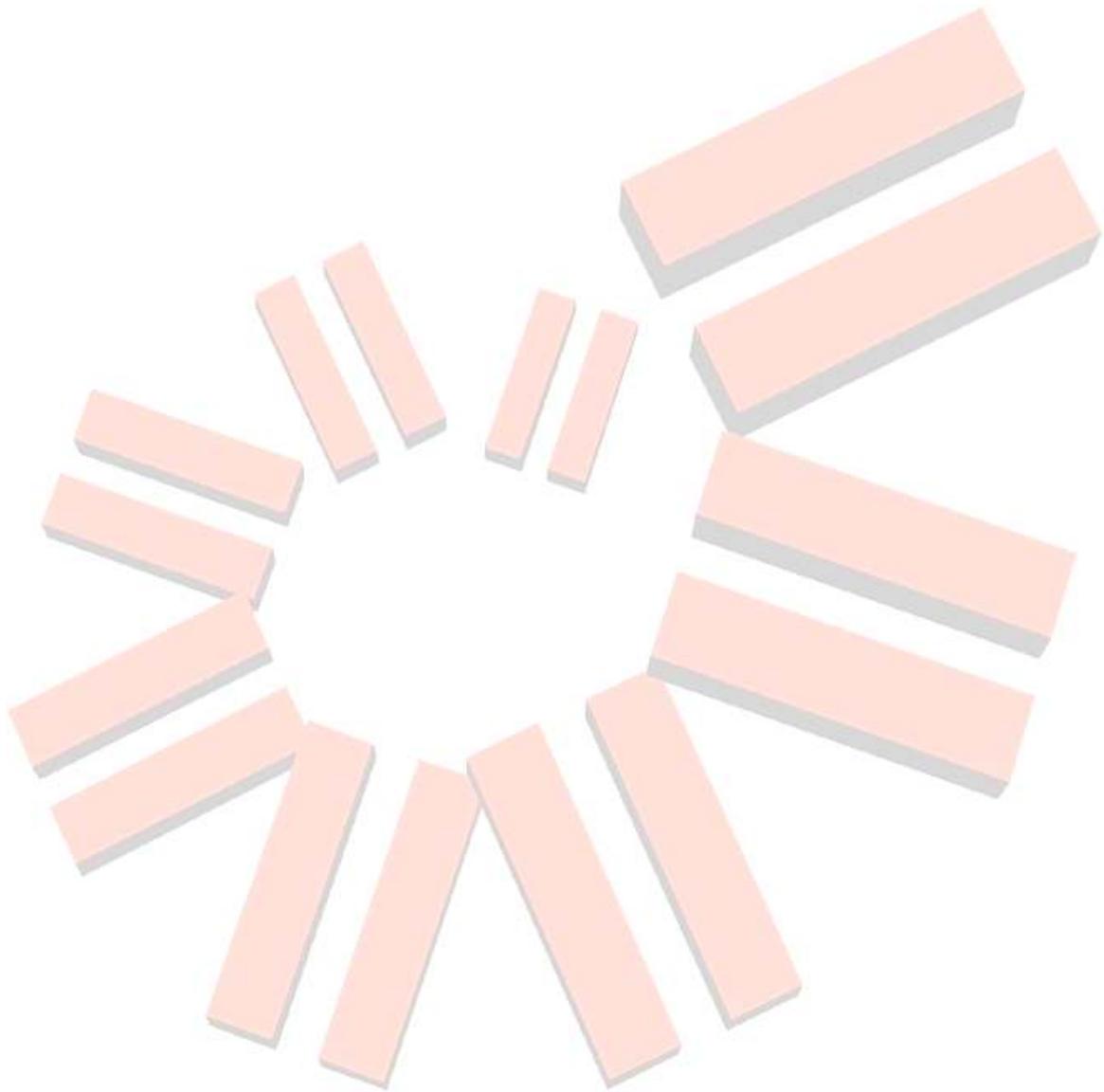


NATIONAL COMMISSION
FOR THE
PROMOTION OF EQUALITY

ANNUAL REPORT

2007

NCPE



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NCPE

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NCPPE

Message from the Hon. Dolores Cristina, Minister for the Family and Social Solidarity

The report on the fourth year of intensive activity by the National Commission for the Promotion of Equality, or NCPE as everyone refers to it, is stunning evidence of just how far Malta has travelled along the “equality road” in such a short time.

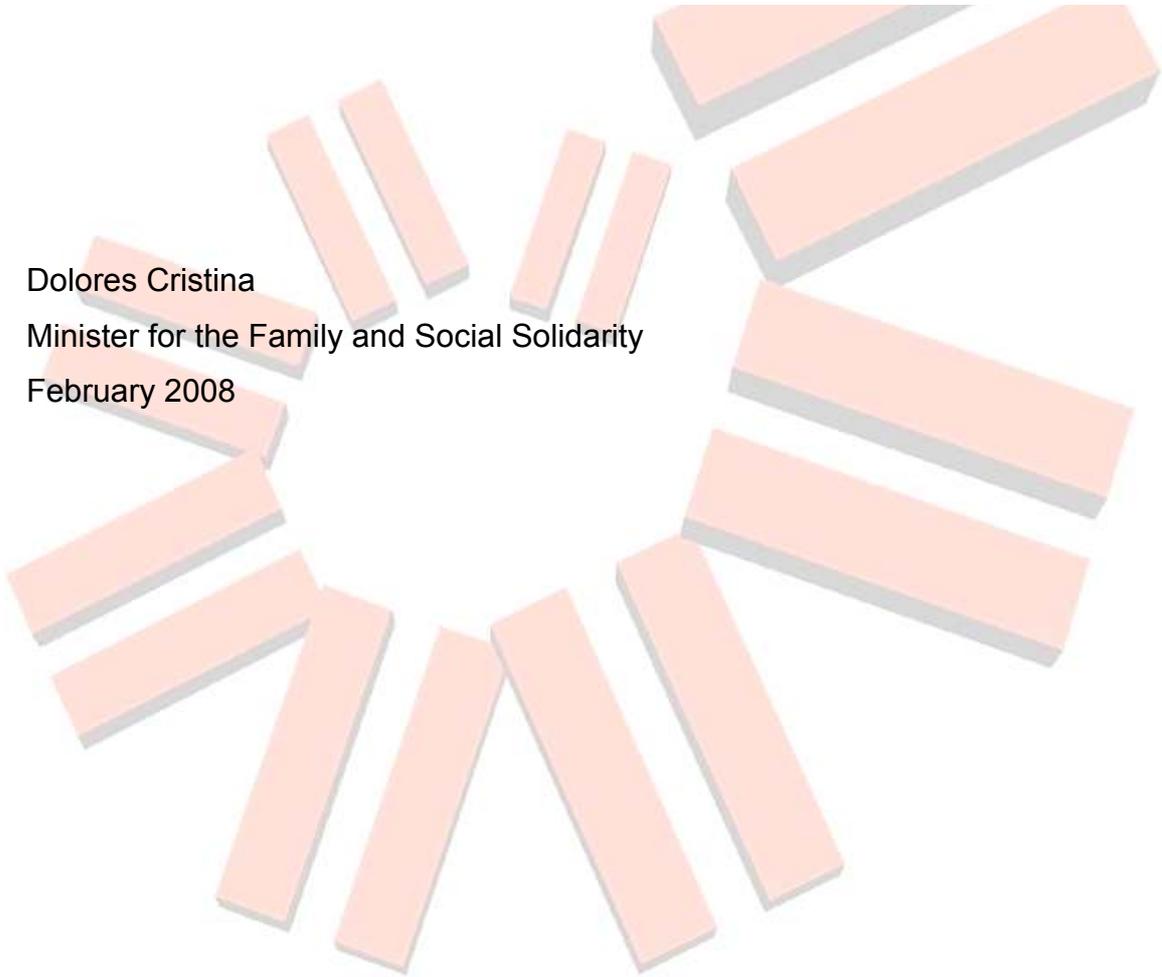
Putting aside the long lists of conferences, seminars and projects (impressive though they are), and only casting a glance at the section on complaints is enough to indicate the greatly increased awareness that there is nowadays of every citizen’s rights and how these rights can be infringed through discrimination. And, even more to the point, it is evidence of a willingness to seek redress or, at least, to look for remedies. In short, we are no longer content to put up with situations or conditions that have us at a disadvantage.

This has become one of NCPE’s main responsibilities and an achievement – and this was definitely no mean task. The purpose of the seminars and training programmes takes on added significance when, at the end of the day, they have empowered someone to stand up for themselves or better their lives. And the high-profile media campaigns which were part of the European Year of Equal Opportunities for All have reinforced NCPE’s message, bringing it to the attention of an even wider audience.

The dream of a generation ago has now become part and parcel of everyday life. Over the past few years we have seen the steady introduction of legislation and measures such as those aimed at the reconciliation of family and work responsibilities, financial and tax incentives designed to encourage the participation of more women in the labour market and increasing access to reliable and regulated childcare facilities. All these and other measures have far-reaching effects on the lives of thousands of men and women and their families.

I have no doubt that, as horizons of opportunity are widened, so will our outlook of an inclusive and equal-rights based society. And NCPE will undoubtedly continue to be at the forefront in leading this change. My thanks go to all the members of the Commission and its staff for their hard work and dedication, and for sharing the vision.

Dolores Cristina
Minister for the Family and Social Solidarity
February 2008



NCPE

Message from the Commissioner

Very often, a person's view of the relations between individuals in a society depends on their personal experience, rather than what statistics say. While there is no single statistic or indicator that can measure equality, there is much that almost everyone strives for. Relations are multidimensional, they could result in altered perceptions, such as the values and respect given to individuals, whatever their gender or race, their own sense of self-worth, and how they make various strategic life choices.

This has been an enriching but a very hectic year for NCPE. Together with the move to the new premises, in April 2007 NCPE was given a new remit: to address issues of discrimination on basis of race as well. There is clearly need for a great deal of action to be undertaken in order to address the changes and the possible tensions our younger generations are facing, in the social, economic and political fields. Further public policy is needed to help realise more fully the potential that these changes bring. However, not all forms of public action need to be undertaken by the state or international development agencies. Indeed, it is likely that the political pressure needed to ensure these actions from above will have to come 'from below'. Collective action is central to social transformation. Our EU project MOSAIC – One in Diversity for the EU Year for Equal Opportunities that characterised 2007, has proved that the various NGOs and authorities in Malta can work effectively together.

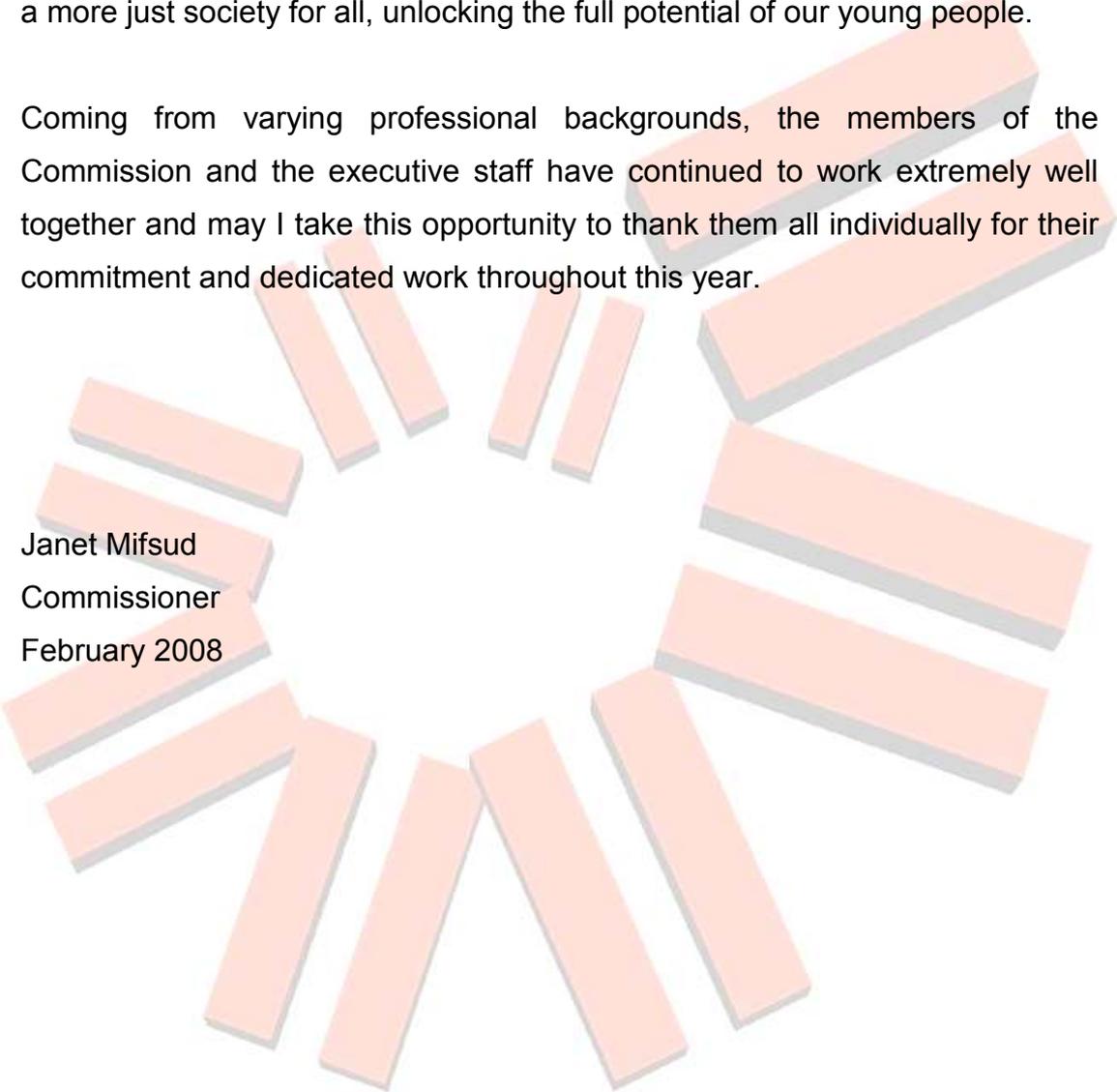
Maltese society has only to gain from the benefits of diversity and inclusion, which will bring about flexibility in a globalised economy, more innovation, an open mind, and a more just society for all and our new remit to address issues of discrimination on basis of race, will promote these benefits. Our Maltese society has to raise to the challenges of changes in the wider socio-economic environment, while individual forms of empowerment are critical, and may be a starting point for more.

Attitude is the real discrimination - more holistic thinking is needed. Through the 4 Rs: Rights, Representation, Recognition, and Respect, Maltese society

has only to gain from the benefits of diversity and inclusion, that will bring about flexibility in a globalised economy, more innovation, an open mind, and a more just society for all, unlocking the full potential of our young people.

Coming from varying professional backgrounds, the members of the Commission and the executive staff have continued to work extremely well together and may I take this opportunity to thank them all individually for their commitment and dedicated work throughout this year.

Janet Mifsud
Commissioner
February 2008



NCOPE

Message from the Executive Director

Another year in the life of the National Commission for the Promotion of Equality [NCPE] has come to an end. Yet, this is not regarded as a loss and there is no mourning but appreciated as an integral part of the process of growth and development. In fact 2007 saw NCPE widen its remit by including race and ethnic origin along with gender and family responsibilities as the specific areas for it to oversee. Quite appropriate when one considers that the EU had designated 2007 as the Year of Equal Opportunities for All. In April 2007, LN 85 'Equal Treatment of Persons Order' came into force giving NCPE further responsibilities emanating from the transposition of Directive 2000/43/EC known also as the Race Directive.

Article 4 (1) of LN 85 states that:

No person, establishment or entity shall discriminate against another person in relation to:

- *social protection, including social security and healthcare;*
- *social advantages;*
- *education;*
- *access to and supply of goods and services which are available to the public, including housing;*
- *access to any other service as may be designated by law for the purposes of this regulation.*

The widening of the remit has also changed the status of the National Commission for the Promotion of Equality to that of the Equality Body.

While 'race and ethnic origin' has been added on to the previous responsibilities, 'gender and family responsibilities' have not been sidelined at all. NCPE has been quite active in doing trans-national research which was carried out through EU co-funded projects. This research shows that there is an evident parallel in the gender-related problems' that partner countries participating have experienced. These partners were mainly from the South of

Europe / the Mediterranean basin. It is interesting to see that different population sizes and economies did not influence this parallel significantly. Similarities in culture however influence in a comparable way these 'gender-related problems' which include low female labour participation, lower female occupancy of decision-making positions, fewer female entrepreneurs and less female contribution in politics. Emphasis on combating the status quo using culturally accepted modalities is emphasised.

It was also quite heartening to see the activities of a number of Ministries through their Equality Committees. Of course some are more active than others and their output vouches for them but unfortunately a few committees are rendered less efficient than others. This is not because the members themselves do not believe in the concept or the necessary changes but because their superiors have not, as yet, realized their obligation in making sure that equality becomes truly a horizontal priority. Monitoring will be actively applied during 2008 and the findings will be included in a national report that will be sent to the European Commission before October 2008: an obligation emanating out of Directive 2002/73/EC. NCPE awaits a time when equality will be evident in every report or policy produced instinctively.

