

Panel 1: From school to work

Setting the scene

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



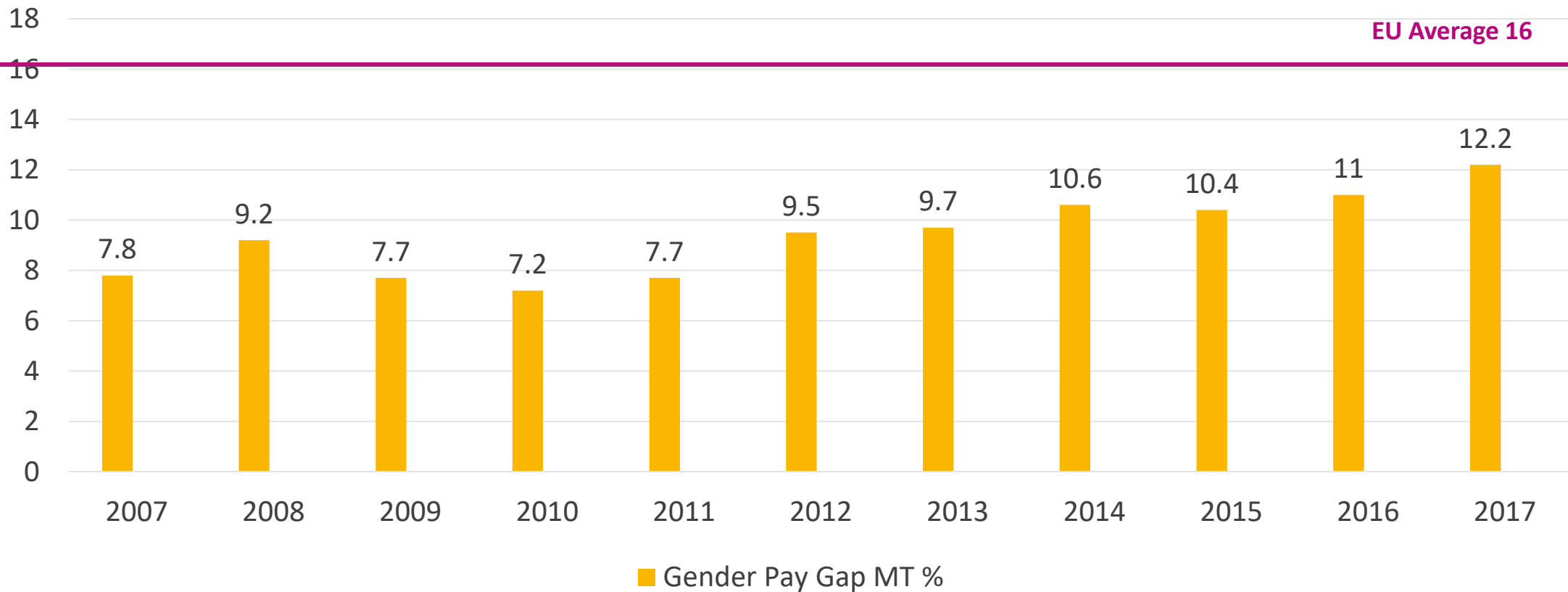
Gender Pay Gap: Definition

The difference between **average gross hourly earnings** of women and men employees within the economy as a whole (expressed as % of male gross earnings)



