

ANNUAL REPORT 2018

The National Commission for the Promotion of Equality

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Table of Contents

Minister's Message	6
Commissioner's Message	8
The Commissioner and Commission Members in 2018	11
NCPE Organisation Chart 2018	12
1. Equality in Malta	
1.1 An Overview of Developments in 2018	13
1.2 Statistical Overview	23
2. Striving Towards Equality	
2.1 Investigations	45
2.2 Policy Review and Recommendationsv	48
2.3 Media	53
2.4 Prepare the Ground for Economic Independence	57
2.5 Managing EU Funds	58
2.6 Training	59
2.7 Discrimination in Advertising	62
2.8 Requests for Information	63
2.9 Directory of Professional Women	63
2.10 Library and Documentation Centre	64
3. The Equality Mark	65
4. Building Knowledge and Networks	
4.1 Our Conferences	69
4.2 Fora and Networks	71
5. Financial Overview	75

What We Stand For

The National Commission for the Promotion Equality is an independent equality body entrusted by Chapter 456 of the Laws of Malta to safeguard equality on the basis of sex, family responsibilities, religion/belief, age, sexual orientation, race/ethnic origin and gender identity, gender expression and sex characteristics in employment as well as access to vocational/professional training or banks and financial institutions.

The 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 28/2007, Equal Treatment of Persons Order.

Legal Notice 173 of 2016, Exercise of Rights Conferred on Workers (Freedom of Movement) Regulations, establishes NCPE's remit with regards to the freedom of movement for workers in the EU.



National Commission for the Promotion of Equality

Minister's Message

The government's stance on equality was strengthened in 2018 through the development and implementation of various measures and laws aimed at safeguarding equal opportunities for everyone.

Various measures were implemented by this government throughout the years to support equal economic independence, such as the provision of free childcare, before and after school services, the Maternity Leave Fund, the in-work benefit, and the tapering of social benefits scheme. These measures not only facilitate the reconciliation of work and family life, but also reinforce society's awareness on the importance of equal opportunities for women and men in employment. Moreover, such measures contributed to a significant increase of 15.8% in the female employment rate between 2013 and 2018.

Surely more needs to be done and we will continue working in different areas such as in that to ensure that the principle of equal pay for work of equal value is upheld in practice. To this end, the government is working on a multi-pronged approach to address all forms of discrimination at the work place.

In 2018, Malta once again hosted a two-day conference to commemorate the third International Day of Women and Girls in Science wherein 22 UN Member States pledged to work for the effective empowerment of women and girls at all levels. Malta is the founder together with RASIT of this International Day, having put forward a resolution that was adopted by the United Nations in 2015. In 2018, the conference aimed to raise awareness on gender segregation in the labour market, highlighting the need for more women and girls in science and acknowledging Malta's work to place women at the centre of the pharmaceutical sciences through collaboration between Malta's Medicines Authority and the University of Malta.

Similarly, the government is committed to address the under-representation of women in Parliament. To this end, an ad hoc technical committee has launched a public consultation on a comprehensive green paper.

An important landmark in our fight against gender-based violence was reached in 2018 with the introduction of the Gender Based Violence and Domestic Violence Act, which fully transposed the Council of Europe's Istanbul Convention. This act not only offers better protection to victims but also punishes the perpetrators



Dr Helena Dalli

Minister for European Affairs and Equality

through harsher penalties. The act also strengthened the Commission on Gender-Based Violence and Domestic Violence to ensure that the latter is better equipped to offer a thorough response to gender-based violence and domestic violence.

This legislative progress was consolidated through other initiatives such as the project 'Full Cooperation: Zero Violence', which sought to uncover the obstacles that victims face when accessing the much needed help by the state services and NGOs.

In 2018, Malta retained its top spot in the Rainbow Europe Index by ILGA, reflecting Malta's substantive progress on human rights in relation to equality and non-discrimination, legal gender recognition and bodily integrity, civil society space, asylum, and the protection against hate crime and hate speech. Likewise, Malta also ranked first in the LGBTIQ Inclusive Education Report by IGLYO which provides an in-depth account of the situation on LGBTIQ inclusive education in the Member States of the Council of Europe.

We are committed to support these positive results through the second national LGBTIQ Strategy & Action Plan 2018–2022 which will further mainstream equality and ensure that every person is

fully respected regardless of their sexual orientation, gender identity, gender expression and sex characteristics.

With the aim of strengthening the legislative equality framework, the draft Equality Bill and the Human Rights and Equality Commission Bill are currently being finalised. These bills foresee the establishment of a fully independent and autonomous human rights institution, answerable to Parliament, in line with the Paris Principles.

Whilst recognizing the challenges which lie ahead, such as the gender pay gap and gender inequality in decision making positions, the government remains fully committed to achieve equality in all spheres of society. I take this opportunity to thank all the stakeholders that work towards such an aim, including the National Commission for the Promotion of Equality that is a very important contributor in this field of policy.

Commissioner's Message

The year 2018 comprised a number of events related to equality and non-discrimination that saw the National Commission for the Promotion of Equality (NCPE) in the forefront making the best use of all opportunities to enhance equality in Maltese society. Throughout the fourteen years of operation, progress has been achieved in various spheres making a difference in the lives of victims and potential victims of discrimination thanks to investigations of complaints of alleged discrimination, awareness-raising campaigns, training, research, as well as providing input and contributions to policies and legislation. This report gives an overview of the work carried out by the NCPE in 2018, provides statistical data on the advancement of equality in Malta in the same year, and outlines the situation as seen to be developing in the coming years.

During the past year, the NCPE investigated **37 complaints**, among these nine ex-officio investigations, addressing pertinent issues that affect various groups of persons in specific spheres, out of which 19 were concluded. My role as the NCPE Commissioner entails the investigation of complaints of alleged discrimination as per Chapter 456 of the Laws of Malta. Cases of complaints are always treated with full confidentiality and as Commissioner,

I deem these investigations to be of utmost importance because they give us an opportunity to identify and address issues that hamper equality in the daily life of women and men.

This year the NCPE sought to maintain regular communication with different audiences through the development and execution of a widespread communication action plan. The NCPE worked to **raise more awareness on topical matters related to equality in general and on NCPE's portfolio in particular**. Subjects related to various grounds of discrimination such as age, ethnicity and race, and gender were addressed through regular communication, which included participation on television and radio programmes; 20 articles and nine press statements published in local newspapers; the development and dissemination of two newsletters and 284 posts, including infographics, on social media. In actual fact, the presence of the NCPE on social media was further strengthened throughout 2018 in order to broaden the dissemination of relevant information and to encourage more people to interact with the NCPE, with Facebook likes reaching up to 3,148.

The Equality Mark certification continued to be awarded to companies and entities that are committed to create a work



Renee Laiviera
NCPE Commissioner

environment that fosters equality for everyone regardless of their gender and their caring responsibilities. It gives us great satisfaction to see that more companies make gender equality a top priority in their policies and practices. It is worth noting that in 2018 there were a considerable number of companies that were recertified with the Equality Mark for the second time. In fact, in 2018, eight companies were awarded the certification, seven companies were recertified and 18 companies were recertified for the second time, with a total of 86 certified companies resulting with over 20,800 employees currently working in equality certified conditions.

In the context of the rising participation of women in the labour market, **the gender pay gap is gradually increasing, reaching 11% in 2016. Such an increase prompted the NCPE to embark on a new project in 2018 to address the gender pay gap that impacts not only the economic independence of women during their working years but also during retirement in the context of the current wide gender pension gap, (42.50% in 2016). 'Preparing the Ground for Economic Independence'** focuses on addressing the gender gaps over the life-course. Therefore, students will be sensitised on the decisions they take when choosing school subjects whilst

working-age adults will be made aware of the issues that will affect their lives namely, the gender pay gap, the effects of the care penalty and unequal pay for work of equal value, the gender pension gap, and the risk of poverty. During this project, **the Equality Mark will be strengthened by the development of an equal pay tool.**

Moreover, **three other project proposals were submitted** by the NCPE in 2018. One focused on women in decision-making positions through a Mentoring Programme, and another one addressing the lack of understanding and available tools on the financial implications of discrimination on pregnant women and new parents at work in partnership with three European organisations; these projects were not selected for funding. The final proposal submitted in 2018 focuses on discrimination based on race and/or ethnic origin and the notification of award is expected in the first half of 2019.

In 2018, the **Council of Europe launched the Gender Equality Strategy 2018 – 2023.** This strategy covers six strategic objectives namely: preventing and combating gender stereotyping and sexism; preventing and combating violence against women and domestic violence; ensuring the equal access of women to justice; achieving a balanced participation of women and men

in political and public decision-making; protecting the rights of migrant refugees, asylum-seeking women and girls, and achieving gender mainstreaming in all policies and measures. The NCPE took this opportunity to organise a seminar to give visibility to the CoE strategy as well as to present a critical analysis of the situation in Malta in the context of the six objectives with the participation of different stakeholders.

An important way to disseminate information on rights and responsibilities related to equality is through **training** and the NCPE uses this tool to **enhance the knowledge of different stakeholders on issues which fall within its remit**. This year training was given to 940 participants that included training to employees in the private sector, public officers, nurses, teachers and students.

Policies and legislation are also vital to safeguard equal treatment in pertinent areas. It is for this reason that in 2018 the **NCPE continued contributing to the development of national and international policies and legislation**. The NCPE's role is to review and give its input through relevant information, ideas and suggestions on equality, whilst emphasizing the need of mainstreaming equality in all policies.

The year 2019 will provide the electorate with the opportunity to participate in two elections in Malta: the local council elections and the election for the Members of the European Parliament. In this context, in 2018, the NCPE continued working to raise awareness about the importance of a gender-balanced representation and the need for the electorate to vote for both women and men thus addressing the **current dearth of women members of Parliament (14.93%)**. Through the NCPE awareness raising campaign '**Gender Balance in Politics: Time for Action**' information was disseminated by means of

articles, social media posts and interviews on television and radio. Various issues were highlighted including the different types of positive measures such as quotas and the zipper system.