NCPE realizes that this is a period of transition leading to vigorous change and therefore must help bring this change about at the various levels rather than wait for it to happen. This NCPE has done and will continue doing through discussion on policy direction and through training. The former is integral in all high level discussions while the latter is very much evident at all levels. Most of its EU co-funded projects have an element of training through which various targeted sectors of the population at the different levels are invited to attend.

NCPE has managed to put equality on the national agenda and used diverse methods to spread its message. The success of this approach lies not with what NCPE has achieved but is evident through the monitoring of the numerous requests for support coming from employees in the public and private sector seeking information on how best to deal with situations that are

deemed discriminatory and therefore unacceptable. This element of empowerment is crucial for the necessary culture change keeping in mind that not everyone is willing to embrace it. In King Whitney Jr's words,

'Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things may get worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better.'

2007 has been an extremely active year thanks to the on-going commitment of the staff of NCPE, the Commissioner and the Members. May 2008 follow suit ... and bring one and all the same level of satisfaction that 2007 has brought with it.

Sina Bugeja
Executive Director
February 2008

NCPE

1. Introduction

An inclusive society encourages all members to realise their potential by aiming at bridging the gap between formal and real equality, providing equal opportunities for all its members and actively promoting diversity. Moreover the full participation in the economy, social relations and culture are sought and supported. Without doubt Malta is striving to promote an inclusive society for all its citizens.

1.1. Gender

The female labour force continues to be the backbone of employment growth in Europe. Since the European Council launched the Lisbon Strategy¹ in 2000, which aims at making the European Union the most competitive economy in the world and to achieve full employment by 2010, six of the eight million jobs created in the EU have been filled by women. In 2006, the rate of female employment rose to 57.2%², and the rise in the rate of employment of women over the age of 55 has been significantly faster than that of men, which now stands at 33.7%.³

In 2006, the European Commission published *A Roadmap for Equality between Women and Men* for 2006-2010, which represents the European Commission's commitment to driving the gender equality agenda forward as well as reinforcing partnership with Member States, and with other stakeholders. The Roadmap combines the launch of new actions and the reinforcement of successful existing activities. Six priority areas for EU action on gender equality have been outlined, namely:

- Equal economic independence for women and men;
- Reconciliation of private and professional life;
- Equal representation in decision-making;
- Eradication of all forms of gender-based violence;

¹ During the meeting of the European Council in Lisbon (March 2000), the Heads of State or Government launched a "Lisbon Strategy" aimed at making the European Union the most competitive economy in the world and achieving full employment by 2010

² Eurostat – News Release 102/2007

³ Report from the European Commission on Equality between Women and Men – 2007

- Elimination of gender stereotypes;
- Promotion of gender equality in external and development policies.

Achieving practical, *de facto* gender equality is a challenge for Maltese society. National efforts have mainly been concentrated to encourage female participation in the formal economy, for instance, special emphasis was made regarding family-friendly measures (urgent family leave, parental and adoption leave, reduced hours and flexibility in work schedules etc.) both in the public and private sectors. This was necessary as local research has shown clearly that women are willing to work as long as they could have a good work / life balance. The study '*Women and Work – findings from a study on the work aspirations of Maltese women*' carried out by ETC in 2007, points to several important proviso indicated by women (both employed and inactive), including family-friendly working hours, provision of parental leave, fiscal arrangements as well as good working conditions and the possibility to work from home. Other issues raised were decent wages and the possibility for promotion. Increasing female rate in paid employment will have an overall positive impact on Maltese economy, apart from contributing to building a healthier, better-educated and more prosperous society.

Various studies have been conducted to evaluate the situation of Maltese women, with regards to family responsibilities and paid employment. Early this year the National Council of Women (NCW) in collaboration with the National Statistics Office (NSO) carried out and published a study on the '*Perceived obstacles to the participation of women in decision-making positions*' the aim of which was to identify obstacles faced by women in vying for decision-making posts in the political, economic and social sectors. When asked to identify these obstacles 84% of respondents classified child responsibilities as an obstacle, and 82% the lack of support from one's partner. Another 30% thought that being a woman would place a person in a disadvantaged position in obtaining a decision-making/managerial post. However, it is envisaged that in the immediate future, as women already make up more than half of the tertiary education population, and more women will be following a career, an increase in women in managerial posts will ensue.

When looking at the education sector, the female student population at tertiary level is on the increase which is a common feature in all the EU Member States with Malta being no exception. In 2005, there was a higher percentage of girls than boys in primary level education – 32% as opposed to 25%⁴. Also, from 2000 to 2005 there was a 9% increase in the number of women with a tertiary level of education. In fact the percentage of female graduates in 2006 was that of 57.5%⁵.

The Labour Force Survey (April – June 2007) illustrated the current situation in employment, clearly demonstrating the disparity between the female and male employment rates: 74.3% for male and 36.8% for females - an employment gender gap of 37.8%. Demographic data indicated that for males, the age category with the largest proportion of workers was the 45-54 age group while for females it was the 25-34 cohort. Furthermore, the unequal distribution of males and females throughout the different employment sectors is also shown. For instance, women outnumber men mostly in the areas of Education, Health and Social Work and Social and Personal service activities.

Economic Activity	Males			Females		
	No	%	Average Salary* Lm	No	%	Average Salary* Lm
Education	4,671	4.50%	6,666.89	8,009	15.70%	5,566.16
Health and Social Work	5,677	5.40%	6,285.03	6,322	12.40%	4,708.83
Other community, social & personal service activities	3,561	3.40%	6,197.31	2,807	5.50%	3,382.08

*Average salary does not include self-employed

In other areas men and women participate on an equal basis but at different levels of the work hierarchy, for example, in tourism sector (males 8%,

4 NSO – News Release: International Women’s Day 2007

5 University of Malta – Office of the Registrar

females 8.2%) real estate, renting and business activities (males 7.1%, females 7.6%)⁶.

In the field of entrepreneurship, women are being encouraged to take an active role. In 2005, a total of 20,380 persons were self employed (with or without employees). This amounts to 13.7% of the labour force, of which 86.5% and 13.5% were males and females respectively. An increase in self-employment of 11.2% was registered between 2000 and 2005, an increase of 10.8% for males and 5.2% females. In the second quarter of 2007, the percentage of male and female self-employed without employees was that of 10.3 % and 6.5 % respectively⁷. Government is committed to put structures in place which offer future entrepreneurs the opportunity for specialised training, re-training programmes, advice on the preparation of a business plan and micro-credit facilities⁸.

Although women outnumber men in various sectors, the gender pay gap still predominates as was clearly shown in the Labour Force Survey of 2007. The European Commission stated that one of the problems related to the gender pay gap is the “glass ceiling” that makes it harder for women to get to top jobs, in addition to family responsibilities and the fact that jobs traditionally dominated by women are less well paid.⁹ The local National Reform Programme (2005-2008), Malta’s commitment towards securing competitiveness, economic growth and job creation in terms of the Lisbon Strategy, reconfirms the Maltese targets for 2010, one of which aims to raise the national female employment rate by 7% bringing it up to 41%¹⁰.

Government aims at introducing policies for women, who, like men go through different phases in the course of their life, therefore present policies are being geared towards introducing systematic structures which address women’s

6 The percentages refer to the total number of employees in that specific economic activity all over the total number of employees in all economic activities mentioned in the Labour Force Survey 2007.

7 Labour Force Survey: April-June 2007

8 Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) – Fourth Country Report (Malta – 2007)

9 <http://news.bbc.co.uk/2/hi/europe/6904434.stm>

10 National Reform Programme – Malta’s Strategy for Growth and Jobs 2005-2008

needs ranging from her early years through motherhood and adult life. Attention is also being given to the father's role in familial responsibility. Fathers' are encouraged to make use of parental leave and share in both household and childrearing responsibilities. Child-care facilities were established to diminish the culture of dependence which usually falls on women's shoulders.

It is important that both men and women aim for the achievement of a balance between familial and professional responsibilities so that females would participate equally to men in paid employment.

1.2. Race

The recent past years have seen a series of important developments in the European Union Member States, in combating discrimination and ensuring equal opportunities for all, both in terms of laws and policies. In fact the current European Commission's aims are to effectively tackle discrimination, celebrate diversity and promote equal opportunities for all. To this effect 2007 was the *European Year of Equal Opportunities for All* which saw many activities and projects being implemented through out the European Union. One important issue that arose was the issue of diversity at the workplace.

Diversity can bring vast benefits at the workplace. Companies are increasingly recognising that diversity is not a moral argument or a question of meeting legal obligations. A diverse workforce is one with different perspectives and different ideas. *'The Business Case for Diversity – Good Practices in the Workplace' (2005)¹¹*, a project and report commissioned by the European Commission's Directorate General for Employment, Social Affairs and Equal Opportunities, has shown how companies throughout Europe, are adapting diversity policies for ethical, legal and economic reasons. Questionnaires and in-depth interviews were conducted among members of the European Business Test Panel (EBTP) – a panel of around 3,000 businesses from the 25 EU Member States. It was found that companies tend to see

¹¹ http://ec.europa.eu/employment_social/fundamental_rights/pdf/events/busicase_en.pdf

improvements on a number of key fronts, for instance, effecting cultural change, improving workforce diversity and cultural mix, enhancing market opportunities, external recognition and image for the specific company. Findings also acknowledged Europe's changing demographics (low birth rates, aging population and shrinking workforce) meaning that, in the coming years, many companies should consider a much more diverse workforce of talent to meet their recruitment needs, including cross-border sourcing.

On the other hand one cannot erase the fact that discrimination does exist. In a study carried out by Euro Barometer¹², thousands of people in the European Union were asked whether different types of discrimination were common in their country. The key findings published earlier this year, show that many Europeans feel discrimination is widespread, and they think factors such as ethnicity, age or disability can be an obstacle to finding a job. In fact, ethnic origin is seen by Europeans as the most common ground for discrimination and 64% feel that this kind of discrimination is widespread in their countries. Almost, half of all Europeans surveyed (45%) felt that ethnic origin could be a disadvantage when looking for a job.

The diversity of ethnicity is present in most EU Member States and will increase over the next decades. Since the [Treaty of Amsterdam](#) in 1999, new EU Directives have been enacted in the area of anti-discrimination. In 2000, two European legislation were adopted, namely, the Racial Equality Directive (2000/43/EC) and the Employment Equality Directive (2000/78/EC). These two European Community Directives define a set of principles that offer everyone in the EU a common minimum level of legal protection against discrimination. The Race Directive regards the grounds of racial and ethnic origin, whilst the Employment Equality Directive regards the grounds of religion or belief, disability, age and sexual orientation. Both directives provide for equal treatment in the areas of employment, both public and private, self-employment, conditions of employment, including pay, vocational training, promotion, dismissals, and membership of and involvement in workers'

¹² http://ec.europa.eu/public_opinion/archives/ebs/ebs_263_sum_en.pdf

associations and professional organizations. Also, provisions within these directives prohibit direct and indirect discrimination

In Malta, Legal Notice 85 of 2007 *Equal Treatment of Persons Order* transposing Directive 2000/43/EC was published in April and included the non-employment legal provisions. Therefore, referring to social protection, including social security and healthcare, social advantages, education, access to supply of goods and services which are available to the public, including housing, and access to any other services as may be allocated by law for the purposes of the regulation. While Legal Notice 338 of 2007 *Equal Treatment in Employment (Amendment) (No 2) Regulation* transposes the employment related legal provisions emanating from the Racial Equality Directive (2000/43/EC) and the Employment Equality Directive (2000/78/EC).

The major challenge in Malta is to continuously raise awareness on equal treatment and legal rights, work towards the elimination of all forms of racial/gender stereotypes that emerge from the media and increase training, learning and development.

NCPE

2. Work carried out by NCPE during 2007

2.1. Summary of Work carried out in 2007

The National Commission for the Promotion of Equality has been formally established since January 2004 as per Chapter 456 – *Equality for Men and Women Act* – and as of this year had its **remit widened** to include *Equal Treatment of Person's Order* - Legal Notice 85. Prior to the broadened remit, NCPE dealt solely with gender equality and family responsibilities, but as from this year equality and non discrimination with respect to race and ethnic origin in the provision of goods and service will also fall under NCPE's responsibility.

2007 has seen other important legislation come into force which further illustrates the importance that is being placed on having an all-inclusive society which embraces equality and will not tolerate discrimination on any ground.

- L.N. 86 - Equal treatment in Self-Employment and Occupation Order.

This legal notice aims to put into effect the principle of equal treatment in relation to employment and also in relation to conditions for access to self-employment or to occupation, by laying down minimum requirements to combat discriminatory treatment on the grounds of religion or religious belief, disability, age, sexual orientation, and racial or ethnic origin.

- L.N. 338 - Equal Treatment in Employment.

Legal Notice 338 amends the Employment and Industrial Relations Act to include new definitions, for instance 'sexual harassment' as a discriminatory treatment and 'sex' as a ground of discrimination.

- L.N. 260 – focuses on the requirements as to Standards and Practice Applicable to Disability and its Portrayal in the Broadcasting Media.
- L.N. 413 – highlights the requirements as to Standards and Practice on the Promotion of Racial Equality.

- L.N. 730 – presents the requirements as to Standards and Practice Applicable to Participation in Media Programmes of Vulnerable Persons.

Laying down the requirements and the guidelines for content of programmes and broadcasting standards, it assists local producers and broadcasters in ensuring a more inclusive representation of disabled / vulnerable persons in programming, as well as the promotion of racial equality.

NCPE carries out varied and wide-ranging work. It ensures that all social partners are kept informed and consulted on any possible developments and is continuously striving towards **widening its network** with all stakeholders including private and public entities, governmental departments, NGOs, and social partners both at a national and an international level. Furthermore, NCPE provides feedback on matters which fall within its remit of equality and non discrimination and liaises with both the public and private sector to ensure a uniform approach.

Examples of issues raised during this year include:

- the use of gender inclusive nomenclature in official Government forms;
- supporting the teleworking project;
- promoting an all-inclusive society;
- keeping equality high in the national agenda;
- improving family friendly measures in the public sector;
- giving advice to companies in the private sector who are urged to adopt Sexual Harassment Policy;
- disseminating relevant information through the Equality Committees set up in the public sector;
- monitoring and highlighting the situation vis-à-vis women in decision making positions as was the case of Malta's nominations regarding the European Court of Human Rights Judges, whereby NCPE showed its displeasure at the lack of identification of female candidates.

Another important part of NCPE's work is **training**. Several sessions have been held for both its own staff as well as the public in many areas including gender mainstreaming, sexual harassment, intercultural learning, sensitisation on gender and race issues, legislation, and NCPE's own remit. Through seminars and workshops, important issues were raised and discussed with different groups in society and stakeholders.

Training, awareness raising and information dissemination, are effective approaches to dismantling barriers and furnishing Maltese society with tools to manage the changes currently taking place, which include the evolving roles of women in society and at the workplace, changing demographics, and increase in cultural and ethnic diversity etc. These need to be acknowledged, internalised, understood and accepted.

To this effect, NCPE's aim is to facilitate this change also through **promotion**. An array of EU funded **projects** was carried out during 2007 which used different media to convey the message of equality. Section 5 has a comprehensive description of each project with details of activities carried out.

Throughout the year, NCPE worked steadily on the strategy of **gender mainstreaming** at all levels of society, as will be discussed in the following section.

At EU level, NCPE's work is two pronged: giving feed back on EU Directives and policies which will be transposed / adopted into national legislation and sitting on several EU committees and meetings in order to contribute to the ongoing discussions on behalf of Malta.

Investigating complaints of discriminatory treatment (sexual harassment and direct or indirect discrimination) is a very large component of NCPE's work. When cases are reported to NCPE, these are investigated and, depending on the findings, steps are taken to redress the grievance. Furthermore, when NCPE becomes indirectly aware of unacceptable

situations, it also investigates and acts to ensure that any discriminatory practices are curtailed.

2.2. Policy Direction

Since its inception, the emphasis of NCPE's work has been on practical actions to ensure that the execution of the Commission's terms is built on solid foundations. These actions have taken a variety of forms and strategies in order to ensure that all men and women in Malta, whatever their economic, educational and social standing, were made more aware of the policies that NCPE promotes and co-coordinates, stressing the importance of the participation of Maltese society in the changes occurring.

Nonetheless, it is still necessary to further implement gender mainstreaming, family friendly measures, equality at the place of work; combat gender stereotypes; empower women to take an active part in economic and political life and promote the importance of men's role in caring. These will all be part of NCPE's future work.

With the widening of the remit NCPE's future policy direction will also include actions geared towards anti-discrimination: awareness raising regarding discrimination and xenophobia, promoting diversity, encouraging intercultural awareness and cultural sensitivity. Other actions pertaining to racial or ethnic origin will be imperative in light of the changes taking place in our society. In fact Malta has made many developments to ensure equal opportunities for all and to bring National law in line with European Union anti-discrimination legislation.