The gender pay gap in Malta

Source: Eurostat

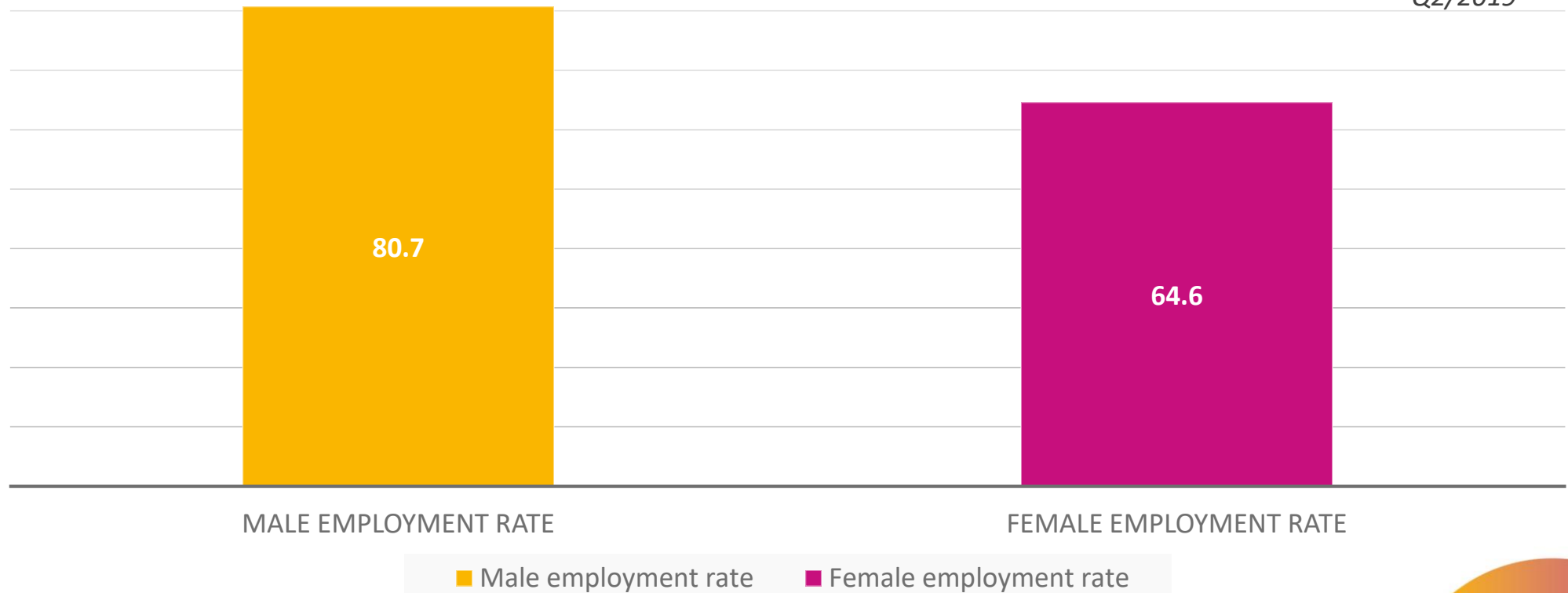


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Women and men in the labour market in Malta Q2 2019(%)

