

ANNUAL REPORT 2013



NATIONAL COMMISSION FOR THE PROMOTION OF EQUALITY

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WHAT WE STAND FOR

The National Commission for the Promotion of Equality is Malta's equality body entrusted by Chapter 456 of the Laws of Malta to safeguard equality on the basis of gender, family responsibilities, gender identity, religion, age, sexual orientation, and race/ethnic origin in employment as well as access to vocational/professional training or banks and financial institutions.

NCPE's remit is also established in the field of gender as well as race/ethnic origin in access to and provision of goods and services via two legal notices, namely Legal Notice 181 of 2008, Access to Goods and Services and their Supply Regulations and Legal Notice 85/2007, Equal Treatment of Persons Order.

This Annual Report delineates NCPE's work throughout 2013.



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MINISTER'S MESSAGE

This administration aims for a society that celebrates diversity, that accepts the social developments and realities that surround us, that appreciates the necessity of separating church and state, that values our Maltese identity without discrimination, that ensures equality and respect for minorities and that, above all, safeguards fundamental human rights and liberties.

We are committed to strengthen the Act for the Promotion of Equality between Women and Men, which covers all the relevant grounds, to ensure that the Commission will be in a position to provide remedies in cases of discrimination as well as reinforce its executive powers.

We are committed to give greater prominence to the area of human rights. In this regard, the remit of the NCPE will be widened to encompass Human Rights and Equality, so it will act as a national human rights institution as well as an equality body in line with the provision established by European Directives on equal treatment. The NCPE submitted its proposal and together with feedback received following a public consultation, work is in hand to finalise the reform.

This will enable the NCPE to make progress on the implementation of its current remit as well as to develop and intensify its efforts and initiatives in the field of equality and human rights.

We are also committed to see that, by means of more educational campaigns, in particular from our children's earliest years, we increase education about diversity and against prejudice and racism while at the same time fighting bullying, hate crimes including those related to sexual orientation, race, and ethnicity.

Moreover, work has continued on other initiatives including the enhancement of the gender balance in decision-making positions that is being translated into a mentoring programme supported by the Directory of Professional Women.

The Equality Mark certification continues to gain ground among both public and private entities and this bodes well for the strengthening of equal opportunities at the workplace.

We are committed to give greater prominence to the area of human rights. In this regard, the remit of the NCPE will be widened to encompass Human Rights and Equality, so it will act as a national human rights institution as well as an equality body in line with the provision established by European Directives on equal treatment

Dr Helena Dalli

Minister for Social Dialogue, Consumer Affairs and Civil Liberties



Training and awareness raising continue to be important tools to enhance equality in all sectors of our society. The areas covered include various topics such as stereotypes, various grounds of discrimination, sexual harassment, NCPE's role and remit, gender issues, the Equality Mark, and gender mainstreaming.

The Anti-Racism Theme Day and the 'Have Your Say Campaign' targeting the general public were again organised with activities aimed at celebrating and promoting diversity and spreading the message on equality and non discrimination particularly with regards to race and ethnic origin.

The investigation of complaints as one of the core functions of the Commission as per Chapter 456 of the Laws of Malta has continued steadily as investigating and addressing alleged cases of discrimination.

The Commission has submitted and continues to work on a number of policy recommendations including surnames of spouses, cohabitation legislation, and amendments to strengthen CAP 456.

I congratulate the NCPE for the work that has been carried out during 2013 and I augur the Commissioner and staff another fruitful year.



COMMISSIONER'S MESSAGE

This year NCPE is marking its 10th anniversary since its inception. Through the continuation of its work to safeguard and promote equal treatment to everyone in different spheres in society, various initiatives consisting of policy recommendations, awareness raising campaigns, research, training sessions and other activities to promote equality were the highlights of the year 2013.

Taking the office as Commissioner of NCPE brought me in contact with various individuals who felt discriminated on the basis of the grounds that NCPE's remit covers. This made me more aware of how cases of discrimination still exist and of the need to wholeheartedly overcome such discrimination. In fact, the investigation of complaints is one of the core functions of the Commission as per Chapter 456 of the Laws of Malta. Last year, we received 53 complaints while 21 investigations were closed in the same year with the issuing of my Opinion.

Together with the six commission members, my work as Commissioner in 2013 involved the discussion and submission of policy recommendations of a number of important issues. In September 2013, the Commission gave its feedback to the Pre-Budget Document 2014. Following long discussions and deliberations, the draft of a proposal for a Bill on Cohabitation is nearing finalisation.

In addition, the Commission also conducted an *ex officio* investigation on spouses' and family surnames. This looked into the fact that the current legislation gives no option to Maltese couples to adopt the surname of the wife upon marriage.

Besides these, the Complaints Standard Operating Procedure was modified in November 2013 in order to allow me to consider requests for the lodging of complaints after the prescriptive one-year time frame, in cases where the complainant alleges that it was not possible to file the complaint within the prescribed period.

2013 marked the Government's commitment to give greater prominence to the area of human rights. In this regard, the scope of the NCPE is intended to be widened to become a Commission for Human Rights and Equality, acting as a National Human Rights Institution (NHRI) as well as an equality body in accordance with the provision established by European Directives on equal treatment. Following considerable deliberations, NCPE has submitted its proposal in this regard. Hence, NCPE will thus be able to not only build on work which has already been identified, but also to expand and strengthen its work and responsibilities in the field of human rights and equality.

Throughout 2013, we continued working to implement various initiatives with the aim of enhancing the gender-balance in decision making positions. These initiatives include the empowerment of women to take up decision-making positions through the Directory of Professional Women, a mentoring programme and training for women aspiring to hold decision-making positions, as well as research on this subject matter to raise awareness and disseminate further information and findings in this regard. In addition, in 2013 NCPE drafted a set of initiatives to raise further awareness on violence against women and girls, addressing distinct forms of violence against women, and the circumstances and needs of victims of violence and of professional people

Renee Laiviera
NCPE Commissioner



who work with these victims. Other initiatives involved awareness raising activities, training and conferences that formed part of the major peaks of NCPE's work in 2013.

The Equality Mark Certification continued to gain more popularity among organisations that strive to strengthen gender equality in employment. More companies were recognised for this commitment of securing a safe place of work. The success of the Equality Mark meant that there were 15,757 employees in 54 private companies and government entities working under equality certified conditions in 2013. More organisations are in the process of being awarded the Equality Mark.

During these 10 years, NCPE has sought to engage with other key stakeholders including government, national and local authorities, employers' organisations, trade unions, civil society and NGOs as well as international organisations. This approach has supported the vision of making equality a vital component of stakeholders' agenda by evaluating its potential from the perspectives of each sector.

Throughout the years, NCPE has also worked to raise awareness on gender mainstreaming and to empower stakeholders to mainstream gender in their work; now broadened to include equality mainstreaming. NCPE has also established itself as a reference point for various institutions as well as for individuals needing feedback related to equality and non-discrimination. Various research studies shedding further light on current circumstances related to equality were also the highlights of NCPE's work in the past 10 years.

I would like to end by thanking the Commission members and the team at NCPE for all the hard work that has been and is being carried out. I augur that the challenges of the years to come will further step-up our commitment for equality in society.



During these 10 years, NCPE has sought to engage with other key stakeholders including government, national and local authorities, employers' organisations, trade unions, civil society and NGOs as well as international organisations

