

Gender Equality



INDICATORS ON GENDER EQUALITY WITH REGARD TO EMPLOYMENT IN MALTA, PORTUGAL AND TURKEY

For a deeper understanding of the situation of Gender Equality and considering the purpose of this project, which is to correct gender discrimination in Malta, Portugal and Turkey, some of the key indicators of the situation of women and men regarding employment in these 3 countries are presented here and compared with the average of the European Union¹.

In the European Union, the activity rate of people between 15 and 64 years old in 2013 (Table 1) was 72%, with a female activity rate of 66% and male activity rate of 78%. For countries of the partnership, the highest rate of female activity occurs in Portugal, with 69.8%, followed by Malta with 50.2% and Turkey with 33.2%. In Turkey, where the male activity rate is 75.6%, there is a greater difference between the rates of men and women, which stands at 42.4 percentage points. In evolutionary terms, there is an increase in the rate of female employment between 2010 and 2013 in all countries, as well as a slight reduction in the differential between male and female rates.

Table 1 | Activity Rate (15-64 years)

Country	Year	Women				Men				Total			
	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013	
European Union (28)	64.4	64.8	65.5	66	77.5	77.5	77.8	78.0	70.9	71.1	71.7	72.0	
Malta	42.5	44.7	47.5	50.2	77.8	78.6	78.3	79.4	60.4	61.8	63.1	65	
Portugal	69.70	69.50	69.7	69.80	77.80	78	77.30	76.50	73.7	73.60	73.40	73	
Turkey	29.60	31.00	31.80	33.20	74.50	75.60	75.00	75.60	51.90	53.20	53.30	54.40	

¹ Data from Eurostat database for the 28 EU member states, Malta, Portugal and Turkey.

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Analyzing the evolution of the number of workers by gender from 2010 to 2013, Table 2 shows that in all the 3 countries the number of men employed is higher than the number of women. We can also verify that in Portugal and Malta this difference has been decreasing while in Turkey this difference has increased.

Table 2 | No. of Workers nationwide in Malta, Portugal and Turkey (in thousands)

Year Country	2010			2011			2012			2013		
	Men	Women	Differential	Men	Women	Differential	Men	Women	Differential	Men	Women	Differential
European Union (28)	118,818.8	98,652.1	20,166.7	118,917.1	99,106.7	19,810.4	118,375.4	99,265.4	19,110.0	117,852.3	99,439.9	18,412.4
Malta	106.7	55.9	50.8	108.2	58.4	49.8	108.3	62	46.3	109.2	66.2	43
Portugal	2,569.30	2,329.10	240.2	2,487.20	2,252.90	234.3	2,357.30	2,189.60	167.7	2,288.40	2,141.00	147.4
Turkey	16,168.50	6,424.20	9,744.30	17,130.50	6,968.80	10,161.70	17,511.30	7,308.10	10,203.20	17,878.30	7,641.50	10,236.80
Total (3 countries)	18,844.50	8,809.20	10,035.30	19,725.90	9,280.10	10,445.80	19,976.90	9,559.70	10,417.20	20,275.90	9,848.70	10,427.20

Among the three countries, Portugal (similar to the EU average) is one that has been losing jobs and where men have been the most affected (Table 3).

Table 3 | Variation in nationwide employment in Malta, Portugal and Turkey (in thousands)

Year Country	2011			2012			2013		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
European Union (28)	98.3	454.6	552.9	-541.7	158.7	-383.0	-523.1	174.5	-348.6
Malta	1.5	2.5	4	0.1	3.6	3.7	0.9	4.2	5.1
Portugal	-82.10	-76.20	-158.3	-129.90	-63.30	-193.2	-68.90	-48.60	-117.50
Turkey	962.00	544.60	1,506.60	380.80	339.30	720.10	367.00	333.40	700.40

Thus, the rate of feminization in employment has increased in all countries following the EU average. Among the three countries, Portugal is the one with the highest rate of feminization, approximately 48.3% in 2013, even higher than the average in the European Union, which is 45.8% (Table 4).

