

### **Equal Opportunities in Employment**

e-magazine on Social Dialogue:

NCPE recognizes the importance of equal opportunities in employment. Thus an increase of women's participation in the labour market is promoted. It is significant that the third quarter of 2013 registered an upward trend in the female participation rate in employment when compared to the same period of 2012. The female employment rate, as issued by the National Statistics Office, reached 47.3% - an increase of 3.3% - while 74% of these women have a full-time job.

To continue encouraging more women to retain/seek employment, family responsibilities and child-rearing and elderly care need to be shared so that carers can participate actively within the family and in paid employment. In addition to this, it is important that family-friendly measures, flexible working arrangements and other support structures are effectively accessible to both men and women at the workplace, since these are means which enhance equality of opportunity in employment as well as quality of life. Such measures are also considered beneficial for business, as they encourage staff to remain at their jobs whilst giving companies value for their investment in the training of their employees

Another area which NCPE is working on is safeguarding equal treatment between men and women in leadership and decision-making positions in employment. A Mentoring Programme is being set up to assist in breaking barriers in area of decision making. Research on quotas and other measures is being undertaken to reach the same objective. These activities are being implemented as part of the EU project entitled '*Gender Balance in Decision-Making*'.

For further information, contact NCPE on 25903850, [equality@gov.mt](mailto:equality@gov.mt) or on Facebook.