



National Commission for the
Promotion of Equality

Il-Kummissjoni Nazzjonali għall-
Promozzjoni tal-Ugwaljanza

Why an Equal Pay Tool?

André Callus- NCPE Executive (Policy & Training)





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Benefits of the Equal Pay Tool

In-depth understanding of the pay situation within the organisation, including potential flaws and unintentional discrepancies

Adherence to employment and equality laws as well as the Pay Transparency Directive

Use of an Equal Pay Certification

Increased fairness, leading to higher satisfaction among employees and more talent attraction



Applying for the Equal Pay Certification

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EQUAL PAY

**EQUALITY
CERTIFIED**

- **Eligibility** - Companies and public entities employing at least 50 persons, which voluntarily opt to apply for the Equal Pay Certification
- The Equal Pay Certification may be applied for as part of the Equality Mark Application, or separately by those organisations that are already Equality Mark certified

All information submitted by the organisation, at all stages, will be treated with strict confidentiality





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Using the Equal Pay Tool

NCPE will send an:

1. Excel workbook with three tiers to be filled-in by the organisation
 2. An Equal Pay Tool User Guide
- Organisation will be asked to fill in five entries (i.e. corresponding to 5 employees) in the excel workbook and return it to the NCPE for verification of inputting of data
 - After verification, the organisation can continue filling in the entries for all employees

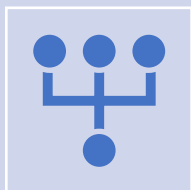




Tier 1

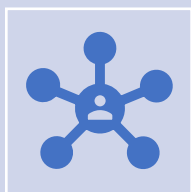
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Organisation to assign a number to each employee

Each number will correspond to an employee without disclosing identity to the NCPE



Details will be inputted about each employee

In the first tier, details relate to gender, pay and number of hours worked





Tier 2

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All employee numbers will be automatically carried forward to the next excel sheet (the second tier)



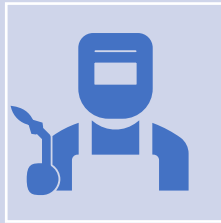
Here, data will be inputted on the employee's date of birth, tenure and qualifications

For each employee, the Job Type and Occupation will be listed





Tier 3



The Tool will group the same Job Types and Occupations into one field into this excel sheet (the third tier)



A score on a scale from 1 to 5 is to be given to each Job Type – Occupation

In relation to six evaluation criteria (based on ILO guidelines and NCPE research)





Six Evaluation Criteria

Personal
background

Task
difficulty

Influence

Interactions

Supervision

Job Risk

- Scoring for these six job evaluation criteria will determine the value of work in a quantifiable manner



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Example - 'Interactions' criteria scoring

4 - Interactions

Score	Description
1	<ul style="list-style-type: none">• Work is limited to a single department of the organisation. Collaboration with co-workers in the organisation is minimal.• No or minimal contact with external customers required.
2	<ul style="list-style-type: none">• The work requires some basic levels of both intra and interdepartmental interaction.• A required level of collaboration with internal and external customers is involved.
3	<ul style="list-style-type: none">• Collaboration with all departments of the organisation required, including working with co-workers on sensitive issues and negotiation.• Solution-focused customer interactions are frequent.
4	<ul style="list-style-type: none">• Regular interaction with several departments of the organisation is expected. Maintaining long-term relationships is required.• Business development is necessary.
5	<ul style="list-style-type: none">• Inter and intradepartmental cooperation is essential for the job. Maintaining long-term relationships is required.• Broad stakeholder relations vital for the organisation's business long-term prospects.



After filling in tiers

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- Filled-in excel workbook is to be sent to the NCPE
- NCPE will use Microsoft Power BI to visualise results





Results Report (1)

Organisations will be sent the results of the Equal Pay Tool.

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GPG Ratio 2 (Avg RPH incl. OT)



On average (including OT), males earn
16.83% more than females

Gender vs RPH



The report will contain:

- The Gender Pay Gap in the organisation, as both average and median, and including and excluding overtime
- An excel workbook showing each employee number and how they are positioned in relation to the pay-value model