The NCPE is looking forward to the introduction of the **National Human Rights and Equality Commission**, when Malta's national framework on human rights and equality will be further strengthened in line with the Paris Principles. In 2018, the NCPE participated in the 'Human Rights and Equality Conference' organised by the Ministry for European Affairs and Equality. During this Conference, the proposed overhaul in the national legislative framework on equality and human rights was further discussed. In fact, the NCPE Commissioner formed part of a panel focusing on the Structure, Framework and the Human Rights and Equality Commission Act. Once enacted, the Equality Bill and the Human Rights and Equality Commission Bill will transform NCPE into a National Human Rights Institution that **will be better able to tackle discrimination and promote human rights for all**.

Achieving equality is the NCPE's main objective and this can be seen in the hard work carried out in 2018 as in the previous years. As always, I would like to thank the Minister for European Affairs and Equality, Dr Helena Dalli, for her commitment to make equality an area of concern to this Government and to society in general. Moreover, I would also like to thank the Commission members and the NCPE staff who year in year out continue to affirm their commitment to promoting equality in Malta through their work on a daily basis. 2019 will entail a strengthening of our commitment to tackle the outstanding, as well as the new, challenges for the enhancement of equality and to maintain and advance the progress achieved for the benefit of all in Maltese society.

The Commissioner and Commission Members in 2018

The Commissioner: Renee Laiviera

The Commission Members: Dr. Claudine Borg

Mary Galea Debono

Prof. Mark Anthony Falzon

Mario Mallia

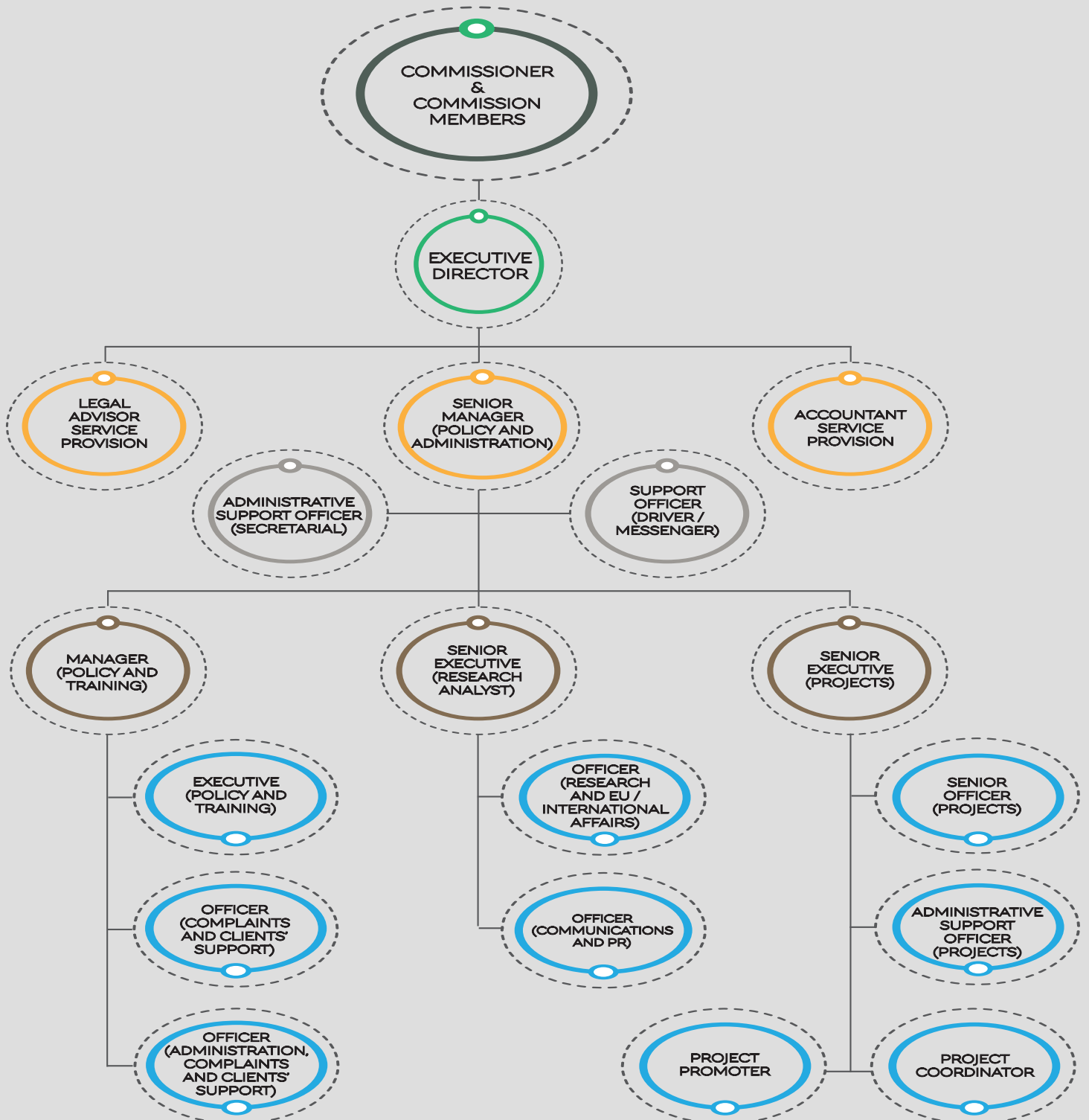
Oliver Scicluna

Lorraine Spiteri

Dr. Vanni Xuereb

NCPE

Organisation Chart 2018



1. Equality in Malta

1.1 Overview of Developments in 2018

This section gives an overview of developments in relation to equality in Malta in 2018. It outlines the main events, policies, reports and legal updates that had an impact on the social, political and economic standing of those social groups listed in Maltese equality legislation.

2018 reaffirmed several positive trends from previous years, such as the increased participation of women in the labour market, cross-sectoral efforts to eliminate all forms of discrimination against LGBTI individuals, stronger legislation to eliminate violence on women and formal strategies for the integration of migrants. It also evidenced the remaining challenges hindering the achievement of equality in practice, such as the persistently low percentage of women in decision-making positions and continued discrimination on the different grounds, including religion/belief and race/ethnic origin.

Sex and Family Responsibilities

The employment rate of women continued on a steady upward trend. In Quarter 3 (Q3) of 2018, the employment rate of working-age women¹ stood at 63.1%², constituting a significant increase over the 57.6% of 2017 and the 55% of 2016³. The employment rate of men was 81.9% in Q3 of 2018⁴, 80.1% in 2017 and 78.9%

in 2016⁵. The average EU employment rate for working-age⁶ women and men in Q3 2018 was 67.6% and 79.5% respectively⁷.

This pattern is very positive since it signifies a **reduction in resource inequality between women and men**, as more women are now receiving an income from employment. However, one notes that the employment gap between women and men is still relatively high.

Moreover, the **gender pay gap**, that is, the difference between the average hourly earnings of male and female paid employees, is increasing. Between 2014 and 2017, the overall gender pay gap increased by 1.6 percentage points showing that by 2017, men earned 12.2% more than women⁸.

1 Age-group: 15 - 64

2 National Statistics Office (NSO), December 2018, Labour Force Survey: Q3/2018

3 National Statistics Office (NSO), October 2018, Key Indicators on the Labour Market: 2012-2017

4 National Statistics Office (NSO), December 2018, Labour Force Survey: Q3/2018

5 National Statistics Office (NSO), October 2018, Key Indicators on the Labour Market: 2012-2017

6 Age-group: 20 - 64

7 https://ec.europa.eu/info/sites/info/files/aid_development_cooperation_fundamental_rights/annual_report_ge_2019_en.pdf

8 https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=s-dg_05_20&plugin=1

A number of factors contribute to the gender pay gap. One important factor is gender segregation in the labour market. For example, in Q3 of 2018, 28.5% of employed women worked in the relatively low-paid services and sales sector, compared to 13.4% of employed men working in the same sector⁹. Another important factor contributing to the gender pay gap is unequal pay for work of equal value. Although unequal pay is illegal under EU and Maltese legislation, work performed or associated with women is still widely undervalued. It is interesting to note that the gender pay gap between women and men in top positions is significantly higher than the overall gender pay gap, as contracts for these positions are often not regulated by salary structures and are disproportionately affected by other factors, such as the

negotiation process and the lack of transparency of pay structures. For example, women managers earn 23.1% less than their male counterparts¹⁰.

Several initiatives took place in 2018 to address unequal pay for work of equal value and gender segregation in the labour market.

In March, **Government publicly committed itself to ensure that the principle of equal pay for work of equal value is upheld in practice, without exception¹¹**. To this end, discussions with a number of stakeholders, including the NCPE and the Department for Industrial and Employment Relations (DIER), were conducted to start developing legislative and non-legislative measures that deal with unequal pay on the basis of sex.



Photo DOI - Clodagh Farrugia O'Neill

Commissioner Ms Renee Laiviera and Minister Dr Helena Dalli during an NCPE event marking International Women's Day

⁹ National Statistics Office (NSO), December 2018, Labour Force Survey: Q3/2018

¹⁰ National Statistics Office (NSO), April 2018, The Gender Pay Gap in Malta: A Partial Analysis by Occupation and Industry characteristics

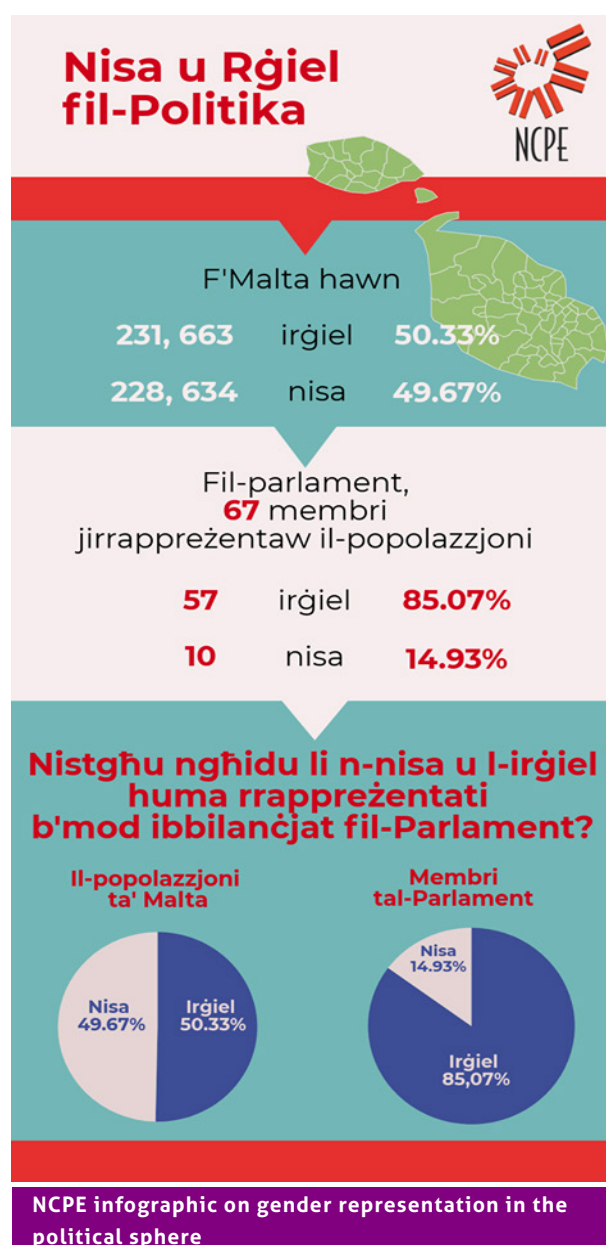
¹¹ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180492.aspx