THE COMMISSIONER AND COMMISSION MEMBERS IN 2013

THE COMMISSIONER

MS RENEE LAIVIERA

THE COMMISSION MEMBERS

MS RUTH BALDACCHINO

MS CLAUDINE BORG

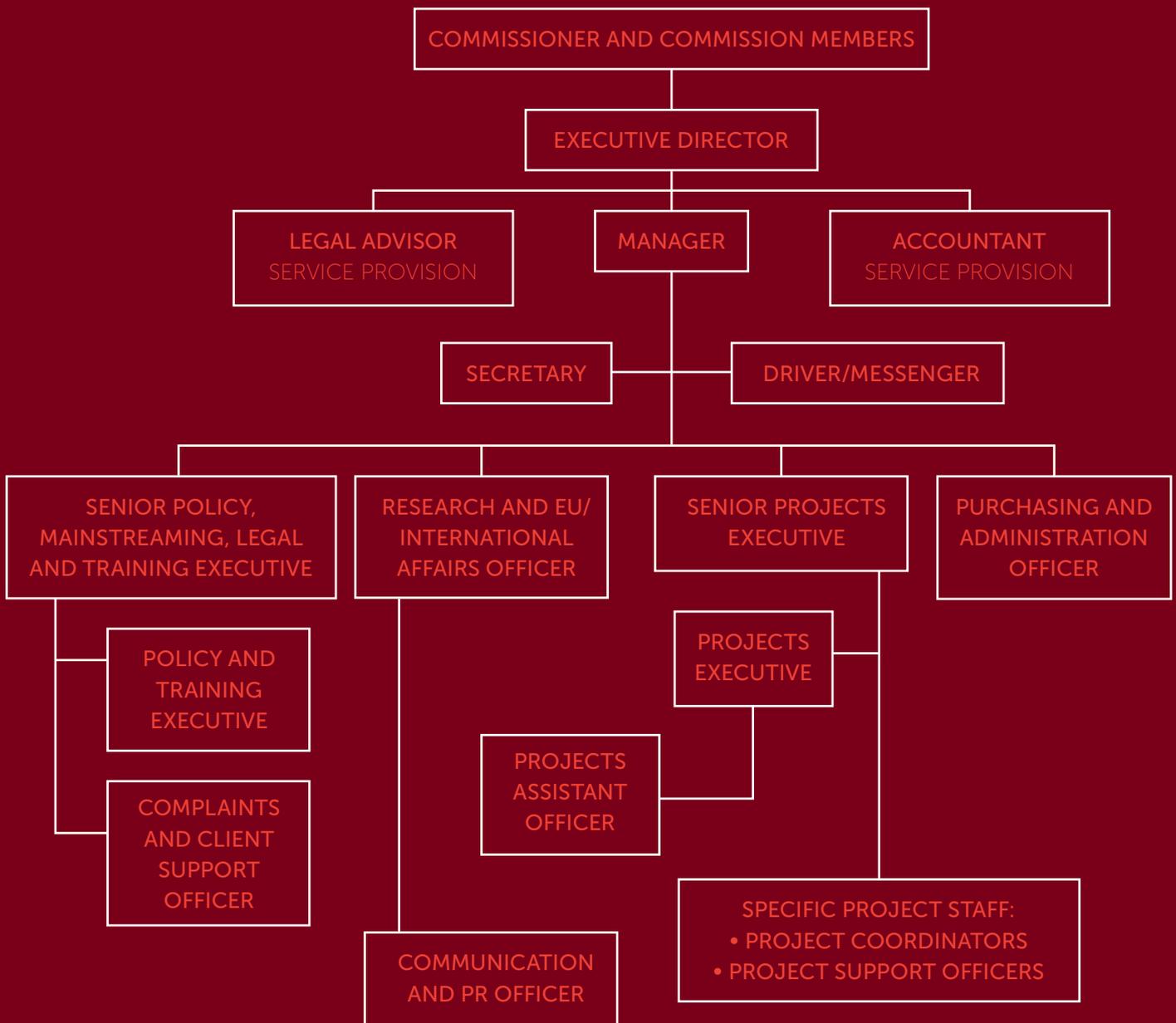
PROF MARK ANTHONY FALZON

MS MARY GALEA DEBONO

MR MARIO MALLIA

DR VANNI XUEREB

NCPE ORGANISATIONAL CHART



EQUALITY IN MALTA OVERVIEW 2013

NCPE continued working to safeguard and promote equal treatment in different spheres in society. This work was implemented in the context of other initiatives undertaken by the Government of Malta to continue promoting equal opportunities and safeguarding equal rights to everyone. This Section presents an overview of such initiatives that were carried out in 2013 to enhance the rights of persons who are at risk of being discriminated against and to raise further awareness on the responsibilities related to equal treatment. Highlights on various developments in this regard are also included.

In 2013, the **Gender Equality Index**, which was launched by the European Institute for Gender Equality (EIGE), provided an objective measurement of gender equality across the Member States, including Malta. This Index

provides an overview of the developments and remaining challenges in the achievement of gender equality in the domains of work, money, knowledge, time, power, and health, as well as two other domains: intersecting inequalities and violence. The results of this Index for Malta demonstrate that the highest level of achievement of gender equality in Malta is in the area of 'health'¹ reflecting positive levels of health status for women and men, and small gender gaps in the access to medical and dental care. On the other hand, the lowest level of achievement of gender equality in Malta is in the sphere of 'power'², reflecting a

- 1 Malta's score on gender equality in health is 93.2 (on a scale of 1 to 100 where 1 is total inequality and 100 is full equality), which is above the average score of EU27, i.e. 90.1.
- 2 Malta's score on gender equality in the sphere of power (political and economic) is 18.7 (on a scale of 1 to 100 where 1 is total inequality and 100 is full equality), which is below the average score of EU27, i.e. 38.

IN 2013, THE FEMALE
EMPLOYMENT RATE INCREASED
TO 47.3% (IN THE 3RD QUARTER)
FROM 44% (IN SAME QUARTER,
2012) WITH THE MAJORITY OF
WOMEN IN EMPLOYMENT IN
MALTA HAVING A FULL-TIME JOB



gender-imbalance in decision making positions. In fact, women in Malta are under-represented in political and economic decision making positions. Nonetheless, the participation of women in decision-making positions in politics is gradually increasing, and in 2013 more women contested the General Elections and the Local Council Elections. In effect, the percentage of female candidates participating both in the general elections (11% in 2008 and 16% in 2013) as well as in the local council elections (22% in 2009 and 25% in 2013) increased throughout the years. Also, the amount of women elected in Parliament is increasing (from 9% in 2012 to 14% in 2013³). In light of this, NCPE continued working to implement various initiatives with the aim of enhancing the gender-balance in decision making positions⁴. These initiatives include the empowerment of women to take up decision-making positions through the Directory of Professional Women; and a mentoring programme and training for women aspiring to hold decision-making positions. Research is also being carried on this subject matter to raise awareness and disseminate further information and findings in this regard.

In relation to equal opportunities in employment, the Government of Malta is committed to increase the participation rate in employment, including that of women, older workers, and vulnerable groups, and to enhance the employability of the work force⁵. In this regard, in 2013, the Government reiterated its commitment to support work-life balance to assist parents who are in employment⁶. In effect, in April, the Office of the Prime Minister⁷, issued a Circular to strengthen family friendly measures across the public sector. This Circular encourages further efforts by officials to meet the demands for the take-up of family-friendly initiatives and encourages equitable solutions to

maintain, and possibly improve, the department's output while supporting employees in combining work and family responsibilities. It states that requests for family-friendly measures should be discussed with the respective employee before a final decision is taken, while a process of appeal is allowed in case of refusal.

Moreover, other measures that facilitate the participation in employment or education by persons with caring responsibilities were announced, including⁸:

- tax credits for women returning to employment.
- the provision of free childcare centres from 2014.
- an extension in tax credit for parents sending their children to private childcare centres.
- the gradual introduction of the 'Breakfast Club' that will provide a one hour care service to students before school opening hours.
- fiscal incentives aimed at addressing the issue of making work pay to encourage inactive women to enter the labour market.
- help for long-term unemployed to join the labour market by gradually lowering their unemployment benefit/s once they are in employment.

Furthermore, in 2013, the maternity leave was also extended to eighteen weeks from January, to enhance the protection of employees who recently gave birth⁹.

To further promote equal treatment at the place of work, in 2013, NCPE continued working on the Equality Mark Certification, which is awarded to companies that truly foster equal treatment in their work policies and practices irrespective of the employees' gender or family responsibilities. Hence, NCPE assesses the respective measures of these companies and assists them to enhance gender equality at their workplace, prior to awarding them the Equality Mark.

These measures contributed to further strengthen

3 European Commission. Database: Women and Men in Decision-Making. National Parliaments. Last retrieved on 6th March 2014 on: http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/politics/national-parliaments/index_en.htm

4 These initiatives will be carried out as part of the EU co-funded project *Gender Balance in Decision-Making ESF 3.196*.

5 Ministry for Finance, April 2013. Malta's National Reform Programme under the Europe 2020 Strategy.

6 DOI Press Release PRo836. April, 2013. Last retrieved on 20th February 2014 on: <https://www.gov.mt/en/Government/Press%20Releases/Pages/2013/April/29/pro836.aspx>

7 OPM No. 8/2013. Family Friendly Measures.

8 These measures are delineated in the Budget Document 2014. Ministry for Finance, 2013. Last retrieved on 15th January 2014 on: http://mfina.gov.mt/en/The-Budget/Documents/The_Budget_2014/Budget2014_Document.pdf

9 Legal Notice 503 of 2011. Protection of Maternity (Employment) (Amendment) (No.2) Regulations, 2011.

equal opportunities in employment, and to empower more women and men to enter or remain in the labour market. In fact, in 2013, the female employment rate increased to 47.3% (in the 3rd quarter¹⁰) from 44% (in same quarter, 2012¹¹) with the majority of women in employment in Malta having a full-time job (74% in 3rd quarter, 2013)¹².

Similarly, developments towards the achievement of gender equality and equal opportunities in education are also evident given that women outnumber men in their participation in tertiary education, (58% female students at University of Malta¹³); and female graduates outnumber males in tertiary education (61% female graduates in 2012/2013¹⁴). Besides, the number of women and men of early school leavers is progressively decreasing¹⁵.

On the other hand, a study published by the European Union Fundamental Rights Agency in 2013 on the experiences of discrimination by LGBT persons affirmed that 51% of LGBT persons from Malta who participated in this survey claimed that they felt discriminated against or harassed on the ground of sexual orientation in the 12 months prior to the survey¹⁶. In light of this, NCPE is committed to continue to disseminate information on rights and responsibilities in relation to equality on the grounds of sexual orientation and gender identity through awareness raising campaigns and training.

Also, throughout 2013, legal developments and other initiatives enhanced equal treatment on the grounds of sexual orientation and gender identity. A consultative council made up of members from NGOs working with LGBT person, was set up by government, to contribute in the drafting of respective legislation and making recommendations concerning LGBT persons.

In order to further safeguard the rights of transgender persons, amendments to the Civil Code¹⁷ removed the legal obstacles for persons who have undergone a legally recognised change in sex to be considered as pertaining to the acquired sex for all intents and purposes of civil status, including marriage. Besides, the Government is also working on a 'Gender Identity Bill' to enhance the rights of every person to affirm their own gender, and to have their gender affirmation legally recognised.

Furthermore, to further safeguard equality on the ground of sexual orientation, the Government is also committed to introduce 'sexual orientation' as part of the definition of discrimination within the Constitution of Malta¹⁸. This will further enhance the protection of LGBT persons against discrimination. In addition, in 2013, the Government also drafted a Bill to legislate in favour of civil unions, including for same-sex couples.

At an EU level, the Maltese Government also supported the joint declaration by EU ministers on the *International Day against Homophobia and Transphobia 2013* (in The Hague) to improve the fundamental rights situation of LGBT people. In fact, the Hon. Minister for Social Dialogue, Consumer Affairs and Civil Liberties signed this joint declaration.

Besides, to further enhance the inclusion and participation of older persons in society at large, the Government launched the National Strategic Policy for Active Ageing in November 2013. This policy supports active ageing through their active participation in the labour market, participation in society and independent living

10 National Statistics Office, 2014. Labour Force Survey, Q3/2013.

11 National Statistics Office, 2013. Labour Force Survey, Q3/2012.

12 Ibid.

13 University of Malta. Facts & Figures. Students Statistics by Faculty/ Institute, Course & Route. Last retrieved on 28th February 2014 on: http://www.um.edu.mt/__data/assets/pdf_file/0003/204447/studentstatistics2013-14.pdf

14 University of Malta. Facts & Figures. Completed Awards Statistics by Faculty/ Institute, Course & Route. Last retrieved on 28th February 2014 on: http://www.um.edu.mt/__data/assets/pdf_file/0015/206502/completedawards2012-3.pdf

15 Eurostat. Early leavers from education and training by gender. Last retrieved on 26th February 2014 on: http://epp.eurostat.ec.europa.eu/tgm/refreshTableAction.do?tab=table&plugin=1&pcode=t2020_40&language=en

16 European Union Agency for Fundamental Rights, 2013. EU LGBT Survey. European Union lesbian, gay, bisexual, and transgender survey. Last retrieved on 6th March 2014 on: http://fra.europa.eu/sites/default/files/eu-lgbt-survey-results-at-a-glance_en.pdf

17 This was done through Act VII of 2013. Civil Code (Amendment) Act, 2013.

18 Bill 18 of 2013. An Act to amend the Constitution of Malta.

NCPE DRAFTED PROJECTS THAT WILL PROVIDE TRAINING ON DIVERSITY MANAGEMENT TO EMPLOYERS TO EMPOWER THEM TO RECOGNISE AND NURTURE DIVERSITY AT THE PLACE OF WORK.

of older persons. This policy also puts forward policy recommendations to combat ageism and age discrimination especially in employment. In effect, safeguarding equal opportunities irrespective of one's age empowers older workers to participate in paid employment. In 2013, a gradual increase in the participation of older workers in employment was evident, reaching 36.8% (in the 3rd quarter¹⁹) from 35.4% (in same quarter, 2012²⁰) for workers aged 55-64.

