

NCPE Equal Pay Tool

Online Conference - Equal Pay

11th November 2021

Matthew Sacco, Mark Bugeja (Colour My Concept)



PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE



Colour
my concept





Agenda

Introduction | PGEI

Part 1 - Preparatory Work

Part 2 - Equal Pay Tool

Part 3 - Ongoing Improvements & Future Work



Prepare the ground for economic independence (PGEI)

The project's aims were:

- Increase awareness on both the gender pay gap and the gender pension gap;
- Increase knowledge through various training and outreach initiatives;
- Provide information to students on subject and future career choices;
- [Revamp and re-launch the Equality Mark Certification;](#)
- Empower union representatives with knowledge on equal pay for women and men.



The Goal - Equal Pay Tool (EPT)

Provide an [evidence-driven framework](#) for constructing an equal pay tool for Malta that assesses the degree of inequity in relation to pay across gender [for work of the same value](#) within the same organisation, with a view to assigning an Equal Pay certification, in addition to the [Equality Mark certification](#), for companies that request it.



Part 1

Preparatory Work



Part 1 - Preparatory Work

Approach

A



Researched existing **EPTs in European countries** and economic literature. Gathered technical and practical information.

B



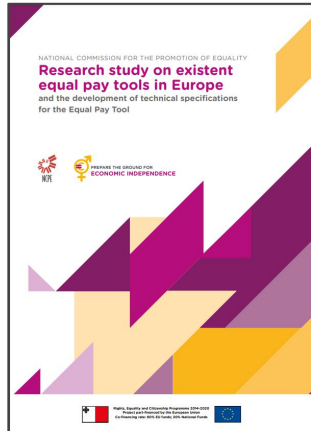
Validated the development of an **EPT suitable for Malta with stakeholders.**

C



Developed the **technical specifications** for the development of an EPT suitable for Malta

A - Commissioned Studies



Research study on existent equal pay tools in Europe

The aim of this study was to seek and learn about successful European Equal Pay tools in order to develop a similar tool that is suitable for Malta's labour market and tailor-made for the Equality Mark certification process.



Equal Pay for Work of Equal Value between Women and Men in Collective Bargaining

The aim of this study was to seek and learn how other European Trade Union representatives embrace the principle of equal pay for women and men during collective agreement negotiations and pass on this knowledge to local union representatives.



Part 1 - Preparatory Work

Definitions

Gender Pay Gap (GPG)

Unadjusted gender pay gap (GPG) focuses on hourly earnings. It is defined as **“the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees”**¹





Part 1 - Preparatory Work

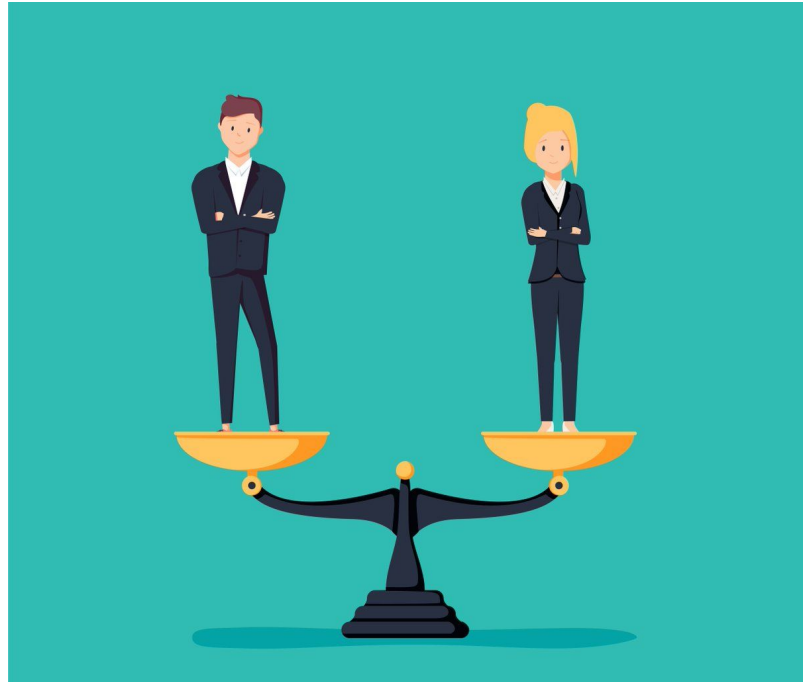
Definitions

Equal Pay for Equal Work (EPEW)

EPEW limits the application of the equal pay principle to work undertaken by **two individuals** in the **same area of activity** and in the **same enterprise**.

