



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

NCPE Online Annual Conference

27th May 2021

An overview of NCPE's work in 2020

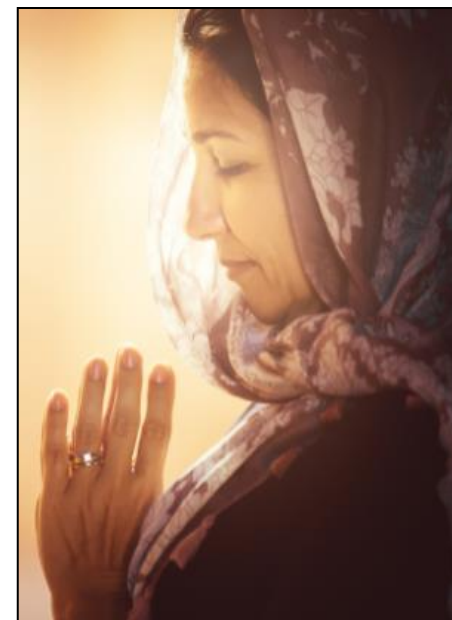
Ms Renee Laiviera
NCPE Commissioner



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NCPE's remit





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The Commissioner and Commission Members in 2020

The Commissioner: Ms Renee Laiviera

The Commission Members:

Dr Claudine Borg

Prof. Mark Anthony Falzon

Mary Galea Debono

Mario Mallia

Oliver Scicluna

