



PRESS RELEASE:

Developing a Culture of Rights

Developing a Culture of Rights through Capacity Building was a priority on the agenda of the National Commission for the Promotion of Equality (NCPE). This work included research, training sessions and an awareness raising campaign and targeted the critical mass within public administration, local councils, NGOs and social partners. This programme was implemented as part of an EU co-funded project: ESF4.220 *Developing a Culture of Rights through Capacity Building*.

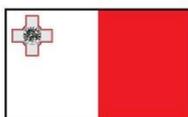
Concluding this conference, Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Dr Helena Dalli, emphasised the importance of having a society that not only upholds, but strongly fights for the protection of every individual's human rights. "This is echoed by this Government's commitment to introduce better and stronger legal frameworks in the human rights sector" said Dr Dalli.

Minister Dalli said that the ratification of Protocol 12 of the European Convention on Human Rights last week continues to strengthen the government's commitment to keep on raising the bar and ensuring that everyone is treated equally irrespective of age, race, colour, language, religion, political or social origin.

She explained how once this gets into force on 1st April 2016, the prohibition of discrimination under the Convention will not be limited to the exercise of the rights enshrined under it, but will extend to all the rights and services by any public authority in Malta.

In an overview given by NCPE's Manager Maria Borg Filletti, it was explained that internal organisational training was organised to accelerate NCPE's effective implementation of its remit and to enhance the knowledge and resource capacity on equality and non-discrimination. Furthermore, external targeted training on equality and non-discrimination was offered to public sector clerical grades and local councils.

Training on effective management of staff who are tele-working was targeted at tele-managers; tele-workers and prospective tele-workers were addressed on the skills necessary to ensure a culture of adequate tele-working complementing the effective implementation of tele-management.



Operational Programme II – Cohesion Policy 2007– 2013
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Officers in middle management received training on equality performance appraisals whilst NGOs and social partners' training covered all grounds of discrimination. These training sessions aimed at sensitising and empowering personnel that provide service to citizens and the public at large.

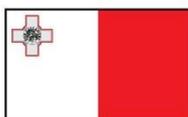
Two main research studies were carried out. One study identified methods and tools to reach out to target groups especially in sectors related to NCPE's 2012 remit extension. The second study was a Public Employees' Perception Survey to capture the progress attained especially in level of knowledge and awareness of equality and diversity principles, following the implementation of the training and awareness raising carried out as part of the same project.

In order to ensure visibility of this work and to disseminate information about the 2012 remit extension of NCPE, an information campaign was carried out that included a social media campaign as well as a radio advert.

Concluding this Conference, NCPE's Commissioner Renee Laiviera, emphasized the continuous importance of fostering a culture of rights within institutions, among individuals and in society at large. Ms Laiviera reiterated that this project facilitated the development of this culture of rights through empowerment and practical training. Moreover, the research studies on both national and transnational level reinforced NCPE's work processes and thus its capacity to fulfil its remit.

This project was carried out in partnership with two other equality bodies: Northern Ireland and Austria, together with four key national stakeholders – the Centre for Development, Research and Training (CDRT), General Workers' Union (GWU), Union Haddiema Magħqudin (UHM) and Department for Local Government (DLG). NCPE appreciates the collaboration and cooperation of all partners in bringing the project to a fruitful end. The empowerment this work provided to stakeholders will surely continue to develop a culture of rights in Maltese society.

Wednesday 16th December 2015



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