Example:

John and Kate work as accountants with the same responsibilities at the same company.





Part 1 - Preparatory Work

Definitions

Equal Pay for Work of Equal Value (EPEV)

EPEV is broader and captures cases where different occupations produce comparable “value”.

Example:

John works as a safety officer and Kate works as an accounting clerk, both occupations comparably important to the company.

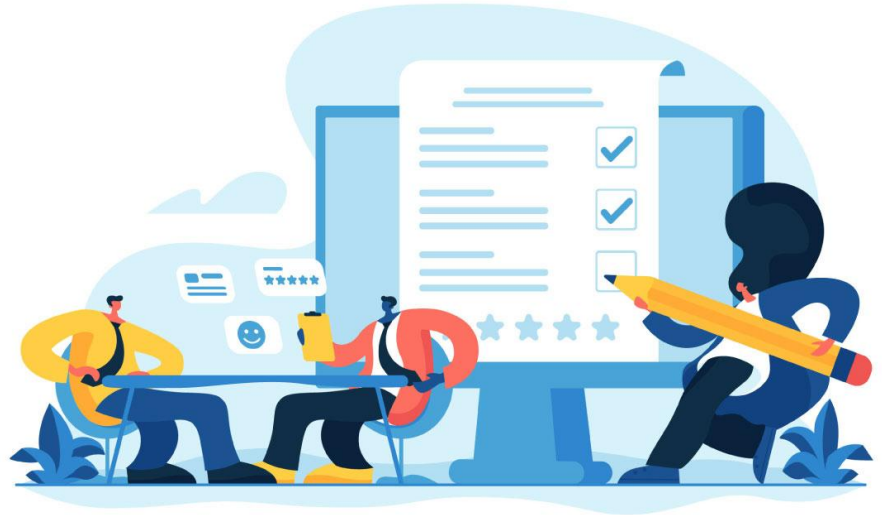


Definitions

Job Evaluation Method (JEM)

Job evaluation is a methodology that establishes the value of a particular job to the organisation.

The International Labour Organisation lists four basic factors to be included in any JEM - qualifications, effort, responsibility, and work conditions.





B - Validation of model proposed for the Equal Pay Tool

A



**Foreign Equal Pay
Tool Operators**

Interviews Held: 3
Focus Group: 0

B



**Local
Employers/Companies**

Interviews Held: 8
Focus Group: 1

C



Local Unions/Reps

Interviews Held: 3
Focus Group: 4



C - Technical Specifications

Tier 3

Equal Pay for Work of Equal Value

Given the data requirements of this method, it is expected that such a method would only be employed for organisations employing **over 50 individuals**.

Tier 2

Equal Pay for Equal Work

Given sufficient data richness, this would allow a **like-for-like comparison** between, say, a male manager and a female manager, both holding tertiary qualifications and with similar experience.

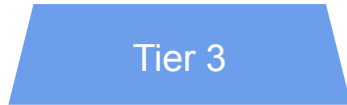
Tier 1

Basic data on employee salary, hours worked, and gender.



Part 1 - Preparatory Work

C - Technical Specifications



How is work value calculated?

Within the current EPT, work value is calculated based on a scoring system coming from 6 pillars.

Personal Background



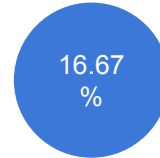
Task Difficulty



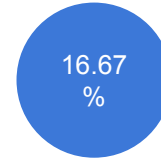
Influence



Interactions



Supervision



Job Risk





Part 1 - Preparatory Work

C - Technical Specifications

1 - Personal Background

This measures education and relevant experience required to execute the job

| Score | Description |
|-------|---|
| 1 | No educational tuition Relevant experience less than 3 years |
| 2 | Education up to MQF/EQF Level 4 Relevant experience of 3 to 5 years |
| 3 | Education up to MQF/EQF Level 6 or job relevant certifications. Relevant experience of 6 to 10 years |
| 4 | Education up to MQF/EQF Level 7 or job relevant certifications. Relevant experience of 11 to 14 years. |
| 5 | Education up to MQF/EQF Level 8; or MBA, Master degree with specialization, and relevant job technical certifications. Experience: 15 years and over |