As was carried out throughout 2007, NCPE will continue to mainstream the gender perspectives into different sectors of Maltese society, formulate policy to protect vulnerable persons, and monitor the implementation of these policies to ensure equality in practice.

The main themes which will be part of NCPE's future policy direction will include:

- Keeping equality on the national agenda;
- Promoting an inclusive society which is open to diversity;
- Targeting multiple discrimination;

Other actions foreseen will comprise the following:

Audit

- Carrying out an **audit of the present situation** with regards to discrimination and race/ethnic origin as well as gender, examine goals achieved and future issues to be tackled;

Networking

- Widening the **network** both on a national and international level and strengthening links with civil society, social partners, NGOs, local councils, public and private entities etc.;

Legislation

- Monitoring, reviewing and suggesting amendments of **laws** as necessary and ensuring the implementation of an **inclusion policy** across all grounds in all areas of decision making (monetary, infrastructure, employment, health, education, and environment);

Research

- Liaising with other entities in order to identify gaps in knowledge;
- Carrying out in-house research;
- Organising and gathering information;
- Identifying and developing indicators to be used as benchmarks;

Training and Awareness Raising

- Holding training sessions with different stakeholders to promote intercultural awareness, cultural sensitivity, gender mainstreaming, alternative work arrangements, gender inclusive language, family friendly measures also in the Private Sector etc.;

- Further capacity building for Government Equality Committees and NCPE staff;
- Increasing awareness through different media like information campaigns, advertising, television and radio programmes, printed media etc.;

Administration

- Streamlining initiatives, processes and improving procedures;
- Strengthening the complaints section in view of the widening of the remit.

2.3. Gender Mainstreaming

The work carried out by NCPE on gender is based on the principles of gender mainstreaming: projects, policies, research, media coverage and several actions, all taken by the commission during 2007 focused on this approach. In addition, many of the projects that NCPE has lead or was a partner in, have either dealt specifically with gender mainstreaming as a strategy or had gender mainstreaming as a basic principle in all activities. Gender mainstreaming is defined by the European Commission as:

'...the integration of the gender perspective into every stage of policy processes – design, implementation, monitoring and evaluation – with a view to promoting equality between women and men. It means assessing how policies impact on the life and position of both women and men – and taking responsibility to re-address them if necessary'.¹³

The different components which have emphasised gender mainstreaming this year are listed below:

- Meetings and Conferences were held specifically with gender mainstreaming as the central strategy, both at the local and

¹³ http://ec.europa.eu/employment_social/gender_equality/gender_mainstreaming/general_overview_en.html

international level, in which examples of good practices were shared; ways of further implementing gender equality were discussed as were family friendly measures and other gender mainstreaming related issues.

- Training Sessions were organised throughout 2007 as part of the project 'Taking Gender Equality to Local Communities', which targeted the general public as well as NGOs and local councils. Different types of training initiatives were offered, with gender mainstreaming as the underlying theme. As part of this same project, training sessions were delivered to Local Council Delegates and their Executive Secretaries all around Malta and Gozo. Importance was given to practical ways of implementing the strategy of gender mainstreaming at the local level.
- The project 'The Gender Gap in Science and Technology in Malta – evaluating the problem and tackling the issues' sponsored by UNESCO Malta had two scopes; the first was the collation of coherent statistics and other information about the gender differences in the field of science and technology. The second was to raise awareness among the general public but especially among female students and their parents regarding the many career options that are available for women in the field of science and technology. The students also had the opportunity of learning from first hand experiences of women already working in the various scientific fields.
- The project 'Facilitating Equality through Education' (FETE) aimed at correcting the gender roles and stereotypes in the formal education process which often leads primary and secondary school students to aspire for work and private life roles influenced by their gender rather than their interests and capabilities. The aims of the project were highlighted through the sensitisation of policymakers, teachers and students to the need for greater gender equality, a work/life balance with equal responsibilities and gender inclusive language. The project

also raised awareness on gender issues amongst children through a competition to draw the 'd'Ugwali' family in non traditional gender roles, slots on children's television programmes, and the dissemination of educational material distributed to schools.

- Research relating to gender issues was also carried out; the 'Taking Gender Equality to Local Communities' project included a research component in which good practices of gender mainstreaming at the community level, were identified from all five participating countries. While as part of the 'AGender' project, the study on '*Gender Aspects in Malta: Inactive Women over 40 and in the Tourism Sector*' was Malta's contribution to the trans-national partnership.
- Gender mainstreaming was also addressed from a legal perspective through the project 'ESF46 – Gender Aspect from a Legal Perspective' aimed at increasing participation and advancement of both genders in the labour market primarily through the correction of structural barriers in a number of codes and acts in Maltese legislation. This project offered a number of recommendations as to how to further embed the principles of gender mainstreaming into the codes and to align Maltese legislation with principles laid down in EU Directives. The project also aimed at developing gender mainstreaming at a national level, to sensitise legislators, providers of legal services and human resource managers to the principles of gender equality and the strategy of gender mainstreaming.
- Feedback was given on a number of documents throughout 2007, to ensure that a better gender perspective was adopted. For example feedback was provided for the 2008 pre-budget document.
- Interviews and discussions were held on radio and television programmes as well as in the printed media, all dealing with issues related to gender issues.

- **Public Service Announcements (PSAs)** and media **advertising** were used in many of the projects; NCPE always ensures that all advertising and Public Service Announcements are gender inclusive and offer equal opportunities in line with gender mainstreaming principles.
- **Questionnaires** were received and answered regarding issues related to gender equality including gender mainstreaming such as the questionnaire about Women and Poverty prepared and distributed by the team of the Portuguese Presidency July-December 2007.
- **The Equality Committees** were set up in all government ministries and departments, and their responsibilities include the promotion of gender equality in the specific sectors, setting up of initiatives, working closely with NCPE on complaints, and liaising with NCPE on all issues relating to gender. With the widening of NCPE's remit through Legal Notice 85 - *Equal Treatment of Person's Order*, in April 2007, the Equality Committees will also be responsible for the promotion of equality and non discrimination with regards to race and ethnic origin as well as gender within their ministries. NCPE will also inform and keep updated the Equality Committees with regards to new tasks / obligations emanating from amendments in the law such as Chapter 452 - *Employment and Industrial Relations Act*.

2.4. Gender in the EU Context

This year, work focused around the transposition of Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services. NCPE liaised with stakeholders to assess the possibility of requesting a derogation as in fact required by the Directive. NCPE has taken all views into consideration and forwarded its final advice to the Ministry.

Moreover, NCPE has further examined local racial and gender equality legislation in the light of existing European Directives on the same subject matter, building on work carried out in previous years, and has prepared extensive reports highlighting those instances where such legislation could be improved.

NCPE was moreover involved in providing feedback regarding a number of documents being discussed at EU level. These included:

- Preparing Memoranda on the Opinion of the Commission pursuant to Article 251(2), third subparagraph, point (c) of the EC Treaty on the European Parliament's amendments to the Council's common position on the Proposal for a Regulation of the European Parliament and of the Council establishing a European Institute for Gender Equality.
- Providing feedback on the European Commission Green Paper on Labour Law Reform.
- Preparing briefing notes for the EPSCO meeting of the 22 February 2007 regarding the 2007 Equality Report.
- Preparing memos regarding the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on Tackling the Pay Gap between Women and Men.
- Providing replies to a questionnaire on the European Social Charter.
- Preparing notes for Social Questions Working Party meetings concerning the Draft Council Conclusions on Balanced Roles of Women and Men for Jobs, Growth and Social Cohesion.
- Preparing notes for Social Questions Working Party Meetings on the Review of the Implementation by the Member States and the EU Institutions of the Beijing Platform for Action – Indicators in respect of Women and Poverty - Draft Council Conclusions.
- Preparing notes for Social Questions Working Party Meetings on the Draft Council Resolution on Follow-up of the Year of Equal Opportunities for All (2007).

- Providing feedback regarding an initiative considering the need, to revise Council Directive 86/613/EEC on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood.
- Providing feedback on the Communication for the Commission to the Council and the European Parliament transmitting the European framework agreement on harassment and violence at work.
- NCPE has moreover attended a conference in Brussels regarding the Transposition of Directives 2002/78/EC and 2000/43/EC.

2.5. Attended Conferences / Meetings

2.5.1 Local

16.01.07 – The **Family-friendly Measures Working Group** organised a meeting to discuss the way forward for the proper implementation of the family-friendly measures by all Public Sector entities as decided during the Budget Speech.

23.01.07 – A meeting with **MOSAIC Network** was held to discuss the changes requested by the National Implementing Body and to seek their approval.

24.01.07 – An **EQUAL Developing Partners** meeting was held at NCPE to discuss the work plan of the project and the feedback received in relation to the EQUAL evaluation questionnaires.

25 – 26.01.07 - The first transnational meeting of Project **Taking Gender Equality to Local Communities** was organized to give a brief overview of the objectives of the project, the roles of the partners, methodologies and research.

26.01.07 – NCPE attended a conference '**Enhancing Social Inclusion – Moving Forward Together**' held by Ministry for the Family and Social Solidarity [MFSS].

09.02.07 - NCPE 3rd ANNUAL CONFERENCE

NCPE held its **third Anniversary Conference** on 9th February where the Annual Report 2006 was launched. During her address, the Hon. Dolores Cristina highlighted NCPE's commitment towards mainstreaming gender equality. Other speeches were given by the Commissioner and the Executive Director. The conference was concluded by three workshops, namely "Becoming gender sensitive", "Gender Mainstreaming – something old something new", and "2007 – Year of Equal Opportunities", where the participants discussed the above issues in groups and presented the outcome at the final stage of the Conference.

21 - 22.02.07 – NCPE attended the EuroMed Symposium '**Partnership and Development in a Changing World**' and organised by the Organisation de la Femme Arabe and in collaboration with MFSS.

20 - 22.02.07 – An **EQUAL – EMPOWER study visit** for the Spanish gender equality agents was held. Most of the work focused around the development of the tool that was the final product emanating out of this project.

03.03.07 – A seminar '**Making Women's History Visible in Europe**' was organised by the Neolithia Foundation and chaired by the Commissioner.

20.03.07 – NCPE attended a meeting on the **National Strategy Research and Innovation**. The main discussion focuses on the need for Malta to explore further research and innovation opportunities.

23.03.07 – Meeting with all the partners of the **UNESCO project** (NCPE, ETC and the University of Malta) to discuss the remaining components of the project.

28.03.07 – NCPE has also been invited to sit on the **Intergovernmental Committee on Research and Innovation [IGC on R&I]** where the national concerted effort for popularising science and increasing the numbers of science graduates is the centre of the discussion.

29.03.07 – A meeting with the representation of the Ministry of Education, Youth and Employment's [MEYE] EU office was held to discuss **Malta's representative on the PROGRESS committee** (all funding for 2007 – 2013 for specific gender and anti-discrimination projects falls directly under PROGRESS).

17.04.07 - A meeting was organised by MFSS re-**Euro change-over**.

18.04.07 – A meeting with the **MOSAIC – One in Diversity** network was held to explain the changes that the project had to go through for acceptance by the National Implementing Body.

20.04.07 – A round table discussion on **Equality and Disability** was held at a local hotel and was well attended especially by people from the disability field.

02.05.07 – NCPE met the **Parliament's Social Affairs Committee** to discuss the EQUAL project.

04.05.07 – NCPE met the **EU Permanent Representative of the European People's Party's**.

08.05.07 – NCPE met the **European Parliamentarians – Committee on Women's Rights**.

10.05.07 – The **National Implementing Body of MOSAIC Project** had a meeting with NCPE where their letter of Commitment was presented.

14.05.07 – NCPE participated in the **Innovative Procurement Workshop**.

16.05.07 – A meeting was organised by MFSS re-**HESC 116**. This number is being flagged by the European Commission as the pan-European number for particular emergencies.

21.05.07 – A meeting was held with the Head of **MFSS' Information Management Unit** re the Directory of Professional Women to be made available for all Ministries so that the percentages of females on government's appointed boards and committees can be increased.

24.05.07 – A meeting with the Malta Insurance Association was held to discuss the derogation requested prior to the implementation of **Directive 2004/113/EC [goods and services]**.

24.05.07 – NCPE attended the informal meeting held by the Prime Minister with **women's organisations** to discuss further ways of implementing gender equality.

06.06.07 - A meeting was held with EU **Directorate General for Employment Social Affairs and Equal Opportunities'** representative regarding the **Year of Equal Opportunities for All**.

09.06.07 – A seminar was organised locally by the representatives of the Council of the Regions titled '**Putting Children First**'.

16.06.07 – NCPE gave a presentation during the launch of **the Year for Equal Opportunities** where the scope and objectives of MOSAIC, the project prepared specifically for this year, were highlighted.

27.06.07 – A meeting was held between NCPE and the **Broadcasting Authority** regarding gender guidelines that the Authority eventually published.

05.07.07 – NCPE attended the **Science Popularisation** meeting.

17.07.07 – NCPE was asked to attend a meeting with the delegation of the **European Commission against Racism and Intolerance** to explain the work being carried out on the specific issue of race.

18.07.07 – The **Planning and Priorities Coordination Division's Operational Programmes [I and II]** were launched and NCPE was vested with the responsibilities of emphasising the gender aspect in all EU co-funded projects.

27.07.07 – The **Taking Gender Equality to the Local Community Project** was launched.

01.08.07 – An **MCESD Civil Society** meeting was held and NCPE attended.

02.08.07 – An **ESF information session** was held by the Planning and Priorities Coordination Division and NCPE offered its contribution vis-à-vis gender issues.

24.08.07 – A meeting was held with the **Ministry for Investment, Industry and Information Technology** to develop an IT / gender project funded through EU funds.

04.09.07 – NCPE attended a consultation meeting held with Hon Tonio Fenech on the **pre-budget document**.

06.09.07 – NCPE was invited to attend a breakfast meeting organised by the Office of the Prime Minister on the **pre-budget document**.

14.09.07 – The Executive Director gave a presentation on **Directive 2002/73/EC** to the Inter Ministerial Committee highlighting NCPE's monitoring obligation to the European Commission.

27.09.07 – The training offered to Local Council delegates emanating from the **Taking Gender Equality to Local Communities Project** was launched.

04.10.07 – NCPE was represented at the conference ‘**Employment Challenges and Opportunities for Persons Experiencing Social Exclusion and Poverty**’ organised by the European Anti Poverty Network [EAPN] where hands-on research on the theme of employment and social inclusion in Malta conducted by EAPN was presented.

10.10.07 – A meeting was held with the Department of Industrial and Employment Relations and in the presence the Malta Employers’ Association to discuss the overlap between **Chapter 456 and Chapter 452 of the Laws of Malta** as well as how best to refer clients between the two organisations in cases of harassment or bullying.

15.10.07 – NCPE gave a presentation on the transnational component of the **EQUAL Project** to NGOs that were being trained on how to access EU funds when writing projects.

16.10.07 – NCPE attended the meeting the Honourable Minister Ms Cristina held for all **Commissions** working under the umbrella of her Ministry.

19.10.07 – A meeting with the **Health Equality Committee** was held where issues pertaining to health and gender were discussed.

09.11.07 – A meeting was organised between NCPE, National Council of Women and Malta Confederation of Women’s Organisations to plan how the three organisations can support the Domestic Violence Commission on the **International Day against Domestic Violence, November 25th**.

13.11.07 – The **Jesuit Refugee Services** invited NCPE to the activity organised at Mt Carmel Hospital’s theatre emanating from the Year of Equal Opportunities for All project.

15.11.07 and 22.11.07 – NCPE organised training for Human Resource Managers emanating from **MOSAIC** Project. Sessions covered sexual orientation, race, disability, gender, age and religion.

15.11.07 – An **Irish delegation** was referred to NCPE from the Malta Enterprise to discuss possible future collaboration for EU projects.

16.11.07 and 17.11.07 – Training sessions emanating from the **Human European Consultancy – Anti-discrimination and Diversity training** was held and targeted audience from NGOs and Trade Unions.

15.10.07 – NCPE was invited to give a presentation titled **“The Maltese Equality Commission: Procedures in the event of a claim of Racial Discrimination”** during seminar “The EU Racial Equality Directive and its Implications for Malta” targeted for law students.

18.12.07 – NCPE was invited to attend the National Implementing Body’s **Closing Conference of the European Year for Equal Opportunities.**

19.12.07 – NCPE was invited to attend a Round Table Seminar **“The Draft National Family Policy: Second Round of Consultations”** organised by the National Family Commission.

2.5.2 Foreign

Meeting of the High Level Group on Gender Equality [11 – 12.01.07, Berlin]

The HLG meeting under the German Presidency met in Berlin, Germany. During the German Presidency, the Beijing Platform for Action (BPfA) Indicators on Education and Training were highlighted and a draft document was circulated indicating actual figures of the various educational achievements of the Member States.

Meeting of promoters ‘Taking Gender Equality to Local Communities’ [19.01.07, Brussels]

A meeting was held in Brussels, Belgium on the projects that are co-funded.

