

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

Review of the national situation for the purpose of
the workshop in MALTA

2008



Document produced in the framework of the Contract "Raising the awareness of companies about combating gender stereotypes", commissioned by the European Commission to the International Training Centre of the ILO in partnership with EUROCHAMBRES.

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The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

The programme has six general objectives:

- (1) to improve the knowledge and understanding of the situation prevailing in the Member States (and in other participating countries) through the analysis, evaluation and close monitoring of policies;*
- (2) to support the development of statistical tools and methods and common indicators, where appropriate broken down by gender and age group, in the areas covered by the programme;*
- (3) to support and monitor the implementation of Community law, where applicable, and policy objectives in the Member States, and assess their effectiveness and impact;*
- (4) to promote networking, mutual learning, identification and dissemination of good practices and innovative approaches at EU level;*
- (5) to enhance the awareness of the stakeholders and the general public about the EU's policies and objectives pursued under each of the policy sections;*
- (6) to boost the capacity of key EU networks to promote, support and further develop EU policies and objectives, where applicable.*

For further information, see: http://ec.europa.eu/employment_social/progress/index_fr.html.

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FOREWORD

Does the European economy manage to make full use of its human capital?

This document intends to contribute to this discussion, from the perspective of gender equality.

This document has been prepared in the framework of the contract “Raising the awareness of companies about combating gender stereotypes” commissioned by the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities to the International Training Centre of the ILO in partnership with the association of European Chambers of Commerce and Industry (EUROCHAMBRES).

The initiative, which involves Chambers of Commerce and SME organizations in 15 EU Countries¹, aims to help SMEs discover how overcoming gender stereotypes can have a positive impact on productivity and competitiveness. On this purpose, 15 workshops on “Break Gender Stereotypes, Give Talent a Chance” are organized for business relays and SME managers in the selected countries.

The Country Reviews do not have the ambition to give an exhaustive picture of gender issues in the labour markets of the 15 countries. They rather aim to enrich the workshops and the tools presented therein with country-specific information. They collect up-to-date statistical data and qualitative information on the different ways in which women and men enter and progress into employment and occupations in the various countries. In addition, information on existing legislative provisions, public and private initiatives and good practices is provided. Suggestions on the impact of gender stereotypes are also offered, to initiate dialogue and action at enterprise level.

The final aim is to offer concrete suggestions on how SMEs in the selected countries can overcome gender stereotypes and tap the business potential of gender equality.

¹ Bulgaria, the Czech Republic, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Poland, Portugal, Romania, Slovenia, Spain

1. STATISTICS

Table 1: Statistical data

Demography and Employment	Malta			EU27		
	Men	Women	Total	Men	Women	Total
1. Total population 2007 (figure in '000)	202	205	407	241,671	253,457	495,128
(Figure in %)	49.7	50.3	100.0	48.8	51.2	100.0
2. Life expectancy 2005 (%)	77.7	81.4	79.1	75.4	81.5	:
3. Fertility rates 2005 (%)	1,37			1.51 ^b		
4. Employment rate 2007 (%)	74.2	36.9	55.7	72.5	58.3	65.4
5. Unemployment Rate 2007 (%)	5.9	7.7	6.5	6.5	7.8	7.1
6. Activity rate 2007 (%)	78.9	39.9	59.5	77.6	63.3	70.5
7. Youth unemployment rate 2007 (%)	15.1 ^p	11.2 ^p	13.3	15.2	15.8	15.5
8. Long term unemployment rate 2007 (%)	2.7	2.4	2.6	5.6	6.6	6.0
9. Part-time work 2006 (%)	3.8	17.9	8.6	4.4	25.8	14.4
10. Employees 2007q04 ('000)	87	47	134	97,388	86,042	183,430
11. Self-employment 2007q04 ('000)	18.2	3.4	21.7	15,491	7,417	22,908
12. Entrepreneurs 2007q04 ('000)	:	:	31	7,574	2,375	9,949
13. Average hourly pay 2002 (in euro)	:	:	:	13.79 ^c	10.40 ^c	12.56 ^c
14. Gender Pay gap in unadjusted form 2006 ^g	3			15		
15. Participation in decision-making 2007						
National Parliaments (%)	91	9	100	76	24	100
President in largest publicly quoted companies (%)	92	8	100	97	3	100
Member of highest decision-making body in largest publicly quoted companies (%)	96	4	100	90	10	100
GEM Value 2007	0.692			:		
GEM Rank 2007	22			:		
16. Graduations of women and men in tertiary education 2004						
ISCED 5 (%)	45.2	54.8	100	40.8 ^c	59.2 ^c	100 ^c
(Ratio Women/Men)	1.2			1.4 ^c		
ISCED 6 (%)	:	:	:	56.8 ^c	43.2 ^c	100 ^c
(Ratio Women/Men)	:			0.8 ^c		
17. Single-headed households, 2005 (%)	3	3.3	:	14 ^c	14 ^c	:
18. Children in childcare aged 0-2 years, 1-29hrs/30+hrs 2006 (%)	5/3			14/12		
19. Children in childcare aged 3 to mandatory school ages, 1-29hrs/30+hrs 2006 (%)	32/25			44/40		

