

## GENDER PAY GAP - 2014

### NATIONAL REFERENCE METADATA IN ESS STANDARD FOR QUALITY REPORTS STRUCTURE (ESQRS)

#### **CONCEPT 1 – CONTACT**

##### **Sub-concept 1.1 – Contact Organisation**

National Statistics Office (NSO)

##### **Sub-concept 1.2 – Contact Organisation Unit**

Unit C2: Labour Market Statistics

##### **Sub-concept 1.5 – Contact mail address**

National Statistics Office (NSO),  
Lascaris, Valletta  
VLT 2000, Malta.

#### **CONCEPT 2 – STATISTICAL PRESENTATION**

##### **Sub-concept 2.1 – Data description**

The unadjusted Gender Pay Gap (GPG) represents 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.

From reference year 2006 onwards, the new GPG data are based on the methodology of the Structure of Earnings Survey ([Council Regulation No 530/1999](#) of 9 March 1999 concerning structural statistics on earnings and on labour costs) which is carried out every four years. The most recent available SES data refers to reference years 2002, 2006 and 2010. Whereas the GPG figures for 2006, and 2010 and 2014 were directly computed from the SES of the same years, for the intermediate years, the NSO compiles annual estimates which are revised every 4 years and benchmarked on the SES results in the two respective years.

The years in between (2007 to 2009) are estimated using the Labour Force Survey growth rates; and the Employment Income data from administrative sources is used for years 2011 to 2013.

Data are broken down by economic activity (NACE: Statistical Classification of Economic Activities in the European Community), form of economic and financial control (public/private) of the enterprise, working profile (full-time / part-time) and age classes (six age groups) of employees.

##### **Sub-concept 2.2 – Classification System**

As from 2007, the disseminated data are compiled using the economic activity classification [NACE Rev. 2](#). For previous reference years GPG data was compiled using NACE Rev. 1.1. From 2010, GPG data classified by working profile and age classes started to be provided.

### **Sub-concept 2.3 - Coverage – Sector**

Sections B to N and P to S. The inclusion of section O is optional.

### **Sub-concept 2.4 - Statistical concepts and definitions**

An employee is defined as a person having a direct employment contract with the enterprise and receiving remuneration; irrespective of the type of work performed, the number of hours worked, and the duration of contract.

Earnings refers to wages and salaries, which may include overtime, bonuses, pay for piecework and shift work, allowances, fees, tips and gratuities, commission, and remuneration in kind.

Hourly rate refers to actual hours worked by the employee.

### **Sub-concept 2.5 - Statistical unit**

The statistical unit is the employee.

### **Sub-concept 2.6 - Statistical population**

All employees (regardless of age and number of hours worked) belonging to enterprises with 10 or more employees, covering NACE Sections B to S but excluding O. Part-time employees are also included.

### **Sub-concept 2.7 - Reference area**

Malta.

### **Sub-concept 2.8 – Coverage – Time**

The GPG annual estimates are available as from reference year 2006 and revised every four years (benchmarked on SES data).

### **Sub-concept 2.9 – Base Period**

Not applicable.

## **CONCEPT 3 – STATISTICAL PROCESSING**

### **Sub-concept 3.1 – Source data**

Updates are based on estimates derived from administrative sources, mainly income tax data obtained from Inland Revenue Department and employment statistics derived from registers sourced by the Employment and Training Corporation.

Through income tax data employment income growth rates are determined and are then applied to the rate produced from the most recent SES.

The Job Vacancies Survey and Labour Force Survey are also used as auxiliary sources to determine the levels of employment and socio-economic distribution.

### **Sub-concept 3.2 – Frequency of Data Collection**

Annually.

### **Sub-concept 3.3 – Data Collection**

With the exception of the reference years for SES, no data collection is carried out specifically for the compilation of GPG indicators, since data used to produce this indicator is derived from administrative sources and other surveys conducted by this Unit namely, Job Vacancies Survey and Labour Force Survey.

### **Sub-concept 3.4 - Data Validation**

GPG results are thoroughly checked for consistency by comparisons with previous years. In addition, through consultations with Business statistics, NACE classifications are being regularly updated.

### **Sub-concept 3.5 - Data Compilation**

By combining the data obtained from the Employment and Training Corporation with the information given by the Inland Revenue Department, the year on year change in earnings for both genders are calculated. Based on the GPG rate 2010 2014 that was produced directly from SES 2010 2014 sent to Eurostat, the female rate with respect to the male rate is calculated. The following equation is used to calculate the GPG rate:

$$\frac{(\text{Gross hourly earnings of male paid employees} - \text{Gross hourly earnings of female paid employees})}{(\text{Gross hourly earnings of male paid employees})}$$

### **Sub-concept 3.6 – Adjustment**

Not applicable.

## **CONCEPT 4 – QUALITY MANAGEMENT**

### **Sub-concept 4.1 – Quality Assurance**

Administrative data which is used for the compilation of GPG statistics is checked for coherence with previous results provided by the same source. Moreover, whenever more updated statistics are available, these are used to revise the GPG figures in order to have a more updated indicator.