Launch of the Year of Equal Opportunities 2007 [30 – 31.01. 07, Berlin]

The Commissioner was part of the Ministerial delegation that attended this conference. Another member of the of the Commission was also in Berlin as the national representative on the Anti-Discrimination Committee.

Gender Mainstreaming at governmental level in the EU Member States [1 – 2.02.07, Stockholm]

NCPE was represented by the Research and Development Officer and this conference emanated out of an EU funded project involving Lithuania, Portugal, Finland and Sweden. Examples of Good Practice were shared.

Legal Seminar on the Transposition of Directives 2000/43/EC and 2000/78/EC [13.02.07, Brussels]

A meeting on the Transposition of Directive 2000/43/EC and 2000/78/EC was held in Brussels, Belgium. NCPE was represented by our Legal Adviser.

EQUINET AGM [27 – 28.02.07, Doorn, The Netherlands]

During this meeting the business plans for EQUINET were discussed.

EQUAL 4: EMPOWER Transnational Meeting [1 – 2.03.07, Leon, Spain]

This meeting was attended by the project leader and the project co-ordinator. The topics discussed included; sharing of experience gained so far from the individual projects, steering committee meeting for planning of the next phase of the project, web site, e-newsletter, tool kit, and the 5th trans-national meeting to be organized in Lecce, Italy.

36th Meeting of the Bureau of the Steering Committee for Equality between Women and Men, Council of Europe [15 – 16.03.07, Strasbourg]

The Executive Director of NCPE was appointed on the Bureau of CDEG of the Council of Europe. This was the first meeting attended and the main topics discussed included:

- Balanced participation of women and men in political and public decision making;
- Role of women and men in conflict resolution;
- Gender equality standards and mechanisms;
- Violence against women – considering that there is no European convention to protect women from violence, the Bureau of the CDEG expressed concern and is proposing a convention wider than partner violence;
- Activities to combat trafficking in human beings;

30th Meeting of the Advisory Committee on Equal Opportunities for Women and Men [22.03.07, Brussels]

The Advisory Committee on Equal Opportunities for women and men met in Brussels and was attended by the Commissioner.

Conference ‘Equal Opportunities for All: What role for Positive Action?’ [23 – 24.04.07, Rome]

The Executive Director attended this conference and established links with other Equality Bodies. A document titled ‘Putting Equality into Practice: What role for positive action?’ was distributed. The discussion served to elicit examples of good practices that could be replicated in other countries.

Seminar: Equality & Non-discrimination – A Framework Strategy [4 – 5.06.07, Maastricht, The Netherlands]

The Executive Director attended training on ‘Equality and Anti-discrimination – a framework strategy’ in Maastricht, The Netherlands organised by the European Institute for Public Administration.

European Symposium: Gender Budgeting: Let’s share the benefit – with gender budgeting towards social justice and equal opportunities [4-5.06.07, Frankfurt]

This conference was attended by a member of the Commission as well as the Director General of the Ministry of Finance.

37th Meeting of the CDEG of the Council of Europe [13-15.06.07, Strasbourg]

Items on the agenda included: Gender Equality Standards and Mechanisms; Recommendation on the participation of women and men in political and public decision-making; Recommendation on the Role of Women and Men in Conflict Prevention and Resolution and Peace Keeping. The Executive Director has been voted to be on the Bureau of the CDEG for the next two years.

EQUAL 4: Last AGENDER Transnational Meeting [21-22.06.07, Paris]

The three countries forming the partnership were present and all expressed interest in working together again in future projects.

3rd W.in.D Transnational Meeting [16.07.09]

Member of NCPE staff attended this Steering Committee of the W.in.D. project in which Malta is a partner.

Meeting of the National Equality Bodies designated in accordance to Directive 2002/73/EC [6-7.09.07, Brussels]

A member of the Commission attended a meeting in Brussels organised by EU Directorate General for Employment, Social Affairs and Equal Opportunities focusing mainly on Directive 2002/73/EC.

High Level Meeting on Gender Mainstreaming [10-11.09-07, Lisbon, Portugal]

The Executive Director attended the Portuguese High Level Meeting. The indicators discussed included Women and Poverty.

7th Meeting of the Informal CoE Network on Gender Mainstreaming & 37th Meeting of the Bureau of the CDEG [19-21.09.07, Strasbourg]

Discussion for the next CDEG meeting and the Ministerial Conference were held. Furthermore, the first day was dedicated to the informal meeting of the gender mainstreaming experts.

Conference “Employability and Entrepreneurship – Gender Stereotypes & Informal Meeting of Ministers for Gender Equality [3-4.10.07, Lisbon, Portugal]

This conference was organised by the Portuguese Presidency. The Executive Director attended. An informal Ministerial meeting was also held.

EuroMed Ad Hoc Meeting: Strengthening the Role of Women in Society [22.10.07, Brussels]

The Commissioner attended the EuroMed conference held in Brussels and titled ‘Strengthening the role of women in society’.

Conference “50 years of Gender Equality Law” [24-26.10.07, Brussels]

The Executive Director attended the 50th EU Anniversary conference titled ‘50 years of Gender Equality Law’ held in Brussels.

38th Meeting of the CDEG of the Council of Europe [28-30.11.07, Strasbourg]

The 38th CDEG meeting was held in Strasbourg and attended by the Executive Director. ‘Women in Decision-Making’ was on the agenda as well as the recommendations on the protection of women against violence; the image of women in advertising and the feminization of poverty.

Final W.in.D Transnational Meeting [11-13.12.07]

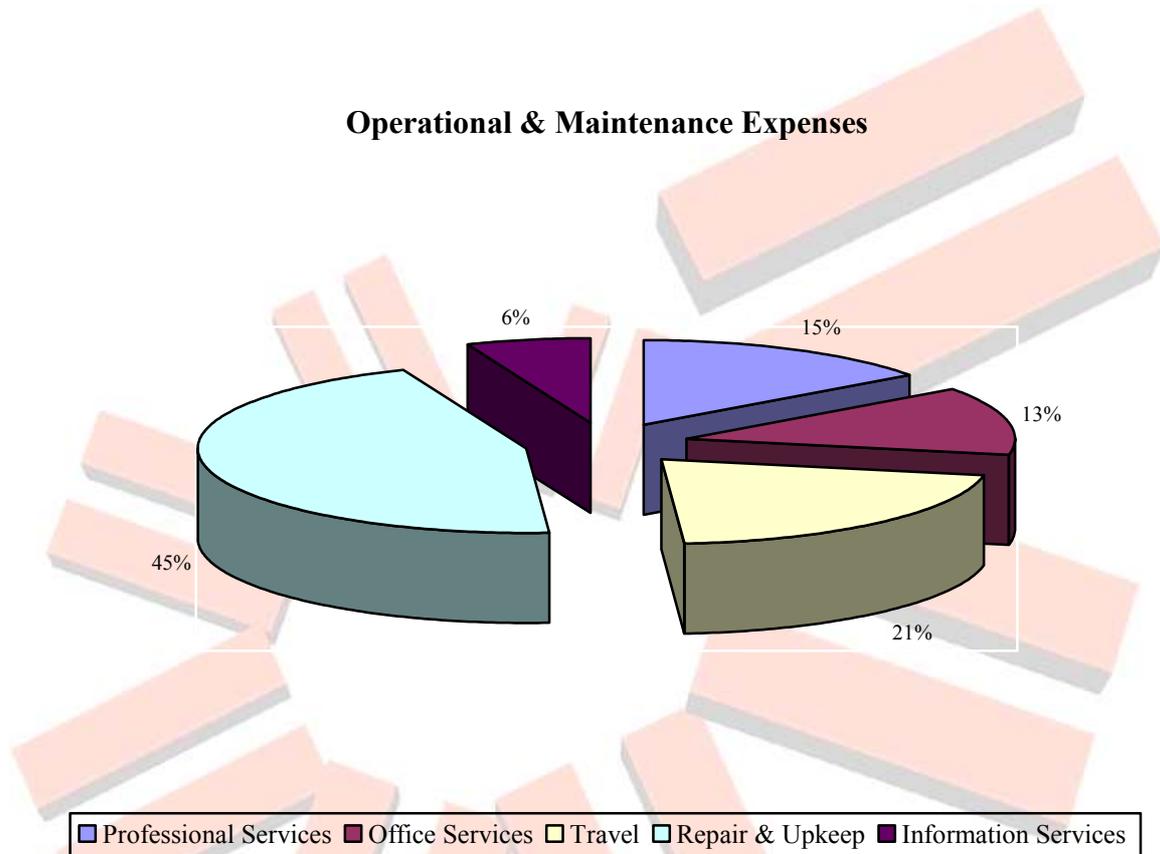
The final conference of the Project W.IN.D. was held in Rome, Italy. The documents emanated out of this project and presented included a research study on the participation of women in development at the community level as well as a set of guidelines.

2.6. Financial Overview

At the beginning of the financial year, the government allocated to the Commission a budget of Lm110,000/€256,231.07. 79% (Lm86,704/€201,965.99) of the total budget related to Staff salaries and Honoraria and 21% (Lm23,296/€54,265.08) was for maintenance and

operational expenses. An analysis of the operational expenses is better explained by the figure below.

Operational & Maintenance Expenses



The above figure clearly shows that more than a quarter (45%) of the operational expenses accounted to repair and upkeep (Lm10,416/ €24,262.75). This expense mainly included utilities and maintenance costs for the running of the premises, 13% related to office services (Lm3,000/ €6,988.12), while the remaining 42% related to travel (Lm5,000/ €11,646.87), professional services (LM3,480/ €8,106.22) and information services (LM1,400/ €3,261.12) .

During the financial year under review the Commission also succeeded in making use of EU Funds. The following is a table highlighting the various projects which the Commission participated in and their respective budgets for year ending 2007.

Name of Project	Budgeted Amount (2007)
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Anti-discrimination and diversity	Lm3,314.20/ €7,720
EQUAL/ Promoting Equal Opportunities through Empowerment	Lm56,493.65/€131,594.80
ESF/ Affirming Gender Mainstreaming at a National Level	Lm27,140/ €63,220
ESF/ Gender Mainstreaming: the Way Forward	Lm38,153.32/ €88,873.33
ESF/ The Gender Aspect from a Legal Perspective	Lm91,874/ €214,008
MOSAIC - one in diversity	Lm65,583.30/ €152,768
Taking Gender Equality to Local Communities	Lm95,494/ €222,442
The Gender Gap in Science and Technology in Malta – Evaluating the problem and tackling the issues [UNESCO Malta]	Lm5,386/ €12,546
Women in Development	Lm5,495/ €12,800

The expenditure reported for the operational period under review was in line with what had been budgeted. This was only attainable through continuous monitoring and review when needed by all staff concerned.

3. Complaints

3.1. Issues emanating from complaints

The year under review has seen significant changes within the core work of complaints received by the public. This occurred mainly due to the fact that through the enforcement of Legal Notice 85/2007 within the Laws of Malta, NCPE's responsibilities include also discrimination on the basis of race and/or ethnic origin. NCPE's remit was till then governed only by the provisions outlined in Cap. 456, *Equality for Men and Women Act*. Thus the whole procedure had to be upgraded in line with the new legislative provisions. To date, the number of complaints on race or ethnic origin has been quite limited nevertheless during 2008 this is expected to change as further coverage will be given to the media and the public vis-à-vis the expansion of NCPE's remit. An example of such upgrade is the race complaint form which includes the fields regarding race on which NCPE has investigative responsibilities. There is a difference between the two grounds since in the case of gender and family responsibility NCPE's work concentrates mainly on discrimination in employment issues whilst in the case of a race complaint, NCPE can intervene on discrimination in a wider sense; i.e. in the provision of goods and services. However, complaints regarding discrimination in employment based on race should be directed to the Department for Employment and Industrial Relations.

Moreover, NCPE has also made various suggestions vis-à-vis laws that should be amended in order to eliminate any direct or indirect discrimination based on gender or family responsibilities. Each year, NCPE also submits proposals to be included in the Budget in order to promote further equality and family-friendly measures. NCPE bases its suggestions upon the issues which emanate from the complaints received.

NCPE deals with complaints which are:

- Received in writing from the general public. These are usually of a more personal nature pertaining to the circumstances of the individual/s making the complaint.
- Initiated by NCPE when the Commission is made aware of shortcomings within legislation and/or practices which may result in direct or indirect discrimination on the basis of sex, family responsibilities and/or race and ethnic origin. These are normally complaints which are of a more general nature.

This year, again, NCPE dealt with a number of complaints regarding sexual harassment as well as family-friendly measures. It could also be noted that a number of complaints as well as queries by the general public were regarding teleworking, which shows that many employees see this as a viable option for better balancing between work and family responsibilities. Thus, NCPE participated in discussions in order to draw up an effective policy regarding teleworking for the benefit of both the employers as well as the employees. The discussions have brought fruitful results within the public service and public sector. NCPE is also working on introducing such measures within the private sector mainly through highlighting the benefits of more flexibility in working hours and alternative work arrangements which will ultimately result in increased productivity and loyalty from the employee's part. This discussion includes all family-friendly measures, nevertheless as stated before a marked interest in teleworking was shown by many individuals who contacted NCPE in this regard. Research commissioned by NCPE showed that mothers prefer to have alternative work arrangements that allow them to meet all their responsibilities than have a long career break.

2007 has also seen NCPE present its first case to the Industrial Tribunal based on allegations of dismissal due to pregnancy. Nevertheless an amicable agreement was reached outside the tribunal by both parties concerned and thus the case was dismissed.

During this year, NCPE was also contacted numerous times by employers of private companies to aid in the provision of training regarding sexual harassment issues. Since as per *Cap 456 Equality for Men and Women Act*, it is important that the right policies are in place in order to safeguard both employees' and employers' interests should such circumstances arise, many companies requested NCPE's advice to implement sexual harassment policies and train their staff accordingly. It is important to say that during 2007, NCPE has taken every possible occasion to promote the importance of having such policies in place and a harassment-free work environment. This is done because sexual harassment remains one of the main issues which causes distress at workplaces which is also evident from the complaints received. Thus NCPE emphasises that sexual harassment is completely unacceptable in any work environment and in fact, constitutes a breach of the Laws of Malta.

3.2. Complaints Sub-Committee

The complaints sub-committee is the body within NCPE which is responsible for decisions that are taken with respect to complaints received or those which are initiated by NCPE. This sub-committee is made up of the Commissioner, one or two members of the Commission, the Executive Director, NCPE legal advisor and the Complaints and Client Support Officer. During the year under review the sub-committee met 9 times to discuss the complaints in general as well as to investigate further into particular matters. Furthermore, the Sub-committee corresponds frequently through various means to discuss action to be taken regarding specific cases, especially when action needs to be taken immediately. In addition to this, numerous meetings were held with individuals who came to NCPE offices for help in presenting an official complaint to the Commission for investigations as well as with individuals in order to inform them regarding the progress made with respect to a complaint they presented. Moreover, weekly meetings were held between NCPE staff and the legal advisor in order to review all the complaints received, to ensure that they are analysed in the correct legal perspective and also to propose any action for the consideration of the sub-committee for further action on each complaint.

3.3. List of complaints

During 2007, NCPE apart from on-going work from previously opened complaints received 50 new complaints regarding the following subjects: (Race being a relatively new area of NCPE's remit, the number of complaints received on this ground is still very limited.)

