



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

EQUINET Roundtable: Equality bodies' role in implementing the European Pillar of Social Rights Action Plan

Amanda Catania

**National Commission for the
Promotion of Equality (NCPE)**



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

The European Pillar of Social Rights Action Plan

*“Combating **stereotypes and discrimination** in employment, training, education, social protection, housing and health requires **resolute action** at national, regional and local level, including by social partners, **national equality bodies**, companies and civil society.”*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Investigations

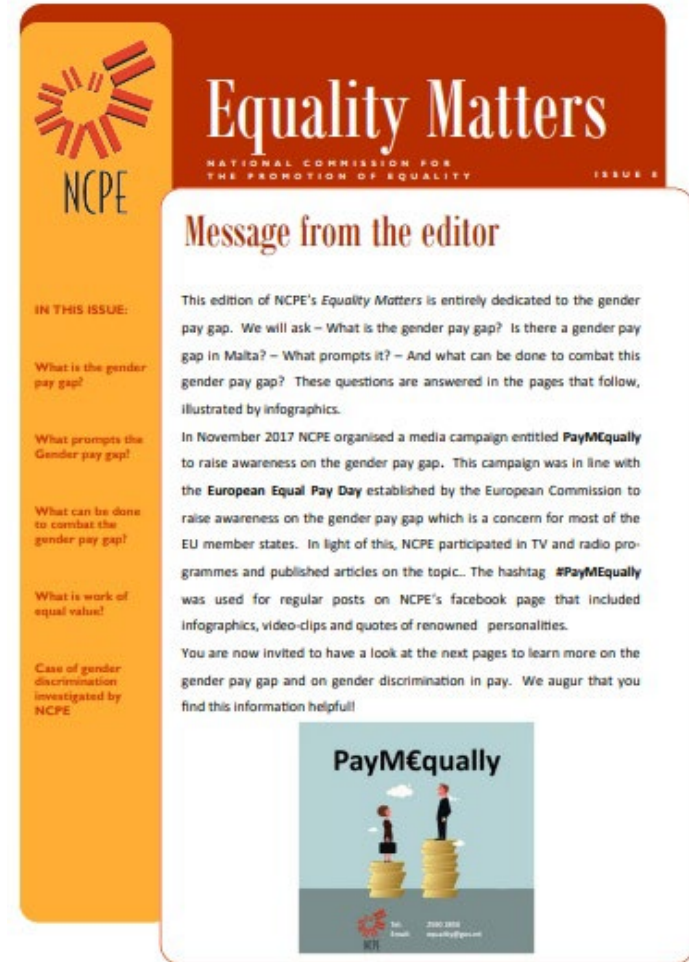




National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Awareness Raising





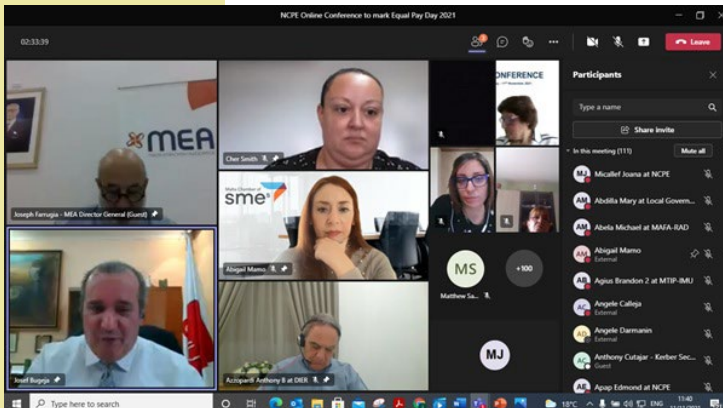
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
għall-Promozzjoni
ta' l-Ugwaljanza
għall-Irgjiel u n-Nisa

Conferences

Discussions with stakeholders, such as:

- Trade Unions
- Employers' Associations
- Government authorities
- Academics
- NGOs





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Policy review and recommendations





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

The NCPE Equality Mark



Pillar Action Plan: ***“Companies to put in place mechanisms to combat discriminatory practices in recruitment, selection and promotion, and promote diversity in the workplace.”***



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Research Study Existent Equal Pay Tools in Europe