## Sub-concept 4.2 – Quality Management - Assessment

Every effort is made to ensure that data are of good quality. GPG statistics are based on administrative sources which are deemed to be reliable. Hence data quality of GPG is deemed good.

## CONCEPT 5 – RELEVANCE

### Sub-concept 5.1. Relevance - User Needs

GPG statistics are often sought by many different users, including:

#### National users:

- Ministries
- Government Departments and Authorities working within the social and economic spheres
- Research institutes
- University of Malta
- Other policy makers

#### International users:

- Eurostat
- OECD (Organisation for Economic Co-operation and Development)
- UNECE (United Nations Economic Commission for Europe)
- European Commission's Directorate General for Employment, Social Affairs & Inclusion

### Sub-concept 5.2. Relevance - User Satisfaction

A user satisfaction survey was carried out by the NSO to measure the degree with which it meets its obligations towards its users. The survey was held in 2014, and results for the total statistical output for Unit C2 (Labour Market Statistics), not specifically for the GPG, were as follows:

#### News Releases:

- Quality - 73.2% high/good
- Timeliness - 84.1% timely
- Usefulness - 81.2% useful

#### Requested data:

- Quality - 63.1% high/good
- Frequency - 18.4% regular
- Timeliness – 72.8% timely

A dedicated news release outlines main results from this survey, and can be accessed through: [http://nso.gov.mt/en/News\\_Releases/View\\_by\\_Unit/Unit\\_01/Methodology\\_and\\_Research/Pages/User-Satisfaction-Survey.aspx](http://nso.gov.mt/en/News_Releases/View_by_Unit/Unit_01/Methodology_and_Research/Pages/User-Satisfaction-Survey.aspx)

### **Sub-concept 5.3 - Completeness**

The work carried out by NSO on this indicator is in line with Eurostat's methodological recommendations for completeness and high quality. All breakdowns, with the exception of 'form of economic and financial control', are provided on an annual basis.

'Form of economic and financial control' is not provided since data collected from administrative sources does not include such information.

#### **Sub-concept 5.3.1. Data completeness – Rate**

100%.

## **CONCEPT 6 – ACCURACY AND RELIABILITY**

### **Sub-concept 6.1 - Accuracy - overall**

The administrative sources currently being used to compile GPG are considered to be of good quality. In addition, consistency checks are carried out on the data provided. To this end, the GPG indicator being compiled on an annual basis is considered to be accurate.

### **Sub-concept 6.2 - Sampling error**

Since GPG data are based on the methodology of the Structure of Earnings Survey, sampling error applies. The Coefficient of Variation (CV) for the average gross hourly earnings in SES 2014 was equal to 0.2.

#### **Sub-concept 6.2.1. Sampling error – Indicators**

Not available.

### **Sub-concept 6.3 - Non-sampling error**

Non sampling errors relate to potential misclassification of economic activities which in turn may influence the results by economic activity. However, it must be noted that the administrative source used to identify the economic activity in which the employee is working, has its classifications regularly updated in consultation with the 'Business Statistics' Unit within the NSO.

#### **Sub-concept 6.3.1 - Coverage error**

Not applicable.

##### **Sub-concept 6.3.1.1 - Coverage error - Rate**

Not applicable.

##### **Sub-concept 6.3.1.2. Common Units – Proportion**

Not applicable.

**Sub-concept 6.3.2 - Measurement Error**

Not applicable.

**Sub-concept 6.3.3 - Non-response Error**

Not applicable.

**Sub-concept 6.3.3.1 - Unit non-response – Rate**

Not applicable.

**Sub-concept 6.3.3.2 - Item non-response - Rate**

Not applicable.

**Sub-concept 6.3.4 - Processing error**

Not applicable.

**Sub-concept 6.3.4.1 - Imputation – Rate**

Not applicable.

**Sub-concept 6.3.5 - Model assumption error**

Not applicable.

**Sub-concept 6.4 - Seasonal adjustment**

Not applicable.

**Sub-concept 6.5 - Data revision – Policy**

The revision policy governing the NSO is currently not made available to the general public.

**Sub-concept 6.6 - Data revision – Practice**

GPG indicators are revised every four years so that they are aligned with estimates of the most recent SES statistics (currently SES 2010). The most recent revisions on 2014 GPG statistics were carried out in 2016. The results were directly produced from SES 2014 .

**Sub-concept 6.6.1. Data revision - Average size**

Not applicable.

## **CONCEPT 7 – TIMELINESS AND PUNCTUALITY**

### **Sub-concept 7.1 – Timeliness**

Data are collected every October of the year following the reference year.

#### **Sub-concept 7.1.1. Time lag - First Result**

Not applicable.

#### **Sub-concept 7.1.2 - Time lag - Final Result**

At a national level, results are provided 12 months after the end of the reference year (n+1) because administrative sources finalise their outputs during the fourth quarter of each year.

