



# ANNUAL REPORT 2017



**The National  
Commission for the  
Promotion of Equality**

**Annual Report  
2017**



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# What We Stand For

The National Commission for the Promotion Equality is an independent equality body entrusted by Chapter 456 of Laws of Malta to safeguard equality on the basis of gender, family responsibilities, religion/belief, age, sexual orientation, race/ethnic origin and gender identity, gender expression and sex characteristics in employment as well as access to vocational/professional training or banks and financial institutions.

NCPE's remit is also established in the field of gender as well as race/ethnic origin in access to and provision of goods and services via two legal notices, namely Legal Notice 181 of 2008, Access to Goods and Services and their Supply Regulations and Legal Notice 28/2007, 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.

This Annual Report gives an overview of NCPE's work throughout 2017.



# Minister's Message

**Dr Helena Dalli**

*Minister for European Affairs and Equality*

2017 was another good year in terms of the work that the government carried out to continue ensuring equality and non-discrimination in our society.

Throughout the six months of Malta's Presidency of the Council of the EU, we focused on a number of initiatives to further improve the citizens' daily life. These included protection of workers, labour mobility, equal treatment, equal opportunities and occupational health and safety issues. The Government made the **upscaling of skills**, with particular reference to women in the labour market, one of its political priorities. The **Council Conclusions** on this topic, which were adopted during the Maltese Presidency, address women and men in low income precarious work without any opportunities for advancement due to lack of skills, and women and men who find difficulties in re-entering employment. One of the most important achievements of the Presidency were the May 2017 Council decisions leading to the EU's signing of the Istanbul Convention the following month.

It was a pleasure to welcome the EU Commissioner for Justice, Consumers and Gender Equality, Věra Jourová, to Malta during a conference on gender-based violence organised as part of the Presidency programme. We also welcomed Deputy Director-General of the Directorate-General Justice and Consumers of the European Commission, Francisco Fonseca Morillo, and high level representatives responsible for the enhancement of gender equality in the EU Member States for the meeting of the **High Level Group on Gender Mainstreaming** (HLG). The HLG plays a key role in the EU gender equality agenda. This meeting, which is chaired by the

European Commission, was hosted in Malta during the Presidency and focused on advancing equal economic independence of women and men, combating gender-based violence and promoting gender equality and women's rights across the world.

The **draft Directive 'Proposal for a Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures'**, which was launched by the European Commission in 2012 was taken up by the Maltese Presidency that presented a Progress Report on developments.

Data from October 2016 show that women still account for less than one in four (23.9 %) board members in the largest publicly listed companies registered in EU Member States. In Malta this figure is 4.5% of the board members of large listed companies registered in October 2016. In this context, the Government included clear pledges in its **manifesto to seek to strengthen equal opportunities for women and men** in employment and to challenge the underrepresentation of women at higher levels of companies/entities. Various incentives are already being taken in this regard, including extending free childcare services, enhancing the **MicroInvest** programme – particularly for companies where the majority of shareholders are women and self-employed women – and further consultations on the possibility for parents to make use of their sick leave when their children are sick. The government is also committed to give more incentives to employers to enhance opportunities for teleworking and flexible hour work as well as to give a tax deduction of up to €4,000 to



those parents who make use of private childcare services.

To facilitate an increased **participation of women in politics**, the Government is exploring the possibility of having gender quotas in Parliament. This aims to ensure a more gender-balanced Parliament, with an increase in the number of women as Members of Parliament to make up for the current democratic deficit.

The initiatives taken to facilitate the reconciliation of work and family life for working parents, particularly women, continue to yield positive results. The free childcare services, Breakfast Club, Klabb 3-16, as well as the family friendly measures and flexible working conditions encouraged **more women to enter and remain in the labour market**, with the female employment rate reaching 55.6% (Q3/2017). In fact, Malta registered major improvements in the domain of 'work' in the Gender Equality Index published by the European Institute for Gender Equality (EIGE) in 2017.

This further confirms the Government's commitment to the promotion of **a feminist agenda** to ensure that gender equality is achieved, not in several years' time, but during people's lifetimes. In this regard, the government launched **a consultative council on women's rights** to facilitate dialogue between the government and civil society with the aim of strengthening policies and laws that further promote women's rights.

In today's society, it is highly important for workers to combine the needs of their family and of work for the benefit of society as a whole. This was indeed the aim of NCPE's project 'Equality Beyond Gender Roles' which through its various activities emphasised the importance of fathers to take up **family-friendly measures**. In so doing, fathers will in turn have a more active role in the upbringing of their children.

A zero-tolerance approach to **gender-based violence** continues to be a priority. In fact, a legislative process was kick-started for the full implementation of the Istanbul Convention, and the *Gender-based violence and domestic violence Bill*, which passed to second reading in Parliament in November 2017, to provide an overhaul of current

legislation. This law reflects the Government's main message that gender-based violence and domestic violence are society's concern, not just the victim's. In addition, on the occasion of the International Day for the Elimination of Violence against Women marked each year on 25th November, the Government launched a **national strategy** that addresses gender-based violence and domestic violence. Various entities are already working hand-in-hand to implement the 27 initiatives outlined in this strategy.

The government has also taken further landmark steps in the field of LGBTIQ equality. The introduction of **civil marriage** for same sex couples made Malta the 25th country in the world, and the 15th in Europe, to introduce such a law. Thanks to this law, as from 1st September 2017 the institution of marriage became fully gender neutral to ensure that LGBTIQ persons are free to contract a marriage with their partners. By removing all discrepancies between husband and wife, couples contracting a civil marriage are now free to adopt or take on their partner's surname without distinction and to choose a family surname for themselves and their children.

As part of my Ministry's efforts to foster intercultural dialogue, Malta's first-ever ***Migrant Integration Strategy and Action Plan*** was launched in December 2017, introducing frameworks aimed at helping to improve the integration of migrants. The Action Plan, seeks to ensure that migrants learn about the country's values, standards and culture, which is crucial for structured integration.

The way ahead is to continue ensuring that all of us are equal before the law and that human rights are upheld at all times in our society. In this regard, the Government will continue with the process of transforming NCPE into a Human Rights and Equality Commission with a new equality law expected to start being debated in Parliament in 2018.

I congratulate and thank NCPE for being one of the main entities that works hard to bring about a culture change with regard to the strengthening of equality within Maltese society. This unceasing work guarantees a society that safeguards equality and human rights in all their aspects.



# Commissioner's Message

**Renee Laiviera**  
NCPE Commissioner

NCPE has continued working hard throughout 2017 for the enhancement of equal treatment in various sectors of society. Substantial progress has indeed been registered. In fact, various initiatives were undertaken to safeguard equality on the basis of the grounds covered by NCPE's remit ranging from the investigation of complaints of cases of alleged discrimination; awareness raising; dissemination of information on rights and responsibilities and empowerment; the provision of input and contributions to policies and other documents through research; the training given to different stakeholders; monitoring the implementation of gender mainstreaming; as well as an active contribution in relation to equality in the Maltese Presidency of the Council of the European Union.

The **investigation of complaints** is a crucial aspect of our work and, as Commissioner, I have the power and responsibility to investigate any complaints alleging discrimination on the grounds of sex/gender and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity, gender expression or sex characteristics in employment; banks and financial institutions, as well as education; racial / ethnic origin and gender in the provision of goods and services and their supply; and freedom of movement for workers in the EU. 39 complaints were received in 2017, including the initiation of an ex-officio investigation falling under the ground of race/ethnic origin.

During the first six months of 2017, which were characterised by the **Maltese Presidency of the Council of the European Union**, NCPE had the opportunity to put forward and discuss matters related to equality at a European level. Particularly, we actively contributed to the drafting

of the Council Conclusions on '*Enhancing the Skills of Women and Men in the EU Labour Market*' and their adoption, which took place in March. We worked to ensure that the *Proposal for a Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures*, which was a priority for the Presidency, was placed on the Council's agenda whereby it was re-examined and a Progress Report was presented. In addition, we assisted the European Commission in the logistics of the meeting of the High Level Group on Gender Mainstreaming which was hosted by the Presidency in Malta and we participated in the meeting with other Member States' delegates who work on gender mainstreaming and gender equality.

At a national level, we succeeded in concluding the project ***Equality beyond Gender Roles*** that was launched in 2016. This project sought to highlight the relevance of the role of men in relation to gender equality by challenging existing gender stereotypes and emphasising the benefits of the uptake of family-friendly measures. In this regard, we worked with employees and employers participating in consultation sessions and during a Business Breakfast. An event was organised for the general public to address gender stereotypes in the Maltese language, whilst an online campaign raised awareness on these topics. Moreover, in order to challenge gender stereotypes and highlight equal opportunities from a young age, the project also brought together students as well as post-secondary and tertiary students through a series of interactive activities and events including drama, a roving van and an event on the campus of the University of Malta.

Following the general election of 2017, the government published its new programme setting out measures to tackle discrimination. In this context, we identified a number of actions that need to be taken and, subsequently highlighted priorities. In this regard, NCPE deems that research is essential to be able to provide informed and factual input and recommendations for developing policies and initiatives on various facets related to equal treatment. This work supported NCPE's input and **contributions to policies** and documents on both national and international levels to ensure that equality is mainstreamed.

In 2017 we organised an **awareness raising campaign on the gender pay gap**, PayM€qually, to disseminate information on this topic among different stakeholders and the general public through different means of communication. The causes and consequences were highlighted including gender segregation in both education and in the labour market and the need for further empowerment of women and men. This campaign was opportune not only in view of the national commitment to implement the principle of 'equal pay for equal work' in practice, but also in the context of the rising participation of women in the labour market in Malta. Suffice it to say that, in the third quarter of 2017, the female employment rate reached 55.6%, increasing from 52.7% in 2016 and 51% in 2015. Male employment rates were 80.1%, 78.3% and 76.2% respectively.

The **Equality Mark Certification** entered its tenth year. This award is given to companies that enable work life balance for workers with caring responsibilities, making gender equality one of their values and whose management is based on the recognition and promotion of the potential of all women and men. In 2017 there were 80 certified organisations employing around 21,300 persons. 13 new organisations were certified with the Equality Mark in 2017, and 13 others went through re-certification.

**Training** is an important tool which we utilise to promote principles of equality, in particular to inform participants of their rights and responsibilities regarding equal treatment, enabling them to prevent or curb discrimination in society at large. In 2017 NCPE delivered 63 training sessions for 1,300 participants in total ranging

from the public and private sectors such as officers in managerial positions and clerks, to students attending Jobsplus, MCAST and University courses.

The future of our equality body looks promising and its way forward envisaged to be stronger with a wider remit. The two draft Bills published by the then Ministry for Social Dialogue, Consumer Affairs and Civil Liberties in December 2015 – the Equality Bill and the Human Rights and Equality Commission Bill – are currently being discussed in Parliament. Once enacted, the Acts will restructure and strengthen Malta's legal framework on human rights and equality by **transforming NCPE into a Human Rights and Equality Commission** (HREC) answering directly to Parliament with a wider remit as well as sanctioning powers.

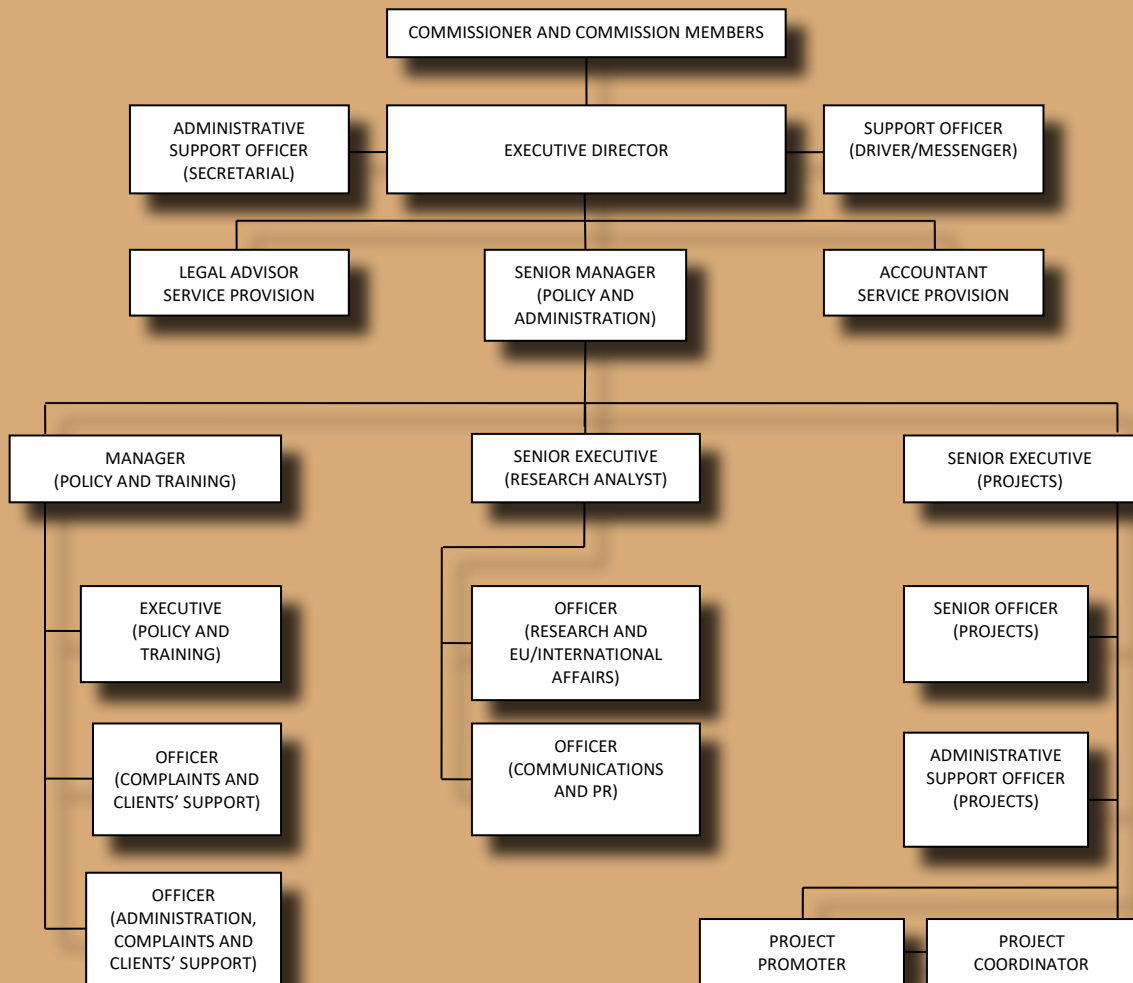
2017 has indeed been a year of progress in the field of equality. I thank the Minister for European Affairs and Equality, Hon. Dr. Helena Dalli, for her support and relentless commitment to safeguard equal rights in Malta. I also would like to thank the Commission members and all the staff of NCPE for their rewarding and productive work in order to reach our objectives, meet our deadlines and address challenges that came our way during the past year. We look forward to the challenges of 2018 for more progress and enhancement of equality in our society.

# The Commission and Commission Members in 2017

**The Commissioner:** Renee Laiviera

**The Commission Members:** Dr. Claudine Borg  
Mary Galea Debono  
Prof. Mark Anthony Falzon  
Mario Mallia  
Oliver Scicluna  
Lorraine Spiteri  
Dr. Vanni Xuereb

# NCPE Organisation Chart 2017



# 1. Equality in Malta

## 1.1 Overview of Developments in 2017

A number of developments related to equality and non-discrimination within the legislative, social, political and economic spheres took place in 2017. Several positive trends were confirmed, such as the increasing female participation in the labour market, the strengthening of LGBTI rights and the launch of a strategy to address violence against women, whilst a number of challenges such as female underrepresentation in politics and segregation in the labour market persist.

This section outlines the main equality developments connected to those social identities within NCPE's remit: sex and family responsibilities, age, sexual orientation, religion/belief, race/ethnic origin and gender identity, gender expression and sex characteristics; as well as freedom of movement for workers in the EU.

### Gender and Family Responsibilities

**Employment rates for women continued to rise in 2017.** In the third quarter of the year, female employment stood at 55.6%. This increased from 52.7% in 2016 and 51% in 2015. Male employment rates were 80.1%, 78.3% and 76.2% respectively<sup>1</sup>.



Breaking down the male and female employment rates by professional status and occupation reveals **gender inequalities related to horizontal and vertical segregation in the labour market**. For example, while 6.4% of all employed males were self-employed with employees, the number of self-employed women with employees is so low that it is not captured by statistics<sup>2</sup>. The rates for self-employed men and women without employees was 11.5% and 6.5% respectively<sup>3</sup>. It is to be noted that although the majority of University graduates are women (59.2%)<sup>4</sup>, top positions are still occupied predominantly by men. The number of men managers is almost double (11.3%) that of women (6.5%), whilst 28.9% of all women employees are in the Services and Sales sector, in contrast with the 11.3% of male employees<sup>5</sup>.

1 National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017* and correspondence with the National Statistics Office (NSO), 21<sup>st</sup> February 2018

2 Ibid.

3 Ibid.

4 <https://www.um.edu.mt/about/um/facts>

5 National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017* and correspondence with the National Statistics

Notwithstanding the implementation of several positive measures such as free childcare for working parents, breakfast clubs and Klabb 3-16, women still face a number of barriers to their full and equal participation in the labour market. These can take the form of discrimination, gender roles and stereotypes, and the unequal sharing of caring responsibilities between women and men, amongst others.

In April 2017, the European Commission launched the **proposal for a Directive on Work-Life Balance for Parents and Carers**, as part of a broader approach aimed at addressing women's underrepresentation and segregation in the labour market. This new initiative takes into account the developments in society over the past decade in order to enable parents and other people with caring responsibilities to better balance their professional work and private life and to encourage a better sharing of caring responsibilities between women and men.

The proposed Directive includes:

- the introduction of paid paternity leave of at least 10 working days
- the strengthening of parental leave by making the non-transferable 4 months period compensated at least at sick pay level
- the right of parents to request to take leave in a flexible way
- a carers' leave for workers caring for seriously ill or dependent relatives.
- the right to request flexible working arrangements (reduced hours, flexible hours and flexibility in place of work) to all parents<sup>6</sup>

Malta assumed the **Presidency of the Council of the European Union** from January till June. The theme of the Presidency was rEUUnion that sought to reconnect the citizens of the EU at individual, corporate and state levels – with each other, with their governments, with the EU and with the world. Equal treatment was one of the main objectives of the Maltese Presidency in the field of employment and social policy. In this regard, the Maltese Presidency supported discussions on measures aiming to eliminate current challenges hindering women's economic independence; undertook to progress the discussions on outstanding files related to equal treatment; facilitated the coordination of an EU position and presence at the UN Commission on the Status of Women (in New York); and held meetings and conferences in Malta on matters related to equal treatment.



## MALTA EU 2017

At the national level, Government launched a public consultation on its proposal of **granting sick leave for parents taking care of sick children**<sup>7</sup> in the form of questions on whether there is the need for such measure, its potential benefits and downsides, and the best way for its implementation. Work-life balance was also the focus of an NCPE project entitled '**Equality Beyond Gender Roles**'<sup>8</sup>, which was launched in 2016 and implemented in 2016/7. This project aimed at promoting a fair and equal balance between paid and unpaid work and breaking down gender stereotypes tied to traditional gender roles, through activities for students, public initiatives and media campaigns.