Table 4 | Feminization rate in employment - E.U., Malta, Portugal and Turkey

Year Country	2010	2011	2012	2013
European Union (28)	45,4%	45,5%	45,6%	45,8%
Malta	34,4%	35,1%	36,5%	37,7%
Portugal	47,5%	47,5%	48,2%	48,3%
Turkey	28,4%	28,9%	29,4%	29,9%

The employment rate of people between 15 and 64 years old in the EU was 64.1% in 2013 (58.8% for women and 69.4% for men), and there was no significant change when comparing to 2010. In the partnership countries, the employment rate was below the EU average, similar in Malta and Portugal, around 61%, and lower in Turkey, around 49.5%. As for the female employment rate, Portugal is the country that has a rate closer to the European Union, with 57.9%. In the remaining countries, female employment rate is well below the European average. In all countries, the employment rate of men remains always above the

employment rate of women. This difference is higher in Turkey, where the employment rate of women is 29.6% and the employment rate of men is 69.5%, which means a difference of 39.9 percentage points. In the 3 countries, the discrepancy between the employment rate of men and women declined between 2010 and 2013 (Table 5).

Table 5 | Employment Rate (15-64 years)

Country \ Year	Women				Men				Total			
	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013
European Union (28)	58.1	58.4	58.6	58.8	70	69.9	69.6	69.4	64	64.2	64.1	64.1
Malta	39.5	41.5	44	47	72.5	73.8	73.8	74.1	56.2	57.9	59.1	60.8
Portugal	61	60.1	58.5	57.9	69.8	67.7	64.5	63.5	65.3	63.8	61.4	60.6
Turkey	26.2	27.8	28.7	29.6	66.7	69.2	69.2	69.5	46.3	48.4	48.9	49.5

Regarding unemployment, we can see women are the most affected (Table 6). Analyzing the Portuguese situation, we can see that only in 2012 was the unemployment rate for men higher than the unemployment rate of women. In Malta we find a similar situation, since only in 2013 was the unemployment rate for men higher than for women. This analysis could not be completed for Turkey, since the data collected only provide us access to the overall unemployment rate.

Table 6 | Unemployment rate by gender in Malta, Portugal and Turkey (%)

Country \ Year	2010			2011			2012			2013		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
European Union (28)	9.7	9.6	9.6	9.6	9.7	9.6	10.4	10.5	10.4	10.8	10.9	10.8
Malta	6.7	7.1	6.9	6	7.1	6.4	5.7	7.3	6.3	6.5	6.3	6.4
Portugal	11.8	12.2	12	12.6	13.2	12.9	15.9	15.7	15.8	16.3	16.6	16.4
Turkey *	0	0	11.1	0	0	9.1	0	0	8.4	0	0	9

* For the purposes of this study we were unable to obtain data on unemployment by gender

The percentage of part-time work compared to total employment (Table 7) is clearly higher among women, both in the average of the European Union, and in the 3 member countries. With an increasing trend in all countries, it is obvious there is a higher contractual insecurity among women.

Table 7 | Part-time workers as % of total employment

Country \ Year	Women				Men				Total			
	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013
European Union (28)	31.8	32	32.4	32.7	8.7	9	9.4	9.8	19.2	19.5	19.9	20.3
Malta	24.9	25.9	26.5	26.8	5.9	6.7	7	8.2	12.4	13.4	14.1	15.2
Portugal	15.7	16.5	17	16.4	8.4	11	12.5	12.3	11.9	13.6	14.6	14.3
Turkey	23.8	24.7	24.4	24.8	6.9	6.8	6.9	7.2	11.7	12	12	12.5

This observation is reinforced by the high rate of feminization of part-time work (between 15 and 64 years old). In the European Union, 75.5% of part-time work is feminine. Albeit with lower rates in the three countries, Malta sustains 70.7% of part-time work as female, Portugal with approximately 62.1% and in Turkey this rate is of 61.3% (Table 8).

