



Equality Matters

National Commission for the Promotion of Equality

Issue 5

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Message from the Editor



We are pleased to send you another issue of *Equality Matters* with the latest updates of our work and other topical issues related to equality.

The first half of 2015 was another very busy period for NCPE with ongoing projects and new initiatives being launched. High on its agenda, NCPE has the online Directory of Professional Women that was launched during its 11th Annual Conference. You can read more on the aim of this Directory on page 3.

The Mentoring Programme for women aspiring to hold decision-making positions, further details on which can be found in page 4, is proving to be a successful initiative. This is currently being offered by NCPE to 30 women.

In this edition, you can also read on sexual harassment at the workplace and how NCPE is raising more awareness on this subject matter with a poster that is being distributed to public places.

Work on the Equality Mark Certification is ongoing with 60 organisations now recognised as equality certified places of employment. Complaints' investigation is also a relentless commitment. On page 7, you can read the overview of one of the investigations that our Commissioner carried out.

A new section that we are introducing in this issue covers a concise overview of statistical data on the participation of women and men in local politics. We are comparing the data on the number of contestants and elected candidates of local council elections held in 2012 and 2015. You can see for yourself interesting developments...

And finally, enjoy the game on the last page!

Maria Theresa Portelli
PR & Communications Officer, NCPE



“We cannot succeed when half of us are held back.”

Malala Yousafzai

Annual Conference 2015: An Overview

On 7th May 2015, NCPE organised its 11th Annual Conference which marked the official launch of the online Directory of Professional Women that aims to give visibility to professional women and their competences in various fields. *(refer to the next page for more information on this Directory)*

In the opening address of this Annual Conference, Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Hon. Helena Dalli, emphasised the government's commitment to an agenda that mainstreams human rights and equality in all spheres of life, and a policy framework that tackles discrimination, social exclusion and violence. In effect, Minister Dalli outlined a number of important developments concerning equality that took place over the past year.

The **Equality Mark Certification** was presented by Minister Helena Dalli to 12 organisations that were newly certified and to another 25 organisations that were re-certified. These organisations and entities truly foster equal treatment in their work policies and practices.

In an overview of NCPE's work undertaken in 2014, NCPE's Commissioner Renee Laiviera explained that the investigation of cases of alleged discrimination in employment and in the access to or the supply of goods or services is an essential element of NCPE's work. NCPE's Commissioner stated that in 2014, besides the **complaints** lodged during the year, NCPE also finalised pending investigations from previous years. Ms Laiviera emphasised that for justice to be effective, NCPE strives to hear such cases in the least time possible.

Training is an important tool in NCPE's work to promote equality principles. Commissioner Laiviera explained how through the 55 training sessions that were carried out in 2014, the 1,100 participants, including employers, were made aware of their rights and responsibilities regarding equal treatment, enabling them to prevent or curb discrimination in society at large. Reference was also made to various current NCPE initiatives, mainly the Mentoring Programme and various research studies.

During this year's conference, NCPE sensitised participants on sexual harassment through a presentation and workshops on this subject matter.



For a detailed overview of NCPE's work in 2014 refer to its Annual Report 2014 that can be accessed online:

[http://ncpe.gov.mt/en/Documents/Our Publications and Resources/Annual Reports/NCPE%20AR%202014%20Blue%20photos%20Lo-res%20\(2\).pdf](http://ncpe.gov.mt/en/Documents/Our_Publications_and_Resources/Annual_Reports/NCPE%20AR%202014%20Blue%20photos%20Lo-res%20(2).pdf)

Online Directory of Professional Women



The online Directory of Professional Women was launched during NCPE's 11th Annual Conference to give a platform to professional women and facilitate access to employers in order to identify women for appointment on boards at decision-making level.

The underutilisation of important human resources has been further highlighted in a European Commission Report of October 2014 in which Malta, at just 2.7% of women on the

boards of large companies listed on the stock exchange, sits among the lower ranks of EU member states.

In order to maximise the untapped potential of skilled human resources in Malta, the online Directory can help employers, public organisations, NGOs and private entities to locate professional women for appointment on boards, committees, tribunals or other decision making positions.

The Directory has a user-friendly search function, which enables the employer or HR manager to search according to the area of expertise. The search results present the profiles in a very clear and concise manner, by highlighting the necessary information to contact the professional.

If you would like to register on this Directory log on to NCPE's website: www.equality.gov.mt



DIRECTORY OF PROFESSIONAL WOMEN



Operational Programme II - Cohesion Policy 2007-2013
Empowering People for More Jobs and a Better Quality of Life
Project part-financed by the European Union
European Social Fund
Co-financing rate: 85% EU Funds, 15% National Funds



Investing in Your Future

Experiencing the Mentoring Programme

The Mentoring Programme, offered by NCPE to women aspiring to hold decision-making positions, is currently underway. **30 mentees** are benefitting from the opportunity of being mentored by successful and experienced professional individuals.

