



SHOULD YOUR LOGO BE HERE TOO?

The Equality Mark is a certification recognising organisations that demonstrate a commitment towards gender equality, certifying them as true equal opportunities employers.

The organisations below have already demonstrated best practices in gender equality. If you believe that your organisation possesses the right attitude to obtain the Equality Mark certification, then contact the National Commission for the Promotion of Equality (NCPE) for more information.



PROJECT PARTNERS



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Investing in Your Future

In today's world, a good image and an excellent reputation are key factors to business success. A lot of effort goes into pleasing our customers, meeting their needs, ensuring that their relationship with every aspect of our organisations is a positive one. Yet perhaps less effort is spent in ensuring the same quality relationship with our employees. In some cases, the real experience of the employees is a far cry from the prestige exhibited by the organisation or the image that it portrays to its clientele.



Are you truly deserving of an Equality Certification?

Elaine Dutton

Presently, an issue that is still faced by numerous employees and job seekers is that of discrimination and harassment from a potential employer or at their place of work. Men and women still experience discrimination when applying for careers which have been traditionally dominated by the opposite gender and some employees work in an environment which is hostile, degrading and not conducive to productive work. Women in our society are still being looked over for promotions because of potential pregnancy years down the line or given a lower remuneration package compared to their male counterparts in similar posts. These are just some of the cases that the National Commission for the Promotion of Equality (NCPE) has encountered through the years and which has spurred the need for a certification that truly recognises equal opportunity employers.

The Equality Mark is a certification that recognises the efforts of organisations that not only honour what the law prescribes but that give evidence of best practices in the area of gender equality. An organisation is expected to have a policy against discrimination and sexual harassment, evidence of equal opportunities in every aspect of recruitment, employment and training, as well as opportunities to both genders to reconcile their work and life obligations.

To date, 17 organisations hailing from both the private and public sector have been certified. Several others have demonstrated

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- WHAT DISTINGUISHES CERTIFIED ORGANISATIONS IS THEIR EFFORTS TO GO BEYOND WHAT THE LAW PRESCRIBES IN TERMS OF GENDER EQUALITY.

an interest and are still being processed. What distinguishes certified organisations is their efforts to go beyond what the law prescribes in terms of gender equality. This is evidenced in their flexibility and true commitment to meet their employees half way such that employees know that the management can understand their new responsibilities and that with these measures they can continue giving their utmost at the workplace without relinquishing their family responsibilities.

For example, some of the family friendly measures that certified employers offer, include the possibility for an employee to benefit from reduced and / or flexible hours, teleworking, career breaks, job-sharing, extended

paid/unpaid maternity leave and child care subsidies amongst others.

These measures are a welcome opportunity for female and male employees alike, particularly at a time when dual-earner families are increasing and the need to juggle work and family commitments has become one of the most discussed stressors of the 21st century.

Like all awards in life - it takes hard work and true commitment to be certified. But if you feel that your organisation deserves the Equality Mark, then you only need to contact us to apply. Information sessions will be held on the 1st June at 13.00 at our premises. Attendance and application are free of charge. ■

Elaine Dutton B.Psy (Hons.), MSc Health Psy occupies the role of Equality Mark promoter at the National Commission for the Promotion of Equality. The National Commission for the Promotion of Equality can be contacted by phoning 2590 2850, by email on equality@gov.mt or visit our website www.equality.gov.mt for more information.