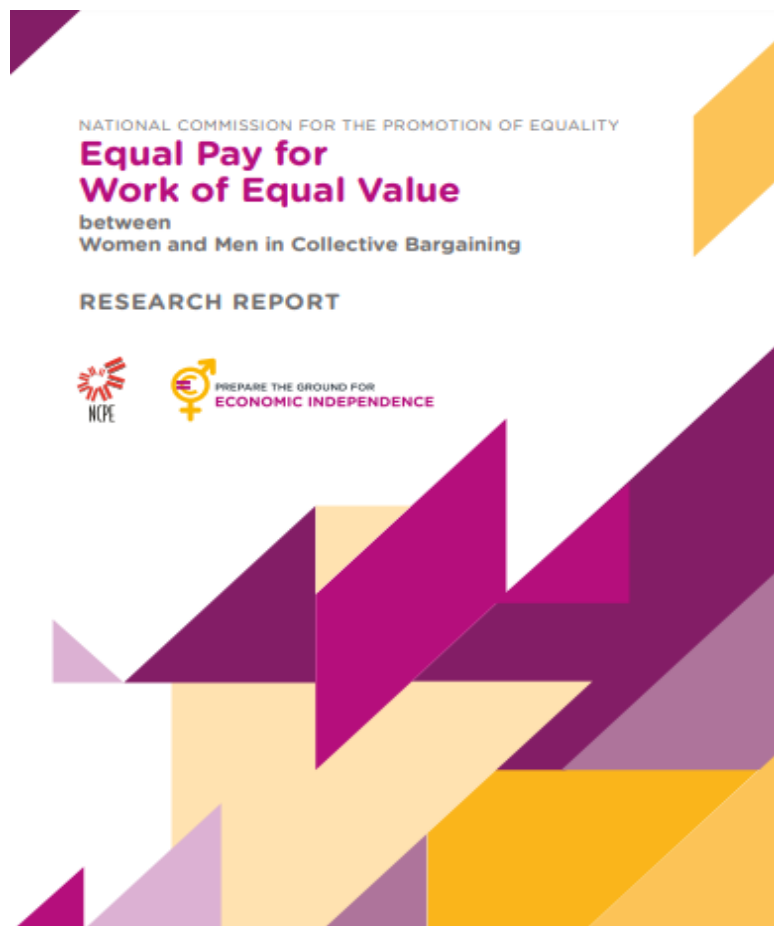




National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Research Study - Equal Pay for Work of Equal Value between Women and Men in Collective Bargaining



Rights, Equality and Citizenship Programme 2014-2020
Project part-financed by the European Union
Co-financing rate: 80% EU Funds, 20% National Funds





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Consultation Sessions with Trade Unions

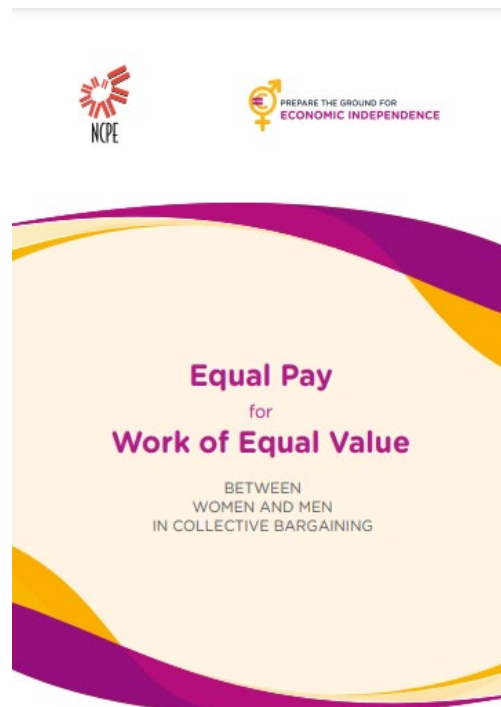




National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Information Booklet – Equal Pay for Work of Equal Value between Women and Men in Collective Bargaining



Collective Bargaining

5. Preparing for bargaining

- Developing a pay equity strategy

A pay equity strategy refers to a long-term plan of action designed to achieve equal pay. This is developed by:

- i. Looking at the experiences and resources of other organisations.
- ii. Targeting – ensuring that the right message is delivered to the right audience.
- iii. Timing – having a sequence of actions that build on each other.
- iv. Resources – ensuring that you have the necessary human, material and financial resources.

- Raising awareness amongst members on equality issues
 - i. Distribute material such as leaflets and newsletters.
 - ii. Hold meetings on equal pay.
 - iii. Educate members on recognising discrimination at the workplace.
- Building alliances and involve the wider community
 - i. Build alliances with groups such as a human rights group or a women's rights group.
 - ii. Organise 'Equal Pay Day' activities to communicate the union's demands on equal pay, equal opportunities and equal working conditions.
 - iii. Promote equal pay through media activities





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

***“A strong
Social Europe
is about people
and their
well-being”***

European Pillar of Social Rights Action Plan



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Thank you!