Part 1 - Preparatory Work

C - Technical Specifications

Tier 3

Personal
Background



20 * 16.67%

+

Task Difficulty



60 * 16.67%

+

Influence



80 * 16.67%

+

Interactions



60 * 16.67%

+

Supervision



40 * 16.67%

+

Job Risk



20 * 16.67%

Score = **48.34** / 100

Part 2

Equal Pay Tool



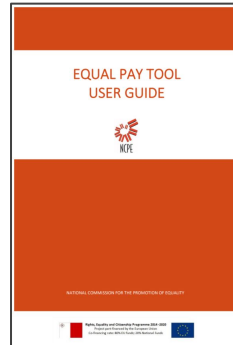
Part 2 - Equal Pay Tool

Excel-based Tool



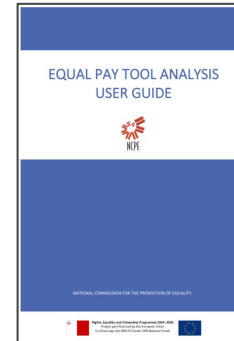
For Organisations

Equal Pay Tool (EPT)



For NCPE

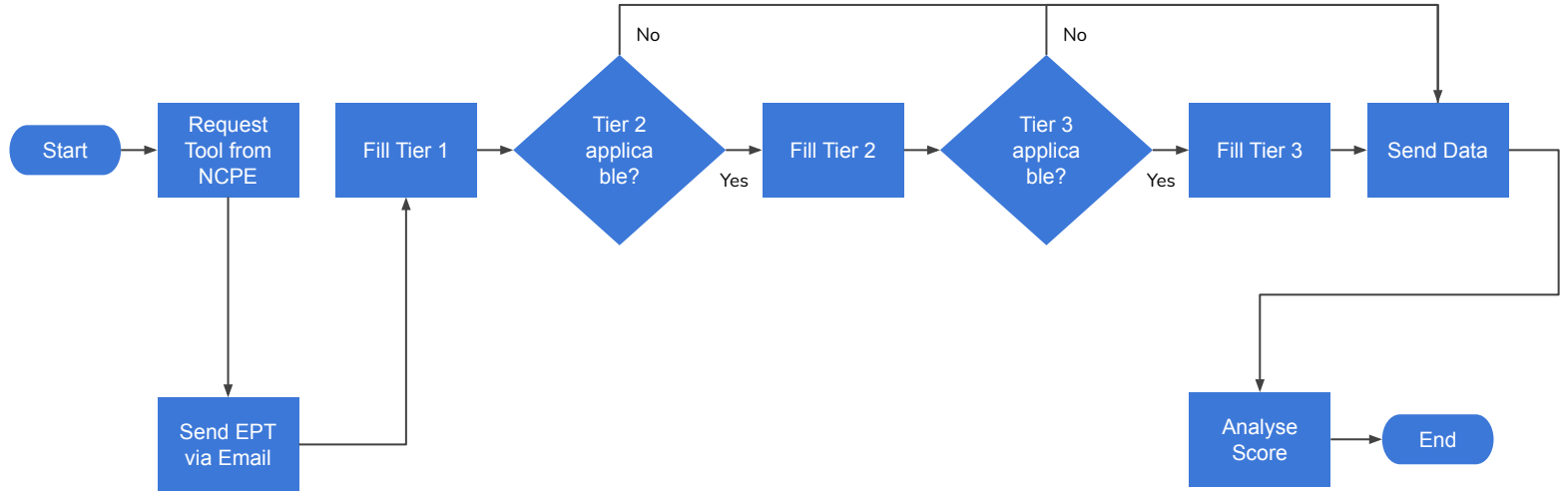
Equal Pay Tool Analysis (EPT Analysis)





Process

Organisations




NCPE



Part 2 - Equal Pay Tool

For Organisations







Equal Pay Tool

Organisation Registration

| | |
|---------------------------------|---|
| Company Name | <input type="text" value="Test Company A"/> |
| Address | <input type="text" value="123, Zurrieq"/> |
| Contact Person Full Name | <input type="text" value="John Doe"/> |
| Contact Number | <input type="text" value="79999999"/> |
| E-Mail | <input type="text" value="test@test.com"/> |
| Year | <input type="text" value="2021"/> |
| Number of Employees | <input type="text" value="50"/> |
| Number of Full Time Equivalents | <input type="text" value="50"/> |
| Sector | <input type="text" value="Construction"/> |