Source: Labour
Force Survey (NSO)
Q2/2019

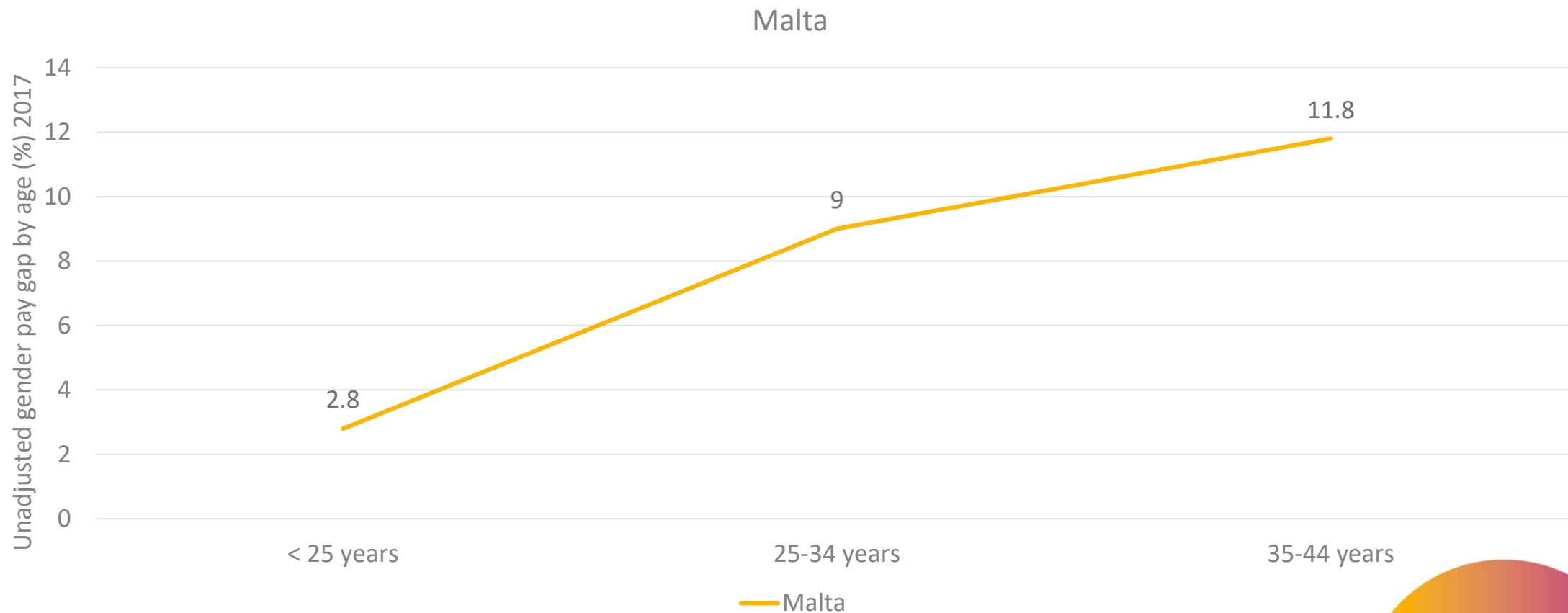


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Gender pay gap by age

Source: Eurostat

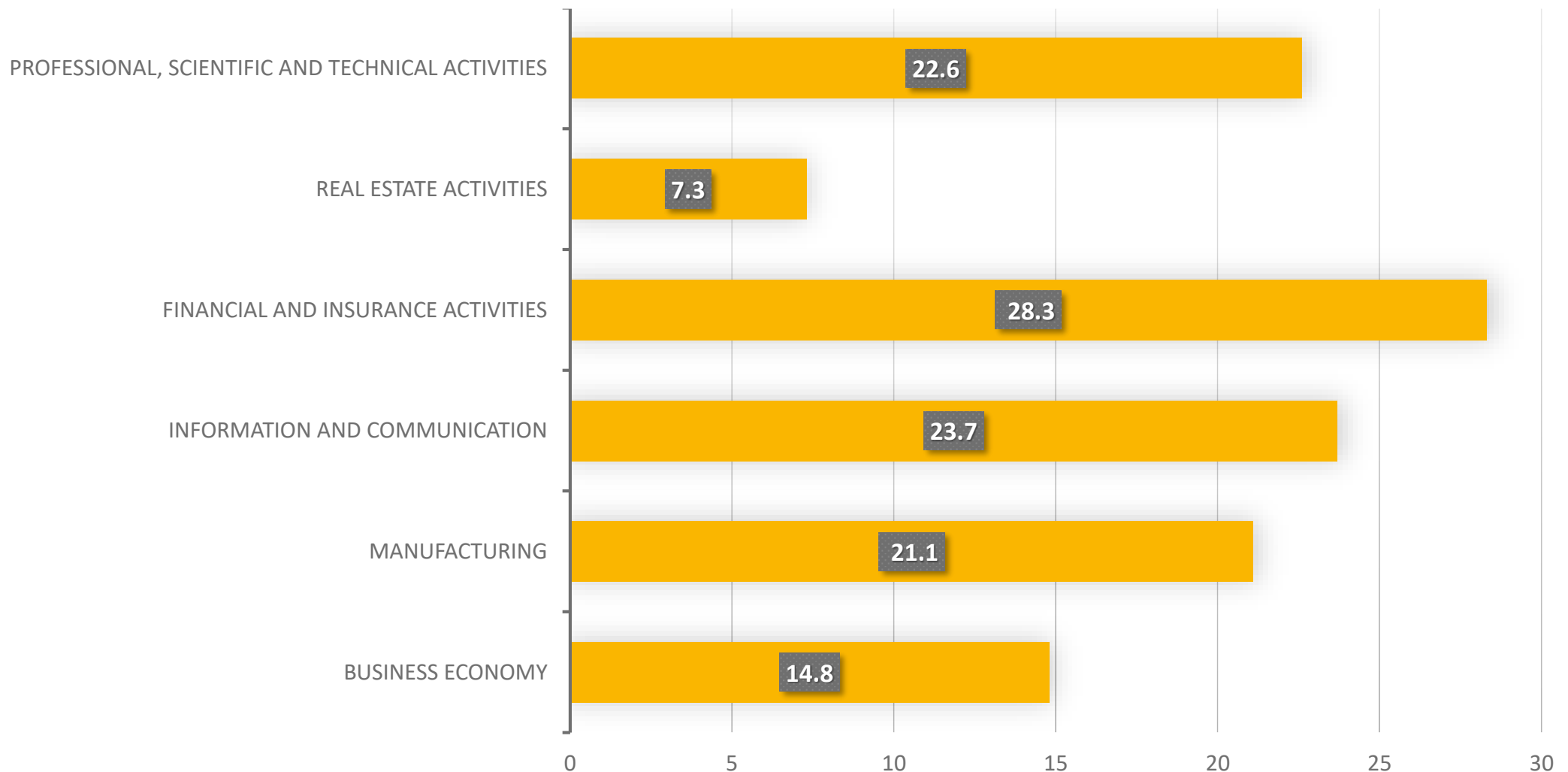


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Gender pay gap by economic activity (%) in Malta 2017