Lorraine Spiteri

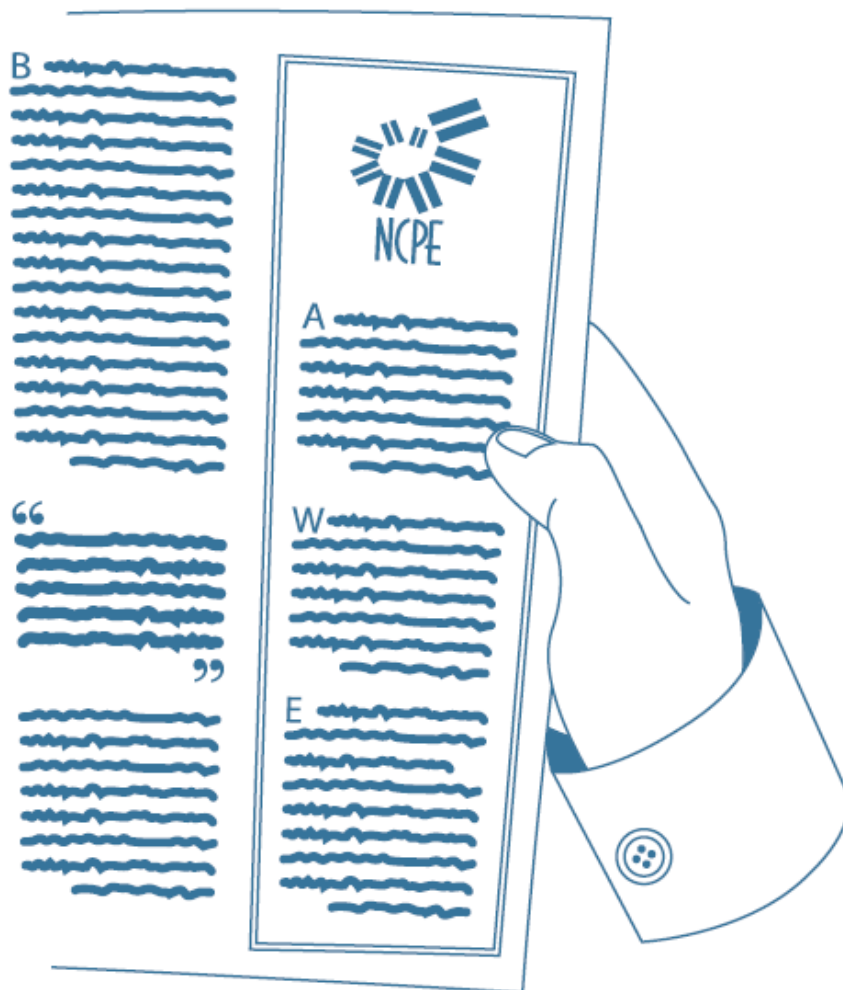
Dr Vanni Xuereb



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NCPE's work in 2020





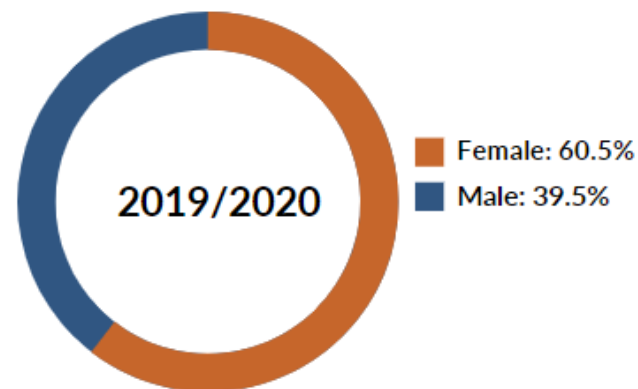
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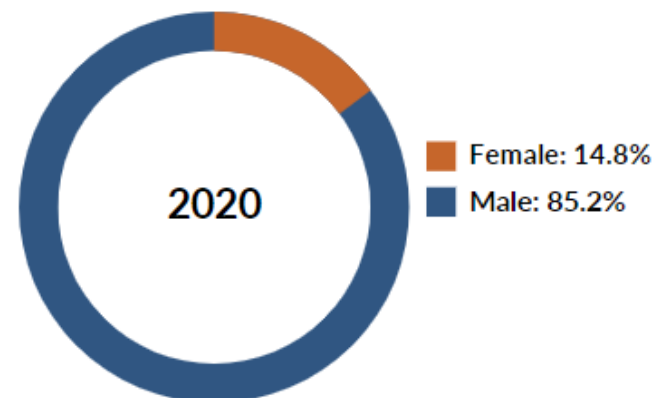
Annual Report 2020



University Graduates



Cabinet





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Investigations





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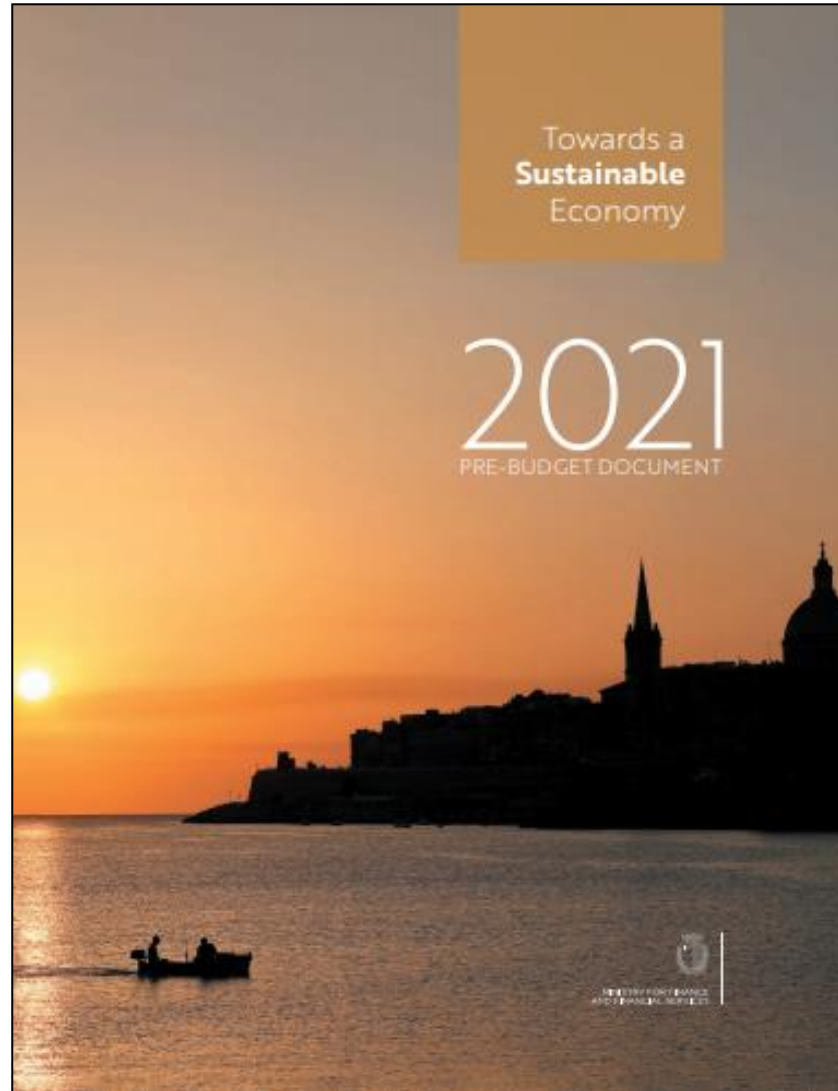
Policy review and recommendations