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





Part 2 - Equal Pay Tool

For NCPE



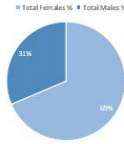
Organisation Evaluation

IMPORT C:\Users\T3962\Documents\Egal Pay Project\Tender\Tender\Work\Development\Output\retrafor-94489EPT B1.xlsx

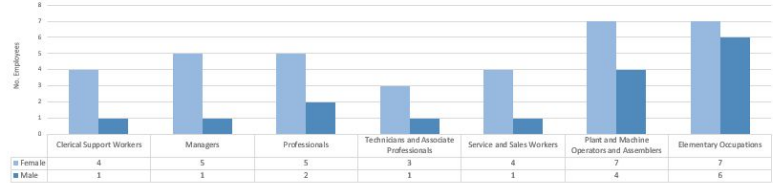
Tier 1 Results

| Total Employee Count | Total Males Count | Total Males % | Total Females Count | Total Females % | Mean RPH (I) | | Mean RPH (w. Overtime) (I) | | Median RPH (I) | | Median RPH (w. Overtime) (I) | | GPG 1 - Mean RPH | | GPG 2 - Mean RPH (w. Overtime) | | GPG 3 - Median RPH | | GPG 4 - Median RPH (w. Overtime) | |
|----------------------|-------------------|---------------|---------------------|-----------------|--------------|--------|----------------------------|--------|----------------|--------|------------------------------|--------|------------------|----|--------------------------------|----|--------------------|---|----------------------------------|---|
| | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Σ | Σ | Σ | Σ | | | | |
| 51 | 16 | 31 | 35 | 69 | 9.02 | 10.05 | 9.07 | 10.08 | 8.13 | 8.75 | 8.13 | 8.75 | 1.11 | 11 | 1.11 | 11 | 1.08 | 8 | 1.08 | 8 |

% of Female and Male Employees



Count of Female and Male employees per Job Type

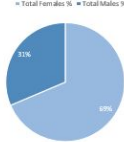


Tier 2 Results

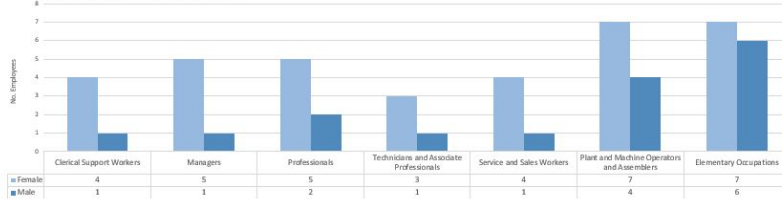
| Filter By | Qualifications | Job Type | Occupation in the Organisation |
|-----------|----------------|----------|--------------------------------|
| | | | |

| Total Employee Count | Total Males Count | Total Males % | Total Females Count | Total Females % | Mean RPH (I) | | Mean RPH (w. Overtime) (I) | | Median RPH (I) | | Median RPH (w. Overtime) (I) | | GPG 1 - Mean RPH | | GPG 2 - Mean RPH (w. Overtime) | | GPG 3 - Median RPH | | GPG 4 - Median RPH (w. Overtime) | |
|----------------------|-------------------|---------------|---------------------|-----------------|--------------|--------|----------------------------|--------|----------------|--------|------------------------------|--------|------------------|----|--------------------------------|----|--------------------|---|----------------------------------|---|
| | | | | | Male | Female | Male | Female | Male | Female | Male | Female | Σ | Σ | Σ | Σ | | | | |
| 51 | 16 | 31 | 35 | 69 | 9.02 | 10.05 | 9.07 | 10.08 | 8.13 | 8.75 | 8.13 | 8.75 | 1.11 | 11 | 1.11 | 11 | 1.08 | 8 | 1.08 | 8 |

% of Female and Male Employees



Count of Female and Male employees per Job Type



Tier 3 Results

| Adjusted R ² | P-Values | Coefficients |
|-------------------------|------------------|------------------|
| 0.352 | Gender: 0.736 | Gender: -0.006 |
| | Score: 0.000 | Score: 0.014 |
| | Intercept: 0.000 | Intercept: 1.170 |

Part 3

Improvements & Ongoing Work



Part 3 - Improvements

Pilot Data

7

Real-life
Datasets

Mix of

Private
/ Public

<50

Employees

>50

Employees



Part 3 - Improvements

Observations & Limitations

Input Data Quality

Tier 3

“Garbage in, garbage out”



Your analysis is as good as your data.