Source: Eurostat



Causes of the gender pay gap

Gender segregation
in education and the
labour market

Care-penalty

Low number of
women in
managerial and
decision-making
positions

Pay
discrimination

Part-time work
Important unpaid
tasks
Periods off the labour
market

Stereotypes
and roles

*Source: 2018 EC Country Factsheet:
Malta, The gender pay gap in Malta*

Gender segregation in education and the labour market



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Gender segregation



- Education



- Labour market



- Occupational choices

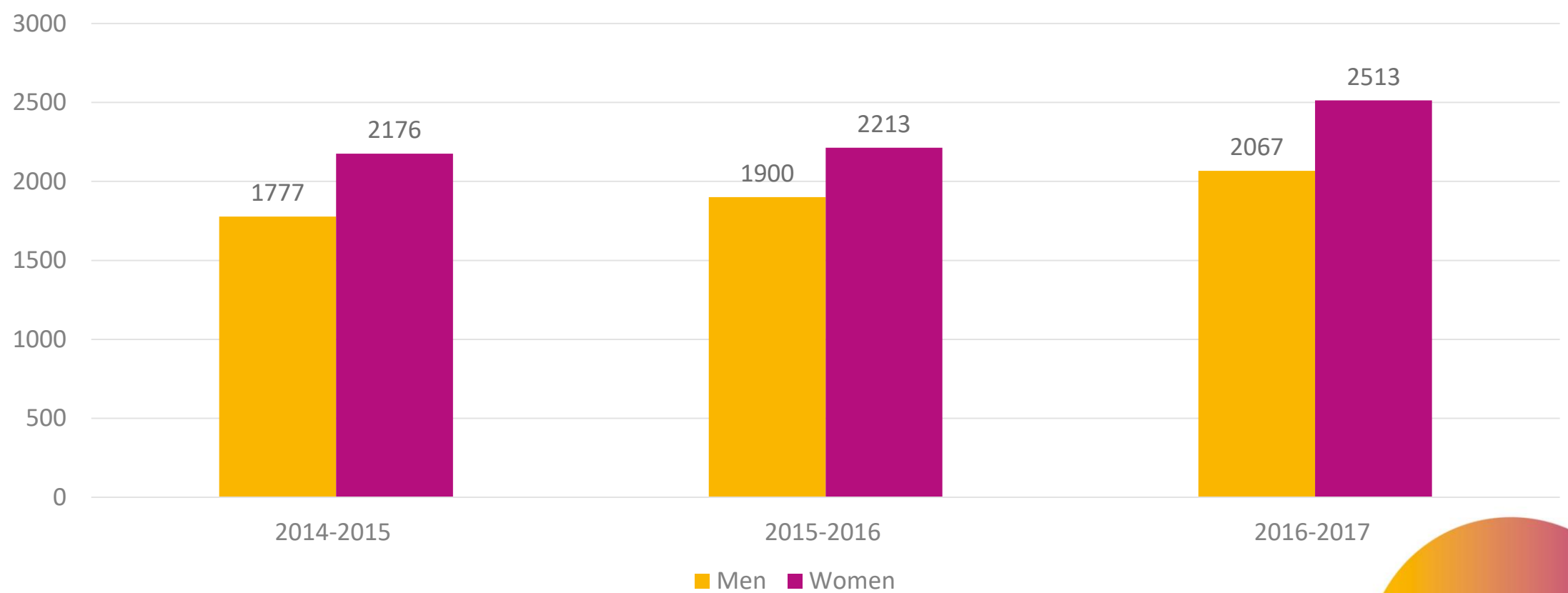