NCPE also recognises that active ageing is also enhanced if violence on older persons is prevented and curbed. To this end, in 2013, NCPE drafted a set of initiatives²¹ to raise further awareness on violence against women and girls, addressing distinct forms of violence against women, and the circumstances and needs of victims of violence and of professional people who work with these victims. In this regard, research and awareness raising campaigns will be carried out on violence on older women and men, female genital mutilation (FGM) as well as violence, harassment and bullying in schools. These initiatives will thus further promote the principle of zero tolerance of violence on women and girls.

Moreover, in 2013, NCPE drafted specific actions (that will be carried out in 2014) that safeguard and promote equality on the grounds of race or ethnic origin and religion or belief in all spheres within society²². According to the ENAR Shadow Report 2012-2013²³, certain categories of migrants in Malta, especially those coming from Sub-Saharan countries, continue to experience high levels of discrimination because of their race and ethnic origin. The same report also notes that there has been an increase in awareness on racial discrimination and that the legal framework, in place to combat it, has been strengthened in recent years. Based on data gathered by institutions, academics and NGOs in the past years, as well as on a number of interviews conducted with migrants residing in Malta, the report focuses on the difficulties African migrants face when trying to access the labour market and the inferior conditions and payment they are often offered. To address some of these challenges NCPE drafted projects that will provide training on diversity management to employers to empower them to recognise and nurture diversity at the place of work.

In 2013, the Government of Malta affirmed its commitment to give greater prominence to the area of human rights. In this regard the scope of the National Commission for the Promotion of Equality is intended to be widened to become a Commission for Human Rights and Equality²⁴, acting as a National Human Rights Institution as well as an equality body (NHREC) in accordance with the provisions established by European Directives on equal treatment. Hence, NCPE will thus be able to not only build on work which has already been identified, but also to expand and strengthen its work and responsibilities in the field of human rights and equality.

19 National Statistics Office, 2014. Labour Force Survey, Q3/2013.

20 National Statistics Office, 2013. Labour Force Survey, Q3/2012.

21 These initiatives will be carried out as part of the EU co-funded project *Forms of Violence in Malta – A Gender Perspective* JUST/2012/PROG/AG/VAW.

22 These actions will be carried out as part of the EU co-funded project *Enhancing Equal Rights - JUST/2012/PROG/AG/3717*.

23 European Network Against Racism, 2014, ENAR Shadow Report 2012-2013

24 Budget Speech 2014. Ministry for Finance, November 2013. Last retrieved on 22nd January 2014 on: http://mf.gov.mt/en/The-Budget/Documents/The_Budget_2014/Budget2014_Speech_EN.pdf

COMBATING DISCRIMINATION

This work has many facets that range from working one-on-one basis with individuals on cases of discrimination to providing training to various groups of individuals.

It is through this work that NCPE reaches out to people in Malta and Gozo to: give information about discrimination, equality, services and complaints procedures, reach participants for training, generally raise awareness about rights and responsibilities related to equality and non-discrimination, and break stereotypes.

This Annual Report outlines the different dimensions of NCPE's work in 2013. Besides its ongoing work related to investigations, monitoring, training, awareness raising and the awarding of the Equality Mark, NCPE's work in 2013 mostly involved

- the closure of projects carried out in previous years
- the drafting and submission of new project proposals;
- the preparation for projects whose implementation phase will start in 2014.

Awareness-raising

In 2013, NCPE planned various awareness-raising activities. On the one hand, NCPE raised awareness through information campaigns on the results of the research studies carried out. On the other hand, NCPE raised its profile with the general public through the dissemination of information on the various grounds which are covered by NCPE's remit and the services offered.

In succession to the 2012 Anti-Racism Theme Day, NCPE secured EU funding in 2013 for an Anti-Racism Theme Day to be re-organised in early

2014²⁵. During the latter half of 2013, NCPE ensured that all the details for the upcoming Anti-Racism Theme Day were included in the tender document which was being drafted. NCPE analysed the pros and cons of the previous theme day so as to make the necessary improvements in the upcoming theme day. The Anti-Racism Theme Day of 2014 will promote cultural diversity through music, entertainment, children's activities and games.

The general public was targeted through a 'Have Your Say Campaign'²⁶. The 'Have your Say' Campaign supported the '2013 European Year of Citizens' and thus gave citizens a voice by providing the 'space' that empowers them. This was provided through a roving booth where citizens had the opportunity to expose discrimination and to share their views on the effects of discrimination and/or the benefits of equality. Communicating the message of equality facilitates in the creation of a culture of rights, consequently allowing for better implementation of legislation, since different actors including potential victims of discrimination would become aware of their rights. In 2013, NCPE not only secured EU funding for this initiative but also drafted the tender dossier and its specifications for the eventual launch of the tender document in early 2014.

Other awareness-raising initiatives which were designed in 2013 and planned for 2014 include a mentoring campaign surrounding the mentoring programme as well as a campaign to publicise the Directory of Professional Women. The mentoring

²⁵ The Anti-Racism Theme Day is partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

²⁶ The 'Have Your Say!' Campaign is partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013



Photo: DOI - Reuben Piscopo

NCPE Annual Conference - 24th July 2013

campaign²⁷ will be launched in the first half of 2014 in order to attract both mentors and mentees to apply for the mentoring programme. The aim of the mentoring programme is to provide women aspiring to hold decision-making positions with the opportunity to be mentored by successful persons (preference will be given to women) who occupy high-level jobs. In 2013, NCPE initiated a soft launch of the mentoring campaign by promoting the mentoring programme with local councils, NGOs, student organisations, MCAST and University of Malta students, and project partners. Furthermore, the Directory of Professional Women will be publicised through an advert campaign²⁸ on local business magazines and local newspapers throughout 2014.

Further awareness-raising campaigns are planned for 2014, with preparations in terms of securing EU funding, initiating procurement procedures and planning for these campaigns being undertaken in late 2013. Campaigns planned for 2014 include

campaigns on different forms of violence and zero tolerance²⁹, as well as an information campaign on NCPE, its services and its remit³⁰.

Commission's Policy Recommendations

The Commissioner, together with the six commission members, discussed and submitted policy recommendations on a number of important issues.

In September the Commission gave its feedback to the Pre-Budget Document 2014, where it proposed the carrying out of Gender Responsive Budgeting in order to ensure that the budget meets the needs of men, women, boys, girls and minority groups. This would include a Gender Impact Assessment that specifically looks at the impact of the budget on each of the genders. In its proposals the Commission highlighted the need for an Equality Budgeting which takes into consideration the requirements of all groups in society, especially those groups that are at risk of discrimination.

27 The Mentoring Campaign is partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013.

28 The advert campaign for the Directory of Professional Women is partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013.

29 These campaigns are partly funded through the project JUST/2012/PROG/AG/4733/*VAW Forms of Violence in Malta - a gender perspective*, PROGRESS 2007 - 2013

30 This campaign is partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013.

Following long discussions and deliberations, the Commissioner and members are finalizing the draft of a proposal for a Bill on Cohabitation. Many aspects were covered in the debate and the benefits of having such a law far outweighed any negative repercussions that could potentially ensue from regulating a previously unregulated relationship. A law on cohabitation would set the legal basis for the regulation of relations between a man and a woman who have been cohabiting as husband and wife, and two persons of the same sex who have been cohabiting as in a civil union when such relations break up either by separation or death.

The Commission also conducted an *ex officio* investigation on spouses' and family surnames. This looked into the fact that the current legislation gives no option to Maltese couples to adopt the surname of the wife upon marriage. Thus, the husband can neither choose to adopt his wife's surname nor opt for dual surnames. The Commission considered this to be in breach of Articles 8 and 14 of the European Court of Human Rights and, in view of this, drew up a document outlining a number of options that could rectify this situation. The options included the proposal that a future husband should be either given the choice to choose his future wife's surname, after which he may add his own, or keep his surname and add his future wife's surname. Or the spouses could be given the choice to keep their own surnames or choose a family name from the following: the future husband's surname, the future's wife surname or the two surnames combined. The proposals were forward to the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties in October.

The Complaints Standard Operating Procedure was modified in November in order to allow the Commissioner to consider requests for the lodging of complaints after the prescriptive one-year time frame, in cases where the complainant alleges that it was not possible to file the complaint within the prescribed period.

The Commission issued the following press statements in 2013:

- 31-12-13 - NCPE statement related to the civil union legislation

- 10-12-13 - Developing a Culture of Rights
- 24-07-13 - Giving all women the opportunity to achieve their full potential is at the heart of the Government's approach to economic growth
- 17-07-13 - Making a Difference
- 11-07-13 - Irregular Immigration
- 05-06-13 - Gender Balance in Decision-Making
- 24-05-13 - Enhancing Equal Rights

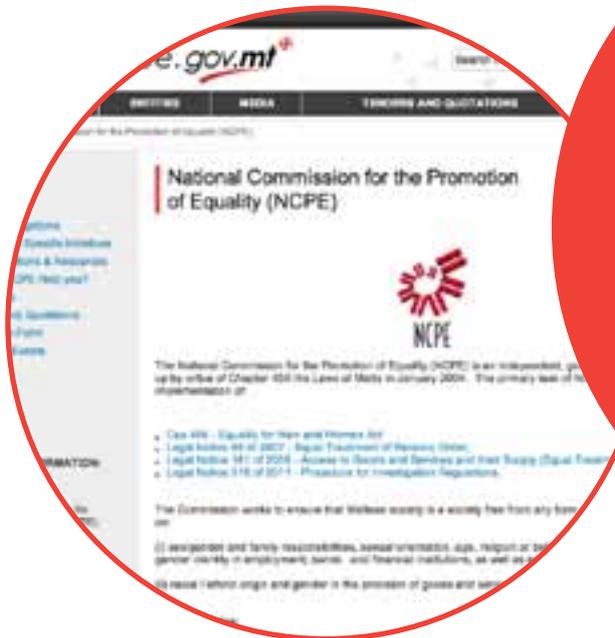
NCPE in the Media

The mass media has an important role in NCPE's bid to inform various stakeholders and the general public on the importance of equality in society at large and to spread targeted messages on non-discrimination and equal treatment. Using the media is an invaluable tool to raise awareness on various issues related to equality and to disseminate information on rights and responsibilities. Thus, NCPE's communications can have a direct effect on persons who are discriminated against (or are at risk of being discriminated against) by informing them on their rights and empowering them to ensure that they are equally treated.

