

Gender Pay Gap in Malta

Statistical Insights

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What is the Gender Pay Gap (GPG)?

$$\frac{\{ \text{€} \text{ male} - \text{€} \text{ female} \}}{\text{€} \text{ male}} \times 100$$

Gender pay gap is the difference between the average gross hourly earnings of male and female paid employees as a percentage of average gross hourly earnings of male paid employees.

Who is providing the data for the GPG?

Private
sector

Public
sector

Units with
10+
employees

All economy except agriculture
and fishing activities



Main Data Source

Structure of Earnings Survey

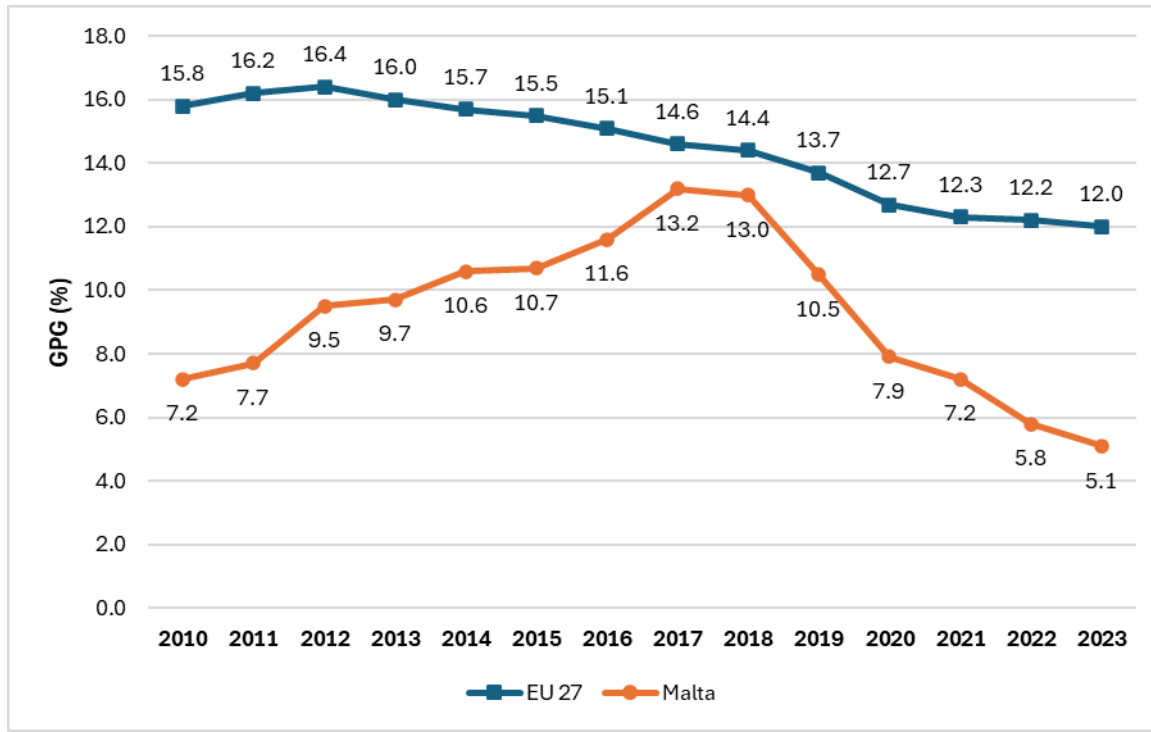
- The basis of GPG is a survey which is compiled by the NSO in line with **Council Regulation (EC) No. 530/1999**.
- The **Structure of Earnings Survey** is carried out among **companies employing 10 or more persons** and is conducted **every four years**.
- The last survey was conducted in **2022** and the next Structure of Earnings Survey will be conducted for reference year 2026.
- **Intermediate years** (e.g. 2019 – 2021) are estimated using **administrative data sources** and these years are then revised as soon as a new structure of earnings survey is available.