- Occupational remuneration

- *Lower wage occupations are predominantly taken up by women and vice versa*

Tertiary level graduates in Malta

Tertiary-level graduates



Source: NSO Graduate
Students: 2016/2017



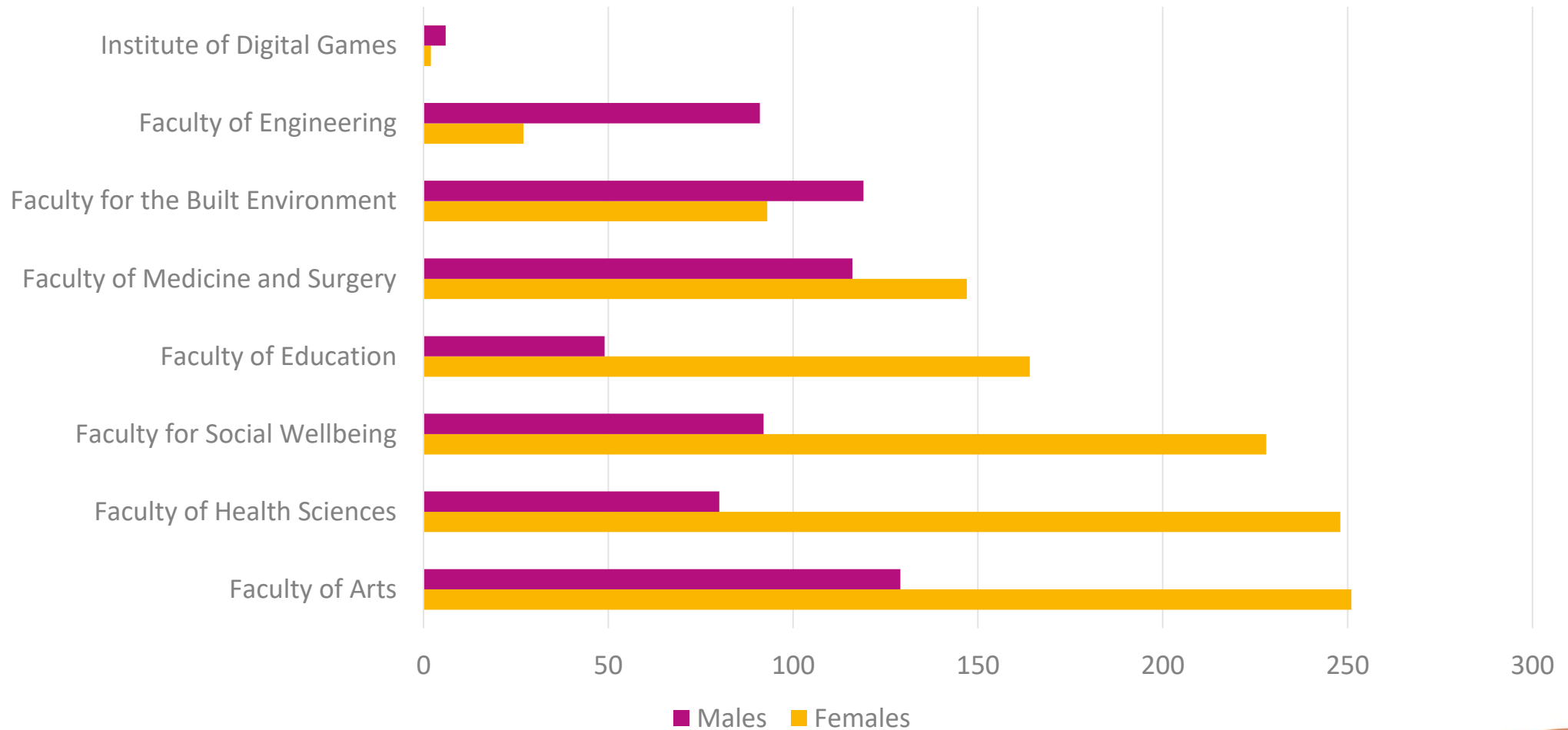
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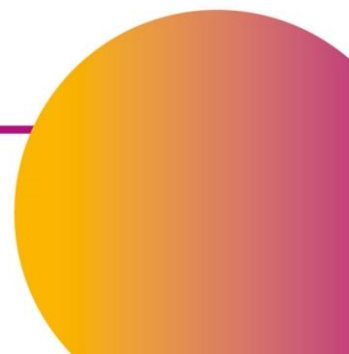
Educational choices of men and women

Completed awards at University of Malta (2017/18)

Source: UoM
Completed Awards
2017/2018



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Occupational choices of men and women in Malta Q2/2019