The Mentoring Programme exists because of the dedication and commitment of mentors who are willing to pass on their knowledge and expertise to others. Mentoring is a mutually beneficial relationship that leads to enhancing personal satisfaction and development. In fact, by collaborating with the mentee, the mentor rejuvenates creative ideas and thoughts. This leads to enhanced career satisfaction, in particular when the mentoring plan reaps significant results.



'The experience is proving to be fruitful and enriching to both mentor and mentee. She [the mentee] is gaining experience in the workings and policies of the Public Service in Malta of which she has little knowledge. On the other hand she has brought with her experiences and exchanges that I confess are new to me.'

Mary Farrugia (mentor)

Mentoring, which involves the combination of job-shadowing and one-to-one meetings is proving to be a beneficial experience for the mentees. Through this opportunity, women are being encouraged, motivated and guided to advance in their careers and they are being provided with the skills and strengths needed to attain decision-making positions.

'Following my first few sessions of mentoring, I am arriving to the conclusion that mentoring is an effective method of helping inexperienced individuals (like me) develop and progress in their profession or explore a new career.'

I believe that I have established a successful mentoring relationship with my mentor and the key factors for this include a relationship of trust, clearly defining our roles and also responsibilities, establishing short-term and long-term goals, using open and supportive communication, and collaboratively solving problems'

Maria Casingena Mamo (mentee)

This initiative is part of the project 'Gender Balance in Decision-Making' ESF 3.196 co-financed by the European Social Fund.

Mentoring Programme ... in action ...



60 organisations with the Equality Mark



NCPE

Employers are recognising that equality certification is an important management tool. In fact, a total of 60 companies and government department/entities are certified with the Equality Mark, which means that over 15,800 employees are working in equality certified places of employment.

During this year's Annual Conference, 37 organisations were awarded the Equality Mark certificate; 12 of these being newly certified organisations and 25 receiving the re-certification award. The Equality Mark certificates were presented by the Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Hon. Helena Dalli and NCPE's Commissioner, Renee Laiviera.

Organisations CERTIFIED during Annual Conference 2015

Barracuda Ltd
En-sure Ltd
Equinox
GRTU—Malta Chamber of SMEs
GRTU—Services Ltd
Hudson Holdings
Time International Sport Ltd
Hudson International Co. Ltd
Unpaused Co. Ltd
Maltapost plc
Office of the Permanent Secretary—
Ministry for the Economy, Investment
and Small Business
Tek-Moulds

Organisations RE-CERTIFIED during Annual Conference 2015

Adi Associates
Bank of Valletta
Besedo Ltd
Betsson Malta Ltd
Department of Health, Information
and Research
Department for Social Welfare
Standards
Directorate of Pharmaceutical Affairs
Enemalta plc
European School of English
FSWS
Grand Hotel Excelsior
HSBC Ltd
Intercomp
Malta Gaming Authority
Medavia Ltd
MISCO Consulting Ltd
MISCO International Ltd
MSV Life
Nectar Group of Companies
Pharmacy of Your Choice
Public Administration HR Office
RSM
ST Microelectronics (Malta) Ltd
Studioseven Co Ltd



Interested in the Equality Mark?

Log on to www.equality.gov.mt or contact NCPE
on 2590 3850 or equality@gov.mt

No Means No ...

Sexual Harassment at the Workplace

Sexual harassment arises if the sexual conduct in question is unwelcome. Whether the behaviour is unwelcome is subjective and depends on the particular person against whom it is directed.

Different individuals will often perceive and react to behaviour in different ways. A person acting in a particular manner may think that their conduct is welcome and inoffensive, when in fact the person at the receiving end finds it distasteful or offensive.

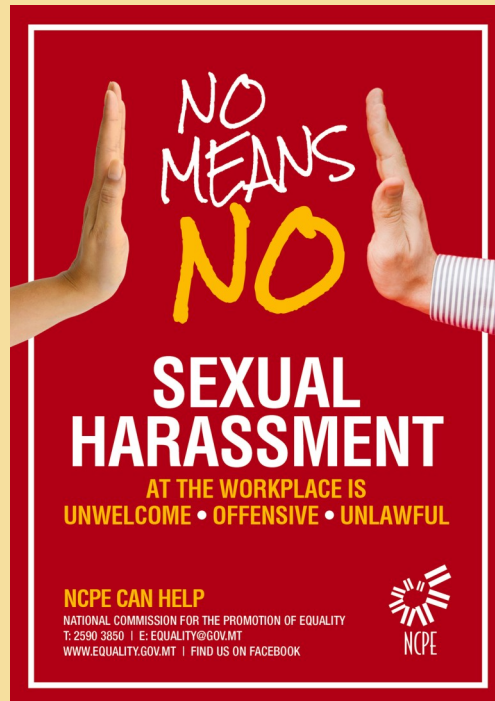
It is irrelevant that the behaviour may not offend others or that it has been an accepted feature of the work environment in the past.