Given the data requirements of this method, it is expected that such a method would only be employed for organisations employing **over 50 individuals**.

Equal Pay for Work of Equal Value



Part 3 - Improvements

Data Analysis and Visualisation



For Organisations

Equal Pay Tool (EPT)



For NCPE

Equal Pay Tool Analysis
(EPT Analysis)





Part 3 - Improvements

Why visualise data?

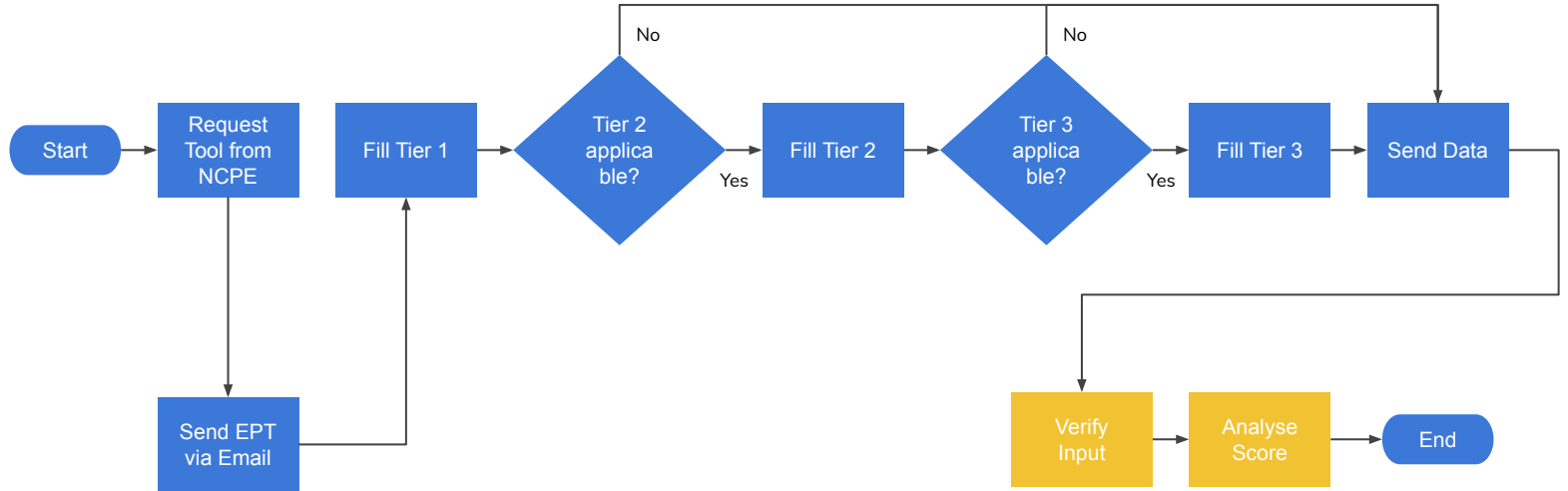


Data visualization gives us a clear idea of what the information means by giving it visual context through maps or graphs. This **makes the data more natural for the human mind** to comprehend and therefore makes it **easier to identify trends, patterns, and outliers within large data sets.**