3.3.1 Gender

- Social security
- Family-friendly measures availability for senior posts within the Public Service
- Sexual harassment
- Reduced hours
- Harassment and bullying
- Discrimination in promotion
- Unfair dismissal due to pregnancy
- Family-friendly measures within the public service
- Teleworking
- Discrimination based on gender identity
- Discriminatory/offensive advertising
- Maternity rights
- Criteria for applying for public service examinations
- Unfair dismissal due to family responsibilities
- Dismissal whilst on probation allegedly due to pregnancy
- Changes in working conditions
- Childcare facilities
- Gender discrimination vis-à-vis goods and services
- Discrimination in work opportunities
- Discriminations in conditions of work when offered employment
- Tax credits
- Discrimination in services offered by banks
- Flexibility in work conditions
- Gender discrimination in payments for services

- Care and custody of children
- Dismissal from training due to pregnancy
- Discriminatory call for applications

3.3.2 Race

- Discrimination in recruitment
- Different treatment towards EU nationals
- Allegations of xenophobia (housing)

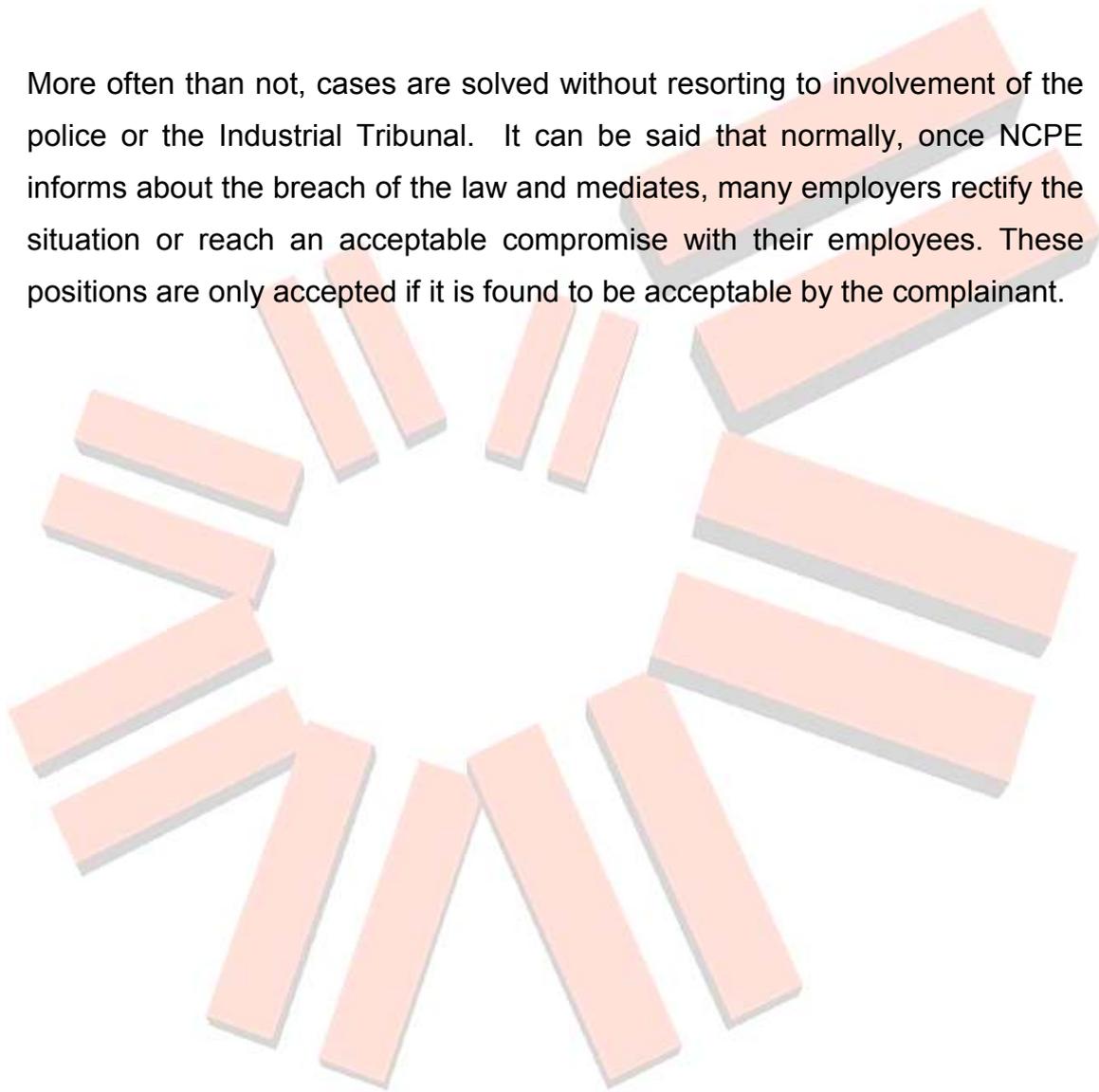
3.4. Procedure – how complaints are dealt with

NCPE established a procedure for dealing with complaints received. NCPE ensures that this procedure is adhered to, to ascertain consistency in the handling of each case according to the client's needs. Whenever, this is not possible, for example, when the complainant is illiterate, NCPE helps the concerned individual with the filling out of the complaint form in front of a witness. This is done to ensure faithful interpretation of the facts stated according to the complainant. The Commission also urges all complainants to hand over any relevant documentation pertaining to the case to facilitate the process. Cap. 456 *Equality for Men and Women Act*, states that complaints are to be submitted in writing. Furthermore NCPE strives to empower individuals to fight for their rights and thus encourages individuals to avoid anonymity when making their cases. Nevertheless confidentiality is protected when it comes to action being taken in connection with any complaint.

Each complaint received is acknowledged within three working days. Immediately following receipt of the complaint, a file is opened for the case and the pertinent legislation is sought on which the client's case can be discussed by the Complaints Sub-Committee. NCPE also strives to keep updated summaries of the relevant details of each case for ease of reference by members of the Commission. Furthermore, the complaints form is analysed and discussions ensue through which various proposals are made on the best way forward to investigate the case. All these proposals are then presented to the sub-committee for further discussion and approval or until

finally a decision is reached on the way forward with each particular case keeping in mind the legal provisions which are followed.

More often than not, cases are solved without resorting to involvement of the police or the Industrial Tribunal. It can be said that normally, once NCPE informs about the breach of the law and mediates, many employers rectify the situation or reach an acceptable compromise with their employees. These positions are only accepted if it is found to be acceptable by the complainant.



NCPE

4. Information Requests and Dissemination

4.1. Introduction

Like in previous years, NCPE received a vast amount of requests for information and assistance, which were acted upon as rapidly as possible by staff members and as stipulated by the Quality Service Charter. Following discussions during 2007 a new procedure was introduced when dealing with requests. In order to improve the service and provide clear and efficient responses, it was decided that both requests to NCPE and replies by NCPE are to be made in writing; thus rendering this new procedure more efficient for record keeping and further transparency.

Several persons (mainly students) made use of NCPE's library during 2007, either by borrowing books and journals or photocopying excerpts of material found in the library according to their research needs. Following the introduction of Legal Notice 85 – *Equal Treatment of Persons Order*, which vested NCPE with the power to also investigate discrimination cases with regards to racial or ethnic origin, the commission took the opportunity, and expanded its library by acquiring more books on racial discrimination and human rights. In fact, during 2007, there were 229 new entries into our library system bringing the total number of publications to 6042.

Apart from making use of the library at NCPE's premises, one can also access the library on-line by applying for an e-ID at the Passport Office in Valletta. An e-ID and password are issued in order to access all services offered on-line by the Ministry for the Family and Social Solidarity.

Part of NCPE's remit is to ensure that no discriminatory advertising based on gender is published, and NCPE has the right to initiate legal action against offenders if such discriminatory adverts do not cease to be published.

Article 10 of Chapter 456 – *Equality for Men and Women Act*, states that:

“ ... it shall be 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 ...”

“ ... It shall not be lawful for persons to publish or display or cause to be published or displayed any advertisement which promotes discrimination or which otherwise discriminate. ...”

and Article 8 of Chapter 456 – *Equality for Men and Women Act*, states that:

“(1) It shall be unlawful for any educational establishment or for any other entity providing vocational training or guidance to discriminate against any person in -

(a) the access to any course, vocational training or guidance; ...”

In this regard, during 2007, NCPE intervened in 62 cases of gender discriminatory adverts, where advertising agencies were contacted and informed about the breach in the law. Adverts concerned both employment and educational opportunities, published in local news papers, magazines and also electronic news websites.

4.2. Requests for information

4.2.1 Sources of Requests

- Public Service Employees
- Members of the Equality Committees of the Ministries
- The Media
- The General Public
- Private Companies
- University Students
- Trade Unions
- Teachers

4.2.2 Requests for Information

- Family friendly measures (including maternity leave, reduced hours, parental leave and flexitime)
- General work of NCPE including Gender Mainstreaming
- Discrimination in Advertising
- Non Sexist Language
- Gender Inclusive Language
- Education
- EU projects
- Provisions re: Maltese Legislation in connection with equality, including Cap. 456, *Equality for Men and Women Act*, and Cap. 452 *Employment and Industrial Relations Act*.
- EU Directives dealing with discrimination and gender equality
- NCPE's procedure for dealing with complaints
- Employment conditions
- Education
- Sexual Harassment
- Various Publications and Leaflets
- Single Parents and Social Benefits
- Childcare
- Race

4.2.3 Material Borrowed from library

- Domestic Violence
- Sexual Harassment at the work place
- Gender equality in the media
- Women and employment
- Human rights.

4.3. Parliamentary Questions

22889 - Car rentals

22891 - Mobile phones

22892 - Travel

22893 - Fuel expenses

22894 - Telephones
22973 - Financial donations
22987- Use of vehicles
23264 - Telephone bills
23277 - Consultancy fees
23312 - Taxes/tariffs/fees
23360 - Rental of property
23361 - Rental of plants
23362 - Rental of furniture/paintings
23363 - Meals/hospitality
23364 - Purchasing of stationery
23946 - Teleworking
24385 - Religious
24409 - Rental of vans and trucks
24506 - Boards/committees
24519 - List of advertising agencies
24575 - Mobile phones
24944 - Mobile phones
24979 - Officials
24982 - Mobile phones
24985 - Calls from fixed lines
25114 - Employees' Income
25135 - Employees receiving allowances
25153 - Direct orders
25244 - Purchasing of cars
25246 - Purchasing of cars
25248 - New cars
25358 - Environmentally Friendly Cars
25361 - Travel
25363 - Hotels
25459 - Purchasing of newspapers
25488 - Electricity and water bills
25583 - Official travel
25588 - Hospitality

25676 - Salaries and benefits
25692 - Employees who are above 61 years old
26034 - Employees
26035 - Sub contracting work
26036 - Direct orders
26073 - Electricity and water bills
26077 - Energy saving equipment
26082 - Employees
26086 – Hospitality
26089 – Employees
26092 – Water and electricity bills
26101 – Unpaid leave and study leave
26151 – Consultancy fees
26153 – Internet service
26155 – Reports
26158 – Repair and upkeep
26191 – Fuel expenses
26216 – Rent
26620 – Boards, authorities and commissions
26653 – Resignations of employees
26658 – Electric energy
26780 - Gozitans working in Malta
 Employees on a definite contract
27332 – Energy savers bulbs
28287 – Mobile phones bills
28288 – Prepaid top up mobile cards
28289 – Purchased mobile phones
28290 – Car rental
28294 – New cars
28295 – Travel expenditure
28296 - Hospitality
28297 – Employees who tendered resignation
28298 – Employees older than 61 years old
28299 - Direct orders

28300 – Fuel expenses
28301 – Consultancy fees
28757 – Thefts
28811 - Vacant posts
28855 – Advertising and information campaigns
29223 – Health and Safety Law

4.4. Dissemination of Information

4.4.1 NCPE's New Website

In 2006, NCPE launched its first website, www.equality.gov.mt, in order to provide the general public and other public/private entities with more accessible and up-to-date information. The current website also offers information regarding the remit, functions and services provided by NCPE, and recent news about ongoing projects.

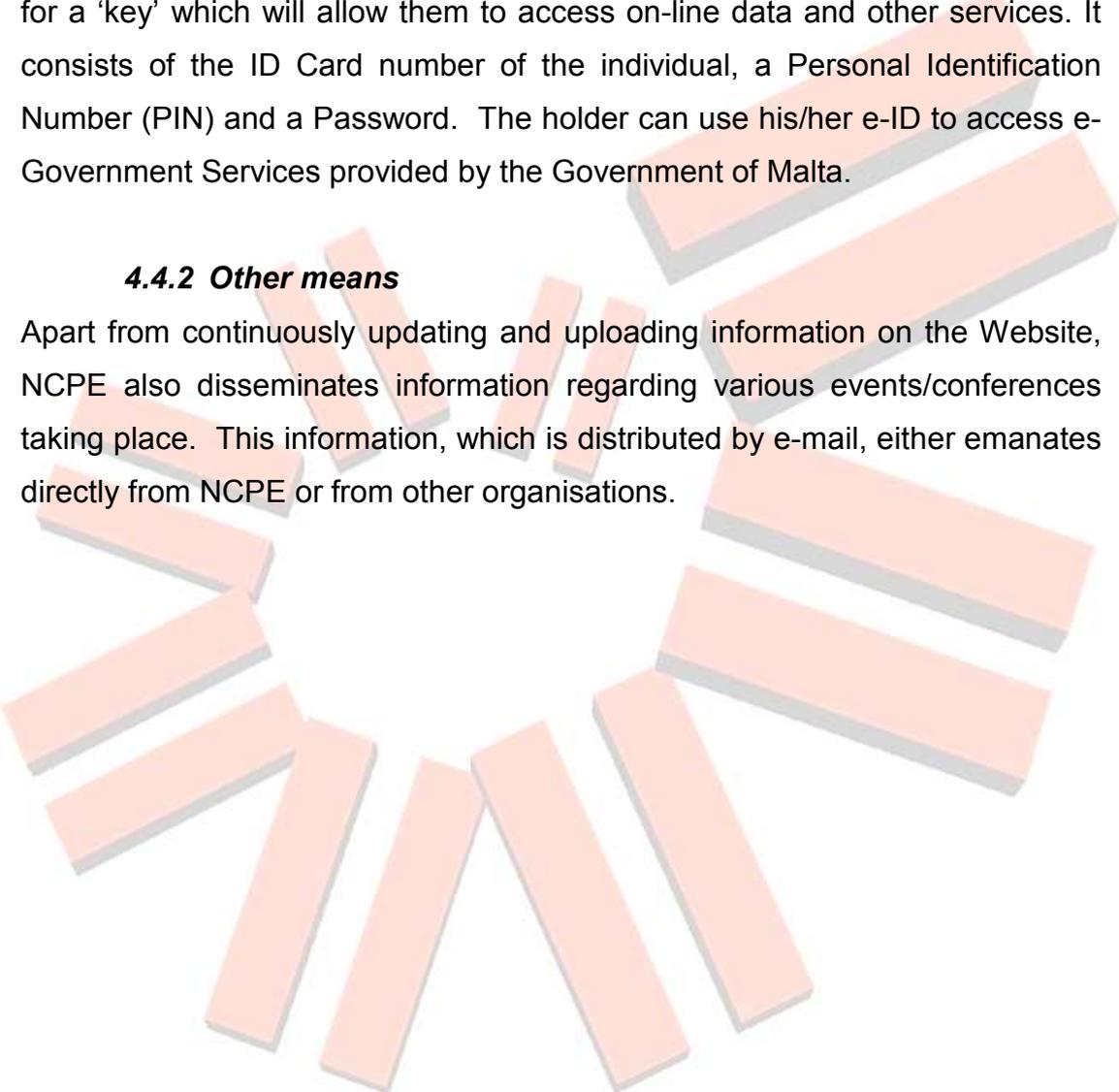
This year, in consultation with the Information Management Unit (IMU) of the Ministry for the Family and Social Solidarity (MFSS), NCPE opted to design and develop a new website in order to include the new remit of race/ethnic origin, and enhance the existing information. Due to the widening of the remit, NCPE has also changed its e-mail address from gender.equality@gov.mt to equality@gov.mt. The first quarter of 2008 is the targeted timeframe for the new website to be launched. The main improvement will be to make it more user-friendly as was suggested by users of the first website. New items will be included such as a search button to locate information and documents easily; news / events, reports and training offered; links related to NCPE's remit; and calls for tenders and/or quotations emanating from NCPE. Other interesting, new web pages will include Frequently Asked Questions; section related to complaints (gender, sexual harassment and race); links to local and EU legislation; and articles and press releases. The new site will retain its old address: i.e. www.equality.gov.mt.

All publications found at NCPE's Documentation Centre as well as the Directory of Professionals will be available and accessible by using the e-ID,

obtainable from the Passport Office in Valletta. The e-ID is a secure electronic identity which is similar to the identity card. Each citizen can apply for a 'key' which will allow them to access on-line data and other services. It consists of the ID Card number of the individual, a Personal Identification Number (PIN) and a Password. The holder can use his/her e-ID to access e-Government Services provided by the Government of Malta.

4.4.2 Other means

Apart from continuously updating and uploading information on the Website, NCPE also disseminates information regarding various events/conferences taking place. This information, which is distributed by e-mail, either emanates directly from NCPE or from other organisations.

A large, faint watermark of the NCPE logo is centered on the page. The logo consists of a semi-circle of ten vertical bars of varying heights, with the letters 'NCPE' in a large, bold, sans-serif font below it.

NCPE

5. Projects

5.1. Introduction

As the national equality body responsible for the promotion of equality on the grounds of sex, family responsibilities and racial or ethnic origin, NCPE has worked on various projects since its inception in 2004, building vast expertise both as a lead partner and as a trans-national partner of projects.

The overall scope of these projects is to increase specific stakeholders' awareness in the areas of gender and multi-ground equality, as well as to strengthen the research element in these areas. Consequently, through these projects, NCPE is also contributing to the national effort of reaching the Lisbon targets.

Projects have all been strategically written to complement each other, as well as to be able to take the necessary action for change towards a de facto equal society. Funding opportunities used to date are mainly through the European Social Fund, EQUAL, the Community Framework Programme for Gender Equality 2001-2005, and the 2007 European Year of Equal Opportunities for All.

