



ANNUAL REPORT 2014

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

**Annual Report
2014**

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What We Stand For

The National Commission for the Promotion of Equality is Malta's equality body entrusted by Chapter 456 of the Laws of Malta to safeguard equality on the basis of gender, family responsibilities, gender identity, religion, age, sexual orientation and race/ethnic origin 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 85/2007, Equal Treatment of Persons Order.

This Annual Report delineates NCPE's work throughout 2014.



National Commission for the Promotion of Equality

Minister's Message

We are committed to ensure an agenda that mainstreams human rights and equality in all spheres of life, and a policy framework that tackles discrimination, social exclusion and violence.

We want to remove barriers to equality of opportunity for all people in our society, and we are doing that by changing laws, setting up structures and implementing strategies and policies that respect, protect and promote the rights of those who experience hurdles related to their reality and experience.

In 2014, we prioritised on government's promise to strengthen the scope of NCPE that will see its transformation into a Human Rights and Equality Commission. Following the initial scoping consultation, we published a White Paper that launched the process towards two legislative initiatives.

Indeed, we recognised that the Equality for Men and Women Act (CAP. 456) no longer serves the purpose for which it was adopted since it is limited to minimum EU standards on gender equality. Over the years, new grounds were added to that law, however, that process further fragmented the equality legal framework. In response to this, we are proposing the recasting of CAP 456 into an Equality Act to ensure that all grounds enjoy the same high level of protection.

The second legislative initiative, a Bill towards the Human Rights and Equality Commission Act, will establish the Human Rights and Equality

Commission, and will empower it to investigate cases and provide opinions following the Equality Act. It will also monitor the implementation of the human rights provisions found in Maltese law and international human rights treaties ratified by Malta, issue reports, opinions and propose legislative changes as it deems fit.

All this will be complimented by a Directorate for Human Rights and Integration within the public service that will be tasked to develop national strategies, policies and other aspects of human rights, equality and integration within the government.

Tackling human rights violations such as violence against women and other concerns such as the low participation of women in the labour market remain as priorities, and government has taken a number of decisions to address these.

We adopted a clear policy of zero tolerance towards gender-based violence, and we will continue in our efforts to shift from a culture that allows this violence to a culture that fights against violence. Malta ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence in July, and an inter-ministerial committee was set up to ensure its full implementation.

We are addressing the low participation of women in the labour market by introducing several initiatives, such as free childcare to working parents, to facilitate reconciliation of work and



Dr Helena Dalli
Minister for Social Dialogue, Consumer Affairs and Civil Liberties

family life. This work was complimented by NCPE's initiatives such as the awarding of the Equality Mark to companies that truly foster gender equality in their work practices.

We introduced civil unions for same sex and different sex couples, guaranteeing the enjoyment of equal rights and obligations across all areas of law and social life. Through an amendment in the Constitution, the fight against homophobia and transphobia was reaffirmed to safeguard protection against discrimination on the grounds of sexual orientation and gender identity. We will further promote the rights of trans, gender queer and intersex people by recognising the rights to gender identity, bodily integrity and physical autonomy.

We are also committed to promote equal rights, obligations and opportunities for all, regardless of national, ethnic or cultural background and thus a National Integration Strategy is being developed to address issues relating to integration of diverse individuals in our society, whilst identifying required policies and actions to ensure fuller integration of migrants and other ethnic groups in Malta.

The role of NCPE is important in supporting these measures as this ensures the implementation of equality legislation in daily life.

I commend and thank all those who work in the fields of human rights and equality in Malta, and recognise their work that aims to make social justice and economic empowerment a reality for all.

Commissioner's Message

In 2014, NCPE marked the **10th anniversary** since its inception and, through its various initiatives, continued working to promote equal rights for all and eliminate discrimination on the different grounds within its remit.

As Commissioner, I consider the **investigation of cases of alleged discrimination** in employment and in the access to or the supply of goods or services as crucial. In 2014, besides the complaints lodged during the year, NCPE also finalised pending investigations from previous years. For justice to be effective, we strive to hear such cases in the least time possible.

Commission meetings held in 2014 discussed policy issues relevant to equal treatment including the setting up of the **National Human Rights and Equality Commission**, which will enhance the equality and human rights framework at a national level. This was part of the consultation process launched by the Ministry of Social Dialogue, Consumer Affairs and Civil Liberties (MSDC). In addition, the Commission also continued discussing the **proposal for a Cohabitation Act**. This legislation will set the legal basis for the regulation of cohabitating couples when such relations break up either by separation or death.

Consultation documents at local, EU and international level are an area to which NCPE dedicates considerable attention on a regular basis. In order to enhance the consultation process, NCPE reviews these documents in the context of promoting the integration of equal treatment and supporting developments that increase equal

opportunities to different groups of women and men.

Training is an important tool in NCPE's work to promote equality principles. The aim of this training is to inform participants of their rights and responsibilities regarding equal treatment, and thus enable them to prevent or curb discrimination in society at large. Training is given to a wide range of persons, including employees in the private and public sector, students, educators, managers and employers. In 2014, internal training was also received by staff on non-discrimination, equality mainstreaming and diversity management to further NCPE's capacity building and enhance the efficiency and effectiveness of the services provided.

The **Directory of Professional Women** was given priority as one of the main initiatives identified to promote equality and address the significant under-representation of women in decision-making positions. The promotion of the Directory has been initiated with Equality Mark holders, local councils, various NGOs, educational establishments and project partners.

To support the Directory, in November, a promotional campaign was launched on the **Mentoring Programme** for women interested in occupying decision-making positions and other leadership and senior roles. By means of the Mentoring Programme, professionals who have more than 7 years working experience in decision-making will encourage, guide, support and motivate women who aspire to advance in their careers.



Renee Laiviera
NCPE Commissioner

Research is also important for NCPE since the respective findings and recommendations provide the factual data necessary for developing policies and initiatives on different facets related to equal treatment. In fact, two research studies in the sphere of decision-making were initiated during 2014 – one on **gender-balanced representation in decision-making** and the other on **gender quotas** and other measures. NCPE is also working on three research studies which are set to provide an in-depth analysis from a gender approach on the processes of **different forms of violence** present within the Maltese society.

Activities such as '**Celebrating Diversity**' and '**Have Your Say! campaign**' continued to reach out to the general public and to victims or potential victims of discrimination. '**Celebrating Diversity**' was a day of multicultural activities held in Valletta promoting diversity through music, dance, games and other interactive initiatives. The **Have Your Say!** video booth provided the general public with the opportunity to share their experiences of discrimination and express their views on the effects of discrimination and on the benefits of equality and non-discrimination.

The **Equality Mark Certification** entered its fifth year, and continued to empower companies to safeguard gender equality in their policies and practices. By the end of 2014, there were 56 certified companies and government departments/entities in total, with over 15,700 employees working in equality certified conditions. NCPE aims to continue working on the Equality Mark to further promote equal treatment in the workplace.

NCPE's way forward entails the widening of its remit through the addition of human rights with the setting up of the **National Human Rights and Equality Commission**. In February 2014, the government launched a consultation on this process to lay the vision of strengthening human rights and equality in Malta and collect the input of relevant stakeholders and the general public. Following this, in December, MSDC published a White Paper proposing a legal framework that enforces human rights and equality provisions. NCPE participated in full in this consultation process.

I conclude by thanking the Minister for Social Dialogue, Consumer Affairs and Civil Liberties. I also thank the Commission members and all the staff at NCPE for their fruitful and hard work to meet NCPE's objectives to safeguard equality in Malta. During the year, we have had to reach our targets and meet our deadlines whilst overcoming shortage of staff and carrying out an intense recruitment exercise for seven staff members. Again, my thanks to all. I augur that 2015 will be another **fruitful and rewarding year for NCPE** and for the strengthening of equality and human rights in Maltese society.

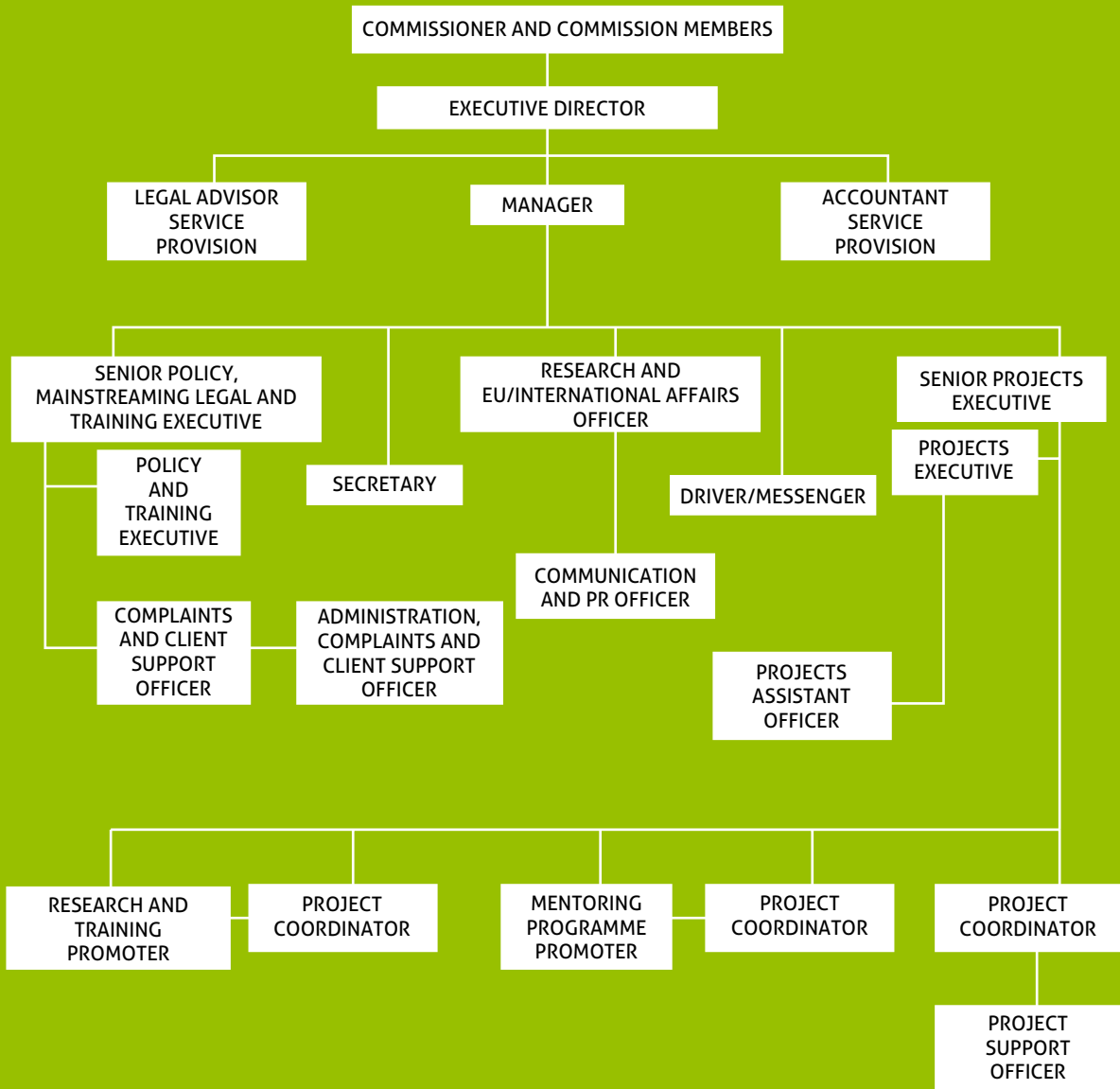
A handwritten signature in black ink, appearing to read 'Renee Laiviera'. The signature is stylized with a large, looping initial 'R' and a horizontal line underneath the name.

The Commissioner and Commission Members in 2014

The Commissioner: Renee Laiviera

The Commission Members: Ruth Baldacchino
Claudine Borg
Prof. Mark Anthony Falzon
Mary Galea Debono
Mario Mallia
Dr Vanni Xuereb

NCPE Organisation Chart



Equality in Malta

An Overview of Developments in 2014

In 2014, NCPE continued working to eliminate discrimination on different grounds within its remit as well as promoting equal rights for all. Most of NCPE's work takes place in a local context where a number of important developments concerning equality took place over the past year. This Section provides an outline of the policies, measures and achievements which made 2014 an important year for the work towards achieving equality in society. It also gives an overview of the current situation in terms of equality and looks at some key issues faced by different groups in Maltese society, highlighting progress made and challenges that lie ahead.

The female participation rate in the labour market continued to increase throughout 2014. The number of employed women in July to September (Q3) stood at 71,763, which made up 51.1% of working-age women¹. This is an increase of 2.9% over June the same year² and a 3.1% increase over 2013³. Although these figures indicate a pattern of constant and significant increase in the number of women in employment, the gap between the sexes is still high - male employment rates for September 2014 stood at 75.5% of working-age men. These

¹ National Statistics Office, January 2015, *Labour Force Survey Q3/2014*

² National Statistics Office, September 2014, *Labour Force Survey Q2/2014*

³ National Statistics Office, November 2014, *Labour Force Survey – Revisions: 2005-2013*

figures show that the increased participation of women in the labour market is the main factor contributing to higher employment rates in Malta.

Measures unveiled in the 2013 Budget, central to the promotion of female participation in the labour market⁴, came into effect in 2014 and indicators show positive results. As from April 2014, all parents in work or in education with children aged three months to three years can benefit from the free childcare scheme. These parents can send their children to a public childcare centre or a subsidised private childcare facility. In the latter case, the Government pays a maximum of €300 a month per child to the private childcare centre. As at December 2014 there were 3,857 children attending free childcare⁵. In April 2014 the government also introduced the Breakfast Club programme. State schools started opening at 7am and a breakfast is provided to the students participating in the programme, free of charge for working parents. Around 700 children attended daily the Breakfast Club programme in the first three months from its inception. This increased to an average of 950 students between September and December 2014⁶. Another ongoing initiative is that of Klabb 3-16, providing an after-school care service for school-aged children. It started operating in 2009 and now provides services in 30 different localities. Klabb 3-16 is also responsible for Skolasajf, a summer school programme for children. In 2014 this programme was extended from eight weeks to eleven weeks.

⁴ Ministry of Finance, November 2013, *Budget Document 2014*

⁵ Answer to Parliamentary Question 13167

⁶ Answer to Parliamentary Question 13168

The female participation rate in the labour market continued to increase throughout 2014



Furthermore, the 2015 Budget presented on the 17th November 2014 includes a number of measures aimed at addressing issues related to women and employment. These include⁷:

- **Revision of the method of funding maternity:** A special fund will be set up, to which all private enterprises will contribute according to the number of employees. Maternity leave in the private sector will not be paid directly by their respective employers but instead will be paid through this fund.
- **Increased Maternity Leave benefit rate:** The rate of the Maternity Leave Benefit for women in employment, from the 15th to the 18th week, will be increased and paid at a rate equivalent to the National Minimum Wage.
- **Increased Maternity Leave benefit for self-employed:** Women in self-employment will have their maternity benefit rate increased to the minimum wage for their 14 weeks of maternity leave.

⁷ Ministry for Finance, November 2014, *The Budget 2015*

Although the gap between male and female employment rates seems to be gradually narrowing, the problem of a gender-segregated labour market persists. Statistics for July to September 2014 show that 29.6% of working women were employed in the services and sales sector while only 5.8% were managers. In contrast, the proportion of men doing such jobs was 16.7% and 11.4% respectively⁸. Acknowledging that more effort is needed to address labour market segregation, NCPE is currently undertaking work aimed at increasing the number of women in decision-making positions. NCPE is creating a Directory of Maltese and Gozitan Professional Women⁹ (an online database with profiles of professional women). Alongside this database, NCPE is conducting a Mentoring Programme¹⁰, through which professional individuals will encourage, motivate, guide and support women aspiring to hold decision making positions to advance in their careers.

