

MEMORANDUM FOR THE CABINET BY THE

HON. PRIME MINISTER

Equal Pay for Women Employees

Section 15 of the Malta Independence Constitution provides that "The State shall aim at ensuring that women workers enjoy equal rights and the same wages for the same work as males".

2. The principle of equal pay for equal work irrespective of sex was accepted by Government as far back as 1957. The U.K. Government had then been operating with effect from 1st January, 1955 a scheme aimed at achieving equal pay over a period of seven years for all grades where there was common recruitment of men and women and where common conditions of employment obtained.

3. The International Labour Organisation has recognised this principle in Convention No.100 known as the "Equal Remuneration Convention". In fact the Director General of I.L.O. has written to the Malta Government urging ratification and implementation of this convention.

4. Trade Unions and Staff Associations have been pressing Government to implement the principle of equal pay since at least 1950. The salary of regular women teachers and members of the Nursing staff was increased to 80% of male rates with effect from the 1st April, 1960. A motion by Staff Side that parity should be achieved through an increase of 2% per year as from 1st April, 1961, was held in abeyance until after the final salary scales, as settled by negotiation or arbitration would be known.

5. It is being proposed that Government should implement parity in salaries and wages between male and female employees by the annual grant of an increase of 4% of male rates in the case of female employees at present in receipt of 80% of male rates and 5% in the case of those at present in receipt of 75% of male rates, the first increase being granted with effect from the 1st April, 1967.

6. The final total additional cost to Government is estimated at £315,000 per annum, and will be reached progressively at an annual net additional expenditure of £63,000 over a period of five years. This, of course, is based on current salaries inclusive of the 8% increase and excludes any future adjustments on account of anomalies, cost of living etc. If the point is introduced about pensions on notional salaries to those who have retired since 1961, there will be an additional expense of some £14,000 in 1967/68 to cover arrear pensions and gratuities alone. A further £3,000 will be required on account of retirements during 1967/68. Additional expense on gratuities is expected to vary between £4,500 in 1968/69 and £12,000 in 1971/72 when parity of pay with males will be

L-Arkivji Nazzjonali ta' Malta

2.

reached. Expense on pensions will rise from £2,600 to some £6,000. The figures for both pensions and gratuities will of course vary each year according to the number of retirements.

7. The introduction of this scheme is bound to have repercussions on the private sector of employment, but the principle embodied in the Constitution of Malta and the I.L.O. Conventions should apply to all sectors.

8. Hon. Ministers are requested to state whether this scheme should be implemented.

-----