Furthermore two new projects have been approved by the European Commission which will be funded through PROGRESS 2007-2013:

Living Equality - This project is a follow up on the training initiatives which emanated out of the projects in 2007. The next important step required is the monitoring and identification of further capacity building needs for the implementation of gender mainstreaming in all spheres of the public service. Gender impact assessment models and tools created through other European Social Fund projects will be used in this project. Total Budget Allocated for this project: €85,682.50 (EU – 80%; Malta – 20%)

Voice for All - The activities related to this project will help build a knowledgeable society and a stronger social model. This will be supported by a national publicity campaign and also by having good practices identified from the pan-European research emanating out of the project. The focus of the project is on the situation of all the grounds of discrimination in order to be able to better understand the national context explained per sector (e.g. media, education etc.) in brochures. As part of this project a competition will also be launched amongst the different sectors, with the aim of giving further incentive for new initiatives of good practice on the grounds of discrimination. The replicability of the research results in the national context will also be sought. Total Budget Allocated for this project: €392,897.58 (EU – 80%; Malta – 20%)

5.2. Mosaic – One in Diversity

The *Mosaic – One in Diversity* project was written for the European Year of Equal Opportunities for All 2007. It acted as an awareness programme to highlight the six grounds of discrimination as recognised by the European Union: Gender, Religion or Belief, Race and Ethnicity, Age, Disability and Sexual Orientation.

Funding – The European Commission, as part of the European Year of Equal Opportunities for All 2007, co-financed the project with the Government of Malta, each financing 50% of the project.

The Role of NCPE – NCPE was the lead partner of the Mosaic network, consisting of ten Governmental and Civil Society members. The role of NCPE was to organise the events of the project with the Network and provide the framework for the network to continue its work after the maturity of the project.

The partners of the Mosaic Project were:

- Commissioner for Children's office
- European Network Against Racism
- Malta Confederation of Women's Organisations,

- Malta Federation of Organisations of People with Disability
- Malta Gay Rights Movement
- National Council of the Elderly
- National Council of Women
- National Youth Council
- National Youth Information Centre.

The Project started in January 2007 and ended in January 2008.

5.2.1 Aims/Objectives

The Mosaic project, being the first of its kind in Malta, was an awareness raising project targeted at the general public and addressing the fears and misconceptions behind discrimination. However, in certain instances, specific groups were targeted. The Forum Theatre, for example, targeted Form 1 and Form 2 students, Train the Trainers targeted Governmental Equality Bodies and Human Resource Managers.

The nature of the project was to use a short term target of awareness raising on the six grounds of discrimination with the long term goal of creating tools for the Mosaic Network of NGOs and Governmental Organisations to use a unified equality platform against all forms of discrimination.

The project provided awareness through campaigns based around dissemination of posters, leaflets, billboards, children's stickers and TV and Radio Public Service Announcements. In addition, the project also promoted the European Year of Equal Opportunities during various diversity days.

5.2.2 Components/Stages of project

Training:

- Capacity building training for the Mosaic Network members on each of the six grounds of discrimination.

- Train the Trainers for Governmental Equality Bodies, Human Resource Managers, and the General Public trained on the 6 grounds of discrimination.

Awareness Raising:

- ‘*Labelling People Hurts*’ was the theme of the campaign which promoted anti-discrimination throughout the Maltese islands. This campaign included a Billboard campaign, TV and Radio Public Service Announcement, Newspaper adverts, posters and stickers.
- Diversity Days were an opportunity for the Project to raise awareness on the grounds of discrimination.
- Equal Opportunities Film Festival - To celebrate Human Rights Day, a week of films was organised. Each film highlighted a specific ground of discrimination.
- Forum Theatre went to schools in Malta providing interactive plays and activities for Form 1 and Form 2 students.

5.2.3 Outcomes of project

Training results

Type of training	No. of participants		
	Total	Male	Female
Mosaic Network Capacity Building	19	7	12
Train the Trainers – for Human Resource Managers	33	12	21
Forum Theatre – for Secondary School students	321	173	148

Materials disseminated

- Children’s Stickers, in jigsaw format, depicting 6 ducks of different colours highlighting the role of diversity.
- ‘*Diversity Makes us Stronger*’ Poster.

- *'Labelling people hurts: Diversity Makes us Stronger'* 5 fold leaflet on the 6 grounds of discrimination, together with an explanation of the Mosaic project. In English, Maltese, French and Arabic.
- Final Report, keeping to the theme of the *'Labelling People Hurts'* campaign provided an outlook on the projects objectives and events.
- Billboards. 7 Billboards of the campaign and the 6 grounds of discrimination were displayed throughout Malta and Gozo.
- TV Public Service Announcements. TV Public Service Announcements showed all six grounds of discrimination and aired at prime time for a month on TVM, One and NET TV stations.
- Radio Public Service Announcements. Individual radio Public Service Announcements covered an introduction to the project as well as each of the 6 grounds of discrimination. These were produced both in Maltese and English.
- Newspaper advertisements. *'End Discrimination: Diversity Makes us Stronger'* Advert was published in all Sunday newspapers.
- Mosaic Badges.
- Mosaic 1.5m x 1.8m Jigsaw.
- Mosaic Yo-Yo's.

5.3. Taking Gender Equality to Local Communities

Taking Gender Equality to Local Communities aimed to assist the community in looking at gender roles at the local level and encouraged a re-examination of the roles performed by women and men in order to develop a culture of equality and equal opportunities.

Funding - The Project was partly funded by the European Community Framework Strategy on Gender Equality (2001-2005) and co-financed by the Government of Malta. The European Framework Programme financed 79.33% of the project and the Government of Malta financed 20.67%.

The Role of NCPE - NCPE was the lead partner in a project of 6 partners. The National partner was the Department for Local Government (Malta), whereas

the transnational partners were the following: the Research Centre for Gender Equality (Greece), Dipartimento per le Pari Opportunita` (Italy), the Governmental Office for Gender Equality (Croatia) and Comissão para a Cidadania e Igualdade de Género (Portugal).

The Project started in January 2007 and ended in February 2008.

5.3.1 Aims/Objectives

The overall aim of this project was to disseminate the promotion of gender equality and gender mainstreaming in local development. This was done through educational and publicity campaigns that were implemented at the Local Council level.

Moreover, the project developed tools, such as training presentations and promotional materials, in order to entice citizens to discuss the roles of women and men in public and private life.

To achieve this objective, Local Councils, organisations that operate on a local and/or regional level, religious institutions and ultimately the citizens themselves have been gender sensitised.

The underlying belief guiding this project was that by educating local authorities and citizens about the negative impact of gender roles and stereotypes, and by showing the benefits of gender mainstreaming, society will come closer to balanced social participation by the different genders and as a result, increase economic productivity.

The project also aimed at strengthening the impact of gender mainstreaming at community level and transnational partners will share the knowledge acquired through the Project's research study. This will ensure that good practices can be replicated in the different partner countries.

5.3.2 Components/Stages of Project

Conference:

- The first Transnational Conference was held in January 2007 to develop the project's research methodology.
- Meetings with Local Council delegates were held in the last quarter of 2007.

Training:

- Training of Singers/Musicians/Performing Artists: 10 Maltese singers were trained by a Gender Equality Expert commissioned by the project.
- Training of Gender Equality Trainers.
- Training of the general public/members of local organizations.
- Training of Local Council Delegates.

Research:

- A Research Study on Good Practices was carried out in all partner countries for the identification of good practices and ultimately, the promotion of Gender Equality at a local level.

Awareness Raising:

- Public Service Announcements and participation in Media Programmes.
- The Project was also publicized on "*Flimkien*", an afternoon programme on Smash Television. Between June and September: one of the singers performed his/her song during the programme.
- Release of Gender Equality Audio CD: The Press conference, which was held at the end of July, launched a Gender Equality Audio CD containing 12 songs on Gender Equality. These songs were specifically composed for the Project.
- The Project Coordinator also participated in a radio programme on Radju Malta to publicise the Gender Equality Audio CD.
- Singers participated and performed in local activities around Malta and Gozo throughout the summer.
- A multilingual website was launched in July [www.equalityincommunity.com]. The website contains details about

aims and deliverables of the Project, a calendar of events and a downloadable training course application form. Gender Equality songs and lyrics can also be downloaded from the website.

- Brochures containing good practices: these were produced in all the different languages of the partner countries.
- Full-page newspaper adverts.
- Airing and Development of Public Service Announcements.
- Roving Exhibition: it portrayed the good practices for the promotion of Gender Equality which were identified in the Partner countries.

5.3.3 Outcomes of the Project

Results until the end of 2007:

- Ten singers were trained for ten hours by a Gender Equality Expert.
- Twelve Gender Equality Trainers were trained for twenty hours.
- 193 citizens were trained for a minimum of two hours each.
- 22 Local Council delegates were trained for a minimum of four hours each.

Trainees	Total Number of participants	Number of Male trainees	Number of female trainees
Singers/Musicians/Performing Artists	12	7	5
Gender Equality Trainers	12	1	11
Local Council delegates from Malta and Gozo	23	10	13
Citizens	193	41	152

Findings of Research:

A number of good practices for the promotion of Equality were identified in the Research study. An in-depth study of the best two practices from each partner country was carried out. Examples of the good practices identified include promotion of inclusion of both genders in education, cultural activities and sports, having gender-balanced subcommittees, promoting female

entrepreneurship through sustainable tourism, measures to reduce difficulties in reconciling work and private life, promotion of equal opportunities policy and establishment of Gender Equality Committees.

5.4. ESF/No.48 Affirming Gender Mainstreaming at a National Level

The objective of the project *ESF/No.48 Affirming Gender Mainstreaming at a National Level* is to help increase the female employment rate, and as a result, increasing the Maltese working population. It addresses direct and indirect discrimination and focuses its efforts at promoting equality in all spheres of activity for both women and men. This project is a follow-up project to *ESF/No. 23 Gender Mainstreaming – The Way Forward*. It builds on the concept of gender mainstreaming. 'Affirming Gender Mainstreaming at a National Level' aims to affirm gender mainstreaming in both the public and private sector.

Funding - This project is co-financed by EU and the Government of Malta. 75% is funded by the Structural Funds Programme for Malta 2004-2006 and 25% is funded by the Government of Malta.

The Role of NCPE - NCPE is the Project Leader.

The Project started in 2007 and is expected to end in early 2008.

5.4.1 Aims/Objectives

This project is fully dedicated towards the increase of equal opportunities for all as it strives to make a significant step in achieving gender equality. It aims at providing directors, policy makers, human resource managers and equality bodies with the impetus to update policies and practices to meet the obligations of current EU and Maltese commitments towards the implementation of gender mainstreaming.

Gender mainstreaming has been defined as 'the (re)organization, improvement, development and evaluation of policy processes, so that a

gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policy-making'¹⁴.

Mainstreaming strategy is not aimed at changing men and women, but rather accepts their different situations, priorities and needs as being of the same importance. This is the starting point in (re)designing organizations and institutions to be gender equal.

This project will enhance this gender mainstreaming process through group training sessions with senior officials responsible for the implementation of gender mainstreaming, while also sensitizing the general public about the subject matter and empowering them to be more vigilant against direct and indirect discrimination.

Furthermore, this project intends to inform private sector employers and business organisations about narrowing the inequality gap between men and women in employment through the dissemination of targeted materials. The target groups of this project are directors, policy makers, human resource managers, equality committees as well as the general public.

5.4.2 Components/Stages of Project

Awareness Raising:

- The production and publication of a gender equality information pack, developed specifically for directors, policy makers and human resource managers is planned to be distributed to all business organizations in Malta and Gozo.
- The production and publication of a leaflet to disseminate the concept of gender equality is to be distributed to all households in Malta and Gozo.
- Newspaper Publicity will be used to disseminate information related to the objectives of the project.

¹⁴ Council of Europe, Expert Group on Mainstreaming: October 1998 as at <http://eucenter.wisc.edu/Conferences/Gender/index.htm>

- An innovative aspect of the project was to make use of cartoons to simplify the message. These cartoons will be featuring in the information pack, the leaflet and in the newspaper publicity.
- Training sessions to promote the principle of gender mainstreaming with directors, managers and policy makers for both public and private sector will be held at the beginning of 2008.
- Training sessions to further promote the principle of gender mainstreaming with Equality Committees within every governmental ministry are also envisaged for 2008.

5.4.3 Outcomes of the Project

Publications:

A leaflet and gender equality information pack with the aim of sensitising people to the principles of gender equality and further explain the process of implementation of gender mainstreaming will be published. The publications will feature cartoon designs in order to bring out the project's message.

Type of Publication:

- A leaflet containing information aimed at embedding the principle of gender mainstreaming in all households.
- Gender equality information pack for all business organisations.

5.5. Women in Development VP/2005/021

Women in Development was lead by the Italian *Dipartimento per i Diritti e le Pari Opportunita*, while NCPE was one of the transnational partners together with the Scottish European Policies Research Centre (EPRC) and the Spanish *Institut de Govrno I Politique Publique*. This project was funded by the Community Framework Strategy on Gender Equality.

5.5.1 Aim/objectives

This project aimed at enhancing and consolidating strategies to promote female participation in local development processes and to define an integrated and shared approach to support the introduction of the principle of

gender mainstreaming in local development process. The final aim of this project was to look at local development in light of gender equal opportunities and a gender mainstreaming point of view.

5.5.2 Components/Stages of Project

Conferences:

Throughout this year, NCPE participated in three steering committee meetings held in Rome on the 19th of March, 16th July and 11th October. During these meetings, the partners discussed the overall coordination of the project and the situation of each country regarding research and reports related to the same project.

On the 16th of June, a Panel Meeting was held in Malta. The Italian partners together with Maltese entities such as local councils, which contributed to the development of the Maltese research report, attended this meeting. The scope of the panel meeting was to create a discussion platform where ideas related to the subjects of Gender Equality and Gender Mainstreaming could be shared, keeping in mind the Italian and Maltese perspectives.

A final Conference was held in Rome on the 13th December. All the partners were present during this conference, where the research results and publications emanating out of this project were presented.

Research:

- The development of a research component named '*European comparative analysis of the context and of the experiences carried on local development processes*' which looked at the strategies supporting female participation in local development processes was produced.
- The outcomes of the research led to the design and implementation of a "European Intervention Model"
- Finally a set of guidelines were discussed and produced in the form of a Best Practices Manual.

The role of NCPE in this project was mainly to conduct research for best practices at the local level that could be implemented in other parts of Europe to ensure greater gender mainstreaming. This research was finalized in September.

5.5.3 Outcomes of Project

Throughout this project, NCPE developed a local research report in which some local good practices were highlighted. These also contributed to the European intervention model. Such local research report, together with six other reports, were published and presented during the W.IN.D. final conference.

List of publications emanating from this project	The promotion of Gender Equality in local Development in Italy
	The promotion of Gender Equality in local Development in Malta
	The promotion of Gender Equality in local Development in Scotland
	The promotion of Gender Equality in local Development in Spain
	The Introduction of a gender perspective in the local Development process
	Gender Mainstreaming and Female participation in local Development process
	Strategies and experiences in the local development process a the European Level

5.6. ESF/No. 46 – The Gender Aspect from a Legal Perspective

The overall objective of this project is to address structural barriers in Maltese legislation on the ground of gender. For this purpose analysis of particular codes and acts were carried out. In addition three toolkits are being produced that are directed to private and public sector human resource managers and

employers, as well as to legal service providers (including legal drafters) and law students.

Funding - This project is funded partially by EU Funds and co-financed by the Government of Malta. 75% is funded by the Structural Funds Programme for Malta 2004-2006 and 25% is funded by the Government of Malta.

Role of NCPE - NCPE is the Project Leader.

5.6.1 Aims/Objectives

This project aims to increase the participation and advancement of women in the labour market primarily through the correction of structural barriers in a number of Codes and Acts in Maltese Legislation that are hindering women from staying and/or advancing in the labour market. It intends to complement this activity with the provision of training and dissemination of the results.

This project will embed the principle of gender mainstreaming in various Codes and Acts of Maltese Legislation. It is also aimed at furthering the development of gender mainstreaming at a national level and sensitise legislators, providers of legal services and human resource managers to the principles of gender equality and gender mainstreaming.

5.6.2 Components/Stages of project

The project is composed of four components:

- 1) A study of current education, employment and training, social security and taxation, criminal, civil and family legislation;
- 2) Development of recommendations for gender mainstreaming of Maltese legislation to promote equality in all spheres and activities;
- 3) Provision of training sessions for legislators and individual/entities that provide legal services (especially legal drafting);
- 4) Provision of training sessions for human resource managers in both public and private sectors on the principle of gender mainstreaming and relevant EU and Maltese legislation.

Training:

The training sessions for the above-mentioned project are scheduled for the first quarter 2008.

Awareness Raising:

- A newspaper educational campaign targeting the general public, based on the research results of the project is expected to be carried out throughout the first quarter 2008.
- Three toolkits are currently being drafted for the following target audience:
 - Human Resource Managers / Directors in the public sector;
 - Human Resource Managers / Employers in the private sector;
 - Legal Service Providers (incl. legal drafters)

The above toolkits will be used throughout the respective planned training sessions to be held in the first quarter of 2008.

5.7. Anti-Discrimination and Diversity Training VT/2006/009

In 2006, the Human European Consultancy Group, in partnership with the Migration Policy Group, prepared a submission in view of the VT/2006/009 – Anti Discrimination and Diversity Training call for proposals and approached NCPE to act as the Maltese Coordinator of the submission. Such project proposal consisted of anti-discrimination and diversity management training to be delivered in 31 European Countries (EU 27 Member States and Iceland, Liechtenstein, Norway and Turkey).