⁸ National Statistics Office, January 2015, *Labour Force Survey Q3/2014*

⁹ Gender Balance in Decision Making (ESF 3.196)

¹⁰ Gender Balance in Decision Making (ESF 3.196)

Political participation is another area registering considerable imbalance between women and men. Of the total number of candidates in the 2013 election, 17.6% were women¹¹. This resulted in a Parliament with 14.5% female members. Presently, the Maltese Parliament has only 9 women out of the 69 elected parliamentarians (13%) as one woman member of Parliament was appointed President of Malta. Such low numbers of women contesting the elections, and women getting elected, have been constant in past elections. However, this tendency was changed in the 2014 election for the European Parliament, with four of the six candidates elected being women (66.7%). This time the rate of women candidates stood at 25% of the total number of persons contesting the election.

A number of issues surrounding this topic were discussed in November 2014 during a conference on Women's Political Participation in Malta organized by the OSCE Office for Democratic Institutions and Human Rights (ODIHR), in partnership with the National Commission for the Promotion of Equality, the House of Representatives and the National Council of Women. This conference brought together representatives from political parties, Members of Parliament, policy makers and academics, as well as representatives from civil society and the media. Several presentations were given by international and Maltese experts who shared experiences and good practices regarding women in decision making.

In order to strengthen legislation prohibiting discrimination at the workplace, in May 2014 an amendment was made to the burden of proof provision in Chapter 456 *Equality for Men and Women Act*. Through this change it became incumbent on the defendant to prove that no unfavourable treatment had occurred following the lodging of a complaint and once the primary facts have been established¹².

On a European level, discussions are ongoing about the proposed Directive on improving

the gender balance in company boards. If this Directive is adopted it would set a quantitative objective of 40% representation for each gender among non-executive directors on boards of companies listed on the stock exchanges, excluding SMEs. The Directive would set out a fair and transparent board selection process as means to achieve the 40% objective¹³. Malta is one of the member states supporting binding measures intended to increase the number of women in decision-making positions. The draft Directive proposed by the European Commission is currently being discussed in the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) which brings together social affairs ministers from all EU member states. The European Parliament had voted in 2013 to back the European Commission's proposed Directive. In order to become law, the Commission's proposal needs to be adopted jointly by the European Parliament and by the EU Member States in the European Council.

Violence against women was further highlighted in 2014 with the publication of an EU-wide survey by the Fundamental Rights Agency (FRA). The survey asked women about their experiences of physical, sexual and psychological violence, including incidents of intimate partner violence, and also asked about stalking, sexual harassment, and the role played by social media. The FRA survey found that 15% of women in Malta have experienced physical and/or sexual violence by a current or a previous partner since the age of 15. Moreover, 38% of Maltese women reported to have suffered at least one serious incident of sexual harassment since the age of 15¹⁴.

To consolidate assistance and support to victims of sexual and gender-based violence a Sexual Assault Response Team (SART) was set up at Mater Dei Hospital in March 2014¹⁵. The Ministry for the Family and Social Solidarity together with The Commission on Domestic Violence, with the

11 Cutajar, J. November 2014, *Women and political participation in Malta*

12 Chapter 456 Equality for Men and Women (Amendment) Act, 2014

13 European Commission, June 2014, *Improving the gender balance in company boards*

14 European Union Agency for Fundamental Rights, April 2014, *Violence against women: An EU-wide survey*

15 The Ministry for the Family and Social Solidarity and the Ministry for Health, March 2014, *Gustizzja soċjali ma' vittmi t'abbuż sesswali*, Press Release Reference Number: PR140381



help of the Ministry for Health and the Ministry for Home Affairs and National Security, established an interdisciplinary team composed of a number of professionals coming from the fields of law enforcement, health, legal help and social work, to provide a consolidated service for victims of sexual assault. The service, managed by Victim Support Malta, also offers assistance to victims of violence throughout court proceedings. From March to December 2014 there were 20 women who sought help from SART. Eight of these women submitted a report to the police.

In August 2014 Malta became one of the first fourteen countries to ratify the *Convention on Preventing and Combating Violence against Women and Domestic Violence, known as the Istanbul Convention*. Moreover, the Convention was incorporated into domestic legislation through the enactment of the Council of Europe Convention on Prevention and Combating of Violence against Women and Domestic Violence

(Ratification) Act (Cap. 532). An inter-ministerial committee¹⁶ was also set up to prepare a report on actions needed to work towards Malta's compliance with the legally-binding Convention. Provisions to address female genital mutilation, stalking, forced marriage and enforced sterilisation were introduced in the Criminal Code prior to the Convention's ratification. Other forms of violence covered by the Istanbul Convention include psychological violence, sexual harassment, physical violence and sexual violence¹⁷.

2014 was a landmark year for LGBT rights in Malta. On the 14th April, the Civil Unions Bill became law when a parliamentary majority voted in favour of its enactment. By virtue of this Act, same-sex couples in a civil union are granted the same rights enjoyed by

¹⁶ Government of Malta, August 2014, Ratification of the Istanbul Convention, Press Release Reference Number: PR141746

¹⁷ Council of Europe, April 2011, *Convention on preventing and combating violence against women and domestic violence*

married heterosexual couples. Hence, it establishes equality on the basis of sexual orientation in all social and legislative spheres, including the right to apply for adoption¹⁸.

A key event addressing discrimination on the grounds of sexual orientation and gender identity was organised in Valletta this year. Malta, through the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, and Sweden co-hosted the second Annual Forum held on the occasion of the International Day against Homophobia and Transphobia (IDAHO), between the 13th and 15th May¹⁹. Various ministers and delegates from different countries discussed strategies and measures to strengthen LGBT rights and protection. The main topic of the Forum was 'Responses to Homophobia & Transphobia at the National, European & International Levels'. A declaration of intent consisting in a 12-point plan to defend LGBT rights was signed by 17 states. This year's Forum also included a side-event on improving protection structures for LGBT asylum-seekers²⁰.

Malta became the first European state to enshrine gender identity in its Constitution. This gives more legal weight to the prohibition of discrimination against transgender and intersex persons in all spheres of life and sends a strong message to Maltese society that unfair treatment on the ground of gender identity is unacceptable. In October 2014 a draft Gender Identity, Gender Expression and Sex Characteristics Bill was published for consultation. If the proposed Bill passes through Parliament it will introduce a right to gender identity by allowing for amendments of gendered characteristics on all official documents or certificates, without requiring the individual to undergo gender reassignment surgery. It would also introduce the right to bodily integrity and physical autonomy for all persons and make unlawful non-medically necessary treatment on

the sex characteristics of a person without informed consent²¹.

In 2014 the problem of abuse on older persons got prominence in the local media as a number of cases involving neglect and mistreatment surfaced. To address this challenge the Parliamentary Secretary for Rights of Persons with Disability and Active Ageing issued a consultative policy document on minimum standards for care homes for older people. This document outlines the minimum requirements in operating a care home as well as the required knowledge, skills and competencies needed by management and staff to ensure care homes deliver quality services. The document is based on the principles of care, dignity, privacy, physical and mental wellbeing, self-fulfilment, autonomy/empowerment, equality, the right to complain and the right to legal recourse²². A culture of active ageing is promoted in the care homes consistent with Malta's National Strategic Policy for Active Ageing²³.

The National Employment Policy, published in May 2014, acknowledges that ageism and age discrimination are acute social problems that interfere with older workers' ability to progress. It affirms the government's commitment to encourage older workers to remain actively employed, one of the means being age management. This involves age-sensitivity in human resource management together with the development of public policies on the ageing and older population²⁴.

The Draft National Youth Policy Framework 2015-2020 was issued for public consultation in 2014. The policy document addresses the age ground and is based on values of respect, recognition and

18 Laws of Malta, 2014, Chapter 530 Civil Unions Act

19 Government of Malta, May 2014, *Malta and Sweden co-host the 2nd IDAHO Forum to make the International Day against Homophobia and Transphobia celebrated on the 17th May*

20 Government of Malta, May 2014, *Maltese Minister for Social Dialogue, Consumer Affairs and Civil Liberties Helena Dalli and Swedish Minister for Integration Erik Ullenhag address a joint press conference*, Press Release Reference Number: PR141041

21 Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, October 2014, *Preżentat fil-Parlament l-ewwel qari tal-abbozz ta' liġi dwar l-identità tal-ġeneru, l-espressjojn tal-ġeneru u karatteristiċi tas-sess*. Press Release Reference Number: PR142529

22 Parliamentary Secretary for Rights of Persons with Disability and Active Ageing, March 2014, *Consultation document on Minimum Standards for Care Homes for Older People*

23 Parliamentary Secretary for Rights of Persons with Disability and Active Ageing, November 2013, *National Strategic Policy for Active Ageing*

24 Ministry for Education and Employment, May 2014, *The National Employment Policy*

sustained support of youth while acknowledging the diverse needs and different backgrounds of young people in Malta. The main fields of action in which initiatives are to be taken are: education and training, employment and entrepreneurship, health and well-being, participation, voluntary activities, social inclusion, youth and the world, creativity and culture²⁵.

In March 2014, the European Network against Racism (ENAR) published its shadow report about discrimination against ethnic and religious minorities in EU member states. Malta's report is based on data gathered by institutions, academics

²⁵ Parliamentary Secretary for Research, Innovation, Youth and Sport, July 2014, *Draft National Youth Policy 2015-2020 Discussion Document*

and NGOs in the past years, as well as on a number of interviews conducted with migrants residing in Malta. ENAR states that migrant workers continue to face discrimination both in accessing employment and within employment. Difficulties in accessing employment relate to: stereotyping of migrant workers, difficulties in acquiring employment licences, and lack of recognition of foreign qualifications. Within employment, reported discrimination includes failure to pay wages and benefits, failure to abide by health and safety regulations, as well as a concentration of migrant workers in the informal economy. ENAR makes a number of recommendations for improving the current situation, such as: more data collection and research on discrimination experienced by



If the proposed BILL passes through Parliament it will introduce a right to gender identity by allowing for amendments of gendered characteristics on all official documents or certificates, without requiring the individual to undergo gender reassignment surgery

religious and ethnic minorities; an education and employment strategy for migrants; more awareness-raising initiatives, and strengthening of the national equality body²⁶.

In 2014 a number of cases involving the exploitation of migrant workers came to light and were extensively discussed in the local media. To facilitate and encourage the reporting of discriminatory incidents and to address the problem of under-reporting, the People for Change Foundation launched the *Report Racism Malta* project in November 2014. It consists of a mechanism for communicating incidents of racial discrimination, provides an avenue for reporting incidents and offers guidance where cases may be taken forward and remedies accessed²⁷.

On the 10th November 2014 Hon. Minister Helena Dalli also announced that a National Integration Policy will be launched in 2015. Moreover, the 2015 Budget allocated resources for the creation of a Directorate for Integration which will focus on the inclusion of different groups in society. It will fall under the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties.

Progress has also been made in the field of diversity and inclusion with the introduction of ethics classes as alternative to religion lessons in primary and secondary schools. Starting from September 2014, students can choose to attend classes on ethics instead of lessons teaching the Catholic religion. This is an important step in the right direction since it makes education more sensitive to diversity issues and helps build a more inclusive environment in contexts where there are students coming from different religious and belief backgrounds.

2015 promises to be an important year for NCPE and its work in the field of equality and human rights. In fact, in February 2014, government launched a consultation process about transforming NCPE into a Human Rights and

Equality Commission²⁸. This would entail a revision of the anti-discrimination laws and the introduction of legislation outlining the new Commission's remit with regards to human rights. On the 10th December 2014 the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties published a White Paper entitled 'Towards the Establishment of the Human Rights and Equality Commission'. The White Paper²⁹ proposes a legal framework that aims to address identified gaps in a bid to ensure that Malta has an internationally accredited Human Rights and Equality Commission that meets the obligations of both human rights standards laid out in the Paris Principles and subsequent documents, as well as EU equality legislation.

²⁸ Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, February 2014, *Towards a Robust Human Rights and Equality Framework: Scoping Consultation*

²⁹ Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, December 2014, *Towards the Establishment of the Human Rights and Equality: White Paper Consultation*

²⁶ European Network Against Racism, March 2014, *ENAR Shadow Report 2012-13*

²⁷ www.reportracism-malta.org

2015 promises to be an important year for NCPE and its work in the field of equality and human rights. In fact, in February 2014, government launched a consultation process about transforming NCPE into a Human Rights and Equality Commission

Statistical Review

This section presents a number of gender-disaggregated statistics in the following areas: employment, politics, the judiciary, public administration and education. They show that in most areas there is still a considerable imbalance in the representation of the sexes and in all areas, with the only exception being University education, women are the under-represented sex. However, it can also be observed that over the past three years improvements with regards to gender balance have been made in most areas.

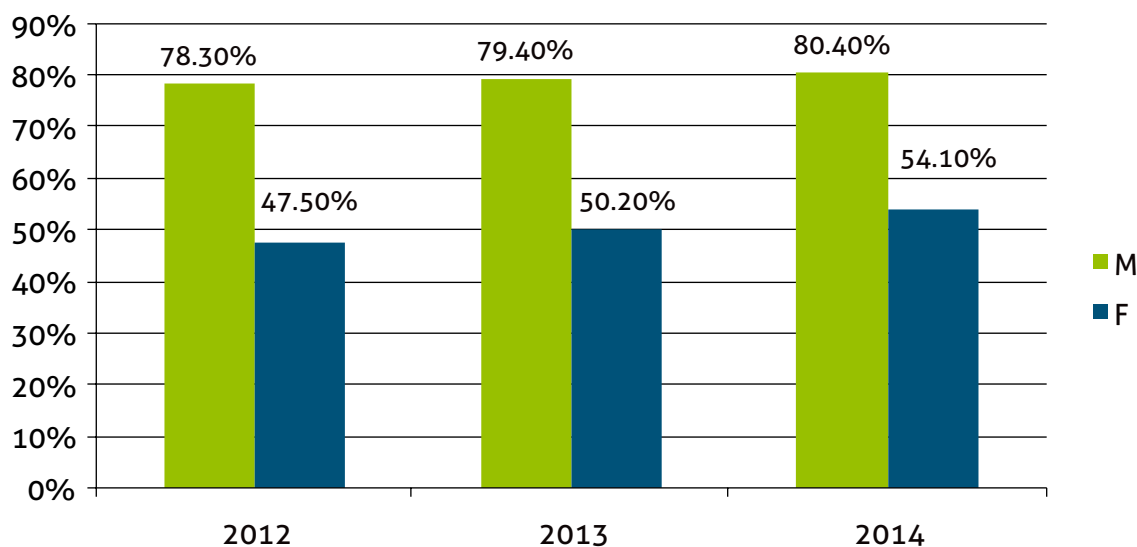
The European Institute for Gender Equality (EIGE) has also published a comprehensive gender equality overview in the form of a scoreboard encompassing the domains of work, money, knowledge, time, power, health, intersecting inequalities and violence. Although the Gender Equality Index gives data relating to 2010 it is still very useful in understanding gender gaps and inequalities in the Maltese context (see Annex).