NOTES: a - 2004, b - 2005, c – EU25, e - Estimation, g – The Pay Gap is the difference between men's and women's average gross hourly earnings as percentage of men's average gross hourly earnings (for paid employees), p - Provisional, : - No data

Source: European Commission, *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2008 compendium*. Except:

1, 10, 11, 12: Eurostat Database

2, 3: Eurostat News Release, "A statistical illustration of the situation of women and men in the EU27", 32/2007, March 2007 and UNDP, Human Development Report 2007/08, Table 1

13: Eurostat, «Salaires bruts en Europe, Principaux résultats de l'enquête sur la structure des salaires 2002», *Statistiques en bref, population et conditions sociales*, 12/2005, Communautés européennes, 2005

15: European Commission, DG EMPL, Database on women and men in decision-making and the Human Development Report 2007/2008 (for the GEM rank and value)

16, 17: European Commission, *The life of women and men in Europe – A statistical portrait*, Luxembourg, Office for Official Publications of the European Communities, 2008

18, 19 (EU27 data): Commission of the European Communities, *Commission staff working document accompanying document to the Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Implementation of the Barcelona objectives concerning childcare facilities for pre-school-age children*, Brussels, 2008. {COM (2008) 598}

2. SITUATION AND STEREOTYPES

2.1. WOMEN IN THE LABOUR MARKET

Malta has one of the lowest female work participation rates in the EU. This has been attributed to two main reasons: cultural issues and the structure of Social Security system. These two elements have been identified as a great stumbling block to raise female participation at the work place. Furthermore, when it comes to female work participation, the black market economy appears to be a very big issue in Malta.

The activity rate in Malta in 2007 stood at 59.5%. The activity rate for males was 78.9 % whilst that for females reached 39.9%, with a huge activity gender gap of 39 percentage points. The distribution of employed persons by age groups reveals that the majority of women working are aged between 25 to 34 years. On average, employed men during the third quarter of 2007 were 39 years old, whilst women's average age stood at 34 years².

2.2. OCCUPATIONAL SEGREGATION

Occupational gender segregation refers to differences between genders in the labour market. Despite the reduction of the gender employment gap in most EU countries in recent years, employment in the EU remains highly segregated. Women are over-represented in some occupations and economic sectors, such as services and care professions, and under-represented in others, such as scientists and engineers. As a consequence of segregated labour markets there is an under-representation of women in sectors crucial for economic development.

The following table shows the gender segregation index for Malta. The Maltese labour market remains visibly gender segregated and there are important gender differences in occupations and economic sectors. Malta's 2006 rates of gender segregation in occupations stands at 24.7, and in economic sectors stands at 16.5, in both cases lower values than the EU averages, but higher than the 2005 values indicated in Table 2 below. These indexes measure gender segregation in the labour market; the higher the value of both indexes, the higher the segregation biased against women. However, as with all indicators, the index should be interpreted within a specific context as well as its individual components and care should be taken in cross-country comparisons and EU averages.