Source: Labour
Force Survey (NSO)
Q2/2019



Gender segregation in education and the labour market



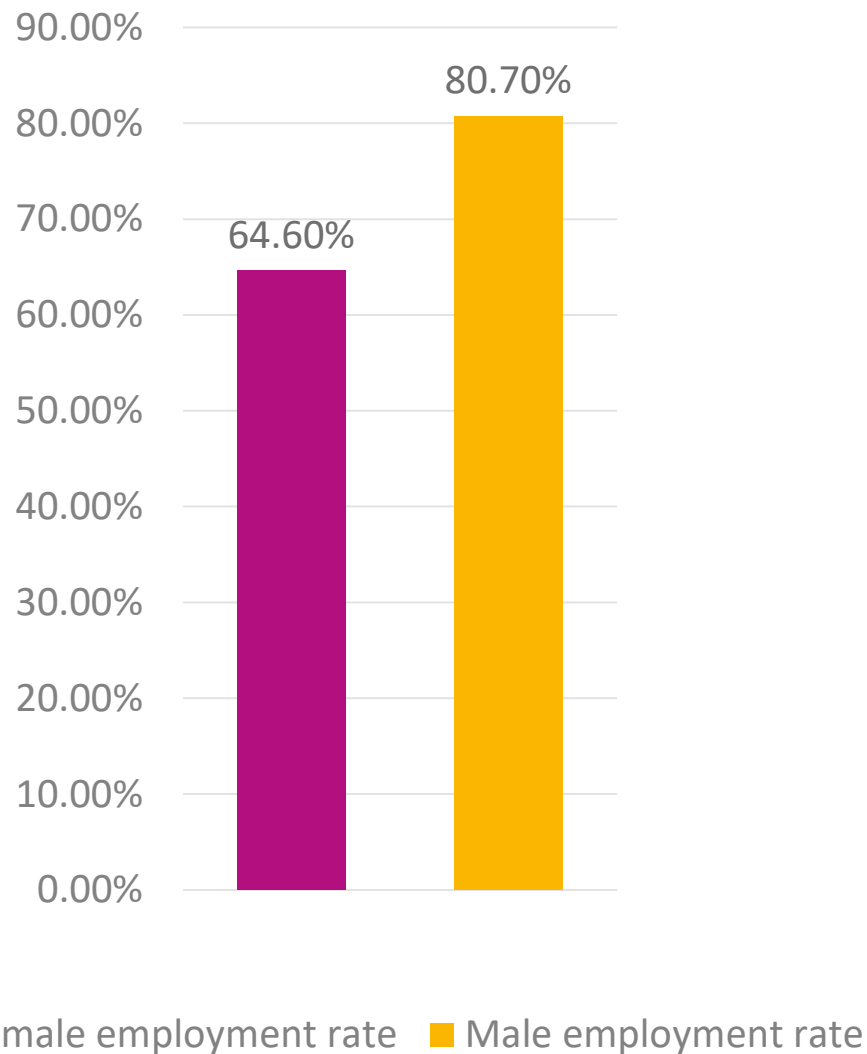
Part-time work



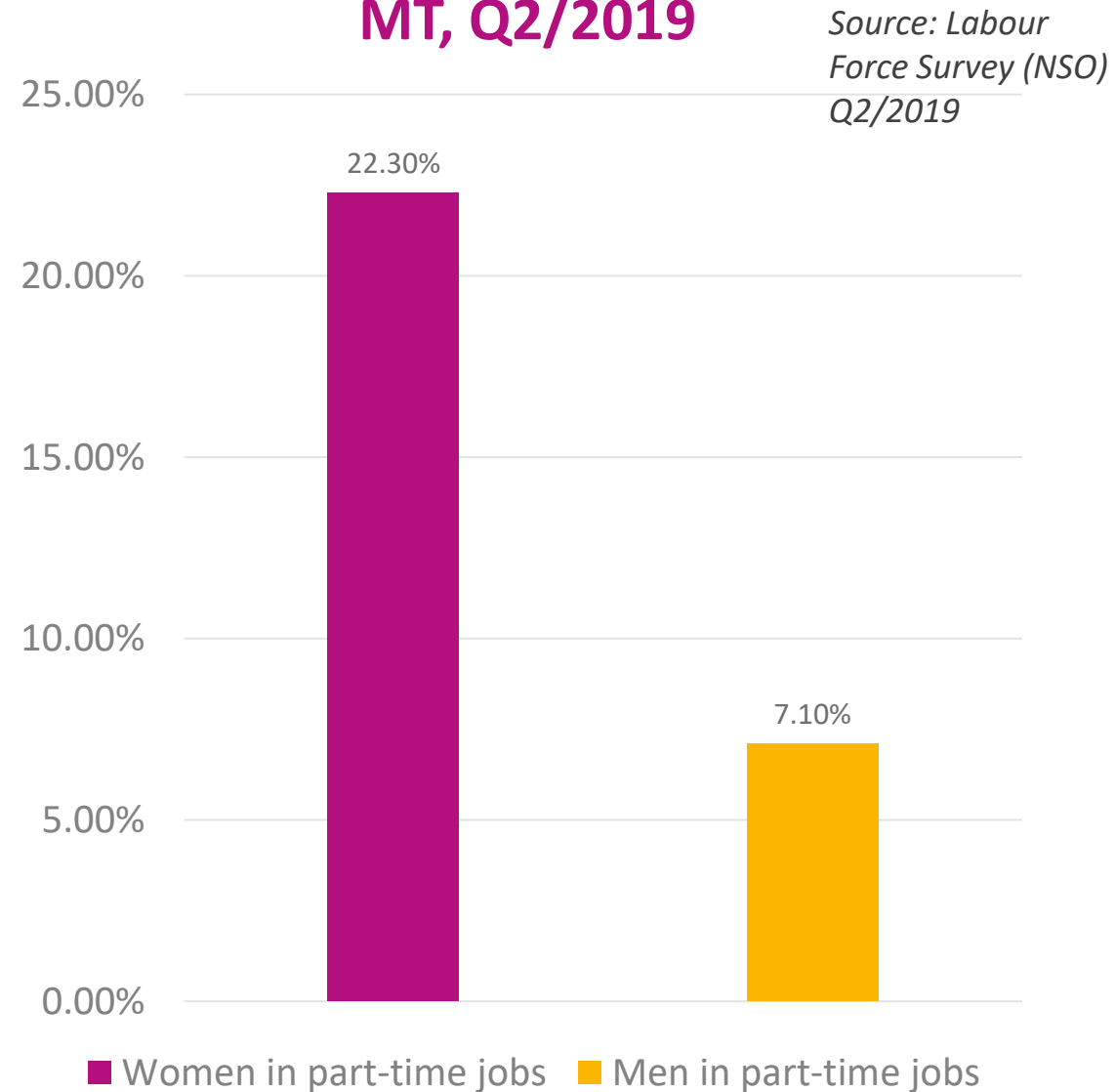
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Women and men in employment in MT, Q2/2019