To address vertical segregation in the labour market and to highlight the need for more women and girls in science, **Malta hosted a two-day conference at the United Nations Headquarters commemorating the third International Day of Women and Girls in Science.** This day is celebrated annually on the 11th February, following a resolution put forward by Malta, which was adopted by the General Assembly of the United Nations in 2015. The theme of this year's conference was equality and parity in science for peace and development. Minister for European Affairs and Equality, Dr Helena Dalli, shared Malta's experience in its efforts to place women at the centre of the pharmaceutical sciences through collaboration between industry, Malta's Medicines Authority, and the University of Malta¹². The conference adopted an outcome document in which signatories from twenty-two UN member states pledged to work towards the effective empowerment of women and girls at all levels, including as users, content creators, employees, entrepreneurs, innovators and leaders in science, technology, and innovation.

The problem of vertical gender segregation in the labour market was also discussed during a conference held on the occasion of International Women's Day, aimed at promoting women's leadership in the finance and alternative investment industries. This was organised by 100 Women in Finance, an international non-profit organisation that supports professionals in the field¹³.

The percentage of **women in decision-making positions in almost every domain continues to be very low.** In fact, women constitute only 18.8% of CEOs,

executives and non-executive of the largest listed companies in Malta, and only 15% of the Members of Parliament (MPs) are women¹⁴. Significant progress in achieving gender balance was registered within the judiciary as three women were appointed magistrates in 2018. This led to **an overall gender parity on the bench**¹⁵. However, the majority of judges are still men¹⁶.



12 https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180298.aspx

13 https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181237.aspx

14 https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_bus_bus__wmid_comp_complex

15 https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181450.aspx

16 Correspondence with the Courts of Justice, 8th February 2019

Since politics remains the domain with the strongest and most persistent gender imbalance, a Technical Committee was set up by Government to consult with stakeholders with a view to propose to Government legal amendments that will allow Malta to achieve a more gender-balanced Parliament, including the possibility of introducing positive action. Based on the work of this Committee, Government will be publishing a Green Paper in 2019 as part of a public consultation process about gender equal representation within the political sphere¹⁷. The NCPE Commissioner is a member of the Technical Committee.

One of the most dramatic reflections of gender inequality is violence against women. In 2018, **four women were murdered in Malta by their partner or a relative**. Two protests organised by several NGOs were held in Valletta to draw everyone's attention to the problem of violence against women, one on International Women's Day titled "*Raise Your Voice: United Against Violence On Women*"¹⁸, and a "*March Against Femicide*" in September¹⁹.

Protestors stated that violence against women can be defeated by fighting misogyny and patriarchy in our society.



March against violence on women - Valletta, 7th March 2018

Efforts to eliminate violence on women reached a milestone in 2018 as the **Maltese Parliament in April approved the Gender Based Violence and Domestic Violence Act**²⁰. This law fully implements the Istanbul Convention ratified in 2014. It aims to leave a positive impact on persons who experience gender-based violence and domestic violence, and to effectively sanction perpetrators.

The *Gender Based Violence and Domestic Violence Act* (CAP. 581):

- harshens penalties for crimes related to gender-based violence and domestic violence
- strengthens the legal definition of crimes such as rape and sexual harassment
- gives particular importance to the dignity and the physical integrity of the victim, and the principle of consent
- introduces the concept of a temporary protection order that can be issued within six hours in cases of an urgent nature where the victim faces the risk of violence
- introduces the concept of violence against an individual resulting from acts intended to isolate the victim or to limit the victim's access to money, education or employment.
- widens police responsibilities with regards to victims' protection
- strengthens the concept of moral damages

17 https://mfin.gov.mt/en/The-Budget/Documents/The_Budget_2019/Budget_speech_English_2019.PDF

18 <https://www.timesofmalta.com/articles/view/20180306/community/march-denouncing-sexism-violence-against-women-on-thursday.672478>

19 <http://www.independent.com.mt/articles/2018-09-22/local-news/Protest-against-domestic-violence-held-in-Valletta-6736196700>

20 https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180909.aspx

- changes the age of consent to 16 years
- enables the start of legal proceedings against the perpetrator without a complaint from the victim, reflecting the fact that violence is a problem for society as a whole
- gives the Court the faculty to allow testimonies via video conferencing
- empowers the Court to terminate access to children and custody rights if these are endangering the children or the other parent
- empowers the Court to withdraw a parent's right to access children if this right is being abused to harm the other parent
- mediation will not be obligatory during separation cases where domestic violence is evident
- introduces support for minors during legal proceedings.

As a result of these legislative updates, the **Commission on Gender-Based Violence and Domestic Violence assumed a wider remit and mandate** to truly advocate against violence in all of its forms, and to act as a watchdog over Government and society as a whole. The Commission was also given a larger budget²¹.

Several other initiatives aimed at addressing violence against women were carried out in 2018. Research conducted by the Department of Gender Studies (University of Malta), as part of the project '**Full Cooperation: Zero Violence**', identified the main obstacles for women victims in Malta when accessing assistance offered by state services and NGOs²². Among these obstacles, one finds

cultural factors related to shame in a patriarchal society and the socioeconomic situation emanating from unaffordable rent as well as difficulties in accessing employment. Manipulation and control by the perpetrators constitute another main obstacle to seeking help.

The study showed that victims received effective help from public agencies and NGOs, but they also stated that they did not have enough information about services and their rights. Moreover, it revealed that victims often face trauma due to an insensitive and inflexible justice system. Other obstacles identified included lack of collaboration between the different agencies and lack of specialization. A number of recommendations were put forward, including:

- the promotion of gender sensitivity within the justice system
- specialized training
- awareness-raising initiatives
- guidelines and training for officers and investigators dealing with victims and perpetrators
- improved legal dispositions
- better access to services
- specialized services in Gozo
- more research, and
- gender mainstreaming in the political sphere.

In February, researchers from a number of countries, including Malta, set up the first European Observatory on Femicide. It is hosted by the University of Malta, in the Department of Gender Studies²³. The observatory analyses data, raises awareness and passes on information to policymakers in a bid to prevent femicide.

²¹ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181010.aspx

²² https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180260.aspx

In March, the Commission on Gender-Based Violence and Domestic Violence published **guidelines for journalists, programme producers, and citizen journalists** to assist them when reporting stories of gender-based and domestic violence²⁴. The guidelines state that media reports can better reflect domestic violence in Malta by including facts, using recent statistics and experts as sources. This resource also stresses that reports on domestic violence incidents, murders or court cases must make it clear that sexual violence is never excusable, is serious, highly traumatic, and can be life threatening. Journalists are also encouraged to use sensitivity and good judgment when reporting on survivors' stories, and to provide contacts of local support services.

Preventing and combating violence against women is one of the six objectives of the **Council of Europe (CoE) Gender Equality Strategy 2018 – 2023**²⁵. The strategy addresses the main obstacles that are hindering the achievement of gender equality, and is aligned with the vision and framework for the CoE Member States, including Malta. The other five objectives are:

- preventing and combating gender stereotyping and sexism
- ensuring the equal access of women to justice
- achieving balanced participation of women and men in political and public decision-making

²³ <https://www.timesofmalta.com/articles/view/20180225/local/femicide-the-form-of-murder-that-persists.671628>

²⁴ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180667.aspx

²⁵ <https://www.coe.int/en/web/genderequality/gender-equality-strategy>

- protecting the rights of migrant refugees, asylum-seeking women and girls, and
- achieving gender mainstreaming in all policies and measures.

In October, the NCPE organised a seminar focusing on the CoE's strategy and on Malta's standing in relation to the CoE objectives and the way forward in this regard. In a video-message, Ms Gabriella Battaini-Dragoni, the Council of Europe's Deputy Secretary General, introduced the CoE Gender Equality Strategy 2018 – 2023 and its objectives. The NCPE Commissioner Renee Laiviera emphasized that gender equality entails equal rights, visibility, empowerment, responsibility and participation of women and men in all spheres of public and private life. Despite significant progress, gender gaps, structural barriers, discrimination and violence persist, hindering the achievement of gender equality. Ms Laiviera highlighted how the NCPE is committed to continue working to strengthen gender equality and to address the remaining obstacles²⁶.



Minister Dr Helena Dalli and Commissioner Ms Renee Laiviera during NCPE Seminar on CoE Gender Equality Strategy

²⁶ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180987.aspx

LGBTI

Malta continued striving to achieve equality in practice on the grounds of sexual orientation, gender identity, gender expression and sex characteristics. A new **LGBTIQ Action Plan, covering the period 2018-2022**, was launched. Whilst recognising the significant progress achieved during the period 2015-2017, following the adoption of the first LGBTIQ Action Plan, the Plan also makes reference to the 2015 Eurobarometer on Discrimination. This shows that, while Malta registered progress in all sectors, there needs to be more efforts to ensure that every person is fully respected regardless of his/her sexual orientation, gender identity, gender expression and sex characteristics. This document sets out the way forward for implementing the necessary measures to guarantee substantive equality for LGBTIQ persons by means of legal updates and policy work that ensures that the laws adopted are fully translated into practice. It also highlights that work towards LGBTIQ equality needs to spill over to other sectors beside government to ensure that all spaces are inclusive and welcoming²⁷.



