



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

National Commission for the Promotion of Equality

13th Annual Conference
2nd May 2017

Review of Work

Ms Renee Laiviera
Commissioner



National Commission
for the Promotion
of Equality for
Men And Women

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

NCPE

- An independent, government-funded body that works for a society free from discrimination
- *Chapter 456* outlines its remit in relation to
 - employment
 - access to vocational/professional training
 - banks and financial institutions
- Remit covers: gender and family responsibilities, gender identity, gender expression and sex characteristics, age, sexual orientation, religion/belief and race/ethnic origin



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

NCPE

Remit also covers the field of gender and race/ethnic origin in the access to and provision of goods and services via two legal notices:

- *Legal Notice 181 of 2008, Access to Goods and Services and their Supply (Equal Treatment) Regulations*
- *Legal Notice 85 of 2007, Equal Treatment of Persons Order*

Legal Notice 173 of 2016, Exercise of Rights Conferred on Workers (Freedom of Movement) Regulations, establishes NCPE's remit with regards to the freedom of movement for workers in the EU



National Commission
for the Promotion
of Equality for
Men And Women

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

Statistical Review – Gender Equality

- Economical and political spheres: women significantly under-represented
 - Employment: female participation is steadily on the rise
 - Political sphere: women's participation is still very low
 - Education (students): more women than men graduated from University; gender segregation in courses at University and MCAST
 - Education (academia): under-representation of women in top-academic posts at University
-



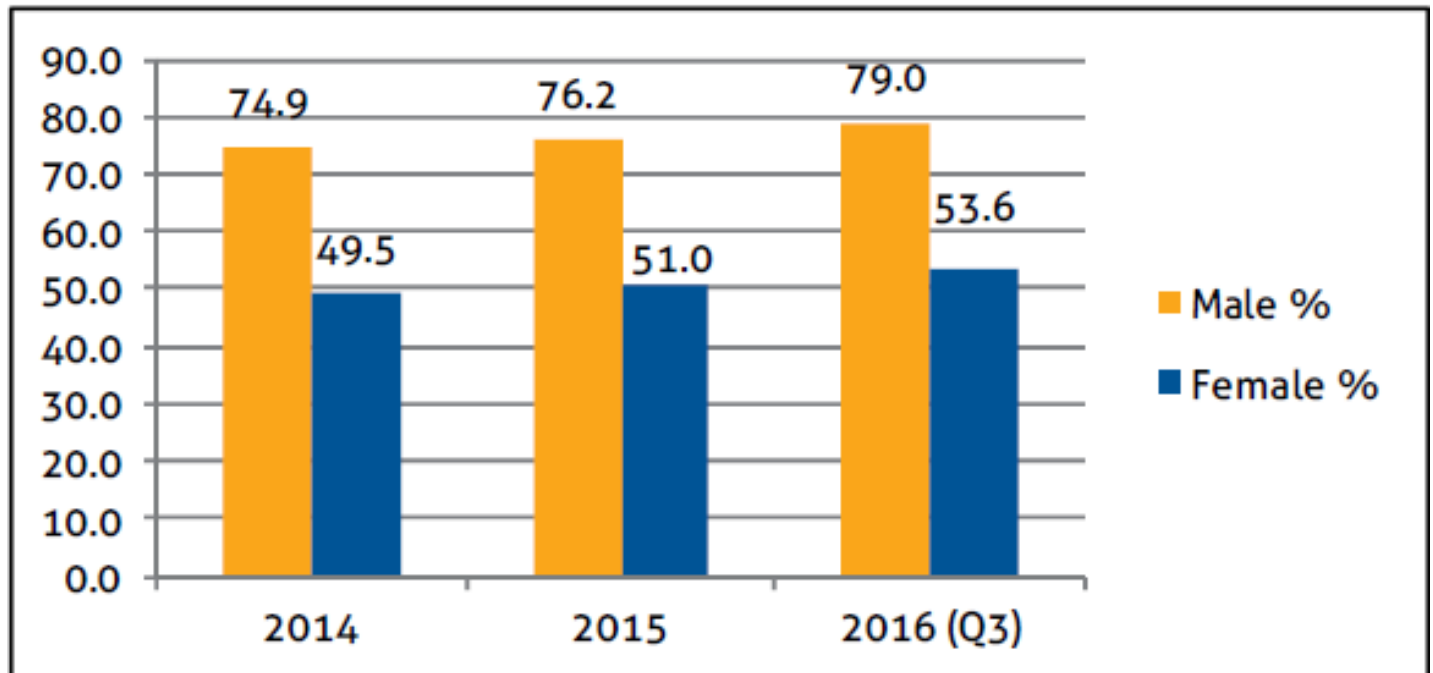
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Statistical Review

