



Not just complaints...

The NCPE also provides training related to equality and anti-discrimination to:

-  Public service and sector
-  Private businesses
-  NGOs
-  Civil society groups
-  Schools

Feel free to contact the NCPE to request a training session



If you are interested in learning more about the field of equality, you may visit **NCPE's Library and Documentation Centre** which boasts a wide range of books, periodicals, journals and newspaper articles. A database listing the NCPE's documentation can be accessed on the NCPE's website.



Empowerment for Diversity



To report instances of discrimination or for more information contact us on:

Gattard House, National Road

Blata l-Bajda HMR 9010

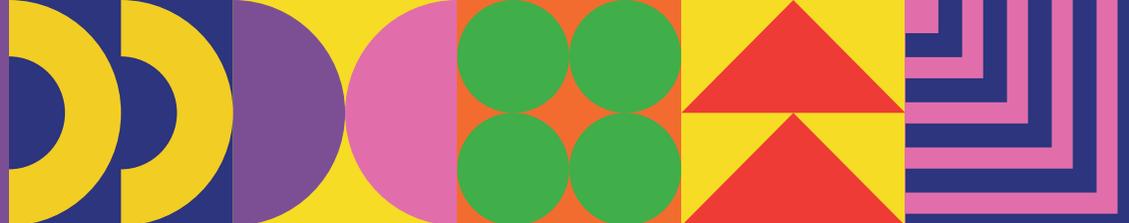
 2295 7850

 equality@gov.mt

 www.ncpe.gov.mt



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What is the NCPE and what is its work?

The **National Commission for the Promotion of Equality (NCPE)** is Malta's national equality body established in 2004 by Chapter 456 of the Laws of Malta, the Equality between Women and Men Act. The NCPE works for a Maltese society free from any form of discrimination based on:



Sex / gender and family responsibilities

Age

Religion or belief

Racial or ethnic origin

Gender identity, gender expression or sex characteristics

Sexual orientation

... in employment, banks and financial institutions as well as education



racial/ethnic origin and gender in the provision of goods and services and their supply

The freedom of movement for workers in the EU

Meaning?

This means that the government or a private company cannot treat you differently because of your gender or race when selling a product (food, entertainment, etc) or providing a service (social security, national healthcare)

The NCPE investigates cases of alleged discrimination and complaints received from the general public. It promotes equality and non-discrimination through awareness raising campaigns, training, reviewing of policies, research, monitoring for discriminatory social media and newspaper adverts.



This Project was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)



What is...?

Direct Discrimination

a person is treated less favourably than others in a comparable situation. For example, a woman with young children is not offered a promotion because she's assumed to be unable to put in the work needed.

Indirect Discrimination

where an apparently neutral criterion/practice puts a person at a particular disadvantage compared to others (unless it is objectively justified by a legitimate aim that's achievable by appropriate and necessary means). This often happens when there is a policy that applies in the same way for everybody but disadvantages specific people or groups.

Multiple discrimination

where an individual/group is discriminated against on multiple grounds e.g. sexual orientation and race.



Sex/gender and family responsibilities

Occurs when a person is discriminated against because of their sex and family responsibilities, such as caring for children or other family members.



Race/ethnic origin

Negative attitudes and practices towards people from groups considered to be different, based on certain physical and cultural characteristics.



Age

Treating individuals/groups differently on the grounds of their age, often preventing them from participating fully in the labour market.



Religion & belief

Treating individuals/groups unfavourably due to their religious, ethical or moral beliefs, and treating their practices or religious requirements insensitively.



Sexual orientation

Discrimination that stems from negative feelings towards LGBTIQ+ individuals, based on prejudice.



Gender identity

Not everyone's gender identity and biological sex correspond in the conventional way. One's gender identity can be different from their sex assigned at birth, sometimes attracting discrimination in terms of negative attitudes and unfair treatment.

The NCPE's EU co-funded Projects

The NCPE uses EU co-funded projects to promote and enhance equality.

For more information on the NCPE's past and current EU co-funded projects, visit the NCPE's website, and click on Specific Initiatives:

USEFUL LINKS

- Upcoming Events and Developments
- Specific Initiatives
- Our Publications and Resources
- Tenders and Quotations



Empowerment for Diversity

Not just equality between women and men...

The *Empowerment for Diversity* project, managed by the NCPE focuses on the grounds of **sexual orientation, gender identity, sex characteristics and gender expression**.

Underreporting of discriminatory incidents based on sexual orientation, gender identity, sex characteristics and gender expression is still a reality.

According to a 2019 survey¹ in Malta:



I feel I am being discriminated against. What can I do?

REPORT to the NCPE. We can help you!

How?

You can submit a complaint to the NCPE by completing the Complaints form found on the NCPE's website, either in English or Maltese. The NCPE may also assist you in completing this form.

Visit the NCPE's website to download the Complaints Form on <https://ncpe.gov.mt/en/Pages/Complaints.aspx>

Will my complaint be dealt with in confidentiality?

Yes, the NCPE's Complaints Section follows an established complaints procedure that ensures confidentiality throughout all phases of the investigation.

What happens once I submit my complaint?

After you submit your complaint, the NCPE will acknowledge it in writing.

The NCPE Commissioner will write to the party/parties against whom the complaint was lodged, informing them of the allegations made and asking for their version of the facts.

The NCPE may carry out face-to-face / online sittings to aid investigations.

What happens after my complaint has been investigated?

Following the investigation, the NCPE's Commissioner issues an opinion on the case.

Although not legally binding, such opinion declares the allegation founded or otherwise and often includes recommendations addressed to the parties concerned.

The Commissioner's findings are only binding if the parties expressly declare in writing to be so bound, as per Cap 456 Art 18(2). The Commissioner may also summon both parties and mediate to find an acceptable solution to all involved, subject to consent from both parties.

Moreover, after carrying out an investigation, where the action complained of constitutes a criminal offence, the NCPE's Commissioner may submit a report to the Commissioner of Police as per Cap 456 Art. 18(1)(i).

¹(European Union Agency for Fundamental Rights (FRA), 2020)