5.7.1 Aim/objectives

As the national partner, NCPE organized two two-day seminars to promote anti-discrimination among local NGOs and Trade Unions and another one day seminar to promote diversity management among employers organizations, large companies and Small Medium Enterprises (SMEs) both within the private and public sector. The aim of the seminars was to further develop knowledge about anti-discrimination.

5.7.2 Components/Stages of Project

A two-day seminar dealing with Anti-Discrimination was held in November 2006 in which various NGOs and Trade Unions participated. The second two-day seminar, aimed at the same participants who attended the November session, is planned to be organised in the first quarter of 2008. Six national trainers, who were trained as part of another EU project, delivered both seminars.

A one day Diversity Management seminar was held in February 2008 and was directed towards employers, organisations, large companies and SMEs both within the private and public sectors. This seminar was coordinated by a local trainer, who received training as part of the same project, with the support of another international trainer.

5.7.3 Outcomes of Project

During the first Anti-Discrimination seminar, held in November 2007, NCPE gave various local NGOs and Trade Unions the opportunity to widen and clarify their knowledge about all forms of discrimination.

<u>Date of seminar</u>	<u>Number of Male participants</u>	<u>Number of Female participants</u>	<u>Total no of participants</u>
16 th November	13	21	34
17 th November	9	21	30

5.8. The Gender Gap in Science and Technology in Malta – Evaluating the problems and tackling the issues

This project which was financed by UNESCO Malta was a joint effort between NCPE as the lead partner, the University of Malta and the Employment and Training Corporation (ETC). The aim of this project was to evaluate the problem of the gender gap in Science and Technology in Malta and to put forward recommendations on how best to tackle this issue.

5.8.1 Aims and Objectives

This project had two main aims:

- 1) The first target was that of collecting all the coherent statistics and other information about the gender differences in the field of science and technology in Malta.
- 2) The second scope of this project was to create awareness exercises among students, educators, parents and the general public to assist them in overcoming gender stereotypes in science.

5.8.2 Components/Stages of Project

This project was made up of three major actions:

Action 1 – Collection of statistics

During the first part of this study, data was collected concerning gender perspectives in science careers and tertiary science course uptake. Some of this data was already available from various sources, however it was extremely fragmented. A research co-ordinator was employed and was responsible for building a database and coordinating work on a national level.

Action 2 – Information sessions

Information sessions with science teachers, guidance counsellors, secondary school students and parents were organized throughout the execution of this project. These sessions formed part of school seminars given to parents whose children were at the stage of choosing specific subjects in Form 2 aimed at particular career uptake.

Action 3 – Publication of final results and final conference

A final report was developed and presented to the general public on the 30th May 2007 during the project final conference. For this final conference, PSD teachers, Science teachers and Heads of Schools were invited to attend. During this meeting, the participants were given information on the research results mainly related to the various statistical data compiled by the researcher. Good practices were also identified and the possibility of replicating these good practices was discussed. An example of a good practice is the science club which was introduced during break time at the

Zejtun Junior Lyceum with the aim of making science a more interesting and enjoyable subject for students.

5.8.3 Outcomes of Project

Project Output	Research Report
Conference Participants	26 Males; 93 Females

5.9. Identifying the Best Practices to Implement the Race and Ethnicity Directives (PKP)

In 2006, NCPE successfully submitted a project proposal with the intention of disseminating knowledge on the Racial Equality Directive (Dir 2000/43/EC) through the compilation of a toolkit on the various laws and directives related to this subject. This project was partly-funded by the Royal Dutch Embassy in Malta.

5.9.1 Aims and Objectives

The aim of this project was that of developing a manual / toolkit that would facilitate the work of employers in their implementation of Council Directive 2000/43/EC and other laws and legal notices.

5.9.2 Components and Stage of the Project

This toolkit titled '*Race and Ethnic Origin Equality Manual*' will be distributed to all senior officials in the public, parastatal and private sectors as well as governmental committees with the aim of widening the knowledge base well beyond the current Equality for Men and Women act and to cover other areas of discrimination mainly race and ethnicity. The toolkit will also be distributed to Members of Parliament, Members of the Judiciary and Permanent Secretaries as well as the media in order to disseminate as widely as possible to increase sensitivity to the need of equality.

6. Research and Publications

6.1. Introduction

Research is central to NCPE's work and is carried out through the array of projects the Commission is responsible for as well as NCPE's internal core work. The different types of research aid NCPE to better understand the local and international situation regarding gender and race issues. Research also strengthens the participation of NCPE in both national and international committees.

6.2. Publications

6.2.1 Research Paper 'Single Mothers on Social Benefits' (NCPE)

This research paper was written by NCPE in order to gather and compile background information regarding single mothers on social benefits and initiate discussions on whether the current social benefit schemes are trapping women around the poverty line. When comparing the income from social benefits and that from minimum wage, a clear indication arose as to how disempowering the system actually is and why single mothers often prefer not to work. It was concluded that a system which 'tapers off' is needed to encourage single mothers for example, to go to work when their child is of school age.

6.2.2 Brochure 'Diversity Makes Us Stronger: End Discrimination' (Project Mosaic – One in Diversity)

The 'Diversity Makes Us Stronger' brochure was published with the aim of drawing the attention of the general public to the richness of diversity within society. The five fold leaflet explains what equality and diversity mean as well as making a distinction between direct, indirect and multiple discrimination. Each ground of discrimination is covered by stating the fears and misconceptions associated with them, followed by a fact or reality to offset the particular fear. The leaflet was distributed at the final conference of the European Year of Equal Opportunities in Malta as well as to public organisations and institutions.

6.2.3 Final Report (Project Mosaic – One in Diversity)

The final report of the 'Mosaic – One in Diversity' project acts as a review of the various activities carried out during the project. The report provides insight into the goals of the project, the advertising campaign and the Mosaic Network.

6.2.4 Gender Equality Audio CD 'Different and Equal' (Project Taking Gender Equality to Local Communities)

This CD contains 12 songs on Gender Equality issues. The theme song is in English and contains a refrain in all the languages of the partner countries. These CDs were distributed to radio stations. The themes of the songs include balance between family and work life, equal participation in the local community, career aspirations irrespective of gender, the importance of the Media in promoting Gender Equality, and the importance of lifelong learning.

6.2.5 Research Report (Project Taking Gender Equality to Local Communities)

In view of working towards achieving the aims of the project, the project includes a research study as part of its activities. This research study will be published at the beginning of 2008. Five countries were involved in the project: Malta; Italy; Croatia; Greece; and Portugal.

6.2.6 Research Report 'The Gender Gap in Science and Technology in Malta – evaluating the problem and tackling the issues' (Projects The Gender Gap in Science and Technology in Malta)

This publication was compiled by a commissioned researcher on behalf of NCPE and was distributed on the 30th May 2007 during the final conference of the same project.

6.3. NCPE's Core Research Work

6.3.1 Committees

NCPE represents Malta in various national, Council of Europe and EU level committees and gives ongoing input and feedback regarding several, current issues. These committees include the following:

- EU High Level Group on Gender Equality (HLG)

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 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.

- Bureau and Steering Committee for Equality between Women and Men (CDEG) of the Council of Europe

The Steering Committee for Equality between Women and Men (CDEG) is the intergovernmental body which is responsible for defining, stimulating and conducting the Council of Europe's action to promote equality between women and men. It is directly answerable to the Committee of Ministers, from which it receives its instructions and to which it addresses its reports and proposals. The members of the CDEG are appointed by the government of each of the organisation's Member States.

- EU Advisory Committee on Equal Opportunities for Women and Men

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

social partners, but also follows and advises on the development of European policy on equality between men and women.

- Malta Council for Economic and Social Development (MCESD)

NCPE is part of the Civil Society Committee of the Malta Council for Economic and Social Development (MCESD) and participates in the meetings organised by this same Council. Various topics have been discussed, which include; education, employment and vulnerable persons, promotion and adaptation of family-friendly measures, labour market policies and socio-demographic changes in the Maltese Society.

6.3.2 Questionnaires

Through the year NCPE received several questionnaires from the EU and other international bodies in order to compile data and/or additional information required on certain high profile issues. Questionnaires aid NCPE's work not only from a research perspective but also in identifying important issues, formulating / amending policies, and acting as a platform for future projects.

The following questionnaires were received from the **EU High Level Group on Gender Equality (HLG)** and NCPE gave feedback explaining the Maltese position and situation:

Girl Child which focused on the improvement of her status and social opportunities as well as marginalized social groups. The indicators set out were in the fields of education (gender differences in science fields), training and vocation (gender differences in obtaining education and training, early school leavers), health and socio-cultural (personal development courses, media literacy and new communication technologies, protection against potentially harmful contents).

Women in Decision-Making which aimed at gathering data regarding women in senior position in the public sector and political sphere and policies to promote the participation of women (civil service, parliament, local councils,

European Commission, Courts/European Court of Justice/Court of First Instance).

Women and Poverty focused on understanding if a gender dimension is reflected in the national strategies to tackle poverty among women, as well as in collecting information to draw up indicators in the domain of the incidences and causes of poverty among women. Questions asked were, women's well-being vis-à-vis housing, labour market and professional life, social protection, health, education and training, economic resources, family and private life and social involvement.

A separate questionnaire was received from the **Euro-Mediterranean Partnership** which is comprised of 35 members: 25 EU Member States and 10 Mediterranean Partners (Algeria, Egypt, Israel, Jordan, Lebanon, Morocco, Palestinian Authority, Syria, Tunisia and Turkey). Malta joined in 2004 upon EU accession.

Following the conference on **Strengthening the Role of Women in Society** in Istanbul (2006), the EuroMed partners, including Malta, were requested to respond to a questionnaire covering the three major areas of the Conference's Conclusions - women's political and civil rights; women's social and economic rights and sustainable development; and women's rights in the cultural sphere and the role of communications and the mass media. A report was drafted including all the countries' data and information where it was also stated that only by the inclusion of all people and determined action will the region's women be able to fulfil their ambitions and aspirations.

6.3.3 Reports

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted in 1979 by the UN General Assembly. CEDAW is often described as the international bill of rights for women. Malta, as a country signed to this convention in 1991. NCPE was entrusted with the write-up of the **4th CEDAW Report for Malta** which was finalized at the beginning of 2007. The report is a review comprising articles

which examine a number of fields in the social sphere, amongst which education, employment, political and public life, prostitution, economic and social benefits, health, marriage and family life, stereotypes and special measures. The report which covers policies, legislations, and a research analysis, will enable all interested stakeholders to review their situation analytically and work on the identified problems, so that social cohesion is ensured. Tables with latest statistics were also included in this report to illustrate a comprehensive view of the Maltese situation.

Since Malta and Cyprus' accession in the European Union, a number of equality directives have been implemented within their national legislation. A three day training programme – **Regional Training Programme on Equality Issues for Good Governance in the Maltese and Cypriot Public Service** - was organized by NCPE through the Commonwealth Fund for Technical Cooperation to ensure that these directives were understood and implemented by top public service officials (December 2006). As the concluding part of this training, NCPE drafted a **country report** in 2007 enlisting the national legal framework providing protection against discrimination including all the equality directives which have been implemented in Malta. Secondly, a description of the national institutions providing protection from discrimination and responsible for monitoring the laws were listed. Lastly, the national strategy towards achieving equality and the way forward were included. Also described were the training sessions given to different target groups by NCPE; for example Human Resource Managers and Senior Officials in the public service who were trained on the grounds of gender and multi-ground equality.

6.3.4 Feedback

NCPE, as the national entity for equality, gave feedback on the **Pre-Budget Document 2008** which was sent for discussion to the civil society committee of the Malta Council for Economic and Social Development (MCESD) and the Ministry of Finance. In addition, NCPE was actively involved in discussion meetings regarding **Family-Friendly Measures and Teleworking**. Several

proposals regarding maternity leave, single mothers, childcare facilities, lifelong learning, vocational training and women entrepreneurs were put forward and taken into consideration in the pre-budget document as for example the provision of one extra week of maternity leave for female employees effective from January 2008 (bringing the total entitlement up to **14 weeks paid maternity leave**).

NCPE provided feedback to the European Commission *Green Paper on Labour Law Reform - Modernising Labour Law to meet the Challenges of the 21st Century* – whose purpose was to launch a public debate in the EU on how labour law can evolve to support the Lisbon Strategy's objective of achieving sustainable growth with more and better jobs¹⁵. Issues highlighted in the document were how to achieve a flexible and inclusive labour market and the debate on how to modernise the labour law.

¹⁵ During the meeting of the European Council in Lisbon (March 2000), the Heads of State or Government launched a "Lisbon Strategy" aimed at making the European Union the most competitive economy in the world and achieving full employment by 2010

7. Training Initiatives

7.1 Introduction

Training initiatives are at the core of NCPE's work; it is through these tools that several objectives are achieved such as the promotion of equality, the strengthening of a continuous link with stakeholders, keeping social partners updated and informed and enabling civil society and NCPE to grow together.

Several sessions were organized and carried out during 2007 which targeted different groups from wide ranging backgrounds:

- Local Councils
- University students
- Governmental Equality Bodies
- Human Resource Managers
- General public
- NGOs
- Primary school teachers and children
- Private companies / Employers
- Trade Unions
- Government officials
- Civil society associations and organisations

The themes discussed through seminars, focus groups, and training sessions explored different forms of discrimination vis-à-vis **Gender, Family Responsibility, and Race and Ethnicity**. All six areas of discrimination including not only the above but also **Sexual Orientation, People with Disability, Age, and Religion or Belief** were included in a particular project.

7.2 Training provided through NCPE projects

7.2.1 Mosaic – One in Diversity

A Train the Trainers, two day session was held on the 15th and 22nd November 2007. This training, which was provided by members of the Mosaic

network, was aimed at Human Resource Managers, Governmental Equality Bodies and the General Public. The themes covered over the two days were the grounds of Race and Ethnicity, Sexual Orientation, Disability, Age, Religion or Belief and Gender.

7.2.2 Taking Gender Equality to Local Communities

Training was given to several organisations such as Ghaqda Nisa Zghazagh in Qormi, Malta Girl Guides, Gharghur Local Group, Zejtun Local Group, OIWAS, a Hamrun local group, University students, members of local organizations from Gharb, Gharb Primary school teachers, a number of members of the Lotteries and Gaming Authority Staff as well as private citizens.

The different themes covered during Training Sessions included Gender and Gender Concepts, Gender and Employment, Gender and Entrepreneurship, Gender and Decision-making positions, Gender and the Family, Gender and Education as well as Gender and Leisure. Overall, the total number of participants trained in 2007 was 193.

7.2.3 Anti-Discrimination and Diversity Training VT/2006/009

An Anti-Discrimination Seminar was held on Friday 16th and Saturday 17th November. A total of 34 participants attended the Friday session while 30 participants turned up for the Saturday session. These participants were representing 14 different local NGOs and 2 local Trade Unions. During this two-day seminar, the participants discussed several topics related to the role of NGOs and Trade Unions in dealing with Anti-Discrimination.

7.3 Training provided by NCPE

- **Equality Training for Persons Registering for Employment and Women Returners**

NCPE gave separate training presentations regarding its work and remit to a number of persons registering for employment (ETC service users) and also to women 'returners' to the world of work. This last session was held at

NCPE's premises in March. In addition training on gender mainstreaming was provided to all ETC staff.

- **HIV/AIDS and Gender Training for OIWAS**

Two training seminars (24th and 29th May) were organised for the workers of the Organisation for the Integration and Welfare of Asylum Seekers (OIWAS) on HIV/AIDS and gender.

- **Sexual Harassment Training for Armed Forces of Malta**

A training session (4th July) for all officers in the AFM was held on sexual harassment and Chapter 456 – Equality for Men and Women Act.

- **Gender and the Media Training**

Training on Gender and the Media was organized together with ETC as the final component of *Gender News Good News* project (9th and 16th October).

- **Yearly Training for New Police Recruits regarding Xenophobia**

The Police Academy requested training and sensitization on race and xenophobia for their new recruits (12th October). This is now an integral part of the training offered to all new Police recruits.

- **European Structural Funds Training**

SOS Malta (NGO) organized training sessions for NGOs regarding ESF funding and NCPE shared their experience on the transnational aspect of EQUAL project and gave a presentation to NGOs (15th October).

- **Study Visit for EU Officials**

SDO organised a study visit for EU officials (24th October). NCPE gave a presentation on projects implemented through 2007 (information on project components, target audiences, and the indicators reached were central in the presentation).

- **Equality Training for Children**

Kerygma requested NCPE to give a talk to young children (9-12 year olds) about issues of equality in a child-friendly manner. In the session tools were used from the 'Facilitating Equality through Education' project.

- **Training regarding Sexual Harassment for different Organisations**

NCPE is asked on many occasions to help organisations develop their sexual harassment policy and to train the top management on this issue. Management is then encouraged to train the different levels of the organisation and make sure that everyone is aware of a zero tolerance towards sexual harassment.