Office (NSO), 21<sup>st</sup> February 2018

6 <http://ec.europa.eu/social/main.jsp?catId=1311&langId=en>

7 [https://meae.gov.mt/en/Public\\_Consultations/MSDC/Pages/Consultations/SickleavefortheCareofChildren.aspx](https://meae.gov.mt/en/Public_Consultations/MSDC/Pages/Consultations/SickleavefortheCareofChildren.aspx)

8 [https://ncpe.gov.mt/en/Pages/Projects\\_and\\_Specific\\_Initiatives/Equality-Beyond-Gender-Roles.aspx](https://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Equality-Beyond-Gender-Roles.aspx)

Debate at University held as part of the 'Equality Beyond Gender Roles' project



A general election took place in Malta on the 3<sup>rd</sup> June 2017. This election has once again confirmed the **unbalanced representation between the sexes in the political sphere**. Only 20.5% of all candidatures were women, and the percentage of women elected was 15.4%<sup>9</sup>. In view of the fact that there are very few noticeable improvements in this area, the Prime Minister stated that it was time for the country to consider introducing gender quotas. In July 2017, the Labour Party also launched the LEAD programme as part of a 10-year plan that will seek to ensure that half of its candidates contesting the 2027 general election are women. It involves the recruitment of women in a programme offering a series of mentoring sessions and “on the ground” training<sup>10</sup>.

In November 2017, the **Council for Women’s Rights** was established by the Ministry for European Affairs and Equality with a view of addressing gender inequality and strengthening women’s rights in Malta. This Council, composed of 23 representatives from civil society, aims to improve dialogue in this area between Government and civil society..

The prevalence of **violence against women** remains one of the major concerns in the field of gender equality. In November, the Ministry for European Affairs and Equality launched a strategy against gender-based violence and domestic violence<sup>11</sup>.

The strategy is based on four pillars:

- i) prevention of violence
- ii) legal protection for victims and witnesses
- iii) strengthening of the investigation process and prosecution; and
- iv) an integrated national policy.

Moreover, the **Gender-Based Violence and Domestic Violence Bill** was tabled and started being discussed in Parliament. The Bill seeks to improve legislation regarding domestic violence and violence against women and girls by increasing protection to victims and strengthening the Commission on Domestic Violence. Enactment of this Bill should lead to the full implementation of the *Council of Europe Convention on the prevention and combatting of violence against women and domestic violence* (Istanbul Convention).

Through the **Marriage Equality Bill**,<sup>12</sup> the discrepancies between husband and wife in the choice of surname was removed. Both are now free to adopt or take on their partner’s surname without distinction. Their siblings would then take on the family surname that the couple chooses on the day of their marriage.

## LGBTI

2017 was the year in which full marriage equality was established in Malta. Parliament approved the *Marriage Equality Bill* in July, making Malta the 25th country in the world, and the 15th in Europe, to approve such a law<sup>13</sup>. This made the **institution of marriage fully inclusive** by ensuring that lesbian, gay, bisexual, trans, intersex, and genderqueer (LGBTIQ) persons are free to contract marriage, be they of the same or a different sex, and also free to parent children without having unnecessary references to the gender or biological make-up on their birth certificates.

9 <https://electoral.gov.mt/Elections/General>

10 <https://www.tvn.com.mt/en/news/seventy-women-chosen-for-lead-programme/>

11 [https://meae.gov.mt/en/Pages/Media/Press\\_Releases/PR172689.aspx](https://meae.gov.mt/en/Pages/Media/Press_Releases/PR172689.aspx)

12 <https://www.gov.mt/en/Government/Press%20Releases/Pages/2017/July/12/pr171689.aspx>

13 Ibid.



As from September 2017, after Identity Malta updated its software to reflect legislative changes brought about by the *Gender Identity Act*, people can have their **gender marked with X on their official documents**, including passports, ID cards and residence permits<sup>14</sup>. This means that people who do not want their gender specified on identification documents, can now amend their gender details with a neutral X marker option by providing a sworn statement signed by a notary.

The measures aimed at safeguarding LGBTIQ rights implemented over the past few years led to Malta ranking first for the second consecutive year in the Index<sup>15</sup> published by the *International Lesbian, Gay, Bisexual, Trans and Intersex Association – Europe* (ILGA-Europe) which assesses the situation with regards to the human rights of LGBTIQ persons in different European countries.



People celebrating the Marriage Equality Act in Castille Square

Photo: DOI - Clifton Fenech

## Age

People face different social experiences at different stages of their life cycle. For example, youth have to face the challenges of finding suitable employment while many older persons rely on their pension for a dignified living. On a societal level, Malta will also be facing the consequences of an ageing population whereby the increasing number of pensioners might not be sustained by the decreasing workforce.

A number of budgetary measures were presented in October 2017 to address these challenges both in the short and in the long term. It was announced that, following pension increases over the past two years, every **pensioner shall further benefit from a weekly €2 increase in his or her pension**, irrespective of whether one is receiving a contributory or a non-contributory pension<sup>16</sup>.

Moreover, as from 2018, pensioners who are 65 years or older shall have their **pension adjusted to take into consideration the National Insurance contributions paid after pensionable age**. Pensioners, who have retired from work and are not yet 65 years of age and are engaged in part-time work or are self-employed, will also be able to pay the National Insurance contribution pro-rata at 15% on their net income instead of the full rate, as is currently the case<sup>17</sup>.

In the Budget speech it was also announced that Government will continue working to **strengthen the skills of youth** with the scheme 'get into'. This effort will complement the Prince's Trust XL Programme, which offers them the opportunity to gain experience on their place of work while still training, thus increasing their chances of employability<sup>18</sup>.

14 [https://meae.gov.mt/en/Pages/Media/Press\\_Releases/PR171985.aspx](https://meae.gov.mt/en/Pages/Media/Press_Releases/PR171985.aspx)

15 [https://meae.gov.mt/en/Pages/Media/Press\\_Releases/PR171270-.aspx](https://meae.gov.mt/en/Pages/Media/Press_Releases/PR171270-.aspx)

16 <https://mfin.gov.mt/en/The-Budget/Pages/The-Budget-2018.aspx>

17 Ibid.

18 Ibid.



*The Migrant Integration Strategy and Action Plan (Vision 2020)*

### Race/ethnic origin and religion/belief

Persons, coming from minority race and belief backgrounds in Malta, often experience specific challenges linked to language and cultural barriers, discrimination and hostility, and limited or unequal participation in spheres such as the economy, culture and politics.

To start addressing these challenges, in December 2017, the Human Rights and Integration Directorate (MEAE) launched the document entitled ***Integration = Belonging: Migrant Integration Strategy and Action Plan (Vision 2020)***<sup>19</sup>. This Strategy creates a framework for understanding successful integration assessed through the level of the migrants' own sense of belonging to Maltese society and the space Maltese society allows for such integration in its different sectors and strata. It recognises that the celebration of diversity and the promotion of equality are not sufficient in themselves as an integration strategy. One needs to ensure that migrants in Malta have a voice, are recognised for their true value and are able to build their sense of belonging within society.

The document sets out the Government's plan to establish:

- an Integration Unit tasked with taking care of the day-to-day implementation of the Strategy and the Action Plan
- an Inter-Ministerial Committee on Integration that will coordinate Government's actions in the field of integration; and
- a Forum on Integration Affairs, including representatives from a range of migrant community organisations active in Malta, that will advise Government.

<sup>19</sup> <https://meae.gov.mt/en/Documents/migrant%20integration-EN.pdf>

## 1.2 Statistical Overview

This statistical overview aims to present disparities between women and men in their participation in the spheres of employment, public administration, politics, the judiciary, education, media and sports. In general, it is evident that women are still underrepresented in decision-making in all spheres under review. Moreover, gender segregation still persists in both education and employment. On the other hand, women's **participation in the labour market has been steadily progressing over the past three years**. However, women are largely underrepresented in the political sphere, registering a slight decrease in the percentage of women in Cabinet following the 2017 General Election.

### Employment

Table 1: Activity rates of women and men, divided by age in 2015, 2016 and 2017 (Q3)<sup>20</sup>

Age	2015		2016		2017 (Q3)	
	M %	F %	M %	F %	M %	F %
15 – 24	53.3	49.9	54.4	49.2	53.8	51.2
25 – 54	95.3	65.8	95.9	67.3	96.9	69.6
55 - 64	62.2	22.6	64.0	27.0	68.0	29.4

Figure 1: Activity rates of working-age women and men (15-64 years old) in 2015, 2016 and 2017 (Q3)<sup>21</sup>

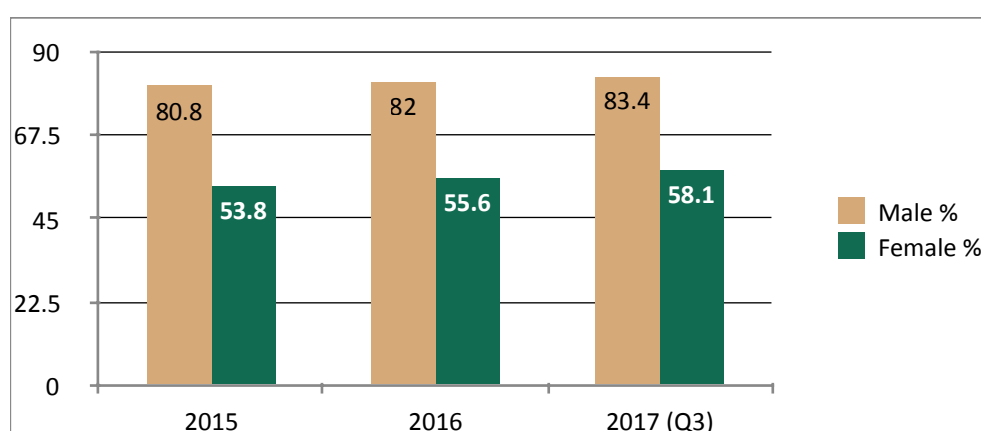


Table 2: Employment rates of women and men, divided by age in 2015, 2016 and 2017 (Q3)<sup>22</sup>

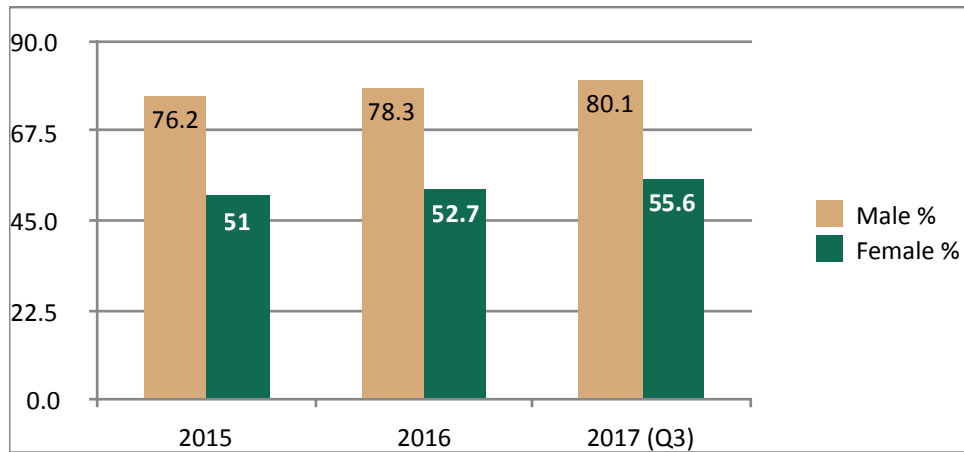
Age	2015		2016		2017 (Q3)	
	M %	F %	M %	F %	M %	F %
15 - 24	45.9	45.2	48.4	43.8	48.0	46.1
25 - 54	91.3	62.9	92.5	64.3	93.6	67.4
55 - 64	58.9	21.9	61.8	26.4	66.5	28.5

20 National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017* and National Statistics Office (NSO), October 2017, *Key Indicators on the Labour Market: 2012-2016*

21 Ibid.

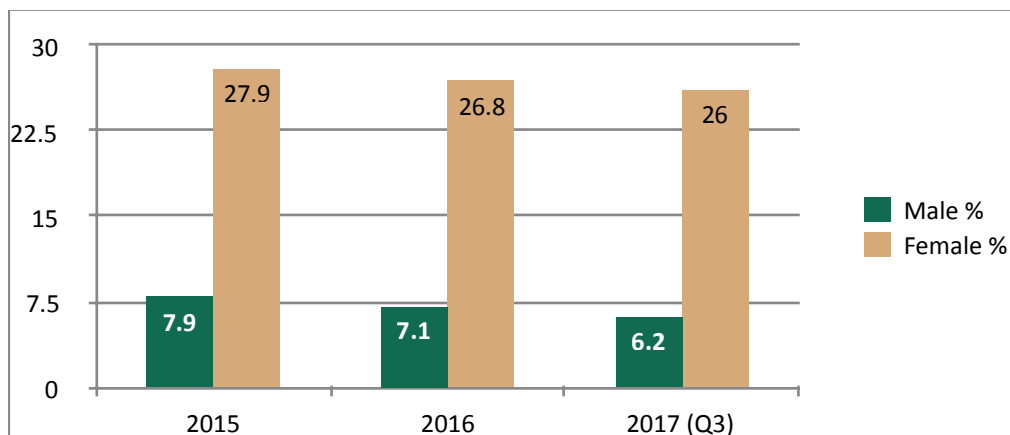
22 Ibid.

Figure 2: Employment rates of working-age women and men in 2015, 2016 and 2017 (Q3)<sup>23</sup>



Activity and employment rates for both sexes have been steadily increasing over the past years, including the continued increase in the participation of women in the labour market. Most notably, women within the 55 – 64 age bracket register the lowest employment rates and the highest increase of 6.6 percentage-points over the past three years.

Figure 3: Percentage of women and men having part-time as their main occupation in 2015, 2016 and 2017 (Q3)<sup>24</sup>



Women having part-time work as their main occupation outnumber men by approx. 20 percentage points. Despite that both the percentages of women and men part-timers have slightly decreased over the past three years, the gender gap remains the same.

<sup>23</sup> Ibid.

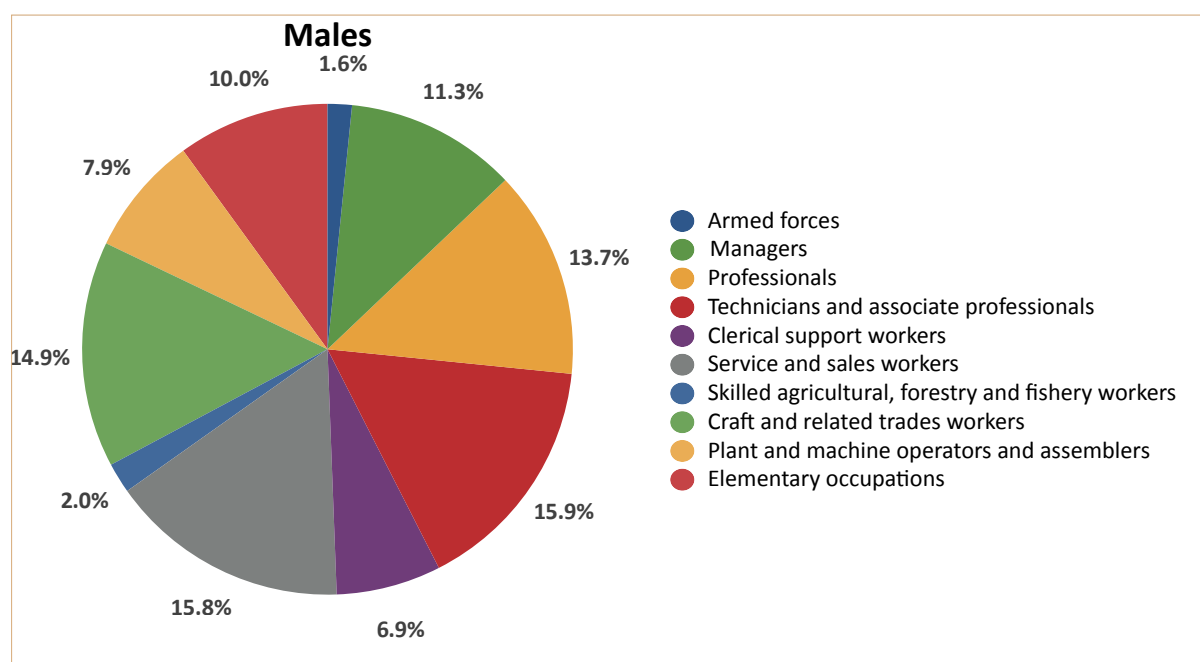
<sup>24</sup> National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017* and correspondence with the National Statistics Office (NSO), 21<sup>st</sup> February 2018

Table 3: Total employed by occupation in 2015, 2016 and 2017 (Q3)<sup>25</sup>

Occupation	2015		2016		2017 (Q3)	
	M %	F %	M %	F %	M %	F %
Armed forces	1.9	:	1.9	:	1.6	:
Managers	10.7	6.3	10.8	6.8	11.3	6.5
Professionals	12.8	21.8	13.1	22.5	13.7	21.8
Technicians and associate professionals	14.3	14.8	15.3	13.8	15.9	13.3
Clerical support workers	8.4	15.6	8.0	15.5	6.9	16.2
Service and sales workers	16.3	29.1	16.6	29.3	15.8	28.9
Skilled agricultural, forestry and fishery workers	2.2	:	2.0	:	2.0u	:
Craft and related trades workers	15.6	1.0	14.6	1.6	14.9	:
Plant and machine operators and assemblers	7.6	4.0	7.8	3.7	7.9	4.5u
Elementary occupations	10.4	7.0	9.9	6.5	10.0	7.2

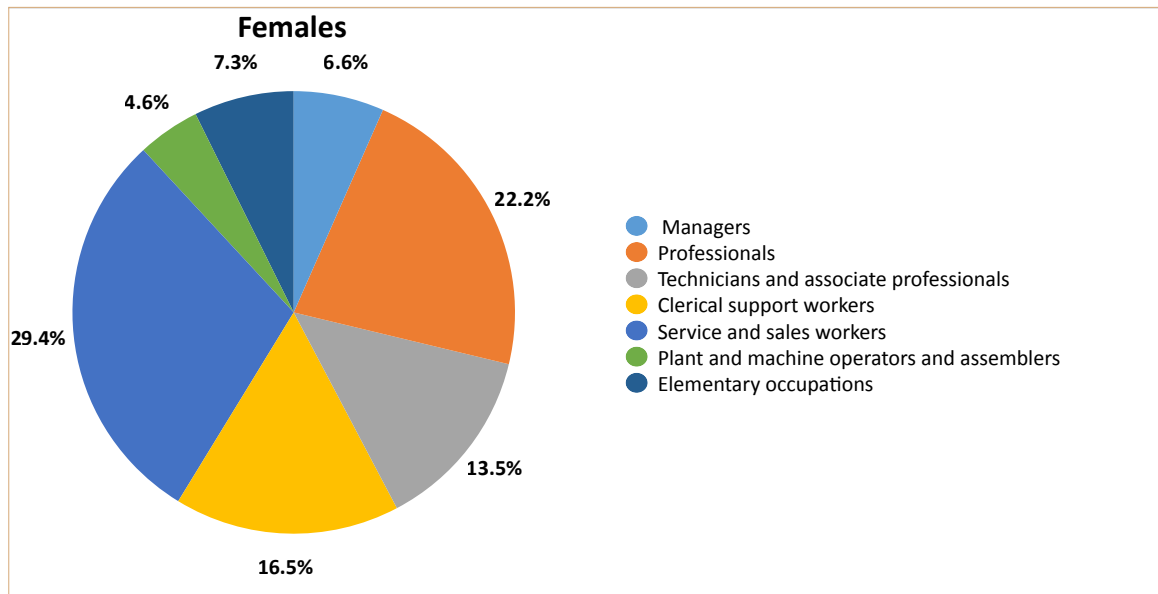
u Underrepresented - between 20 and 49 sample observations

: Unreliable - less than 20 sample observations

Figures 4 & 5: Total employed by occupation in 2017 (Q3)<sup>26</sup>

<sup>25</sup> Ibid.