In terms of the legal updates, a **legal notice issued in 2018 introduced 'gender identity and sex characteristics related conditions' in the entitlement schedule relative to the National Health Service (LN 44 of 2018)**. Subsequently, a consultation process to ensure the best healthcare services on these grounds was launched²⁸.

Malta once again **ranked first in the 2018 ILGA-Europe Index**. The Index assesses the human rights situation in Europe for LGBTIQ, covering everything from equality, family issues and hate speech to legal gender recognition, freedom of expression and asylum rights. Malta achieved a 91% score, ranking first for the third consecutive year. Belgium ranked second with 79% and Norway third with 78%²⁹.

Malta also **ranked first amongst Council of Europe countries in the *LGBTQI Inclusive Education Report*** conducted by IGLYO, the International LGBTQI Youth and Students Organisation. This first edition of the report, which aims to assess the topic of education, shows that Malta is performing exceptionally well in the vast majority of the indicators which measure how homophobic, biphobic, transphobic and interphobic situations and bullying are tackled in schools. Malta scored full marks in 9 of the 10 indicators of the report, which range from anti-discrimination law applicable to education, inclusive national curricula, support systems, policies, action plans and guidelines, mandatory teacher training on LGBTIQ awareness, partnerships between governments and NGOs, as well as international commitment³⁰.

²⁷ www.lgbtiq.gov.mt

²⁸ Ibid.

²⁹ <https://www.ilga-europe.org/resources/rainbow-europe/rainbow-europe-2018>

³⁰ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180143.aspx

Race/Ethnic Origin and Religion/Belief

People coming from minority race/ethnic and religion/belief backgrounds continue to experience a number of obstacles hindering their full inclusion within Maltese society. Obstacles may take the form of unlawful discrimination, language and cultural barriers, as well as lack of stability due to temporary documentation.

In relation to persons of African descent, the Fundamental Rights Agency (FRA) carried out **an in-depth study entitled Being Black in the EU** which covered the areas of the labour market, education, housing, social inclusion and social life in general³¹. Migrants living in 12 EU MS, including Malta, who were born in countries of Sub-Saharan Africa (first-generation respondents), and persons with at least one parent born in these countries (second-generation respondents), were surveyed. This study found that people of African descent are regularly discriminated against in many areas of life because of their skin colour, ethnic origin or religion in the 12 EU MS under review.



One area in which discrimination is prominent is that of employment. In Malta, **30% of men were discriminated against when searching for employment**³². Discrimination took place either because of the skin colour or because of physical appearance – which is usually the main reason - the accent, the way they speak, or the respondents' first and the last name.

Once employment was found, discrimination also continued at work, where 23% of male respondents felt discriminated in Malta³³. Discriminatory processes occurred by giving them tasks below their qualifications because of ethnicity or background, being denied a promotion, not allowed to take time off for important religious practices, dismissed or laid off because of one's ethnic or immigration background or not allowed to join a trade union.

In May 2018, the Council of Europe (CoE) Commission against Racism and Intolerance (ECRI) published its **fifth monitoring cycle report on Malta**³⁴. ECRI noted that, since the adoption of its fourth report on Malta in June 2013, progress has been made in a number of fields, including the ratification of Protocol 12 to the European Convention on Human Rights, planned training on hate-crime to law enforcers and the development of a migrants' integration strategy.

The report also recommends actions by the authorities in a number of areas. These include the development of a mechanism for collecting disaggregated data on hate-crime incidents; the intensification of training for police,

31 <https://fra.europa.eu/en/publication/2018/eumidis-ii-being-black>

32 Comparable statistical data for women is not available.

33 Comparable statistical data for women is not available.

34 <https://www.coe.int/en/web/european-commission-against-racism-and-intolerance/malta>

prosecutors and judges; and the removal of unnecessarily harsh conditions for the acquisition of long-term residence status. ECRI suggested that Government should consider a more permanent form of regularisation for migrants who have resided in Malta for more than ten years.

The report also stated that a strategy for the integration of all migrants should be adopted as soon as possible, along with a clear message to the public that integration is a two-way process for both migrants and the majority population. To encourage full integration, the strategy should address language acquisition in English and Maltese, and cover reasonable and achievable ways to obtain long-term residence status. It also called for the intensification of efforts aimed at preventing labour exploitation through the systematic provision of information.

Following the adoption of the **national migrant integration strategy and action plan** in December 2017, the Minister for European Affairs and Equality, Dr Helena Dalli, announced a €2 million project co-financed by the Asylum, Migration and Integration Fund (AMIF) to support the implementation of this strategy. The project will enable the Human Rights and Integration Directorate (HRID) to bring on board a number of integration officers whose job will be to meet directly with migrants who are interested in the services of the Integration Unit within the HRID, and to direct them to the first stage of the 'I Belong Programme'. This programme includes Maltese, English and cultural orientation classes, awareness campaigns and the implementation of several other measures listed in the action plan³⁵.

On the 21st March, NGOs, members of the public and Government representatives, grouped together to form a 'human chain'

around the Triton Fountain in Valletta to mark the **International Day for the Elimination of Racial Discrimination**. This year's theme was promoting tolerance, inclusion, unity and respect for diversity in the context of combatting racial discrimination³⁶.

Age

Younger and older persons experience specific needs and barriers linked to stereotypes and to their socioeconomic standing.

The 2019 Budget, presented in October 2018, announced a number of **pension raises** in order to address economic hardships faced by older persons. All social security pensions increased by €2.17, meaning that in 2019 each pensioner will be receiving an increase of €4.50 per week. The Budget also gave a €50 increase in the bonus that is paid to a number of persons, mostly women, who did not pay enough contributions to qualify for a minimum pension. Those who paid more than a year's contributions, but fewer than 5 years' contributions, will see their bonus increase to €200, while the bonus for those who paid more than five years' contributions will increase to €300. Moreover, the incentive, introduced in 2017 encouraging people working in the private sector to continue working beyond their retirement age, to increase the pension they would receive when they turn 65 years old, will be gradually extended to public sector employees, as long as the employee requests it and the employer gives his/her consent³⁷.

In November a **seminar, addressing violence on older persons**, was organised by the Department of Active Ageing and Community Care together with the Commission on Domestic Violence. The

³⁵ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180611.aspx

³⁶ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR180595.aspx

³⁷ https://mfin.gov.mt/en/The-Budget/Documents/The_Budget_2019/Budget_speech_English_2019.PDF

seminar targeted around 70 workers and professionals providing community services, and had the aim of raising awareness on the signs and symptoms of abuse on older persons³⁸.

Recognizing the value and contribution of younger persons, the Maltese Parliament unanimously approved **constitutional changes giving voting rights in all elections to 16 and 17-year-olds. 16-year-olds** have been able to vote in council elections since 2015³⁹. Following these developments, the Budget outlined the Government's commitment to strengthen the Youth Parliament by encouraging more young people to take part and helping them acquire the abilities needed to take responsible decisions, while recognising the importance of their participation in society. Moreover, a regional youth work service, providing informal education projects after formal school hours, is to be developed⁴⁰.

Equality Bodies

Equality bodies are independent organisations assisting victims of discrimination, investigating complaints, monitoring and reporting on discrimination issues, and promoting equality. They are legally required to promote equality and combat discrimination in relation to the grounds of discrimination covered by EU Directives⁴¹ as well as national legislation. In Malta, there are two equality bodies: the NCPE, covering several grounds of discrimination (as aforementioned), and the Commission for the Rights on Persons with Disability (CRPD).

In June 2018, the **European Commission adopted a Recommendation on standards for equality bodies**⁴² in order to ensure the independence and effectiveness of national equality bodies. The Recommendation, a legal act of the Commission, sets minimum standards concerning the mandate of equality bodies, their independence, their effectiveness, and the national institutional architecture for equality.

The standards recommend:

- greater independence through the administrative structure of equality bodies, the allocation of their budget, their procedures for handling resources and the procedures for appointing and dismissing staff
- adequate financial, human and technical resources to effectively carry out functions, including: providing independent assistance to victims and handling of complaints; publishing independent surveys and reports; making recommendations on legislation, policy, procedure, programmes and practices; as well as the promotion of equality
- engagement by equality bodies in dialogue and cooperation with other entities, including equality bodies at national, European and international levels.

On similar lines, the Council of Europe (CoE) **Commission against Racism and Intolerance (ECRI) adopted a new General Policy Recommendation for the establishment and effective functioning of equality bodies**⁴³. This Recommendation, which draws on existing good practices, states that equality bodies should be:

38 <https://family.gov.mt/en/Press%20Releases/Pages/The%20Minister%20Press%20Releases/PR182585.aspx>

39 <https://www.timesofmalta.com/articles/view/20180305/local/16-year-olds-granted-the-vote-in-national-elections.672453>

40 https://mfin.gov.mt/en/The-Budget/Documents/The_Budget_2019/Budget_speech_English_2019.PDF

41 www.equineteurope.org

42 http://europa.eu/rapid/press-release_IP-18-4000_en.htm

43 <https://hudoc.ecri.coe.int/eng#%7B%22ECRIIdentifier%22:%7B%22REC-02rev-2018-006-ENG%22%7D%7D>

- established by a constitutional provision or parliamentary legislation
- set up as a separate legal entity outside the executive and legislature
- able to work without interference from the State or political parties
- provided with sufficient staff and funds
- entitled to make statements independently and to decide themselves on their internal structure, management of their budget, recruitment and deployment of staff, and their activity programme.

Moreover, according to the ECRI Recommendation, equality bodies should be empowered to:

- promote equality and prevent discrimination, in particular by conducting inquiries, pursuing research, raising awareness, supporting good practice, making recommendations and contributing to legislation and policy formation
- support those exposed to discrimination and pursue litigation on their behalf
- decide on complaints of discrimination by taking legally binding decisions to impose sanctions or by making non-binding recommendations.

As Malta continued with its preparations to strengthen the NCPE by transforming it into a **Human Rights and Equality Commission**, a public consultation session in May discussed the draft legislation setting up the new Commission. International experts, social partners, government institutions and civil society participated in the session⁴⁴. The draft Equality Bill and the Human Rights and Equality Commission Bill underwent an extensive consultation process since their launch in 2015. This process aimed at developing a robust legal framework that ensures effective protection from discrimination and equality in all spheres of life. It is envisaged that the Bills will be tabled in Parliament in 2019.



