

## **PRESS STATEMENT: The Equality Mark Award**

### **Over 15,800 employees working in equality certified entities**

Employers are recognising that equality certification is an important management tool. In fact, a total of 60 companies and government department/entities are certified with the Equality Mark, which means that over 15,800 employees are working in equality certified places of employment.

The certification takes place during the Annual Conference of the National Commission for the Promotion of Equality (NCPE). This year, 37 organisations were awarded the Equality Mark certificate; 12 of these being newly certified organisations and 25 receiving the re-certification award. The Equality Mark certificates were presented to these organisations by Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Hon. Helena Dalli and NCPE's Commissioner, Ms Renee Laiviera.

NCPE grants the Equality Mark, valid for two years, to those organisations that demonstrate a commitment towards best practices which go over and above the minimum required by law in the area of gender equality in employment and in the provision of goods and services.

After the two-year period elapses entities go through a re-certification process, whereby NCPE ensures that the commitments taken were adhered to and that the entity is willing to retain these good practices in the years to come.

The implementation of equality principles in the recruitment process, equal opportunities for training and promotions and the implementation of Equality and Sexual Harassment policies are the basis of the commitment that these entities adhere to voluntarily.

As a result of this audit, employers benefit from:

- the retention of trained and experienced staff;
- the reduction in recruitment costs of new staff;
- access to the full talent pool in the labour market, thus increasing profitability through innovative approaches based on the different skills and experiences of both genders;
- the diverse abilities and experiences of their work will be translated into the enhanced product / services of the company; and
- attract investors and business opportunities that increasingly take gender diversity into consideration.

Employees on the other hand benefit from a workplace free of harassment, family-friendly measures such as telework, flexible hours and reduced hours, equal opportunities for training and promotions, translating these into a work-life balance. Thus gender equality policies at the place of work can benefit both employers as well as employees.

For more information on the Equality Mark, log on to [www.equality.gov.mt](http://www.equality.gov.mt) or contact NCPE on 2590 3850 or [equality@gov.mt](mailto:equality@gov.mt)