Media Contributions

Throughout 2013, NCPE continued using various communication channels at its disposal to reach out to as many people as possible. NCPE had 46 contributions in the media in 2013, varying from press statements, articles and features, press articles and contributions to news stories in local newspapers, television and radio stations, to an active participation in TV and radio programmes.

The various topics covered in press statements provided updated information on the initiatives taken by NCPE, including statements on current issues. This gave NCPE the opportunity to promote its wider remit in the articles and features produced for local newspapers and magazines, featuring, among others, discrimination on the basis of age, religion and sexual orientation as well as racial equality in employment. Moreover, equality issues relating to everyday life experiences were discussed on TV and radio programmes. Here, NCPE had the opportunity to inform the public on themes of equal treatment in education, careers and work-life balance, racism, sexual harassment and other issues related to gender and the labour market.



ARE YOU INTERESTED
IN EQUALITY-RELATED ISSUES?

ARE YOU CARRYING OUT SPECIFIC
RESEARCH ON THE DIFFERENT
GROUNDS OF DISCRIMINATION?

HAVE YOU BEEN
DISCRIMINATED AGAINST?

DO YOU KNOW YOUR RIGHTS? ...

KEEP UPDATED BY LOGGING ON TO
WWW.EQUALITY.GOV.MT
OR NCPE'S FACEBOOK PAGE
'NATIONAL COMMISSION FOR
THE PROMOTION OF EQUALITY'

GET IN CONTACT WITH NCPE...

Equality Matters Newsletter

The e-newsletter was a new initiative undertaken in 2013 in order to better reach stakeholders and the general public. *Equality Matters* promotes equality-related issues in Malta and keeps readers updated on NCPE's on-going work and other developments related to equality. This e-newsletter consists of different informative articles and features about equality issues, targeting a wide audience. Typical content includes interviews with NCPE staff, examples of complaints about alleged discrimination, quotes on equality, concise information on specific topics, games related to equal treatment, and more. *Equality Matters* is disseminated by email and can be accessed also on NCPE's website and Facebook page.

NCPE's Website

NCPE ensures that its website – www.equality.gov.mt – is regularly updated as this increases its ability to reach interested people and the general public. To this end, the News and Events section is kept up-to-date with information on the various initiatives carried out by NCPE, together with the latest media contributions and upcoming events involving the Commission. The Rights and Obligations section provides more information

on equality legislation, particularly in relation to equality at the workplace and in the provision of goods and services. This section also enables the user to make a request for accessing documents from NCPE, as per the Freedom of Information Act.

Another important section on our website is that providing information on complaints. Here one finds an outline of the procedure for lodging complaints and an easily accessible complaints form that can be easily downloaded. Besides, if one wants to report informally a case of discrimination at the place of work, being it by banks and financial institutions, or in education and vocational training and guidance and/or in the provision of goods and services, as per NCPE's remit, our website has a specific *comments form* which can be filled in and sent to NCPE.

Of particular interest to academics and students alike is the Publications and Resources section where research published by NCPE can be downloaded for further reference. This includes brochures on discrimination, guidelines for inclusive advertising and handbooks on sexual harassment and racial equality. The section 'How can NCPE help you' gives an outline of the

various ways by which one can make use of NCPE's services such as training, the use of the library and information about specific issues related to NCPE's remit. All this and more can be found on www.equality.gov.mt.

NCPE's Facebook page

With more than 700 Likes NCPE's Facebook page, entitled *National Commission for the Promotion of Equality*, gained more popularity in 2013. Apart from being an effective way for NCPE to reach out to different audiences, the Facebook page highlights the events undertaken, raises awareness and promotes the latest news related to the Commission. As an interactive tool, Facebook also enables NCPE to get in touch and keep contact with various persons who send messages and queries on equality and on NCPE events, while also keeping updated all those who follow the page. Photos of NCPE events and of initiatives with NCPE participation are shared, as well as articles and features published by NCPE. This also provides a space for comments and instant feedback.

Investigations: Summaries of some cases closed in 2013

Complaints

The investigation of complaints is one of the core functions of the Commission as per Chapter 456 of the Laws of Malta. NCPE's Commissioner heads the investigation process on the basis of which an opinion is issued establishing whether through the evidence gathered, instances of discrimination were proven or otherwise. NCPE has a Complaints

Section that deals with the processing of complaints received. The Complaints & Clients' Support Officer may assist complainants as required in relation to lodging a complaint; an appointment may be requested, when NCPE's Complaints Procedure may be outlined and explained in detail.

Moreover, should the Commission become aware of any alleged discriminatory act, practice or malfunction obstructing equality in the various spheres of society, the Commissioner may deem it necessary to initiate investigations on any matter falling within NCPE's remit and as permitted by law,

Complaints Form

NCPE's remit to investigate complaints is delineated in Chapter 456. Complaints need to be made in writing and submitted by means of NCPE's Complaints Form. One may obtain the form in a number of ways;

- On NCPE's website
- NCPE offices
- Via e-mail upon request

The form is available in both Maltese and English and is structured in such a way to allow complainants to explain in detail the alleged discriminatory incident/practice in question in order to enable the Commissioner to determine whether such case falls within the competence and remit of NCPE and thus investigate, or to otherwise direct the complainant to the relevant entity. As indicated in the form, complainant should attach any evidence, such as e-mails and documents in order to support their case.

COMPLAINTS LODGED IN 2013

	Women	Men	Ex officio Investigations	Total
Gender -	6		1	12
Sexual Harassment	2	5		
Race/Ethnic Origin	1	4	0	5
Gender Identity	0	0	0	0
Age	1	2	0	3
Sexual Orientation	0	3	0	3
Religion	0	0	0	0
Not within NCPE's remit	0	31	0	31
			Total Complaints Lodged	53*

*One complaint covered two grounds of discrimination

NCPE's Complaints & Clients Support Officer may provide assistance in filling in the form should the complainant so require. Moreover, in cases where a complainant is unable to read or/and write, the required assistance will be provided, ensuring the complaint is filled in as directed by the complainant. Once filled in, the form will be read out to the complainant who will be asked to confirm the content or otherwise, in the presence of a witness. NCPE will not investigate complaints which are anonymous or frivolous in nature.

Investigations

Upon receipt, complaints are acknowledged and forwarded to the Commissioner to assess on a prima facie basis whether the case presented can be investigated by NCPE as per its remit.

Once the Commissioner initiates an investigation, the person/s against whom the complaint is filed is/are informed of the complaint received, and a copy of the complaints form is enclosed to ensure the authenticity of the complaint. When the alleged discrimination occurs in employment, a copy of the complaints form is forwarded to the employer.

A report is requested from the employer/service provider, if the complaint so warrants, as per Article 5 of Chapter 456 Equality for Men and Women Act, where the Commissioner requests to outline their position vis-à-vis the complaint which has been lodged. The employer/entity/service provider is given ten working days to submit the report which needs to be in writing.

The Commissioner gathers evidence primarily through sittings held with the parties involved in the complaint under investigation.

All sittings held during the course of the investigation are recorded and transcribed. Once transcribed, a copy of the transcript of the sitting held is sent to the person with whom the sitting has been held for confirmation. The person is given ten working days to confirm the content of the transcript, post which date, a copy is then sent to the complainant and to the alleged discriminatory entity/employer/ harasser.

Following collection of evidence, an opinion is issued by NCPE Commissioner outlining whether, from the investigation conducted and evidence gathered, instances of behaviour or practices breaching the Equality Act were found.

The opinion is sent to the complainant via registered mail, and a copy of same is also sent to the person/s against whom the complaint is filed. Furthermore, if the Commissioner deems it necessary, the case may be referred to the Industrial Tribunal or to the competent court according to what the case entailed.

Furthermore, should the Commissioner establish that the action complained of constitutes a criminal offence, a report is submitted to the Commissioner of Police for action to be taken as deemed necessary, as per Chapter 456 Equality for Men and Women Act.



THE MOST DISCRIMINATORY
ADVERTISING IDENTIFIED IN
LOCAL NEWSPAPERS AND
JOB VACANCIES' WEBSITES
CONCERNED DISCRIMINATION
ON THE BASIS OF GENDER
AND AGE IN EMPLOYMENT,
EDUCATIONAL AND
VOCATIONAL OPPORTUNITIES

Case A- Alleged unfair dismissal on the basis of age

This case concerns allegations of unfair dismissal due to the person's age. The complainant alleged that she was asked to disclose her age during a job interview. The complainant was hired for the post but was subsequently dismissed from employment during the probationary period.

Apart from the statements made to the Commission by means of her complaint form and during the meeting held with the Commission, the complainant exhibited a copy of e-mails exchanged after she had attended the interview for the vacancy, in which she stated that *"I hope you realise that my age will not affect my ability both to do you the job and to get along with colleagues/customers of all ages and backgrounds."*

From the evidence collected, the Commissioner noted that the complainant has provided a more coherent account as to whether her age was asked during the interview or otherwise. Moreover the Commissioner outlined that an employer should not ask for an interviewee's age during the interview process as this may lead to direct or indirect discrimination on the grounds of age. Having said that, the Commissioner noted that in this specific case the complainant had in fact been offered the job and therefore there was no evidence supporting her claim that she was discriminated against when offered employment.