Employment

Employment rates of working-age men and women





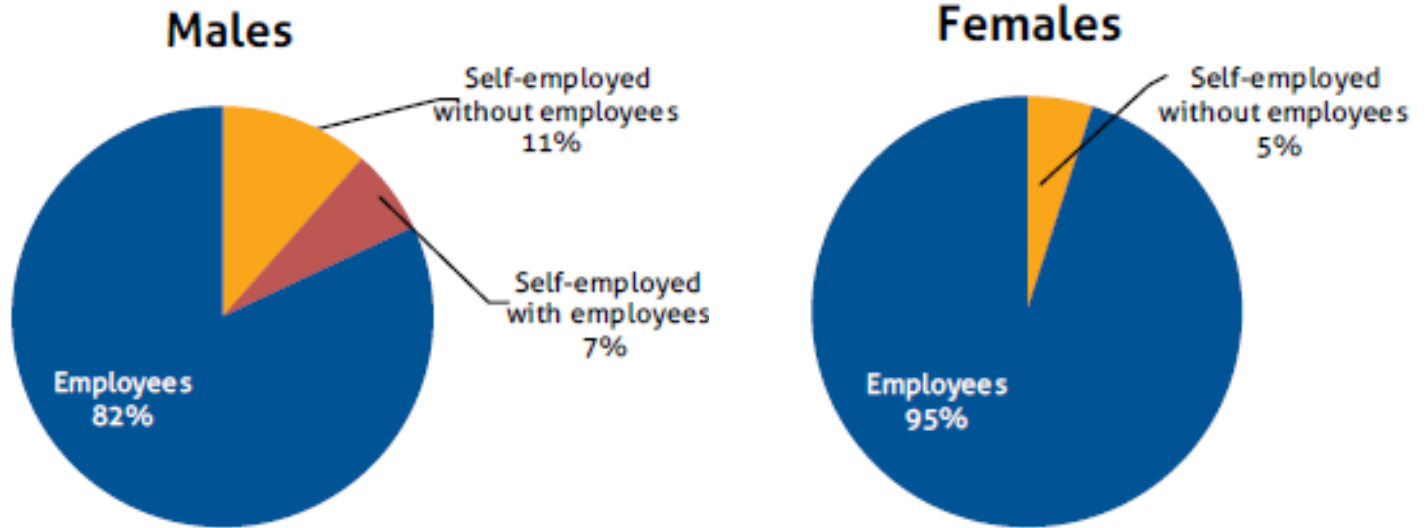
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Statistical Review