### **Sub-concept 7.2. Punctuality**

100% on time.

#### **Sub-concept 7.2.1. Punctuality - Delivery and Publication**

The deadline for GPG statistics is based on a gentlemen's agreement and is normally set for October of the year following the reference year.

## **CONCEPT 8 – COHERENCE AND COMPARABILITY**

### **Sub-concept 8.1 - Comparability - Geographical**

The definition used for GPG is harmonised geographically. Common definitions and concepts are agreed and used by the Member states.

The method applied in deriving GPG information for the in between years, however, differs between countries.

#### **Sub-concept 8.1.1. Asymmetry for mirror flow statistics – Coefficient**

Not applicable.

### **Sub-concept 8.2. Comparability - Over Time**

GPG statistics are comparable from 2007 onwards.

#### **Sub-concept 8.2.1 - Length of comparable time series**

GPG statistics are comparable from 2007 onwards.

### **Sub-concept 8.3. Coherence - Cross domain**

The GPG is calculated on the basis of the four-yearly Structure of Earnings Survey (SES) 2002, 2006, 2010, etc., and with the scope as required by the SES regulation.

### **Sub-concept 8.4. Coherence – Sub-annual and annual statistics**

Not applicable.

### **Sub-concept 8.5. Coherence - National Accounts**

Not applicable.

### **Sub-concept 8.6. Coherence - Internal**

Not applicable.

## **CONCEPT 9 – ACCESSIBILITY AND CLARITY**

### **Sub-concept 9.1. Dissemination format - News release**

Not applicable.

### **Sub-concept 9.2. Dissemination format - Publications**

Not applicable.

### **Sub-concept 9.3. Dissemination format - Online Database**

This data can be downloaded from Eurostat's online database:  
<https://ec.europa.eu/eurostat/data/database>

### **Sub-concept 9.3.1. Data tables – Consultations**

Not applicable.

### **Sub-concept 9.4. Dissemination format - Microdata access**

Not applicable.

### **Sub-concept 9.5. Dissemination format – Other**

Information is supplied to users upon request. Requests for information can be made on the NSO's website through:  
<http://nso.gov.mt/en/Services/Pages/Request-for-Information.aspx>

### **Sub-concept 9.6. Documentation on methodology**

The NSO follows strictly the methodological recommendations stipulated by Eurostat, mainly the methodology of the Structure of Earnings Survey (Council Regulation No [530/1999](#) of 9 March 1999). In addition, this office also documents all work processes involved in the compilation of these statistics. These documents are currently available only for internal purposes.

### **Sub-concept 9.7. Quality management – Documentation**

The NSO documents all work processes involved in the compilation of these statistics, for internal purposes.

#### **Sub-concept 9.7.1. Metadata completeness – Rate**

100%.

#### **Sub-concept 9.7.2. Metadata – Consultations**

Not applicable.

## **CONCEPT 10 – COST AND BURDEN**

The costs associated with the compilation of this indicator include salary costs corresponding to 0.15 full-time equivalent of a statistician.

## **CONCEPT 11 - CONFIDENTIALITY**

### **Sub-concept 11.1 – Confidentiality - Policy**

At National level: Confidentiality is one of the major principles guiding the activities of the NSO.

Article 40 of the MSA Act stipulates the restrictions on the use of information and in Article 41, the prohibition of disclosure of information. Furthermore, Section IX of the Act (Offences and Penalties) lays down the measures to be taken in case of unlawful exercise of any officer of statistics regarding confidentiality of data. No cases of breaches in the law have been recorded to date.

Since its inception, the NSO has always operated within a culture of strict confidentiality to which it is also bound by the provisions of the Data Protection Act. This Act, which came fully into effect on July 15, 2003, seeks to protect individuals against the violation of their privacy by the processing of personal data.

Further information on access to microdata is available on the NSO's website through: <https://nso.gov.mt/en/Services/Microdata/Pages/Access-to-Microdata.aspx>

During 2009, the NSO has set up a Statistical Disclosure Committee to ensure that statistical confidentiality is observed, especially when requests for microdata are received by the NSO.

Upon employment, NSO employees are informed of the rules and duties pertaining to confidential information and its treatment. According to the MSA Act, before commencing work, every employee is required to take an oath of secrecy whose text is included in the Act.

At European level: Regulation (EC) No 223/2009 on European statistics (recital 24 and Article 20(4) of 11 March 2009 (OJ L 87, p. 164), stipulates the need to establish common principles and guidelines ensuring the confidentiality of data used for the production of European statistics and the access to those confidential data with due account for technical developments and the requirements of users in a democratic society.

**Sub-concept 11.2 - Confidentiality - Data Treatment**

Not applicable; GPG data are not confidential since the information only relates to the hourly rates of employees. As a result, this does not constitute any confidential issues.

**CONCEPT 12 – COMMENT**

Not applicable.