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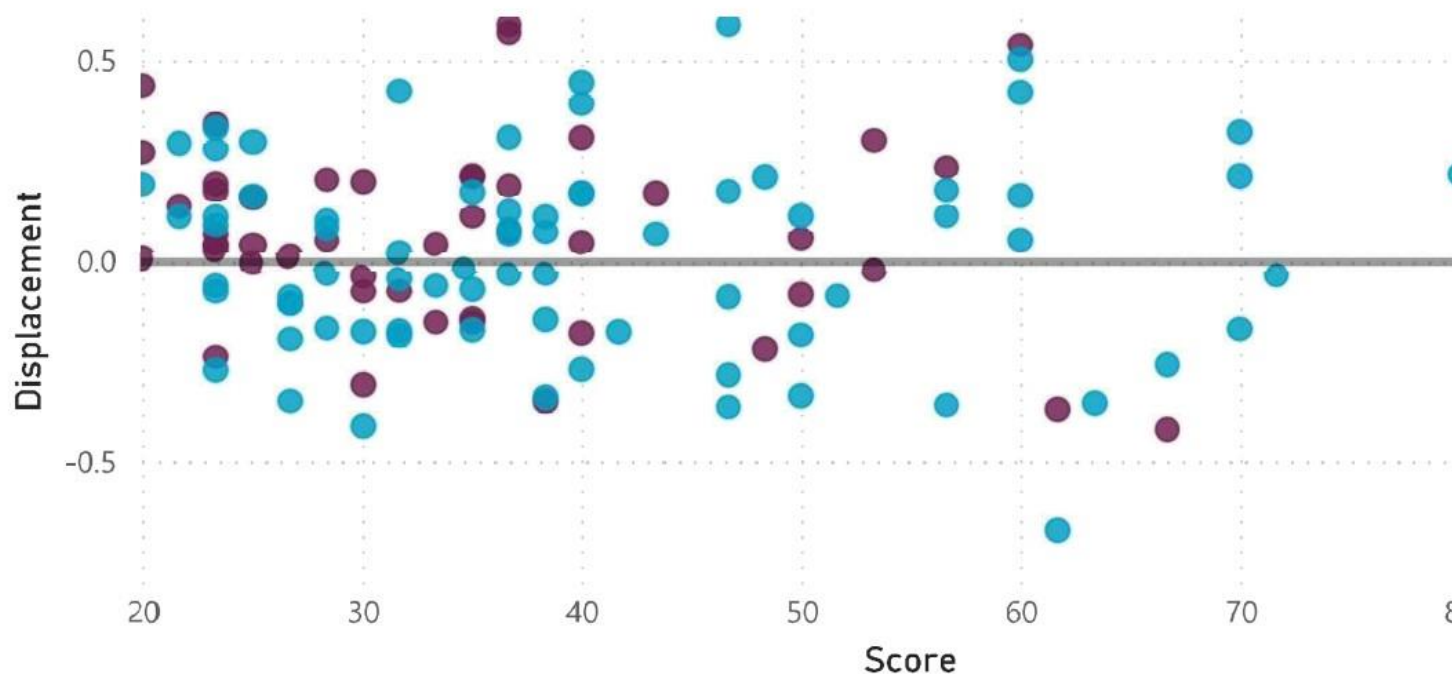


Results Report (2)

Gender, Score and Displacement

Gender, Score and Displacement

Gender ● Female ● Male



- How, overall, male and female employees are positioned in relation to the model
- Number 0 = the perfect relation between value and pay
- Those positioned over 0, are paid more than the model calculation, whilst those positioned under 0, are paid less than the model calculation



Results Report (3)

There can be four results:

- A **Low / Medium / High Risk** that the organisation is not in conformity with the principle of equal pay for work – showing which gender is at risk.
- **Inconclusive** due to the mathematical modelling involved i.e. the Tool could not find an overall relation between the value of work and the rate per hour.

Result Text	Disadvantaged Gender
Low Risk	NA
Result Text	Disadvantaged Gender
Medium Risk	Females
Result Text	Disadvantaged Gender
High Risk	Females
Result Text	Disadvantaged Gender
Inconclusive	NA

- An **Equal Pay Certification** will be awarded in the case of a Low Risk result
- Reports showing **Medium** or **High Risk** will give the organisation a better understanding of the pay situation
- **Inconclusive....**

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Inconclusive Result

An Inconclusive Result report gives correct information on the Gender Pay Gap within the organisation

But not in relation to the principle of equal pay for work of equal value

An Inconclusive Result indicates either:

- that the inputted scores on the evaluation criteria in Tier 3 did not adequately reflect the value given to jobs within the organisation, or
- that the salary structure needs to be looked into to ensure a degree of uniformity in the value for work and rate per hour





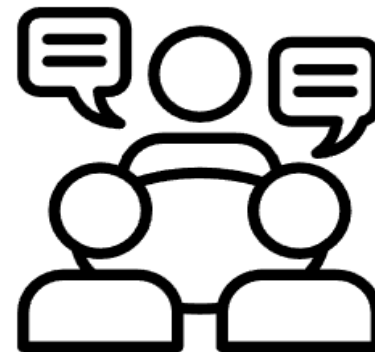
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Following the report

Upon request, the NCPE can provide the organisation with more in-depth information through the filtering of the Tool's results by categories such as Score, Job Type, Occupation and Qualifications





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Thank you for your attention!