Employment

1.1 Activity rates of women and men, divided by age¹

Age	2014		2013		2012	
	M	F	M	F	M	F
15-24	56.1%	53.6%	56%	49.5%	54%	47.7%
25-54	94.7%	64.8%	94.4%	61.1%	94.3%	58.1%
55-64	60.9%	24.1%	57.2%	19.7%	54.8%	17.3%

1.2 Activity rates of working-age women and men (15-64 years old)²

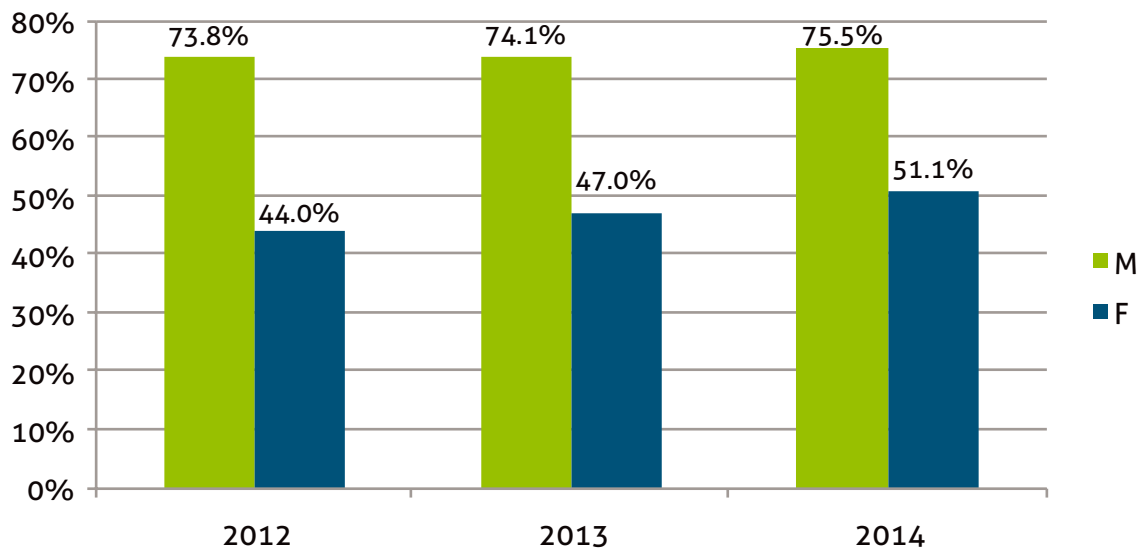
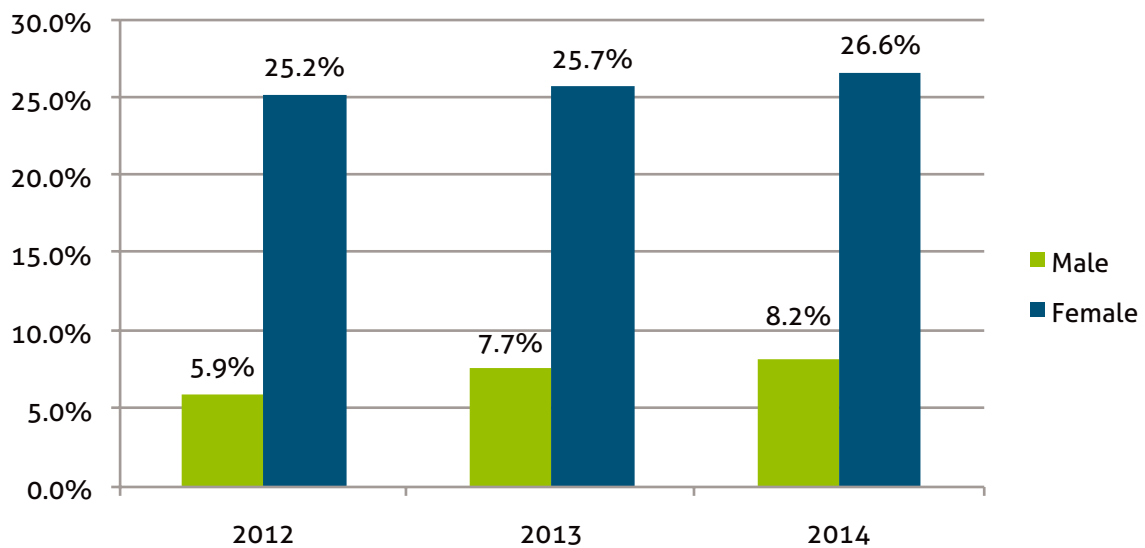


¹ National Statistics Office, November 2014, *Labour Force Survey – Revisions: 2005-2013 and January 2015, Labour Force Survey Q3/2014*

² Ibid.

1.3 Employment rates of women and men, divided by age³

Age	2014		2013		2012	
	M	F	M	F	M	F
15-24	48.7%	48%	47.5%	44.4%	46.7%	40.7%
25-54	90.5%	61.7%	89.6%	57.8%	89.7%	54.9%
55-64	55.7%	23.3%	53.8%	18.7%	53.1%	16.3%

1.4 Employment rates of working-age women and men (15-64 years old)⁴1.5 Part-time as main occupation⁵

³ Ibid.

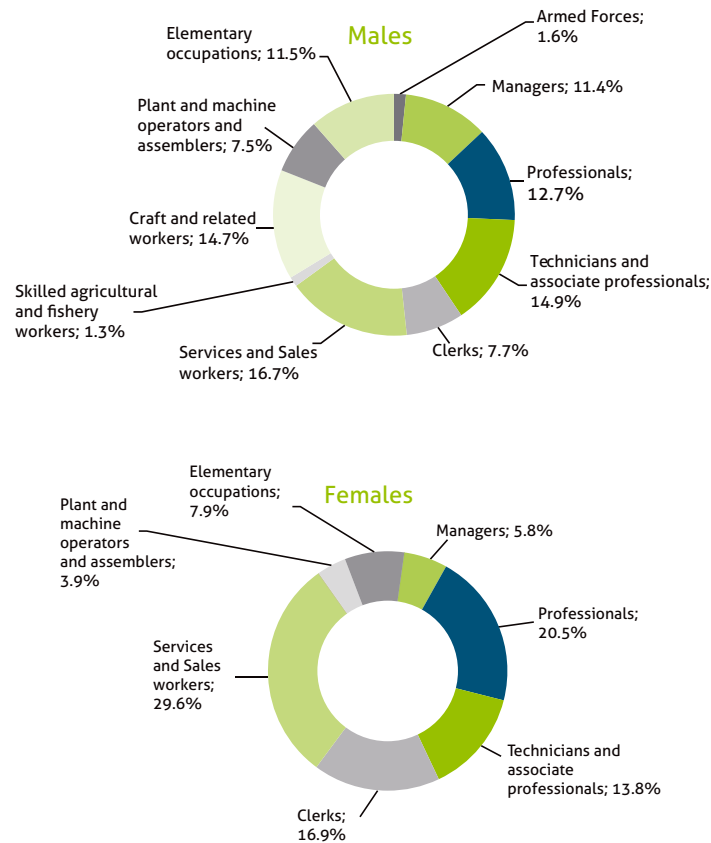
⁴ Ibid.

⁵ Ibid.

1.6 Total employed by occupation⁶

Occupation	2014		2013		2012	
	M	F	M	F	M	F
Armed Forces	1.6%	/	1.6%	/	1.8%	/
Managers	11.4%	5.8%	11.1%	7.2%	11.5%	5.9%
Professionals	12.7%	20.5%	13.7%	20.8%	12.8%	21.8%
Technicians and associate professionals	14.9%	13.8%	14.9%	14.1%	15.4%	12.3%
Clerks	7.7%	16.9%	6.4%	18.9%	7.2%	18.5%
Services and sales workers	16.7%	29.6%	15.6%	26.6%	15.4%	27.1%
Skilled agricultural and fishery workers	1.3%	/	1.6%	/	1.5%	/
Crafts and related workers	14.7%	/	16.2%	1.3%	16.3%	1.3%
Plant and machine operators and assemblers	7.5%	3.9%	8.2%	3.9%	8.2%	4.0%
Elementary Occupation	11.5%	7.9%	10.6%	7.0%	10.4%	7.7%

1.7 Total employed by occupation in 2014⁷



⁶ Ibid.

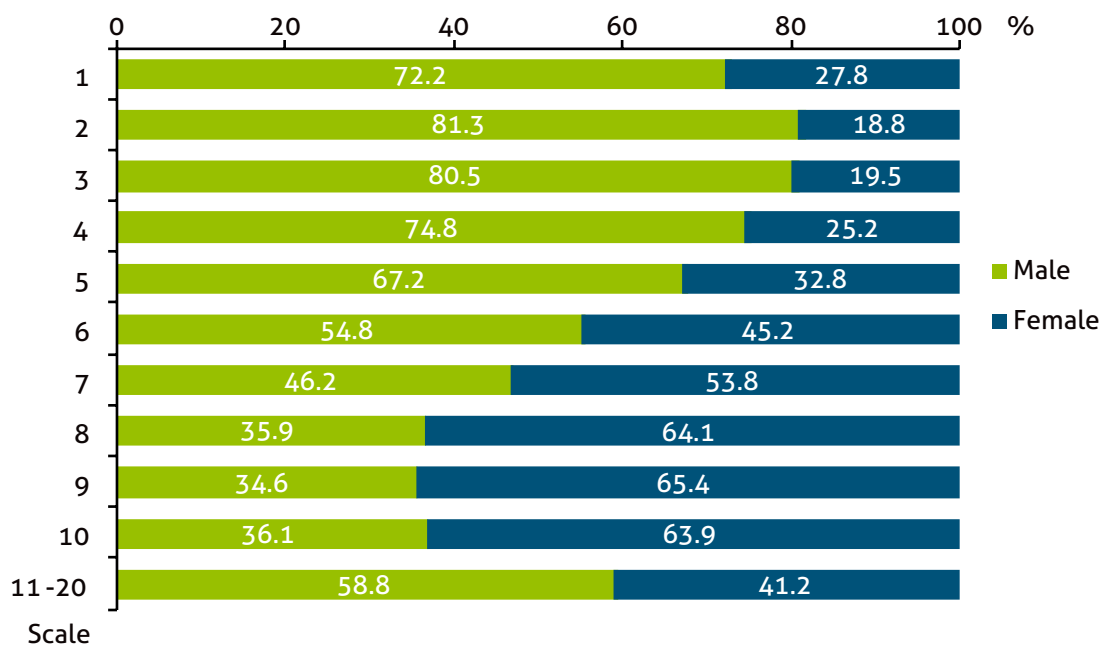
⁷ National Statistics Office, January 2015, *Labour Force Survey Q3/2014*

Public Administration

2.1 Women and men in salary scales (2014)⁸

Scales	Males	Females	Total
1	13	5	18
2	13	3	16
3	132	32	164
4	315	106	421
5	404	197	601
6	472	390	862
7	1281	1491	2772
8	907	1620	2527
9	1261	2381	3642
10	1021	1807	2828
11	769	519	1288
12	1115	1451	2566
13	1433	679	2112
14	2995	1302	4297
15	547	1448	1995
16	822	475	1297
17	523	217	740
18	1531	759	2290
19	91	28	119
20	263	191	454
Total	15908	15101	31009

2.2 Women and men in salary scales (2014) by percentage⁹

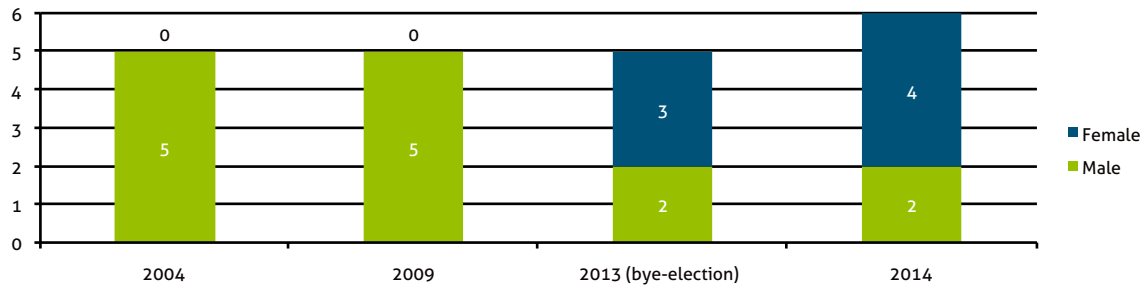


⁸ Correspondence with the Public Administration Human Resource Office, 6th March 2015

⁹ Ibid.

Politics

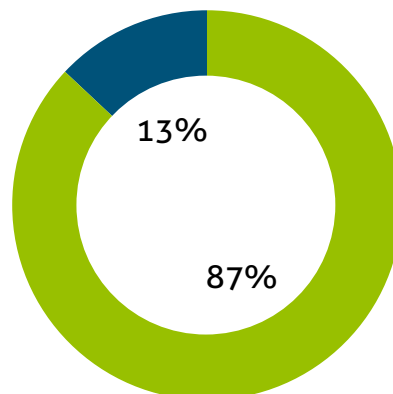
3.1 Candidates elected to the European Parliament ¹⁰



3.2 Members of Parliament in 2014¹¹

	M	F
MPs	60	9

■ Male ■ Female



3.3 Local Councils¹²

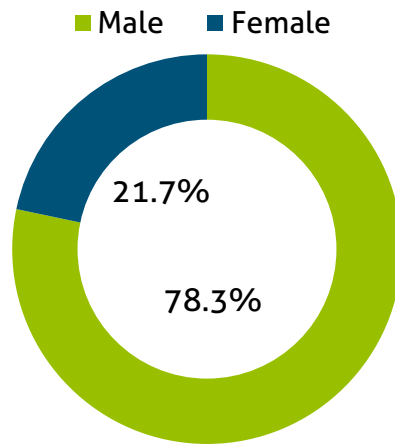
	2014		2013		2012	
	M	F	M	F	M	F
Mayors	59	9	60	8	63	5
Deputy Mayors	52	16	54	14	55	13
Councillors	249	75	248	76	242	76
Total	360	100	362	98	360	94
	460		460		455	

¹⁰ <http://www.europarl.europa.eu/>

¹¹ <http://www.parlament.mt/>

¹² Correspondence with the Department for Local Government, 24th February 2015

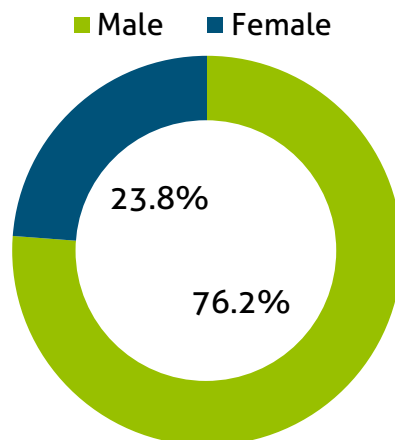
3.4 Mayors, Deputy Mayors and Councillors in 2014¹³



Judiciary

4.1 Bench of Judges¹⁴

	2014	2013	2012
M	16	18	17
F	5	4	4
Total	21	22	21

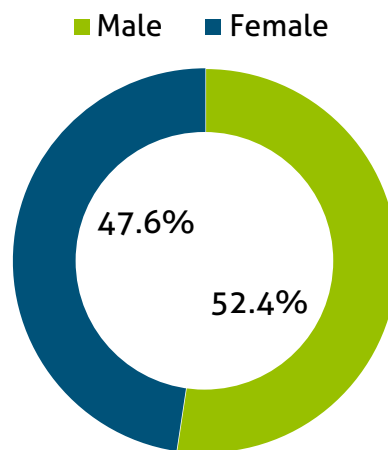


¹³ Ibid.