Women and men working part-time in MT, Q2/2019



Low number of women in decision-making positions



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Women and men in the labour market and in managerial positions in Malta 2019 Q2(%)

Source: Labour
Force Survey (NSO)
Q2/2019



Care-penalty



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Care-penalty

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

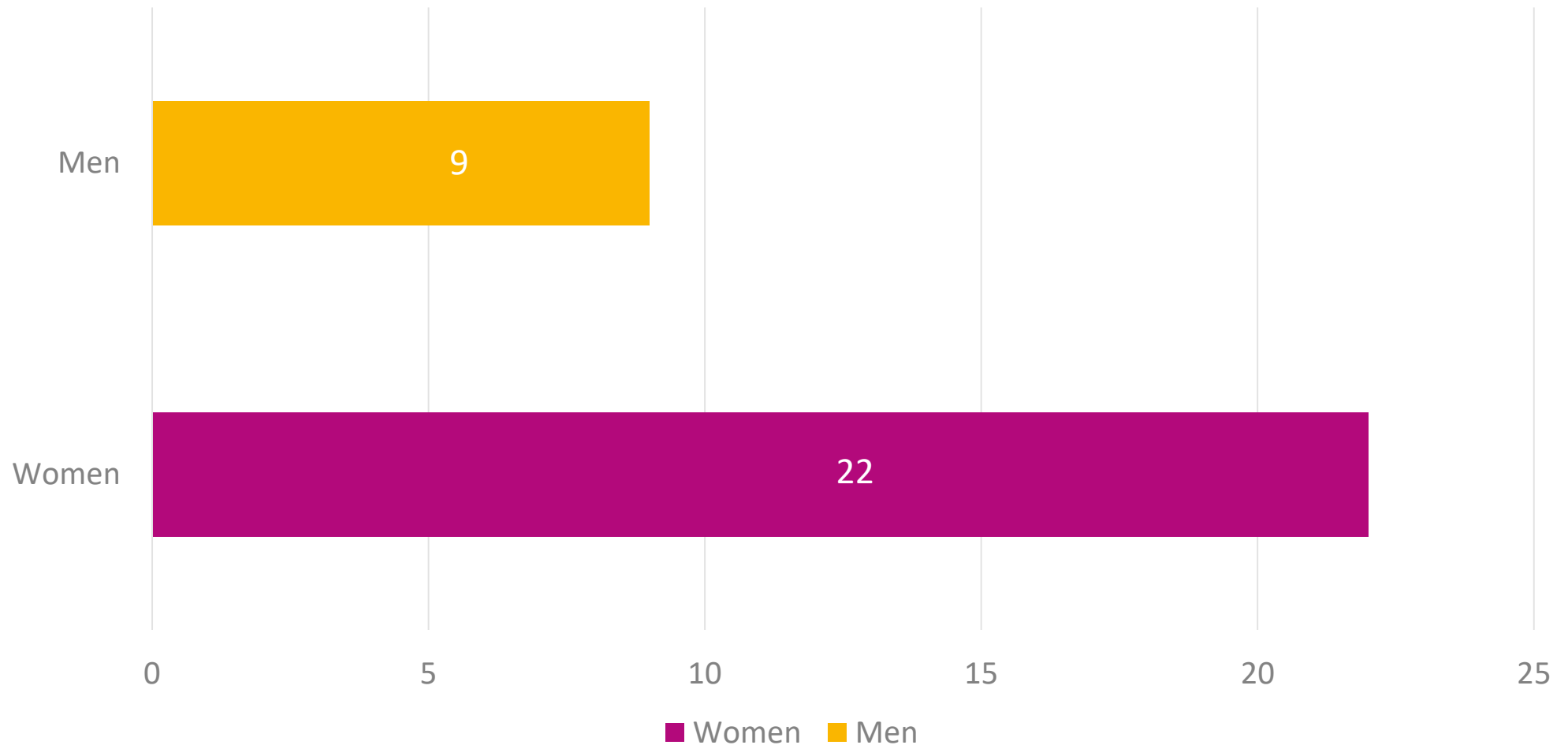
Opinion of the Advisory Committee on Equal Opportunities for Women and Men, *Opinion on reducing the gender gap in pensions*