Table 8 | Feminization rate in part-time contracts (between 15-64 years old)

Country \ Year	2010	2011	2012	2013
	European Union (28)	76.9%	76.6%	76.2%
Malta	72.7%	72.1%	72.5%	70.7%
Portugal	69.4%	64.5%	61.8%	62.1%
Turkey	59.6%	61.4%	61.3%	61.3%

In Malta, female employment has been increasing, and the difference between men and women in the labor market has been reduced, although it is still mostly male (Table 9). In 2010, there were more women with lower educational levels while in 2013 there are more women in the intermediate level. Indeed, we are witnessing an increase in the share of women with intermediate levels (increased from 32% in 2010 to 35% in 2013) and higher levels (which increased from 29.4% to 31.6%). It should be stressed the small difference between men and women with higher educational levels, corresponding to upper secondary education levels. For a quite number of years women graduate outnumber men.

Table 9 | Number of Workers nationwide by level of education in Malta (in thousands)

Level of Education \ Year	2010			2011			2012			2013		
	Men	Women	Differential	Men	Women	Differential	Men	Women	Differential	Men	Women	Differential
Level 1 and 2 (lower secondary education)	59.7	21.2	38.5	59.3	20.8	38.5	55.6	21.8	33.8	54.0	22.1	31.9
Level 3 and 4 (secondary education)	28.4	18.0	10.4	27.5	19.8	7.7	30.0	20.8	9.2	31.2	22.9	8.3
Level 5 to 8 (higher secondary education)	16.8	16.3	0,5	19.4	17.6	1.8	20.6	19.1	1.5	21.6	20.8	0.8

In Portugal, although women are more represented in the lower levels of education, there has been, between 2010 and 2013, an increase in the share of women in middle and higher levels (Table 10). Indeed, in 2013, there are more women than men among workers with levels of secondary education and higher than secondary education.

Table 10 | Number of Workers nationwide by level of education in Portugal (in thousands)

Level of Education \ Year	2010			2011			2012			2013		
	Men	Women	Differential	Men	Women	Difference	Men	Women	Differential	Men	Women	Differential
Level 1 and 2 (lower secondary education)	1,645.7	1,257.2	388.5	1,499.4	1,147.2	352.2	1,356.8	1,042.0	314.8	1,261.2	965.7	295.5
Level 3 and 4 (secondary education)	435.5	432.9	2.6	455.3	472.4	-17.1	455.3	488.9	-33.6	494.1	507.9	-13.8
Level 5 to 8 (higher post secondary education)	308.6	496.7	-188.1	351	527.9	-176.9	365.1	547.8	-182.7	361.0	568.2	-207.2

In Turkey the differential between men and women in the labor market is very significant, and the overwhelmingly majority of workers are male (70%). Women hold mostly the lower level of qualification. Indeed, in 2013, about 60% of women had Level 1 and 2 (lower secondary education). In any case we are witnessing an increase in the share of women in higher level qualifications, which increased from 20% in 2010 to 23% in 2013 (Table 11).

Table 11 | Number of Workers nationwide by level of education in Turkey (in thousands)

Level of Education	2010			2011			2012			2013		
	Men	Women	Differential	Men	Women	Differential	Men	Women	Differential	Men	Women	Differential
Level 1 and 2 (lower secondary education)	9,938.40	4,019.20	5,919.20	10,411.50	4,345.10	6,066.40	10,371.70	4,421.50	5,950.20	10,408.60	4,529.50	5,879.10
Level 3 and 4 (secondary education)	3,489.40	969.60	2,519.80	3,685.00	1,030.00	2,655.00	3,828.60	1,088.00	2,740.60	3,955.40	1,162.40	2,793.00
Level 5 to 8 (higher post secondary education)	2,316.30	1,269.60	1,046.70	2,574.80	1,403.50	1,171.30	2,853.50	1,607.60	1,245.90	3,039.10	1,760.40	1,278.70

INDICATORS ON GENDER EQUALITY WITH REGARD TO EMPLOYMENT IN THE TEXTILE, CLOTHING, FOOTWEAR AND LEATHER INDUSTRY

In the following analysis, the textile, clothing and footwear industries were considered for Portugal. For Turkey the textile, clothing and leather industries were considered. In the case of Malta, and since we were unable to discriminate the activity for these sectors, we considered the manufacturing sector and other industries, where these sectors are inserted.