¹⁴ Correspondence with the Courts of Justice, 24th February 2015

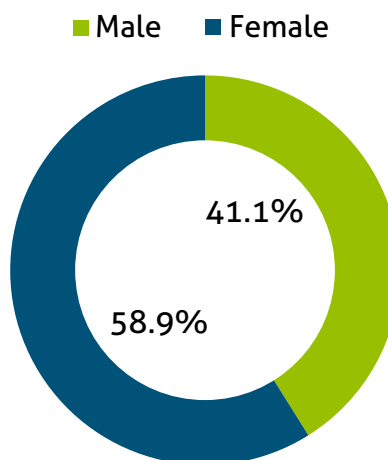
4.2 Bench of Magistrates¹⁵

	2014	2013	2012
M	11	10	10
F	10	11	10
Total	21	21	20



Education

5.1 University graduates in 2013/14¹⁶



¹⁵ Ibid.
¹⁶ www.um.edu.mt

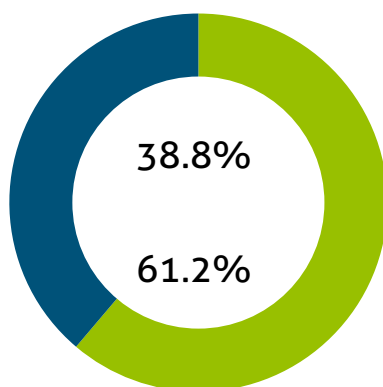
5.2 University graduates in 2013/14 by faculty/institute¹⁷

	M		F		Total
Faculty of Arts	149	33.6%	295	66.4%	444
Faculty for the Built Environment	124	65.3%	66	34.7%	190
Faculty of Economics, Management and Accountancy	216	44.8%	266	55.2%	482
Faculty of Education	76	20.8%	290	79.2%	366
Faculty of Engineering	75	75%	25	25%	100
Faculty of Health Sciences	105	28.4%	265	71.6%	370
Faculty of Information and CT	83	72.2%	32	27.8%	115
Faculty of Laws	189	41.8%	263	58.2%	452
Faculty of Medicine	83	37.4%	139	62.6%	222
Faculty of Science	52	61.9%	32	38.1%	84
Faculty for Social Wellbeing	51	22.1%	180	77.9%	231
Institute of Digital Games	5	100%	/	/	5
Institute for Sustainable Energy	13	81.3%	3	18.8%	16
Centre for Entrepreneurship and Business Incubation	16	64%	9	36%	25
Centre for Labour Studies	26	83%	5	16.1%	31
Other	211	46%	241	53.3%	452
Total	1474	41.1%	2111	58.9%	3585

5.3 MCAST Graduates in 2014¹⁸

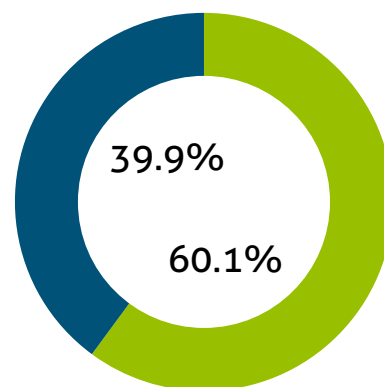
MCAST Graduates - Level 5

■ Male ■ Female



MCAST Graduates - Level 6

■ Male ■ Female



17 Ibid.

18 Correspondence with MCAST, 3rd March 2015

5.4 MCAST Graduates in 2014 by department ¹⁹

Level 5	M		F		Total
Agribusiness	2	28.6%	5	71.4%	7
Applied Science	/	/	8	100%	8
Art & Design	59	55.7%	47	44.3%	106
Building & Construction	13	86.7%	2	13.3%	15
Business & Commerce	24	34.3%	46	65.7%	70
Community Services	/	/	15	100%	15
Electrical & Electronics Engineering	17	100%	/	/	17
Gozo	1	33.3%	2	66.7%	3
ICT	85	84.2%	16	15.8%	101
Maritime	2	100%	/	/	2
Mechanical Eng.	21	95.5%	1	4.5%	22
Total	224	61.2%	142	38.8%	366

Level 6	M		F		Total
Agribusiness	6	50%	6	50%	12
Applied Science	1	33.3%	2	66.7%	3
Art & Design	34	39.5%	52	60.5%	86
Building & Construction	16	76.2%	5	23.8%	21
Business & Commerce	8	26.7%	22	73.3%	30
Community Services	1	5.9%	16	94.1%	17
Electrical & Electronics Engineering	22	100%	/	/	22
ICT	64	86.5%	10	13.5%	74
Mechanical Eng.	18	100%	/	/	18
Total	170	60.1	113	39.9	283

¹⁹ Ibid.



Striving towards Equality



NCPE's staff in 2014

NCPE's efforts in combating discrimination and in highlighting the value of equality encompassed a number of different activities and initiatives during 2014. Several research studies were conducted and extensive use of the media was made to get the equality message across. NCPE also continued its regular work concerning the investigations of complaints, the review of proposed policies and legislation, the auditing of organisations for eligibility to the Equality Mark, the organisation of training sessions, awareness-raising activities and conferences.

This section outlines NCPE's actions in 2014 aimed at enhancing equality and at strengthening its capacity to effect positive change in society.

INVESTIGATIONS

Chapter 456 of the Laws of Malta states that NCPE can "*independently investigate complaints of a more particular or individual character to determine whether the provisions of this Act are being contravened with respect to the complainant and,*

where deemed appropriate, to mediate with regard to such complaints" [CAP. 456 of 2003, Art. 12 (1) (h)]. This means that whoever feels her/himself a victim of discrimination that falls within NCPE's remit may submit a complaint. Complaints investigated by NCPE are based on sex or family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity in employment, education, banks and financial institutions; as well as discrimination on the basis of racial or ethnic origin and gender in the provision of goods and services and their supply.

Complaints need to be made in writing on NCPE's Complaints Form to be considered by the Commissioner. The Complaints & Clients' Support Officer may provide assistance in filling the

Form at the request of the complainant. In such instances, the completed Form will be read out to the complainant who will be asked to confirm the content or otherwise in the presence of a witness, who will endorse the form. The Complaints Form is the first step for the complainant to explain in detail the alleged discriminatory incident/practice experienced. NCPE's Complaints Form is available in both Maltese and English, and can be acquired from NCPE's website, from NCPE's offices, or via e-mail/ postal mail upon request.

On receipt, the Complaints Form will be acknowledged and passed on to the Commissioner to determine whether the case falls within the remit of NCPE. If so, the investigation will be initiated and the person/s or entity/ies responsible for the alleged discrimination



Complaints investigated by NCPE are based on sex or family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity in employment, education, banks and financial institutions; as well as discrimination on the basis of racial or ethnic origin and gender in the provision of goods and services and their supply.

or sexual harassment will be informed of the complaint received, and a copy of the Complaints Form is forwarded. In case the alleged discrimination occurs at the place of work, a copy of the Complaints Form will be sent to the employer. Complainants of cases which do not fall within NCPE's remit are referred to relevant entity/ies.

As per Article 5 of Chapter 456 *Equality for Men and Women Act*, the employer/entity/service provider will be given a maximum of ten working days to provide a written report outlining the position vis-à-vis the lodged complaint. NCPE can then hold sittings for evidence gathering from the parties involved in the investigation. All sittings are recorded and transcribed. Transcriptions are sent to the person with whom the sitting has been held to confirm the content within a maximum of five working days from date of receipt. Upon confirmation, a copy of the transcript is then sent to all the parties involved.

Following collection of evidence, NCPE's Commissioner leading the investigations process, will issue an opinion outlining whether the behaviour or practice reported breached the Equality Act. The opinion is sent to the complainant and also to the person/s against whom the complaint is filed. Moreover, if the Commissioner deems necessary, the case may be referred to the Industrial Tribunal or to the competent court depending on the case. Furthermore, should the Commissioner establish that the case constitutes a criminal offence, a report will be submitted to the Commissioner of Police for the necessary procedure and action.

Additionally, should the Commission become aware of any alleged discriminatory act, practice or malfunction hindering equality in the various spheres of society, the Commissioner may deem it necessary to initiate ex-officio investigations on any matter falling within NCPE's remit and as permitted by Chapter 456 of the Laws of Malta.

Complaints lodged in 2014

	Women	Men	NGO/Other Bodies	Total
Gender and Family Responsibilities	7	3	0	10
Sexual Harassment	0	0	0	0
Race/Ethnic Origin	4	14	1	19
Gender Identity	0	0	0	0
Age	0	9	0	9
Sexual Orientation	1	5	0	6
Religion	1	3	0	4
Alleged discrimination based on other grounds not within NCPE's remit	0	38	0	38*
			Total Complaints Lodged	82

3 complaints lodged covered more than one ground.

**These 38 complaints were lodged by two individuals*

Throughout 2014, the Commissioner investigated various complaints of alleged discrimination that took place both in employment and in the access to or the supply of a service. Besides the complaints lodged in 2014, NCPE finalised 34 pending investigations from previous years. In 2014, a total of **82 complaints** were lodged by **23 individuals**.

Case A

Alleged discrimination in the access to and the supply of a service on the basis of race and ethnic origin

The Commissioner received a complaint from a local NGO on behalf of an individual alleging discrimination/differential treatment on the grounds of race and ethnic origin and unfair treatment because of her race and ethnic origin.

The complainant claimed that whilst it was not the first time that a particular bus driver behaved inappropriately towards her, on this particular occasion, the complainant refused to get off the bus because she was running late for a lecture; however, the driver stated that he would not drive until she got off the bus. As other people alighted the bus, the complainant refused to get off and the driver told her "*I will show you*" adding other insults in Maltese.

Eventually the driver drove off and when the bus arrived at the destination, another passenger who wanted to get off at the same stop as the complainant, signalled that she wished to get off the bus. As soon as the passenger got up from her seat, the bus driver ordered her to sit down. He then spoke to the girl in Maltese and the girl returned to her seat. Then, the driver stopped the bus and blocked the exit, after which he approached the complainant, opened a bottle of soft drink, spoke to her in Maltese and shouted at her to get off the bus, after which he grabbed her by the shoulders, wrenched her mobile phone from her hands and threw it to the floor. As the complainant reached down to retrieve her phone, he took her by the hands and threw her off the bus, drenched her in drink and threw the bottle at her.

The complainant then proceeded to file a report to the Police. Following the incident, however, the bus driver continued to refuse to allow the complainant on the bus and to stop the bus whenever she is on the bus stop. The complainant managed to audio record the incident through her mobile phone, however she was unable to submit the recording since the phone was misplaced.

As part of the investigation, the Commissioner tried to contact the bus driver in question to hear his version of the facts as per investigation procedure. The Commissioner further noted that the complainant managed to adequately establish facts from which it could be presumed that she was discriminated against, subjected to differential and unfair treatment on the grounds of her race and ethnic origin. The complainant's detailed and logical recollection of the incident, coupled with the NGO's legal representative's corroboration of the audio recording of the incident, served to set up a sound basis from which it was established that the incident complained of, did in actual fact take place.

On the basis of the above, the Commissioner upheld the complainant's claims.

Case B

Alleged discrimination in employment on the basis of age

The Commissioner investigated a case concerning an allegation that the complainant was unfairly excluded from employment on the basis of his age. The complainant *inter alia* stated that following an interview, he contacted the entity to follow up on the interview results, and was informed that although the Selection Board awarded him with the post in view of his qualifications and successful experience, the selection board's recommendations could not be approved since he had reached retirement age.

From the evidence submitted and the sittings held with the respective parties, the Commissioner noted that the entities in question adhered to

NCPE's recommendations focus on how any given document, be it policy, legislation or Council Directive, can better address the issues and concerns of different groups in Maltese society to ensure the mainstreaming of equality in the areas under consideration

the provisions regulating recruitment, and in line with government regulations that persons who have reached retirement are not to be engaged on contracts of service.

In view of this, the Commissioner stated that the relevant regulations in the public sector that prohibits the engagement on contracts of service of persons who have reached retirement age constitutes a legitimate aim in terms of EU directives as transposed into Maltese legislation and therefore the complaint could not be upheld.

Policy Review and Recommendations

NCPE regularly reviews documents that are out for consultation both at a local and at an EU level, promoting the integration of equal treatment and supporting developments that enhance equal opportunities to different groups of women and men. NCPE's recommendations focus on how any given document, be it policy, legislation or Council Directive, can better address the issues and concerns of different groups in Maltese society to ensure the mainstreaming of equality in the areas under consideration.

As per government policy, all entities/departments in the public sector are responsible to carry out a comprehensive mainstreaming exercise of any proposed policy, legislation or action. NCPE reviews and provides its views on consultative documents to suggest additions and amendments that would make the document more gender and diversity inclusive. Generally, an equality

mainstreaming exercise would entail the following process:

- identification of social inequalities in relation to specific social identities
- assessment of the different needs and concerns of the various groups in Maltese society
- analysis of how any plan, measure or action identified in the document might have a differential impact on women and men from different groups
- assessment of how each plan, measure or action could be designed to address social inequalities
- develop actions that take into account the needs and concerns of different groups
- allocate the necessary resources for such plans, measures and actions to be effective

One of the documents NCPE reviews is the Pre-budget Document. NCPE suggested that the 2015 Budget should contain a commitment to create opportunities and growth for all groups and make sure that the resources allocated will ultimately reach these different groups in society. NCPE also maintained that there should be Gender Responsive Budgeting that identifies and incorporates the needed intervention to address gender gaps in policies, plans and budgets and analyse the gender-differentiated impact of revenue-raising policies and the allocation of resources.

The consultative National Policy on the Rights of Persons with Disability is another document NCPE reviewed in 2014. NCPE suggested a number of

additions that would make the document address better the needs of persons with disability coming from groups at risk of discrimination. In particular, NCPE suggested that the policy should adopt an intersectional approach. This would recognize that mutually constitutive inequalities produce an effect which is different from what each of their dimensions would produce separately, and also different from the addition of their separate parts together. This would highlight how one's gender, gender identity, sexual orientation, age, race/ethnic origin and religion/belief, and possible barriers and difficulties arising from these social identities, are experienced distinctly by persons having a disability.

In 2014 NCPE reviewed the following consultative documents published at a local level:

- **A Framework for Poverty Reduction and Social Inclusion**
- **Education Act**
- **National Policy on the Rights of Persons with Disability**
- **Standards for Residential Services for Persons with Disability**
- **Strategic Plan for the Environment and Development**
- **National Breastfeeding Policy**
- **Pre-budget Document 2015**
- **Minimum Standards for Care Homes for Older People**
- **Code for the Protection of Minors in Broadcasting**
- **Draft National Youth Policy Framework**
- **Equal Opportunities Act**
- **Gender Identity, Gender Expression and Sex Characteristics Bill**
- **Positive Parenting Policy**

In addition to the above documents, several issues were discussed during Commission meetings and proposals on areas related to equality were put forward by the Commission. One such document concerned the setting up of a National Human Rights and Equality Commission (NHREC). NCPE outlined its views on the framework to establish the NHREC. The recommendations presented included the need of one point of reference to regulate human rights and equality within all legislation. This entity should have the power to investigate and enforce. It was also pointed out that the Paris Principles¹ should be the minimum legal basis for this Commission. Importantly, an NHREC should be answerable to Parliament, to ensure its independence.

The Commission also discussed a draft proposal aimed at strengthening the Government's gender mainstreaming strategy. NCPE recommended the setting up of a Diversity and Gender Mainstreaming Network that would take the form of an inter-ministerial working group coordinating mainstreaming in the public sector. This would be led by the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, with NCPE serving as a point of reference to give advice and support, expertise and training when required.

¹ United Nations, *General Assembly Resolution 48/134 of 20 December 1993*

NCPE recommended the setting up of a Diversity and Gender Mainstreaming Network that would take the form of an inter-ministerial working group coordinating mainstreaming in the public sector

In 2014 the Commission continued discussing its proposal for a Cohabitation Act. This would set the legal basis for the regulation of cohabitating couples when such relations break up either by separation or death. It would ensure that assets pertaining to the parties are distributed according to legal provisions and that any rights emanating from such relationship are safeguarded in order to avoid persons falling into poverty or being unjustly treated when in a dependent position.

NCPE contributed to the discussions related to the development of legislative and policy measures at European level that further safeguard equal treatment in specific areas. In effect, NCPE gave regular feedback to proposed Council Directives related to equal treatment that were discussed by the Presidencies in 2014, namely:

- **The Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation, which will extend the protection against discrimination on these grounds in areas outside of the labour market; and**
- **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 will ensure that fair and transparent recruitment processes are adopted by these companies, with the aim of increasing the proportion of the under-represented sex to 40% of non-executive board members by 2020.**

NCPE reviewed the conclusions adopted by the Council of the European Union on women and the economy (economic independence from the perspective of part-time work and self-employment); gender equality in sport; and gender equality in the EU: the way forward after 2015, taking stock of 20 years of implementation of the Beijing Platform for Action. Also, the Advisory Committee on Equal Opportunities for Women and Men developed opinions on data collection on violence against women and gender equality in the EU

in the 21st century, remaining challenges and priorities to which NCPE contributed its feedback.

NCPE provides information on its remit and its functions for reports or documents that are drafted at a national level. In particular, NCPE provided information on initiatives that it carried out to implement *Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services*, for a report on the application of this directive by the European Commission.