Equinet Logo

1.2 Statistical Overview

This section provides gender-disaggregated data in a number of different spheres in order to identify persisting gender-imbalances as well as improvements.

⁴⁴ https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181168.aspx

Employment

Table 1: Activity rates of women and men, divided by age in 2016, 2017 and 2018 (Q3)⁴⁵

Age	2016		2017		2018 (Q3)	
	M%	F%	M%	F%	M%	F%
15-24	54.4	48.8	54.5	51.2	57.1	59.3
25-54	95.8	69.7	96.2	72.0	96.6	77.0
55-64	65.1	29.9	66.1	30.6	69.7	32.0

Figure 1: Activity rates of working-age women and men (15-64 years old) in 2016, 2017 and 2018 (Q3)⁴⁶

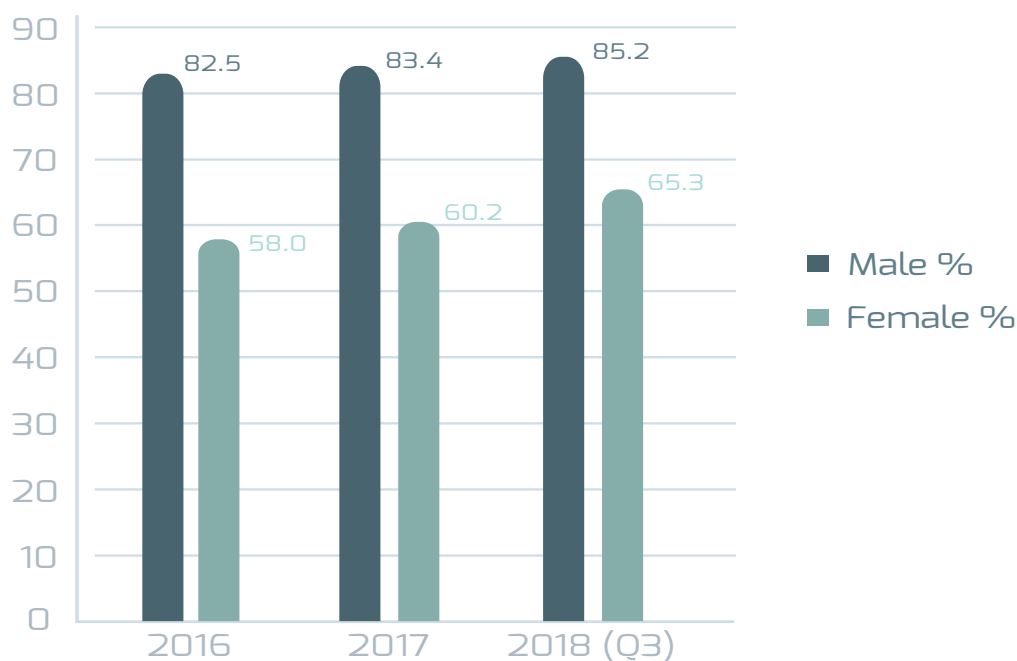


Table 2: Employment rates of women and men, divided by age in 2016, 2017 and 2018 (Q3)⁴⁷

Age	2016		2017		2018 (Q3)	
	M%	F%	M%	F%	M%	F%
15-24	48.9	43.3	48.5	46.1	49.4	54.7
25-54	92.3	66.7	93.2	69.5	94.1	75.0
55-64	62.8	28.9	64.5	29.9	67.4	30.7

⁴⁵ National Statistics Office (NSO), December 2018, *Labour Force Survey: Q3/2018* and National Statistics Office (NSO), October 2018, *Key Indicators on the Labour Market: 2012-2017*

⁴⁶ Ibid.

⁴⁷ Ibid.

Figure 2: Employment rates of working-age women and men in 2016, 2017 and 2018 (Q3) ⁴⁸

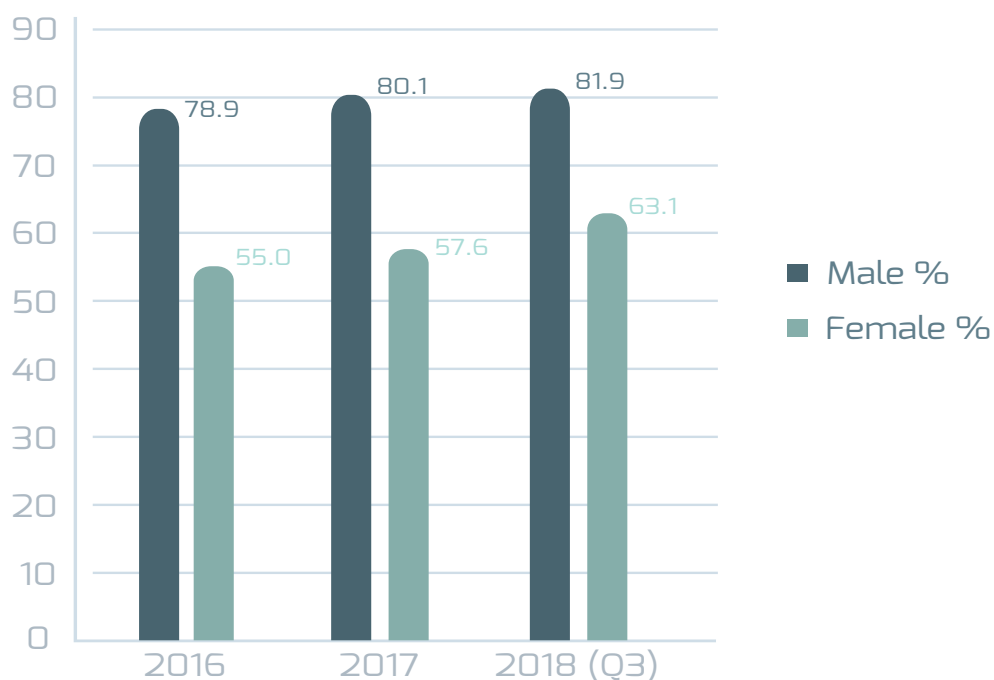
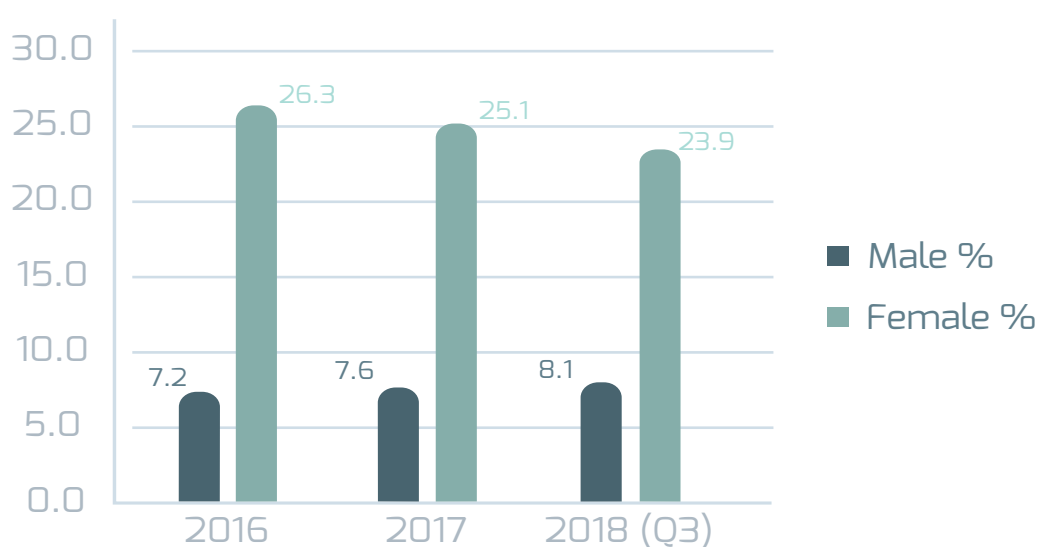


Figure 3: Percentage of women and men having part-time as their main occupation in 2016, 2017 and 2018 (Q3) ⁴⁹



⁴⁸ Ibid.

⁴⁹ National Statistics Office (NSO), December 2018, *Labour Force Survey: Q3/2018* and correspondence with the National Statistics Office (NSO), 10th February 2019

Table 3: Total employed by occupation in 2016, 2017 and 2018 (Q3)⁵⁰

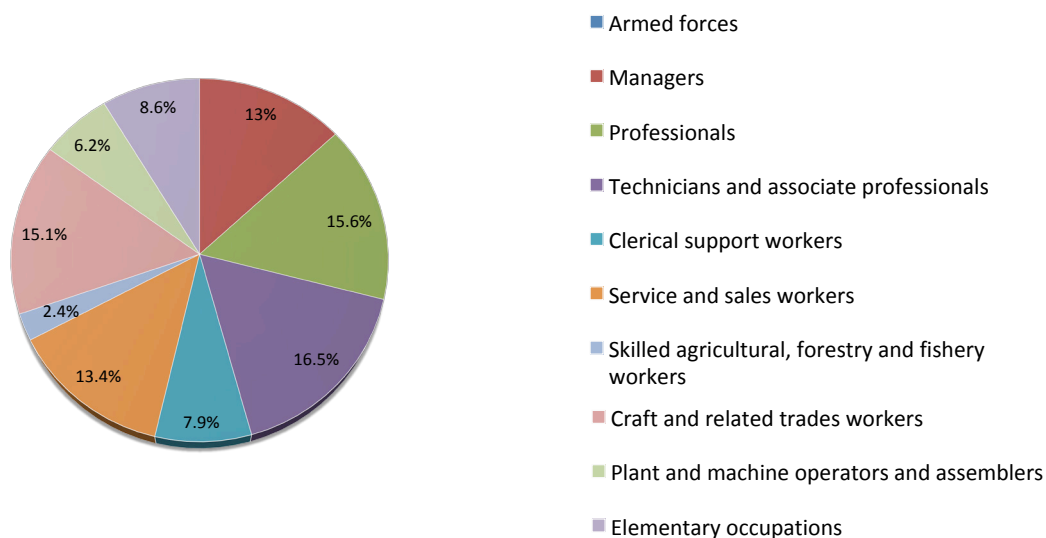
Occupation	2016		2017		2018 (Q3)	
	M%	F%	M%	F%	M%	F%
Armed Forces	1.6	:	1.5	:	:	:
Managers	11.8	6.9	12.2	7.4	13.0	7.7
Professionals	13.4	22.2	15.0	21.2	15.6	22.2
Technicians and associate professionals	15.1	13.8	15.6	13.2	16.5	13.5
Clerical support workers	7.6	15.7	6.6	16.5	7.9	14.8
Service and sales workers	16.2	29.6	15.0	28.8	13.4	28.5
Skilled agricultural, forestry and fishery workers	1.7	:	1.7	:	2.4u	:
Craft and related trades workers	15.5	1.3	15.7	1.6	15.1	:
Plant and machine operators and assemblers	7.2	3.5	7.1	3.9	6.2	4.0u
Elementary occupations	9.7	6.9	9.6	7.3	8.6	7.7

: Unreliable - less than 20 sample observations

u Underrepresented - between 20 and 49 sample observations

Figures 4 & 5: Total employed by occupation in 2018 (Q3)⁵¹

Males



⁵⁰ Ibid.

