



# Equality Matters

National Commission for the Promotion of Equality

Issue 6

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## Message from the Editor

Another issue of *Equality Matters* is now in your inbox, with thematic issues related to equality.

The first quarter of 2016 was marked with the launch of the new NCPE project *Equality Beyond Gender Roles* that aims mainly at increasing awareness on the importance of men's role in gender equality. Another initiative taken by NCPE was the conference organised on the occasion of the International Women's Day when stakeholders, social partners, academics and other interested parties were brought together to discuss the reconciliation of work and family life, as well as human rights and equality in Malta.

In this edition, you can read about another investigation that NCPE carried out in relation to alleged discrimination in the rental of a property on the basis of race and ethnic origin. A feature on the Directory of Professional Women is then presented. NCPE encourages more women to register and form part of this Directory by logging on to [www.equality.gov.mt](http://www.equality.gov.mt).

Be informed on NCPE's Annual Report and its activities in 2015 as well as on the situation of men and women in the labour market with relevant statistics provided on page 7.

As usual, a game on the last page for you to enjoy!

Maria Theresa Portelli  
PR & Communications Officer, NCPE

## Diversity in the workplace

Accomplishments have no color.  
Leontyne Price, Soprano



# Equality Beyond Gender Roles

The importance of men's role in gender equality particularly in issues of work-life balance is the focus of a new project – *Equality Beyond Gender Roles* - that is being implemented by the National Commission for the Promotion of Equality (NCPE). This is a two-year project spanning from January 2016 until December 2017. The main objectives of the project are to:

- ⇒ Increase awareness on the importance of men's role in gender equality;
- ⇒ Increase knowledge through various training and outreach initiatives;
- ⇒ Inform the target groups and society at large about the significance of men's role in gender equality, breaking down stereotypes tied to traditional gender roles, highlighting the benefits of sharing family and domestic responsibilities through the uptake of various incentives by both men and women;
- ⇒ Increase the awareness of various types of family-friendly measures and the benefits and responsibilities of making use of such initiatives.

Activities that will be held as part of this project include a **Business Breakfast** focusing on employers and employees. Employers will be offered two-day **training** to increase their awareness and knowledge on family-friendly measures aiming at diminishing perceived obstacles when offering such arrangements.

Students and youths will be targeted through various activities, namely the **online social media campaign**, the **roving van** in various post-secondary and tertiary locations, and the **on-campus event** for all post-secondary and tertiary students. Younger students, aged 14-16 years, will be targeted through **interactive drama sessions** entitled '*Theatre in Education*' with the aim to break down the stereotypical notions tied to the traditional roles of men and women and to encourage them to challenge such notions.

The general public will be mainly targeted through a **public event** that will address stereotypes. An **on-going online social media campaign** as well as **media adverts** on TV and radio will support the process.

The project, *Equality Beyond Gender Roles*, is co-financed by the Rights, Equality and Citizenship Programme 2014 – 2020.



Photo - DOI - Reuben Piscopo



# Human Rights & Equality in Practice:

## A conference to mark International Women's Day



The Conference organized by the National Commission for the Promotion of Equality (NCPE) on Thursday 3<sup>rd</sup> March 2016 to mark International Women's Day had a two-fold focus. The first part discussed the importance of reconciliation between work and family life whilst the last part focused on the strengthening of the legislative framework for equality and human rights in Malta.

NCPE's Commissioner, Renee Laiviera, welcomed the European Commission's Roadmap – *A new start to address the challenges of work-life balance faced by*

*working families*. This Roadmap should facilitate the reconciliation of care-giving with paid work and provide further assistance to employers in adopting more family-friendly measures and flexible working arrangements at the workplace.

The transformation of NCPE into a Human Rights and Equality Commission envisaged to become a reality in the coming months is indeed challenging for NCPE. NCPE's Commissioner explained that major developments are underway involving the restructuring and strengthening of the current legislation on equality and human rights.

Addressing the conference on behalf of Minister Helena Dalli, Permanent Secretary for the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties Mr Joseph Camilleri said that finding a suitable balance between work and private responsibilities is a challenge for all workers. In effect, the Government is addressing this issue by encouraging supportive measures and practices, making it easier for parents and care-givers to strike a better balance. Referring to the government's agenda to prioritise human rights and equality, Mr Camilleri stated that this has continued to be emphasised in various spheres of life with the development of a number of important initiatives.

An outline of the Roadmap of the European Commission was presented by Dr JosAnn Cutajar from the University of Malta. A presentation on the *Equality Bill* as well as on the *Human Rights and Equality Commission Bill* was delivered by Mr Silvan Agius, Director Human Rights and Integration highlighting the legislative leap that the proposals bring in the field of equality and human rights and how they will ensure that victims have access to justice. The link between human rights and equality was highlighted by Dr Ruth Farrugia from the University of Malta.

Two panels made up of stakeholders, academics, employers as well as trade unions discussed the thematic issues delved into during this Conference. Ways on how to reconcile work and family life were discussed, including the measures that can be taken, together with how the enjoyment of human rights and equality can be further promoted in Malta.

Powerpoint presentations can be found  
on NCPE's website -  
[http://ncpe.gov.mt/en/Pages/Upcoming-  
events-and-Developments.aspx](http://ncpe.gov.mt/en/Pages/Upcoming-events-and-Developments.aspx)





## NCPE's Investigations: Alleged discrimination in the rental of a property on the basis of race and ethnic origin

The complainant stated that she called a mobile number as advertised on the façade of an apartment for rent, and had a conversation with a woman whom she assumed to be the owner of the apartment and asked for the monthly rent.

