



HOW DO YOU APPLY?

If you believe that your organisation possesses the right attitude to be awarded the Equality Mark, then all you need to do is to contact us to apply.

NCPE can support you throughout the application process and provide you with further information tailored to your organisation's needs.



National Commission for the Promotion of Equality (NCPE)

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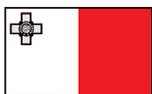
www.equality.gov.mt



ESF 3-47



MALTA EMPLOYERS' ASSOCIATION



Operational Programme II – Cohesion Policy 2007– 2013
Empowering People for More Jobs and a Better Quality of Life
Project part-financed by the European Union
European Social Fund

Co-financing rate: 85% EU Funds; 15% National Funds



Investing in Your Future



Are you equality certified?

WHAT IS THE EQUALITY MARK?

The National Commission for the Promotion of Equality (NCPE), with the support of the European Social Fund (ESF), is identifying and awarding organisations that demonstrate a commitment towards gender equality, certifying them as true equal opportunities employers. A feature of this certification is the Equality Mark logo which organisations can use in their publications and documentation. Additionally, certified organisations shall be promoted locally such that their practices are showcased as a quality standard for other employers to emulate and for job seekers to look out for.



NCPE

MOVING WITH THE TIMES...

Numerous businesses have sought to keep up with the realities of how most families live and work today. These organisations have made sure that the opportunities offered to female and male employees are based on the individuals' skills and capabilities and are not determined by the persons' sex, marital status, pregnancy or potential pregnancy, or because of caring responsibilities.



WHAT'S IN IT FOR ME AS AN ORGANISATION?

In several surveys around the world, organisations that promote gender equality in their practices have shown a marked competitive edge over other businesses in their sector. This has been attributed to several factors, including:

- **Accessing the full talent pool:** recruitment that is open equally to both genders is more likely to source the most creative and skilled individuals.
- **Higher profitability through the inclusion of both genders:** encouraging both genders at each level of the organisation means more innovative approaches based on the different skills and experiences of both genders.
- **Being an 'employer of choice':** organisations that accommodate a level of flexibility in addition to offering development opportunities at the place of work are more likely to attract the most talented workforce.



- **Reducing costs through staff retention:** equal access to family friendly measures helps organisations retain valuable staff and thus reducing recruitment and training costs.
- **Customers' perspectives:** by involving both genders into their decision-making process, organisations are more likely to meet customers' needs and expectations.
- **Risk management:** adopting policies and business structures that safeguard the rights of all employees, buffers against possible liability and cost of reputation damage through potential litigation.
- **Attracting new business opportunities:** practices that promote and safeguard gender equality are increasingly taken into consideration by investors and other businesses that seek to work with organisations that compliment their own values.

WHAT ARE THE CERTIFICATION CRITERIA?

In order to be awarded the Equality Mark certificate, employers need to show a commitment towards:

- Implementing an equality and sexual harassment policy;
- Taking measures to ensure equal opportunities in recruitment and employment practices, as well as in career and personal development opportunities;
- Appointing an employee as an equality representative;
- Implementing family friendly measures and work life balance options for men and women with caring responsibilities;
- Monitoring the way new systems or policies may affect male and female employees;
- Ensuring that any goods or services supplied and/or managed by the organisation are equally accessible to male and female clients.