Self-Employment

Total employed by professional status of women and men in 2016





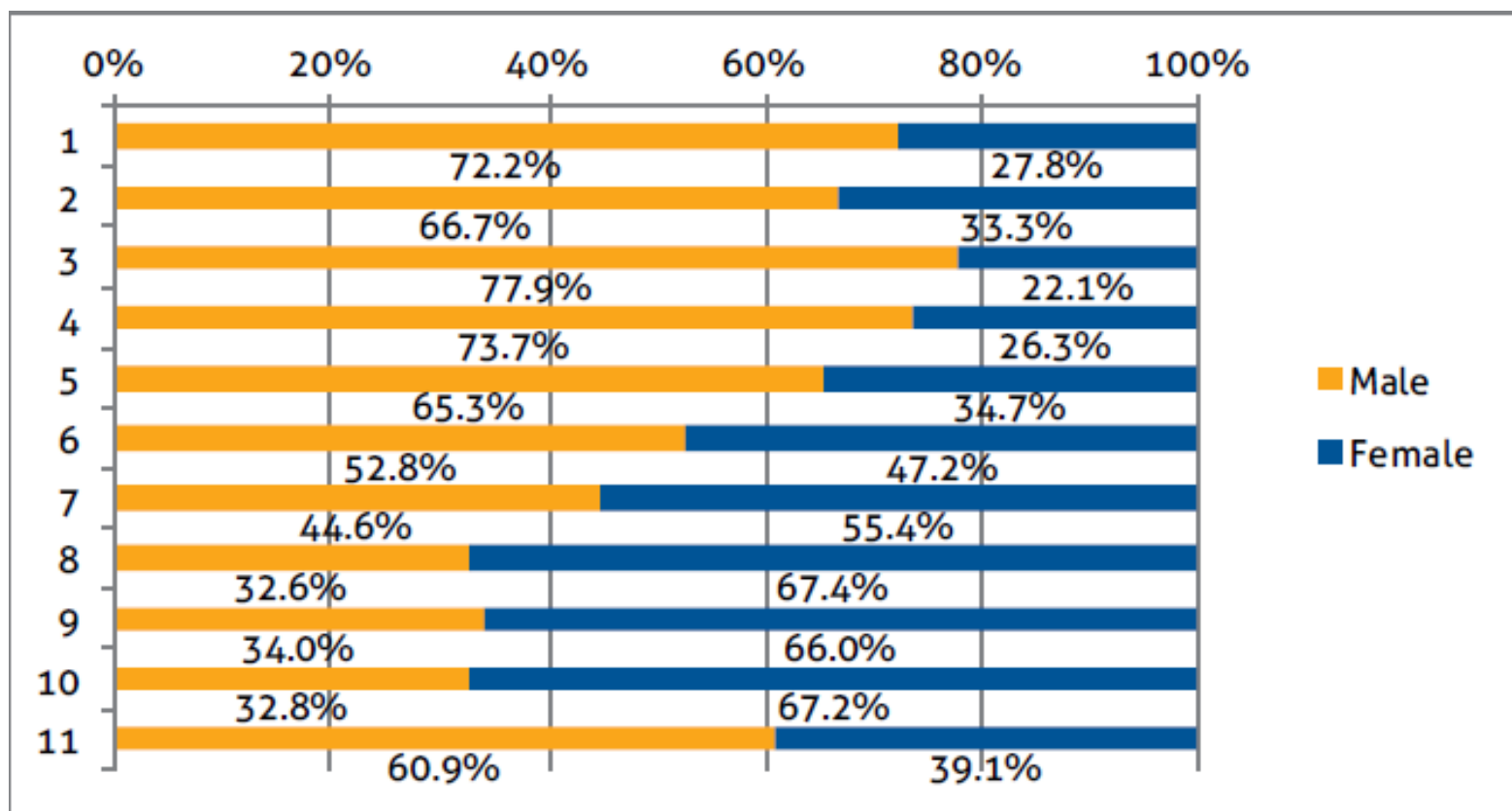
National Commission
for the Promotion
of Equality for
Men And Women

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

Statistical Review

Public Administration

Women and men in salary scales (2016)





