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

NCPE's Conference: Equal Pay for Work of Equal Value between Women and Men

The National Commission for the Promotion of Equality (NCPE) organised a Conference to mark the European Equal Pay Day in light of recent developments concerning the Pay Transparency Directive, which has been transposed into Maltese law through Legal Notice 173 of 2026.

In her opening address, Minister for Equality and Civil Rights, Hon. Rosianne Cutajar, highlighted that the European Equal Pay Day is an important reminder that 'equal pay for equal work or work of equal value' is a key priority. Although Malta's gender pay gap of 4.9% is below the EU average of 11.1%, disparities persist across certain sectors. Hon Cutajar emphasised greater pay transparency as a key tool for addressing these inequalities, referring to Malta's early transposition of the EU Pay Transparency Directive in June 2026. Hon Cutajar also noted initiatives promoting women's economic independence which contributed to greater female participation in employment.

Hon Graziella Attard Previ, Shadow Minister for Equality and Civil Rights stressed that equal pay for work of equal value is not only a legal principle, but a fundamental right that must be enjoyed by all workers. While acknowledging the progress made through the transposition of the EU Pay Transparency Directive into Maltese law, Hon Attard Previ highlighted persistent challenges in equal opportunities, career progression, and women's representation in decision making positions. Hon Attard Previ called for greater commitment from institutions, employers, and society to translate equality into a concrete reality in everyday life.

NCPE Commissioner Ms Renee Laiviera highlighted the various factors contributing to the gender pay gap, including gender segregation in education and employment, unequal care responsibilities, women's underrepresentation in decision-making positions and pay discrimination. Ms Laiviera outlined the NCPE's ongoing work to promote equal pay

between women and men and highlighted the transposition of the EU Pay Transparency Directive as an important step towards greater pay transparency and gender equality. Under the new framework, the NCPE has been entrusted with specific responsibilities, including assisting employees in accessing pay information.

Prof Anna Borg from the Centre for Labour Studies at the University of Malta stated that, while the principle of equal pay for equal work is largely established in law, challenges remain in ensuring that work traditionally carried out by women is appropriately valued. Prof. Borg noted that pay and grading structures may not always fully recognise the skills, effort, responsibility and emotional demands associated with female-dominated occupations, such as care work. Prof Borg also welcomed Malta's new pay transparency provisions as an important step towards identifying pay inequalities, while stressing that transparency should be complemented by measures including collective bargaining, public-sector pay reviews and investment in care.

Dr Andrè Callus, NCPE Manager (Policy and Training), provided an overview of the provisions of the Legal Notice and the role of the NCPE within the new pay transparency framework. He also presented the NCPE Equal Pay Tool that assists companies in assessing their equal pay situation as well as the European Institute for Gender Equality (EIGE) toolkit which provides guidelines to organisations on job evaluation and classification.

Participants had the opportunity to discuss a series of questions related to the principle of 'equal pay for equal work or work of equal value'. Their contributions were then explored during a panel discussion. Representing different stakeholders, panel members reflected on the key points emerging from the workshops, including the distinction between 'equal pay for the same work' and 'equal pay for work of equal value', and how the value of work can be determined in practice. Panel members also discussed the benefits of the EU Pay Transparency Directive and the Equal Pay (Transparency and Reporting) Regulations (Legal Notice 173 of 2026) for employers and employees, women and men, highlighting their roles in ensuring equal pay.

In her concluding remarks, Ms Laiviera thanked participants and reaffirmed the NCPE's commitment to translating the principle of 'equal pay for equal work or work of equal value' into practice, ensuring that it becomes a reality in the everyday lives of women and men workers.

19th November 2026