

## Gender Pay Gap 2012

### National Reference Metadata in Euro SDMX Metadata Structure (ESMS)

#### National Statistics Office (NSO)

Time Dimension: 2012

Data Flow: MALTA\_GPGESMS\_A\_MT

Concept name	
1 Contact	
1.1 Contact organisation	National Statistics Office (NSO)
1.2 Contact organisation unit	Unit C2: Labour Market Statistics Directorate C - Social Statistics and Information Society
1.3 Contact name	Joslyn Magro Cuschieri
1.4 Contact person function	Manager
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2 Metadata update	
2.1 Metadata last certified	30/09/2014
2.2 Metadata last posted	30/09/2014
2.3 Metadata last update	30/09/2014
3 Statistical presentation	
3.1 Data description	<p>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.</p> <p>From reference year 2006 onwards, the new GPG data is based on the methodology of the Structure of</p>

	<p>Earnings Survey (COUNCIL REGULATION EC 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 data refers to reference years 2002, 2006 and 2010. Whereas the GPG figures for 2006 and 2010 are directly computed from the 4-yearly SES, for the intermediate years, the NSO compile annual estimates which every 4 years are revised, benchmarked on the SES results in the two respective years.</p> <p>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.</p>
3.2 Classification system	As from 2007, the data disseminated is 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 started to be provided classified by working profile and age classes.
3.3 Coverage - sector	SES 2010 covered NACE Rev 2 Sections B to N and P to S. The inclusion of section O is optional for 2010.
3.4 Statistical concepts and definitions	Refer to 3.1.
3.5 Statistical unit	The statistical unit is the employee.
3.6 Statistical population	All employees (regardless of age and number of hours worked) belonging to enterprises with 10 or more employees, covering Nace B to S excluding O. Part-time employees are also included.
3.7 Reference area	Data is compiled at country level (NUTS 2).
3.8 Coverage - Time	The GPG annual estimates are available annually since reference year 2006 and revised every four years (benchmarked on SES data).
3.9 Base period	Not applicable.
4 Unit of measure	In percentage form, i.e. 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.
5 Reference Period	2012
6 Institutional Mandate	
6.1 Institutional Mandate - legal acts and other agreements	Whereas the Structure of Earnings Survey is based on a legal act (Reg. 530/1999 and 1738/2005), the Gender Pay Gap is based only on a gentlemen's agreement basis.
6.2 Institutional Mandate - data sharing	Not applicable.
7 Confidentiality	
7.1 Confidentiality - policy	<p>Not applicable since at a national level GPG data is worked out using growth rates from administrative sources.</p> <p>The confidentiality policy can be accessed through the NSO website:  <a href="http://nso.gov.mt/en/nso/About_NS0/Pages/NSO-Policies.aspx">http://nso.gov.mt/en/nso/About_NS0/Pages/NSO-Policies.aspx</a>.</p>

7.2 Confidentiality - data treatment	Not applicable since at a national level GPG data is worked out using growth rates from administrative sources.
8 Release policy	
8.1 Release calendar	No results are published at a national level, however GPG statistics are disseminated on Eurostat's website in the first quarter each year: <a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/">http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/</a> .
8.2 Release calendar access	Not applicable; this data is not published by NSO.
8.3 Release policy - user access	GPG statistics may be provided to users via customised requests.
9 Frequency of dissemination	Annual.
10 Dissemination format	
10.1 Dissemination format - News release	Not applicable.
10.2 Dissemination format - Publications	Not applicable.
10.3 Dissemination format - online database	This data can be downloaded from Eurostat's online database: <a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/search_database">http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/search_database</a> .
10.4 Dissemination format - microdata access	Not applicable.
10.5 Dissemination format - other	Not applicable.
11 Accessibility of documentation	
11.1 Documentation on methodology	NSO follows strictly the methodological recommendations stipulated by Eurostat, mainly the methodology of the Structure of Earnings Survey (COUNCIL REGULATION EC 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.
11.2 Quality management - documentation	Refer to 11.1.
12 Quality management	
12.1 Quality	Administrative data which is used for the compilation of GPG statistics is checked for coherence with