Moreover, extensive information was provided on various initiatives and measures that NCPE developed and implemented over the past years, for inclusion in a national review of the actions taken to implement the Beijing Platform for Action and related progress 20 years after its adoption. In effect, in 2014, the United Nations Economic and Social Council called upon all States to undertake comprehensive national-level reviews of the progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action. NCPE was the entity coordinating Malta's review.

NCPE expressed its opinions in reply to questionnaires or surveys received from different institutions. Being a member of the European Network of Equality Bodies (EQUINET), in 2014 NCPE contributed to surveys by EQUINET on the advancement of equality by making recommendations to policy-makers on:

- **the institutional architecture to promote equality and combat discrimination;**
- **practices of strategic planning by equality bodies**
- **EQUINET's report on the application of Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services**
- **the equality bodies' contribution to Europe 2020 and EQUINET's Strategic Plan.**



Research

In carrying out its functions, including the review of policies, NCPE needs to have the relevant data and information. To enhance its internal capacity, NCPE keeps itself updated with the latest information by carrying out research studies. In 2014 several research studies were initiated, one of which was completed and others which will be completed in 2015.

A Pilot Study² in primary and secondary schools was conducted in the first half of 2014. The pilot research study developed training modules and lesson plans on equality and non-discrimination. Feedback was provided and observations made by teachers and researchers throughout the piloting to ensure that the pilot study illustrates useful practices for teachers' use in the classrooms with various age groups. The Pilot study served

as a useful tool of good practices for teachers to take effective action in their work. The long-term objective of the pilot study is to make teachers the 'ambassadors for change' within the education system. For this reason, the dissemination of information will be secured by being continuously fostered at a critical stage in the lifetime of an individual.

Four schools were identified for the pilot study, 2 primary schools and 2 secondary schools:

- **Żejtun A primary school**
Year 1 Class
- **Żabbar B primary school**
Year 4 Class
- **St Albert the Great Boys' School,**
secondary school
Form 4 Class
- **St Ignatius Girls' Secondary School**
Form 2 Class

² http://socialdialogue.gov.mt/en/NCPE/Documents/Projects_and_Specific_Initiatives/Enhancing_Equal_Rights/Pilot_Study_Report_NCPE.pdf

The activities of the pilot study were as follows:

- The compilation of a Literature Review
- The development of training methods and lesson plans
- Pre-evaluation with students
- Preparatory meeting with teachers involved in the pilot study
- Pilot Study
- Post-evaluation with students
- Face-to-face interview with all teachers post-piloting
- Focus groups with parents/guardians from participating classes

The conclusions of this research included:

- Teachers tend to be willing to teach about aspects of equality, diversity and mainstreaming
- Participants in the pilot study were not knowledgeable about NCPE
- All the children at the different ages understood the main learning message of the lesson
- Parent/guardians tend to consider teaching about these issues quite positively
- There is great potential to include the teaching of such issues within the current subject content areas
- Students did talk about the activities with their parent/guardians
- Teachers intend to keep using these activities in the future
- Teachers need training on the best pedagogical approach to teach about these issues
- Teachers expressed a need to have more teaching resources which they can adapt and use to teach their students
- The ice breakers had a positive impact and engaged the students from the start

Based on these outcomes, a number of recommendations were put forward:

- Inclusion of a commitment to teaching about such issues in education within policy documents
- NCPE to further encourage the integration of issues related to equality, diversity and mainstreaming within the current subject curriculum
- To lobby with the Faculty of Education to include credits on pedagogical approaches for teaching about equality, diversity and mainstreaming in both the primary and secondary teacher-training courses
- To participate in initiatives which highlight NCPE's presence and role with education professionals as well as with students
- To collaborate with other educational organisations in order to invest in the production of more teaching resources similar to the ones trialled in this study
- To invest in collating a virtual library of existing educational material available on the internet within NCPE's website

This pilot study has shown that integrating equality, diversity, and mainstreaming in teaching is possible and can be successful at both content and skills' level. It can be used as a stepping stone for further work for the benefit of future generations."³

The findings of the pilot study aid NCPE in the formulation of a strategic plan. Such findings and recommendations provide NCPE with information which may be used both for dissemination purposes as well as for awareness-raising purposes. Moreover, the Pilot Study is also a good reference point for teachers to be able to mainstream equality throughout their work such as in lesson planning. In order to facilitate the dissemination

³ http://socialdialogue.gov.mt/en/NCPE/Documents/Projects_and_Specific_Initiatives/Enhancing_Equal_Rights/Pilot_Study_Report_NCPE.pdf

of the pilot study findings and recommendations, the report was uploaded on NCPE's website.

Two research studies were initiated during 2014, focusing on gender balance in decision-making. NCPE procured the services of the National Statistics Office for statistical data collection as part of the research studies. The areas being researched are:

- 'Gender-Balanced Representation in Decision-Making'⁴ to better explore and investigate possible measures which may increase the number of women in senior and leadership positions
- 'Gender Quotas and Other Measures'⁵ to assess if it is feasible or otherwise to introduce gender quotas and other measures to have balanced gender representation on boards in Malta.

2014 saw the completion of two Literature Reviews which will serve as the foundation of these two research studies. The two reports analysed the current situation in Malta and conducted a comparative study of policies, legislation and good practices adopted by other countries. Following this, NCPE designed a pilot study and developed research tools that were used by the National Statistics Office to gather the necessary data from the general public, political parties, businesses and civil society. The response rate was as follows:

Survey	Number of responses	Effective response rate
General Public	1017	72%
Businesses	315	62%
NGOs	387	47%
Political parties	33	38%

⁴ Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013

⁵ Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013.

The data was collected by telephone and self completion questionnaires. Based upon these findings, NCPE will commence formulating policy recommendations and strategies in the form of action plans in 2015.

NCPE is also working on three research studies which are set to provide an in-depth analysis from a gender perspective on the processes of different forms of violence present within Maltese society. The study '*Female Genital Mutilation in Malta*⁶ provides a comprehensive overview of the circumstances of women affected or potentially affected by Female Genital Mutilation (FGM) and consequently raises further awareness on FGM in Malta. In addition, the study will take into account the needs of healthcare providers who work with these women. A second study focuses on the factors and consequences of '*Violence on Older Women and Men*⁷ in various settings in Malta and Gozo from a gender perspective. The study aims to shed light on the contrasts and/or similarities of experiences, circumstances and needs of older women and men in relation to violence and abuse. The third research study probes into '*Violence, Harassment and Bullying in schools*⁸'; including single-sex and mixed-gender institutions at secondary and post-secondary levels. This study delves into detail on how students can go through forms of abuse due to their gender as well

6 This research study is partly funded through the project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, PROGRESS 2007 - 2013

7 Ibid.

8 Ibid.

The study aims to shed light on the contrasts and/or similarities of experiences, circumstances and needs of older women and men in relation to violence and abuse

as other grounds of discrimination. Furthermore, the research also analyses the structures that are in place to prevent or combat violence, harassment and bullying in schools.

Each study consists of an overview of existing literature on the subject matter, a series of focus groups, and in-depth interviews with relevant stakeholders. These three studies will lead to the publication of:

- **Three research reports presenting the main findings with the intent of providing policy makers and relevant stakeholders with accessible information on the factors and processes shaping such forms of violence in Malta;**
- **The study on FGM in Malta will lead to the publication of leaflets for healthcare professionals on FGM and leaflets (translated in most used languages of the identified group) for migrant women on FGM;**
- **The study on violence on older women and men will lead to the publication of a poster and newspaper adverts on the subject matter, and a guide intended for professional people on the prevention and intervention in such cases of abuse;**
- **The study on violence, bullying and harassment in schools will lead to the publication of a poster and newspapers adverts regarding the subject.**

During 2014, NCPE worked on shaping the scope of the research by establishing a set of guidelines and criteria to be used in carrying out the methodology of every study and setting up detailed specifications for the activities of each study in relation to the publications that will be produced.

A research study aimed at identifying methods and tools to better reach out to the different groups NCPE targets in its work, especially in view of the

2012 remit extension⁹, was meticulously drafted in 2014. The aim of this research study, which will be carried out by an external expert, is to research and explore good practices in this area as well as provide strategies tailored to the diversity of target groups. During 2014, the tender was drafted and the requirements were extensively discussed to ensure the most effective outcomes from the research study.

A mapping study¹⁰ was initiated with the aim of identifying and exploring the various formal and informal working processes established and utilised in different equality bodies in order to implement the respective EU and national obligations. NCPE is conducting this mapping study in close cooperation with another two equality bodies: the Ombud for Equal Treatment in Austria and the Equality Commission for Northern Ireland. These transnational partners will be facilitating and contributing towards this study by providing their support and expertise. This exercise is aimed at identifying good practices and highlighting potential new styles of work for internal capacity building at NCPE. Moreover, the mapping exercise will identify practices which can be shared, transferred and replicated across the different bodies. This is an activity to share knowledge, experiences and mutual learning. Additionally, this collaborative exercise is expected to strengthen the institutional relations between NCPE and the transnational partners. The first transnational meeting¹¹ between the project's local and transnational partners was held in Malta on the 9th and 10th June 2014. During this meeting the ongoing and upcoming planned activities were discussed to tentatively plan and schedule these activities. Finally, the transnational partners' involvement and input in the mapping exercise was also outlined.

In 2015, a Public Perception Survey¹² will be carried out to capture the progress attained following a number of training initiatives to be provided by NCPE. The survey will mainly assess the level of knowledge and awareness amongst public service employees. This survey will be benchmarked with an earlier NCPE study entitled '*Measurement of discrimination among the Public Service*'¹³

Awareness-raising Activities

In 2014 NCPE organised two major awareness-raising initiatives as part of ongoing campaigns promoting diversity and encouraging people to speak out against discrimination.

Celebrating Diversity: Anti-Racism Theme Day

The Celebrating Diversity (Anti-Racism) theme day promoted diversity through music, entertainment, art, activities, and games. This awareness-raising activity entitled 'Celebrating Diversity' was held on Saturday 22nd March 2014 at Pjazza de Valette, Valletta. The theme day stimulated sensitivity on the subject of non-discrimination, equal opportunities and diversity. Various activities created a multicultural atmosphere promoting diversity with the slogan 'Celebrating Diversity'. Prominent personalities, including TV personalities, media personalities, musicians and bands endorsed the anti-racism message by presenting the event and involving themselves in discussions with the general public that promoted anti-racism, equality and diversity throughout the day. Ongoing activities featured were ethnic music, dance performances as well as free salsa lessons, ethnic food and free food tasters, Henna tattooing, and an art exhibition portraying equality and anti-discrimination messages through artwork. During

9 Partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013

10 Ibid.

11 Ibid.

12 Ibid.

13 This study was carried out through the project VS 2010/0569 *Think Equal* partly funded by PROGRESS. The study, was published in December 2011 and can be accessed on the following link: http://msdc.gov.mt/en/NCPE/Documents/Projects_and_Specific_Initiatives/Think_Equal/youth_research.pdf



The anti-racism theme day

the 'Celebrating Diversity' theme day, several publications were disseminated and presenters were briefed on NCPE and its work. The date of the event was chosen to coincide with Human Rights Day, 21st March.

The event was promoted in Maltese and English through radio, newspaper and social media adverts.

The success of the event could be seen in the number of people who visited the stands and interacted on the anti-racism theme day. The video clip from the Anti-Racism theme day may be accessed on NCPE's YouTube account.

The fact that the Anti-Racism theme day was held in a public place in Valletta, easily accessible to a the general public, ensured a wider cross-section of the population, including those who would not normally participate in NCPE's events but who were nonetheless interested in exploring the different dimensions of diversity through the areas/media provided on the theme day. The people that were interviewed commented that the theme day was very colourful and original; promoting and celebrating differences and bringing different cultures together.

'Have your Say! Campaign'

A roving booth equipped with a camera was set up in various locations across Malta and Gozo. The aim of the *Have Your Say!* video booth¹⁴ was to provide the general public with the opportunity to 'have their say' on instances where they have experienced or witnessed discrimination; to express their views on the effects of discrimination and on the benefits of equality and non discrimination. The hosts were briefed on NCPE and the various grounds of discrimination in order to be able to understand the aims of the video booth and to be in a better position to explain the objectives of the booth to the people who were approached to participate. The awareness-raising activity *Have your Say!* campaign stimulated sensitivity on the subject of non-discrimination, equal opportunities and diversity.

A van was set up with steps and a tail lift for accessibility, displaying the campaign designs and logos. Inside, a booth was fitted with a touch screen monitor fixed with an HD web camera and microphone. The setup provided the person with the opportunity to record her/his message. A total of 120 individuals (75 males and 45 females) participated. Some 50 (42%) respondents

¹⁴ Partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013



*The Have Your Say!
Campaign roving booth*

referred to 'racial discrimination'. The roving video booth was situated in five prominent places in Malta and Gozo namely Paola, Valletta, Mosta, Tigne` Point Sliema, and in Victoria Gozo.

The *Have Your Say!* campaign is considered to be an innovative communication strategy as the roving booth created a virtual safe space empowering people to speak up and have their voice heard, thus enabling individuals to express their opinions and to identify and report discrimination they have experienced or witnessed. For stronger effectiveness, the five locations selected for the booth were public places with many pedestrians. A selection from the clips, recorded within the video booth, was used to produce three video productions of one minute each. The clips were enhanced graphically and with music to make them more appealing to the general public, increasing their production value and improving the quality. The productions sought to create awareness on different kinds of discrimination and encouraged people who suffered from or witnessed discrimination to speak up. These clips can be re-used to raise awareness on discrimination both on TV and on social media. The video clip from the *Have*

Your Say! campaign may be accessed on NCPE's YouTube account.

The awareness raising activities, namely the '*Celebrating Diversity (Anti-Racism theme day)*' and '*Have your Say! campaign*' stimulated sensitivity on the subject of non-discrimination, equal opportunities and diversity. The message communicated through these awareness-raising initiatives is a step towards the creation of a culture of rights thus working towards *de facto* equality, since different actors including potential victims of discrimination were made aware of their rights.

Media

Acknowledging that the media plays an important role in society, NCPE is committed to use the means of communication at its disposal in efficient and effective ways. Traditional media – like TV, radio, newspapers, leaflets and brochures – provide vital means for NCPE to spread its message and raise awareness among different audiences. Social networks, face to face meetings, and training sessions are also utilized by NCPE in its efforts to reach a broad range of individuals and groups.

Media Contributions

Throughout 2014, NCPE had 61 contributions in the local media. These included:

- **press statements**
- **replies to journalists' questions**
- **articles and features**
- **letters to the editor**
- **active participation in TV and radio programmes.**

A press statement¹⁵ was issued to mark NCPE's 10th year anniversary highlighting milestones and achievements since its inception. It provided an overview of the numerous initiatives taken by NCPE throughout its ten-year service and outlined how equality has been placed and steadily maintained on the national agenda.

Press statements also covered initiatives and activities that NCPE organised during the year, namely:

- **Celebrating International Women's Day Conference**
- **Conclusion of the initiative 'Enhancing Equal Rights'**
- **Launch of the 'Have Your Say!' campaign**
- **Celebrating Diversity**
- **Launch of the initiative 'Forms of Violence in Malta – A Gender Perspective'**
- **NCPE's 10th Annual Conference: Further work to safeguard and promote equality**
- **Women's Political Participation in Malta - Conference**

In 2014 NCPE issued a number of Press Statements related to the most important issues being discussed on a national level:

- **The Civil Unions Act – a landmark for Equality in Malta**
- **NCPE reacts to the National Employment Policy**
- **A significant achievement for women in European Parliament elections**
- **Discriminatory practices during interviews for vacant posts**
- **Violence against women and the ratification of the Istanbul Convention**
- **Gender and Access to and Supply of Goods and Services**

Other contributions in 2014 consisted of replies to questions posed by journalists on various topics ranging from the Cohabitation Bill, discrimination in job interviews, feminism, gender equality and discriminatory advertising. These contributions appeared on local printed media and on online news portals.

