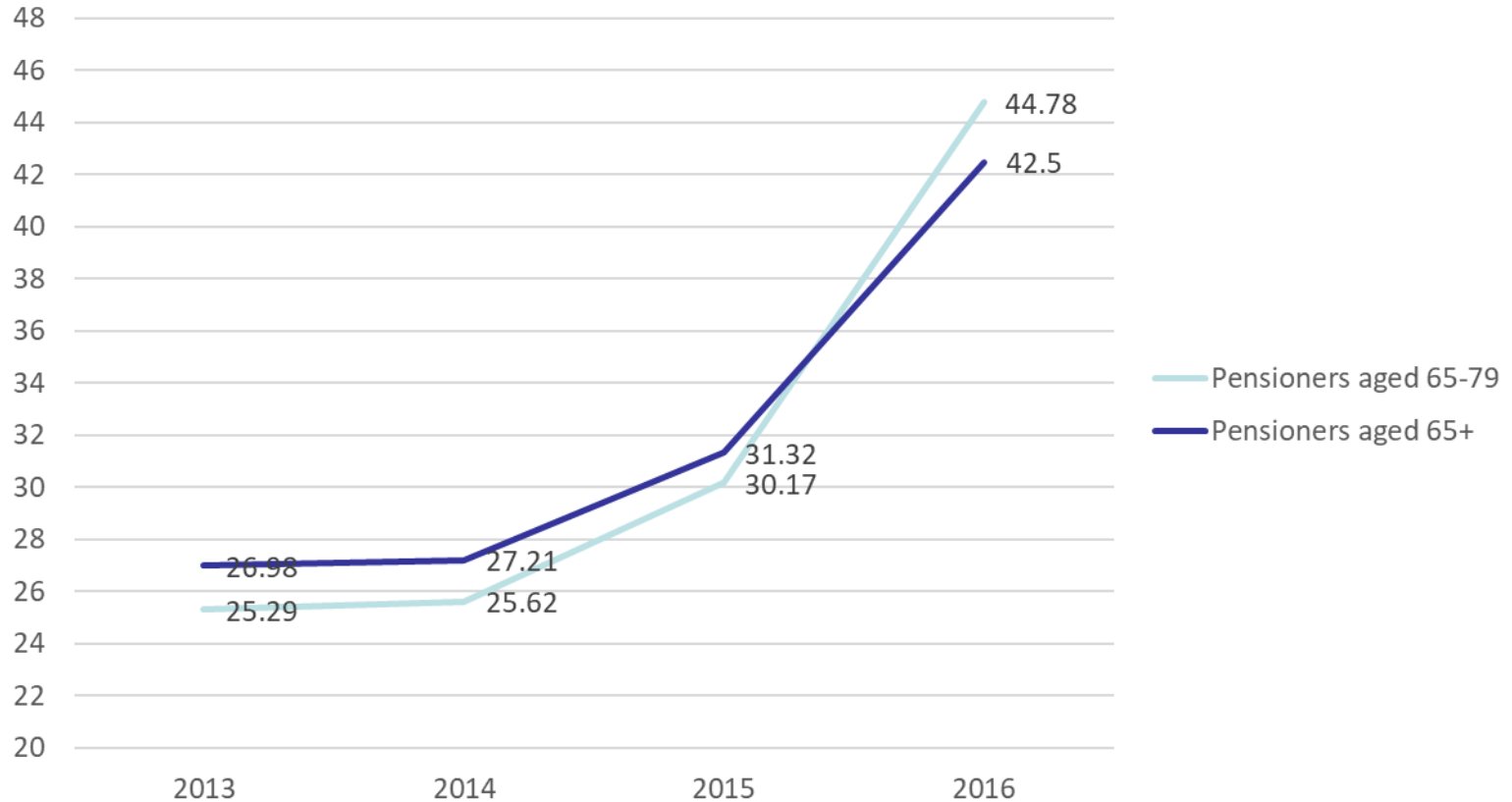
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Gender Pension Gap in Malta