<sup>26</sup> National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017*



Gender segregation in the labour market persists, with women being underrepresented in higher paid jobs and in decision-making positions. In Q3 of 2017<sup>27</sup>, out of 18,900 Managers, 13,771 (72.9%) were men and 5,129 (27.1%) were women. Whereas, of 21,190 Clerical Support Workers, 8,396 (39.6%) were men and 12,794 (60.4%) were women.

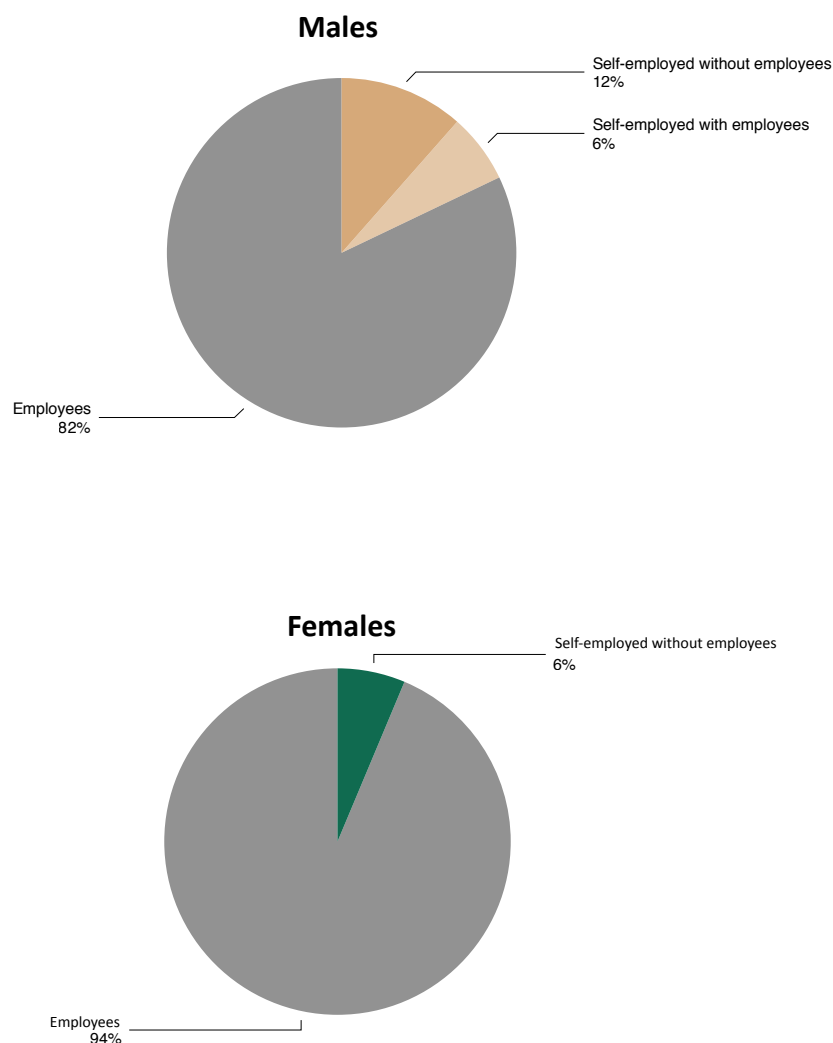
Table 4: Total employed by professional status in 2015, 2016 and 2017 (Q3)<sup>28</sup>

Professional status	2015		2016		2017 (Q3)	
	Males	Females	Males	Females	Males	Females
Self-employed without employees	12.2	5.1	11.7	4.5	11.5	6.2
Self-employed with employees	6.1	1.9	6.6	1.6	6.4	:
Employees	81.7	93.0	81.7	93.8	82.1	91.9

: Unreliable - less than 20 sample observations

<sup>27</sup> National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017*

<sup>28</sup> National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017* and correspondence with the National Statistics Office (NSO), 21<sup>st</sup> February 2018

Figures 6 & 7: Total employed by professional status of women and men in 2017 (Q3)<sup>29</sup>

The percentage of self-employed men without employees is almost double the percentage of self-employed women in the same category. Moreover, there is no statistical data for self-employed women with employees as opposed to men.

Table 5: Unadjusted gender pay gap in 2014, 2015 and 2016<sup>30</sup>

	2014	2015	2016
<b>Malta</b>	10.6	10.4	11.0
<b>EU (28 countries)</b>	16.6	16.2p	16.2p
<b>EU (27 countries)</b>	16.6	16.3p	16.3p

p = provisional

The gender pay gap is defined as the relative difference in the average gross hourly earnings of women and men within the economy as a whole. In Malta the gender pay gap stood at 11.0% in 2016 (Eurostat, latest available data), a considerable increase from a gap of 5.2% in 2006. It is envisaged that as the participation rate of women in the labour market rises, so will the pay gap due to labour market segregation and unequal pay for work of equal value.

<sup>29</sup> National Statistics Office (NSO), December 2017, *Labour Force Survey: Q3/2017*

<sup>30</sup> [http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=sdg\\_05\\_20&plugin=1](http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=sdg_05_20&plugin=1)

Table 6: Gender balance in largest listed companies in 2017-B2<sup>31</sup>

	2017-B2	
	M%	F%
Malta	86.2	13.8
EU (28 countries)	84.2	15.8

The percentage of women CEOs, executives and non-executives on the company boards of Malta's largest listed companies is very low. This follows the same pattern of underrepresentation of women on company boards across the European Union's twenty-eight member states.

## Public Administration

Table 7: Women and men in salary scales (2016 and 2017)<sup>32</sup>

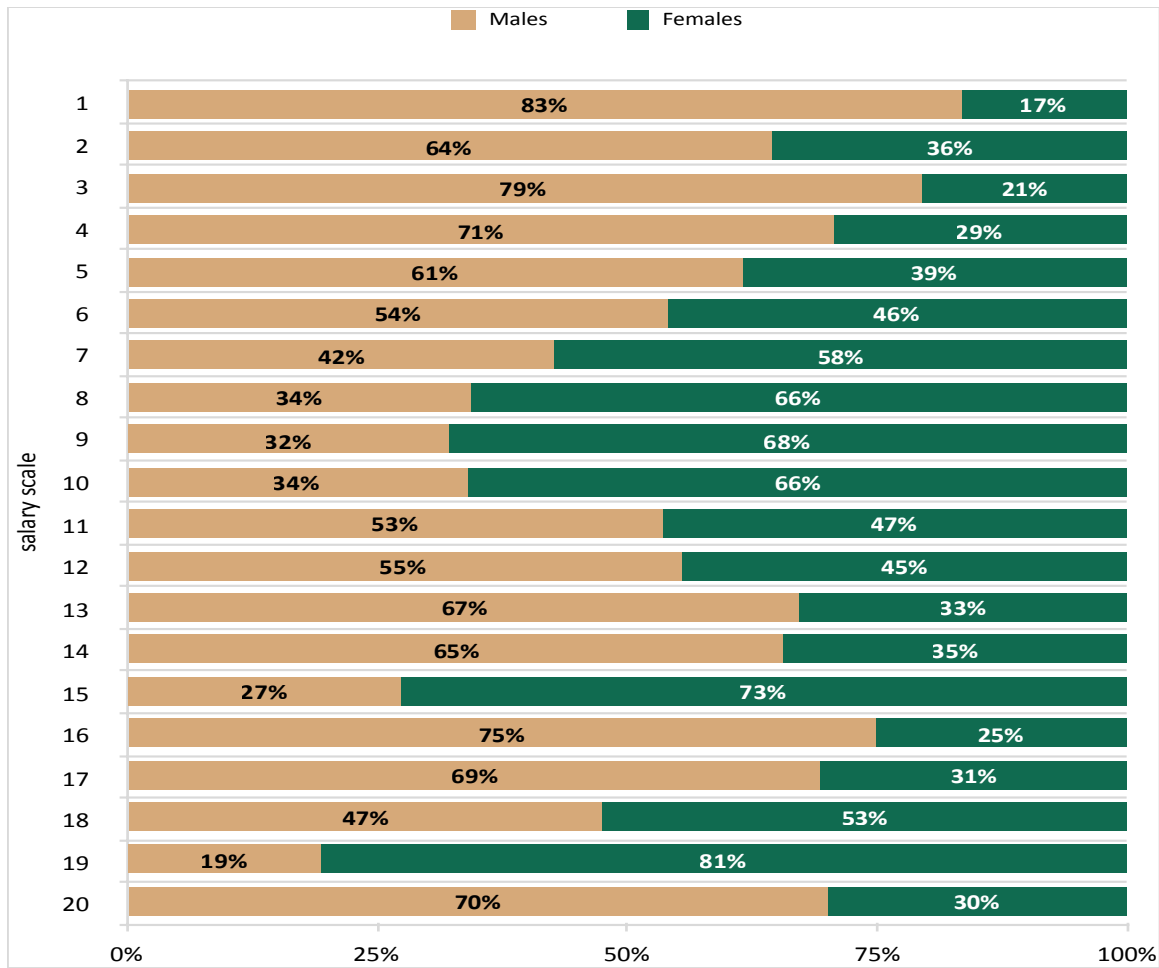
Salary scale	2016					2017					Change in	
	Males		Females		Total	Males		Females		Total	Males	Females
1	13	72.2%	5	27.8%	18	10	83.3%	2	16.7%	12	+	-
2	8	66.7%	4	33.3%	12	9	64.3%	5	35.7%	14	-	+
3	148	77.9%	42	22.1%	190	248	79.2%	65	20.8%	313	+	-
4	328	73.7%	117	26.3%	445	409	70.6%	170	29.4%	579	-	+
5	475	65.3%	252	34.7%	727	577	61.4%	362	38.6%	939	-	+
6	449	52.8%	401	47.2%	850	451	54.0%	384	46.0%	835	+	-
7	1,361	44.6%	1,689	55.4%	3,050	1,595	42.5%	2,160	57.5%	3,755	-	+
8	883	32.6%	1,826	67.4%	2,709	959	34.3%	1,835	65.7%	2,794	+	-
9	1,295	34.0%	2,512	66.0%	3,807	1,045	32.1%	2,210	67.9%	3,255	-	+
10	1,120	32.8%	2,294	67.2%	3,414	1,125	33.9%	2,192	66.1%	3,317	+	-
11	714	60.9%	459	39.1%	1,173	905	53.4%	791	46.6%	1,696	-	+
12	1,018	46.4%	1,177	53.6%	2,195	1,754	55.2%	1,422	44.8%	3,176	+	-
13	1,735	69.7%	754	30.3%	2,489	1,736	67.2%	849	32.8%	2,585	-	+
14	2,763	68.1%	1,293	31.9%	4,056	1,880	65.4%	995	34.6%	2,875	-	+
15	480	25.2%	1,423	74.8%	1,903	548	27.5%	1,446	72.5%	1,994	+	-
16	748	60.0%	499	40.0%	1,247	1,311	74.7%	444	25.3%	1,755	+	-
17	489	67.4%	237	32.6%	726	500	69.3%	222	30.7%	722	+	-
18	1,210	65.3%	643	34.7%	1,853	437	47.4%	485	52.6%	922	-	+
19	108	57.4%	80	42.6%	188	15	19.5%	62	80.5%	77	-	+
20	216	71.3%	87	28.7%	303	270	70.1%	115	29.9%	385	-	+
<b>Total</b>	<b>15,561</b>	<b>49.6%</b>	<b>15,794</b>	<b>50.4%</b>	<b>31,355</b>	<b>15,784</b>	<b>49.3%</b>	<b>16,21</b>	<b>50.7%</b>	<b>32,000</b>	<b>-</b>	<b>+</b>

31 [http://eige.europa.eu/gender-statistics/dgs/indicator/wmidm\\_bus\\_bus\\_wmid\\_comp\\_compex](http://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_bus_bus_wmid_comp_compex)

32 Correspondence with the People and Standards Division (PSD), 16<sup>th</sup> February 2018



Figure 8: Women and men in salary scales (2017) by percentage<sup>33</sup>



The underrepresentation of women in decision-making positions is also evident in data for the Public Administration workforce as men continue to outnumber women in Scales 1 to 6.

<sup>33</sup> Ibid.

Table 8: Utilisation of family-friendly measures by gender in 2015 and 2016<sup>34</sup>

Type	2015					2016				
	Males		Females		Total	Males		Females		Total
	No	%	No	%		No	%	No	%	
Maternity Leave (first 14 weeks)	0	0.0	647	100.0	647	0	0.0	735	100.0	735
Maternity Leave (additional 4 weeks)	0	0.0	496	100.0	496	0	0.0	556	100.0	556
Adoption Leave	2	25.0	6	75.0	8	1	50.0	1	50.0	2
Responsibility Leave	9	23.1	30	76.9	39	10	24.4	31	75.6	41
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	8	1.7	468	98.3	476	3	0.6	495	99.4	498
Career Break	6	2.4	247	97.6	253	5	2.0	247	98.0	252
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	2	22.2	7	77.8	9	0	0.0	4	100.0	4
Reduced hours – 20 hours/week	15	5.1	280	94.9	295	18	6.0	283	94.0	301
Reduced hours – 25 hours/week	8	5.4	141	94.6	149	8	5.6	135	94.4	143
Reduced hours – 30 hours/week	25	5.6	423	94.4	448	19	4.9	369	95.1	388
Reduced hours – 35 hours/week	8	3.2	241	96.8	249	6	2.9	201	97.1	207
Reduced hours – other amounts	16	6.1	246	93.9	262	12	4.6	247	95.4	259
Teleworking	205	19.8	830	80.2	1,035	159	13.7	999	86.3	1,158
Flexi-Time	310	51.6	291	48.4	601	304	44.4	380	55.6	684
<b>Total</b>	<b>614</b>	<b>16.1</b>	<b>3,210</b>	<b>83.9</b>	<b>3,824</b>	<b>545</b>	<b>13.8</b>	<b>3,392</b>	<b>86.2</b>	<b>3,937</b>

34 Correspondence with the People and Standards Division (PSD), 12<sup>th</sup> December 2017

Table 9: Utilisation of family-friendly measures by different Scale Categories in 2016<sup>35</sup>

Type	Scales 1-5		Scales 6-10		Scales 11-15		Scales 16-20		Definite Contracts	
	M	F	M	F	M	F	M	F	M	F
Maternity Leave (first 14 weeks)	0	29	0	448	0	161	0	19	0	78
Maternity Leave (additional 4 weeks)	0	21	0	343	0	126	0	19	0	47
Adoption Leave	0	0	1	1	0	0	0	0	0	0
Responsibility Leave	0	1	1	17	9	12	0	1	0	0
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	0	14	1	332	2	116	0	16	0	17
Career Break	0	4	4	154	1	72	0	10	0	7
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	0	0	0	4	0	0	0	0	0	0
Reduced hours – 20 hours/week	1	10	10	183	3	63	1	17	3	10
Reduced hours – 25 hours/week	1	7	3	66	0	38	2	23	2	1
Reduced hours – 30 hours/week	0	11	9	181	5	122	5	51	0	4
Reduced hours – 35 hours/week	1	7	1	81	4	77	0	33	0	3
Reduced hours – other amounts	2	13	3	93	1	71	1	62	5	8
Teleworking	17	53	90	405	45	457	4	57	3	27
Flexi-Time	38	17	132	157	94	117	26	46	14	43
<b>Totals</b>	<b>60</b>	<b>137</b>	<b>255</b>	<b>1,674</b>	<b>164</b>	<b>1,145</b>	<b>39</b>	<b>316</b>	<b>27</b>	<b>120</b>
<b>Overall percentage</b>	<b>30.5%</b>	<b>69.5%</b>	<b>13.2%</b>	<b>86.8%</b>	<b>12.5%</b>	<b>87.5%</b>	<b>11.0%</b>	<b>89.0%</b>	<b>18.4%</b>	<b>81.6%</b>

Women make up the majority of public employees taking up family-friendly measures such as teleworking, reduced hours and career break. This indicates that women are still expected to shoulder most of the family responsibilities. In fact the percentage of men who have utilised family-friendly measures went down to 13.8% in 2016 from 16.1% in 2015.

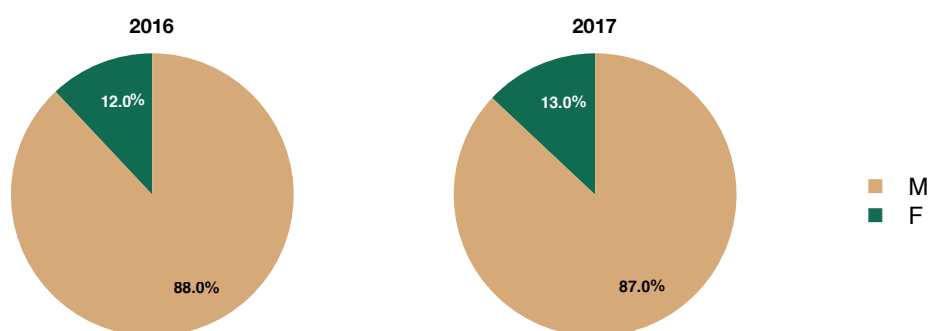
<sup>35</sup> Ibid.

**Political Sphere – National Government**

Table 10: Cabinet in 2016 and 2017<sup>36</sup>

	2016			2017		
	Males	Females	Total	Males	Females	Total
<b>Ministers</b>	16	1	17	13	2	15
<b>Parliamentary Secretaries</b>	4	2	6	9	1	10
<b>Cabinet - Total</b>	20	3	23	22	3	25

Figures 9 & 10: Cabinet in 2016 and 2017 by percentage<sup>37</sup>

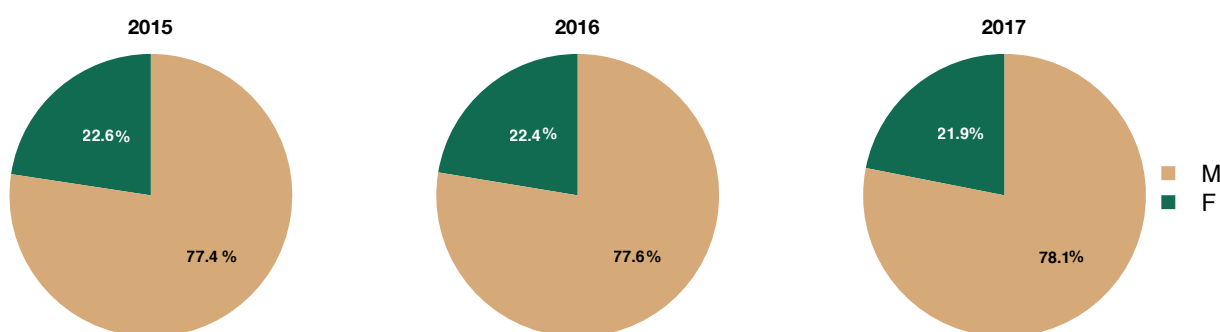


Following the 2017 General Elections, the number of women in Cabinet remained the same despite that the total number in Cabinet increased by two Parliamentary Secretaries.