assurance	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.
12.2 Quality management - assessment	Every effort is made to ensure that data is of good quality. Information resulting from this indicator is based on administrative sources which are deemed to be reliable. Hence data quality of GPG is deemed good.
13 Relevance	
13.1 Relevance - User Needs	<p>GPG statistics are often sought by many different users:</p> <ul style="list-style-type: none"> <li>&gt; Internal use: High quality population statistics are essential for the calculation of the Gross domestic Product per capita. Moreover, they are essential for estimating probabilities of selection in survey sampling and hence the calculation of weights.</li> <li>&gt; National users include: Ministries, Government departments and Authorities working within the social and economic spheres; research institutes, University of Malta, other policy makers, etc.</li> <li>&gt; International users include: Eurostat; OECD; UNECE; European Commission's Directorate General for Employment, Social Affairs &amp; Inclusion; etc.</li> </ul>
13.2 Relevance - User Satisfaction	<p>The NSO carried out a user satisfaction survey covering all NSO units. This survey was conducted during the course of 2014. No information pertaining to the LFS specifically is available, however results are unit specific.</p> <p>Main results from this survey can be accessed through this link:  <a href="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</a>.</p>
13.3 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.
14 Accuracy	
14.1 Accuracy - overall	GPG statistics are deemed to be of good quality and hence overall accuracy is deemed to be satisfactory.
14.2 Sampling error	Not applicable because data is compiled using administrative sources.
14.3 Non-sampling error	Non sampling errors relate to potential misclassification of economic activities which in turn may influence the results by sector.
15 Timeliness and punctuality	
15.1 Timeliness	Data is collected within 12 months from the end of the reference year.
15.2 Punctuality	GPG deadline is based on a gentlemen's agreement and is normally set for October. At a national level results are provided every December/January since administrative sources only finalise their outputs during the fourth quarter of each year.
16 Comparability	

16.1 Comparability - geographical	The definition used for GPG is harmonised geographically. The method applied in deriving this information however differs between countries.
16.2 Comparability - over time	GPG statistics are comparable from 2007 onwards.
17 Coherence	
17.1 Coherence - cross domain	This information cannot be compared across domains.
17.2 Coherence - internal	Not applicable.
18 Cost and Burden	The costs associated with the compilation of this indicator include salary costs of 0.25 statistician.
19 Data revision	
19.1 Data revision - policy	NSO's revisions policy may be downloaded on: <a href="http://nso.gov.mt/en/nso/About_NSQ/Pages/NSO-Policies.aspx">http://nso.gov.mt/en/nso/About_NSQ/Pages/NSO-Policies.aspx</a> .
19.2 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 2011 GPG statistics and 2012 GPG statistics were carried out in 2013 based on administrative sources.
20 Statistical processing	
20.1 Source data	Updates are made basing on estimates derived from administrative sources, mainly income tax data obtained from Inland Revenue Department (Employees personal details and Employment details including the yearly income); employment statistics derived from registers sourced by the Employment and Training Corporation (Employee details including personal ID, Name and Surname, Date of birth, Gender, type of employment & Enterprises details including ETC Number, PE number, Employers name, Economic control). The Job Vacancies Survey and Labour Force Survey are also used as auxiliary sources.
20.2 Frequency of data collection	Annually.
20.3 Data collection	Data is collected from administrative sources, including, Inland Revenue Department, Employment and Training Corporation, Job Vacancies Survey and Labour Force Survey. Refer to 20.1.
20.4 Data validation	GPG results are thoroughly checked for consistency by comparisons with previous years.
20.5 Data compilation	By combining the data obtained from the Employment and Training Corporation with the information given by the Inland Revenue Department, we work out the year on year change in earnings for both genders (rate of change between 2011 and 2012). Based on the GPG rate 2010 that was produced directly from SES 2010 that was sent to EUROSTAT, the female rate with respect to the male rate is calculated. We obtain GPG rate for 2012 using the following equation: $GPG = (\text{gross hourly earnings of male paid employees} - \text{gross hourly earnings of female paid employees}) / \text{gross hourly earnings of male paid employees}$ .
20.6 Adjustment	Not applicable.

21 Comment

No further comments.