Process Update

Organisations



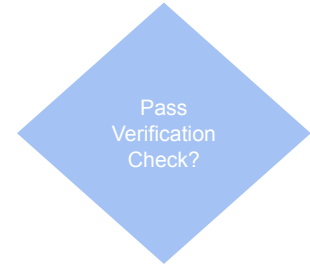
NCPE



Part 3 - Improvements

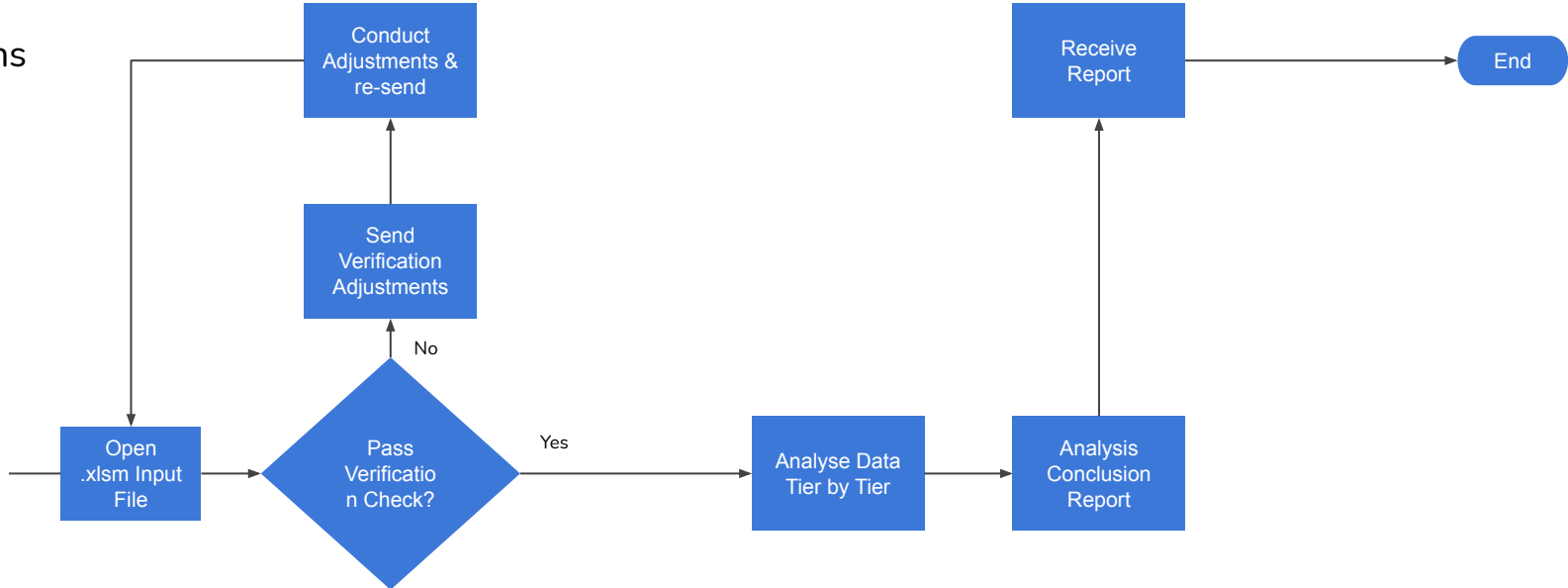
Process Update

Analyse Score



Organisations

NCPE





Part 3 - Improvements

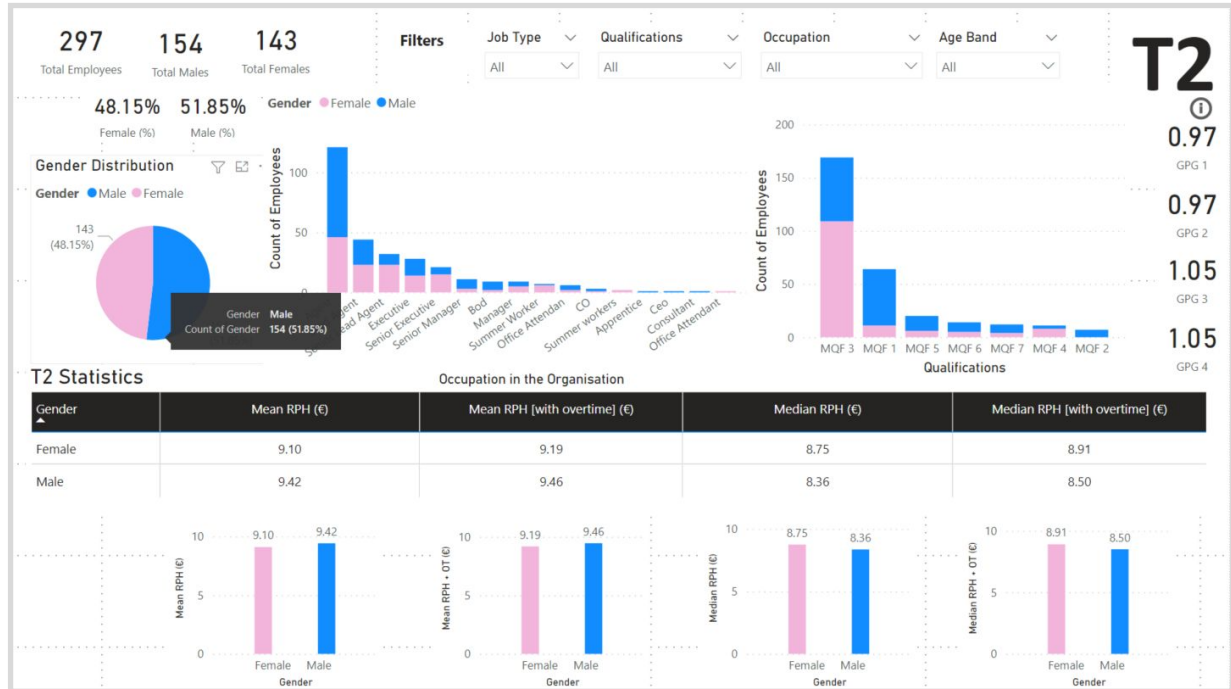
Data Analysis and Visualisation





Part 3 - Improvements

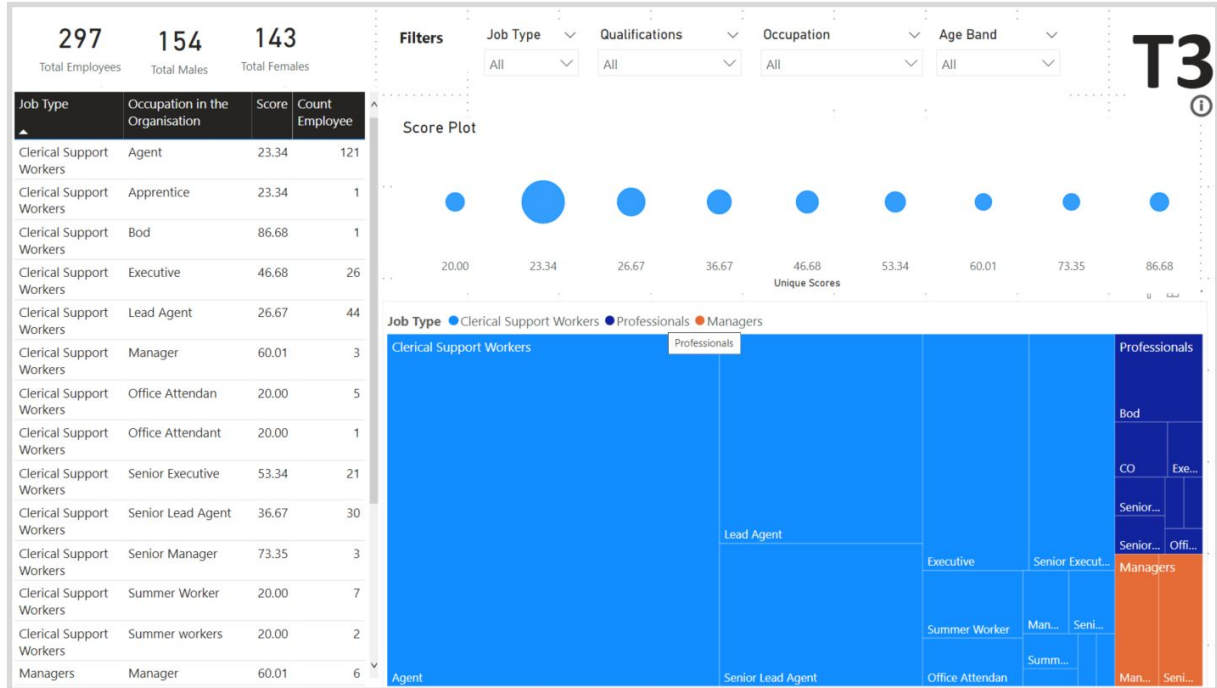
Data Analysis and Visualisation





Part 3 - Improvements

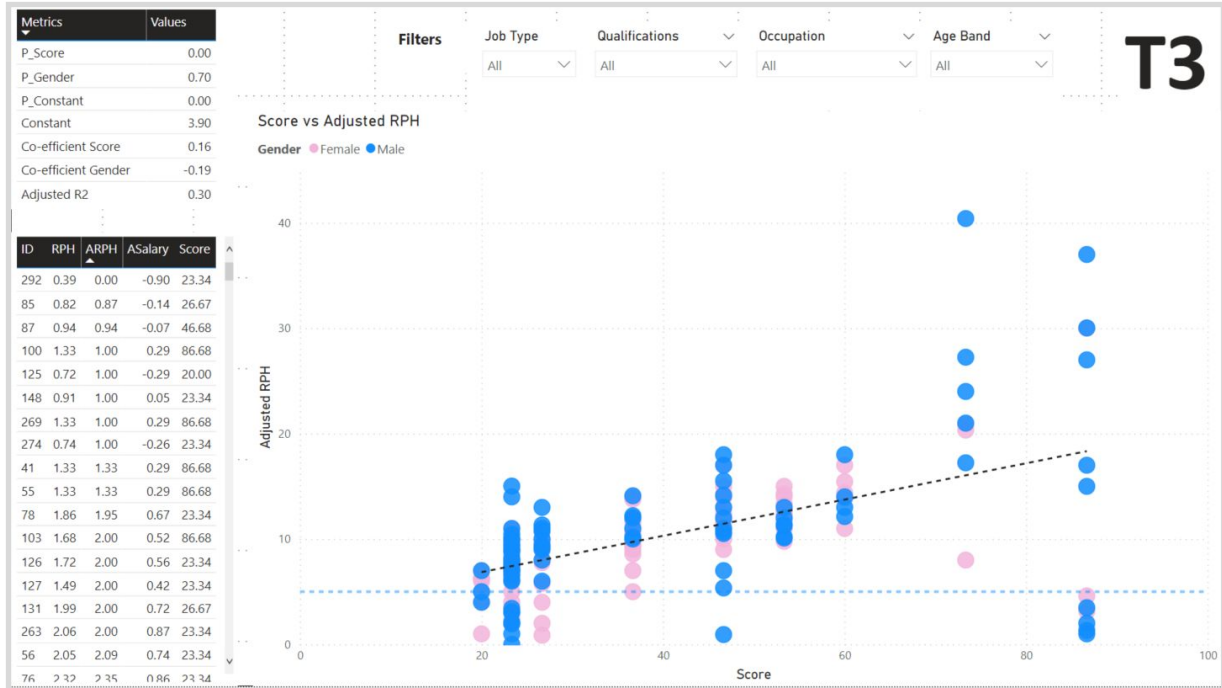
Data Analysis and Visualisation





Part 3 - Improvements

Data Analysis and Visualisation






Part 3 - Improvements

Analysis for organisations <50 employees



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

- Investigated and researched the new logib 2 (2020) model that addresses the shortcoming of the Logib 1 model by adjusting for companies with 50 or fewer employees.