Table 11: Local Councils in 2015, 2016 and 2017<sup>38</sup>

	2015		2016		2017	
	M	F	M	F	M	F
<b>Mayors</b>	56	12	56	12	56	13
<b>Deputy Mayors</b>	54	14	54	14	56	12
<b>Councillors</b>	243	77	243	76	244	75
<b>Total</b>	353	103	353	102	356	100
	<b>456</b>		<b>455</b>		<b>456</b>	

Figures 11, 12 & 13: Mayors, Deputy Mayors and Councillors in 2015, 2016 and 2017<sup>39</sup>



Similar to the low representation of women in Cabinet, this pattern is also evident in local councils, where women make up a low percentage of mayors, deputy mayors and councillors.

36 <https://www.gov.mt/en/government/government%20of%20malta/administration/pages/the-administration.aspx>

37 Ibid.

38 Correspondence with the Local Government Division, 22<sup>nd</sup> February 2018

39 Ibid.

## Judiciary

Table 12 & Figures 14, 15 & 16: Bench of Judges in 2015, 2016 and 2017<sup>40</sup>

	2015	2016	2017
Males	16	17	16
Females	6	6	6
<b>Total</b>	<b>22</b>	<b>23</b>	<b>22</b>

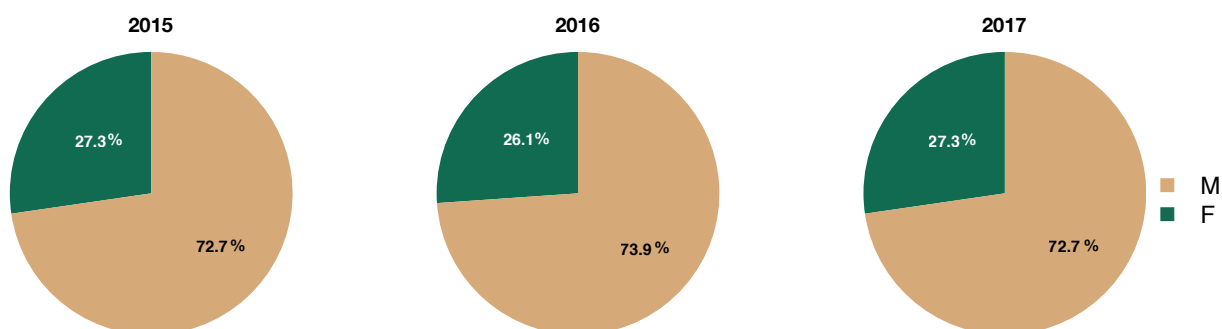
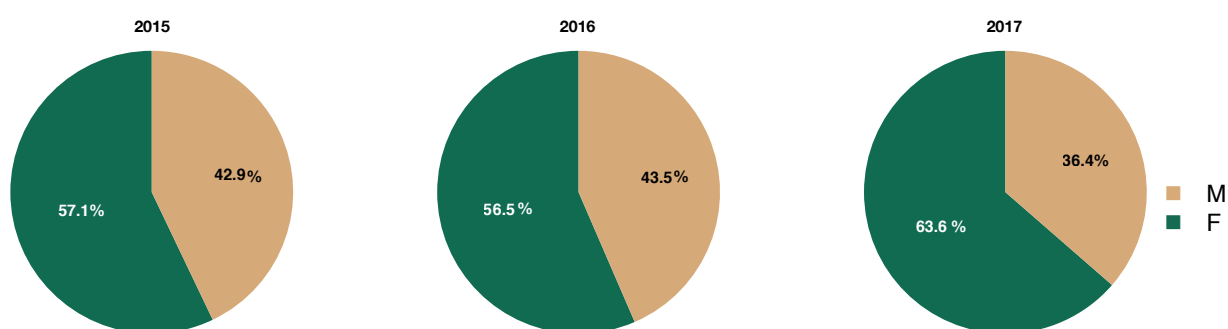


Table 13 & Figures 17, 18 & 19: Bench of Magistrates in 2015, 2016 and 2017<sup>41</sup>

	2015	2016	2017
Males	9	10	8
Females	12	13	14
<b>Total</b>	<b>21</b>	<b>23</b>	<b>22</b>

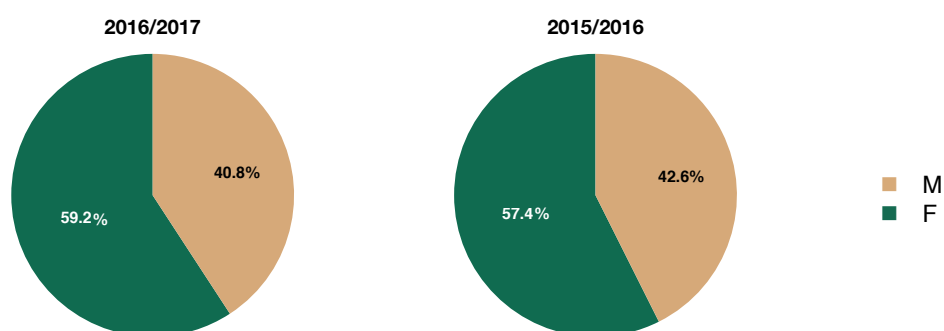


Within the judiciary, the majority of judges were men however, in 2017, 63.6% of magistrates were women.

40 Correspondence with the Courts of Justice, 14<sup>th</sup> December 2017

41 Ibid.

## Education

Figures 20 & 21: University Graduates 2015/2016 & 2016/2017 by percentage<sup>42</sup>Table 14: University Graduates in 2015/2016 and 2016/2017 by faculty/institute<sup>43</sup>

	2015/16			2016/17			Change in Percentage					
	M	F	Total	M	F	Total	M	F				
Faculty of Arts	122	33.7%	240	66.3%	362	119	31.7%	256	68.3%	375	-	+
Faculty for the Built Environment	136	62.7%	81	37.3%	217	122	61.3%	77	38.7%	199	-	+
Faculty of Economics, Management and Accountancy	289	52.7%	259	47.3%	548	286	46.4%	331	53.6%	617	-	+
Faculty of Education	58	21.1%	217	78.9%	275	55	16.8%	273	83.2%	328	-	+
Faculty of Engineering	93	80.2%	23	19.8%	116	88	79.3%	23	20.7%	111	-	+
Faculty of Health Sciences	74	19.5%	306	80.5%	380	93	26.3%	260	73.7%	353	+	-
Faculty of Information and Communication Technology	78	73.6%	28	26.4%	106	91	81.3%	21	18.8%	112	+	-
Faculty of Laws	150	40.7%	219	59.3%	369	174	39.3%	269	60.7%	443	-	+
Faculty of Medicine and Surgery	94	49.0%	98	51.0%	192	111	45.1%	135	54.9%	246	-	+
Faculty of Science	42	47.7%	46	52.3%	88	61	48.8%	64	51.2%	125	+	-
Faculty for Social Wellbeing	76	28.8%	188	71.2%	264	69	24.6%	212	75.4%	281	-	+
Institute of Digital Games	3	100.0%	0	0.0%	3	8	61.5%	5	38.5%	13	-	+
Centre for Entrepreneurship and Business Incubation	11	78.6%	3	21.4%	14	12	63.2%	7	36.8%	19	-	+
Centre for Labour Studies	1	4.8%	20	95.2%	21	3	17.6%	14	82.4%	17	+	-
Others	256	48.3%	274	51.7%	530	245	46.8%	279	53.2%	524	-	+
<b>Total of Graduates</b>	<b>1,483</b>	<b>42.6%</b>	<b>2,002</b>	<b>57.4%</b>	<b>3,485</b>	<b>1,537</b>	<b>40.8%</b>	<b>2,226</b>	<b>59.2%</b>	<b>3,763</b>	<b>-</b>	<b>+</b>

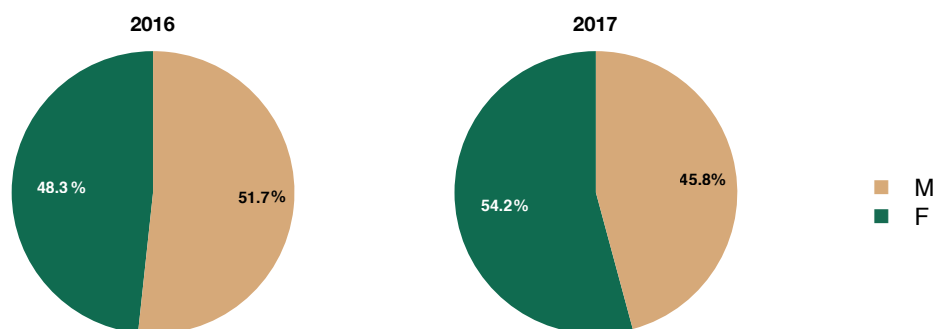
42 <https://www.um.edu.mt/about/um/facts>

43 Ibid.

Table 15: MCAST Graduates in 2016 and 2017<sup>44</sup>

Level 6	2016					2017					Change in Percentage	
	M	F	Total	M	F	Total	Males	Females				
Institute for the Creative Arts	40	48.2%	83	55	51.4%	107	+	-				
Institute of Applied Sciences	7	41.2%	17	19	54.3%	35	+	-				
Institute of Business Management and Commerce	13	36.1%	36	27	40.3%	67	+	-				
Institute of Community Services	0	0.0%	12	0	0.0%	11	=	=				
Institute of Engineering And Transport	36	81.8%	44	44	83.0%	53	+	-				
Institute of Information and Communication Technology	56	88.9%	63	54	91.5%	59	+	-				
Vocational Teacher Training Unit	30	46.2%	65	/	/	/	/	/				
<b>Total</b>	<b>182</b>	<b>56.9%</b>	<b>320</b>	<b>199</b>	<b>59.9%</b>	<b>332</b>	<b>+</b>	<b>-</b>				
Level 5	M	F	Total	M	F	Total						
Gozo Campus	1	50.0%	2	/	/	/	/	/				
Institute for the Creative Arts	64	51.6%	124	44	46.3%	95	-	+				
Institute of Applied Sciences	28	54.9%	51	19	46.3%	41	-	+				
Institute of Business Management and Commerce	41	38.3%	107	30	34.5%	87	-	+				
Institute of Community Services	0	0.0%	28	29	9.9%	293	+	-				
Institute of Engineering And Transport	56	93.3%	60	61	83.6%	73	-	+				
Institute of Information and Communication Technology	66	90.4%	73	77	93.9%	82	+	-				
MCAST Gateway To Industry	8	8.2%	97	/	/	/	/	/				
<b>Total</b>	<b>264</b>	<b>48.7%</b>	<b>542</b>	<b>260</b>	<b>38.7%</b>	<b>671</b>	<b>-</b>	<b>+</b>				

44 Correspondence with MCAST, 14<sup>th</sup> December 2017

Figures 22 & 23: MCAST Graduates in 2016 and 2017, by percentage<sup>45</sup>

In the sphere of education, females outnumbered males in obtaining qualifications from the University of Malta and MCAST in 2017. However, it is noted that in MCAST's higher academic level (level 6), there were more male graduates than females.

Gender segregation in career choice persists. Most notably, ICT-related graduates from both University and MCAST were predominantly males whereas the vast majority of graduates in the fields of community services and social wellbeing were females.

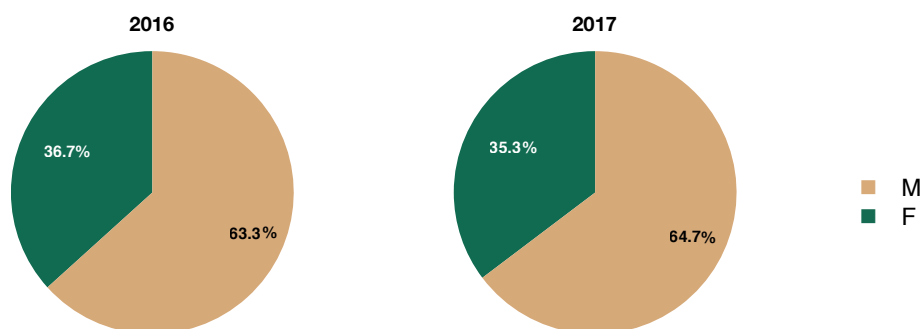
Table 16: University of Malta Academic Staff (Women and Men) in 2016 and 2017<sup>46</sup>

Post	2016			2017			Change in Percentage					
	Males	Females	Totals	Males	Females	Totals	Males	Females				
Resident Academics												
Professor	90	85.7%	15	14.3%	105	88	86.3%	14	13.7%	102	+	-
Associate Professor	99	75.0%	33	25.0%	132	101	76.5%	31	23.5%	132	+	-
Senior Lecturer	139	72.4%	53	27.6%	192	140	70.4%	59	29.6%	199	-	+
Lecturer	120	58.5%	85	41.5%	205	118	56.5%	91	43.5%	209	-	+
Assistant Lecturer	66	48.5%	70	51.5%	136	64	47.8%	70	52.2%	134	-	+
Associate Academic	10	66.7%	5	33.3%	15	10	66.7%	5	33.3%	15	=	=
Visiting Staff (part-time)												
Visiting Professor	5	100.0%	0	0.0%	5	5	100.0%	0	0.0%	5	=	=
Visiting Associate Professor	4	66.7%	2	33.3%	6	4	66.7%	2	33.3%	6	=	=
Visiting Senior Lecturer	239	70.7%	99	29.3%	338	234	70.7%	97	29.3%	331	=	=
Visiting Lecturer	130	64.0%	73	36.0%	203	127	62.6%	76	37.4%	203	-	+
Visiting Assistant Lecturer	150	51.0%	144	49.0%	294	147	51.9%	136	48.1%	283	+	-
Junior College												
Senior Lecturer I	25	41.7%	35	58.3%	60	22	43.1%	29	56.9%	51	+	-
Senior Lecturer II	34	69.4%	15	30.6%	49	34	59.6%	23	40.4%	57	-	+
Lecturer	19	44.2%	24	55.8%	43	116	84.1%	22	15.9%	138	+	-
Assistant Lecturer	8	50.0%	8	50.0%	16	8	47.1%	9	52.9%	17	-	+
Total	1,138	63.3%	661	36.7%	1,799	1,218	64.7%	664	35.3%	1,882	+	-

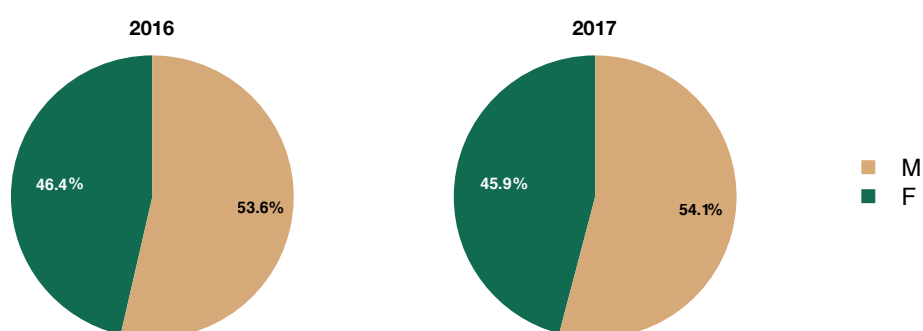
45 Ibid.

46 Correspondence with the University of Malta, 18<sup>th</sup> December 2017



Figures 24 & 25: University of Malta Academic Staff (Women and Men) in 2016 & 2017 by percentage<sup>47</sup>Table 17: MCAST Academic Staff (Women and Men) in 2016 and 2017<sup>48</sup>

Academic posts at MCAST	2016					2017					Change in Percentage	
	Males		Females		Total	Males		Females		Total	M	F
Senior Lecturer	6	60.0%	4	40.0%	10	6	66.7%	3	33.3%	9	+	-
Senior Lecturer	58	50.9%	56	49.1%	114	64	52.5%	58	47.5%	122	+	-
Lecturer	125	52.3%	114	47.7%	239	118	53.4%	103	46.6%	221	+	-
Assistant Lecturer	47	61.0%	30	39.0%	77	45	57.0%	34	43.0%	79	-	+
<b>Total</b>	<b>236</b>	<b>53.6%</b>	<b>204</b>	<b>46.4%</b>	<b>440</b>	<b>233</b>	<b>54.1%</b>	<b>198</b>	<b>45.9%</b>	<b>431</b>	<b>+</b>	<b>-</b>

Figures 26 & 27: MCAST Academic Staff (Women and Men) in 2016 and 2017 by percentage<sup>49</sup>

The underrepresentation of women is also evident in academia. Furthermore, the gender gap is wider at the top academic positions. For example, in 2017, 86.3% of University Resident Professors and 66.7% of MCAST's Senior Lecturers 2 were males. It may also be noted that there was an increase in the percentage of males within these top academic positions from 2016 to 2017 and, that MCAST has a more gender-balanced representation in these positions.

<sup>47</sup> Ibid.

<sup>48</sup> Correspondence with MCAST, 8<sup>th</sup> January 2018

<sup>49</sup> Ibid.

**Women in the Media***Table 18: Public broadcasters: presidents and members of the board/council (highest decision-making body) in 2017<sup>50</sup>*

	2017	
	M%	F%
<b>Malta</b>	75	25
<b>EU (28 countries)</b>	62	38

**Women in Sports***Table 19: Share of members of highest decision-making body of the national Olympic sport organisations in 2015<sup>51</sup>*

	2015	
	M%	F%
<b>Malta</b>	91.4	8.6
<b>EU (28 countries)</b>	86.4	13.6

From research carried out by the European Institute for Gender Equality (EIGE), it is noted that the percentage of women in decision-making positions within the areas of media and sports is also low, the latter area having the largest gender gap.

50 [http://eige.europa.eu/gender-statistics/dgs/indicator/wmidm\\_med\\_pbrc\\_wmid\\_media\\_pbrc\\_bm](http://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_med_pbrc_wmid_media_pbrc_bm)

51 European Institute for Gender Equality (EIGE), 2017, *Gender Equality Index 2017: Measuring Gender Equality in the European Union 2005-2015 – Report*

## 2. Striving Towards Equality

### 2.1 Investigations

*Chapter 456* of the Laws of Malta, the law which establishes the NCPE, states that **the Commission can independently investigate complaints** to determine whether the provisions of the Act were contravened with respect to the complainant. It can also, where deemed appropriate, mediate with regard to such complaints. Whoever feels that s/he has been a victim of discrimination, which falls under the remit of NCPE, may submit a complaint.

Complaints submitted should be based on: (i) sex/gender and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity, gender expression or sex characteristics in employment; banks and financial institutions, as well as education; (ii) racial/ethnic origin and gender in the provision of goods and services and their supply; and (iii) freedom of movement for workers in the EU.