The 3 countries represent more than 1 million and 121 in the analyzed industries (Table 12) and Turkey is the country employing more workers in these industries. While Malta and Portugal suffer an employment reduction, Turkey has been increasing the number of workers in these industries.

In terms of gender, only in Portugal the majority of workers are women. In these industries, the rate of feminization in Portugal is 68%, above the national average of 48%. In Turkey the rate of feminization in these industries is 37%, exceeding the national average of 30%, while in Malta the feminization rate is 25%, well below the national average of 37.7%.

The loss of workers in Portugal and Malta affected especially women (10% less women between 2010 and 2012 in Malta and 5% less between 2010 and 2012 in Portugal), while the increase of workers in Turkey was mainly among women (23% more women and 17% more men between 2010 and 2012).

Table 12 | Number of Workers in the sectors under analysis

Country	2009			2010			2011			2012		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Malta *	-	-	-	18,200	6,300	24,400	18,800	6,400	25,200	16,800	5,700	22,400
Portugal	52,971	122,285	175,256	49,227	110,047	159,274	48,899	108,862	157,761	48,464	104,815	153,279
Turkey	469,597	257,198	726,795	507,129	285,651	792,780	543,681	345,121	888,802	594,051	351,507	945,558
Total	522,568	379,483	902,051	574,556	401,998	976,454	611,380	460,383	1,071,763	659,315	462,022	1,121,237

* Data for Malta refer to the Manufacturing sector and Other Industries and for this analysis we were unable to obtain data for the year 2009

The existence of a wage gap between men and women is an indicator of wage discrimination. In fact, it is observed that in all countries men earn higher wages than women (Table 13). At a sector level, in Portugal is where the wage gap is higher, reaching 23.2% in 2013. Followed by Malta, where men earn wages 16.2% higher. This differential is lower in Turkey, reaching only 4.2%. This differential in Turkey, according to the testimony of the Turkish partner, is justified by the fact that wages in the sectors in question are far closer to the national minimum wage.

Table 13 | Wage Gap Between Men and Women in analysis

Country \ Year	2009	2010	2011	2012	2013
Malta *	-	14.02%	12.65%	16.15%	20.95%
Portugal **	25.65%	24.05%	23.08%	23.19%	-
Turkey **	2.32%	2.46%	2.44%	4.24%	-

* We were not capable to obtain data on the wages practiced in Malta for the year 2009

** We were not capable to obtain data on the wages practiced in Portugal and Turkey for the year 2013

CONCLUSIONS

- The analyzed data indicate the prevalence of gender inequalities in the labour market in all countries of the partnership.
- Female employment rate is low compared with the rate of male employment. With the exception of Portugal, female employment rate in the other countries - Malta and Turkey - is below the European Union average. The differential between the rate of male and female employment in Turkey reaches 42.4 percentage points.
- So we are witnessing an increase in the rate of feminization in employment in all countries, following the EU average. Among the three countries, Portugal has the highest rate of feminization, approximately 48.3% in 2013, even higher than the European Union average, which is 45.8%.
- At unemployment level, we can conclude that women are the most affected. The female unemployment rate is always higher than the male unemployment rate.
- The percentage of part-time work compared to total employment is clearly higher among women and the feminization rate of partial employment is between 60% and 70%, showing a greater contractual insecurity among women.
- In the industries under analysis, the countries with the highest volume of manpower have a rate of feminization higher than the national average, indicating increased vulnerability of women in the sectoral labour market.
- In the Industries under analysis the existence of higher wages among men compared to women, remains in all countries, highlighting the prevalence of wage discrimination cases.

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