

Migration and the NCPE

Migrant status is not a ground of discrimination within the National Commission for the Promotion of Equality's (NCPE) remit. However, the Commission's work is still closely connected to the presence of migrants in Malta.

Migrants are the group who most likely experiences discrimination on the ground of race/ethnic origin and religion/belief. Although people coming from minority race/ethnic origin and minority religion/belief backgrounds are not necessarily migrants, most are.

It is also important to note that migrants can potentially experience discrimination on all other grounds within the NCPE's remit, such as unfair treatment on the basis of sex, age or sexual orientation.

The NCPE is Malta's national equality body established by Chapter 456 of Malta Laws. On its inception in 2004, the NCPE was only responsible for discrimination on the basis gender in the sphere of employment. Along the years, this remit was extended to cover other grounds of discrimination and spheres of life. It now incorporates:

- i) sex and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity, gender expression or sex characteristics, in employment; banks and financial institutions, and education
- ii) racial/ethnic origin and sex in the provision of goods and services and their supply; and
- iii) freedom of movement for workers in the EU.

It is important that migrants are aware of the work of the NCPE and of their rights and obligations emanating from the Maltese equality framework. It is equally important that the NCPE is aware of the needs and concerns related to this group in its promotional work and in its handling of complaints.

Aware of its responsibilities in this regard, the NCPE has been providing regular training sessions to migrants and asylum-seekers on Maltese equality legislation, highlighting examples of discrimination at the workplace and in the provision of goods and services. During these sessions, participants have the opportunity to share and discuss their personal experiences, and information is given on how to lodge a complaint with the NCPE.

Moreover, the NCPE provides regular equality training to the public and private sectors as a means to prevent discrimination and promote equal treatment through awareness-raising and capacity-building. As part of its policy work, the NCPE reviews proposed policies and legislation and, where necessary, suggests additions and amendments aimed at integrating the issues and concerns of different groups of persons from different ethnic and religious backgrounds.