As regards the other allegations put forward by the complainant, alleging unfair dismissal due to age and that her working conditions and/or terms if employment were arranged in a discriminatory manner, the Commissioner noted that the complainant did not manage to substantiate the claim made by means of evidence supporting her allegations. On the other hand, the employer supplied the Commission with the complainant's performance statistics for the period she was recruited as compared with another employee's statistics, who was recruited and trained together with the complainant; this supported the employer's version that the complainant was dismissed because of the inability to make sales for the company and not because of her age.

Case B- Alleged sexual harassment at the place of work

This complaint concerned allegations of sexual harassment at the place of work. The allegations made were that the alleged harasser put his hand/arm around the complainant, and in another instance, which date was not specified, he allegedly asked suggestive questions to the complainant and caressed her shoulder.

With regards to evidence presented by the complainant, the Commissioner noted that the complainant did not put forward any evidence such as eye witnesses, witnesses to describe the alleged harasser's character or CCTV footage to support her version of the facts, given that at the work place in question CCTV cameras were in place and footage available. The Commissioner noted that the complainant chose to base herself solely on her declarations.

With regards to the Employer's Report requested by the Commissioner regarding the allegation made, the Commissioner noted that the company in question took a number of actions in view of the allegations made such as;

- The Company ensured that the parties involved do not work on the same shifts
- The Company set up a Board of Investigation to investigate the allegations made
- The alleged harasser was suspended from work until the outcome of the internal investigation

The Commissioner was pleased to note that the Company took the allegations made seriously and has given due attention to the matter.

Finally, the Commissioner noted that Court proceedings were also issued and that the alleged harasser was not found guilty as charged.

In view of the above the Commissioner dismissed the complainant's claims as unfounded.

Discriminatory Advertising

As part of its ongoing work, NCPE reviews adverts in local newspapers and online media with the aim of preventing or combating discriminatory portrayals. This is done to promote equality and to

WHAT CAP. 456 EQUALITY FOR MEN AND WOMEN ACT STATES

In relation to all adverts, it is unlawful:

“... for persons to publish or display or cause to be published or displayed any advertisement, or, otherwise, to advertise a vacancy for employment which discriminates between job seekers or to request from job seekers information concerning their private life or family plans ...”

And, it is unlawful:

“for any educational establishment or for any other entity providing vocational training or guidance to discriminate against any person in the access to any course, vocational training or guidance ...”

DISCRIMINATORY ADVERT

... The person we are looking for must be a fishing enthusiast. **He** should be organised and able to work on **his** own initiative.

Vacancy for storekeeper/ delivery person. **Must be aged over 18 and have a valid driving licence.**

ensure that stereotypes are not further propagated. Besides, NCPE also monitors adverts to ensure that no group of persons is excluded from employment or educational opportunities, and that equal opportunities are safeguarded throughout.

Since the extension of NCPE's remit, the most discriminatory advertising identified in local newspapers and job vacancies' websites concerned discrimination on the basis of gender and age in employment, educational and vocational opportunities.

INCLUSIVE ADVERT

... The person we are looking for must be a fishing enthusiast. **Prospective candidates** should be organised and able to work on **their** own initiative.

Vacancy for storekeeper/ delivery person. **Must have a valid driving licence.**

During 2013, NCPE intervened in 58 cases of discriminatory job adverts, where publishers/ advertising agencies were contacted and informed about the breach of *The Equality for Men and Women Act (Cap 456)*. 43 cases of these were contacted due to discriminatory adverts for vacant posts in employment and gender discrimination in education and vocational training; and 13 for discrimination on the basis of age in employment. The other two (2) job adverts were considered discriminatory on the basis of both gender and age. Out of the total 58 cases, 56 were contacted for discriminatory text within the advert and another two (2) for the images used.

It is important that adverts published in local newspapers and other media use inclusive language and images that in no way indicate that any person is excluded from employment, training or services advertised.

Equality Mark

The Equality Mark concept was developed as part of the EU co-funded project *Unlocking the Female Potential*, carried out between 2010 and 2012. Due to its successful uptake the Equality Mark continued being promoted and awarded after the termination of this project. The success

IF YOU SPOT
DISCRIMINATORY
ADVERTS ON
LOCAL MEDIA,
NOTIFY NCPE

of the Equality Mark meant that there were 15,757 employees in 54 private companies and government entities working under equality certified conditions in 2013.

The Equality Mark is awarded to organisations that demonstrate a commitment to foster gender equality at the workplace and in their provision of goods and services. A working environment that values gender equality is assessed by looking at measures aimed at facilitating reconciliation between work and family responsibilities; opportunities for training; organisation of initiatives promoting gender equality; and a zero tolerance policy to discrimination and sexual harassment. One criterion for getting certified is the implementation of written policies that clearly lay out equality principles, cite the relevant legislation and explain the procedures in place for grievances related to gender discrimination and harassment. NCPE ensures that entities getting certified with the Equality Mark use gender-inclusive advertisements and do not discriminate on the ground of gender in recruitment and employment. They are also required to have an Equality Representative and/or an Equality Committee, serving as a point of reference on gender issues for staff, management and employers.

Organisations interested in getting equality certified can find the application form on NCPE's website. This includes a checklist of the documents required for certification. They can also ask for a meeting with an NCPE representative to further discuss the Equality Mark concept and requirements. NCPE assists employers in drafting the necessary documents and in putting together the documentation to be submitted with the application. Once all documentation has been gathered and reviewed NCPE proceeds to carry out an audit at the entity's premises. Post the audit, the file is presented to the Equality Mark committee deciding on certification for validation.

The Equality Mark certification is valid for two-years at which point the organisations can apply for renewal. During the re-certification process NCPE ensures that the commitments taken initially were kept and that the entity is willing to keep these good practices in the years to come.

Two different questionnaires on the Equality Mark are given out, one to be filled by the company and the other to be anonymously filled by a number of randomly chosen employees. By analysing the answers to these questions NCPE identifies areas where improvements could be made to enhance gender equality within the certified organisations. Moreover, NCPE delivers training on equality, discrimination and harassment, with a particular focus on work-related topics, to employees working with entities that are going through the re-certification process.

Policy Papers and Documents

Throughout the year NCPE gave feedback on official documents and policy papers on a regular basis in order to further safeguard equal treatment or to provide more information on equality. In 2013, these included documents received from various international entities including the EU Council Conclusions, proposals for Directives, European Parliament reports, questionnaires, and requests for feedback by national, European and international entities and institutions. Apart from the above, NCPE also gave feedback on National Policies.

In particular, in 2013 NCPE gave its views on

- proposed Directives in the area of anti-discrimination to further promote equality in the respective texts, including the 'proposed Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation'
- proposed Directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures'.

In addition, NCPE provided further information on initiatives that promote equal treatment, and expressed its position in relation to specific matters related to equality, in reply to various questionnaires. These included questionnaires on matters such as

- gender equality in employment
- discrimination on the grounds of sexual orientation and gender identity.

NCPE's views were also conveyed on themes such as

- the role of positive action to safeguard equality;
- work-life balance and related measures;
- the communication strategies and practices of equality bodies;
- the values upheld by equality bodies.

NCPE also reviewed reports on various subject matters in relation to equal treatment such as women and the media;

- institutional mechanisms for the advancement of women;
- gender gap in pensions;
- female genital mutilation.

In 2013, NCPE also contributed to statements or reports by providing information on equal treatment. In effect, throughout the year, NCPE compiled overviews on matters including initiatives that

- raise awareness on equal treatment on the grounds of sexual orientation
- prevent or combat racism and xenophobia
- enhance the participation of women in political and public life
- promote gender equality in various areas.

The aim of such feedback is not only to contribute to current discussions at national and European levels, but to ultimately provide the necessary information and highlight issues to enhance the efficiency and effectiveness of measures proposed to address the circumstances and needs of persons who are at risk of being discriminated against.

NCPE also finds it imperative to give feedback on proposed National Policies in order to highlight various aspects of the policy which need to be gender and equality mainstreamed. During this process, each aspect of the policy is analysed and concrete recommendations are given on how to equality and gender mainstream throughout the policy. The policies reviewed in 2013 included the

- Early School Leaving Strategy for Malta;
- National Standards for Child Day Care Centres;
- Pre- Budget and Budget;
- National Literacy Strategy;
- The Electoral Manifesto Strategy;
- Equality Committees Circular;

- Family Business Act;
- Malta's Digital Economy Vision;
- National Youth Employment Strategy;
- National Literacy Strategy;
- Safety Requirements for Indoor Play Facilities and their Management;
- School Uniforms and College Line-ups;
- Work Related Stress.

Gender Mainstreaming: Government Policy

Gender mainstreaming is a strategy for making women's and men's concerns, needs and experiences an integral dimension of policies and programmes for the benefit of both genders. It has been official government policy since June of 2000 when OPM Circular 24/2000 made the gender mainstreaming of policies, planned actions and practices an obligation within the Public Service.

As part of the efforts to monitor progress and to identify good practices and areas needing improvement, all government departments and public sector organisations are required to prepare a brief annual report on the measures and the progress achieved in the sphere of gender equality and mainstreaming (OPM Circular 15/2012).

In 2013, NCPE offered assistance to public officials to complete the annual report template attached to the Circular, wherein each entity has to outline the work done in implementing the gender mainstreaming strategy. The final reports were then forwarded to NCPE.

Training

An important function of NCPE is to empower people with knowledge. This is done through the various training opportunities.

NCPE carried out over 50 hours of training throughout 2013, with over 860 participants having received some form of training. These training sessions covered various topics such as

- stereotypes;
- various grounds of discrimination;
- sexual harassment;
- NCPE's role and remit;
- gender issues;
- the Equality Mark;
- gender mainstreaming.