² Eurostat Database

Table 2: Country Segregation Index 2005³

	Gender segregation in occupations	Gender segregation in economic sectors
Malta	24.3	15.2
EU27	24.9	17.8

Source: European Commission, DG employment, social affairs and equal opportunities, *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis 2008 compendium*, pp. 52-53

In Malta, gender segregation is evident in all sectors. However, the two sectors where gender segregation is most visible are the caring profession, where the absolute majority is female, and the engineering profession where there is an absolute male majority. This is observed both in the private as well as in the public sector. One worrying factor of gender segregation and stereotypes is the lack of female legislators, and senior officials. For example there are only two female judges in Malta, both only appointed in recent years, and women account for less than 15% of members of parliament, which gives a clear indication of the lack of women in decision making positions⁴.

Gender segregation in Malta is particularly strong within the service sector. Most services, including healthcare, teaching and tourism use female workers for lower level occupations such as receptionists, secretaries and customer care, whilst the male counterparts hold higher positions and decision-making posts.

Targeting growing sectors in Malta, namely financial and information technologies, should be a top priority. Statistics show that despite a large representation of women in the financial sector, they do not occupy decision-making positions. Regarding the ITC sector, males also dominate and there is a lack of female-friendly measures.

The following tables show the concentration of men and women in different sectors of activities, occupations and management positions in the EU and Malta.

³ The concentration of men and women in different occupations and economic sectors is measured with an occupational segregation index. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment. Gender segregation in economic sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment.

⁴ European Commission, *Women and men in decision-making 2007 – Analysis of the situation and trends*, Office for Official Publications of the European Communities, Luxembourg, 2008

Table 3: Concentration of men and women in sectors of activities 2005 (NACE 2 digit)⁵

% of women employed	Malta	EU25	% of men employed	Malta	EU25
Education	13.6	11,4	Public administration	10.4	7.2
Retail trade	10.8	12.5	Construction	11.3	13
Health & Social work	13.4	17.2	Retail trade	7.5	6.3
Hotels & restaurants	8.2	5.1	Hotels & restaurants	7.3	3.4
Public administration	5.2	7.3	Education	5.1	3,8
Manufacture food & beverages	1.6	2.2	Health & Social work	5.2	2.5
Other service activities	3.4	2.6	Wholesale trade	3.9	4.1
Wholesale trade	3.3	2.6	Manufacture food & beverages	3.8	2.7
Agriculture	0.5	3.8	Business activities	3.1	6.1
Business activities	4.1	7.3	Vehicle sale & repair	2.7	3.2
Financial intermediation	5.0	2.2	Agriculture	2.0	5.2
Cultural and sporting activities	2.3	2.1	Metal products	1.9	3.1
Private households	0.3	2.3	Land Transport	1.2	4.2
Construction	1.2	1.5	Machinery	0.6	2.7
Top 6	56.2	60.8	Top 6	47.0	41.9

Note: Persons aged 15 years and over. No distinction is made between private and public sectors. The top six are according to the EU average which may not coincide with the top six in each country. In the adaptation we have made we have ordered the sectors according to the country importance, but some important sectors might not appear.

Source: Adapted from "The concentration of women and men in Sectors of Activity", *Statistics in Focus publication (Population and Social Conditions, 53/2007 - NACE 2 digit)*, and for a comparison with EU aggregated data see "European Business: Facts and figures 2008", ISBN 978-92-79-07024-2 available from the Eurostat web page.

Table 4 shows how women and men concentrate in different occupations in Malta. The concentration of men and women in the top 3 occupations is much higher than the EU average. Maltese women tend to concentrate into fewer occupations than men. Most of them work as secretaries, salespersons or domestic helpers and cleaners. The concentration of men is not as high, as they tend to concentrate in different, more varied occupations, mainly related to high-skilled manual works, technical professions or in trade-related jobs.

⁵ NACE is an international classification of economic activities. The digits indicate the level of disaggregation: the higher the value the more level of disaggregation.