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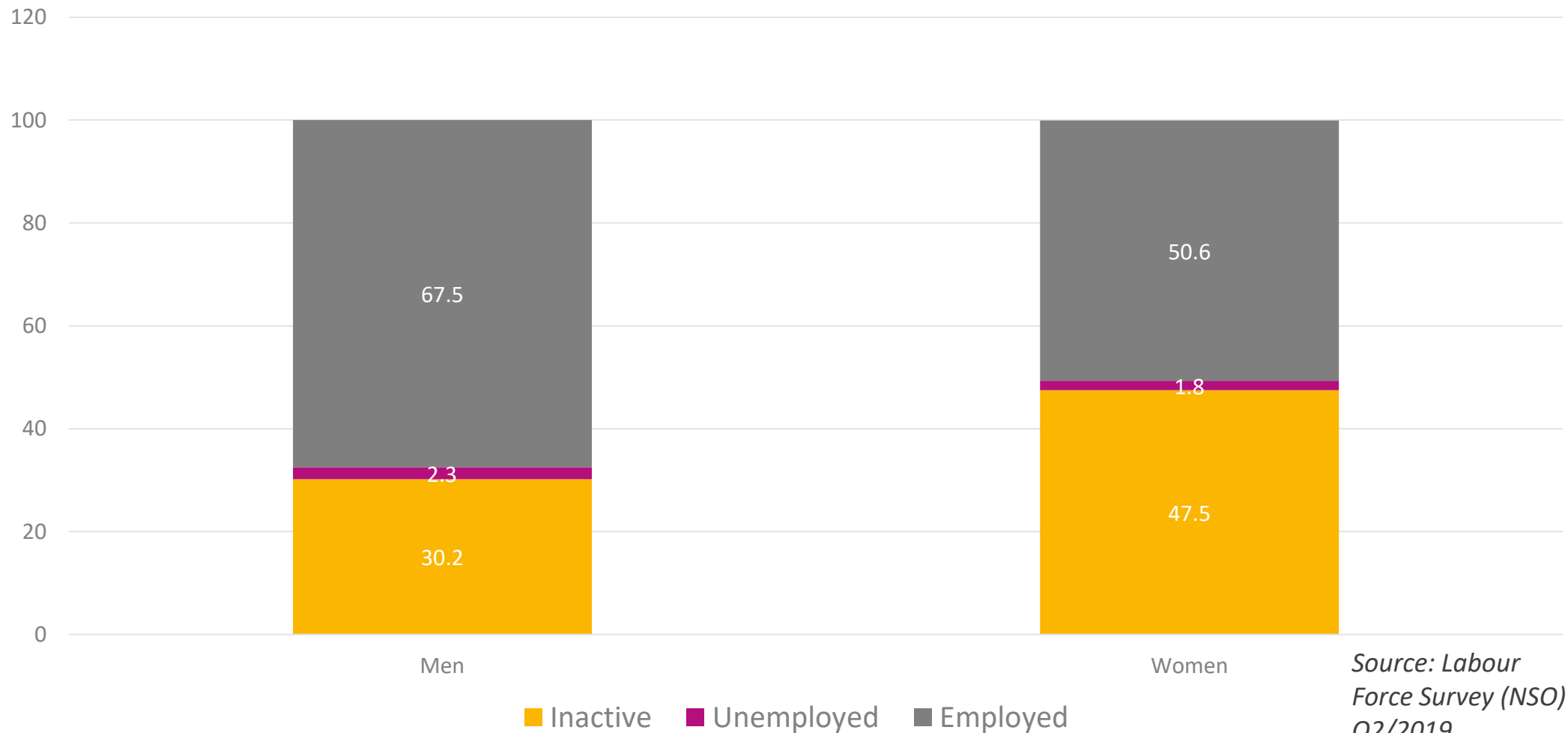


Unpaid work in Malta for women and men



Female and male inactivity in Malta Q2/2019

Persons aged 15 and over by sex and labour market



Source: Labour
Force Survey (NSO)
Q2/2019

Stereotypes and roles



Stereotypes and roles

Definition

A generalised view or preconception about attributes or characteristics that are or ought to be possessed by women and men, girls and boys or the roles that they should perform



Media representation

Context of gender equality and the media in the EU

- 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 strengthens or perpetuates traditional gender stereotypes and stereotyped attitudes particularly online through algorithms



Panel 1: From school to work

- Mr. Mario Mallia, Head of School, St. Albert the Great College
- Ing. Helga Pizzuto , Chairperson, Malta Competition & Consumer Affairs Authority
- Mr. Albert Debono , Head of Student Advisory Services, UoM
- Ms. Sandra Cortis , Director, National School Support Services



Moderator: Mr Mario Xuereb



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