2018 Report on equality between women and men in the EU, European Commission

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



National Commission
for the Promotion
of Equality for
Men And Women

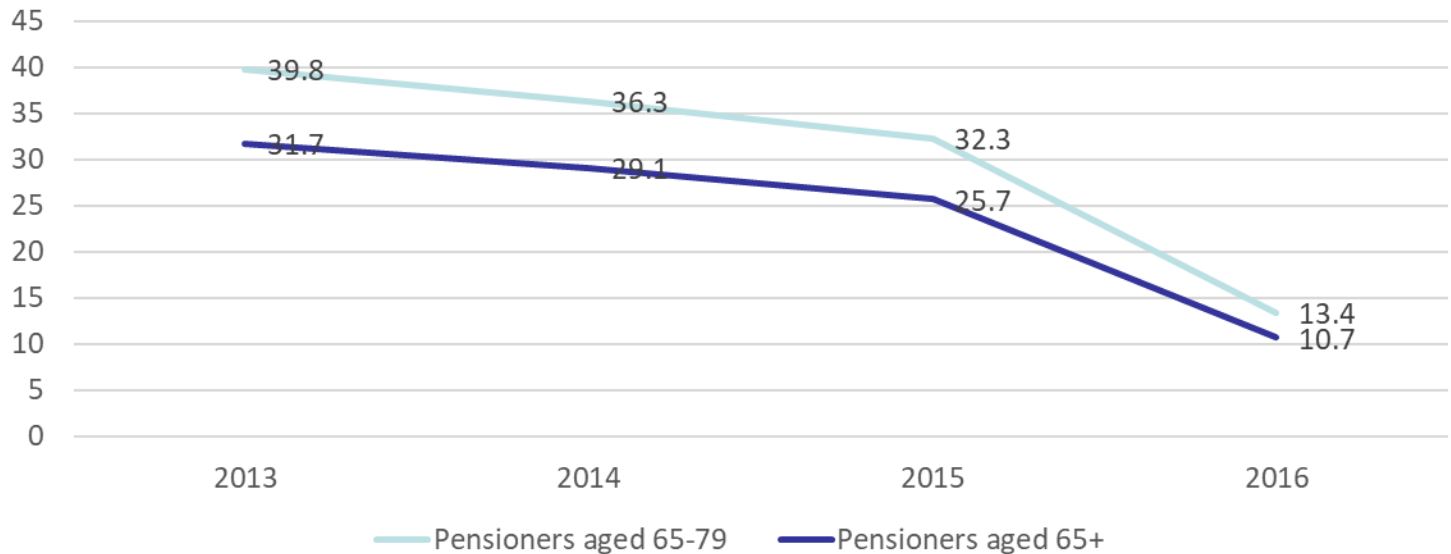
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Gender Gap in Pensions Coverage in Malta



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

The gender gap in pension coverage is the gap between the proportions of men and women *who are entitled to a pension*. It measures the extent to which more men than women have access to the pension system.



2018 Report on equality between women and men in the EU, European Commission

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



National Commission
for the Promotion
of Equality for
Men And Women

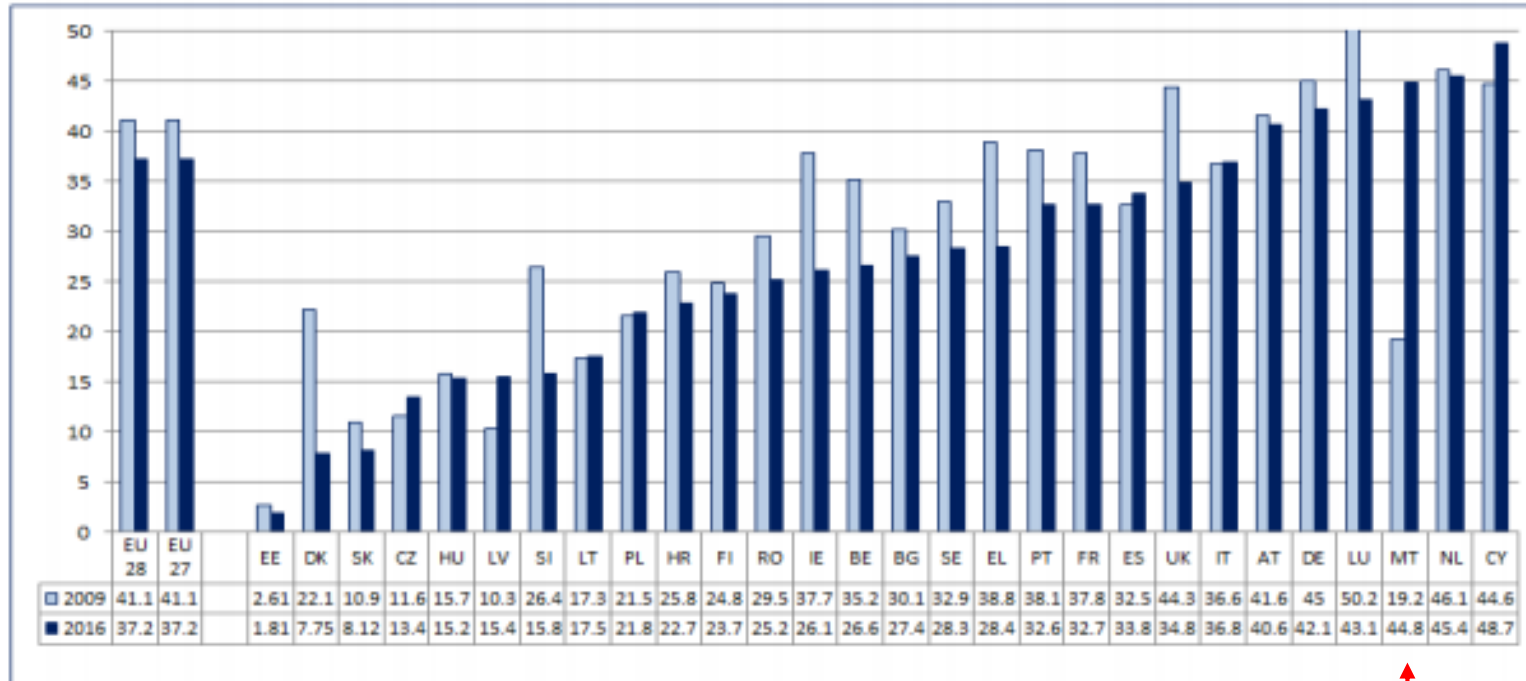
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Gender Pension Gap in Malta: Pensioners 65-79