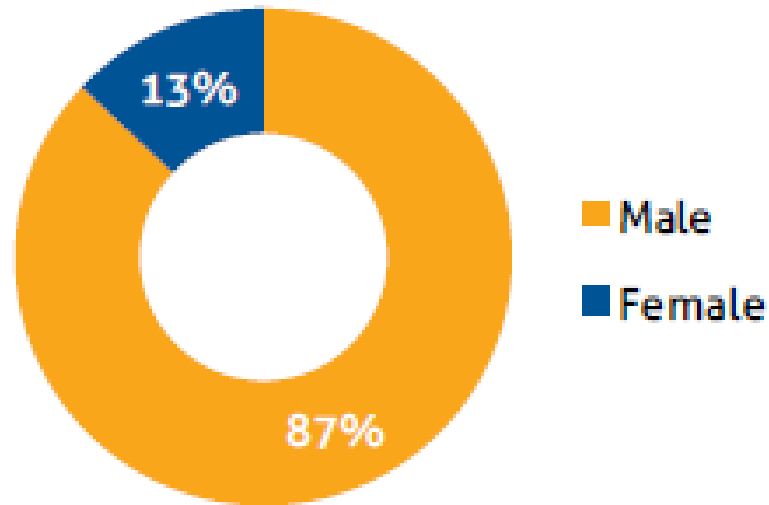
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Statistical Review

National Government

Cabinet in 2016





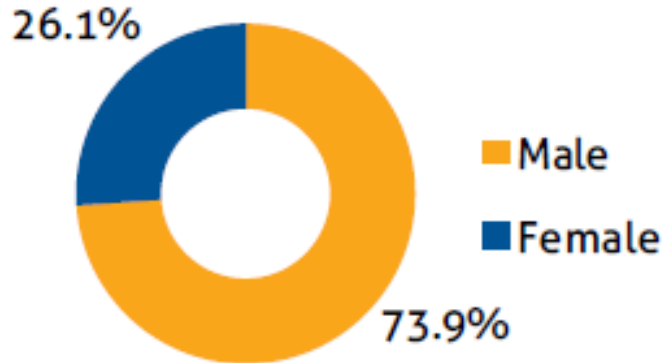
National Commission
for the Promotion
of Equality for
Men And Women

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

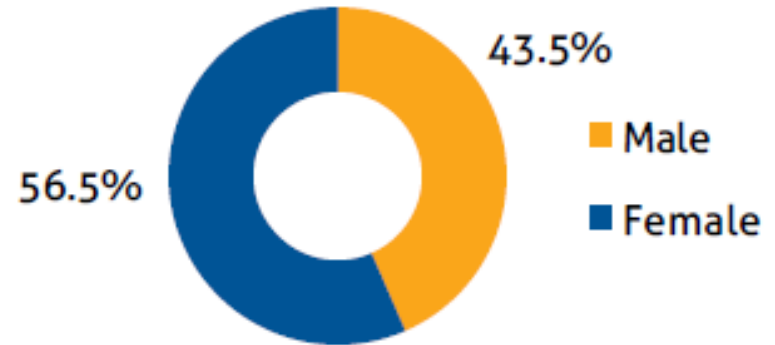
Statistical Review

Judiciary

Bench of Judges (2016)



Bench of Magistrates (2016)





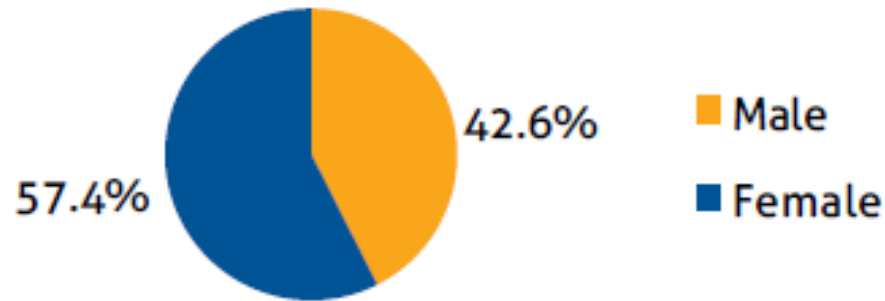
National Commission
for the Promotion
of Equality for
Men And Women