To be considered valid, complaints need to be made in writing and submitted by using NCPE's Complaints Form. NCPE's Complaints Form is available in both Maltese and English, and can be acquired from NCPE's website or offices, or via e-mail upon request. NCPE's Complaints & Clients' Support Officers are available to explain in detail the complaints procedure and, if need be, to assist complainants to fill the Form if s/he is not able to do so for whatever reason. When the Form is filled by one of the Officers, it will be read out to the complainant who will be asked to confirm the content or otherwise in the presence of a witness, and endorse it. To support the case, complainants should attach any relevant evidence to substantiate their complaint. NCPE will not investigate anonymous, frivolous, or vexatious complaints.

Once a Complaints Form is received, it will be acknowledged by the Complaints Section and passed on to the Commissioner who will determine whether the case falls within the remit of NCPE. If within remit, the investigation will be initiated and the person/s or entity/ies responsible for the alleged discrimination will be informed of the investigation accordingly; a copy of the Complaints Form is enclosed in such correspondence for ease of reference.

As per Article 5 of *Chapter 456 Equality for Men and Women Act*, the employer/entity/service provider is given a maximum of ten working days to provide a written report outlining the position vis-à-vis the lodged complaint. NCPE will then hold sittings, where evidence is gathered from the parties involved in the investigation. Evidence collected during sittings is forwarded to all parties involved in the investigation to ensure a transparent investigation.

After the collection of all available evidence, NCPE's Commissioner issues an opinion outlining whether the behaviour or practice reported breached equality legislation. The opinion is sent to the complainant and also to the person/s against whom the complaint is filed.

When the Commissioner establishes that the case constitutes a criminal offence, a report shall be submitted to the Commissioner of Police for the necessary action. If deemed necessary, the case may be referred to the Industrial Tribunal or to the competent court.

Complainants of cases which do not fall within NCPE's remit are referred to relevant entity/entities.

Moreover, should the Commission become aware of any alleged discriminatory act or practice hindering equality within society, the Commissioner may deem it necessary to initiate ex-officio investigations on any matter falling within NCPE's remit.

## Complaints Lodged in 2015, 2016 and 2017

	2015				2016				2017			
	Women	Men	Ex Officio Investigations	Total	Women	Men	Ex Officio Investigations	Total	Women	Men	Ex Officio Investigations	Total
Gender-	6	2	1	9	4	0	0	4	2	1	0	3
Sexual Harassment	3	0	0	3	0	0	0	0	0	0	0	0
Race/Ethnic Origin	0	3	1	4	0	2	0	2	1	1	1	3
Gender Identity/Gender Expression/Sex Characteristics	0	0	0	0	1	0	0	1	0	0	0	0
Age	0	2	0	2	0	1	0	1	1	1	0	2
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Religion or belief	0	0	1	1	0	1	0	1	0	1	0	1
Alleged discrimination based on other grounds not within NCPÉ's remit	0	20*	0	20	0	29***	0	29	0	30****	0	30
Freedom of Movement	/	/	/	/	0	0	0	0	0	0	0	0
<b>Total Complaints Lodged</b>	<b>38**</b>				<b>38</b>				<b>39</b>			

\* These 20 complaints were lodged by 2 individuals

\*\* 1 complaint covered more than 1 ground; 3 of the 38 investigations were initiated by the Commissioner; the remaining 35 complaints were lodged by 12 individuals

\*\*\* These 29 complaints were lodged by 1 individual

\*\*\*\* These 30 complaints were lodged by 1 individual

### Case A – Alleged unfair treatment - Race and Ethnic Origin

In 2017 the Commissioner concluded an investigation regarding alleged discrimination on the basis of race and ethnic origin. The complainant alleged discrimination and unfair treatment in the Complaints Form annexing a medical report, some photographs and a police report detailing the incident which allegedly occurred.

The complainant explained that while he was in a bar, he realised that his friend and his brother were arguing with two bouncers outside the bar. A few moments later these same bouncers started hitting them and the complainant tried to intervene to calm the situation. However other bouncers from nearby clubs joined in the fight. The complainant, although injured, managed to escape, however these bouncers chased him and continued beating him. At some point, the complainant lost consciousness and was later taken to the police station, where he filed a report. Subsequently he was taken to hospital by ambulance.

During the investigation, the complainant explained that he was followed and beaten again and again by the bouncers solely because of his race. The complainant also stated that he had filed a complaint against the Police because, according to him, the Police did not carry out their duties properly. He further stated that since the bouncers were employees of the bar, the Police could have easily arrested them. Moreover, although the area where the case occurred is well covered with CCTV cameras, the Police informed the complainant that such cameras were not working.

The Commissioner found that the version of events given by the complainant was not only corroborated by his witnesses, but also by other third parties and by circumstantial evidence made available during the investigation of this case. Moreover the Commissioner declared that the attack on the complainant is deplorable and managers of entertainment establishments should ensure that the staff, they employ or engage in their work place, do not subject any person to a violent or degrading environment.

In view of the above, the Commissioner deemed that the nature of this attack and the fact that a number of bouncers ganged up on the complainant and his friends, together with the fact that not only did these bouncers attack the complainant in front of the places they were engaged to protect, but also proceeded to follow the complainant and continued to beat him, hundreds of metres away from their place of work, **indicated a clear case of discrimination based on race and ethnic origin.**

### **Case B- Alleged discrimination in the supply of goods and services- Gender**

The Commissioner received a complaint alleging discrimination on grounds of disability and gender identity. Since the complaint revolved around the provision of goods and services, the Commissioner examined the complaint within the remit set out in *Legal Notice 181 of 2008*, which provides for complaints on discrimination based on the provision of goods and services such as access to free healthcare, to be examined under the ground of 'gender'.

In her submissions, the complainant explained that whilst contemplating a move to Malta, she contacted the Department of Health to inquire about treatment available to EU Citizens with regards to chronic conditions and gender reassignment. The complainant had checked the Department of Health's (DOH) website and did not find adequate information. The complainant was informed by DOH that her gender reassignment treatment and hormone regime would not be provided in Malta, but was available in private clinics. According to the complainant this contravened Articles 1 and 25 of the *European Convention on Human Rights* (ECHR) and went against case law which states that this type of treatment should be provided through National Insurance. The complainant also referred to a document entitled *Transgender Persons' Rights in EU Member States* (2010) issued by the Directorate General for Internal Policies.

Following the investigation, the Commissioner concluded that on close examination of the facts of this case and of the relevant laws and case law, the Complainant had indeed been indirectly discriminated against on the basis of gender.

Furthermore, **the Commissioner recommended that the Department of Health should implement a concrete plan which would enable free access to gender reassignment services in healthcare to all persons.** The Commissioner also recommended that in taking cognizance of this opinion, the Government of Malta should put forward a legislative process to address the legal situation of trans gender persons in Malta in relation to free healthcare, by setting out a concrete time frame and the necessary budgets and resources for the said Department to implement free access to gender reassignment services in Malta.

## 2.2 Policy Review and Recommendations

### National Policies

NCPE gave its input to several public consultation processes at a national level. Input was provided to both consultation documents directly related to NCPE's work, such as the ongoing consultation on the HREC and Equality Bills, as well as to other documents dealing with subjects such as sports, education and the Budget. **NCPE recommends that laws, policies, strategies and action plans are systematically gender mainstreamed.** Policy makers should seek to integrate and address the concerns, experiences and aspirations of women, men, girls and boys, from different social groups, into any planned action and ensure it affects all in a positive manner. One should adopt a broad approach to gender mainstreaming by looking at equality in relation to different social identities since women/men and girls/boys from different groups in society have different needs and concerns.

NCPE contributed input to the following documents at a national level in 2017:

- A National Policy for Sport in Malta and Gozo
- Sick Leave for the Care of Children
- The 'Protection of Vulnerable Older Persons and Adult Persons with Disability' Act
- Pre-Budget Document 2018
- University of Malta Act: Increased access, better quality - A vision for tomorrow's University in the modern world
- The Ethics Curriculum
- National Standards for the Child Adoption Process

In its feedback to the draft *National Policy for Sport in Malta and Gozo* NCPE stated that, whilst sport has the potential for promoting social inclusion and integration, it can also serve to reproduce unequal power relations within sport institutions and society as a whole. It is only through a pro-active effort to render it inclusive, that sport can become a vehicle for breaking down barriers and reducing inequalities. Gender roles and stereotypes in sport continue to be pervasive, and women are at more risk of experiencing gender-based violence and sexual harassment in a male-dominated environment with very clear power relations. The fact that sport has historically been a privileged sphere for the performance of masculine identities, impinges also on the participation of LGBTIQ persons. Persons whose sexual orientation, or gender identity, does not conform with the heteronormative ideal, may feel uncomfortable with accessing sport or with expressing their sexual orientation and gender identity. This also applies to persons from minority ethnic and religious backgrounds, who might refrain from being involved in sport institutions due to fear of discrimination and harassment.

Based on these considerations, NCPE suggested that the national policy should set out a commitment to combat gender, and other, stereotypes in sport. It was also stated that sport institutions should both be knowledgeable on gender-based violence and sexual harassment as well as implement binding codes of conduct aimed at preventing violence and harassment. Moreover, **sport institutions should strive to send a clear message that everyone is welcome to participate in sport without fear of judgement or harassment based on his/her characteristics.**

In April, NCPE submitted its feedback to the *Government proposal of granting sick leave for parents taking care of sick children*. **NCPE welcomed this proposal and stated that this measure should also be extended to caring for sick family members, and not only children.** This would help achieve work-life balance and would encourage women's participation in employment, considering that women are often those expected to bear caring responsibilities.

NCPE suggested that the measure could be implemented by allowing parents to make use of their sick leave for this purpose, with no limit as to the number of days of one's sick leave that can be used for taking care of a sick family member. Alternatively, a number of days over and above the normal sick leave entitlement (for example, five days) could be allocated to be used specifically for this purpose. In both options, a doctor's certificate should be presented to prove that the relative was sick.

In its input to the *Pre-Budget Document 2018*, NCPE stated that the Budget should identify the main equality-related challenges and develop actions to address them. On one level, it should ensure that the overall distribution of resources respects equality principles and that, in practice, all cohorts should ultimately benefit from the State's resources and investment. On another level, there should be a **pro-active plan of action to eliminate structural obstacles faced by different groups in society**, meaning that the necessary resources should be allocated to make the implementation of such a plan possible.

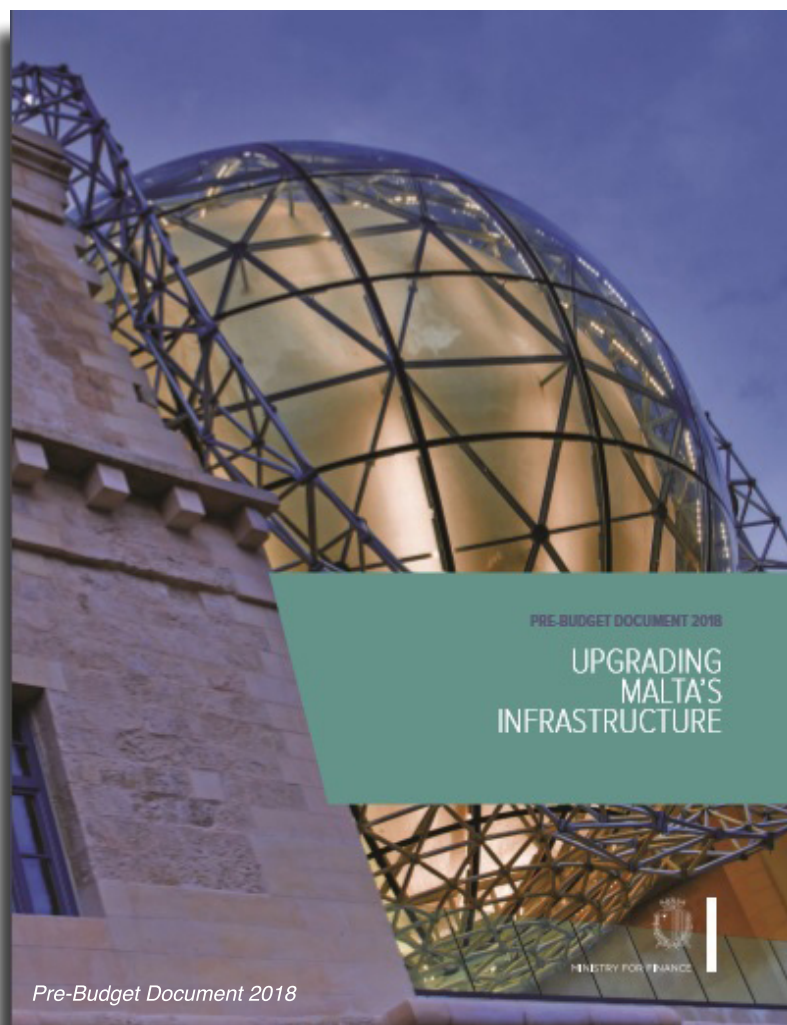
NCPE emphasized that the Budget should expressly have as one of its objectives, the development of an equal society and economy, and insisted on the importance of adopting Gender Responsive Budgeting. This identifies and incorporates the needed intervention to address gender gaps in policies, plans and budgets, and analyses the gender differentiated impact of revenue raising policies and the allocation of resources. NCPE then made a number of specific recommendations on a wide range of issues, such as work-life balance and flexible working arrangements, gender segregation in the labour market, the tax system, pensions, infrastructural projects, gender reassignment treatment and integration.

### EU and International Affairs

In relation to EU affairs, the first half of 2017 was mainly characterised by the Maltese Presidency of the Council of the European Union. NCPE worked incessantly in preparation for, as well as during Malta's Presidency<sup>52</sup>.

Two of the main proposed Directives to which NCPE gave feedback during 2017 namely, the *Proposal for a Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures* and the *Proposal for a Directive of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU* were both addressed during, and after, the Maltese Presidency<sup>53</sup>.

In 2017 NCPE contributed towards the development and adoption of *Council Conclusions on Enhancing the Skills of Women and Men in the EU Labour Market* during the Maltese Presidency of the Council of the European Union<sup>54</sup>. Other Council Conclusions, to which NCPE gave its input in 2017, addressed horizontal



<sup>52</sup> Further information on NCPE's work in this regard is provided in the section on the Maltese Presidency of the Council of the European Union.

<sup>53</sup> Further information on these Directives is provided in the section on the Maltese Presidency of the Council of the European Union.

<sup>54</sup> Further information is provided in the section on the Maltese Presidency of the Council of the European Union

gender segregation in education and employment based on a report by the European Institute for Gender Equality (EIGE) on the topic.

NCPE also contributed to the work undertaken by the High Level Group (HLG) on gender mainstreaming through the Commissioner's participation in both meetings held during 2017; one of which was hosted in Malta during the Maltese Presidency of the Council of the European Union.

In addition, throughout 2017 NCPE contributed its input to various bodies operating at an EU level, via questionnaires, surveys, reports, studies, meetings and conferences. NCPE gave feedback on the *European Pillar of Social Rights* particularly on the areas of work-life balance and gender equality. Moreover, NCPE reviewed the opinions of the Advisory Committee on Equal Opportunities for Women and Men which in 2017 dealt specifically with the gender pay gap and gender-balance in decision-making in politics respectively. Also reviewed, were sections related to equality in reports by the European Parliament, including reports on the *European Semester* and on the *Istanbul Convention*. Feedback was also given on the Fundamental Rights Agency (FRA) 2019 consultation programme identifying how the proposed actions can be useful to NCPE's work and providing suggestions for further development. Contributions were provided to the formulation of the *Declaration on Women in Transport*, which strives to ensure more equal opportunities and career advancement for women in the transport sector. This Declaration was then signed by a number of parties, including Malta.

The European Network of Equality Bodies (Equinet) was of significant importance in 2017 with the celebration of its 10th year anniversary. NCPE contributed to the work of Equinet by replying to questionnaires and reports on various topics including freedom of movement; links between equality bodies and offices of the ombudspersons; factsheets on sexual orientation and gender identity; and

discrimination on young persons. Moreover, NCPE participated in various meetings and conferences, specifically Equinet's Annual General Meeting in October – when the 10th anniversary of the organisation was celebrated and the elections of the executive were held. NCPE's Commissioner participated in Equinet's Cluster on Quasi-Judicial Functions in November, where a case/court case (investigation of a complaint on equal treatment) was staged by the participants. NCPE also participated in Equinet's cluster on research and data collection and Equinet's Working Groups of Gender, Policy and Communication sharing experiences and knowledge with other equality bodies. Throughout 2017, NCPE disseminated information developed by Equinet to other stakeholders particularly through NCPE's social media. Moreover, a note on the proposed work-life balance Directive was forwarded to the Maltese MEPs on behalf of Equinet.



NCPE Commissioner's intervention during Equinet's Annual General Meeting

Conferences held by the European Institute for Gender Equality (EIGE) including experience-sharing meetings, such as that on migrant victims of Female Genital Mutilation (FGM) in Europe, are regularly part of NCPE's calendar. These included participation in the conference which launched the third edition of the *EIGE Gender Equality Index*, that marked the developments and remaining challenges in relation to gender equality in the European Union, pinpointing the need for further

action. NCPE also assisted EIGE in organising the meeting of the Journalist Thematic Network in Malta in May<sup>55</sup>.

NCPE, has not only influence on a European level, but also contributes in the work on equality carried out within international bodies. Considerable information was provided on equality in Malta, on NCPE's remit and its powers of investigation, along with the initiatives it undertakes for national reporting requirements in relation to international resolutions, conventions and treaties.

55 Further information is provided in the section on the Maltese Presidency of the Council of the European Union.



The main contributions drafted by NCPE in 2017 provided information on:

- measures related to sexual harassment at the work place, and to equal pay for work of equal value for women and men, for the *European Social Charter*
- training given by NCPE to groups of children and educators as well as initiatives on violence against women and children, for the *Periodic Report on Convention on the Rights of the Child*
- the gender pay gap, family responsibilities and equal opportunities in employment, for *Conventions of the International Labour Office (ILO)*
- measures related to work-life balance and the participation of women and men in employment, for the UN's *Resolution on the Right to Work*
- family-friendly measures and care services, for the United Nations '*Follow-up to the twentieth anniversary of the International Year of the Family and beyond*'; and
- NCPE's work to safeguard equal treatment on religion and belief, for a report by OHCHR pursuant to the resolution on combating intolerance, negative stereotyping, stigmatization, discrimination, incitement to violence and violence against persons, based on religion or belief.

Information on NCPE's work and remit was provided for the Malta report of the *Universal Periodic Review*. NCPE highlighted the developments achieved since Malta's previous report of 2013 and the initiatives carried out in line with a number of recommendations that sought to improve the level of equality in the country.

In relation to the Council of Europe, NCPE's Commissioner attended the plenary meetings of the European Commission against Racism and Intolerance (ECRI), participating actively in the discussions and giving feedback to working documents. In particular, in 2017, NCPE gave feedback to the revised ECRI *General Policy Recommendation (GPR) No.2 on Specialised bodies to combat racism and intolerance at national level*. In addition, in 2017 NCPE contributed to the process carried out by ECRI for the fifth country monitoring work and report on Malta .

NCPE's Commissioner also attended the meetings of the Gender Equality Commission (GEC) of the Council of Europe, discussing CoE work towards the implementation of the Gender Equality Strategy 2014 - 2017. Particularly, in 2017, NCPE gave feedback for the preparation of the *Council of Europe Gender Equality Strategy 2018 – 2023*. Moreover, NCPE's Commissioner was also a member of the 'Drafting Committee to prepare a draft recommendation to combat sexism' of the Gender Equality Commission.

