



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
għall-Promozzjoni  
ta' l-Ugwaljanza  
għall-Irġiel u n-Nisa

# National Commission for the Promotion of Equality

15<sup>th</sup> Annual Conference  
4th June 2019

## Equality Mark and Training

Mr Andre Callus  
Executive (Policy and Training)

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# Training

- Training services to private companies, public agencies, schools, hospitals, trade unions, NGOs and other organisations
- Training is given free of charge to public sector and not-for-profit organisations, and against a nominal fee to private sector entities.



NCPE training on gender stereotypes to Primary School students



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# Training

## Topics covered:

- Equality Law
- Different Social Identities
- Harassment and Sexual Harassment
- Diversity Management
- Gender Mainstreaming





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# Training

NCPE Training in 2018	
No. of training sessions	61
Hours of training	109
No. of participants	940



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## The Equality Mark

- Organisations certified with the Equality Mark have to demonstrate a commitment towards best practices in the area of gender equality that go beyond what is mandatory by law
- Awarded for a period of two years, at which point a re-certification process is carried out with those organisations that want to retain the Equality Mark





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# The Equality Mark

Companies certified with the Equality Mark have:

- Policies on discrimination and sexual harassment
- Standard operating procedures based on the principles of equal opportunities
- Family-friendly measures
- Equal pay for work of equal value
- Gender-inclusive job adverts and job descriptions
- Equality Representatives
- Equal opportunities in training, staff development activities etc.
- Equality in the provision of goods/services



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# The Equality Mark

By December 2018, there were **86 certified organisation employing over 20,800 individuals.**

**Ten new organisations were certified with the Equality Mark in 2018**  
**25 organisations went through re-certification.**

