



54% of Africans in Malta were unemployed at the time of the survey interview

54% tal-Afrikani f'Malta kienu bla xogħol fil-perjodu li saru l-intervisti ta' dan l-istħarriġ

The aims are made operational through a number of overarching objectives as well as targeted objectives and initiatives in the fields of:

- 1 Employment
- 2 Education and Training
- 3 Health and Social Services
- 4 Housing and Accommodation
- 5 Racist violence and crime
- 6 Media
- 7 Policing and the Criminal Justice system

It also addresses a number of overarching issues most notably:

- 1 Awareness raising
- 2 Mainstreaming
- 3 Data Collection and Analysis
- 4 Empowerment and Capacity Building
- 5 Reporting of discriminatory incidents

A NAPARX will not be successful if it is not implemented through the full cooperation of all relevant stakeholders in a partnership approach. This plan seeks not only to engage the 'traditional' anti-racism partners, but also to delve into new areas and partnerships, expanding its reach and scope of impact.

L-għanijiet isiru aktar operattivi permezz ta' numru ta' skopijiet kumplessivi kif ukoll għanijiet u inizjattivi mmirati fl-oqsma ta':

- 1 L-Impjieġ
- 2 L-Edukazzjoni u t-Taħriġ
- 3 Is-Servizzi tas-Saħħa u dawk Soċjali
- 4 L-Akkomodazzjoni
- 5 Il-Vjolenza razzista u l-kriminalità
- 6 Il-Mezzi ta' Komunikazzjoni
- 7 Is-sistema tal-Pulizija u tal-Ġustizzja Kriminali

Jindirizza wkoll numru ta' kwistjonijiet kumplessivi, li huma:

- 1 Kampanja ta' Għarfien
- 2 L-Integrazzjoni
- 3 Il-Ġbir u l-Analiżi tad-Data
- 4 L-Għoti ta' Setgħa u l-Bini tal-Kapaċità
- 5 Ir-Rappurtaġġ ta' incidenti diskriminatorji

In-NAPARX ma jkollux suċċess jekk ma jiġix implimentat permezz tal-kooperazzjoni shiha tal-*stakeholders* rilevanti kollha f'approċċ ta' shubija. Dan il-pjan ifittex mhux biss li jinvolvi l-imsieħba 'tradizzjonali' kontra r-razziżmu, imma anke li jidhol f'żoni u shubiji ġodda, biex b'hekk jespandi l-friegħi u l-ambitu tal-impatt tiegħu.

35% of Africans in Malta experienced discrimination at a café, restaurant, bar or nightclub and by shops

35% tal-Afrikani f'Malta esperjenzaw diskriminazzjoni f'kafetterija, restorant, bar jew *nightclub* u mill-ħwienet



strengthening equality beyond legislation

national action plan against racism and xenophobia

insaħħu l-ugwaljanza lil hinn mil-legislazzjoni pjan ta' azzjoni nazzjonali kontra r-razziżmu u l-ksenofobija

Discrimination on the basis of race and ethnic origin remains a widespread reality in Malta despite the existing legal framework and efforts by various stakeholders. For this purpose, the National Commission for the Promotion of Equality (NCPE) has contracted the Equality Research Consortium to develop, through research and consultation, a framework leading to a national action plan against racism and xenophobia (NAPARX) in Malta. The NAPARX has a number of strategic objectives, as well as specific initiatives to be achieved and implemented over a three-year period. It seeks to build upon the existing policy, legal and institutional framework as well as the various initiatives that have been undertaken by a wide spectrum of stakeholders and ensure that these are used to their full potential.

The Action Plan is strategic in nature, providing a road-map towards the achievement of its aims and objectives. It should be seen as fluid and as such be able to adapt to emerging trends and realities. It adopts a human rights based approach - a strategic mainstreaming process intended to permeate all levels of national structures.

Id-diskriminazzjoni fuq bażi ta' razza u oriġini etnika tibqa' realtà mifruxa f' Malta minkejja l-qafas legali eżistenti u l-isforzi minn diversi *stakeholders*. Għal dan il-ghan, il-Kummissjoni Nazzjonali għall-Promozzjoni tal-Ugwaljanza (NCPE) inkarigat permezz ta' kuntratt lill-Konsorzju tar-Riċerka dwar l-Ugwaljanza sabiex, permezz tar-riċerka u l-konsultazzjoni, jiżviluppa qafas li jwassal għal pjan ta' azzjoni nazzjonali kontra r-razziżmu u l-ksenofobija (NAPARX) f' Malta. In-NAPARX għandu numru ta' għanijiet strateġiċi, kif ukoll inizzjattivi speċifiċi li jridu jinkisbu u jiġu implimentati fuq perjodu ta' tliet snin. Dan għandu l-ghan li jibni fuq il-qafas tal-politika, legali u istituzzjonali eżistenti kif ukoll id-diversi inizzjattivi li twettqu minn firxa wiesgħa ta' *stakeholders* u jiżgura li dawn jintużaw sal-potenzjal massimu tagħhom.

Il-Pjan ta' Azzjoni huwa ta' natura strateġika, u jipprovdi pjan ta' direzzjoni lejn il-kisba tal-miri u l-għanijiet tiegħu. Għandu jidher bħala wiehed flessibbli u b'hekk ikun jista' jiġi adattat għal xejriet u reatjiet li qed jiżviluppaw. Jadotta approċċ ibbażat fuq id-drittijiet tal-bniedem - proċess strateġiku ta' integrazzjoni mahsub sabiex jidhol fil-livelli kollha tal-istrutturi nazzjonali.