Several articles and features were published in local newspapers and magazines on a number of topics such as diversity, family-friendly measures and female participation in the labour market. Also tackled were issues related to sexual harassment, multiculturalism, homophobia and transphobia, and the Global Gender Gap Report.

Participation in TV and radio programmes was constant in 2014. NCPE was involved in discussions on equality at the workplace, gender quotas, prostitution, careers for men and women and the Istanbul Convention. Through such interventions NCPE continued disseminating information on these subject matters and sensitising the general public on developments related to equal treatment and non-discrimination.

¹⁵ NCPE, 2014, *10 years Equality Commission...developing our vision*

All media contributions supported NCPE's efforts to reach out to as many audiences as possible and continued promoting equality in society at large. Contributions can be accessed on NCPE's website, under the 'News' section.

Website

NCPE's website – www.equality.gov.mt - is fundamental in providing information on equality to the general public since it contains an outline of the rights and obligations emanating from legislation prohibiting discrimination as well as a description of NCPE's functions and remit. The website is regularly updated with NCPE's achievements and activities that are organised throughout the year.

In 2014 the content of NCPE's website was improved to ensure better accessibility and more appeal to the general public. An 'Updates and Upcoming Events' section was created to provide information on events and activities of interest to the public. A section with information on the Equality Mark was also added. This contains an outline of the criteria that have to be met by organisations applying for certification, a downloadable application form and a list of certified companies and government departments.

As in previous years, the website was kept updated with published research studies and toolkits on equality, including material on the specific grounds of discrimination. These resources are a practical source of information for potential victims of discrimination, stakeholders working to safeguard equal treatment in different areas and researchers on these subject matters.

Facebook

Communicating through Facebook is essential for NCPE to get its message across and reach persons who are at risk of being discriminated. NCPE's website homepage provides a direct link to access NCPE's Facebook page.

With more than 1,600 Likes reached in 2014, the Facebook page is an effective way for NCPE to publicise activities and to relay information on the initiatives taken. NCPE seeks to maintain its profile on Facebook by posting its press statements

and articles, uploading photos of conferences and training sessions and forwarding and liking equality-related material from national and international sources.

NCPE's Facebook Page, entitled 'National Commission for the Promotion of Equality', offers a platform that can be used by everyone in terms of posting comments or queries. It provides a space on the web where equality issues can be discussed.

YouTube Channel

A YouTube Channel was created in 2014 - **NCPE Malta** - to share video-clips that are produced as part of awareness-raising initiatives. Video-clips of the *Have Your Say!* campaign and the Diversity theme day, both organised in 2014, were uploaded on this channel and then shared on NCPE's Facebook Page.

Equality Matters e-Newsletter

The *Equality Matters* e-newsletter is one of the ways through which NCPE keeps contact with the general public. The *Equality Matters* issue published in 2014 marked NCPE's 10th anniversary with a timeline of the main developments concerning NCPE, including its remit extension and widening of its scope and responsibilities. This e-newsletter gave an overview of the work carried out by NCPE and provided information on its services. It also looked at ways to prevent and combat sexual harassment in employment, analysed the value of equality and gave an overview of the *Have Your Say!* campaign.

This e-newsletter is disseminated via email and uploaded on NCPE's website. Moreover, snippets of *Equality Matters* are posted on NCPE's Facebook Page.

All issues of *Equality Matters* e-newsletter can be found on www.equality.gov.mt under the 'News' Section. Persons who would like to start receiving it by email can send a request on equality@gov.mt.

In 2014 the content of NCPE's website was improved to ensure better accessibility and more appeal to the general public

Publicity Initiatives

Leaflets and brochures were also produced in 2014. The leaflets contain general information on NCPE and its work¹⁶. On the other hand, the brochures define the grounds of discrimination and for every ground present a situation highlighted by members of the public in the *Have your Say!* roving booth¹⁷. The leaflet and brochure were concise and clear, thus proving to be a useful tool in providing the general public with the relevant information. The leaflet was produced in English while the brochure was produced in both Maltese and English.

Radio spots promoting the *Have your Say!* campaign and Anti-Racism theme day were produced and aired. To be able to reach out to as many people as possible, a full page advert promoting the project *Enhancing Equal Rights* was published on all local Sunday newspapers. Moreover, an online awareness campaign on Facebook was launched with the aim of promoting the activities of this project and a billboard was designed with the aim of creating

awareness on the *Have Your Say!* video booth. Four billboards were procured in total. These were located in the prominent locations of Qormi Bypass, Rabat Gozo, Burmarrad roundabout and Birkirkara Bypass.

To increase NCPE's visibility, metal tin pencil cases and drawstring bags were produced. These items were selected for their potential long-term usage to aid in the dissemination of the results of NCPE initiatives and NCPE's continual awareness-raising efforts.

Campaigns

In November 2014, NCPE launched a Mentoring Programme promotional campaign¹⁸ with the aim of supporting women who are interested and motivated to occupy decision-making positions and other leadership and senior roles. This call was published on all Sunday newspapers and the Government Gazette. Moreover, the campaign was further promoted through the

16 Partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

17 Ibid.

18 Partly funded through the project ESF3.196 Gender Balance in Decision-Making, Operational Programme II, Cohesion Policy 2007-2013



Brochures with information on the mentoring programme

dissemination of flyers, posters and brochures¹⁹. These were distributed among NGOs, University students, MCAST students, ITS students, student organisations, ETC and project partners (MCWO and Aġenzija Żgħażaġħ). Moreover, the Mentoring Programme was further promoted through the publication of online adverts on Facebook²⁰. During the campaign, NCPE's Facebook page increased its number of likes by approximately 400. NCPE's Facebook page was updated regularly so as to encourage individuals to apply for this programme and to keep Facebook users up-to-date with the latest developments. A radio promotional campaign²¹ was also launched, in which adverts in both Maltese and English were aired 270 times.

Furthermore, in 2014 NCPE initiated a soft launch of the Directory of Professional Women²² by promoting the Directory with Equality Mark holders, local councils, various NGOs, educational establishments and project partners. The official launch of the promotional campaign is expected to be unveiled during the beginning of 2015. The campaign will include the publication of full and half page, full colour adverts on all local Sunday newspapers and on the most popular business magazines in Malta. The promotional campaign will also include Facebook adverts and the campaign will span over a period of one year. It will target employers who wish to find a fully qualified professional woman to be appointed on a decision-making board or committee and professional women who fulfil the eligibility criteria for inclusion in the Directory.

Other publicity initiatives planned for 2015

To raise NCPE's profile with the general public, information on the various grounds covered by NCPE's remit and the services it offers will be

disseminated²³. A social media campaign will be launched in 2015 with the purpose of directing users to the NCPE Facebook page and website to allow navigation through information about their rights and responsibilities in the context of the updated legislation and wider protection available since 2012, whilst supporting a more effective implementation of the legislation.

Additionally, three awareness-raising campaigns on different forms of violence in Malta from a gender perspective²⁴ are also in hand. The main aim of these campaigns is to promote the importance of living life free from violence and to further empower victims to take action against such violence. The first campaign deals with violence against women and consists of a set of bus shelter adverts and five video clips to be aired on television channels and uploaded online with targeted messages of zero tolerance to violence. The second campaign is concerned with spreading awareness on violence, harassment and bullying in schools and consists of 6 video clips to be aired on television channels and uploaded online. The content of these clips will deal with the importance of engaging in non-violent relationships that respect diversity and dignity of others. The third campaign focuses on raising awareness on violence on older women and men through the production of 5 audio clips to be aired on local radio stations aiming to sensitise professionals working in the field and to empower victims to combat such violence. In 2014, NCPE focused on establishing the scope and planned the specifications for these three awareness-raising campaigns. Furthermore, the procurement documents for the outsourcing of the awareness-raising campaigns were drawn. The implementation of these awareness-raising campaigns will take place throughout 2015.

19 Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013

20 Ibid.

21 Ibid.

22 Ibid.

23 Partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013

24 Partly funded through the project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, PROGRESS 2007 - 2013

Initiatives: Women in Decision-Making Positions

In 2014 NCPE continued working on two initiatives aimed at addressing the low percentage of women in decision-making positions.

Mentoring Programme

An important initiative is the Mentoring Programme²⁵. By means of the Mentoring Programme, professionals with more than seven years working experience in a decision-making position will encourage, guide, support and motivate women who wish to advance in their careers. This programme aims at enhancing the mentee's professional and personal growth. Moreover, the mentor will also benefit substantially from mentoring as by collaborating with the mentee, the mentor can develop creative ideas and thoughts. This leads to enhanced career satisfaction, in particular when the mentoring plan reaps significant results.

The mentors and mentees are expected to dedicate a total of 96 hours. The Mentoring session will mainly consist of job-shadowing and one-to-one meetings. The model a mentor opts to use depends on his/her own context, style and approach. The mentor may use a variety of tools and techniques to stimulate reflection, analytical thinking and discussion.

On the 14th November 2014, NCPE organised two Information Sessions, one for mentors and one for mentees. The scope of these sessions was to

provide an overview of the Mentoring Programme and to clarify any difficulties, concerns or queries. Presentations were delivered by the Senior Projects Executive and the Mentoring Programme Promoter, as well as the representatives of the project partners, namely the Malta Confederation of Women's Organisations (MCWO) and Aġenzija Żgħażaġħ.

During these sessions, NCPE officially launched the Call of Applications for Mentors and Mentees and disseminated the Guidelines for Mentors and Mentees.

Following the deadline for submission of applications, the Mentoring Programme Committee assessed the applications of the mentors and mentees so as to be able to match the mentors and mentees according to the information received from stakeholders. Mentors' applications were considered on the basis of the following selection criteria:

- Feasibility of strategy proposed for this project's mentoring
- Suitability of match with interested mentees
- Mentoring proposed
- Work experience in decision-making
- Exhibits enthusiasm in their relevant field
- Values ongoing learning and growth in the relevant field

The below table shows the number of participants per session:

Session	Women	Men	Total
Information Session for Mentors	24	5	29
Information Session for Mentees	20	2	22

²⁵ Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013

Whilst, mentees' applications were considered on the:

- **Strong and clear commitment toward the programme and ownership of objective**
- **Strong motivation to occupy decision-making positions**

The budget allocated for the Mentoring Programme is for 30 mentors and 30 mentees.

Mentors' Applications	138
Mentees' Applications	60
Total	198

Following the completion of the Mentoring Programme, a Seminar²⁶ will be organised where the mentors and the mentees will share their thoughts and experiences. A selection of these experiences will be published as a training tool²⁷.

Directory of Professional Women

The Directory of Professional Women²⁸ is an online database with profiles of professional women. Eligibility to be part of this Directory as per below criteria:

- **5 years experience in a decision-making/management position and/or**
- **10 years specialised expertise in a particular field.**

The Directory of Professional Women aims to serve as a positive initiative to address the significant under-representation of women in decision-making positions in the public and private sectors. The online Directory will give visibility and more opportunities to professional and competent women for appointment on boards and committees, and/or to assume decision-making positions in the labour market. It will highlight the professional women's achievements in the various fields of specialisation.

²⁶ Ibid.

²⁷ Ibid.

²⁸ Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013

During 2014, NCPE completed the procurement process of the design, programming and installation of the directory's software after having consulted similar directories of other countries. These countries shared knowledge and practices necessary to ensure the optimal use of the Directory. Moreover, NCPE carried out several meetings to plan and test the software of the Directory on the test environment prior to it going public, to determine the software's functionality, user-friendliness and effectiveness. NCPE has also held meetings with data protection specialist so as to ensure that the Directory complies with existing data protection legislation. The planning and design phase of the Directory was finalised by the end of 2014.

In 2015, NCPE will officially launch the software of the Directory of Professional Women. Professional women who fulfil the eligibility criteria can create an online profile related to their work experience and qualifications. This profile will be made available to the general public as well as to companies, businesses and media. It will also be possible to update this profile. Users of the Directory can search professional women by areas of expertise to ensure visibility to the fully qualified and experienced professionals who are on the Directory. This Directory should serve as a powerful networking tool for women to identify and find other professionals in Malta and Gozo. The service is free of charge.

The Directory of Professional Women aims to serve as a positive initiative to address the significant under-representation of women in decision-making positions in the public and private sectors

Training and Consultation Sessions

The promotion of equality principles through the delivery of training is an essential part of NCPE's work. Training is given to a wide range of persons, including employees in the private and public sector, students, educators, managers and employers. 55 training sessions were delivered to which over 1,100 persons participated.

Seven training sessions were given to staff of the Detention Service in 2014. The sessions covered the themes of discrimination, human rights and migration. The participants were encouraged to discuss a number of issues relating to these areas and information was given about topics that are

relevant to the daily work of Detention Service employees.

Training sessions were also held as part of the Equality Mark re-certification process. Each organisation with the Equality Mark that is going through re-certification has approximately 10% of its employees chosen to attend 1.5 hours of training. During these sessions the trainer outlines the role of NCPE, discusses matters pertinent to sexual harassment and to discrimination on the basis of gender, and looks at gender equality issues present in society at large.

Two information sessions were organised to equip public service officers with a better understanding of gender mainstreaming and the reporting obligations emanating from government policy as

The content and structure of these sessions is tailor-made according to the setting. Topics covered were:

- Equality legislation: Maltese laws prohibiting discrimination, the areas they cover and the grounds that are protected by these laws
- Discrimination: Different forms of discrimination and harassment at the work-place and in the provision of goods and services
- Sexual Harassment: What constitutes sexual harassment and how it can be addressed?
- The six grounds: Social issues surrounding the six protected grounds within NCPE's remit - gender, gender identity, sexual orientation, age, religion/belief and race/ethnic origin
- Stereotypes: Defining the term stereotypes and the importance of avoiding stereotypical portrayals
- Equality and education: Fostering a more inclusive and diverse educational environment
- Gender and equality mainstreaming: Integrating gender and equality concerns in all policies, practices and actions
- Diversity Management: Creating an environment that values and respects differences by taking into account the needs of different groups in the implementation of human resource practices and in the provision of goods and services.



Training on stereotypes at St. Thomas Moore College – Fgura Primary B

delineated in OPM Circular 15 of 2012. This policy obliges every department and entity to prepare an annual report on the measures taken and the progress achieved in the sphere of gender equality and gender mainstreaming. NCPE had been designated as the entity in charge with receiving these reports and compiling them for the attention of the office of the Permanent Secretary. In the information sessions NCPE officers explained that gender mainstreaming concerns the improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages. Directions were also given as to how the reporting template is to be filled in a way that presents a clear account of work done in this area. NCPE received a total of 42 reports on gender mainstreaming from public sector entities and departments in 2014.

it was explained that gender mainstreaming concerns the improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages

Internal capacity building²⁹ was organised for NCPE staff on non-discrimination, equality mainstreaming and diversity management by the independent equality expert Mr Niall Crowley:

- **Training on non-discrimination:** This training programme covered the concepts of equality, diversity and non-discrimination in terms of the grounds of gender or family responsibilities, racial or ethnic origin, religion or belief, age, sexual orientation and gender identity. It was aimed at enhancing NCPE's capacity in legal casework, supporting good practice, communicating on issues under its remit, acting as an agent for social change and measuring success. Training on Non-Discrimination for NCPE staff and Commission Members was held on 5 full days, between the 24th of February 2014 and the 28th of February 2014. 16 people participated in these training sessions.
- **Training on equality mainstreaming:** This training programme discussed the definition of equality mainstreaming, the case for it and the tools used in implementing it. It covered the implementation of equality impact assessments and the development of an equality body strategy to support equality mainstreaming. Training on Equality Mainstreaming for NCPE staff and Commission Members was held on two half days on the 13th and 14th of March 2014, for 18 participants.
- **Training programme on diversity management:** This programme covered diversity management and service provision in particular, equality action planning for employees and customers, and developing an equality body strategy to support organisations in diversity management from a human resources and a customer care perspective. The training focused on supporting organisations in creating a culture of diversity in their workplace which views diversity as part of a value-added strategy. Training on Diversity Management for NCPE staff and Commission Members was held over two full days on the 20th and the 21st of March 2014. 15 people participated in these training sessions.