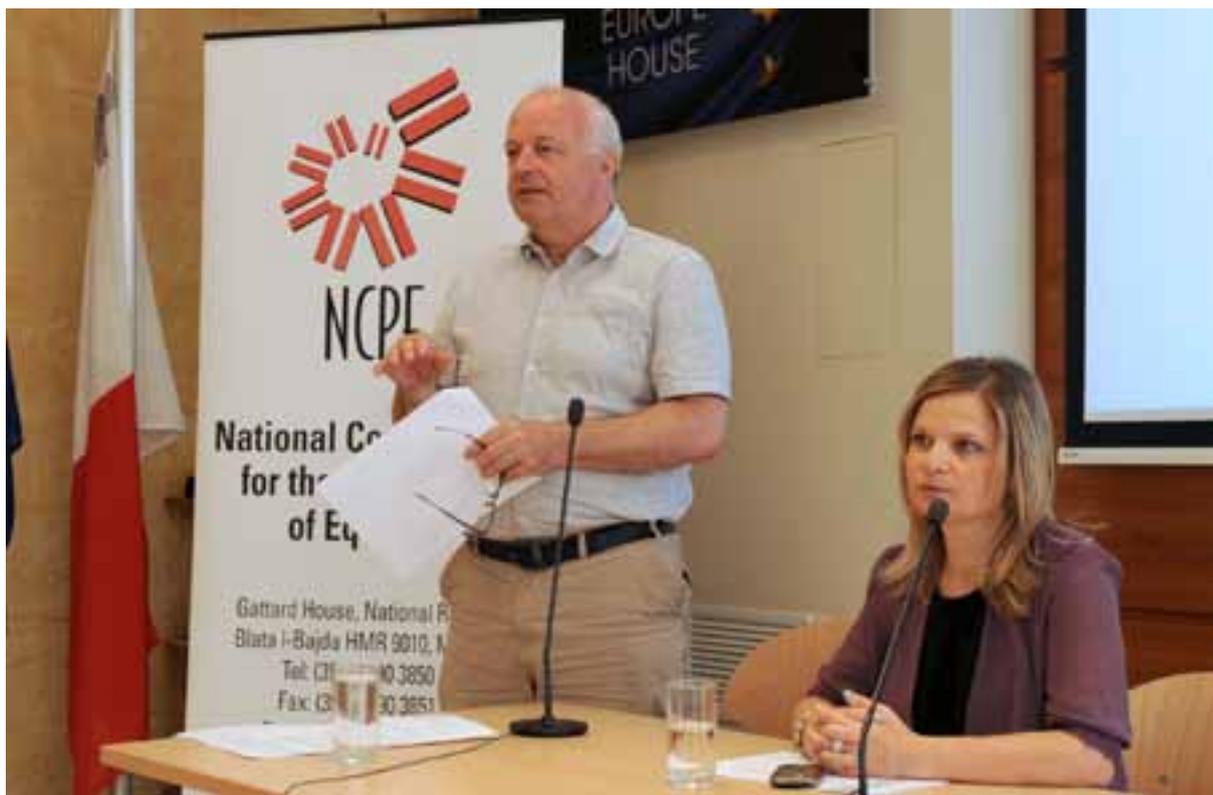


Photo: DOI - Jeremy Wannacott

Mr. Niall Crowley addressing NGOs and other stakeholders, 17th July 2013

Groups that were trained included students, teachers, school children, girl guides, academics, refugees, private businesses, management in the public and private sectors, and trade unions. Equality expert Mr Niall Crowley delivered a three day training session in July 2013 to NCPE staff, employers, educational bodies, trade unions and NGOs on the potential of the equal treatment legislation in protecting people from discrimination, focusing on the expanded scope of NCPE's remit now covering six different grounds of discrimination.

In all four of the EU-funded initiatives approved in 2013, NCPE ensured the inclusion of various types of training initiatives such as training provided to the different target groups, stakeholders, and even for capacity building purposes, especially in light of the remit extension of 2012.

One of these initiatives ensures that in 2014, training is offered to

- clerical grade public service staff³¹ on equality and non-discrimination, with the aim of improving the public service efficiency through equality mainstreaming of the service delivery process.
- similar training to Local Council executive secretaries, councillors and staff³². Such sensitivity and awareness training is not only important for dissemination of information, but also due to Local Councils' potential strategic position in meeting the general public as a client group.
- tele-managers to ensure effective management of staff who are tele-working³³. This will promote a culture of adequate tele-management which complements an effective implementation of tele-working and supports its sustainability within organisations.
- public officers in scale 7 (and above) within the

³¹ This training programme is partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013.

³² Ibid.

³³ Ibid.



NCPe staff with Mr. Naill Crowley, 17th July 2013



Mr. Niall Crowley delivering training to NGOs and other stakeholders, 17th July 2013

public service on how to carry out an equality performance appraisal for staff³⁴. This training will help the trainees to effectively implement and monitor the implementation of Public Administration Act, Code of Ethics by public employees.

- NGOs and social partners on all grounds of discrimination and equality mainstreaming, as well as on cooperation to strengthen their impact and effectiveness³⁵. This will aid the promotion of synergy and possibly lowering fragmentation in the field of equality.

During the year 2013, NCPE mapped out the tentative training sessions as well as initiated the process of drawing up the tender document, which is planned on being finalised and launched in the first half of 2014.

In parallel to the research studies being carried out on various forms of violence, training will be provided to

- multidisciplinary professionals who may encounter victims or perpetrators of violence in their work.³⁶
- legal experts (including judges) on the subject of violence against women and that which is gender-based.³⁷

This training programme, which was submitted and approved for EU funding in 2013, will assist professionals to better recognise and adequately intervene in cases of violence, taking into account the gender perspective. This training is expected to be carried out in late 2014 and early 2015.

Training on diversity management to employers and training to educators is planned for the first quarter of 2014³⁸. In 2013, NCPE not only secured EU funding for this training initiative but also commenced the procurement process to engage an expert in the field who will be able to give this valuable training.

Employers in the public and private sectors will be empowered to engage on the concept of diversity management, seeing a diverse workforce as something that adds value. The diversity management training sessions are aimed at having a ripple effect, thus not only informing the participants but empowering them to pass on the good practice to the employees within their respective organisations. The latter will be encouraged to develop equality action plans and carry out diversity audits within their organisations.

Educators and educators-in-training will be given training on all grounds of discrimination, with the scope of sensitising and empowering them on equality issues and non-discrimination issues arising per ground of discrimination³⁹.

In view of a mentoring programme being implemented between 2014 and 2015, brief training sessions for those participating in the programme are being organised⁴⁰. In 2013, NCPE prepared to launch the tendering process of these training sessions, including the procurement of the trainer as well as the venue to be used for the training sessions, which are expected to commence prior to the commencement of the mentoring period in the first half of 2014. The objective of the training sessions is to serve as a preparatory process for the programme, and focuses on topics such as communication skills, supervisory and leadership skills, assertiveness and decision-making skills. At the end of the mentoring period, a seminar⁴¹ will be organised with the aim of eliciting feedback from the mentors and the mentees as well as sharing experiences which will be collated and published.

NCPE will also be undertaking internal training in 2014 through funding secured in 2013. In the first quarter of 2014, NCPE will be given training on equality mainstreaming, diversity management and non-discrimination⁴² by an independent expert. Moreover, a training manual will be

³⁴ Ibid.

³⁵ Ibid.

³⁶ This training is partly funded through the project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, PROGRESS 2007 - 2013

³⁷ Ibid.

³⁸ This training programme is partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

³⁹ Ibid.

⁴⁰ These training sessions are partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013.

⁴¹ Ibid.

⁴² This training programme is partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

developed⁴³ which will be used by NCPE staff for its own delivery of training to its various target groups. In 2013, the procurement for these services was carried out. The internal capacity generated will be able to support and accelerate the learning curve for implementation of such remit widening, thereby being able to offer more efficient services to clients.

In 2013, NCPE also secured EU funding for training⁴⁴ which will be held in late 2014 continuing to 2015. This includes a Train-the-Trainers course for NCPE staff and Commission members in 2014, focusing on the practical side of handling all six areas of discrimination and equality mainstreaming. Training will also enable NCPE staff to support their client group more effectively as well as empower NCPE in psycho/social training aimed at strengthening collaboration work and practice with NGOs. NCPE staff will be trained on methodology, planning and on performing training needs analysis. This knowledge will be used for subsequent training which will be delivered by NCPE staff. Training on development and delivery of training on equality and diversity management audit/monitoring and evaluations tools will be included. Such tools are to be used when working with departments/ministries, as well as for NCPE to enhance its evaluation and outcome measurement capacity. The latter is of particular importance given that the work of NCPE mainly comprises actions which contribute towards bringing about a change in mentalities. Key NCPE staff and Commission members will also receive training on communicating the equality message and reaching-out mechanisms. The communications expert delivering these training sessions shall also assist NCPE in developing a concrete communication plan.

International and National Meetings and Conferences

During 2013 NCPE Commissioner and staff members participated in various EU/International and national meetings and conferences. Amongst

meetings NCPE participated in, the following areas were tackled: homophobia in education, anti-discrimination legislation, workshops exchanging good practices, violence against women, FGM, duty bearers, gender-sensitive evaluation and pay systems, and combating hate crime through legal and policy measures at the national as well as EU level.

One such meeting was held by European Union Fundamental Rights Agency on strengthening fundamental rights protection together in a changing human rights landscape. The purpose of the meeting was to discuss how to enhance and develop strategic cooperation at national level and between national and European level highlighting concrete challenges in promoting and protecting fundamental rights.

Committees and Boards

European Network of Equality Bodies (EQUINET)

Equinet, the European Network of Equality Bodies, brings together 41 organizations from 31 European countries, which are empowered to counteract discrimination as national equality bodies across the range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation. Equinet works to enable national equality bodies to achieve and exercise their full potential by sustaining and developing a network and a platform at European level. Equinet seeks to engage in advancing equality in practice by facilitating the contributions and a stronger voice of national equality bodies to the wider European debate, by promoting and organizing:

- Ongoing **information exchange** and sharing of data and expertise from and among national equality bodies;
- Regular **training seminars** for staff members and experts within national equality bodies;
- **Publications and perspectives** on relevant themes and policy developments relating to equality and non-discrimination at European level.
- Studies on selected themes relating to the work of national equality bodies
- Ongoing collaboration, exchange and research within **Working Groups** structured around

⁴³ This training manual is partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

⁴⁴ This training is partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013.

thematic work areas of relevance to national equality bodies, namely:

- Equality Law in Practice
- Strategy Development
- Communication Strategies and Practices
- Policy Formation
- Gender Related Issues

In 2013, NCPE participated as a board member and Treasurer at the EQUINET as well as having participated actively throughout 2013 in EQUINET training, seminars and working groups contributing to enhancing NCPE staff knowledge capacity in a number of areas.

European Commission's Advisory Committee on Equal Opportunities

The role and setting up of the Advisory Committee on Equal Opportunities emanates from Commission Decision 82/43/EEC of 1981. The Committee's remit is to help the EU Commission formulate and implement Community measures aimed at promoting equal opportunities for women and men and to encourage the continuous exchange of information on experience gained and policies and measures undertaken in the fields in question between the Member States and the various actors involved. The Committee not only brings together representatives of national bodies working for equality and the 77 social partners, but also follows and advises on the development of European policy on equality between men and women.