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Figure 37: Gender gap in pensions, pensioners aged 65-79, 2009 and 2016, %



Source: Eurostat, EU-SILC. Notes: 2010 data for HR; data sorted by data for 2016.




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





National Commission
for the Promotion
of Equality for
Men And Women

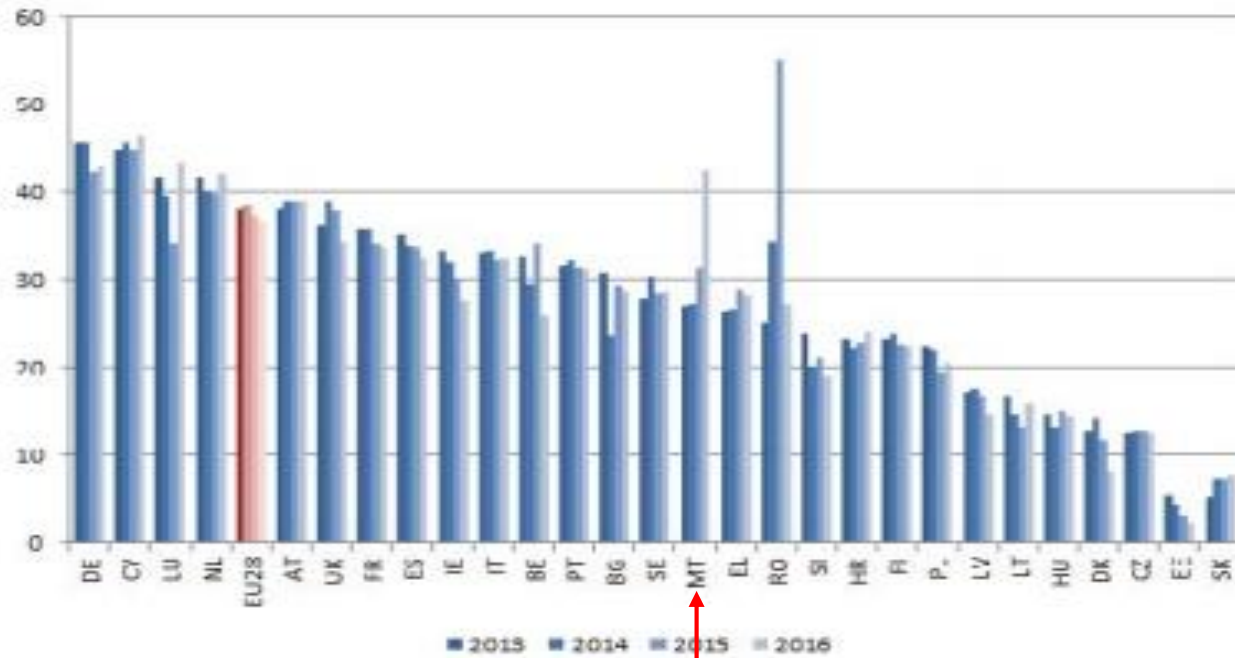
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Gender Pension Gap in Malta: Pensioners 65+



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Figure 8: EU-28 trends in the gender pension gap, pensioners aged 65+, 2013-2016



Source: Eurostat, EU-SILC

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



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

The risk of poverty

- Women in Malta are at a higher risk of poverty or social exclusion than men across the life course, with such risk increasing in old age.
- Many households are still dependant on a man's income
- Many women over 65 years of age are at risk of poverty due to the fact that:
 - They are more likely to live longer with higher dependence issues
 - Their rates of pension are generally not as high as those of men because of prolonged inactivity