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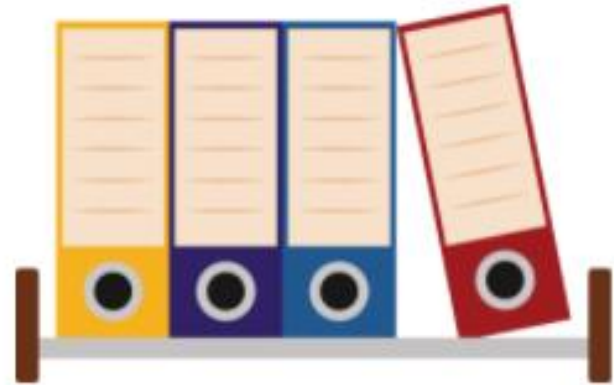
2021 Pre-Budget Document



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Policy review and recommendations





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EU and International Affairs





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Policy debates and developments



EIGE logo



EQUINET logo



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Media and communications strategy



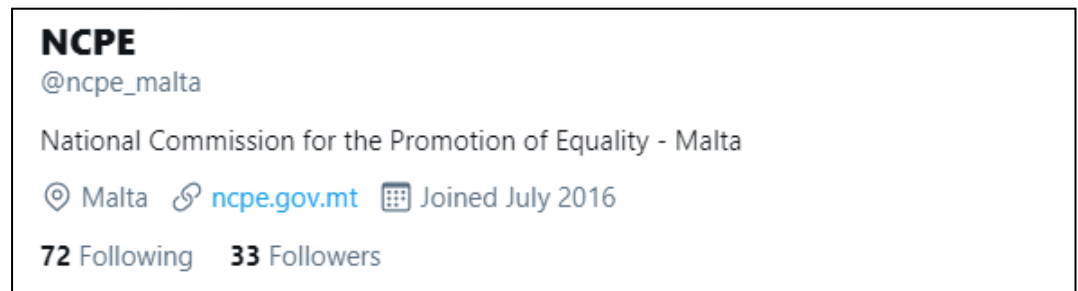
TV interviews with NCPE Commissioner Ms Renee Laiviera



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Facebook, Instagram, Twitter

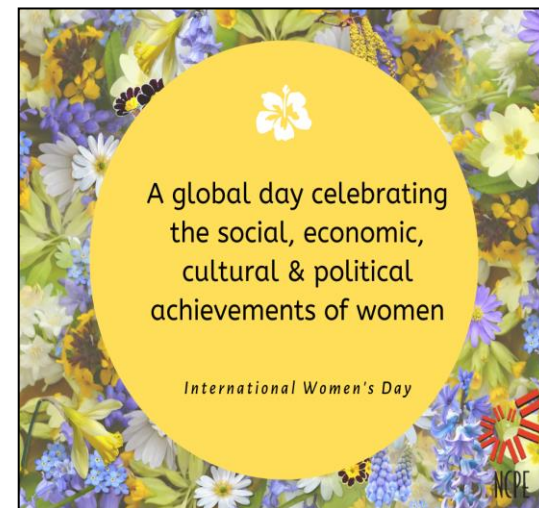




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Social media posts





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Newsletters: Equality Matters

EQUALITY MATTERS
ISSUE NO. 11

**Maternity, paternity
and parental rights**

MESSAGE FROM THE EDITOR

Despite the EU equality and employment-related directives expectant women and new mothers continue to face discriminatory practices in employment. They are fired, harassed, discriminated and not hired due to their pregnancy.