Diversity Management Training was also provided to employers³⁰ for the purpose of:

- Deepening employers' knowledge base and understanding in relation to the grounds covered by the equal treatment legislation
- Building employers' awareness, knowledge and skills to develop management systems to comply with equal treatment legislation and to reap the potential benefits of a diverse workforce

Internal capacity building was organised for NCPE staff on non-discrimination, equality mainstreaming and diversity management by the independent equality expert Mr Niall Crowley

²⁹ This training programme was partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

³⁰ Ibid.



Diversity management training to employers

Training on diversity management for employers was held on a (one full day and one half day) on the 17th and 18th of March 2014 with 24 people participating, out of whom 17 were women.

Training to teachers on non-discrimination, equality mainstreaming and inclusion³¹ was held on the 12th and the 18th of March 2014. Each training session consisted of one half day session. The aim of this training event was to:

- **Deepen educators' knowledge base and understanding in relation to the grounds covered by the equal treatment legislation**
- **Build educators awareness, knowledge and skills to champion equality, diversity and non-discrimination in their institutions**
- **Develop a shared understanding of the goals for an inclusive educational establishment**

Teachers and teachers-in-training were sensitised and empowered on equality issues

³¹ Ibid.

and non-discrimination issues arising from the respective ground of discrimination and equality mainstreaming classroom content and techniques. 31 people participated during these 2 sessions, out of which 29 were women.

Training Manual

A train the trainer manual³² was developed with the aim of supporting NCPE in providing equality and diversity training to key stakeholders. The training manual covers four key themes: equality and diversity; equality competent organisations; inclusive education and equality mainstreaming. It includes a range of exercises, case studies, work group activities, and power point presentations.

The manual provides resource materials to shape the content of and approach to equality and diversity training. It includes information on all grounds of discrimination, an equality mainstreaming strategy and resources such as case studies, exercises and training methods. The training manual is based on

³² Partly funded through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights*, PROGRESS 2007 - 2013

the NCPE's needs identified through the internal training conducted in 2014.

Planned training for 2015

Further training is in hand for the upcoming year 2015. For effective implementation of such training activities, NCPE has undergone careful planning and drafting of procurement dossiers during 2014. Such attention to detail ensures that the training planned is in line with the needs of the target group. One of the training programmes is targeted for the NCPE staff and NCPE Commission members³³. This capacity building will be focusing upon measures which can be implemented in support of NCPE's client group particularly victims of discrimination and NGOs. The transnational partners, namely the Ombud for Equal Treatment in Austria and the Equality Commission for Northern Ireland, will be providing training on training methods and on how to plan and perform training needs analysis³⁴. These sessions are aimed at accelerating the learning curve for implementation of the remit widening, focusing on the practical side of handling all six grounds of discrimination and equality mainstreaming, thereby enabling NCPE to offer more efficient services to its clients and contributing towards bringing about a change in mentalities. Training sessions delivered by the external expert will be empowering NCPE staff in psycho/social skills, strengthening collaboration work and practices with NGOs and on audit/monitoring and evaluation tools³⁵. The external expert will also assist NCPE in developing a concrete communication plan and providing training on communicating the equality message³⁶. The knowledge obtained through these internal training sessions will also be used for subsequent training which will be delivered by NCPE staff.

In turn, NCPE staff will be delivering external training to different target groups including

clerical grades in the public service³⁷ with the aim of improving public service's efficiency through equality mainstreaming of the service delivery process. Similar training will be delivered to Local Council³⁸ current executive secretaries, to the pool of executive secretaries and to staff, both in Malta and Gozo. Such sensitivity and awareness training is important both for the dissemination of information, as well as to address Local Councils' potential strategic position in meeting the general public as a client group. NGOs and social partners will be trained on all grounds of discrimination and equality mainstreaming, as well as on cooperation to strengthen their impact and effectiveness³⁹. This will strengthen the promotion of synergy and possibly lower fragmentation in the field of equality. An external expert will be delivering training to tele-managers in public administration, with the aim of ensuring effective management of staff who are tele-working and promoting a culture of adequate tele-management and supporting tele-working's sustainability within organisations⁴⁰. Training will be given to public officers in scale 7 (and above) within the public service on how to carry out an equality performance appraisal for staff. This training will help the participants to effectively implement, and monitor the implementation, by public employees of the Public Administration Act and Code of Ethics.

Training for mentees participating in the NCPE Mentoring Programme⁴¹ was planned for 2014. NCPE worked to ensure that a number of procurement obstacles beyond its control which delayed the implementation of such training courses were overcome in an efficient and effective manner. In 2015, NCPE will be offering the mentees the opportunity to participate in a Training Programme which will serve as a means to equip women with the skills necessary to occupy decision-making positions. Furthermore, this programme will be used as a tool to prepare the participants for the Mentoring Programme and to help participants to achieve self awareness through self development.

33 Partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013

34 Ibid.

35 Ibid.

36 Ibid.

37 Ibid.

38 Ibid.

39 Ibid.

40 Ibid.

41 Ibid.

This training programme also aims at giving participants the possibility of analysing how personal attributes have an influence on their current effectiveness and personal actions in their professional and personal life.

The Training Programme will cover the following topics:

- Leadership and Supervisory Skills
- Decision-Making
- Assertiveness
- Communication Skills

In 2014, NCPE worked on designing training modules to multidisciplinary professionals, training to legal experts and a live-in seminar for youths and teenagers on violence against women and girls⁴². The training to legal experts and multidisciplinary professionals, who may encounter victims or perpetrators of violence in their work, is designed to assist professionals to be better able to recognise and adequately intervene in cases of violence, taking into account the gender perspective. The live-in seminar for youths and teenagers aims to sensitise such age group on how to combat or prevent violent relationships and violent behaviour and on how the diversity and dignity of others should be respected. In 2014, NCPE focused on procuring the logistical arrangements for such activities to take place in 2015.

Consultation sessions

The NCPE held five consultation meetings with NGOs to discuss discrimination and other difficulties being experienced by different groups in Maltese society. The consultation meetings explored ways through which NCPE can become more effective in tackling inequality and discrimination. The feedback given by the NGOs will aid NCPE in drawing up a strategy on addressing discrimination for each ground within its remit.

Moreover, NCPE gave an information session on equality legislation and the work of the Commission to a group of asylum-seekers. This was held as part of the periodical consultation sessions organised by UNHCR.

Discrimination in Advertising

NCPE reviews the local newspapers and other media on a daily basis for any discriminatory advertising related to job vacancies, courses, training or vocational guidance. This is one of the obligations emanating from the Equality for Men and Women Act (Cap. 456).

In 2014, NCPE took action on **83** discriminatory adverts by contacting the publisher and the companies/organisations issuing them. NCPE drew their attention to the discriminatory text or images used and suggested alternatives.

The most common discriminatory adverts – **63** out of 83 – were related to gender in employment and/or education. Moreover, NCPE contacted entities on **18** adverts that were discriminatory on the ground of age in employment, and another advert that was discriminatory on the grounds of both gender and age. NCPE also took the necessary action for an advert involving discrimination on the basis of race in relation to accommodation.

In 2014, a total of **72** adverts had discriminatory text, **10** adverts were acted upon due to discriminatory images and another advert had both discriminatory text and images. In most cases, the organisations issuing the adverts contacted NCPE to ask for more information and committed themselves to avoid discriminatory text/images in future advertising.

The use of gender-inclusive language and images in advertising is a direct way of strengthening equality in our society. The language and images used have to clearly convey that women or men will not be excluded from employment, training or services being advertised because of their sex or other characteristics protected by Maltese legislation. Hence, companies wanting to advertise, as well as

⁴² Partly funded through the project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, PROGRESS 2007 - 2013

Equality for Men and Women Act on discriminatory advertising:
... it shall be unlawful for persons to publish or display or cause to be published or displayed any advertisement, or, otherwise to advertise a vacancy for employment which discriminates between job seekers or to request from job seekers information concerning their private life or family plans ...

It shall not be lawful for persons to publish or display or cause to be published or displayed any advertisement which promotes discrimination or which otherwise discriminate.

Article 10 of Chapter 456

those responsible for publication of adverts, need to ensure that the advertisement in question is truly inclusive before it is published.

Every so often the general public notifies NCPE of discriminatory adverts or the use of stereotypical wording or images in adverts. NCPE acts upon such notification and encourages persons who come across such adverts to inform NCPE either by telephone - 25903850, or by email - equality@gov.mt.

Requests for Information

NCPE receives several requests for information throughout the year from the general public, NGOs, public sector, and other entities both locally and internationally. These include requests for statistics related to equality, information on what can be done in cases of alleged discrimination and information on the work carried out by NCPE, amongst others.

Most common discriminatory adverts	NCPE's suggestion/s
Head Waiter	Head Waiter/ress
Handyman	Handyperson
Deliveryman	Deliveryperson
Maid	Cleaner
Barmen	Bartenders
"He must be a practical individual ... He must be able to work on his own initiative..."	"S/He must be a practical individual ... S/He must be able to work on his/her own initiative..."
"the person should be over 18 years of age"	Remove this discriminatory wording on the ground of age
"the person will be over 20 years of age"	

NCPE encourages persons requesting information to do so in writing in order to be able to process the request in an efficient and timely manner. Requests that do not fall within NCPE's remit are directed/referred to the relevant Authorities.

Total amount of Requests for Information (RFIs) received in 2014

Grounds	Female	Male
Gender	36	5
Age	-	1
Race/ Ethnic Origin	11	7
Sexual Orientation	2	0
Gender Identity	-	-
Religious Beliefs	4	2
Other	3	4
Not within NCPE's remit	12	4
	68	23

*Total RFI received 85- some request covered more than 1 ground

Managing EU Funds

2014 saw the closure of the EU-funded project 'Enhancing Equal Rights'⁴³ and the launch of the EU-funded project entitled 'Forms of Violence in Malta – a gender perspective'⁴⁴. Furthermore, 2014 saw the continuation of the project 'Gender Balance in Decision-Making'⁴⁵ as well as the commencement of implementation of the project 'Developing a Culture of Rights through Capacity Building'⁴⁶.

43 The project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights* was partly financed through PROGRESS 2007 - 2013

44 The project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, is partly financed through PROGRESS 2007 - 2013

45 Partly financed through the project ESF3.196 *Gender Balance in Decision-Making*, is partly financed through Operational Programme II, Cohesion Policy 2007-2013

46 Partly financed through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013

In preparation for the closure of the project 'Enhancing Equal Rights'⁴⁷, NCPE meticulously drafted the closure report and the supporting documents as requested by the European Commission. This entailed an operational, systemic and financial review of all the components of the project.

During the implementation process of the project 'Gender Balance in Decision-Making'⁴⁸ NCPE encountered several setbacks which were beyond its control, thereby placing the planned activities at risk. In response, NCPE requested an extension of the project duration by nine months, i.e. until December 2015, that was subsequently approved. This enabled NCPE to reschedule the activities accordingly in order to safeguard the EU funds approved through this project.

The projects 'Forms of Violence in Malta – a gender perspective'⁴⁹ and 'Developing a Culture of Rights through Capacity Building'⁵⁰ set off during 2014 mainly through the initiation of the procurement processes and through planning of the different activities. Two officers per project were recruited during 2014; a project coordinator and a research and training promoter for the project 'Developing a Culture of Rights through Capacity Building'⁵¹, and a project coordinator and a project support officer for the project 'Forms of Violence in Malta – a gender perspective'⁵². Both projects faced setbacks, namely lack of participation for training sessions⁵³ and lack of submissions of bid

47 Partly financed through the project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights* partly financed through PROGRESS 2007 - 2013

48 Partly financed through the project ESF3.196 *Gender Balance in Decision-Making*, is partly financed through Operational Programme II, Cohesion Policy 2007-2013

49 Partly financed through the project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, is partly financed through PROGRESS 2007 - 2013

50 Partly financed through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, partly financed through Operational Programme II, Cohesion Policy 2007-2013

51 Ibid.

52 Partly financed through the project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, is partly financed through PROGRESS 2007 - 2013

53 ESF4.220 *Developing a Culture of Rights through Capacity Building*



NCPE's Library

proposals⁵⁴ in quarter four of 2014. In 2015, NCPE will work towards mitigating these issues so as to ensure project implementation.

Library and Documentation Centre

NCPE's Library and Documentation Centre, at its premises in Blata l-Bajda, offers resources to students, academics and other interested persons. With nearly 7,000 publications related to equality and grounds of discrimination, ranging from books, periodicals, and journals to leaflets and audio-visual material, the library database can now be accessed from NCPE's website. People can also visit NCPE's library and browse through the books available. A maximum of three publications can be borrowed at a time.

The Library also hosts a database of articles from local newspapers that tackle equality and discrimination. Anyone interested in consulting these articles can contact NCPE on equality@gov.mt. A scanned copy of the articles will be sent via email within a few working days.

Persons who wish to visit our Library can fix an appointment by calling 25903850 or sending an email to equality@gov.mt.

⁵⁴ JUST/2012/PROG/AG/4733/NAW *Forms of Violence in Malta – a gender perspective*

The Equality Mark



The Equality Mark initiative entered into its fifth year in 2014. NCPE awards the Equality Mark to those organisations that demonstrate a commitment towards best practices in the area of gender equality. By the end of 2014 there were 56 certified companies and government departments/entities in total, with over 15,700 employees working in equality certified places of employment.

The Equality Mark award aims to address challenges in the field of gender equality and employment in Malta, namely: a relatively low rate of women in employment and a gender-segregated labour market where a high percentage of women are employed in low-paid sectors. The Equality Mark

By the end of 2014 there were 56 certified companies and government departments/entities in total, with over 15,700 employees working in equality certified places of employment

promotes female participation in the labour market and career advancement for women through ensuring that certified organisations:

- **Implement equality principles in recruitment**
- **Issue gender inclusive documents and adverts**
- **Do not discriminate on the basis of gender in training opportunities offered to staff**
- **Strive to develop a discrimination and harassment-free workplace through implementing Equality and Sexual Harassment policies which include internal reporting procedures for cases of discrimination and sexual harassment**
- **Offer Family Friendly Measures such as telework, flexible hours and reduced hours**
- **Appoint an Equality Representative, or an Equality Committee, that gender mainstreams the company's policies/practices and serves as a point of reference to employees who wish to discuss any issue related to gender equality**
- **Give equal pay for work of equal value**
- **Apply equality standards in the provision of goods and services**

Entities that wish to be certified with the Equality Mark can download the application form from NCPE's website and submit the filled in form and relevant documentation to NCPE offices. It is also possible to set a meeting with an NCPE official to discuss the concept of the Equality Mark and the certification process. NCPE assists entities to put in place the necessary structures that promote equality in employment and in the provision of goods and services. An audit is carried out at the applicant's premises to ascertain that the entity is really committed to gender equality. During the audit NCPE checks:

- Recruitment files
- Template of interview questions and score sheets
- Procedure for the circulation of internal communication
- Vacancy adverts
- Training records
- Contracts/payslips

Throughout the process NCPE builds a file containing the relevant information about the entity applying for the Equality Mark. Once the process is completed this file is presented to the Equality Mark committee. The committee may then decide to either award the Equality Mark or provide further feedback on what actions are still needed for the certification criteria to be met.

The Equality Mark is valid for two years from the date of certification. After the two-year period elapses entities go through a re-certification process that includes a training session delivered by NCPE to a number of their employees. NCPE also gives two different questionnaires, one to the employer and one to the employees, with questions about the Equality Mark and gender equality within their entity. During the re-certification process NCPE ensures that the commitments taken were adhered to and that the entity is willing to keep these good practices in the years to come. These questionnaires together with the relevant documents submitted with it, are reviewed by the Equality Mark committee that decides on the re-certification of the entity.