National Commission
for the Promotion
of Equality for
Men And Women

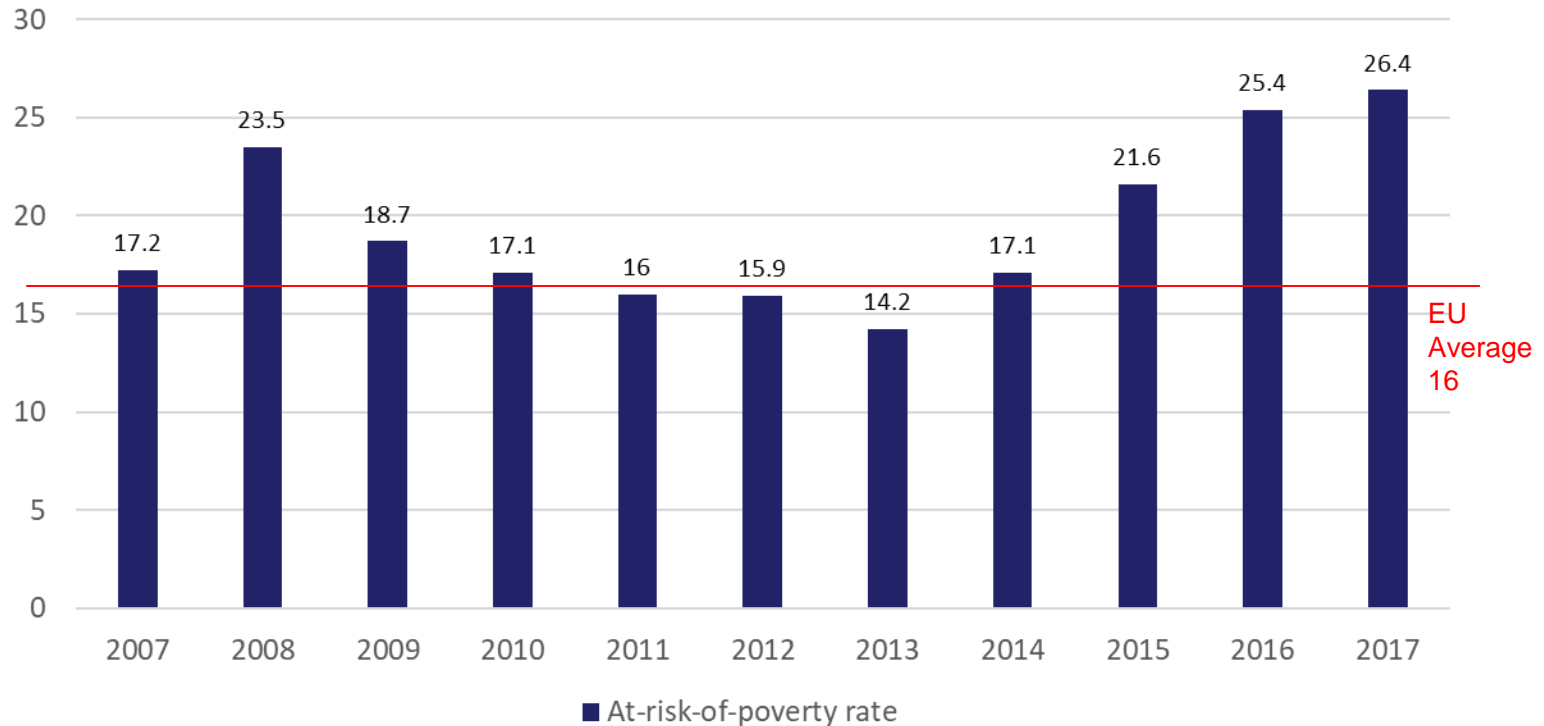
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

The risk of poverty in Malta



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

At-risk-of-poverty rate of older people by sex, 65+



Source: Eurostat, EU-SILC

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



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

NCPE Project Initiative



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Addressing the inequalities in study subject choices and career patterns which may lead to women facing the glass ceiling

Raising awareness on the gendered patterns in education which partly explain the gender segregation in the labour market

Remaining in quality employment over the whole life cycle

Ensuring equal economic independence



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





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

Thank you!

Any questions?



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





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



Supported by
the Rights, Equality and
Citizenship Programme
of the European Union
(2014 - 2020)

For further information please contact:
National Commission for the Promotion of Equality (NCPE),
Gattard House,
National Road,
Blata l-Bajda HMR9010
Malta

Tel: +356 2295 7850

Email: equality@gov.mt

Web: www.equality.gov.mt



National Commission for the Promotion of Equality



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