This newsletter gives an overview of maternity rights as per Maltese legislation, features information on paternity and parental leave, as well as on NCPE's role in this regard as per Chapter 456 of the Laws of Malta. Reference is also being made to the International Labour Organization's (ILO) convention on maternity, the ILO

recommendations on how companies can manage maternity well, and the EU Work-life Balance Directive.

Awareness-raising is one of the pivots of the National Commission for the Promotion of Equality (NCPE) and hence by disseminating this newsletter we are providing relevant information to stakeholders and the general public on maternity rights, equality on the grounds of family responsibilities and how to combat pregnancy discrimination.

We assure that you will find this newsletter informative and useful.

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ISSUE 12

EQUALITY MATTERS
Equality and the Covid-19 pandemic

**Message from
the Editor**

The Covid-19 pandemic has affected countries all over the world and impacted the lives and well-being of many people. However, as the situation develops, it is important that the core values of equality and non-discrimination continue to be protected and promoted for all.

Since coronavirus struck, the pandemic has transformed the way of life of most people. It has changed the way people greet each other, the way people travel, public gatherings, doing politics, and the economy amongst other sectors.

This newsletter gives an overview of the pandemic's impact on the grounds of gender, family responsibilities, age, race and ethnic origin, religion and belief as well as sexual orientation and gender identity. Reference is also made to teleworking; the benefits and challenges of teleworking, the role of equality bodies and the National Commission for the Promotion of Equality (NCPE) on-going work.

We assure that you will find this newsletter interesting!

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NCPE's research



Link:

https://ncpe.gov.mt/en/Pages/Our_Publications_and_Resources/Research_published_by_NCPE.aspx



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Prepare the Ground for Economic Independence (PGEI)



Poster distributed to Secondary Schools



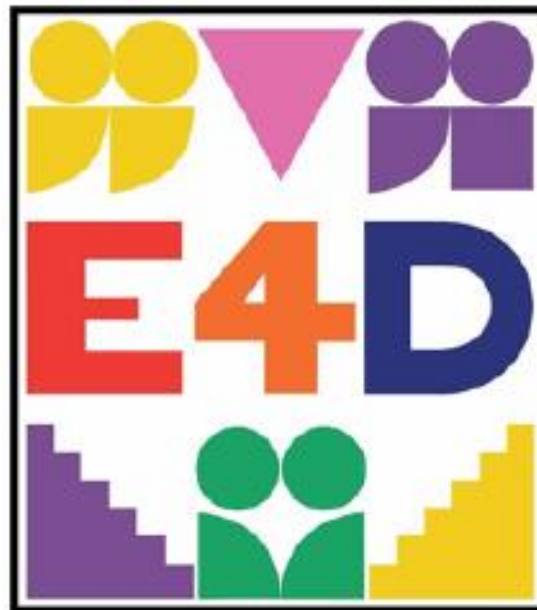
PGEI project logo



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Empowerment for Diversity (E4D)



E4D project logo



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Training



An NCPE training session



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Training

No. of training sessions	34
Hours of training	59
No. of participants	440





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Discrimination in advertising





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Discrimination in advertising

Discriminatory Adverts by Means	Amount
Local Newspapers	1
Online Media	2



Year	Total amount of discriminatory adverts
2020	3
2019	20
2018	41
2017	43
2016	57





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The NCPE Equality Mark



NCPE



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The NCPE Equality Mark



NCPE Commissioner Ms Renee Laiviera, Parliamentary Secretary Ms Rosianne Cutajar and Minister Dr Edward Zammit Lewis during the Equality Mark awarding ceremony



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Conferences



**The NCPE Conference on
International Women's Day**



**The NCPE Commissioner Ms Renee Laiviera
during the online conference on Equal Pay Day**



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Requests for Information (RFIs)





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Total Number of Requests for Information received in 2020

Year	2020		
	Women	Men	Total
Gender	20	6	26
Sexual Harassment	1	0	1
Race/Ethnic Origin	1	1	2
Gender Identity, Gender Expression & Sex Characteristics	2	0	2
Age	1	1	2
Sexual Orientation	3	0	3
Religion/Belief	0	0	0
Others / Not within NCPE's remit	2	2	4
Freedom of Movement	0	0	0
Total RFI received	37*		