GPG Breakdowns

- GPG results are transmitted to Eurostat every January using the following breakdowns:
 - **Working profile:** **full-time** vs. **part-time** employment
 - **Age group:** six standard age bands (**15 – 24, 25 – 34, 35 – 44, 45 – 54, 55 – 64, 65+**)
 - **Economic activity:** according to NACE Rev. 2 classification (**sections B – S**, excluding A, O, T and U)
 - **Economic sector:** **public** vs **private** sector (optional)

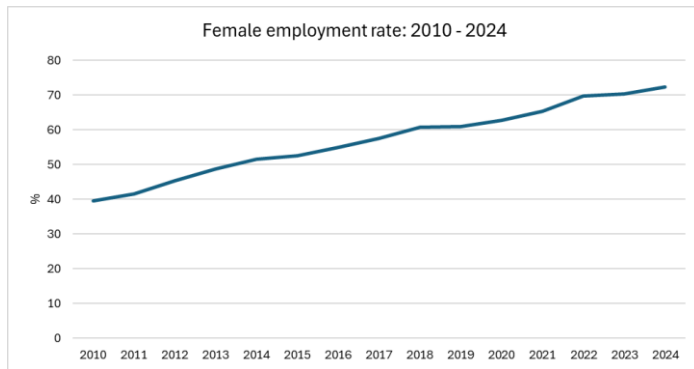
GPG Trend Over Time

Malta and EU-27 (2010 – 2023)

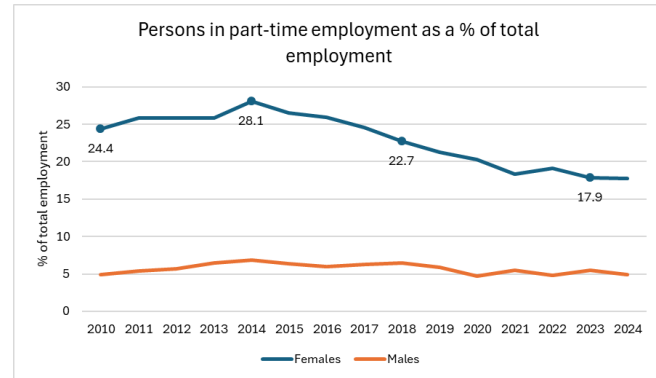


Source: Eurostat (dataset *sdg_05_20*), extracted on 10 October 2025.

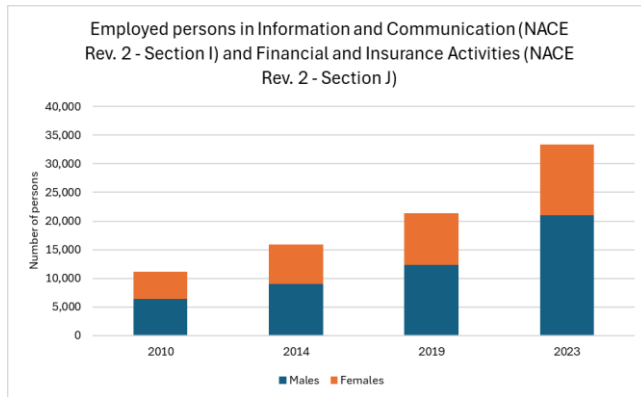
Understanding Malta's GPG Trend



Source: Eurostat, Labour Force Survey (lfsi_emp_a), extracted 17 October 2025.