## 2.3 Awareness-Raising Campaigns

An integral part of NCPE’s mandate is to promote equality and non-discrimination among the general public. The key messages include: the meaning of discrimination and the fact that it is unlawful, highlighting existing inequalities, the promotion of positive action, and the empowerment of persons to seek redress by lodging a complaint to NCPE’s Commissioner or through other available means.

NCPE conveys these messages through various sources. Most notably in 2017, NCPE carried out three awareness raising campaigns through the EU funded project *Equality Beyond Gender Roles*.

### Roving Van Exhibition

A Roving Van Exhibition<sup>56</sup> was situated at various post-secondary and tertiary schools in Malta and Gozo, rotating in six different locations (MCAST Mosta, UOM Msida, Higher Secondary Naxxar, MCAST Paola, Junior College Msida, Sir M.A. Refalo). The aim of the exhibition was to raise awareness on gender equality, equal economic independence, the sharing of domestic duties and care responsibilities, and the importance

of the creation of balance between work and private life. The exhibition carried hash tags *#sharingresponsibilities #breakingstereotypes #genderequality #beingaman #worklifebalance* on which over 900 male students commented. Comments gathered were published on NCPE’s Facebook page.

An online campaign on social media was developed to raise awareness on topics tackled by the project. Facebook, LinkedIn and Twitter were used to advertise project events and inform the public on topics being discussed. Various articles, videos, Council Conclusions and success stories were regularly posted on such sites according to the target audience.

NCPE worked with five Equality Mark certified companies that have male employees who benefit from different types of family-friendly measures, and recorded their individual stories. Audiovisuals were developed into a 10-minute feature and TV clips, and photographs were used in several posters, flyers and brochures produced to ensure visibility of the project and of the role models.

*Some comments gathered during the Roving Van Exhibition*

paternity leave; the role of men in the household; and youth’s perception of gender equality.

Every two months, NCPE published a Blog on different topics on the subject, such as

Various promotional materials such as posters, newspaper adverts, flyers and brochures have been produced and distributed. Posters have been disseminated to secondary, post-secondary and tertiary students; flyers and brochures have been disseminated to TV stations and schools and, information on project events to employers, students, TV presenters and the general public.

<sup>56</sup> This campaign was held as part of the European co-funded project ‘Equality Beyond Gender Roles’

## 'Noti Kkuluriti'

An event for the general public<sup>57</sup> was held on the 28<sup>th</sup> October 2017 at Piazza San Gorg in Valletta, where more than 200 people attended. The 4hour programme included a mixture of music, art and literature where prominent artists showcased work related to gender equality, the breaking down of stereotypes, sharing responsibilities and work-life balance. There were readings of prose and poetry, drama, a photo exhibition and art installations that reflect how gender equality is expressed in the Maltese language. The event concluded with a music concert by special guests 'Airport Impressions'.



Noti Kkuluriti event



Equality Beyond Uni poster

## Equality Beyond Uni

An event at the University of Malta<sup>58</sup> was held on the 7<sup>th</sup> November 2017 and included a full day of activities targeting post-secondary and tertiary students.

The 6-hour programme included a photo exhibition with project hash tags *#sharingresponsibilities* *#breakingstereotypes* *#genderequality* *#beingaman* *#worklifebalance*; stands for employers to showcase their family-friendly measures and initiatives for work-life balance, a scriptorium of book art by Glen Calleja, screening of documentary 'Burning Bikinis' by Aditus, and live music by the band *Waterwings*.

Throughout the day, there were also debates between academics, students, employers, employees and social partners. One debate entitled 'Work: A Man's World' discussed the low engagement of women's participation in the labour market; the shortage of expertise within the Maltese workforce; as well as the need of work-life balance policies highlighting advantages and challenges on employers and employees.

The second debate entitled 'Men & Women: Breadwinner vs. Caregiver', discussed society's expectations of women for child rearing and domestic duties; ageing population and low birth rate which may affect the labour market in the future; and the reality of different families, thus the need for flexibility at the workplace.

<sup>57</sup> This event was held as part of the European co-funded project 'Equality Beyond Gender Roles'

<sup>58</sup> This event was held as part of the European co-funded project 'Equality Beyond Gender Roles'

## 2.4 Media

Throughout 2017, NCPE continued disseminating information and raising awareness on rights and responsibilities related to equality through various means of communication including targeted messages to the general public and stakeholders on specific topics and on its work and remit. NCPE's commitment to making effective use of the media is reflected in the total number of contributions in the local media, which amounted to **103**, during this year.

These included:

- Press Statements
- Answering journalists' questions
- Articles and features
- Participation in TV and radio shows
- Use of social media and NCPE's website.

Topical national issues as well as NCPE's activities and events were addressed in Press Statements which can be accessed from the *News* section of NCPE's website.

Press Statements in 2017

Business Breakfast for Employers
Political parties should present gender-balanced lists of candidates
Overview of the 2016 Global Gender Gap Report
International Women's Day Conference
NCPE's 13 <sup>th</sup> Annual Conference
Gender inequality - At what cost?
Democratic deficit when women and men are not equally represented
LEAD Programme: An important step towards gender equality in politics
NCPE concerned with sexist and disparaging language on social media
Gender Equality Index 2017
Malta in the 2017 Global Gender Gap Report
Equality issues under the spotlight
Promoting gender equality to prevent violence against women
The importance of men's role in gender equality and in work-life balance

Additional topics within NPCE's remit were addressed through replies to questions sent by journalists from different media organisations. Such topics included:

- Women's representation in the political sphere and gender quotas
- Gender roles and stereotyping
- Women in management positions
- Sexual harassment at the workplace



NPCE Commissioner delivering a presentation on sexism in the Maltese language



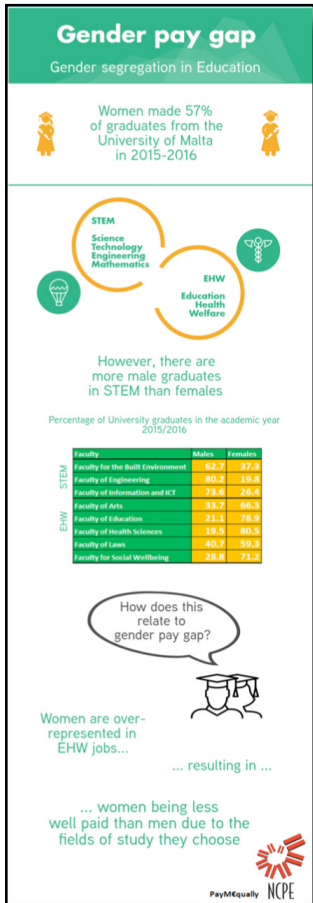
NPCE Commissioner participating in a TV program

Several articles and features written by NCPE were published in local newspapers and magazines in 2017, covering various topics including: women on boards, online hate speech, the cost of the gender employment gap, stereotypical advertisements, stereotyping older workers and equal pay.

NCPE also participated in TV and radio programmes in order to discuss issues related to equality and NCPE's work. Some of the topics addressed in 2017 included gender quotas and women elected in general elections, domestic violence, gentleman's clubs and prostitution, sexism in the Maltese language, discrimination on the basis of race, and sexual harassment, among others.

### PayM€qually Campaign

A media campaign from October to November 2017 was organised in line with the European Equal Pay Day marked on the 3<sup>rd</sup> November 2017. This European Day was established by the European Commission in order to raise awareness on the gender pay gap, being a concern for most of the EU member states. Throughout the PayM€qually campaign NCPE raised further **awareness on the gender pay gap** with different stakeholders at the national level. As part of this campaign, NCPE participated in six TV and radio programmes, published a number of articles on the topic and issued a special edition of the 'Equality Matters' e-newsletter. The hashtag #PayM€qually was used in the regular posts on NCPE's Facebook Page with infographics, video-clips and quotes.



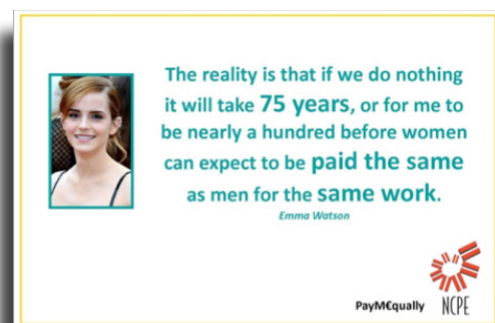
Infographic used as part of the PayM€qually campaign

Key factors for the persistence of pay discrimination are:

- Lack of pay transparency
- Lack of awareness of the problem
- Lack of incentives to assess and improve fairness of pay systems
- Insufficient or ineffectively enforced sanctions act as a disincentive for victims to take action against discrimination

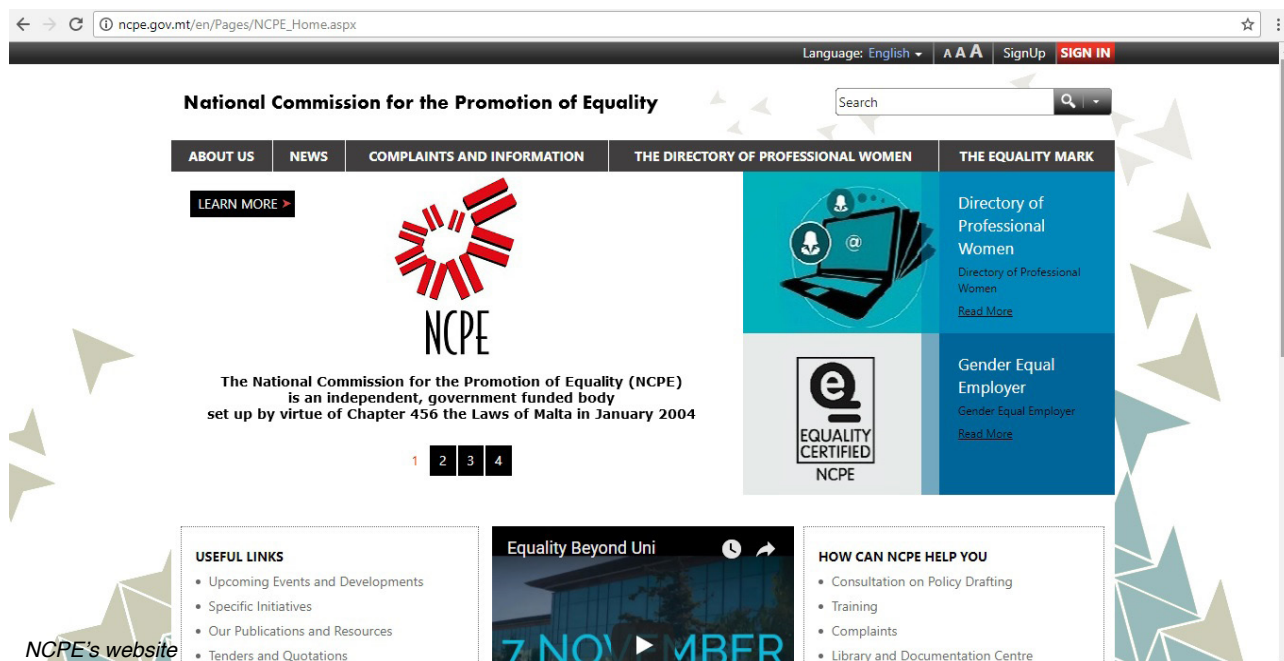
The PayM€qually campaign emphasised the importance of safeguarding the principle of equal pay for work of equal value between women and men. This principle, enshrined in the Constitution of Malta, in EU Directives and in employment and equality legislation, is pivotal to ensuring equal opportunities for women and men.

Online material uploaded during the PayM€qually campaign



## Website

NCPE's website – [www.equality.gov.mt](http://www.equality.gov.mt) – is updated throughout the year with the latest events, media contributions, publications and other NCPE work. Since NCPE's website includes all the research studies published by NCPE and information on developments related to equality, it is a useful tool for researchers, academics and students who are conducting their own research on equality-related areas.



The website is also a resource for NCPE to target potential victims and victims of discrimination through information on how to submit a complaint. Moreover, it is useful to women who wish to join the Directory of Professional Women and also to employers who are interested in applying for the Equality Mark.

Through the website, users can also access NCPE's social media networks by means of a direct link.

## Facebook

NCPE's Facebook Page – National Commission for the Promotion of Equality - is essential for NCPE to connect and interact with its followers. Several persons make contact with NCPE through this Page.

NCPE regularly posts information of general interest, particularly press statements, articles, and photos of media appearances, training sessions, conferences and other NCPE events. In addition, NCPE posts snippets on equality, including statistics, infographics, quotes, developments, updates and links to articles and publications.

In 2017, the Facebook Page was used for the awareness-raising campaign carried out as part of the EU co-funded project 'Equality Beyond Gender Roles'. NCPE followers could comment and voice their concerns on issues related to work-life balance and men's role in the domestic sphere when engaging with the material uploaded during this campaign.

Likes for NCPE's Page reached over **3,060** by the end of 2017.

## Twitter and Instagram

NCPE's Twitter - @ncpe\_malta - and Instagram - ncpe\_malta - were used in 2017 during the 'Equality Beyond Gender Roles' online awareness-raising campaign. These social media networks proved to be effective with reaching targeted users and a number of different audiences.

## YouTube Channel

In 2017, NCPE's YouTube Channel (NCPE Malta) was updated with video-clips related to initiatives held as part of the 'Equality Beyond Gender Roles' project. Videos on NCPE's YouTube Channel can be used by educators, students, and stakeholders.

## Equality Matters e-newsletter

NCPE periodically publishes an e-newsletter entitled *Equality Matters*. The issue published in the first half of 2017 covered the activities during that period, providing an overview and photos of the Conference organised by NCPE for International Women's Day; NCPE's 13<sup>th</sup> Annual Conference; as well as the Theatre in Education initiative and the roving van events, that were held as part of the project *Equality Beyond Gender Roles*.

A synopsis of the Council Conclusions on *Enhancing the Skills of Women and Men in the EU Labour Market*, was also provided in the context of NCPE's contribution towards their adoption in the EPSCO Council, during the Maltese Presidency of the Council of the European Union.

This issue included an example of a complaint investigated by NCPE's Commissioner. A complaint involving alleged discrimination at the workplace on the basis of gender and family responsibilities was outlined. The e-newsletter also provided gender-disaggregated statistical data related to the judiciary in Malta.

A special edition of the e-newsletter was published by the end of 2017, during the *PayM€qually* Campaign, entirely dedicated to the gender pay gap. Through the use of infographics, NCPE answered the following questions:

- What is the gender pay gap and does it exist?
- What leads to it?
- What can be done in Malta to combat the gender pay gap?

This e-newsletter included quotes of personalities about the gender pay gap and its effects.

*Equality Matters* is disseminated via email, uploaded on NCPE's website and circulated on Facebook. Those interested in receiving the e-newsletter can send an email to NCPE - [equality@gov.mt](mailto:equality@gov.mt).

## 2.5 Maltese Presidency of the Council of the European Union

Equal treatment was one of the main objectives of the Maltese Presidency of the Council of the European Union in the field of employment and social policy<sup>59</sup>. Various initiatives were undertaken in this regard, and NCPE contributed towards the implementation of measures that are in line with its remit, as delineated in this section.

### Council Conclusions ‘Enhancing the Skills of Women and Men in the EU Labour Market’

The Maltese Presidency worked on Council Conclusions on the upscaling of skills of women and men in the EU labour market with the aim of addressing the situation of women and men trapped in low income precarious work without opportunities for advancement, due to lack of skills; and women and men who find difficulties in re-entering employment.

In 2016, Hon. Minister for Social Dialogue, Consumer Affairs and Civil Liberties Dr Helena Dalli requested the European Institute for Gender Equality (EIGE) to conduct research on this topic on which the Council Conclusions were based. The research note provided an overview of the EU policy framework for upscaling skills, working conditions and gender equality; presented the situation of people with low levels of qualifications across the EU and the challenges they face; analysed the main aspects of precarious work and the situation of different groups of women and men in low-quality employment; and presented the opportunities to participate in training and its benefits. The research note was presented as an Addendum to the Council Conclusions<sup>60</sup>. *Gender, skills and precarious work in the EU – Research Note*<sup>61</sup> was then published by EIGE in May 2017.

**NCPE Commissioner deputy-chaired three meetings of the Working Party on Social Questions (SQWP) of the Council of the European Union**, which were held on 13<sup>th</sup> January, 27<sup>th</sup> January and 10<sup>th</sup> February respectively, during which the Council Conclusions were discussed with, and accepted by, representatives from all the EU Member States.



NCPE Commissioner during the Working Party on Social Questions

In preparation for the first meeting, NCPE gave its input to finalise the draft Council Conclusions; prepared a presentation on their scope; provided input for their introduction; and compiled the initial positions of the Member States. For the second meeting, NCPE reviewed the positions of the Member States and the European Commission; made necessary amendments to the drafting suggestions of the Secretariat of the Council of the European Union; participated in a meeting with the Chair of the Social Questions Working Party (Social Policy), and representatives of the then Ministry for Social Dialogue, Consumer Affairs and Civil Liberties (MSDC) and the Department for Industrial and Employment Relations (DIER) to discuss amendments; and compiled a write-up on the rationale for the changes proposed in the Conclusions. For the third

meeting, NCPE reconsidered the suggestions of the Member States; and discussed contentious paragraphs with the Chair and the Secretariat of the Council of the European Union.

59 [https://www.eu2017.mt/en/Documents/NationalProgramme\\_EN.pdf](https://www.eu2017.mt/en/Documents/NationalProgramme_EN.pdf)

60 <http://data.consilium.europa.eu/doc/document/ST-6268-2017-ADD-1/en/pdf>

61 <http://eige.europa.eu/it/rdc/eige-publications/gender-skills-and-precarious-work-eu-research-note>



Following these SQWP meetings and their examination at the Committee of the Permanent Representatives of the Governments of the Member States to the European Union (COREPER), the Council Conclusions were adopted in the March EPSCO Council<sup>62</sup>.

The Council Conclusions recognise that despite their achievements in education, **women are at higher risk of precariousness throughout their lives; that low-skilled women face additional challenges and discrimination due to structural inequalities and persisting gender stereotypes; and that women close to retirement can face a higher risk of poverty as a result of gender inequalities over the life course.** In addition, low-qualified women and men may lack the basic skills needed to take part in vocational training or further education, and that training opportunities are less available, particularly when in precarious jobs. Moreover, it is also recognised that women and men born outside the EU are more likely than EU nationals to have a low level of basic skills. To this end, the Council Conclusions call on the Member States and the European Commission to take the necessary measures to enhance the skills of women and men in the EU labour market.

