

LOCAL COUNCILS AND NGOS IN ACTION FOR ECO-GOZO

The Eco-Gozo vision is happening through an array of projects across the different facets of Gozitan society. The Ministry for Gozo, through the Eco-Gozo Regional Development Directorate has launched two substantial schemes with an allocation of over €2 million for Local Councils and NGOs to assist them in participating in the implementation of the eco-Gozo objectives through projects in the community.

Most of the projects presented by NGOs and Local Councils under the eco-Gozo scheme reflect the needs of society and contribute towards the achievement of higher sustainability standards in Gozo, improving the environment, and fostering a society and economy which can then support and sustain this environmental progress. Several NGOs have now benefited from eco-Gozo funds – and a good number of these projects are currently being implemented.

In the economic sector, funds have been allocated to the Gozo Business Chamber to develop an online portal and forum to encourage, attract and facilitate bi-directional international ICT

and Research and Development collaboration. This project has the potential to spawn clusters of excellence, with direct and indirect economic benefits and activity in both Malta and Gozo. Other eco-Gozo funds have been allocated for the agriculture sector, an important element to the island's economic and environmental welfare. Other proposals which have secured eco-Gozo funding are directly linked to the tourism sector, another important pillar in the island's economy, which includes projects related to the diving industry.

The conservation of rain water and other freshwater resources forms an integral part of the

eco-Gozo strategy whereby several reservoirs are being built under the schemes. Other projects include treatment of sewage water for reuse and harvesting of this asset through the cleaning of dams in valleys.

Several other projects funded under the Eco Gozo schemes are already being implemented across the island. Other projects are being implemented directly by Government through the Ministry for Gozo. The eco-Gozo schemes allow all sectors to develop projects which benefit society while promoting an environmental agenda. A list of projects and other information can be found on www.eco-gozo.com



INVESTING AT AN EARLY STAGE IS THE KEY TO MEET ANY FUTURE LONG-TERM GOALS



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POUND COST AVERAGING

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FIMBANK SPONSORS PRESERVATION OF MAGLIO GARDEN MONUMENTS

FIMBank, the Malta-based specialist trade finance bank, will be sponsoring the conservation of the nine monuments which adorn the Maglio Gardens in Floriana, better known to the Maltese as 'il-Mall'. The project will be coordinated by Din l-Art Helwa.

The Maglio Gardens date back to the time of Grand Master Lascares (1636-1657). It is recorded that he built the gardens as a recreational area for the Knights of St John, where they could indulge in pastimes including a game similar to croquet, called 'palamaglio', hence the name. The gardens were opened to the public during the British period.

The monuments, which will be the focus of the conservation project, commemorate personalities who made an impact on Maltese society, namely Sir Luigi Preziosi, Sir Adrian Dingli, Sir Ugo Mifsud, Marquis Joseph Scicluna, Sir Hannibal Scicluna, Dr Filippo Sci-

berras, Marquis Vincenzo Bugeja, Aloisio Pisani and Giovanni Di Nicolo Pappafy.

The implementation of the project, which is estimated to take between six and nine months, will commence once the required permits are in hand. Works on the various monuments will be tackled according to their individual state of preservation, but will generally address the effects of unfavourable atmospheric conditions, in particular the natural weathering process caused mainly by salt deposition, as well as the effects of vandalism.



FIMBANK

GETTING THE RIGHT PERSON FOR THE JOB

Employers might have preconceived ideas about what is women's work and what is men's work. Maria Theresa Portelli from the National Commission for the Promotion of Equality (NCPE) explains how to find the most suitable person for the job.

If an employer refuses to hire a woman with children, despite having the most suitable qualifications and skills but recruits someone else, then this is tantamount to gender discrimination in the workplace.

According to Article 4 in the Equality for Men and Women Act (Chapter 456) it is unlawful for any person to discriminate, either directly or indirectly:

- in the arrangements made to determine who should be offered employment;
- in determining who should be offered employment;
- in the terms and conditions on which the employment is offered, including pay and other benefits; and
- in determining who should be dismissed from employment.

It is imperative that all recruitment methods, documentation and publicity are non-discriminatory. Even when advertising a job vacancy, this should be non-discriminatory. While there might be exceptional instances when the publisher has no other choice but to specify that only a particular gender can be considered for the job, these instances are very rare,

for example, when employing a male or female for a script.

There are sensitive questions employers are not allowed to ask. Only questions that directly relate to the candidates' ability to perform the job are permitted. Gender-related trends have to be avoided when deciding the eligibility of an applicant for a particular job.

The process of recruitment and employment is one of the criteria that the National Commission for the Promotion of Equality (NCPE) assesses when certifying organisations as true equal opportunities employers with the Equality Mark. If you are interested in acquiring more information on the Equality Mark, visit NCPE's website www.equality.gov.mt or contact us on equality@gov.mt or 2590 3850.

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NCPE