

*Press statement by the National Commission for the Promotion of Equality (NCPE)*

## **NCPE Business Breakfast**

### **Launch of the NCPE's Equal Pay Tool**

The National Commission for the Promotion of Equality (NCPE) hosted a Business Breakfast in Sliema to launch the NCPE's Equal Pay Tool. The tool seeks to facilitate the application of equal pay for same work and work of equal value between women and men in organisations that employ at least 50 employees and which are certified with the Equality Mark. The Tool will help organisations identify and address potential pay inequalities which are not justifiable.

The commitment towards equal pay is particularly relevant in the context of the Pay Transparency Directive adopted earlier this year, which calls for measures to improve pay transparency, combat pay discrimination, ensure equal pay for women and men performing the same work or work of equal value, and also contributes to address the gender pay gap.

Addressing this Launch Conference, the Minister for Home Affairs, Security, Reforms and Equality, Hon. Dr. Byron Camilleri highlighted that equal rights and the same pay for work of equal value is one of the principles enshrined in the Constitution of Malta as well as in employment and equality law. Hence, safeguarding equal pay is a legal obligation, and more importantly it contributes to address the societal implications of pay inequalities, which not only hamper equal economic independence when in employment, but also leads to lower pensions and increased risk of poverty in women's later years. The Minister encouraged organisations to make use of the NCPE's Equal Pay Tool for an accurate analysis of the wage structure in their companies from an equality perspective, providing them with knowledge to develop measures and take concrete action to address pay inequalities when necessary.

The Parliamentary Secretary for Reforms and Equality, Hon. Ms Rebecca Buttigieg reiterated that equal pay for equal work and for work of equal value is a crucial prerequisite for gender equality. She referred to the Government's commitment to safeguard gender equality through the 'Gender Equality and Mainstreaming Strategy and Action Plan' launched last year. "Indeed, one of the objectives of this action plan is to ensure equal pay for work of equal value alongside guaranteeing

equal access to employment and combating segregation in the labour market. Effective measures are required to ensure that the value given to work carried out by women and men is equal and free from prejudice or stereotyping based on gender. The NCPE's Equal Pay Tool can thus be used to address pay inequalities within companies" Buttigieg said.

The NCPE Commissioner Ms Renee Laiviera explained that the gender pay gap is the result of various inequalities in the labour market, including gender segregation in employment and education, the absence of women in managerial positions, insufficient work-life balance, and instances of pay discrimination. Ms Laiviera said that Chapter 456 of the Laws of Malta prohibits discrimination in employment, including in terms and conditions such as pay. Ms Laiviera also highlighted the various initiatives undertaken by the NCPE to raise awareness and strengthen the equal pay principle, and provided a comprehensive overview of the Pay Transparency Directive.

Mr Matthew Sacco, the developer of the Equal Pay Tool, outlined the work done to mature the practical aspects of the tool, ensuring that the results of the Tool are easier to understand, and that the NCPE's team is ready and confident to assist different organisations.

Mr André Callus, NCPE Executive (Policy & Training), explained why the Equal Pay Tool is a crucial addition to the NCPE's efforts in promoting equal pay. He gave a presentation on the utilisation of the tool and the assistance offered by NCPE in its usage.

The Conference concluded with workshops where participants discussed how the Equal Pay Tool can help companies comply with the Pay Transparency Directive and address the challenges companies may face when using it.

The NCPE is committed to continue providing support to companies as required, and augurs that companies utilise the NCPE's Equal Pay Tool to ensure that their pay structures truly uphold the principle of equal pay for the benefit of employers and employees.

**9<sup>th</sup> November 2023**