<b>Council Conclusions adopted at EPSCO Council in March 2017</b>	
Member states are called to:	
	<ul style="list-style-type: none"> <li>• give priority to addressing barriers to women and men's participation in the labour market when implementing the Europe 2020 Strategy, paying special attention to the importance of skills.</li> </ul>
	<ul style="list-style-type: none"> <li>• step up efforts to mainstream the gender perspective into their national skills and labour market policies, paying particular attention to the specific disadvantages faced by women in the labour market and over the life course.</li> </ul>
	<ul style="list-style-type: none"> <li>• combat gender discrimination, segregation and stereotypes in education, training, vocational training and career guidance.</li> </ul>
	<ul style="list-style-type: none"> <li>• continue analysing early school leaving from a gender perspective and address the various challenges that hinder educational attainment, particularly among girls and boys who are in vulnerable situations or belong to marginalised groups.</li> </ul>
	<ul style="list-style-type: none"> <li>• address the gender gap in employment among workers close to retirement by adopting an intersectional approach.</li> </ul>
	<ul style="list-style-type: none"> <li>• provide and make accessible gender-sensitive targeted advisory services to low-skilled inactive women and men.</li> </ul>
	<ul style="list-style-type: none"> <li>• take steps to further facilitate the recognition of qualifications and of informal and formal skills and to promote the validation of non-formal and informal learning.</li> </ul>
	<ul style="list-style-type: none"> <li>• provide care leave for parents, including paternity leave, and facilitate the reconciliation of work, family and private life through the provision of quality, affordable and accessible care services to assist persons with caring responsibilities.</li> </ul>
	<ul style="list-style-type: none"> <li>• combat precarious employment, and upgrade working conditions by enforcing the applicable legislation.</li> </ul>
	<ul style="list-style-type: none"> <li>• encourage and incentivise companies in all sectors to provide more training at work and opportunities for education and training to both women and men.</li> </ul>
	<ul style="list-style-type: none"> <li>• foster dialogue with the social partners, women's organisations and civil society organisations, in order to enhance cooperation on combating pay discrimination and precarious job conditions.</li> </ul>
	<ul style="list-style-type: none"> <li>• consider taking steps to ensure that public procurement contracts do not lead to precarious employment situations for women and men.</li> </ul>

62 <http://data.consilium.europa.eu/doc/document/ST-6889-2017-INIT/en/pdf>

NCPE drafted a blog on the Council Conclusions for the website of the Maltese Presidency of the Council of the European Union delineating how the Council Conclusions seek to promote equal economic independence for women and men, close gender gaps and combat segregation in the labour market; and promote equal opportunities for women and men to enhance employability and participate in further education, training and life-long learning<sup>63</sup>.

### **EIGE Journalist Thematic Network Meeting**

The key findings of the EIGE research note referred to in the above section were presented by EIGE during the Journalist Thematic Network meeting held in Malta in May<sup>64</sup>.

The EIGE Journalist Thematic Network consists of professionals working for mainstream media in each Member State. The aim of this network is to make EIGE's work visible in media outlets across the EU, thus ensuring that EIGE's messages reach beyond experts and policymakers.

The meeting in Malta focused on gender, skills and precarious employment as per EIGE's research note; gender-related challenges in education, particularly in the STEM field; and the economic benefits of gender equality in the EU. A field trip to the Migrant Women Association Malta was organised to showcase local initiatives aimed at helping migrant women access the job market.

NCPE's Commissioner addressed this meeting, providing further information on the Council Conclusions and their relevance to Malta and Europe. NCPE also provided logistical assistance to EIGE to organise a Press Briefing with local media and the meeting with journalists from Europe.

### **'Women on Boards' draft Directive**

In 2012, the European Commission proposed legislation, *Proposal for a Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures*, with the aim of attaining a 40% objective of the under-represented sex in non-executive board-member positions in publicly listed companies, with the exception of small and medium enterprises. The aim of this Directive is to accelerate progress towards a better gender balance on the corporate boards of European companies by promoting transparency in the selection of candidates for appointment or election on boards of listed companies.

Since the European Commission first put the issue of women in leadership positions high on the political agenda, slow and uneven progress was registered across the EU. Women continue to be underrepresented in leadership positions in the corporate sector whereby, in April 2016, 23.3% of the members of boards of the largest publicly listed companies registered in the EU28 Member States were women<sup>65</sup>.

The draft Directive was a priority for the Maltese Presidency of the Council of the European Union, and sought to re-examine the proposal since it had not been placed on the Council's agenda since December 2015 by the Luxembourg Presidency.

The Maltese presidency adjusted the implementation calendar, the target dates, the reporting deadlines and the sunset clause contained in the directive by adding two years in the relevant timeframes. In particular, the original deadline for achieving the quantitative targets has been changed to 2022 (instead of 2020).

NCPE Commissioner deputy-chaired a meeting of the Working Party on Social Questions (SQWP) of the Council of the European Union, that was held on 15<sup>th</sup> March. In preparation for this meeting, she attended a meeting with representatives of the European Commission, the Council Secretariat and the Chair of the

63 <https://www.eu2017.mt/en/Blog/Pages/Social-Inclusion-EU-Labour-Market.aspx>

64 <http://eige.europa.eu/news-and-events/events-calendar/event/9179>

65 [http://ec.europa.eu/justice/gender-equality/files/gender\\_balance\\_decision\\_making/1607\\_factsheet\\_final\\_wob\\_data\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_balance_decision_making/1607_factsheet_final_wob_data_en.pdf)

Social Questions Working Party (Social Policy) to discuss a way forward. Note was taken of the conclusions of the bilateral meetings of the technical attaché with representatives of the Member States; feedback was given to the Presidency drafting suggestions; and input provided to the Presidency note that introduced the proposed Directive.

A majority of delegations supported the proposal and were willing to accept the presidency's text. However, others were unable to support the draft directive, notably on the grounds that it did not respect the principles of subsidiarity and proportionality. In this regard, a progress report<sup>66</sup> was presented during the June EPSCO meeting calling for further work and political reflection in order to reach a compromise.

### **A New Start to Support Work-life Balance for Parents and Carers**

In April the European Commission launched an initiative that presents an ambitious set of legislative and non-legislative actions to modernise the existing European Union legal and policy framework to support better work-life balance for men and women with caring responsibilities and a more equal use of leave and flexible work arrangements.

The European Commission adopted a proposal for a new Directive on work-life balance for parents and carers. Through this Proposal, the Commission seeks to repeal Council Directive 2010/18/EU<sup>67</sup> and to replace it with a new Directive that follows a broader and more ambitious approach in terms of ensuring equality between men and women with regard to labour market opportunities and treatment at work. The new proposal introduces new rights to paternity and carers' leave, payment of leave, and flexible working arrangements for parents and carers.

Complementing the legislative proposal, a set of non-legislative measures are intended to support Member States in this sphere. These include:

- ensuring protection against discrimination and dismissal for parents (including pregnant women and workers coming back from leave) and carers
- encouraging a gender-balanced use of family-related leaves and flexible working arrangements
- making better use of European funds to improve long-term and childcare services
- removing economic disincentives for second earners which prevent women from accessing the labour market or working full-time.

NCPE provided feedback on the proposed Directive, and NCPE Commissioner, alongside other local stakeholders, attended a meeting on this topic with an Estonian delegation.

NCPE also continued giving its input on relevant articles of the proposed Directive after the termination of the Maltese Presidency of the Council of the European Union.

### **High Level Group on Gender Mainstreaming**

The High Level Group on Gender Mainstreaming (HLG) plays a key role in the EU gender equality agenda, including in the formulation, programming and implementation of the EU Gender Equality Pact and the gender equality Trio of Presidencies Programme. It proactively supports Presidencies and the Commission in identifying gender equality challenges and priorities which are of political relevance.

The HLG is made up of high-level Member States representatives in charge of gender equality and gender mainstreaming at national level. The HLG meets twice a year in the Presidency country and meetings are chaired by the European Commission. The HLG meeting in Malta, held on 1 – 2 February at the Corinthia Palace Hotel & Spa, focused on advancing equal economic independence of women and men, combating

<sup>66</sup> <http://data.consilium.europa.eu/doc/document/ST-9496-2017-INIT/en/pdf>

<sup>67</sup> Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC

gender-based violence and promoting gender equality and women's rights across the world<sup>68</sup>. A Trio meeting was held prior to the HLG meeting with representatives of current and forthcoming Trio Presidencies to discuss priorities related to gender equality during the respective Presidencies.

In preparation for this meeting, NCPE liaised with different stakeholders for respective matters, including: the EU Presidency Designated Destination Management Company regarding logistics; the Communications coordinator of the then Ministry for Social Dialogue, Consumer Affairs and Civil Liberties for communication and the media; the Presidency Unit for the interpreters' requirements; the Accreditation Unit regarding the registration and badges of delegates, local support staff and interpreters; the Branding Unit for gifts, folders, nameplates, family photo and stationery; the European Commission for logistical matters, the timeframe of the agenda, the organisation and administrative aspects of the meeting, and the agenda and logistical matters of the Trio meeting; as well as with delegates regarding the social event, dinner and hospitality.



NCPE Commissioner participated in the meeting of the High Level Group on Gender Mainstreaming and the Trio meeting highlighting the priorities on gender equality in Malta and the respective initiatives. NCPE also compiled information on developments on gender equality and provided feedback on the items discussed in the agenda.

## EUPAN Meetings

The People and Standards Division (P&SD) engaged NCPE to conduct research and prepare a paper titled '*Cultural Diversity in the Maltese Public Service: Approaches to Diversity Management*'. This paper was presented by NCPE during the European Public Administration Network (EUPAN) Working Level and DGs meetings that were held during the Maltese Presidency of the Council of the European Union.

The research study, that used nationality as an indicator of cultural diversity, sought to understand existing HR practices related to cultural diversity as well as to assess the potential of implementing systematic diversity management, through:

- a statistical overview of cultural diversity levels in the Public Service, that were compared to those in the Maltese workforce; and,
- qualitative research among managers in the Public Service to analyse the management's views on cultural diversity and its impact on team dynamics, service delivery and policy development as well as Public Service approaches to diversity recruitment and management.

68 <https://www.eu2017.mt/en/Events/Pages/High-Level-Group-meeting-on-Gender-mainstreaming.aspx>

In the context of research findings, a set of recommendations for the systematic implementation of diversity management in the Public Service were presented for consideration and necessary follow-up.

### Other

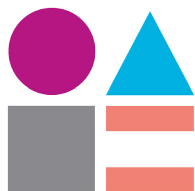
Developments on the equality priorities of the Maltese Presidency of the Council of the European Union were presented by the NCPE Commissioner during various fora at European and international levels in 2017. These presentations provided updated information on the events and commitments related to equality organised by the Maltese Presidency. In addition, information was disseminated on the side events hosted or co-hosted by Malta during the 61<sup>st</sup> session of the Commission on the Status of Women (CSW 61) which took place at the United Nations Headquarters in New York from 13 to 24 March.

NCPE also participated in events that were organised in Malta as part of the Presidency, namely: the conference “European Union Responses to Gender-Based Violence: An Intersectional Perspective”; High Level Ministerial Conference on LGBTIQ Road Map; and the European Migration Network Conference.

NCPE participated in a Steering Committee meeting of the then Ministry for Social Dialogue, Consumer Affairs and Civil Liberties that addressed practical aspects related to the Maltese Presidency of the Council of the European Union.

## 2.6 Equality Beyond Gender Roles

The 'Equality Beyond Gender Roles' project, launched in March 2016, reached its implementation phase peak in 2017 when all remaining project activities were successfully implemented.



### Equality Beyond Gender Roles

A Business Breakfast for Employers was organised on the 23rd January 2017 and included discussions on the different types of Family-Friendly Measures (FFMs) employers can introduce in their workplace. The event focused on the economic and financial impact of FFMs, the employees' wellbeing, and the benefits as well as obstacles faced by both employers and employees. A panel made up of six representatives of social partners and employers was facilitated by Dr JosAnn Cutajar, Senior Lecturer at the Gender Studies Department, University of Malta. In an opening speech, Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Dr Helena Dalli emphasised the importance of combining the needs of family and work, which would benefit society as a whole. Moreover, Ms Renee Laiviera, NCPE's Commissioner, highlighted the importance of gender equality at work and in private life in the context of this project.



Panel during the Business Breakfast for employers

The Business Breakfast was followed by two Consultation Sessions; the first held on the 27th April and 16th May, and the second on the 6th and 13th September 2017. During these sessions **employers had the opportunity to debate the issues concerning the provision and uptake of FFMs**, whilst learning to adapt to flexible working arrangements. The sessions also focused on the implementation of developing a *Work-Life Balance Policy*, which is inclusive to all employees irrespective of their employment.

Between March and October 2017, NCPE in collaboration with the Drama Unit organised drama sessions in secondary schools, targeting students aged 14-16 years. The objective of these sessions was that of encouraging youths to challenge notions tied to traditional roles of men and women. In total **1,824 students from 13 different secondary schools participated during this year's sessions.**

A Roving Van Exhibition was visited in six post-secondary and tertiary schools in Malta and Gozo to raise awareness on gender equality, equal economic independence, the sharing of domestic duties and care responsibilities, and the importance of the creation of balance between work and private life. During this activity, which took place between February and May 2017, **a total of 991 comments from male students were collected.** These comments were then published on NCPE's Facebook page in order to create an online discussion.

An event for the general public titled 'Noti Kkuluriti' was held on the 28th October 2017 at Piazza San Gorg in Valletta. The 4-hour programme included a mixture of music, art and literature, where prominent artists showcased work related to gender equality, the breaking down of stereotypes, sharing responsibilities and work-life balance. There were readings of prose and poetry, drama, live music, a photo exhibition and art installations.

Following this activity, another project event was held at University on the 7th November 2017, targeting post-secondary and tertiary students. The 6-hour programme included a photo exhibition, debates by employers, academics and students, scriptorium of book art by Glen Calleja, screening of 'Burning Bikinis' documentary by Aditus, and a live music concert by the youth band 'Waterwings'.

All activities were highly promoted through an online campaign on social media. Various audiovisuals, photographs and statements of interviews gathered from participants during activities were uploaded on Facebook, LinkedIn and Twitter. Every two months, NCPE issued a Blog on NCPE's website on different topics related to the project. Furthermore NCPE representatives raised further awareness through interviews and advertisement on local TV stations, radio stations and newspapers.

The project final conference was held on 1st December at Le Meridien St. Julians Hotel and Spa. The project's overall aims were introduced and an overview of the project activities was presented by the project leader together with the project promoter. The training outcomes as well as the results from the online social media campaign and project external evaluation, were also presented during this well-attended conference.



*Consultation session with employers*



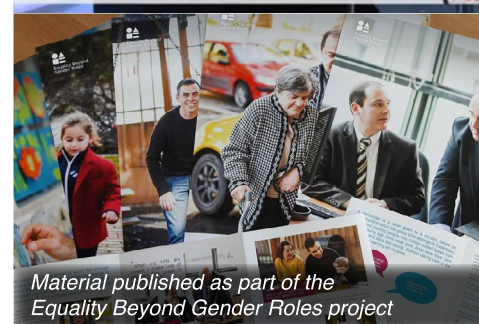
*Theatre in Education sessions*



*NCPE Commissioner addressing the public during Noti Kkuluriti*



*NCPE Senior Executive (Projects) promoting the 'Equality Beyond Gender Roles' project on TV*



*Material published as part of the Equality Beyond Gender Roles project*



*Final Conference of the 'Equality Beyond Gender Roles' project*

## 2.7 Managing EU Funds

Besides the implementation of the project 'Equality beyond Gender Roles', preparatory work for an audit was undertaken by NCPE in the first quarter of the 2017. The Directorate General for Justice and Consumers of the European Commission carried out an external audit of the project 'Forms of Violence in Malta – a gender perspective' in April 2017. All the documentation of the project, which was implemented between 2013 and 2015, was checked for reasonable assurance. NCPE subsequently received the audit report in October 2017 whereby the auditors stated that the documents presented were 'free of any material misstatement'. Moreover, the auditors also verified the procedures and internal controls applied by NCPE in relation to the financial management of the project and the auditors noted that 'NCPE provided for adequate financial management of the project and operated satisfactorily, as required under the grant agreement.' Due to the fact that as per report, 'the auditors considered that the full amount declared for the action is eligible', the audit was deemed to be satisfactory.

As regards funding for the year 2018, NCPE reviewed the calls that were issued and selected the calls for which NCPE was eligible to apply. Preparations for submitting project proposals are underway.

Given the national election in mid-year, new boards and committees were being set up. In view of this, **NCPE launched a renewed campaign for the online Directory of Professional Women**. Existing registrants were asked to verify and update the information which was already online whereas other professionals were encouraged to create an online profile to benefit from added visibility. In-house adverts were created and disseminated on NCPE's Facebook page (with a total reach of 5,647) and on the government intranet. By the end of 2017, the total number of professional women on the Directory reached 255.



## 2.8 Training

One of the services offered by NCPE is the provision of training sessions and workshops on subjects related to equality and non-discrimination. NCPE delivers training to any organisation that requests it, be it in the private or the public sector.

NCPE gives training on:

**Equality law:** The basic principles of Maltese equality legislation and EU Directives are explained and discussed. NCPE trainers outline the different grounds of discrimination in Maltese law as well as the different spheres it covers. Discussion also focuses on the definition of important concepts within the law such as direct and indirect discrimination, victimisation, burden of proof, harassment and sexual harassment.

**Different social identities:** The different characteristics protected by law are explained in detail in the context that equality is more than simple non-discrimination. Equality entails being attentive to the various needs and concerns of different social groups by taking the needs of everyone into account since the structures currently in place are still being developed to ensure effective equality. Thus, to achieve equality there has to be a pro-active effort at building inclusive settings.

**Harassment and sexual harassment:** Definitions of harassment and sexual harassment are discussed in the context of their being a serious form of discrimination, and sexual harassment a crime. The difference between the two is elucidated and examples provided. The obligations emanating from law related to addressing and preventing sexual harassment are discussed, and NCPE outlines practical ways to deal with harassment as well as good practices for its prevention.

**Diversity Management:** The term diversity management is discussed in its wider context: diversity management is not about having different rules for different groups, but is about the valorisation of different identities and the recognition that diversity can lead to better work processes and outcomes. Practical ways of managing diversity are outlined and discussed with the participants.

**Gender Mainstreaming:** The meaning of the strategy of gender mainstreaming is explained and the participants are guided through the gender mainstreaming process. Tools are distributed in the form of booklets and online resources, to assist officials in their gender mainstreaming work.

In 2017 **NCPE delivered 63 training sessions to which 1,300 participants attended.**

Among the equality training sessions delivered in 2017, NCPE trained public officers in managerial positions as well as newly appointed officers in the grades of Clerks and Principals. Training was also given to students attending Jobsplus, MCAST and University courses such as students studying to become carers and Human Resource managers. A number of sessions were delivered to employees and management of private companies operating in the gaming, care, research, technology and food/beverages sectors.

### Gender Mainstreaming

In order to ensure that there is an understanding of gender mainstreaming and the related reporting obligation in the public service and the public sector, NCPE provided training and information session to public officers on the strategy of gender mainstreaming, the reporting template and the related reporting process.

Gender mainstreaming has been official Government policy since June 2000, which policy was reiterated in 2012 through OPM Circular No.15/2012 to ensure that policies and practices are gender mainstreamed and to have a consolidated yearly report on developments in the governmental departments and entities in relation to the implementation of gender mainstreaming. NCPE was designated as the entity to receive these reports and compile a single report for the attention of the Permanent Secretary, Ministry for European Affairs and Equality.

**A total of 99 gender mainstreaming reports were received in 2017.** In its evaluation, NCPE noted that, although in the past two years the reporting rate increased, for most departments/entities the strategy of gender mainstreaming is still not clear and commitment is generally lacking.