In 2014 the following organisations were certified with the Equality Mark:

Certified

Equinox
Hudson Holdings
Hudson International Co. Ltd.
Kummissjoni Nazzjonali Persuni b'Dizabilita'
Medicines Authority
Public Broadcasting Services
Tek-moulds
Time International Sport Ltd
Unpaused Co. Ltd.

Re-certified

Adi-Associates
Adpro-instruments
Bank of Valletta
Besedo
Chetcuti Cauchi
FTI AS
Grand Hotel Excelsior
Intercomp
Internal Audit and Investigations Directorate
Melita Plc.
MISCO Consulting Ltd.
MISCO International Ltd.
MSV Life
National Statistics Office
Nexia BT
Pharmacy of your Choice
Public Administration HR Office
ST Microelectronics
Studio 7

Building Knowledge and Networks

Our Conferences

During 2014, NCPE organised a number of conferences that provided a venue for discussing equality-related topics.

Celebrating International Women's Day – 3rd March 2014

The event to mark International Women's Day, held at Dar l-Ewropa Valletta, was an occasion to raise awareness on the untapped potential of women. It also highlighted the opportunities available and looked at the importance of empowering women to participate in employment, society and politics. During this conference women MEP candidates shared their experiences and inspirations as persons contesting the European Parliament Elections.

The life stories of seven women were also presented to convey the message that women have different experiences and aspirations, face diverse challenges and are successful. Key issues highlighted through these experiences were the fostering of financial independence through employment; the satisfaction resulting from involvement in voluntary work; the enthusiastic engagement of youth in the political sphere; and the values of perseverance and courage.

NCPE also emphasised the importance of the equality mainstreaming strategy to ensure equal treatment in society.

NCPE's 10th Annual Conference – 29th May, 2014

As part of its yearly commitments, NCPE organised its Annual Conference to showcase the Commission's work during the previous calendar year.

The 2014 Annual Conference provided an overview of NCPE's achievements in 2013. It highlighted the investigation of complaints and the launch of NCPE's initiatives targeting gender balance in decision-making positions. The planned initiatives included the Directory of Professional Women, a mentoring programme and a training programme for women aspiring to hold decision-making positions backed by research studies on this subject matter.

This Annual Conference also gave an overview of a set of initiatives that NCPE developed to raise further awareness on distinct forms of violence against women and girls as well as the specific needs of victims of violence and professionals working in the field.

During the conference a number of workshops were held, giving the participants an opportunity to share their opinions and experiences related to discrimination and equality, with the aim of contributing to NCPE's work-plan.

Women's Political Participation in Malta – 3rd November, 2014

Advancing gender equality, through women being represented in elected office in Malta, was the



MEP candidates sharing their experiences during the International Women's Day event



Women presenting their life stories – International Women's Day event



NCPE's Annual Conference



Women's Political Participation in Malta Conference

main topic of a Conference that brought together representatives from political parties, Members of Parliament, policy-makers and academics, as well as representatives from civil society and the media. This Conference was held at the House of Representatives by the OSCE Office for Democratic Institutions and Human Rights (ODIHR), in partnership with the House of Representatives, NCPE and the National Council of Women. Experts from Malta, UK, Sweden and Czech Republic participated in the conference.

A 'Paper on Women and Political Participation in Malta – the way forward' was presented by the main speaker Dr JosAnn Cutajar, Director at the University of Malta Cottonera Resource Centre and Senior Lecturer at the Gender Studies Department. This

Paper outlined a number of proposals that could increase the number of female candidates elected and gave a set of recommendations regarding gender equality in the political sphere.

Three panels discussed good practices and strategies for increasing the participation of women in politics and the role of political parties, civil society and the media in promoting women's political participation.

Enhancing Equal Rights – 28th March, 2014

The final conference for the project 'Enhancing Equal Rights'¹ took place on 28th March 2014. The

¹ The project JUST/2012/PROG/AG/3717 *Enhancing Equal Rights* was partly financed through PROGRESS 2007 - 2013



Advancing gender equality, through women being represented in elected office in Malta, was the main topic of a Conference that brought together representatives from political parties, Members of Parliament, policy-makers and academics, as well as representatives from civil society and the media

project's activities and aims were introduced and an overview of the awareness-raising campaigns of the project presented. Excerpts from both campaigns, namely the anti-racism theme day and the *Have Your Say!* campaign, were showcased at the conference by the project coordinator. The external expert presented the findings from the training sessions held with the various target groups whilst the external evaluator delineated the findings from the evaluation of the project's activities. Hon. Minister Dr Helena Dalli endorsed the message of the project. The campaigns shown through the video clips were received well by the 57 participants of the conference, out of whom 48 were women.

Forms of Violence in Malta – a genderperspective – 14th April, 2014

The project 'Forms of Violence in Malta – a gender perspective'² was launched through a press conference at the Grand Hotel Excelsior, Floriana. The press conference was opened by Minister for Social Dialogue, Consumer Affairs and Civil Liberties, the Hon. Dr. Helena Dalli who talked about the importance of addressing violence against women in Malta. The panel was composed of the NCPE's Commissioner and acting Executive Director as well as NCPE's manager. The speakers presented the background context of the project activities, as well as the overall aims of the project. The conference had 63 attendees, out of whom 46 were women.

International and National Meetings

In 2014, NCPE staff attended a number of local, EU and international meetings and conferences. The role of NCPE at such meetings is to continuously work on strengthening equality issues in discussions taking place at a local and at an international level. Furthermore, each event NCPE participated in provided insight for new work, the start of new collaborations and the strengthening of existing liaisons with various stakeholders. Such events are also a learning opportunity to all NCPE staff.

² The project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, is partly financed through PROGRESS 2007 - 2013

At a local level, NCPE participated in various meetings to keep up to date with local issues and to strengthen networking with stakeholders in the equality field in Malta.

At an EU/International level, NCPE staff participated in several conferences, seminars and training activities organised by the European Network of Equality Bodies (EQUINET), the European Institute for Gender Equality (EIGE), the Academy of European Law (ERA) and the Fundamental Rights Agency (FRA). During such events participants are kept abreast with current equality development. These meetings also give NCPE the opportunity to discuss EU Directives with counterpart and to build on existing and new networks.

Furthermore, NCPE participated in a FRA - EQUINET AND ENNHRI communications meeting held to enhance the existing communication channels between the respective institutions and their members, to find new ways of cooperation and to strengthen mutual support in raising awareness on fundamental rights at the national and European levels.

Fora and Networks

NCPE is a member of various fora and networks and actively participates in their respective events.

European Network of Equality Bodies (EQUINET)

Equinet works to develop co-operation and facilitates information exchange between Equality Bodies across Europe to support the uniform implementation of EU anti-discrimination law and the levelling-up of legal protection for victims of discrimination. The aim of EQUINET is to help Equality Bodies fulfil their mandates by establishing a sustainable network and resource base for the exchange of legal expertise, enforcement strategies, training and best practices. It also serves as a platform for dialogue with the European institutions. Throughout 2014, NCPE participated actively in EQUINET events.

EU Advisory Committee on Equal Opportunities between Women and Men

The role and setting up of the Advisory Committee on Equal Opportunities emanates from Commission Decision 82/43/EEC of 1981. The Committee's remit is to help the EU Commission formulate and implement Community measures aimed at promoting equal opportunities for women and men. It encourages the continuous exchange of information on experience gained and policies/measures undertaken in the fields in question between the Member States and the various actors involved. The Committee brings together representatives of national bodies working for equality and the 77 social partners, as well as follows and advises on the development of European policy on equality between men and women.

High Level Group on Gender Mainstreaming of the EU

The High Level Group (HLG) provides a forum for discussion and exchange of information on best practices and experiences in order to support and improve national policies on gender equality and strategies for gender mainstreaming at a national level. The High Level Group is the main forum for planning the strategic follow-up of the Beijing Platform for Action, including the development of indicators in specific areas.

European Institute of Gender Equality Management Board

EIGE's core bodies are made up of the Management Board (decision-making body), the Expert's Forum (consultative body) and its Director (executive body) including his/her staff.

The Management Board adopts the annual work programme, the medium-term work programme as well as the Institute's budget. It consists of eighteen representatives from the Member States, which operate on a rotation basis thus guaranteeing total representation combined with operational efficiency. One member is also represented by the European Commission. There is an equal number of substitute members on the Management Boards. In 2014, NCPE has one member and one alternate who participate in these meetings.

NCPE is also represented on the Expert's Forum. This serves as the Institute's advisory body and its principle function is to provide expertise in the field of gender equality.

Italy–Malta 2007–2013 Executive Committee

The Italy-Malta 2007–2013 Operational Programme aims at achieving the general objective of strengthening the attractiveness and the competitiveness of the cross-border area, within a framework of environmental sustainability. The eligible areas extend over Malta and the provinces of the southeast coast of Sicily. The Programme includes two types of projects: Ordinary Projects and Strategic Projects, the former involving precise proposals linked coherently to one specific objective of a priority axis of the Operational Programme; while the latter involves proposals of considerable magnitude with respect to the programme's strategy.

One of the principles of intervention of the Programme is "equality between men and women and non-discrimination." As part of the Executive Committee of this Programme, NCPE reviews the equal opportunities section of the project proposals, mainly on the impact of the equal opportunities proposed, on any actions which aim at removing barriers to inclusion and the awareness raising aspect of the measures to be taken as part of the project being evaluated. NCPE is also a member of the programme's Monitoring Committee.

At a local level, NCPE sat on the following Boards and Committees during 2014:

Project Selection Committee (PSC)

Selection Committee for evaluating and selecting project proposals 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 ensure the effectiveness and quality of the implementation of the EEA Financial Mechanism 2009–2014 and the Norwegian Financial Mechanism 2009–2014.

Financial Overview

NCPE received government funding amounting to EUR330,000 (2013 – EUR230,000), following an increase in the grant provided by government of EUR100,000. Total recurrent cost amounted to EUR344,373 (2013 – EUR336,263) thereby registered a deficit of EUR4,473 during the year. NCPE does not generate any income other than through the successful application of EU funded projects. Such income is offset against costs incurred specifically in implementing the same projects.

Staff Costs and Honoraria increased to EUR303,598 (2013 – EUR280,677) or 88% of the total cost. This increase resulted from staff recruitment for vacant posts as well as the increases brought about by the collective agreement.

Administrative costs amounted to EUR40,775 (2013 – EUR55,586). These have decreased due to savings from transport costs and a reduction in unfunded travelling. As in previous years, these

costs are being kept to a minimum. The main administrative costs are listed hereunder:

	EUR
Legal and Professional fees	16,551
Stationery, Printing and Postage	8,081
Office related costs	6,294
Other	9,849
	40,775

In order to reinforce its funds and to be able to carry out research, training and awareness raising, NCPE submits proposals for EU Funding. During the year, the Enhancing Equal Rights project was successfully completed. This Project was initiated in 01/04/2014 and had an overall value of EUR124,857.

During 2014 NCPE was actively focussed on the following projects which are expected to be completed during 2015.

Name of Project	Budget (€)– excl VAT	% of EU co- funding	% of Government of Malta co funding	Expected completion
Developing a Culture of Rights through Capacity Building	320,314	272,266.90	48,047.10	Q3 – 2015
Forms of Violence in Malta	375,000	300,000.00	75,000.00	Q4 – 2015
Gender Balance in Decision Making	492,908	418,971.80	73,936.20	Q4 – 2015
Total	1,188,222	991,238.70	196,983.30	

Looking Ahead

Besides NCPE's core-work involving the investigation of complaints, organisation of training, equality mainstreaming and policy review, in 2015 there will be a focus on:

- the successful closure of the three ongoing EU-funded projects
- the submission of project proposals under the new programming period

In 2015 NCPE will be closely following developments with regards to its transition to a Human Rights and Equality Commission (HREC) and will endeavour to make this smooth and successful.

The successful closure of the three ongoing EU-funded projects

The closing dates of the three projects are as follows:

- 'Developing a Culture of Rights through Capacity Building'¹: September 2015
- 'Gender Balance in Decision-Making'²: December 2015
- 'Forms of Violence in Malta – a gender perspective'³: December 2015

NCPE will focus on the implementation of the activities as listed in each project, ensuring adherence to the Grant Agreements and relevant regulations (national and EU). The successful implementation and closure of these three projects will ensure that Malta receives the

EU funding of circa €1.3 million as originally planned.

A significant emphasis is placed on sustainability of the initiatives initiated through EU funds. This has already seen the continuation of NCPE's Equality Mark initially funded through the European Social Fund⁴. In 2015 the Directory of Professional Women⁵ will be another such initiative that shall be maintained online beyond the lifetime of the European Social Fund project. This is because of the need to maximise the visibility of professional women with the long-term objective of addressing the under-representation of women in boardrooms and in decision-making positions.

The submission of project proposals under the new programming period

Given the launch of the 2014-2020 programming period, NCPE will be on the lookout for new calls for project proposals under which the NCPE will be able to apply for funding. NCPE has a long history of tapping EU funds in order to fund several initiatives for the enhancement of its functions and services. NCPE aims at utilising the knowledge gained so far on tapping EU funds to continue funding initiatives which it deemed important and essential to continue increasing the knowledge of the NCPE itself, the general public and the relevant stakeholders.

¹ Partly financed through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013

² Partly financed through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013

³ Partly financed through the project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta – a gender perspective*, is partly financed through PROGRESS 2007 - 2013

⁴ Partly financed through the project ESF3.47 *Unlocking the Female Potential*, Operational Programme II, Cohesion Policy 2007-2013















⁵ Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013

Annex

Malta's scoreboard in the Gender Equality Index published by the European Institute for Gender Equality (EIGE).¹

MALTA



2010			MT	EU-27
 Work		Work	55.0	69.0
		Participation	53.0	76.6
		Segregation and quality of work	57.0	62.2
 Money		Money	68.2	68.9
		Financial resources	54.1	59.5
		Economic situation	86.0	79.6
 Knowledge		Knowledge	34.0	48.9
		Attainment and segregation	35.2	57.2
		Lifelong learning	32.9	41.8
 Time		Time	37.5	38.8
		Care	44.4	45.5
		Social	31.6	33.0
 Power		Power	18.7	38.0
		Political	30.1	49.9
		Economic	11.7	29.0
 Health		Health	93.2	90.1
		Status	91.4	86.6
		Access	95.0	93.7
 Intersecting inequalities		Intersecting inequalities	No comparable data available	
 Violence		Violence	No comparable data available	

¹ <http://eige.europa.eu/apps/gei/content/Gender-Equality-Index-Country-Profiles.pdf>

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	MT		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	28.4	61.9	41.0	56.4
	Duration of working life	years	21.6	38.6	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	30.4	9.7	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	28.0	32.4	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	34.5	30.1	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	85.0	65.5	81.2	71.3
Money	Mean monthly earnings	PPS	1 822	2 142	2 021	2 533
	Mean equivalised net income (16+ population)	PPS	15 111	15 596	16 512	17 367
	Not at-risk-of-poverty, ≥60% of median income (16+ population)	%	85.1	86.8	83.5	85.3
	S20/S80 income quintile share (total population)	%	23.3	23.3	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	12.8	11.8	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	46.5	30.7	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	12.8	12.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	45.2	31.9	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	65.2	16.9	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	12.4	23.5	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	13.5	11.0	14.7	14.4

Domain	Indicators	Unit	MT		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	14	86	25	75
	Share of members of parliament**	%	9	91	23	77
	Share of members of regional assemblies**	%	22	78	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	2	98	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	9	91	18	82
Health	Self-perceived health, good or very good (16+ population)	%	66.1	70.2	65.8	71.1
	Life expectancy at birth (in absolute value)	years	83.6	79.2	82.9	77.0
	Healthy life years at birth (in absolute value)	years	71.6	70.2	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	93.8	94.8	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	95.4	96.1	92.7	92.8
Intersecting Inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	46.6	77.1	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	13.0	47.9	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	45.6	58.2	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice



**NATIONAL COMMISSION
FOR THE PROMOTION OF EQUALITY**

4th Floor, Gattard House
National Road, Blata l-Bajda
Tel: 2590 3850

www.equality.gov.mt