Table 4: Occupational patterns of women's and men's employment 2005 (ISCO 3 digit) ⁶

% of women employed	MT	EU25	% of men employed	MT	EU25
Secretaries & keyboard-operating clerks	15.1	3.7	Building frame & related trades workers	6.6	4.7
Shop salespersons & demonstrators	9.6	8.0	Shop salespersons & demonstrators	4.4	2.6
Domestic & related helpers, cleaners & launderers	8.6	7.6	Building finishers & related trades workers	4.0	4.0
Personal care & related workers	3.9	6.6	Physical & engineering science technicians	3.4	3.6
Managers of small enterprises	0.9	2.9	Motor vehicle drivers	3.4	5.2
Finance & sales associate professionals	2.6	2.9	Managers of small enterprises	2.8	4.4
Nursing & midwifery associate professionals	2.6	2.6	Finance & sales associate professionals	1.7	3.3
Housekeeping & restaurant services workers	3.3	3.9	Architects, engineers & related professionals	1.4	3.1
Administrative associate professionals	1.2	4.4	Production & operations department managers	0.7	2.6
Other office clerks	0.0	5.2	Machinery mechanics & fitters	1.9	3.5
Top 6	44.0	35.6	Top 6	29.3	25.5

Note: The top six occupations are listed according to the EU average, and may not coincide with the top six in each country. In the adaptation the occupations are ordered according to the country importance, but some important occupations might not appear.

Source: Adapted from "The concentration of women and men in Sectors of Activity", *Statistics in Focus, Population and Social Conditions* 53/2007.

The following table shows how men dominate managerial positions in Malta. Despite high levels of female education (as illustrated in Table 1 above), which could have an impact in the participation of women in higher career positions, women continue to be underrepresented in decision-making positions. Men make up 81.4% of all managers and women the remaining 18.6%. Despite the positive trend in the 2001-2006 period, the lower presence of women in the management positions in Malta if compared to the EU is worth a remark.

Table 5: Distribution of managers by sex in EU Member States – 2001 and 2006 (%)

	Women	Men	Women	Men
	2001		2006	
Malta	15.8	84.2	18.6	81.4
EU27	30.1	69.9	32.6	67.4

Note: EU aggregate for 2001 is the value for EU-25 and not EU-27.

Source: Adapted from the *Report on equality between women and men*, pp.32. (European Commission, 2008. ISCO 12 and 13).

⁶ ISCO is an international classification of occupations. The digits also indicate the level of disaggregation: the higher the value the more level of disaggregation.

2.3. THE ROLE OF SMES

Employment figures indicate that the share of the public sector in total employment dropped from 35% in 2000 to around 30% in the last quarter of 2006. The private sector consequently accounts for 70% of the local economic activity. This has been constantly changing due to state utility providers, and other local government operated companies being privatised. For such small territories as the Maltese Islands there is a healthy economic activity. This mainly consists of tourism, which incorporates a high level of accommodation availability and a vast choice of the leisure activities. Related to this sector is the catering industry, where local and international restaurants compete fiercely. Ten years ago textiles dominated the industrial manufacturing activity, but this has been replaced by an electronic component manufacturing industry. A large percentage of local business activity has shifted to information technologies and financial services⁷.

The construction industry has grown at a fairly steady pace, as most single house areas are giving way to high-rise buildings and apartments. For the last ten years the construction industry has also included road building and landscaping of public areas. There are also a large number of small business activities, such as in micro enterprises which produce traditional crafts, traditional foods, and other hand-made products. The fishing industry has grown from basic fishing trawler for the home market to tuna penning and other fish farming, for the home and export market.

Most female businesses deal with traditionally female activities, mainly hairdressing, beauty and fashion. However, there is also a significant percentage of women in healthcare, education, financial services, information technology, civil engineering, tour operation, accountancy and insurance. Areas where female business presence is much lower include engineering, waste management, electrical and electronic, health and safety, and others.

In general, jobs in SMEs occupied by women are still stereotyped. Female participation is still highest in education, and then in the financial sector, which has had a steady increase in the past 5 years, followed by the health and social services sector. Other sectors show that still there is a female inclination towards the serving and caring services, while the male dominated sectors, like fishing, mining and quarrying, construction, utility services, remain with less than 10% of female participation. There is also a large gap in domestic staff employment, a very active as black market economy area. This is a sector lacks any sort of statistics as it is usually never registered and very hard to regulate⁸.