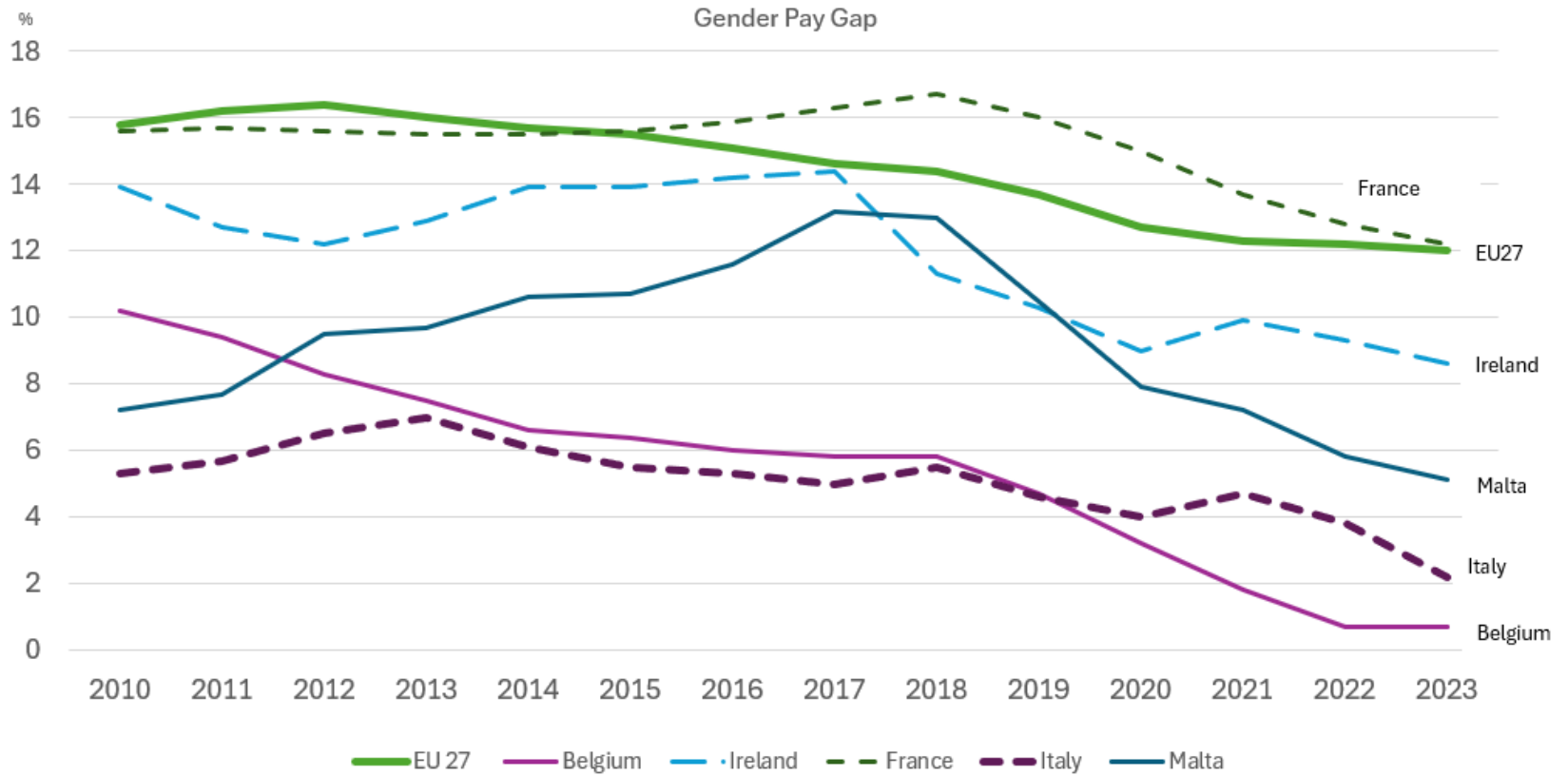
Source: Eurostat, Labour Force Survey (lfsa_eppga), extracted 17 October 2025.



Source: Eurostat, Labour Force Survey (lfsa_egan2), extracted 17 October 2025.

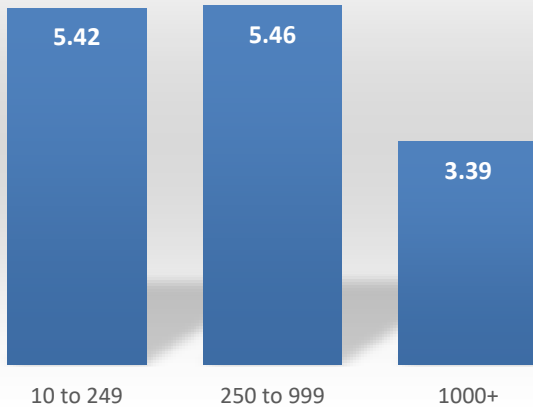
2010 – 2018: rising female participation in the labour market; growth in part-time work widened the GPG

Post-2018: falling part-time share and women’s entry into higher-paid sectors narrowed the GPG



