

Gender Pay Gap 2013

National Reference Metadata in Euro SDMX Metadata Structure (ESMS)

National Statistics Office (NSO)

Time Dimension: 2013

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
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2 Metadata update	
2.1 Metadata last certified	30/06/2015
2.2 Metadata last posted	30/06/2015
2.3 Metadata last update	30/06/2015
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 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 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.</p> <p>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.</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 disseminated data 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 classified by working profile and age classes started to be provided.
3.3 Coverage - sector	Sections B to N and P to S. The inclusion of section O is optional.
3.4 Statistical concepts and definitions	<p>An <u>employee</u> 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.</p> <p><u>Earnings</u> 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.</p> <p><u>Hourly rate</u> refers to actual hours worked by the employee.</p>
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 Sections B to S but excluding O. Part-time employees are also included.
3.7 Reference area	Malta.
3.8 Coverage - Time	The GPG annual estimates are available as from 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	2013.
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 between Eurostat and the Member States.
6.2 Institutional Mandate - data	Not applicable. Data is only disseminated to Eurostat.

sharing	
7 Confidentiality	
7.1 Confidentiality - policy	<p><u>At National level!</u>: Confidentiality is one of the major principles guiding the activities of the NSO.</p> <p>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.</p> <p>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.</p> <p>Refer also to the NSO policy "Confidentiality of Personal and Commercial Data" https://nso.gov.mt/en/nso/About_NSO/Documents/NSO_Policies/Confidentiality_of_personal_and_commercial_data.pdf</p> <p>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</p> <p>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.</p> <p>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.</p> <p><u>At European level!</u>: 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.</p>
7.2 Confidentiality - data treatment	Not applicable; GPG data is not confidential since the information only relates to the hourly rates of employees. As a result, this does not constitute any confidential issues.
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: http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tsdsc340&plugin=1
8.2 Release calendar access	NSO news releases are published and disseminated at 1100 hrs as scheduled in the Advance Release Calendar . However no local news release is published on GPG.
8.3 Release policy - user access	GPG data can be accessed from Eurostat's website and individual requests from users are dealt on an ad-hoc basis.
	Moreover, the NSO is guided by policies on dissemination and confidentiality. These can be accessed through the following link: http://nso.gov.mt/en/nso/About_NSO/Pages/NSO-Policies.aspx

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: http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tsdsc340&plugin=1
10.4 Dissemination format - microdata access	Not applicable.
10.5 Dissemination format - other	Information is supplied to users upon request. Requests for information can be made on the NSOs website through: http://nso.gov.mt/en/Services/Pages/Request-for-Information.aspx
11 Accessibility of documentation	
11.1 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.
11.2 Quality management - documentation	The NSO documents all work processes involved in the compilation of these statistics, for internal purposes.
12 Quality management	
12.1 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.
12.2 Quality management - assessment	Every effort is made to ensure that data is of good quality. GPG statistics are 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	GPG statistics are often sought by many different users. <u>National users:</u>

	<ul style="list-style-type: none"> • Ministries • Government Departments and Authorities working within the social and economic spheres • Research institutes • University of Malta • Other policy makers <p><u>International users:</u></p> <ul style="list-style-type: none"> • Eurostat • OECD (Organisation for Economic Co-operation and Development) • UNECE (<i>United Nations Economic Commission for Europe</i>) • European Commission's Directorate General for Employment, Social Affairs & Inclusion
13.2 Relevance - User Satisfaction	<p>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:</p> <p><u>News Releases:</u></p> <ul style="list-style-type: none"> • Quality - 73.2% high/good • Timeliness - 84.1% timely • Usefulness - 81.2% useful <p><u>Requested data:</u></p> <ul style="list-style-type: none"> • Quality - 63.1% high/good • Frequency - 18.4% regular • Timeliness 72.8% timely <p>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</p>
13.3 Completeness	<p>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.</p> <p>Form of economic and financial control is not provided since data collected from administrative sources does not include such information.</p>
14 Accuracy	
14.1 Accuracy - overall	<p>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.</p>
14.2 Sampling error	<p>Since GPG data is 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 2010 was equal to 0.7.</p>
14.3 Non-sampling error	<p>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.</p>
15 Timeliness and punctuality	

15.1 Timeliness	Data is collected every October of the year following the reference year.
15.2 Punctuality	<p>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.</p> <p>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.</p>
16 Comparability	
16.1 Comparability - geographical	<p>The definition used for GPG is harmonised geographically. Common definitions and concepts are agreed and used by the Member states.</p> <p>The method applied in deriving GPG information for the in between years, however, differs between countries.</p>
16.2 Comparability - over time	GPG statistics are comparable from 2007 onwards.
17 Coherence	
17.1 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.
17.2 Coherence - internal	Not applicable.
18 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.
19 Data revision	
19.1 Data revision - policy	<p>The general NSOs revision policy can be accessed online through:</p> <p>http://nso.gov.mt/en/nso/About_NSO/Documents/NSO_Policies/Revisions_of_Official_Statistics.pdf</p>
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 2012 GPG statistics and 2013 GPG statistics were carried out in 2014 based on administrative sources.
20 Statistical processing	
20.1 Source data	<p>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.</p> <p>Through income tax data employment income growth rates are determined and are then applied to the rate produced from the most recent SES.</p> <p>The Job Vacancies Survey and Labour Force Survey are also used as auxiliary sources to determine the levels of employment and socio-economic distribution.</p>
20.2 Frequency of data collection	Annually.

20.3 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.
20.4 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.
20.5 Data compilation	<p>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 that was produced directly from SES 2010 sent to Eurostat, the female rate with respect to the male rate is calculated. The following equation is used to calculate the GPG rate:</p> $\frac{\text{(Gross hourly earnings of male paid employees - Gross hourly earnings of female paid employees)}}{\text{(Gross hourly earnings of male paid employees)}}$
20.6 Adjustment	Not applicable.
21 Comment	Not applicable.