⁵¹ National Statistics Office (NSO), December 2018, *Labour Force Survey: Q3/2018*

Females

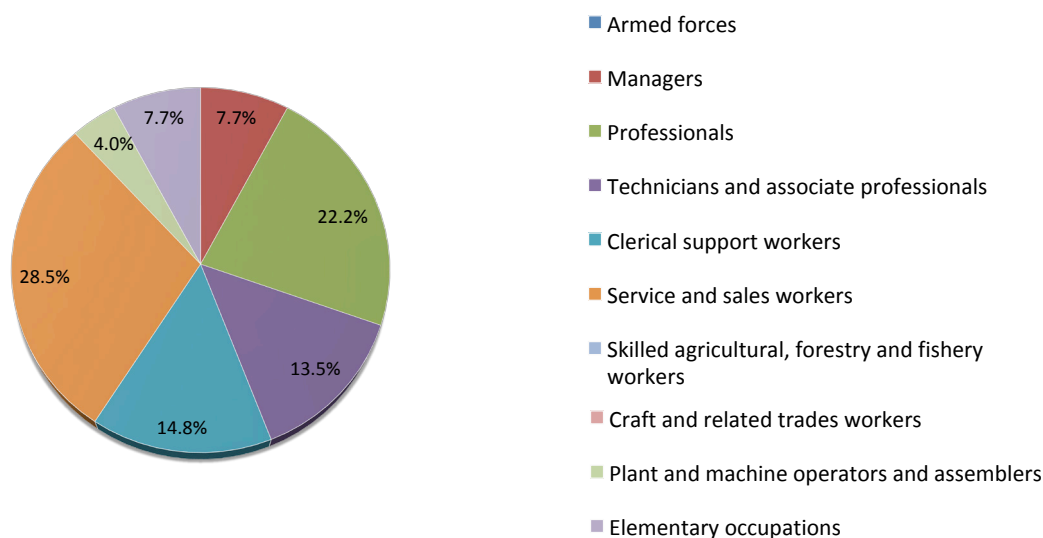


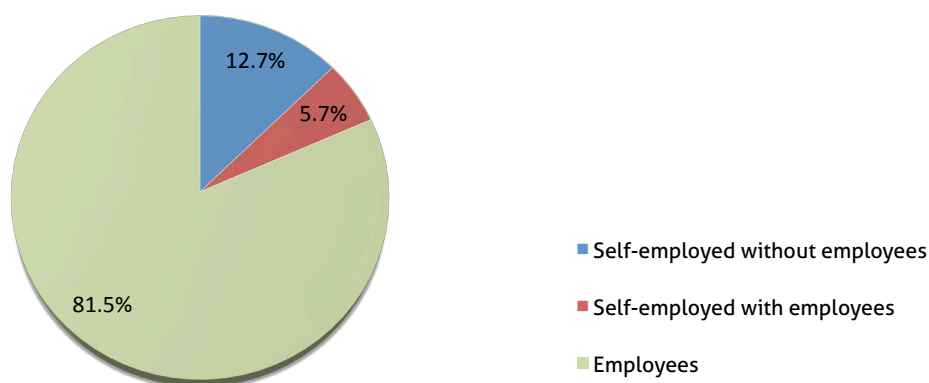
Table 4: Total employed by professional status in 2016, 2017 and 2018 (Q3)⁵²

Professional Status	2016		2017		2018 (Q3)	
	M%	F%	M%	F%	M%	F%
Self-employed without employees	6.4	1.7	6.3	1.8	12.7	5.4
Self-employed with employees	12.8	4.4	12.9	6.5	5.7	2.1 ^u
Employees	80.8	93.8	80.8	91.6	81.5	92.3

^u Underrepresented - between 20 and 49 sample observations

Figures 6 & 7: Total employed by professional status of women and men in 2018 (Q3)⁵³

Males



⁵² National Statistics Office (NSO), December 2018, *Labour Force Survey: Q3/2018* and correspondence with the National Statistics Office (NSO), 10th February 2019

⁵³ National Statistics Office (NSO), December 2018, *Labour Force Survey: Q3/2018*

Females

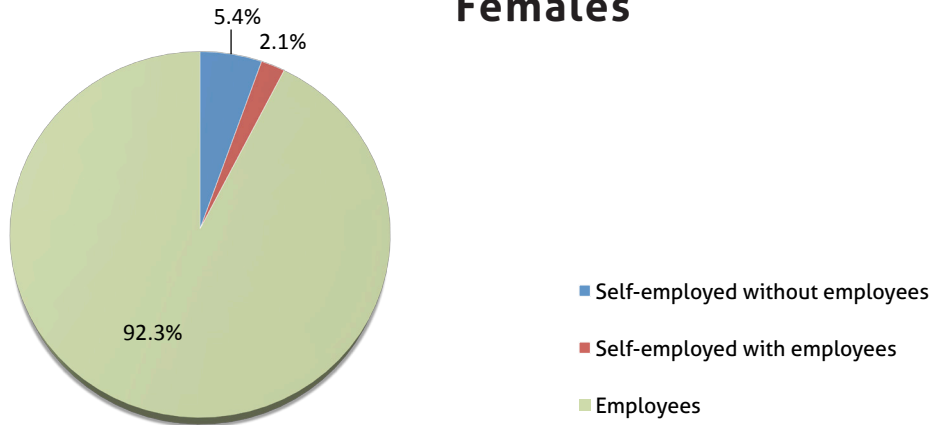


Table 5: Unadjusted gender pay gap in 2015, 2016 and 2017⁵⁴

	2015	2016	2017
Malta	10.4	11.0	12.2
EU (28 countries)	16.5p	16.3p	16.0p
EU (27 countries)	16.6p	16.3p	16.1p

p = provisional

Table 6: Gender balance in largest listed companies: presidents, board members and employee representatives in 2016, 2017 and 2018⁵⁵

	2016-B2		2017-B2		2018-B2	
	M%	F%	M%	F%	M%	F%
Malta	95.5	4.5	91.6	8.4	90.5	9.5
EU (28 Countries)	76.1	23.9	74.7	25.3	73.3	26.7

Comments

The activity and employment rates of women continued their steady increase in 2018, especially within the age-bracket 15 to 54. There was a marginal reduction in the percentage of women having part-time work as their main occupation, although women still work part-time three times as much as men.

Gender segregation in the labour market was also evident. The top occupation for women is that of "Services and sales", whilst the top occupation for men is "Technicians and associate professionals". It is interesting to note

that 22.2% of working-age women are in the "Professional" occupational category, compared to 15.6% of men. There has been a significant increase in the number of self-employed women employees, but the number of self-employed women with employees continues to be extremely low. Gender inequality in Malta within the decision-making sphere is also particularly pronounced, and the percentage of women in decision-making positions is well below the EU average.

The gender pay gap in 2017 (latest available data) stood at 12.2%, registering a 1.8% increase from 2015.

⁵⁴ https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=sdg_05_20&plugin=1

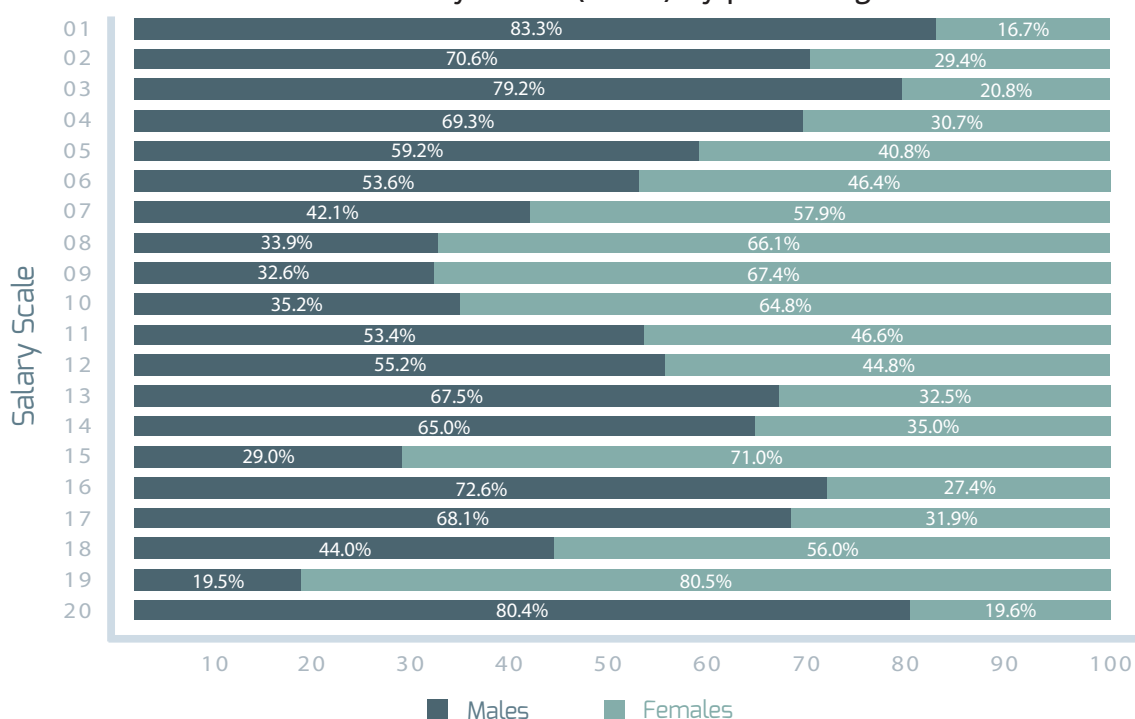
⁵⁵ https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_bus_bus_wmid_comp_compmb/bar

