

## **PRESS RELEASE:**

### **NCPE's 7th Annual Conference Another nine organisations awarded the Equality Mark**

The National Commission for the Promotion of Equality carried out its 7th Annual Conference during which nine organisations/entities were awarded the Equality Mark. This Annual Conference highlighted the main developments that were achieved throughout 2010 as well as the way forward in relation to achieving *de facto* equality in society at large.

Parliamentary Secretary for Youth and Sport, Hon. Clyde Puli, in his opening address, outlined how equality in Malta has moved forward over the past few years but also delineated the importance of a relentless commitment towards the achievement of *de facto* equality.

NCPE's Executive Director, Dr Romina Bartolo, gave an extensive overview of the initiatives and measures carried out by NCPE in 2010. The past year has seen the implementation of a PROGRESS-funded project entitled '*VS/2009/0405 - Strengthening Equality Beyond Legislation*'. The training and research which resulted from this project, said Dr Bartolo, helps NCPE become more aware of the necessary actions that need to be taken in order to further strengthen this area of legislation and ensure proper implementation and enforcement.

The ongoing project *ESF 3.47 - 'Unlocking the Female Potential'* is also spurring on companies to upgrade their family-friendly measures thus ensuring a better work-life balance for men and women in our labour market. NCPE's Executive Director explained that the Equality Mark has indeed become a coveted certification among employers who compete for qualified and valid workers.

During 2010, NCPE continued to receive requests for information on various issues related to equality, and complaints were lodged on a regular basis. Some of these complaints included alleged unfair treatment at work due to family responsibilities; allegations of sexual harassment between employers and employees and allegations of dismissal from work due to pregnancy. As to racial discrimination, NCPE during 2010 received complains that involved allegations of racial discrimination in access to visa and in access to bars and clubs.

The second awarding ceremony for organisations certified with the Equality Mark was held during this Annual Conference. Nine organisations: Alert Communications, Chetcuti Cauchi & Associates, Enemalta Corporation, FTIAS, Internal Audit and Investigation Department, Intercomp Group, Link School of English, National Audit Office and World Aviation Group have been certified as true equal opportunities employers in relation to gender and hence will be using the Equality Mark logo on their publications and documentation. Since last year, a total of 17 organisations/entities were awarded with this Equality Mark.

Following the Equality Mark Certification, a presentation and discussion on gender and race stereotypes was carried out by NCPE's Senior Policy and Training Executive, Ms Maria Filletti. Ms Filletti pinpointed how the notion of stereotypes influences people's thinking and



actions and emphasised on the way how we should be able to recognise these stereotypes and be in the forefront to challenge them.

In her concluding remarks, NCPE's Commissioner Ms Maud Muscat, thanked her predecessors, NCPE's Executive Director and all the staff for the work they have done in making NCPE what it is today.

For more information about the National Commission for the Promotion of Equality (NCPE) please contact us on [equality@gov.mt](mailto:equality@gov.mt) or on 2590 3850.

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