

NCPE Equal Pay Tool Launch Conference

Thursday 9th November 2023 – AX, The Palace, Sliema

Proceedings

Welcome - Ms Renee Laiviera, NCPE Commissioner

- Today's launch of the Equal Pay Tool, highlighting pay discrepancies and emphasizing the Equal Pay and Pay Transparency Directive.
- Previous initiatives to eliminate the gender pay gap include the Pay Me Equally campaign and the Prepare the Ground for Economic Independence program.
- Despite progress, gender pay gap exists especially in the financial, insurance, and real estate sectors.
- Gender pay gap persists globally posing challenges for equal participation of men and women in society.
- The Equal Pay Tool will help companies identify pay discrepancies and address the gender pay gap.

Opening remarks - Hon. Minister Dr Byron Camilleri, Minister for Home Affairs, Security, Reforms and Equality

- The gender pay gap contributes to lower pensions and increases the risk of poverty.
- Equal pay helps individuals gain control over their lives, promoting economic independence both at work and in retirement.
- Equality has been a top priority on the government's agenda, with efforts focused on achieving equality between men and women.
- The EU pay transparency directive emphasizes the importance of using equal pay tools to address gender equality.
- The NCPE Equal Pay Tool will help identify discrepancies in pay between men and women, bridging the gap and addressing pay differences.

Opening remarks - Hon. Ms Rebecca Buttigieg, Parliamentary Secretary for Reforms and Equality

- Despite the legislation in place that prohibits pay discrimination based on gender, women still receive unequal pay compared to their male counterparts.
- Despite measures introduced to increase the participation of women at work, such as the ability to apply for reduced hours, it is still evident that women predominantly perform unpaid work.
- Currently, there are 1362 females and 145 males working reduced hours.
- The COVID-19 pandemic has highlighted the importance of women in various sectors, such as residential care and caregiving.
- The Equal Pay Tool will assist businesses in calculating unequal pay gaps and empower victims of discrimination to assert their rights.
- There are still factors contributing to the gender pay gap, such as the glass ceiling, with few women occupying top positions within companies.
- We aim to strengthen the equality infrastructure to work towards the introduction of the equality bill and to empower the NCPE to enhance rights protection and facilitate access to justice.

Equal Pay and the Pay Transparency Directive- Ms Renee Laiviera, NCPE Commissioner

- PowerPoint Presentation available [here](#)

The development of the Equal Pay Tool - Mr Matthew Sacco- Developer, SeyTravel Ltd

- PowerPoint Presentation available [here](#)

Why an Equal Pay Tool? - Mr André Callus, NCPE Executive (Policy & Training)

- PowerPoint Presentation available [here](#)

Workshops - Discussion on perceptions and recommendations of Equal Pay Tool

Reporting from workshops

Workshop 1:

- Awareness of the pay transparency directive but unsure of its application.
- Concerns about the Pay Transparency Directive hindering employment in sectors like social work due to potentially discouraging applicants with lower wages when compared to other industries.
- Support pay transparency, noting that collective agreements already provide a degree of transparency.
- A few international companies already have a tool to measure the gender pay gap.
- Emphasis on the tool focusing solely on the gender pay gap, neglecting factors like race.
- Suggestion to broaden the tool's focus to include other grounds of inequality.
- Emphasis on ensuring that the tool aligns with EU standards.

Workshop 2:

- The tool is limited to companies with 50-plus employees, restricting its use for most entities in Malta with fewer than 50 employees.
- Consider a more qualitative tool to measure the gender pay gap in smaller companies.
- Larger companies may have their own company tools.
- Explore the ability to export information from existing systems.
- Promote the Equal Pay tool through social media, creating campaigns that benefit both employers and employees.
- Highlight advantages in campaigns focusing on the tool and pay transparency.

Workshop 3:

- Unclear about application of the Pay Transparency Directive.
- Concerns about equality of opportunity, citing differences in collective agreements within the public sector.
- Diversity in scaling systems usage in the private sector.
- Scoring system challenges arise due to subjective scoring criteria, leading to individual variations among workers.
- Consideration: How will allowances be incorporated into the Equal Pay Tool?

Workshop 4:

- The Equal Pay Tool offers HR workers clear results, simplifying explanations to employees.
- Introducing the Equal Pay Tool in private sector conferences to increase outreach.
- Recommend sessions to assist companies with applying the Equal Pay Tool.
- Keep the Equal Pay Tool separate or integrate it with the Equality Mark Certification?
- Propose including the Equal Pay Tool in the equality mark when legislation set for 2026 comes into effect.

Concluding remarks - Ms Renee Laiviera, NCPE Commissioner

- Having followed the workshop discussions highlighting the need for further support, we will be organising online sessions in Jan 2024 to further discuss the use of the equal pay tool and the guidelines prepared by the NCPE.
- We have taken on board the points raised during this morning. Please get back to us if you have any other issue that needs clarification.
- Thank you all for participating in today's Equal Pay Tool Launch Conference.
- I would like to thank Hon. Minister Dr. Bryon Camilleri and Hon. Ms. Rebecca Buttigieg for their time, as well as the NCPE staff for their dedication.

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