The woman answering the call asked her reluctantly what nationality the complainant was and the latter answered; subsequently the complainant was asked, and answered, other questions which she described as “embarrassing” and ones which are “... typically asked when it is discovered one is not Maltese”.

The woman then declared that she normally rents only to Maltese persons and proceeded to ask the complainant whether she worked. The complainant answered in the negative and the woman asked how she planned to pay the rent if she did not work, to which the complainant replied that her husband worked. The woman then repeatedly asked what was the husband's work.

The complainant asked why she was asking these questions and the woman replied that she needed to know to whom she was renting out the apartment, to which the complainant replied that she could not get to know them simply by asking these questions over the telephone.

The woman then stated that the apartment was for Maltese only and that she only rented to Maltese persons. The complainant replied that what she was saying was therefore that foreigners were not welcome, to which the woman finally replied that she was going to end the phone call.

The Commissioner noted that while the respondent stated that she did not recall having the conversation in question with the complainant, she admitted to asking for potential lessees' nationality as she deemed foreigners to be more problematic to trace for unpaid dues. The Commissioner declared in this respect that such questions are discriminatory and should not be asked to potential lessees, and further added that there are other ways to determine whether a potential lessee can pay the rent and other contributions due, such as by asking for proof of employment. Moreover, the deposit paid by lessees is paid precisely to cater for such situations.

The Commissioner established that, from *prima facie* evidence provided by the complainant and the evidence collected during the investigation, the complainant established facts from which it may be presumed that there was direct discrimination under Article 4 (1)(d) of the Equal Treatment of Persons Order, Legal Notice 85 of 2007.



**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](http://ncpe.gov.mt/en/Pages/Complaints.aspx)**

## New Publication: NCPE's Annual Report 2015



An overview of the work that NCPE carried out in 2015 is compiled in NCPE's **Annual Report 2015**. This is a yearly publication that showcases NCPE's initiatives, new projects and all work implemented by NCPE to combat discrimination and move towards a more equal society.

NCPE has a mandate to investigate complaints alleging discrimination within the spheres of life on the grounds outlined in NCPE's remit. Beyond its investigative role, NCPE invests much of its energy and resources in promoting equality, non-discrimination and appreciation of diversity. This work comprises the ongoing delivery of training, research studies focusing on specific topics and awareness-raising campaigns targeting different contexts and groups in society. Further information on these initiatives is outlined in this *Annual Report 2015*.

The *Report* also provides an overview of the most important developments that occurred in 2015 in the area of equality and non-discrimination on the grounds within NCPE's remit together with a statistical review of gender-dissaggregated statistics in the spheres of employment, public administration, the judiciary, politics and education that provide an insight into the development of gender equality in Malta.

Other sections of *Annual Report 2015* present the Equality Mark and the ways with which NCPE builds capacity with knowledge and networks, such as through conferences and seminars. The final section of the report looks at what is envisaged for 2016 whereby NCPE will be facing a major challenge to transform itself into a Human Rights and Equality Commission (HREC).



Find *Annual Report 2015* on NCPE's website -  
[http://ncpe.gov.mt/en/Documents/  
Our Publications and Resources/Annual Reports/NCPE%20AR%  
202015.pdf](http://ncpe.gov.mt/en/Documents/Our%20Publications%20and%20Resources/Annual%20Reports/NCPE%20AR%202015.pdf)

For a hard copy, email NCPE on [equality@gov.mt](mailto:equality@gov.mt) or call 2590 3850

## Join the Directory of Professional Women

More than **230 women** are now registered in the online Directory of Professional Women. In order to maximise the untapped potential of skilled human resources in Malta, this 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 information necessary to make contact with the professional. Join by logging on to [www.equality.gov.mt](http://www.equality.gov.mt)



**200+**

PROFESSIONAL WOMEN  
HAVE ALREADY JOINED

Join the NCPE Online  
Directory of  
Professional Women

[www.equality.gov.mt](http://www.equality.gov.mt)

### ELIGIBILITY:

five (5) years experience in a decision-making/  
management position AND/OR

ten (10) years specialised expertise  
in a particular field/s



## Statistics:

# Men & Women in the Labour Market\*



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



This graph shows an increase in the total number of women and men active in the labour market. However, the percentage of gender difference in activity rates is still an area of concern

### Employment rates of women and men, divided by age

Age	2013		2014		2015 (Q3)	
	M%	F%	M%	F%	M%	F%
15 - 24	47.5	44.4	45.7	46.8	45.7	47.7
25 - 54	89.6	57.8	90.6	60.6	92.2	64.4
55 - 64	53.8	18.7	55.7	19.9	60.2	24.1

Whilst the employment rate for women is slightly higher than that of men in the 15-24 years cohort, the situation switches from 25 years onwards, when the gender gap in favour of men increases significantly

\* Statistics compiled from the National Statistics Office



## Game ... Word search

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

ADVERTS  
BENEFITS  
CAMPAIGN  
CARE-GIVERS  
CONFERENCES  
EMPLOYERS  
FAMILY-FRIENDLY  
GENDER ROLES  
LEGISLATION  
REPORT

## Upcoming Events

### NCPE's Annual Conference

Date: Wednesday 25th May 2016  
Time: 8.45am - 1.30pm  
Venue: Dar Qalb ta' Ġesù

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

Tel: 25903850  
Website: [www.equality.gov.mt](http://www.equality.gov.mt)  
Email: [equality@gov.mt](mailto:equality@gov.mt)  
Facebook: National Commission for the  
Promotion of Equality