Facets of GPG

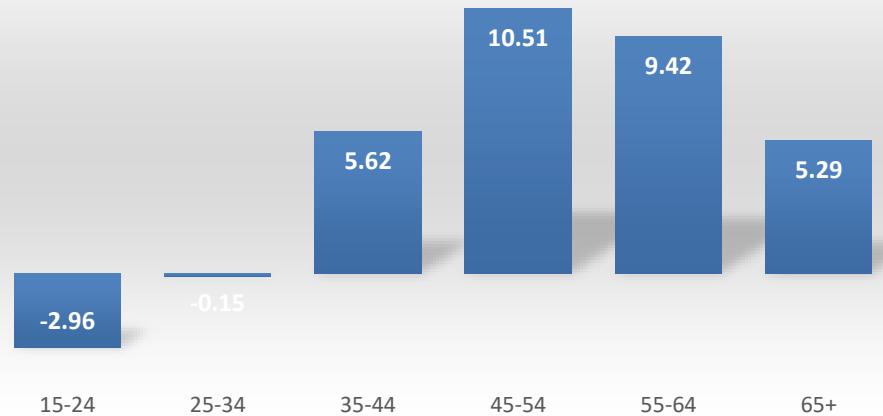
Size of enterprise



GPG tends to be lower in larger companies

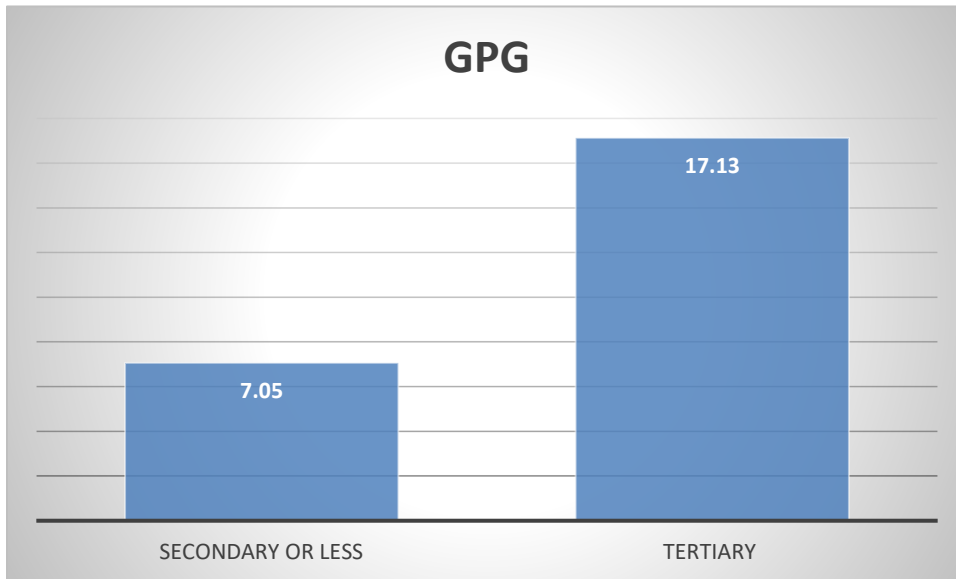
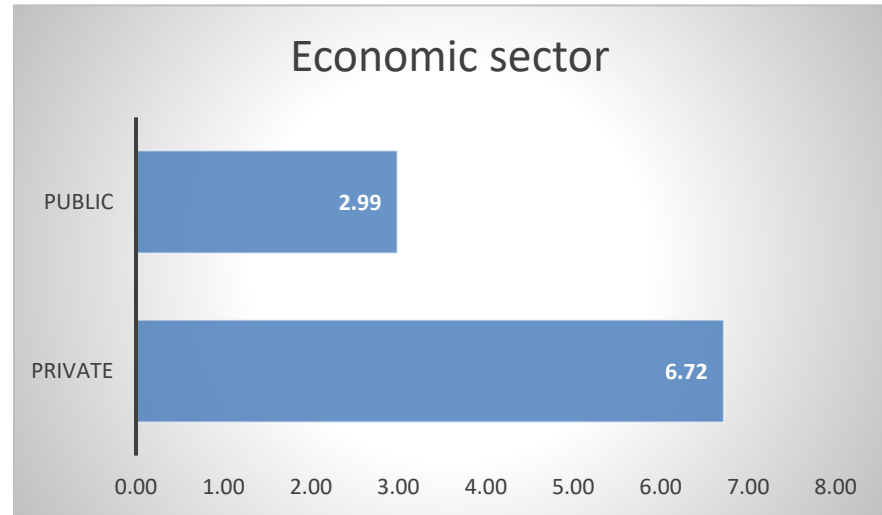
GPG increases with age; peaking at 45- 54 years

GPG by age group



Facets of GPG

GPG is present in both public and private sector



GPG increases with level of education



GPG differs among different economic activities

- Higher GPG rates in:

Electricity, gas, steam and air conditioning supply

Information and communication

Manufacturing

Transport and storage

Financial and insurance activities

Education

Real estate activities

- Females working in the following activities are better paid than males:

Construction

Mining and quarrying

Water supply, sewerage, waste management and remediation activities

Other services

Public administration and defence

Thank you for your attention