⁷ *Malta's Economy on the Path to the Euro*, Central Bank of Malta, July 2007

⁸ Eurostat, "The concentration of women and men in Sectors of Activity", *Statistics in Focus, Population and Social Conditions* 53/2007)

2.4 GENDER STEREOTYPES

When taking a general overview, women in employment still represent a very low percentage in local economic activity. There is still an ingrained line of thought that women should be first and foremost good wives and mothers, and for this culture to promote itself it seeks personal fulfilment, and in doing so, becomes a better person for everyone's benefit including the husband and offspring.

The private sector is full of gender stereotypes. Although most private entities are in conformity with legislation such as sexual harassment policies and other regulations, there is a world of difference between the written regulation at work to the actual culture and unwritten norms. After speaking to various employees in different sectors, this becomes very evident.

During an informative session by the National Commission for the Promotion of Equality⁹ held on 28th April 2008, regarding gender mainstreaming, stereotyping was discussed and it was agreed by all stakeholders present that it plays a vital role on the Maltese labour market and economy. A prime example of this is the need for information technology engineers. In recent years Malta has become an information technology hub and this profession is in great demand. However one rarely finds female participation in this market. The main stumble blocks have been identified as wrong guidance from parents and a male-oriented training environment. On the other hand, in Malta, nursing is a job viewed as a female role, although the male participation in this occupation has increased.

The legislation for Equality is in place and most people expect nothing less than what is on paper. But when it comes to promotion and commitment to their career, most females decline or are sidestepped, because they still have a young family to care for. This all boils down to the sharing of domestic duties, if these are really shared equally, then the women would not be seen as the only person with heavy commitments in the family. In fact, it has been found that most women who have reached high decision making positions, are either single or they are perceived as truly resourceful and ambitious to get there.

⁹ More information about the National Commission for the Promotion of Equality, and its projects at: http://www.ebnsoftware.co.uk/household_eng.html

3. SUCCESS STORIES

Two success stories of enterprises that have successfully taken action to overcome gender stereotypes are included below. The real names of the enterprises and persons involved have been changed to maintain confidentiality.

Female chef

A qualified female chef, who will be referred to as Helen, had already lost some good chances for a well paid long-term employment. She promised herself she would question her interviewer, if on the next occasion the same discriminative attitude was repeated. The chance came and her interview ended with the comment that although she seems ideal for the job, it would mean late hours and the employer would not be comfortable with a female in a busy, all-male kitchen, where the pressure was high, the attitude rowdy and swearing free flowing. Helen replied that it was her problem, and that if it was rough for her, so it was for the other male employees, who do not like this attitude and work environment. The employer gave her a trial period.

In the beginning she was not well received by her work colleagues and snide remarks were made. During her trial period, she managed to impress the employer by her down to earth business-like attitude and high efficiency. She proposed changes where methods used were too time consuming, and needed a mechanised approach. She gained the respect of her colleagues, and although she reported that snide remarks, verging on sexual harassment had to be dealt with, there was an overall improvement. The employment was fruitful both to Helen, who was promoted after a short while, and to the employer himself, who later employed another female, commenting that the general behaviour and attitude between the staff improved because of female presence.

The field worker

Jane (fictitious) was a daughter of a family of 6 children; four brothers and another sister. They all attended education up to secondary level, but Jane's elder sister furthered her education, and later got married. Jane's father, and sometimes her the mother, worked in the fields, and each one of the children, as they grew old enough worked in the fields too. It was however the tradition, and the father's intention to retire and hand over this business to the boys. Jane rebelled against this decision, as she was very happy working in the fields, and always had ideas and plans for the future of the business. This, to the father, meant trouble, as there was the other sister to consider. After years of family disputes, her own brothers urged the father to include Jane in the business too. The father, although against his deep traditional beliefs, had to give in.

Jane was a leader among her brothers, as they progressed from cultivating crops and selling them, to making pickles, jams and preserving surplus produce in peak season. She and two of her brothers also got further training related to their work. Her father still thinks that she should have gotten married and cooked, cleaned and raised a family, but Jane is still in her early thirties, and has every intention to marry if the right man comes along, but it is not in her plan to give up her work, and is confident there is space in her life for both.

Truck Driver

This is the case of a woman that has broken customary stereotyping and has achieved her dreams, deciding her own way of life. Annabelle finished high school at 18 and started to work as a secretary in an exporting company. When she turned 21, she made a dream come true and qualified as a heavy vehicles driver. Her father was a bus and lorry driver, and it since she was child she had always been fascinated with heavy vehicles.