Public Administration

Table 7: Women and men in salary scales (2017 and 2018)⁵⁶

Salary Scale	2017					2018					Change in Percentage	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	
1	10	83.3%	2	16.7%	12	5	83.3%	1	16.7%	6	=	=
2	9	64.3%	5	35.7%	14	12	70.6%	5	29.4%	17	+	-
3	248	79.2%	65	20.8%	313	240	79.2%	63	20.8%	303	=	=
4	409	70.6%	170	29.4%	579	395	69.3%	175	30.7%	570	-	+
5	577	61.4%	362	38.6%	939	559	59.2%	385	40.8%	944	-	+
6	451	54.0%	384	46.0%	835	454	53.6%	393	46.4%	847	-	+
7	1,595	42.5%	2,160	57.5%	3,755	1,573	42.1%	2,165	57.9%	3,738	-	+
8	959	34.3%	1,835	65.7%	2,794	945	33.9%	1,841	66.1%	2,786	-	+
9	1,045	32.1%	2,210	67.9%	3,255	1,082	32.6%	2,242	67.4%	3,324	+	-
10	1,125	33.9%	2,192	66.1%	3,317	1,195	35.2%	2,200	64.8%	3,395	+	-
11	905	53.4%	791	46.6%	1,696	906	53.4%	790	46.6%	1,696	=	=
12	1,754	55.2%	1,422	44.8%	3,176	1,762	55.2%	1,428	44.8%	3,190	=	=
13	1,736	67.2%	849	32.8%	2,585	1,779	67.5%	857	32.5%	2,636	+	-
14	1,880	65.4%	995	34.6%	2,875	1,864	65.0%	1,005	35.0%	2,869	-	+
15	548	27.5%	1,446	72.5%	1,994	583	29.0%	1,428	71.0%	2,011	+	-
16	1,311	74.7%	444	25.3%	1,755	1,335	72.6%	504	27.4%	1,839	-	+
17	500	69.3%	222	30.7%	722	631	68.1%	295	31.9%	926	-	+
18	437	47.4%	485	52.6%	922	382	44.0%	486	56.0%	868	-	+
19	15	19.5%	62	80.5%	77	16	19.5%	66	80.5%	82	=	=
20	270	70.1%	115	29.9%	385	217	80.4%	53	19.6%	270	+	-
Total	15,784	49.3%	16,216	50.7%	32,000	15,935	49.3%	16,382	50.7%	32,317	=	=

Figure 8: Women and men in salary scales (2018) by percentage⁵⁷



⁵⁶ Correspondence with the People and Standards Division (P&SD), 5th March 2019

⁵⁷ Ibid.

Table 8: Utilisation of family-friendly measures by gender in 2016 and 2017⁵⁸

Type	2016					2017				
	Males		Females		Total	Males		Females		Total
	No	%	No	%		No	%	No	%	
Maternity Leave (first 14 weeks)	0	0.0	735	100.0	735	0	0.0	673	100.0	673
Maternity Leave (additional 4 weeks)	0	0.0	556	100.0	556	0	0.0	485	100.0	485
Adoption Leave	1	50.0	1	50.0	2	3	25.0	9	75.0	12
Responsibility Leave	10	24.4	31	75.6	41	10	24.4	31	75.6	41
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	3	0.6	495	99.4	498	3	0.6	477	99.4	480
Career Break	5	2.0	247	98.0	252	5	2.5	198	97.5	203
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	0	0.0	4	100.0	4	0	0.0	6	100.0	6
Reduced hours – 20 hours/week	18	6.0	283	94.0	301	25	7.8	296	92.2	321
Reduced hours – 25 hours/week	8	5.6	135	94.4	143	6	4.2	137	95.8	143
Reduced hours – 30 hours/week	19	4.9	369	95.1	388	27	7.0	359	93.0	386
Reduced hours – 35 hours/week	6	2.9	201	97.1	207	9	4.6	185	95.4	194
Reduced hours – other amounts	12	4.6	247	95.4	259	16	7.0	213	93.0	229
Teleworking	159	13.7	999	86.3	1,158	175	14.2	1,059	85.8	1,234
Flexi-Time	304	44.4	380	55.6	684	434	43.1	573	56.9	1,007
Totals	545	10.4	4,683	89.6	5,228	713	13.2	4,701	86.8	5,414

Table 9: Utilisation of family-friendly measures by different Scale Categories in 2017⁵⁹

Type	Scales 1-5		Scales 6-10		Scales 11-15		Scales 16-20		Definite Contracts	
	M	F	M	F	M	F	M	F	M	F
Maternity Leave (first 14 weeks)	0	42	0	382	0	158	0	13	0	78
Maternity Leave (additional 4 weeks)	0	24	0	295	0	112	0	11	0	43
Adoption Leave	0	0	2	6	1	3	0	0	0	0
Responsibility Leave	0	2	3	12	6	15	2	1	0	0
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	0	8	2	332	1	94	0	15	0	28
Career Break	0	2	3	117	2	61	0	12	0	6
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	0	2	0	3	0	1	0	0	0	0
Reduced hours – 20 hours/week	1	13	10	191	3	65	1	21	10	6
Reduced hours – 25 hours/week	1	8	2	63	0	39	2	22	1	5
Reduced hours – 30 hours/week	1	10	10	181	6	113	6	52	4	3
Reduced hours – 35 hours/week	1	5	2	72	5	71	1	35	0	2
Reduced hours – other amounts	1	12	3	82	4	77	1	37	7	5
Teleworking	31	58	85	442	53	468	4	66	2	25
Flexi-Time	60	23	170	216	132	201	40	86	32	47
Totals	96	209	292	2,394	213	1,478	57	371	56	248
Overall Percentage	31.5%	68.5%	10.9%	89.1%	12.6%	87.4%	13.3%	86.7%	18.4%	81.6%

Comments

In 2018, there have been no significant changes over the previous year in the percentage of women occupying high-level posts within the public service. Thus, there is the need of progress to create a stronger pool of women for promotion to the higher echelons. Scales 7 to 10, and scales 15, 18 and 19 have a majority of female public servants.

Family-friendly measures are used mainly by women and very few men have made use of such measures. These in themselves can negatively affect women's career advancement. The family-friendly measure most used by men was flexi-time.

Political Sphere – National Government

Table 10: Cabinet in 2016, 2017 and 2018⁶⁰

2016					
	Males		Females		Total
Ministers	16	94.1%	1	5.9%	17
Parliamentary Secretaries	4	66.7%	2	33.3%	6
Cabinet - Total	20	87.0%	3	13.0%	23

2017					
	Males		Females		Total
Ministers	13	86.7%	2	13.3%	15
Parliamentary Secretaries	9	90.0%	1	10.0%	10
Cabinet - Total	22	88.0%	3	12.0%	25

2018					
	Males		Females		Total
Ministers	13	86.7%	2	13.3%	15
Parliamentary Secretaries	9	90.0%	1	10.0%	10
Cabinet - Total	22	88.0%	3	12.0%	25

58 Correspondence with the People and Standards Division (P&SD), 6th March 2019

59 Ibid.

60 <https://www.gov.mt/en/Government/Government%20of%20Malta/Ministries%20and%20Entities/Pages/default.aspx>

Figure 9: Cabinet in 2016
by percentage⁶¹

2016

Male ●
Female ●

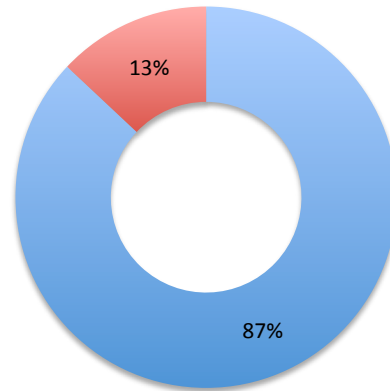


Figure 10: Cabinet in 2017
by percentage⁶²

2017

Male ●
Female ●

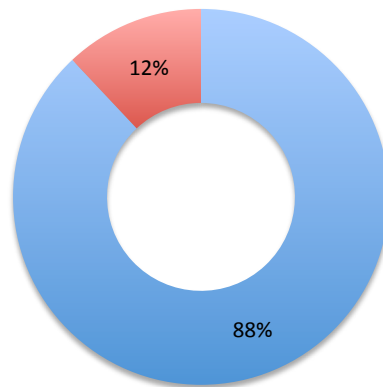


Figure 11: Cabinet in 2018
by percentage⁶³

2018

Male ●
Female ●

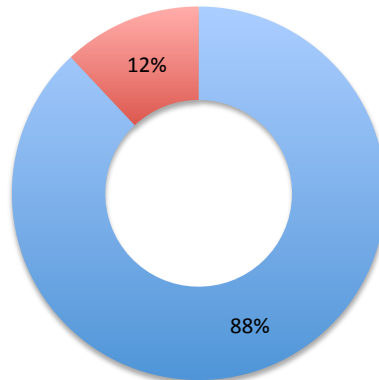


Table 11: Local Councils in 2016, 2017 and 2018⁶⁴

	2016				Total
	Males		Females		
Mayors	56	82.4%	12	17.6%	68
Deputy Mayors	54	79.4%	14	20.6%	68
Councillors	243	76.2%	76	23.8%	319
Total	353	77.6%	102	22.4%	455

61 Ibid.

62 Ibid.

63 Ibid.

64 Correspondence with the Local Government Division, 7th February 2019.

2017					
	Males		Females		Total
Mayors	56	81.2%	13	18.8%	69
Deputy Mayors	56	82.4%	12	17.6%	68
Councillors	244	76.5%	75	23.5%	319
Total	356	78.1%	100	21.9%	456

2018					
	Males		Females		Total
Mayors	56	81.2%	13	18.8%	69
Deputy Mayors	56	81.2%	13	18.8%	69
Councillors	242	76.6%	74	23.4%	316
Total	354	78.0%	100	22.0%	454