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

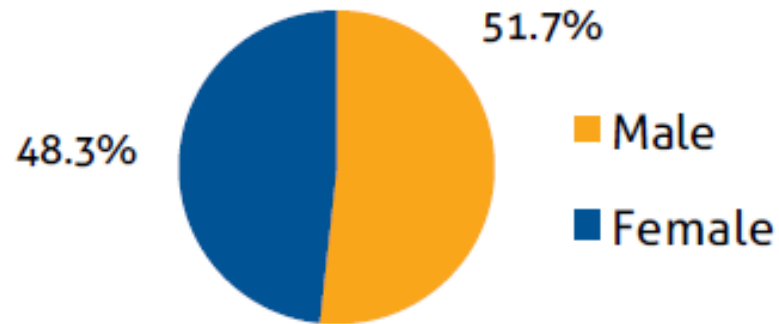
Statistical Review

Education (students)

University Graduates in 2015/6



MCAST Graduates in 2016





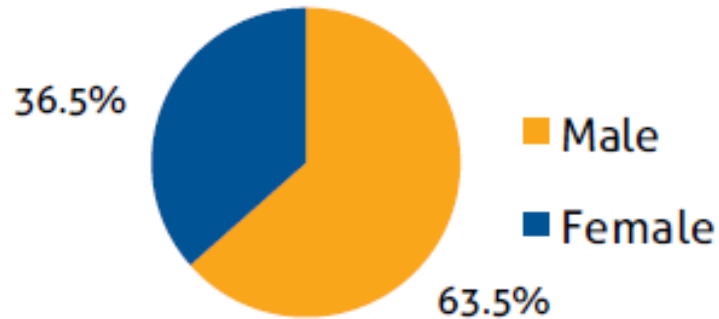
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

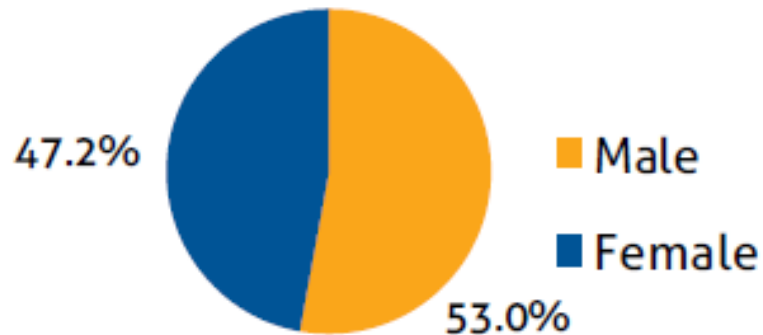
Statistical Review

Education (academia)

University Academic Staff (2016)



MCAST Academic Staff (2016)



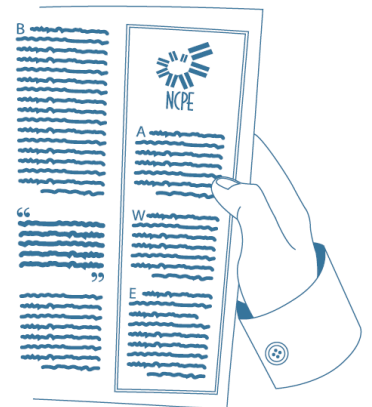


National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

NCPE's work in 2016 included:

- Investigations
- Policy review and recommendations
- Research
- Media
- Malta Presidency of the Council of the EU
- Equality Beyond Gender Roles
- Training
- Monitoring media for discriminatory adverts
- Equality Mark
- Organisation of conferences
- Provision of information upon request





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

The Commissioner and Commission Members in 2016

The Commissioner: Renee Laiviera

The Commission Members:

Claudine Borg

Prof. Mark Anthony Falzon

Mary Galea Debono

Mario Mallia

Oliver Scicluna

Lorraine Spiteri

Dr Vanni Xuereb



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Investigations

38 complaints lodged
by 10 individuals





National Commission
for the Promotion
of Equality for
Men And Women

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

Policy Papers and Documents

Review of **national** consultative documents (16):

- Towards A Robust Human Rights and Equality Framework
- Draft National Strategy for Retirement Income and Financial Literacy Knowledge, Planning Action 2016 - 2018
- Proposed Legal Reform for the Tourism Industry
- Cohabitation Bill
- Charter of Patient's Rights and Responsibilities
- A Proposal for the Introduction of the Jobsplus Act
- Job Brokerage Offices
- The Malta National Disability Strategy
- Mobile Government Strategy 2017 - 2018
- National Transport Strategy 2050 and Transport Master Plan 2025
- Pre-budget 2017 consultation
- Bringing Education into the 21st Century
- Full implementation of the Istanbul Convention
- National Children's Policy 2016
- Crime Prevention Strategy for the Maltese Islands 2017 - 2021
- Work Based Learning and Apprenticeship Act





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Policy Papers and Documents

- Review of official documents and policy papers including documents received from various **international** entities:
 - the EU Council Conclusions
 - proposals for Directives
 - requests for feedback from national and international entities
- Regular feedback on the:
 - proposed Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation outside the area of employment
 - European Pillar of Social Rights



National Commission
for the Promotion
of Equality for
Men And Women

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

Gender Mainstreaming in the Public Sector

- Government departments and public sector organisations required to prepare a brief annual report on the measures/progress achieved in sphere of gender equality and mainstreaming (OPM Circular 15/2012)
- Assistance to complete annual report template
- NCPE evaluated/compiled **110 reports received** for the attention of MSDC Permanent Secretary





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Malta Presidency of the Council of the EU



MALTA EU2017

Preparation for MT Pres of the Council of the EU.

- EIGE preparatory meetings on cooperation during Pres
- Preparations for the meeting of the High Level Group on Gender Mainstreaming
- Drafting of Council Conclusions on 'Upscaling Skills of Women and Men in the EU Labour Market'
- Way Forward on the 'Women on Boards' Draft Directive
- Discussions on EC proposal to address challenges of work-life balance faced by working parents/caregivers
- Participation in MSDC Steering Committee meetings
- Participation in Training on the Presidency



National Commission
for the Promotion
of Equality for
Men And Women

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

Research



- **Women in Politics and Gender Quotas**

A desk-research on gender quotas in the context of women's low participation in political sphere, exploring factors that can lead to an increase in Malta of under-represented sex.

- **Cultural Diversity in the Maltese Public Service: Approaches to Diversity Management**

- to understand existing human resource practices related to cultural diversity in the Maltese Public Service
- to assess the potential of implementing systematic diversity management.

Carried out on behalf of the People and Standards Division (P&SD); will be presented during EUPAN - European Public Administration Network meetings in Malta during MT Pres.



National Commission
for the Promotion
of Equality for
Men And Women

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

Equality Beyond Gender Roles

A campaign seeking to raise awareness on relevance of men's role in gender equality, in order to reach a fair and equal balance between work and private life, and between paid and unpaid work

- Breaks down gender stereotypes
- Encourages men to share domestic and care responsibilities
- Promotes economic independence for both women and men



Equality Beyond
Gender Roles



National Commission
for the Promotion
of Equality for
Men And Women

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

Equality Beyond Gender Roles

- A Launch Conference
- Theatre in Education
- Online Social Media Campaign
- Roving Exhibition Van
- Business Breakfast targeting Employers
- Event on Campus





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

Media

- Press Statements
- Articles and features
- Participation in TV and radio shows
- Website
- Facebook/Twitter
- Youtube
- E-newsletter





National Commission
for the Promotion
of Equality for
Men And Women

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

Discriminatory Advertising

Review of adverts on local newspapers and online media with the aim of preventing and combating discriminatory portrayals



NCPE intervened in

- **57 cases** of discriminatory job adverts
 - **49 cases** on the basis of gender in relation to vacant posts or to education and vocational training
 - **5** on the basis of age in employment.
 - **2** job adverts on the basis of both gender and age
 - **1** on the basis of race in employment



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Requests for Information

69 requests* for information made by entities on a national and international level and by general public.