Her fiancé owned a transport company which delivered goods around the islands. One Saturday morning Annabelle took over the deliveries of a driver that didn't show up for work. Soon Annabelle was helping her husband part-time as a heavy vehicle driver as well as working full-time as a secretary. The business grew over the years, and by the time Annabelle got married in 2005, her husband was very stressed with a lot of work pressure.

After long discussions with her husband, Annabelle decided to quit her secretarial job of 13 years and started working as full time truck/trailer driver. For Annabelle, it wasn't easy to convince her husband to accept this change as in Malta such jobs are a man's domain. But she persisted and managed to convince her husband, not only of her worth and capabilities, but also of the high level of professionalism maintained. Annabelle has been working as a full-time driver for the past two and a half years. She is still young and has a lively vision for growth of the business in the future.

Being the only female heavy vehicle driver in Malta, Annabelle has had to get used to men commenting about women drivers, and also sometimes argue with them about women's capabilities. She also had to get used to people stopping by to watch, or rather stare at her, while parking the trailer in the parking bay to unload. Being a heavy vehicle driver involves not only driving, but also doing daily vehicle routine checks, keeping up to date with technology, and continually improving her knowledge in this area. This makes her not only a good driver, but one that stands out and can carry on lengthy technical conversations with the best of the drivers.

Driving trailers is a very demanding and responsible job, but for Annabelle it is also a job she enjoys. She encourages other women to take such jobs if they have the opportunity. She also encourages companies to recruit female drivers because she believes women are very capable and attentive drivers. Annabelle's dream came true, partly to her husband and family as they always believed and supported her, even though not all of them agreed with the decision of changing her job.

4. SUPPORT

Below is a list of the Legislations that are relevant to Gender Equality:

- The constitution of Malta
- The European Convention Act, 1987
- The Employment and Training Services Act, 1990
- The social security Act, 1987, and Income Tax Act, 1949
- The Education Act, 1988
- The employment and Industrial Relations Act, 2002
- Act to Promote Equality for Men and Women, 2003
- LN 85 of 2007 Equal Treatment of Persons Order (This Legal Notice was issued to conform with Council Directive 2000#43#EC of 29 June 2000)
- Equality for Men and Women ACT
- Parental leave (Entitlement) Regulations
- Urgent family leave regulations LN296/2003
- Protection of Maternity Regulations
- Tax-Credit (Women Returning to Employment Rules 2005)
- Part-time work (amendment) Rules, 2005
- Equal Treatment in Employment LN54/2007 & LN55/2007
- Equal treatment of Persons LN85/07
- Equal treatment in SMEs and Occupations LN86/07
- Education (EU program Regulations LN 129/07
- Lisbon EU Treaty LN49/2008
- Women Return to Employment 67/2008
- Policy in the Public Administration 2008
- Equal Treatment in Occupational Social Security Schemes Regulations LN317/2005
- Protection of Maternity (Employment) Regulations LN439/2004 & LN431/2007

The National Commission for the Promotion of Equality was set up in 2004 since then the commission has worked very hard on gender equality issues.

Some projects that have been undertaken in Malta regarding gender issues are listed below:

- VS/2004/0523 – Labour Market and Entrepreneurship Overcoming gender stereotypes
- VP/2007/006 - National awareness-raising activities
- ESF/No.23 - Gender Mainstreaming - the Way Forward
- ESF/No.46 - The Gender Aspect from a Legal Perspective
- VP/2005/021 - Taking Gender Equality to Local Communities
- The Gender Gap in Science and Technology in Malta - evaluating the problem and tackling the issues

- EQUAL No.4 - Promoting Equal Opportunities Through Empowerment
- AGender Transnational Partnership

ACRONYMS

EC	European Commission
EU	European Union
EU25	The 25 Member Countries of the European Union (from May 2004 to December 2006)
EU27	The 27 Member Countries of the European Union (as from January 2007)
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
GNP	Gross National Product
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
MT	Malta
NACE	Classification of Economic Activities in the European Community
NGO	Non-governmental Organization
SMEs	Small and Medium Enterprises
UNDP	United Nations Development Program