7.4 Training received by NCPE Staff

NCPE staff members have the opportunity as public officers to attend training sessions organized by the Staff Development Organisation (SDO) which publishes a yearly prospectus of courses offered. The following were attended by staff to enhance existing skills:

- Using Emotional Intelligence at Work (11th – 12th April + 20th – 22nd June, 13th – 15th March, 4th+18th+19th December).
- Facilitating Participative Learning (11th – 14th June).
- Public Procurement - procedures, tenders, evaluations (2nd August).
- Structural Funds Database (14th + 17th November).

Other courses attended include:

- Inter-Cultural Communication training sessions at NCPE premises (9th, 10th, 16th, 17th January).
- Diversity Management at the European Commission (20th June).
- European Structural Funds (ESF) Application for new projects – programming period 2007- 2013 (3rd August).
- Uploading data and the use of information on Infoshare at the Ministry of Family and Social Solidarity (20th August).
- As part of the '*Mosaic: One in Diversity*' training, a total of eight NCPE staff were trained in sensitivity on the grounds of Race and Ethnicity,

Sexual Orientation, People with Disability, Age, Gender and Religion or Belief on the 15th and 22nd of November.

- As part of the Human European Consultancy projects '*The Role of NGOs and Trade Unions dealing with Anti-Discrimination on the Grounds of Race, Ethnic Origin, Age, Sexual Orientation, Religion and Disability*', NCPE staff also attended the training sessions on 16th and 17th November.
- As part of the '*Taking Gender Equality to Local Communities*' project, a total of ten members of NCPE staff were trained in presenting themselves in the media, over two sessions. These sessions were held on 21st November and 20th December.
- An information seminar regarding Euro Handling and security features was held on December 18th at NCPE's premises. For this training a power point presentation was developed by NCPE's Euro Officer.

NCPE

8. Awareness Raising

8.1. Public Relations

8.1.1 *Letters to the Editor*

Gender neutral titles – The Times of Malta, 2nd February

With reference to the Editor's note published on 25th January, NCPE clarified that even though his note seemed to imply that NCPE and the esteemed Editor reached some level of agreement when discussing the issue of 'chairman versus chairperson', no such agreement had in fact been reached.

Gender-inclusive language – The Times of Malta, 10th February

With reference to the letter to the Editor, *New Chairman for Women's Organisations Federation* dated 20th January, NCPE criticised the newspaper's inappropriate use of the term 'chairman' as it was not gender-inclusive. Through the letter, NCPE invited the newspaper to reconsider its policy.

Referencing language – The Times of Malta, 2nd March

In response to the long debate regarding the issue of the use of 'chairman versus chairperson', NCPE pointed out that discrimination may appear in many forms, be it symbolic, linguistic, academic or philosophical.

Doing mathematics – The Malta Independent on Sunday, 3rd June

In reply to the article *Where's Everybody?'s 'expensive' tender becomes more expensive still* in the Malta Independent on Sunday dated 27th May, NCPE stated that it believed that such an article was both erroneous and misleading. In this letter, NCPE also informed the public that it had provided information about such a tender during a press conference held on 11th February 2006.

Law on equal treatment – The Times of Malta, 30th June

With reference to the news story *Immigrants Claim Skin Colour Barred Them from Jobs* dated 25th June, NCPE stated that on the basis of the Equal

Treatment of Persons Order of 2007 and European Council Directive 2000/43/EC, unequal treatment of persons due to their race or ethnic origin is tantamount to discrimination and hence unlawful. Moreover, through this letter NCPE also announced that it will be investigating the claims made by the two Eritrean workers.

The widening of the remit of the NCPE – The Malta Independent, 5th July

Referring to the article *Ta' wara l-muntanji* dated 25th June, NCPE clarified that the L.N. 85 of 2007 Equal Treatment of Persons Order had vested NCPE with the power to investigate complaints on the grounds of race or ethnic origin. Furthermore, NCPE also informed the public to file a complaint with the Commission if they were suffering from any form of discrimination.

Racial equality legislation – The Times of Malta, 5th September

With reference to the article *EU Agency Urges Malta to Step up Anti-Discrimination Efforts* dated 30th August, this letter specified that the Racial Equality Directive has been transposed by L.N. 85 of 2007 and L.N. 86 of 2007 whereby NCPE has been entrusted with the remit of racial equality. Consequently, NCPE corrected the reporter by clarifying that it does not solely work on the promotion of gender equality, but also on racial equality.

Racism investigations – The Times of Malta, 4th October

In response to the letter to the Editor entitled *Racism: What is the government doing about it?* dated 20th September, NCPE referred to the L.N. 85 of 2007 *Equal Treatment of Persons Order*, which vested NCPE to investigate complaints on the grounds of race or ethnic origin. NCPE also informed the public to file a complaint with NCPE if they were suffering from any form of discrimination.

Inequalities and the Income Tax Act – The Times of Malta, 8th October

In reply to the letter *Tax Law Unjust for Men* dated 29th September, NCPE informed the esteemed reader that the Commission has carried out extensive work to identify areas of discrimination against both genders and make recommendations to address such inequalities as the law permits. It was

pointed out that detailed information can be found in the Commission's three annual reports. The complaints procedure was also explained in this letter. Moreover, NCPE highlighted that it is well aware of the inequalities existent in Maltese legislation and consequently the ESF 46 Project was commissioned to look at a number of laws where such inequalities exist, including the Income Tax Act.

8.1.2 Press Releases

Violence against women 'a result of imbalance of power between genders – The Times of Malta, 5th April

Through this press release, NCPE stated that it was shocked to learn about a particular case whereby a woman was subjected to violence by her brother since she was six years of age. Furthermore, NCPE stated that violence against women is a violation of human rights and a major obstacle in the struggle towards greater equality for men and women in society.

Female science students address gender gap – MaltaMedia.com, 31st May

A press release was issued about the project funded by UNESCO Malta – *'The Gender Gap in Science and Technology in Malta – Evaluating the Problem and Tackling the Issues'*, which aimed at encouraging more female students to take up science subjects. This release reported that NCPE in collaboration with the ETC and the Faculty of Science at the University of Malta held a press conference on 30th May.

Taking Gender Equality to Local Communities – MaltaStar.com, 27th July; L-Orrizont, 30th July

NCPE informed the public that the *'Taking Gender Equality to Local Communities'* project had officially been launched during a press conference on 27th July. Furthermore, a detailed description was provided regarding the project's different activities namely a research study, roving exhibition, training sessions, and an audio CD with a compilation of 12 songs on gender issues performed by local singers.

Gender Equality Training Courses for the General Public - The Times of Malta, 11th October; The Sunday Times, 14th October; The Malta Independent, 15th October

The press release promoted gender equality training courses for the public, which form part of the *'Taking Gender Equality to Local Communities'* project. These courses were of particular interest to members of local organisations, persons active in local communities and post-secondary and tertiary level students.

Diversity Training for Human Resources Managers - Intranet for the Public Service, 31st October; The Times of Malta, 1st November; The Sunday Times, 4th November; The Malta Independent, 11th November

The press release promoted training sessions on diversity offered to human resources managers. Such training was organised by the Mosaic Network, led by NCPE together with nine civil society partners. The training sessions formed part of the *'Mosaic – One in Diversity'* project.

Gender Equality Training in Gozo - Intranet for the Public Service, 9th November; The Times of Malta, 10th November; The Sunday Times, 18th November

Another press release was issued to promote gender equality training, this time publicising two courses of which one was specifically targeted for local council members and representatives in Gozo, and another for the Gozitan public and members of local organisations. Such courses were held at the Għarb Local Council.

8.1.3 Articles

Dealing with sexual harassment – The Malta Independent on Sunday, 22nd April

This article was written in response to the article *'Study shows that nurses are sexually harassed by patients, colleagues and superiors'* dated 17th April. With reference to Chap. 456, of the Laws of Malta, *Equality for Men and Women Act*, NCPE stated that sexual harassment at the workplace is a prohibited form of gender discrimination. In this press release, NCPE went on to remind

the public that it had published a document entitled *Sexual Harassment – a code of practice* in 2005. It also encouraged all those who have suffered from harassment or discrimination, to come forward and fill a complaints form, which is to be presented to NCPE, or to alternatively contact NCPE by telephone, e-mail or mail.

Today is International Youth Day: Ending the silence? – The Sunday Times, 12th August

This article was about International Youth Day and looked into the ten key issues affecting youths including health, gender equality, education, employment and participation in policymaking. In addition, the article introduced the *‘Mosaic – One in Diversity’* project as well as the six recognised grounds of discrimination, which it intended to combat.

8.1.4 Radio and Television Appearances

During 2007 various NCPE representatives participated in a number of local radio and television programmes.

- NCPE staff took part in the RTK Radio programme *Bejnietna* several times from 8th January to 25th June discussing the Equality for Men and Women Act.
- Another member of staff appeared on Net TV’s *Teen Trouble* broadcasted on 15th January, which focused upon the theme ‘Youth Perspective on Gender Equality’.
- *Il-Hadd Magħna*, a Sunday afternoon TV programme aired on One TV on 21st January also had NCPE participation.
- Three NCPE representatives participated in Net TV’s *Sellili* on different occasions on 23rd January, 20th February and 30th October respectively.
- Another member of staff took part in the children’s programme *Tini 5* aired on TVM on 1st, 6th and 8th February.
- *Bla Agenda*, a discussion programme on One TV aired on 17th February focused on equality issues and NCPE was represented.

Again NCPE also participated on *L-Ewropej* aired on Net TV on 7th August.

- Programme ‘*Skrin*’, on Education Channel 22 on 6th December 2007, representatives of NCPE and Malta Gay Rights Movement (MGRM) discussed the Mosaic Equal Opportunities Film Festival (Mosaic – One in Diversity Project).
- The singers who took part in ‘Taking Gender Equality to Local Communities’ also participated in “*Il-Pjazza tar-Raħal*” on TVM, and on “*Flimkien*” on Smash Television. The songs and activities of the Project were publicised during these television appearances.
- The Gender Equality Audio CD was also publicised during an afternoon programme on Radju Malta.

8.2. Campaign for Mosaic – One in Diversity Project

The ‘*Labelling People Hurts*’ campaign used strong imagery to depict the pain of being labelled. This was done by using visual labels to show the invisible social labels that are attached to different groups in society. The message to ‘End Discrimination’ is so fundamental to us all that we all must consider that when we label people with any stigma, stereotype or denigration, it has the power to hurt the individual and even any person coming from that particular background.

8.2.1 Billboards

Billboards covering each of the 6 grounds as well as an introductory message were displayed. The billboards went up in Marsa, High Ridge, Qormi, Salina Coast Road, Mriehel, Zejtun, Fgura, San Gwann and Naxxar in Malta as well as Victoria and Ghajnsielem in Gozo.

8.2.2 Public Service Announcements (PSAs)

A TV Public Service Announcement, which included a sign language interpreter, was produced in Maltese. This was aired on the three major television stations. The television Public Service Announcement covered a general introduction about all grounds of discrimination.

Seven radio Public Service Announcements (in English and Maltese) were produced and aired on the top ten radio stations in Malta. One was a general introduction about discrimination and the other six covered one ground of discrimination each.

8.2.3 Newspaper Adverts

Newspaper adverts (in English and Maltese) were published on all the Sunday newspapers displaying the central message of the project.

8.2.4 Posters

The '*Diversity Makes Us Stronger*' posters were complimentary to the dark red designs of the billboards but were in more simplistic style, focusing as a central theme on ending discrimination against the six listed grounds. Posters were distributed to Government Ministries, ETC, secondary schools, University and MCAST.

8.2.5 Stickers for children

The children's stickers were made up of 7 separate stickers in a jigsaw format. The design of the ducks, later titled the '*Diversity Ducks*', did not have the intention of outlining any particular ground of discrimination, but rather to attract the interest of children. These were used as the basis of the Children's competition which was promoted through the Times of Malta's *Junior News*. These were popular at Children's day at Ta Qali' and were also distributed at the Mosaic Equal Opportunities Film Festival.

8.2.6 Leaflet

A leaflet on discrimination was printed. It included information on the types of discrimination, the '*Mosaic - One in Diversity*' project's aim and the network that was set up for the project. Six pages were each attributed to a specific ground with an introductory message, three facts and misconceptions and an ending statement with contact details of the organisation working in the specific area.

8.2.7 Diversity days

- Pride March 6th July 2007
- Children's Day 25th November 2007
- International Day for the Elimination of Violence Against Women 26th November 2007.

8.2.8 Children's Competition

The Children's Stickers diversity ducks provided the basis for the Children's Competition. In conjunction with the Times of Malta's *Junior News*, a competition ran for two weeks. During one week a writing competition was held and in the other week an art competition was introduced. The writing competition focused on making the children find a conclusion, with the theme of non-discrimination and equality, to a story written about the diversity ducks. Whereas the art competition ran in conjunction with the showing of *Happy Feet* at the film festival and asked for a picture of the diversity ducks with the penguin from Happy Feet.

8.2.9 Forum theatre

Forum Theatre is the brainchild of Brazilian director and acting coach Augusto Boal which uses theatre to discuss events and problems. Forum theatre is an interactive style of performance where the spectators get involved in the play and change the direction of the play based on their ideas and solutions to the problems the play puts forward.

The Mosaic Project contracted the Curtain Raiser acting company who performed seven shows and visited six schools; i.e., St Joseph School, Sliema; Maria Goretti Girls Secondary School, Tarxien; Guzeppi Despott Junior Lyceum, Hamrun; Lorenzo Gafa Boy Secondary School, Vittoriosa; Lorenzo Manche Boys School, Floriana; and Erin Serracino Inglott Girls Secondary School, Cospicua. The plays highlighted differences and involved the children by crossing contexts which the children would have witnessed or experienced (like jealousy and bullying) and used characters the children are

familiar with but put these characters in different situations (such as Pinocchio being pressured or the children of Snow White and Cinderella being bullies).

8.2.10 Film Festival

The Mosaic Equal Opportunities film festival kicked off on Human Rights Day (10th December) and ran for a week at St James Cavalier, Valletta. Altogether there were fifteen showings. The films were selected by the Mosaic Network to highlight equality and diversity. The films selected were *'Guess Who's Coming to Dinner'*, *'I am Sam'*, *'North Country'*, *'Normal'*, *'Calendar Girls'*, *'The Station Agent'*, *'Yasmin'*, *'My sister Zahra'* and a children's show as a matinee showing *'Happy Feet'*. The Times of Malta included a half page write up on the event in their Showtime arts supplement.¹⁶

8.3. Taking Gender Equality to Local Communities.

8.3.1 Public Service Announcements (PSAs)

Part of the awareness initiatives of the *'Taking Gender Equality to Local Communities'* project included the development and airing of Public Service Announcements. One of the PSAs focused on publicising the training sessions for the general public. Two singers that were part of the project took part in this Public Service Announcement. A second PSA focused on publicising the downloading of songs from the project website. All the singers performed the theme song of the project and were included in another Public Service Announcement.

8.3.2 Newspaper Adverts

Two full page newspaper adverts appeared on all local Sunday newspapers during October and November 2007. One newspaper advert focused on publicising training sessions for the general public in the North, Centre and Southern regions of Malta and Gozo. The second full page newspaper advert focused on the Good Practices that were identified in the research study of

¹⁶ Showtime *'Mosaic Film Festival: Short Shrift'* *Times of Malta* 7th December 2007.

the project. Different pictures depicting these good practices were included in this advert.

8.3.3 Participation in Media Programmes/Local Activities

Singers participated and performed in a number of local activities in Malta and Gozo. Activities they participated in included the Beer Festival in Ta' Qali, Lejla Sajfija in Gharb, Lejla Muziko-letterarja in Valletta, and Jum Marsaskala.

Singers also participated in a weekly programme, *'Il-Pjazza tar-Rahal'*, on TVM; participated twice in *"Min-Nicca l-Barra"*, on ONE TV. Also, some of the singers participated in an afternoon programme, *'Flimkien'*, on Smash Television, where the songs of the Gender Equality Audio CD were performed.

Another activity that formed part of the project was the Roving Exhibition, which portrayed the ten good practices identified in the research study of the project by means of ten different banners. The Roving Exhibition started towards the end of 2007 and is expected to continue until the end of the project. It has been hosted in different localities around Malta, such as St. James Cavalier, Baystreet Complex in St. Julians, and at the Ta' Xbiex Local Council premises. It is also planned to be hosted in various other localities such as the Hamrun and Żejtun Local Councils.

8.4. ESF/No. 46 – The Gender Aspect from a Legal Perspective

- A newspaper educational campaign targeting the general public, based on the research results of the project, is expected to be carried out throughout the first quarter 2008.
- Three toolkits are currently being drafted and will be used for the respective planned training sessions which will be held in the first quarter of 2008. The following will be the target audiences:
 - Human Resource Managers / Directors in the public sector;
 - Human Resource Managers / Employers in the private sector;
 - Legal Service Providers (including legal drafters)