*The Business Breakfast for employers on family-friendly measures*

### Business Breakfast

A Business Breakfast for employers organised on the 23<sup>rd</sup> January 2017 at Le Meridien St. Julians hosted around 80 employers. The event focused on the different types of Family-Friendly Measures (FFMs), their economic and financial impact, the employees' wellbeing, and the benefits as well as obstacles faced by both employers and employees. The event was opened by Minister for Social Dialogue, Consumer Affairs & Civil Liberties, Hon Dr Helena Dalli who highlighted the need to change labour law to a more family-friendly context as well as encouraged men to have a more active role in the upbringing of their dependents. A panel made up of six representatives of social partners and employers continued to discuss this matter further by sharing good practices of how employers can facilitate the work-life balance of their employees.

### Consultation Sessions

The Business Breakfast was followed by two Consultation Sessions for Employers held in April-May and September 2017 where 75 participants had the opportunity to debate the issues concerning the provision and uptake of FFMs further whilst discussing the management of flexible working arrangements. Through a workshop, employers and HR managers had the opportunity to draft a Work-Life Balance Policy that can be applicable to any business or entity. The policy outlines the family-friendly measures offered by the company as well as the strategy and structure for their effective implementation. Participants were further encouraged to contact NCPE for further assistance in drafting a *Work-life Balance Policy* for their workplaces.



*Drama sessions in schools on gender stereotypes*

### Theatre in Education Sessions

NCPE in collaboration with the Drama Unit organised a series of drama sessions in secondary schools under the direction of Mr Giovanni Attard. These sessions targeted over 2000 students aged 14-16 years, in 14 schools around Malta and Gozo, with 22 performances.

The aims of these sessions were to raise awareness on the sharing of caring and domestic duties within a family; to question traditional stereotypes associated with men and women; and to educate students on work-life balance measures. The drama sessions were very interactive and instigated thought and discussion amongst students on the breaking down of stereotypes, the need to be flexible due to different

types of families and lifestyles.

## 2.9 Discrimination in Advertising

On a daily basis, NCPE reviews the local newspapers and online media for any discriminatory advertisements as defined by the *Equality for Men and Women Act* (Cap.456). This states that no advertisement for vacant posts in employment can be discriminatory. The Act also prohibits discrimination in the access to any course, vocational training or guidance. Hence, adverts published in newspapers and other media should use inclusive language and images that in no way indicate any form of discrimination.

In cases of discrimination in adverts, NCPE formally notifies the publishers, companies or organisations in question by sending them a letter or an email explaining why the advert is discriminatory and suggesting actions that are to be taken.

In 2017, NCPE identified a total of **43 adverts** that discriminated on the grounds of gender, race or age in employment, education or housing, as outlined in the table below. Out of these, **40** had discriminatory **text** and **three** adverts had discriminatory **images**.

Discriminatory adverts in 2017	Amount
Gender in employment or education	39
Age in employment	3
Race in housing accommodation	1
<b>TOTAL</b>	<b>43</b>

Publishers and advertisers are becoming more aware of the use of inclusive language and images in their adverts. In fact, NCPE identified less discriminatory adverts in 2017 when compared to the two previous years.

Discriminatory adverts by year	Amount
2017	<b>43</b>
2016	<b>57</b>
2015	<b>54</b>

The general public can also draw NCPE's attention to any discriminatory advert, including the use of stereotypical images or language in adverts for vacant posts in employment.

Anyone identifying such adverts can contact NCPE on 25903850 or [equality@gov.mt](mailto:equality@gov.mt)

Most common discriminatory adverts in 2017	NCPE's suggestions
Waiter	Waiter/ress
Storeman	Storekeeper
Watchmen	Security guards
For a <i>Shop and Office Administrator</i> vacancy – “... the applicant must be over 25 years”	Remove this wording as it is discriminatory for job seekers on the basis of age

## 2.10 Requests for Information

Requests for information are received on a regular basis. Such requests are forwarded by the general public as well as various entities and agencies, both local and internationally, requiring information on topics related to NCPE's remit. Individuals who request information that is not within NCPE's remit are referred to the relevant entity.

Total Number of Requests for Information received in 2017

	<b>Women</b>	<b>Men</b>	<b>Total</b>
Gender	33	8	41
Race/Ethnic Gender Identity,	4	3	7
Gender Expression & Sex Characteristics	3	2	5
Age	0	1	1
Sexual Orientation	0	2	2
Religion/Belief	1	1	2
All grounds	0	2	2
Others/ Not Within NCPE remit	16	7	23
Freedom of Movement	2	1	3
<b>Total RFI received</b>		<b>86</b>	

## 2.11 Library and Documentation Centre

With more than 7,100 publications, the Library and Documentation Centre at NCPE's offices in Blata I-Bajda serves as a resource to academics, students and other interested persons who conduct research on equality and the various grounds of discrimination. Every year new publications are made available. Up to three publications can be borrowed for personal reference. To facilitate the process, the database with available material can be accessed online.

A compilation of local newspaper articles related to areas of equality and discrimination is also available at the Library and its database can be accessed on NCPE's website.

Those interested can visit NCPE's Library and Documentation Centre by appointment either by telephone on 25903850 or by email [equality@gov.mt](mailto:equality@gov.mt).



*The NCPE library*

### 3. The Equality Mark



NCPE continued certifying organisations with the Equality Mark throughout 2017, an award that has existed since 2010. The Equality Mark is awarded to those organisations, both public and private, that demonstrate a particular commitment to gender equality by implementing measures aimed at ensuring inclusive workplaces and equality in the provision of goods and services. Organisations certified with the Equality Mark go over and above the minimum legal requirement by having in place family-friendly measures and policies that assert their commitment to achieving equality in practice.

Entities interested in the Equality Mark are guided through the process for obtaining certification. NCPE regularly meets companies who show interest in the Equality Mark, explaining in detail the Application process and the documents that are to be submitted. It is always emphasised that the Equality Mark is a process that goes beyond a simple judgement on whether the company is eligible for the Equality Mark or otherwise. **One of the aims of the Equality Mark is precisely that of assisting companies in developing the necessary structures that foster equality.** Thus, NCPE provides guidelines and expert support in the drafting of policies and in the overall development of a context that is responsive to the needs of both women and men, as well as to the needs of people with family responsibilities.

The Equality Mark benefits certified organisations, by enhancing their ability to access the full talent pool of human resources and

becoming an employer of choice; boosting profitability through improved work processes; cutting costs through better staff retention; and increasing understanding of different customers' needs and the ability to meet them.

NCPE evaluates organisations by assessing:

- Measures that facilitate reconciliation between work and family responsibilities such as telework, reduced hours and flexible hours
- Training opportunities that are open to all and that possibly include sessions on equality and non-discrimination
- Written Equality and Sexual Harassment policies that ensure a workplace free from discrimination and harassment and that outline internal reporting procedures known by all the staff
- Advertisements and job descriptions that are gender inclusive
- Non-discrimination in the recruitment and employment processes
- The principle of equal pay for work of equal value
- An Equality Representative or Equality Committee that acts as a point of reference on equality issues to both employers/management and staff
- Implementation of equality principles in the provision of goods and services.

The Equality Mark is 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. During re-certification, NCPE reassesses the criteria and ensures that the commitments taken at certification stage are upheld. As part of the re-certification process NCPE provides training to staff and gathers information on the outcomes of the Equality Mark through a questionnaire completed by a sample of employees. Following the first re-certification, an organisation is to undergo a re-certification process every three years.

In 2017 there were **80 certified organisations employing around 21,300 persons**. 13 new organisations were certified with the Equality Mark in 2017, and 13 organisations went through re-certification.

Certified	Re-certified
Alberta Fire & Security Equipment Ltd.	ADPRO Instruments
Catalogue Solutions Ltd.	Besedo Ltd.
Catena Media	Directorate Corporate Services – MFCS
Executive Security Services Ltd.	En-sure Ltd.
FBS Marketing	Equinox
Grange Security Ltd.	Foodchain Ltd.
Health Services Group Ltd.	FTIAS Ltd.
Healthmark Care Services Ltd.	Melita plc.
Island Insurance Brokers Ltd.	MISCO Consulting Ltd.
Malta Financial Services Authority (MFSA)	MISCO International Ltd.
Protection Services Ltd.	Nexia BT
Signal 8 Security Services	Pharmacy of your Choice
Support Services Ltd.	Public Broadcasting Services

# 4. Building Knowledge and Networks

## 4.1 Our Conferences

A number of conferences were organised by NCPE in 2017 to discuss pertinent issues and to promote NCPE's work.

### International Women's Day Conference – 6<sup>th</sup> March

The participation of women in decision-making positions in the labour market and in politics as well as the effects of gender stereotypes were discussed during this Conference marking International Women's Day 2017. The theme of the Conference was – *Fejn qegħdin? Fejn irridu nkunu?* (Gender Equality: Where do we stand? Are we there yet?) - underlining the need to reflect on the progress made in the sphere of gender equality and to continue striving for change.

An outline of the situation of women in decision-making positions in the labour market and in politics was presented during this Conference, highlighting the need for a commitment to encourage more women to take up such positions. Moreover, the relation between the media and gender stereotypes was also addressed. It was emphasized that the portrayal of women and men in the media can be a determining factor in promoting and strengthening gender equality, and in preventing and eradicating gender discrimination.

Two panels made up of stakeholders, MEPs, academics, and media professionals, among others, discussed measures to encourage more women in taking up high positions, and what is required in this regard. Different stakeholders raised a number of points on the negative impacts of gender stereotypes and on the importance of further awareness to combat negative gender stereotypes in the media.

### Annual Conference – 2nd May

NCPE's 13th Annual Conference focused on three main issues:

- the work programme carried out by NCPE in 2016
- challenging traditional roles of women and men in Maltese society, and
- the Equality Mark award.

During the Conference, 19 organisations were certified with the Equality Mark while another six organisations received their re-certification.

A presentation on gender stereotypes was the highlight of the Annual Conference 2017, emphasising that challenging the traditional roles of women and men in society is key to the achievement of gender equality. Workshops followed with participants discussing how such gender stereotypes can be addressed.

NCPE took note of all the comments and suggestions highlighted during this conference in order to strengthen its work programme.



## 4.2 Fora and Networks

NCPE is a member of various committees and boards and participates in their respective events.

### European Network of Equality Bodies (Equinet)

Equinet, a network registered in Belgium, brings together 45 National Equality Bodies from 33 European countries that counteract discrimination across a range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation.

Equinet promotes equality in Europe through supporting equality bodies to be independent and effective as valuable catalysts for more equal societies. NCPE actively participated in Equinet's events throughout 2017.



*NCPE Commissioner participating in an Equinet working-group*

### EU Advisory Committee on Equal Opportunities between Women and Men

The Advisory Committee on Equal Opportunities for Women and Men assists the European Commission in formulating and implementing the European Union work aimed at promoting equality between women and men.

Created in 1981 by the European Commission Decision relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men, the Advisory Committee delivers opinions to the Commission on issues of relevance to the promotion of gender equality in the EU.

It comprises representatives of EU member states, social partners at EU level and NGOs, fostering ongoing exchanges of experiences, policies and practices between EU countries and the various parties involved.

### High Level Group on Gender Mainstreaming of the EU

The High Level Group on gender mainstreaming is an informal group created in 2001 and comprises high-level representatives from all member states responsible for gender mainstreaming at national level. It is chaired by the European Commission at regular meetings convened twice a year in close collaboration with the Presidency.

The HLG plays a key role for the EU gender equality agenda, including in the formulation, programming and implementation of the EU Gender Equality Pact and the Trio-Presidencies Programme. It helps the Presidencies and the Commission to identify gender equality subjects and priorities which are of political

relevance. The HLG is also the main forum for planning the follow-up of the Beijing Platform for Action inside the EU and for preparing the annual meeting of the UN Commission on the Status of Women. It also assists the Commission in the preparation of its Report on equality between women and men.

### **Gender Equality Commission (GEC) – Council of Europe**

The Gender Equality Commission (GEC) was established to help ensure the mainstreaming of gender equality into all Council of Europe policies and to bridge the gap between commitments made at international level and the reality of women in Europe. The Commission, whose members are appointed by State Parties, provides advice, guidance and support to other Council of Europe bodies and to State parties. The Gender Equality Commission supports the implementation of the five objectives of the Council of Europe Gender Equality Strategy 2014-2017. NCPE's Commissioner attends the GEC plenary meetings that are held twice a year.

### **European Commission against Racism and Intolerance (ECRI)**

ECRI is a human rights body of the Council of Europe, composed of independent experts, which monitors racism, xenophobia, antisemitism, intolerance and discrimination on grounds such as race, national/ethnic origin, colour, citizenship, religion and language (racial discrimination). It prepares country reports on developments and issues recommendations to States under review. NCPE's Commissioner is a member of the European Commission against Racism and Intolerance (ECRI).

### **Committee of the Parties to the Istanbul Convention**

Malta's representative in the Committee of the Parties of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), composed of the representatives of the Parties to the Convention is NCPE's Commissioner. The Committee of the Parties may adopt, on the basis of the reports and conclusions of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), specific recommendations addressed to the Parties concerned.

### **Mutual Learning Programme on gender equality**

The mutual learning programme on gender equality aims to reinforce mutual learning among EU countries. The programme focuses on policy measures as well as concrete and existing examples. It addresses both the opportunities and limitations of real life implementation. The programme provides an opportunity for the stimulation of debate and exchange of experience between governmental representatives, independent experts and other relevant stakeholders. The ultimate aim is to facilitate the dissemination of good practices on gender equality in Europe.

### **European Union Agency for Fundamental Rights (FRA)**

The European Union Agency for Fundamental Rights (FRA) is the EU's centre of fundamental rights expertise, and helps to ensure that the fundamental rights of people living in the EU are protected. FRA collects pertinent and timely data and information; shares evidence-based insights and advice with policy- and decision-makers; raises rights awareness and promotes fundamental rights through cutting-edge communications; and engages with a wide array of diverse stakeholders from the local to international level with targeted assistance and in-depth knowledge.

## Interreg Italia-Malta 2014-2020 Executive Committee

The Interreg Italia-Malta 2014-2020 is a cross-border Programme which covers the Maltese Islands and several regions in Sicily. This Programme aims to reinforce sustainable growth at the cross-border level with a particular focus on the Research & Innovation sectors, foster the competitiveness of small and medium-sized enterprises, protect the environment as well as promoting actions which mitigate the effects of climate change whilst also addressing the area's natural and anthropic risks.

One of the principles of the Programme is "equality between men and women and non-discrimination." As part of the Executive Committee of this Programme, NCPE gives feedback on the equal opportunities section of the project proposal. NCPE also sits on the programme's Monitoring Committee.

## Committees and Boards

In 2017, NCPE sat on a number of Committees to promote equality between men and women, equal opportunities and non-discrimination that relate to a horizontal priority across all these programmes.

- Project Selection Committee (PSC): This Committee evaluates and selects project proposals submitted under the General Programme Solidarity and Management of Migration Flows.
- European Economic Area (EEA) Financial Mechanism and the Norwegian Financial Mechanism 2009 and 2014: This Monitoring Committee was set up to monitor the effectiveness and quality of the implementation of the EEA Financial Mechanism 2009-2014 and the Norwegian Financial Mechanism 2009-2014.
- The European Fisheries Fund Monitoring Committee: The European Fisheries Fund (EFF) 2007-2013 contributes to realising the Common Fisheries Policy (CFP) objectives, which specifically consist of ensuring the conservation and sustainable use of marine resources. NCPE sits on the Monitoring Committee that assesses progress in reaching the objectives of the operational programme for Malta and analyses and approves the selection criteria for the financed operations. NCPE's role is to give horizontal feedback on issues related to equality.
- The Rural Development Programme for Malta under the European Agricultural fund for Rural Development 2007-2013: The objective of this programme is to reduce economic and social disparities with the European Economic Area.
- PPCD - Operational Programme I and Operational Programme II: The role of the Monitoring Committee is to monitor the effectiveness and quality of the implementation of the Operational Programme, in accordance with Articles 49 and 110 of Regulation (EU) 1303/2013.
- Asylum, Migration, Integration Fund (AMIF) 2014-2020: The AMIF is a mechanism to enhance, through financial assistance, effective management of migration flows to the EU, in particular by sharing responsibility between Member States and strengthening cooperation with third countries. In Malta the programme focuses on asylum and reception, integration, return and solidarity.

## 5. Financial Overview

During the financial year 2017, NCPE received government funding amounting to €350,078 (2016 – €345,999). Other income amounted to €3,883 mainly made up of reimbursements to NCPE through sales invoices. NCPE was refunded a total of € 19,165 representing the share of overheads and indirect costs incurred throughout the duration of the completed project *Equality Beyond Gender Roles*. Government capital grants released to income totalled € 448. Total recurrent cost amounted to €349,019 (2016 – €347,563) thereby registering a surplus for the year of €24,555 for the year ending 31st December 2017. Staff Costs and Honoraria increased to €310,596 (2016 – €307,543) representing 89% of the total costs. This increase resulted mainly by wage increases brought about by the collective agreement. Administrative costs amounted to €38,423 (2016 – €40,020). As in previous years, these costs are being kept to a minimum. The main administrative costs are listed hereunder:

Administrative costs amounted to €37,975 (2016 – €40,020). As in previous years, these costs are being kept to a minimum. The main administrative costs are listed hereunder:

EUR Legal and Professional fees	13,478
Stationery, Printing and Postage	6,620
Office related costs	6,588
Travelling & Transport	7,017
Other	<u>4,720</u>
	38,423

NCPE focuses on the promotion of equality and a great deal of research is carried out in this respect. NCPE regularly submits a number of proposals for EU Funding so as to be in a position to further its research and be in a better position to provide training and raise awareness. During 2017, NCPE actively focussed on the Equality Beyond Gender Roles, which project was completed by the end of the same year as projected. The project total value amounted to € 292,949.03.

# Looking Ahead

2017 was a busy year for NCPE since, besides its core work comprising the investigation of complaints, input to policies, training, and awareness-raising initiatives, NCPE contributed to the work of Malta's Presidency of the Council of the EU whilst implementing the 'Equality Beyond Gender Roles' project.

Subsequent to the closure of the project 'Equality beyond Gender Roles' in December 2017, the year 2018 will commence with the **closure process of the project**. This process involves the collation of relevant documentation related to procurement and purchasing to be sent for verification to the European Commission, together with the final report and the final financial report. Along with the required documentation, the final claim for funds will be submitted in order that the final instalment of funds will be transferred to NCPE upon completion of the European Commission's verification checks.

NCPE is also **planning on submitting a project proposal for potential funding in 2018**, and will be on the lookout for further calls which are applicable to NCPE and fall within its remit. One project proposal on racism and xenophobia which was completed in 2017 will be submitted in 2018, and the beginning of 2018 will also focus on drafting a project on the gender pension gap.

The raising of awareness using the promotional material which was created through its many projects will continue as an essential tool to enhance equality in society. This includes the dissemination of the videos, research reports and research findings, as well as other information materials such as leaflets and brochures. Such actions will ensure sustainability of the projects and their messages so as to generate further awareness.

In line with Government policy, work will continue to raise awareness on the importance of gender mainstreaming supported by training sessions to public officers in order to facilitate the implementation of this strategy in the work of Government.

Investigation of cases of discrimination is a crucial element of the work of NCPE, as is the promotion of equality in society, maintaining a regular presence in the media, providing training and submitting policy recommendations. NCPE will keep fighting discrimination and working for an inclusive society that values equality and diversity. We look forward to the enactment of the *Human Rights and Equality Commission Bill* and the *Equality Bill* and will work hard to ensure the establishment of an effective HREC in the shortest time possible.