- **35** requests were related to gender equality
- **5** to age
- **4** to race/ethnic origin
- **2** to gender identity, gender expression and sex characteristics
- **2** to religion/belief
- **1** to sexual orientation
- **14** requests did not fall within NCPE's remit



* Some requests covered more than one ground



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

Equality Mark

- Awarded to organisations that demonstrate a commitment to foster gender equality
 - at the workplace
 - in their provision of goods and services
- A working environment that values gender equality is assessed by looking at
 - measures for reconciliation between work/life responsibilities
 - opportunities for training
 - initiatives promoting gender equality
 - a zero tolerance policy to discrimination and sexual harassment
- **12 organisations received certification**
- **7 organisations were re-certified**



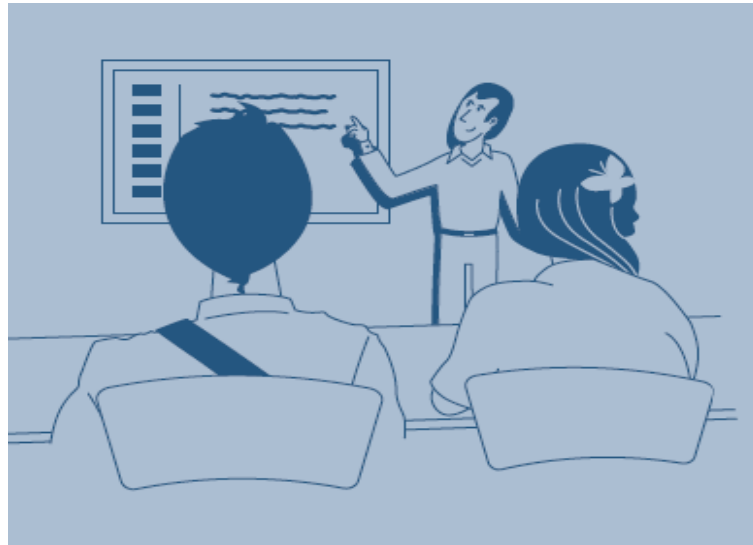


National Commission
for the Promotion
of Equality for
Men And Women

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

Training

48 training sessions with a total of
1,100 participants





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Training

- Topics covered included
 - Role and remit of NCPE
 - Malta's equality legislation
 - Defining equality and non-discrimination
 - Gender and equality mainstreaming
 - Preventing/addressing sexual harassment
 - Challenging stereotypes
 - Adopting a diversity management approach
- Groups included students, teachers, pupils, asylum-seekers, employees and management in the public and private sectors, and local councils





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Conferences

- Human Rights and Equality in Practice (International Women's Day)
- NCPE's 12th Annual Conference
- Equality Beyond Gender Roles
- EQUINET's Working Group Meeting on Gender Equality





National Commission
for the Promotion
of Equality for
Men And Women

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

Resources in Library and Documentation Centre

- Students and researchers use NCPE's library resources



- Books, periodicals and journals
- Mostly related to equality on all grounds
- Database of local newspaper articles related to equality and all the grounds of discrimination
- Library database can now be accessed from NCPE's website



National Commission
for the Promotion
of Equality for
Men And Women

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



Contacting NCPE

equality@gov.mt

www.equality.gov.mt



4th Floor, Gattard House

National Road, Blata l- Bajda

25903850



NCPE's Annual Reports can be accessed online
in *Our Publications and Resources* section
of the website