- Comparing pairs and identifying “**risk-pairs**”. The pairs are then compared against each other using three separate tests.



Standard Analysis Tool (Logib)
Release 1086

Summary of equal pay analysis

Company/institution:
UID

Reference month 01/2021

Number of employees 8, of which 4 (50.0%) women and 4 (50.0%) men

Number of employees included in the analysis 8, of which 4 (50.0%) women and 4 (50.0%) men


Risk pairs men lower paid 7 (with 44.37% average wage difference)

Risk pairs women lower paid 3 (with 40.75% average wage difference)

Total score 2.5 - no imbalance to the disadvantage of either gender

Proportion of risk pairs 63% (10 risk pairs from 16 potential mixed-gender pairs)

Risk of non-compliance with equal pay requirement



1-2.5 Low
3-5.5 Medium
6-10.5 High
11 and over Very high

Contextual information on the analysis

All calculations were performed using module 2 of the Confederation's standard analysis model. They are based on the standardised full-time earnings of 8 employees, made up of 4 (50.0%) women and 4 (50.0%) men in the reference month January 2021.



Part 3 - Improvements

Tool Prototyping on more Data

Prior fully rolling out the assessment program to all organisations, the team at NCPE is internally **prototyping various scenarios** that would require different actions. This exercise ensures that the tool and the corresponding results are **reliable** and **can be confidently interpreted.**



Thank you for your attention

Online Conference - Equal Pay

11th November 2021

Matthew Sacco, Mark Bugeja (Colour My Concept)



PREPARE THE GROUND FOR
ECONOMIC INDEPENDENCE



Colour
my concept