EU High Level Group on Gender Mainstreaming

The High Level Group (HLG) provides an important informal forum for discussion and exchange of information on best practices and experiences in order to support and improve the synergy among national policies on gender equality and strategies for gender mainstreaming at a national level. The High Level Group is the main forum for planning the strategic follow-up of the Beijing Platform for Action, including the development of indicators in specific areas.

European Institute of Gender Equality (EIGE) Management Board

EIGE's core bodies are made up of the Management Board (decision-making body), the Experts' Forum

(consultative body) and the Directorate (executive body).

The Management Board adopts the annual work programme, the medium-term work programme as well as the Institute's budget. It consists of eighteen representatives from the Member States, which operate on a rotation basis thus guaranteeing total representation combined with operational efficiency. One member is also represented by the European Commission and there is an equal number of substitute members. NCPE presently has one member and one alternate who participate in the meetings of the Management Board.

Italy-Malta 2007-2013 Executive Committee

The Italy-Malta 2007-2013 Operational Programme aims at achieving the general objective of strengthening the attractiveness and the competitiveness of the cross-border area, within a framework of environmental sustainability. The eligible areas extend to Malta and the provinces of the southeast coast of Sicily. The general objective has been identified in the priorities as outlined below:

- Priority Axis I: Competitiveness: Research and Innovation; Sustainable Development
- Priority Axis II: Environment, Energy and Risk Prevention
- Priority Axis III: Technical Assistance, Awareness, Communication and Publicity

The Programme includes two types of projects: Ordinary Projects and Strategic Projects, the former involving precise proposals which are linked coherently to one specific objective of a priority axis of the Operational Programme; while the latter involves proposals of considerable magnitude with respect to the programme's strategy and which impact on a wider selection of the cross-border area, whose projects are intended to study in-depth common problems and/or evaluate the development potential of particular fields and sections considered strategic.

One of the principles of intervention of the Programme is "equality between men and women and non-discrimination." As part of the Executive Committee of this Programme, NCPE gives feedback on the equal opportunities section of

the project proposals, mainly on the impact of the equal opportunities proposed, on any actions that aim at removing barriers to inclusion and the awareness raising aspect of the measures to be taken as part of the project being evaluated. NCPE also sits on the programme's Monitoring Committee.

At a local level, NCPE sat on the following committee:

European Fisheries Fund Monitoring Committee

The European Fisheries Fund (EFF) 2007-2013 contributes to realising the Common Fisheries Policy (CFP) objectives, which specifically consist of ensuring the conservation and sustainable use of marine resources. The EFF focuses on five (5) priorities: measures to adapt the EU fishing fleet; aquaculture, inland fishing, processing and marketing; collective action; sustainable development of fishing areas; and technical assistance. NCPE sits on the Monitoring Committee, whose roles include assessing progress in reaching the objectives of the operational

programme for Malta, and analysing and approving the selection criteria for the financed operations. NCPE's role is to give horizontal feedback on issues related to equality.

Research

Research is one of the most important functions of NCPE. Further to submitting ideas and measures for research initiatives for EU funding in 2012, NCPE was granted funding in 2013 to carry out the following research studies:

1. (a) Gender-balanced representation in decision-making
(b) Gender quotas and other measures
2. Pilot study on equality and non-discrimination in primary and secondary schools
3. Female Genital Mutilation in Malta
4. Violence on Older Women and Men
5. Violence, harassment and bullying in schools
6. Methods and tools to reach out to the target groups of an equality body
7. Formal and informal working processes (mapping exercise through transnational cooperation)
8. Public employees perception survey



Project Launch: Gender-Balance in Decision-Making, 5th June 2013



Photo: DOI - Pierre Sammut

Project Launch: Enhancing Equal Rights, 24th May 2013

The research study entitled '**Gender-Balanced Representation in Decision-Making**⁴⁵ focuses on gender-balanced representation in the boardrooms of both the public and private sector in Malta and Gozo. This research study

- delves into the actual representation of both genders in boardrooms and the perception of management and employees on such gender-balanced representation.
- explores the hindrances that exist and what can be done to enhance gender-balanced representation in Malta and Gozo.
- looks at gender-balanced representation in political decision-making positions, focusing on what is currently being done by the main parties to achieve this within their own party.
- what can be done at European level.

The second research study focuses on 'Gender Quotas and Other Measures⁴⁶ in the boardrooms and gender electoral quotas, as well as any other relevant / accompanying measures aiming at

achieving gender balance in decision-making. This research study mainly

- analyses Malta's readiness for gender quotas;
- looks at what measures need to be in place in private and public sectors in order for gender quotas to be implemented;
- analyses the readiness of general public for, and views of, gender quotas to be implemented;
- what recommendations need to be put in place by all the relevant entities for the successful implementation of quotas.

A comparative analysis will see how Malta fares with other European countries with regards to quotas. Apart from gender quotas, this study also explores what other measures besides (or instead of) gender quotas would lead to an increase in the participation of both genders in boardrooms or in politics.

These two research studies will lead to the formulation of policy recommendations which will be presented to policy makers with the intent of paving the way for increasing the number of women in decision-making positions. Moreover, data and information regarding gender quotas and

45 This research study is partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013.

46 Ibid.

other measures will be presented and discussed with the respective policy-makers.

During 2013, the procurement of these research studies was initiated through the launch of the tender for 'Research and Recommendation Services', incorporating a literature review as well as piloting of the research tools prior to the actual research study. The data collection for the studies will take place throughout the year 2014.

Shifting the focus from gender equality research to equality mainstreaming research, NCPE will be carrying out a pilot research study dealing with the development of training modules on equality and non-discrimination such as lesson plans for primary and secondary school children⁴⁷. These modules will be piloted in at least two primary and two secondary schools, obtaining feedback from the receivers themselves, as well as taking into account the respective learning context in schools and outside. The aim of this pilot study is to shed tangible light on useful practices that can be used in the classrooms, ensuring equality mainstreaming in all the subjects taught at school. In 2013, NCPE focused on drawing up the procurement documents for this study to ensure that the best quality research is procured. The actual piloting of this research study will take place in the first quarter of 2014 with the results being presented during a final conference of the project 'Enhancing Equal Rights'.

NCPE also focused on addressing another priority related to equality between men and women, namely violence against women and girls, through the submission of this proposed initiative for EU funding. Three research studies are targeting various forms of violence⁴⁸.

- The first study will focus on female genital mutilation (FGM) in Malta. This research will shed more light on the needs of migrant women coming from FGM-practising countries, women who experienced FGM, as well as the needs of healthcare providers who work with these women.

- The second study will delve into the different forms of violence and abuse of older persons in Malta and Gozo, factoring in the consequences and analysing them from a gender perspective.
- The last study undertaken will be on violence, harassment and bullying in schools, also from a gender perspective. The study will analyse how students can go through these forms of abuse due to other grounds of discrimination, alongside their gender, as well as structures that are in place to prevent or combat violence, harassment and bullying which is based on these grounds.

The approval for funding of these three research studies was received late 2013 therefore procurement and implementation of these studies is planned for 2014.

Besides carrying out research studies targeting part or all of the remit of NCPE, NCPE focused inwards and designed research studies for the advancement of NCPE's services⁴⁹ which were subsequently submitted for proposed EU funding in 2013.

- One of the research studies will seek methods and tools to reach out to NCPE's target groups, especially in sectors related to the extended remit of NCPE.
- Good practices tailored to the diversity of target groups that an equality body has will also be researched.
- Further research will be carried out through transnational cooperation, outlining various formal and informal working processes that are utilised in different equality bodies in order to implement the respective EU and national obligations. A subsequent mapping exercise, drawn up by the transnational partners of the project, will assist NCPE in sharing and adopting good practices.
- Finally, a public employee perception survey shall be carried out to evaluate the progress achieved in relation to the knowledge and awareness following the implementation of the training and awareness-raising carried out. This survey shall be benchmarked with

⁴⁷ This pilot research study is partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

⁴⁸ These research studies are partly funded through the project JUST/2012/PROG/AG/4733/NAW *Forms of Violence in Malta – a gender perspective*, PROGRESS 2007 - 2013

⁴⁹ These research studies are partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013.

an earlier study carried out by NCPE entitled 'Measurement of discrimination'⁵⁰ among the Public Service.

In 2013, EU funding was obtained for these initiatives to be carried out and subsequently, the procurement for these research studies started being drawn up. The commencement of the data collection and the actual research is expected in 2014.

Requests for Information

NCPE receives numerous requests for information throughout the year. These requests are made both by entities and bodies, on a national and international level as well as by the general public. Requests include information relating to equality issues as well as queries on what to do in case one encounters a potential discriminatory situation.

In 2013, NCPE was in receipt of the following requests for information.

Such requests for information are made in writing. In cases when requests are made over the telephone, NCPE encourages the person to submit the request in writing through an e-mail when possible. This is primarily done to ensure clarity and for NCPE to be able to address the requests to the best of its ability.

All requests are filed and kept in a database for ease of reference. Through requests for information NCPE can further identify the topics that may need to be explored further through research and future projects.

Applying for EU funding

Over the years, NCPE has gained invaluable knowledge and skills when it comes to tapping EU funds as well as in the successful implementation of the approved projects. 2013 proved to be a key year during which NCPE applied for and secured EU funding for four initiatives which were identified as being priorities.