Sexual harassment does not have to be repeated or continuous to be against the law. One has the right to complain immediately after the occurrence of the first episode.

Sexual harassment may involve:

- ⇒ Unwelcome physical contact such as touching, hugging or kissing;
- ⇒ Staring or leering;
- ⇒ Suggestive comments or jokes;
- ⇒ Unwanted invitations to go out on dates or requests for sexual interaction;
- ⇒ Intrusive questions about an employee's private life or body;
- ⇒ Unnecessary familiarity;
- ⇒ Insults or taunts based on your sex;
- ⇒ Sexually explicit emails or SMS messages;
- ⇒ Accessing sexually explicit internet sites;
- ⇒ Sexually explicit pictures, screen savers or posters; and
- ⇒ Behaviour which could be an offence under the criminal law, such as physical sexual assault, indecent exposure, and obscene or pornographic communications.

NCPE has published a poster (reproduced on the right-hand) on sexual harassment at the workplace and is distributing it to various entities, schools and other public places. For a copy of this poster, contact NCPE.



If you are experiencing / know someone who is experiencing sexual harassment at the workplace, NCPE can help.

Contact us on 2590 3850 or equality@gov.mt

NCPE Complaints' Investigation



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

A complaint was lodged by a local NGO on behalf of an individual alleging discrimination/differential treatment on the grounds of her race and ethnic origin.

The complainant refused to get off a bus although the driver stated that he would not drive until she does so. As other people alighted the bus, the complainant refused to get off. The driver stopped the bus and blocked the exit, after which he approached the complainant, drenched her in drink and threw the bottle at her, and shouted at her in Maltese to get off the bus. Then he grabbed her by the shoulders, wrenched her mobile phone from her hands and threw it to the floor.

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.

The complainant 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.

As part of the investigation, the Commissioner tried in vain to contact the bus driver in question to hear his version of the facts.

From adequately established facts from the complainant, NCPE's Commissioner upheld the claims that there was unfair treatment on the grounds of race and ethnic origin.



If you are being treated unfairly and you want to know how you can file a complaint with NCPE, log on to:

<http://ncpe.gov.mt/en/Pages/Complaints.aspx>

Statistics

An increase in the number of women elected in Local Council Elections

Out of 224 elected councillors in the 2015 local council elections, 43 were women - constituting 19.2% of all elected councillors. This registers an increase of 1.22% over the 2012 local council elections in the same localities, when the percentage of women councillors elected was 17.98%.

Research has shown that the chances of women being elected is proportional to the percentage of women contesting. In fact, the percentage of women contestants in 2015 stood at 20.37% while that of women elected stood at 19.2%. This compares well with men's chances for election, whereby in 2015 the percentage of men contestants and men elected was 79.63% and 80.8% respectively.

Local Council Elections 2015				
	Contesting		Elected	
	M	F	M	F
#	301	77	181	43
%	79.63	20.37	80.8	19.2

Local Council Elections 2012				
	Contesting		Elected	
	M	F	M	F
#	316	84	187	41
%	79	21	82.02	17.98

Difference in % between Local Council Elections 2015 & 2012				
	Contesting		Elected	
	M	F	M	F
	+ 0.63	- 0.63	- 1.22	+ 1.22

" There's no race,
no religion, no
class system, no
color, nothing, no
sexual
orientation that
makes us better
than anyone else.
We are all
deserving of
love".
~Sandra Bullock



Laundry is the only thing that should be separated by **COLOR** 

Game ... Word Search

G P Y O C I P P I C E W T S G
A N U R G E D H A E S S S T N
E D I N O E R N O N V L R A I
Y X V K Z T D M O V A I N T R
C R J O A I C I M N X C Q I O
I O T H D M T E O W P N H S T
Z I N A Y C N I R J U U B T N
M O T F E U S O K I Q O V I E
C E P L E S Y Q I V D C W C M
S B E X E R L L M S J L C S G
V D Q F L Z E Q L K I A D J V
X F O T I R J N D S Z C D D Z
P R J H J E R T C F J O E C L
P L Y Z L T I C L E U L C D B
S T J Z H U M A N R I G H T S

CANDIDATES
CONFERENCE
DECISION-MAKING
DIRECTORY
ELECTIONS
HUMAN RIGHTS
LOCAL COUNCILS
MENTORING
PROFESSIONALS
STATISTICS

For more information on NCPE's services
and its upcoming events contact us on:

Tel: 25903850

Website: www.equality.gov.mt

Email: equality@gov.mt

Facebook: National Commission for the Promotion of Equality