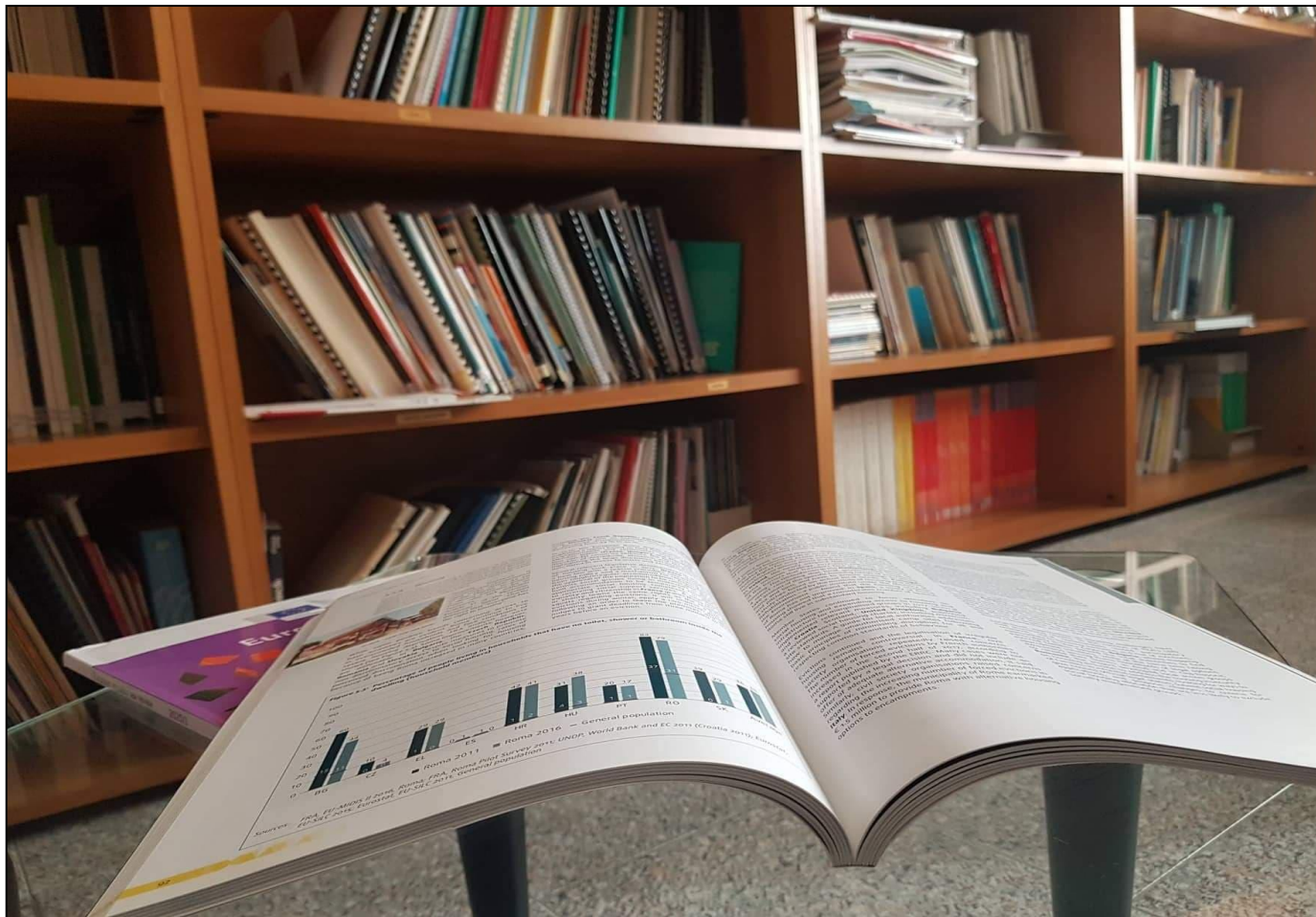
* 3 RFI covered more than one ground.



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Library and Documentation Centre



The NCPE Library



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Thank you!