REQUESTS FOR INFORMATION FOR THE YEAR 2013

	Total	Women	Men
Gender	40	28	12
Age	4	3	1
Race/Ethnic Origin	14	5	9
Sexual Orientation	6	3	3
Gender Identity	2	0	2
Religious Beliefs	3	2	1
Others: (including requesting complaint forms, information on NCPE's complaints procedure, use of NCPE library, NCPE's work, requests not falling within NCPE's remit)	30	17	13

Men: 41 Women: 58 Total: 99

⁵⁰ This study was carried out through the project VS 2010/0569 *Think Equal* which was partly funded by PROGRESS. The study, which was published in December 2011, can be accessed on the following link: http://msdc.gov.mt/en/NCPE/Documents/Projects_and_Specific_Initiatives/Think_Equal/youth_research.pdf



Photo: DOI - Pierre Sammut

Project Launch: Enhancing Equal Rights, 24th May 2013

The beginning of 2013 saw the approval of a two-year ESF-funded project entitled 'Gender Balance in Decision-Making'⁵¹, valued at €573,024 (inc. VAT). The first half of 2013 also saw the approval of a second EU-funded project entitled 'Enhancing Equal Rights' through PROGRESS funds⁵². This project has a budget of €186,726 (exc. VAT) and spans over one calendar year. The second half of 2013 saw the approval of an additional ESF project entitled 'Developing a Culture of Rights through Capacity Building'⁵³ with a budget of circa €320,000 (inc. VAT). In addition to these approved projects, NCPE also drafted a project and submitted it through a restricted call under PROGRESS funds. The two-year project entitled 'Forms of Violence in Malta – a gender perspective' was subsequently

approved⁵⁴ in December 2013 with a budget of €375,000 (exc. VAT).

In total, NCPE secured the sum of almost €1.5 million during the year 2013, spanning over the years 2013, 2014 and 2015. These funds will ensure that NCPE is able to address its key priorities in terms of awareness-raising, research as well as training and capacity building.

- In view of the approved EU-funded projects in 2013, NCPE organised press conferences in order to launch these projects. The project 'Enhancing Equal Rights'⁵⁵ was launched on 24th May 2013 at the Mediterranean Conference Centre, Valletta. The speakers presented the background, activities as well as the overall aims of the project. This conference was also addressed by the Minister for Social Dialogue, Consumer Affairs and Civil Liberties, the Hon. Dr Helena

51 ESF3.196 *Gender Balance in Decision-Making*, European Social Fund, Operational Programme II, Cohesion Policy 2007-2013.

52 JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

53 ESF4.220 *Developing a Culture of Rights through Capacity Building*, European Social Fund, Operational Programme II, Cohesion Policy 2007-2013.

54 JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, PROGRESS 2007 - 2013

55 JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013



Photo: DOI - Martin Attard

Project Launch: Developing a Culture of Rights through Capacity Building, 10th December 2013

Dalli. A total of 51 participants attended this conference, out of whom 41 were women.

- The project 'Gender Balance in Decision-Making'⁵⁶ was launched through a press conference on 5th June 2013 at The Palace Hotel, Sliema. The panel was composed of the Minister for Social Dialogue, Consumer Affairs and Civil Liberties, the Hon. Dr Helena Dalli, the NCPE Commissioner, NCPE's Executive Director as well as the Project Leader. The activities of the project were described in detail and there was time allocated for questions and answers from the attendees. A total of 75 participants attended this conference, out of whom 53 were women.
- The last project to be launched in 2013 was 'Developing a Culture of Rights through Capacity Building'⁵⁷, which was launched on 10th December 2013 at The Waterfront Hotel, Gzira.

Further to a brief introduction by the NCPE Commissioner, the Project Leader described each activity of the project and the objectives. A total of 42 participants attended this conference, out of whom 27 were women.

Other Initiatives

The mentoring programme⁵⁸ is a key initiative undertaken by NCPE. The programme will see persons (preferably women) occupying high-level positions (including positions in politics, and private and public sector management, and decision-making positions) offering job-shadowing opportunities to, and meetings with mentees. The mentoring programme is planned to start in the first half of 2014, lasting until the first half of 2015. In 2013, NCPE engaged in various outreach activities to ensure that the people targeted through this programme are aware of this initiative in order to identify persons who are interested in participating as mentors and as mentees.

⁵⁶ ESF3.196 *Gender Balance in Decision-Making*, European Social Fund, Operational Programme II, Cohesion Policy 2007-2013.

⁵⁷ ESF4.220 *Developing a Culture of Rights through Capacity Building*, European Social Fund, Operational Programme II, Cohesion Policy 2007-2013.

⁵⁸ The mentoring programme is partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013.



Photo: DOI - Martin Attard

Project Launch: Developing a Culture of Rights through Capacity Building, 10th December 2013

These included the dissemination of leaflets, correspondence by email as well as through word of mouth at several events which the NCPE attends. The official launch of the mentoring programme will be in 2014 through the launch of a mentoring campaign.

Another important initiative being undertaken by NCPE is the Directory of Professional Women⁵⁹. The aim of the Directory is to give visibility to professional women and their competence in order to address the current labour market distortion in relation to the representation of men and women in decision-making positions in employment, namely the under-representation of women in boardrooms and in decision-making positions within the labour market. The Directory will create a pool of professional women specialising in various areas from which they may be selected to sit on boards / committees etc. In 2013, NCPE carried out a pilot

study in the form of interviews with professional women whose valuable feedback on this initiative will be used to make the Directory as successful as possible in its setting up and subsequent implementation. As regards its technical aspect, NCPE carried out various meetings in order to plan out the Directory in terms of software as well as content and information being requested from users of the Directory. Due to its significant technicalities, the planning and design phase of the Directory will be continued in 2014. The Directory is expected to be fully functional by 2015.

NCPE applied for EU funding for another initiative in 2013; a seminar / live-in for youths in order to sensitise them on violence against women and girls⁶⁰. Issues relating to combating and preventing violent relationships and behaviour and respecting diversity and the dignity of others will be addressed. Procurement and implementation of the seminar will take place in 2014.

⁵⁹ The Directory of Professional Women is partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013.

⁶⁰ This live-in is partly funded through the project JUST/2012/PROG/AG/4733/*VAW Forms of Violence in Malta – a gender perspective*, PROGRESS 2007 - 2013



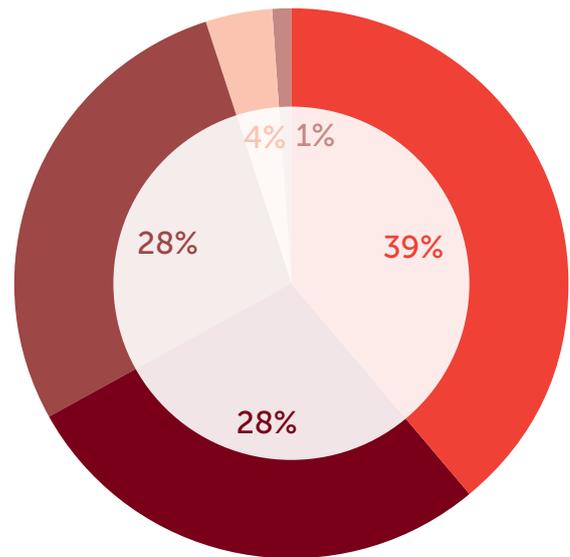
FINANCIAL OVERVIEW

Government funding amounted to €230,000 (2012 - €247,000) compared to the total recurrent cost of €336,263 (2012 - €365,647). NCPE does not generate any income other than through the successful application of EU funded projects. Such income is offset against costs incurred specifically in implementing the same projects. NCPE registered a deficit of €102,827 during the year.

Staff costs and Honoraria amounted to €280,677 (2012 - €306,141) or 83% of the total cost. Operating costs amounted to €55,586 (2012 - €59,506). An analysis of the operational costs is provided in the pie chart.

The level of operating expenditure has decreased slightly when compared to previous year. Expenditure in the main relates to Professional services (mainly legal fees), office costs (stationery, utilities and car hire) and travel costs. As in previous years all costs have been kept to a minimum.

As part of its remit, NCPE submits proposals for EU funding. During the year, the ESF Project (*Unlocking the Female Potential*) was completed. This project was initiated in 2009 and had an overall value of €621,855.



- OFFICE COSTS
- PROFESSIONAL FEES
- TRAVEL
- INFORMATION SERVICES
- REPAIR & UPKEEP

During 2013 the following new projects were successfully awarded. These projects are co-financed by the EU and the Government of Malta.

Name of Project	Budget (€) – excl VAT	Expected completion
Enhancing Equal Rights Progress	186,726	Q1 - 2014
Developing a Culture of Rights through Capacity Building	320,314	Q3 - 2015
Forms of Violence in Malta	375,000	Q4 - 2015
Total	882,040	

LIBRARY AND DOCUMENTATION CENTRE

With nearly 7,000 publications and other resources, NCPE's library is sought by students and researchers when conducting research related to equality and discrimination. Situated at NCPE's premises in Blata l-Bajda, the library hosts a wide range of books, periodicals, journals and newspaper cuttings which cover themes related to equality in employment and education, politics, the media, health and religion. It also includes several European Union publications.

An electronic database of local newspaper articles that are related to equality and the six grounds of discrimination can be used by those interested to acquire such information. These newspaper articles are scanned and filed electronically for ease of reference.

IF YOU WANT TO
MAKE USE OF NCPE'S
LIBRARY RESOURCES,
PLEASE CALL ON
2590 3950
OR SEND YOUR
REQUEST ON
equality@gov.mt



LOOKING AHEAD

Throughout 2013, NCPE continued to work towards bringing *de facto* equality into Maltese society. This was done through various channels such as training, awareness-raising, research, investigating complaints, awarding the Equality Mark, answering requests for information, and also using various media facets to get information to the general public. All of which will be continued in 2014.

2013 also laid down the foundations for the activities to be implemented in 2014. From the perspective of measures undertaken in 2013, the focus of that year was on securing EU funding to enable NCPE to fund the identified priority initiatives. In view of this, 2013 was the year of design, procurement and planning for the upcoming implementation of the initiatives aimed at commencing in 2014.

2014 is the year which will have a particular focus on the implementation of these activities and initiatives. The long-term objective of this work is to diminish the stereotypes through educated awareness, as well as increase the knowledge on various forms of discrimination and what can be done to prevent, identify or report discrimination, thus reinforcing NCPE's aim of being the national equality focal point on all the grounds covered by its extended remit as clearly stated in Cap. 456, Equality for Men and Women Act.

HOW CAN YOU MAKE USE OF NCPE'S SERVICES?

To contact NCPE about any of its services or for any other reason, you can do so via:

Telephone: +356 2590 3850

Email: equality@gov.mt

Web: www.equality.gov.mt

Facebook: search for the '*National Commission for the Promotion of Equality*' on facebook, and click LIKE; keep yourself updated on recent news and information through our regularly updated page; send us a message, like our posts, post photos of our activities and share with your friends and colleagues.

Call or email us to set an appointment with the relevant staff member. Should the services of a translator be required, such arrangements can be made on a case-by-case basis.

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