63% of the African minority in Malta have experienced discrimination

63% mill-minoritá Afrikana f' Malta esperjenzat diskriminazzjoni

The plan seeks to take into account the different forms of racism experienced by the various minorities, as well as the different levels of racism at both an individual and institutional/systemic level. These different yet sometimes overlapping manifestations include:

- 1 Unequal Treatment
- 2 Violence and Threats
- 3 Institutional / Systemic Discrimination

Il-pjan għandu l-ghan li jikkunsidra l-forom differenti ta' razziżmu esperjenzati mid-diversi minoritajiet, kif ukoll il-livelli differenti ta' razziżmu kemm fuq livell individwali kif ukoll istituzzjonali jew sistemiku. Dawn il-manifestazzjonijiet differenti iżda li xi kultant jirkbu fuq xulxin jinkludu:

- 1 Trattament Mhux Ugwali
- 2 Vjolenza u Theddud
- 3 Diskriminazzjoni Istituzzjonali / Sistemika

- 4 Stereotyping and Labelling
- 5 Underlying Xenophobia

The plan and its implementation attempt to move away from the one-size-fits-all approach and towards looking at equality by design, addressing the specific needs and concerns of the various minority groups, whilst allowing for networking and partnership where appropriate. This action plan addresses various

- 4 Sterjotipar u Tikkettjar
- 5 Ksenofobija Sottostanti

Il-pjan u l-implimentazzjoni tiegħu għandhom l-intenzjoni li jmorru lil hinn mill-approċċ li miżura wahda hija tajba għal kulhadd u minflok iħarsu lejn l-ugwaljanza permezz tad-disinn, l-indirizzar tal-htigijiet speċifiċi u t-thassib tad-diversi gruppi ta' minoritá, filwaqt li jippermettu n-*networking* u s-*shubija* fejn ikun xieraq. Dan il-pjan ta' azzjoni jindirizza diversi

minority groups including ethnic minorities, linguistic minorities as well as religious minorities.

This action plan seeks to combat racism and xenophobia as well as promote a more inclusive and intercultural society through a proactive framework. Whilst it addresses issues of investigation and redress, the priority is on creating an environment that does not accept the presence of racism and where

gruppi ta' minoritá inkluż minoritajiet etniċi, minoritajiet lingwistiċi kif ukoll minoritajiet reliġjużi.

Dan il-pjan ta' azzjoni għandu l-ghan li jikkumbatti r-razziżmu u l-ksenofobija kif ukoll jipromwovi soċjetá aktar inklużiva u interkulturali permezz ta' qafas proattiv. Filwaqt li jindirizza kwistjonijiet ta' investigazzjoni u rimedju, il-prijoritá hija li jinholq ambjent li ma jaċċettax il-preżenza ta' razziżmu u fejn trattament

discriminatory treatment is neither accepted nor tolerated. As such, the plan seeks to address the 4 Ps namely: prevention, protection, prosecution and partnership.

The overarching aims of the plan are:

- 1 To provide strategic direction to combat racism and xenophobia
- 2 To develop a more equal, inclusive and intercultural society

diskriminatorju la huwa aċċettat u lanqas tollerat. Bħala tali, il-pjan ifittex li jindirizza l-erba' Ps jiġifieri: il-prevenzjoni, il-protezzjoni, il-prosekuzzjoni u l-*partnership* (shubija).

L-għanijiet kumplessivi tal-pjan huma:

- 1 Li jipprovdi direzzjoni strateġika għall-ġlieda kontra r-razziżmu u l-ksenofobija
- 2 Li tiġi żviluppata soċjetá aktar ugwali, inklużiva u interkulturali



www.equality.gov.mt



The National Commission for the Promotion of Equality (NCPE) is the equality body which works to ensure that Maltese society is a society free from any form of discrimination based on: sex / gender and family responsibilities in employment; and racial / ethnic origin and gender in the provision of goods and services and their supply. For further information, please contact NCPE on equality@gov.mt or 2590 3850, or visit our website www.equality.gov.mt.

The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

Il-Kummissjoni Nazzjonali għall-Promozzjoni tal-Ugwaljanza (NCPE) hija l-korp tal-ugwaljanza li taħdem sabiex tiżgura li s-soċjetá Maltija hija soċjetá hielsa minn kwalunkwe forma ta' diskriminazzjoni abbażi ta': sess / ġeneru u responsabbiltajiet tal-familja fl-impjeg; u razziżmu / oriġini etnika u ġeneru fil-provvista ta' oġġetti u servizzi. Għal iktar informazzjoni, jekk jogħgbok ikkuntattja l-NCPE fuq equality@gov.mt jew 2590 3850, jew żur il-sit elettronikutagħna fuq www.equality.gov.mt.

L-informazzjoni li tinstab f' din il-pubblikazzjoni mhux necessarjament tirrifletti l-pożizzjoni jew l-opinjoni tal-Kummissjoni Ewropea.



The European Commission's anti-discrimination campaign



FOR DIVERSITY AGAINST DISCRIMINATION
www.stop-discrimination.info

Statistics from the FRA EU-Midis European Union Minorities and Discrimination Survey Main Results Report 2009

Statistika mehuda mill-FRA EU-Midis European Union Minorities and Discrimination Survey Main Results Report 2009

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