Figure 12: Mayors, Deputy Mayors and Councillors in 2016⁶⁵

Figure 13: Mayors, Deputy Mayors and Councillors in 2017⁶⁶

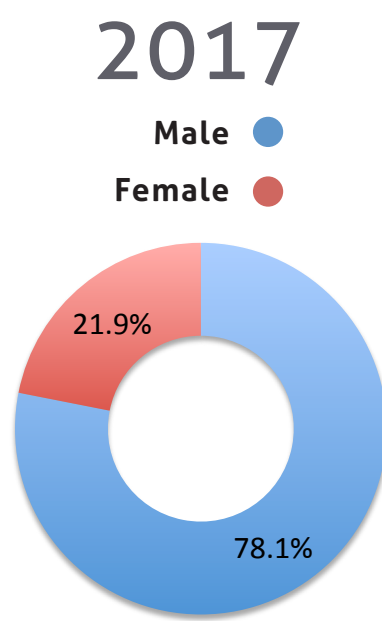
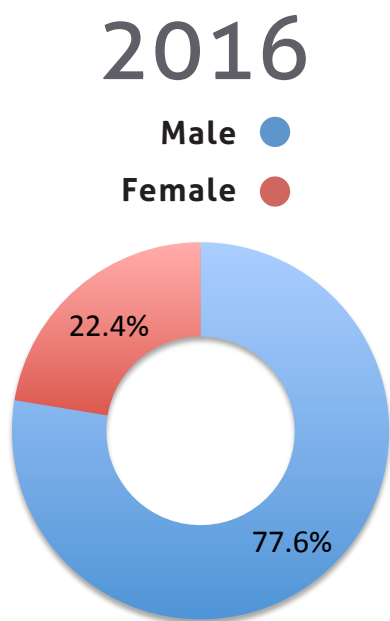
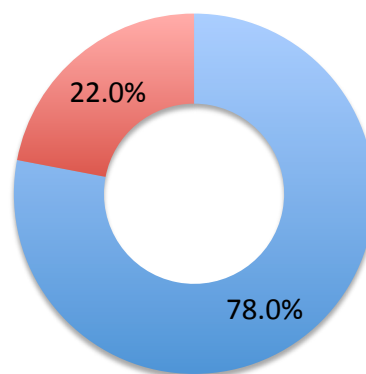
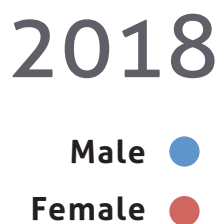


Figure 14: Mayors, Deputy Mayors and Councillors in 2018⁶⁷



65 Ibid.
66 Ibid.
67 Ibid.

Comments

The very low percentage of women in the different political institutions – Parliament, Cabinet and Local Councils – persists. The 2017 legislature saw more women appointed Ministers, but also a sharp reduction in the number of women appointed Parliamentary Secretaries. Thus, the overall percentage of women in Cabinet slightly decreased when compared to the previous legislature.

There is perfect gender-balance in the composition of the Maltese European Parliament members, with three male and three female MEPs.

Judiciary

Table 12: Bench of Judges in 2016, 2017 and 2018⁶⁸

	2016		2017		2018	
Males	17	73.9%	16	72.7%	15	68.2%
Females	6	26.1%	6	27.3%	7	31.8%
Total	23	100.0%	22	100.0%	22	100.0%

Figure 15: Bench of Judges 2016⁶⁹

2016

Male ●

Female ●

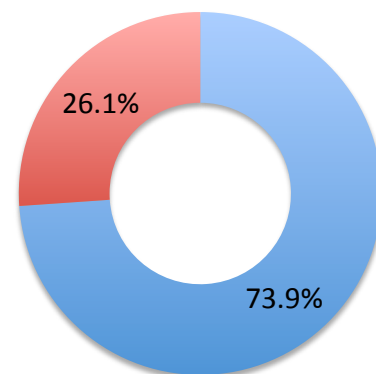
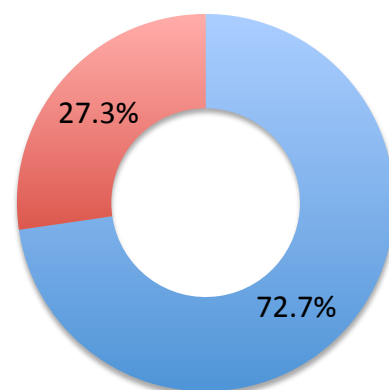


Figure 16: Bench of Judges 2017⁷⁰

2017

Male ●

Female ●



⁶⁸ Correspondence with the Courts of Justice, 8th February 2019

⁶⁹ Ibid

⁷⁰ Ibid.

Figure 17: Bench of Judges 2018⁷¹

2018

Male ●
Female ●

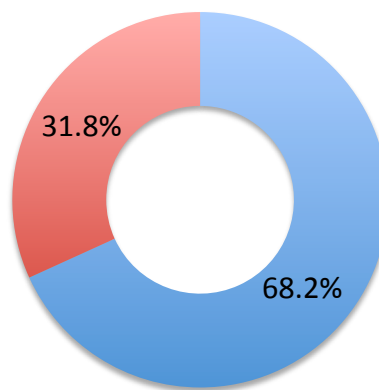


Table 13: Bench of Magistrates 2016, 2017 and 2018⁷²

	2016		2017		2018	
Males	10	43.5%	8	36.4%	6	27.3%
Females	13	56.5%	14	63.6%	16	72.7%
Total	23	100.0%	22	100.0%	22	100.0%

Figure 18: Bench of Magistrates 2016⁷³

2016

Male ●
Female ●

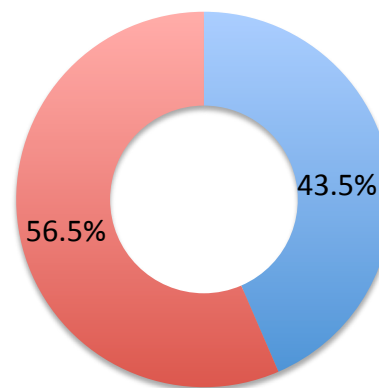
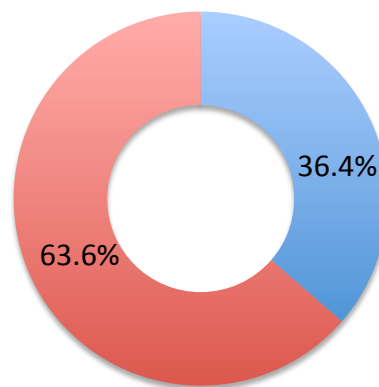


Figure 19: Bench of Magistrates 2017⁷⁴

2017

Male ●
Female ●

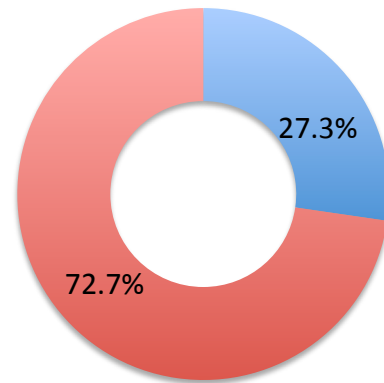


71 Ibid.
72 Ibid.
73 Ibid.
74 Ibid.

Figure 20: Bench of Magistrates 2018⁷⁵

2018

Male ●
Female ●



Comments

Following recent appointments, women now constitute almost two-thirds of all magistrates and an overall majority on

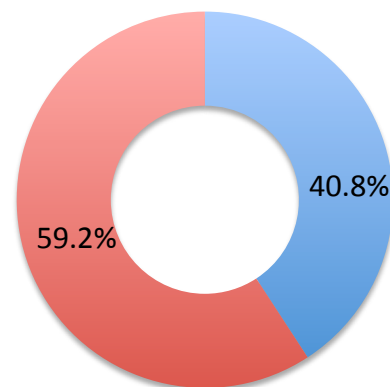
the bench. This may positively influence the appointments of new judges that currently are mostly men.

Education

Figure 21: University Graduates 2016/2017 by percentage⁷⁶

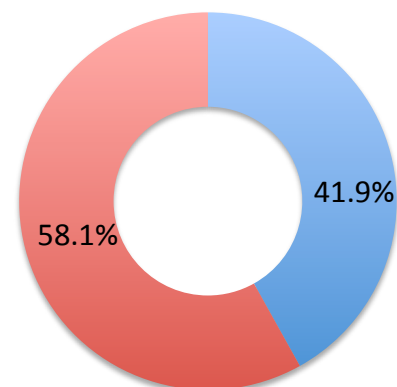
2016/17

Male ●
Female ●

Figure 22: University Graduates 2017/2018 by percentage⁷⁷

2017/18

Male ●
Female ●



⁷⁵ Ibid.

⁷⁶ <https://www.um.edu.mt/about/facts>

⁷⁷ Ibid.

Table 14: University Graduates in 2016/2017 and 2017/2018 by faculty/institute⁷⁸

Faculty / Institute	2016/17				Total
	Males		Females		
Faculty of Arts	119	31.7%	256	68.3%	375
Faculty for the Built Environment	122	61.3%	77	38.7%	199
Faculty of Economics, Management and Accountancy	286	46.4%	331	53.6%	617
Faculty of Education	55	16.8%	273	83.2%	328
Faculty of Engineering	88	79.3%	23	20.7%	111
Faculty of Health Sciences	93	26.3%	260	73.7%	353
Faculty of Information and Communication Technology	91	81.3%	21	18.8%	112
Faculty of Laws	174	39.3%	269	60.7%	443
Faculty of Medicine and Surgery	111	45.1%	135	54.9%	246
Faculty of Science	61	48.8%	64	51.2%	125
Faculty for Social Wellbeing	69	24.6%	212	75.4%	281
Institute of Digital Games	8	61.5%	5	38.5%	13
Centre for Entrepreneurship and Business Incubation	12	63.2%	7	36.8%	19
Centre for Labour Studies	3	17.6%	14	82.4%	17
Others	245	46.8%	279	53.2%	524
Total	1,537	40.8%	2,226	59.2%	3,763

Faculty / Institute	2017/18				Total	Change in Percentage	
	Males		Females			M	F
Faculty of Arts	129	33.9%	251	66.1%	380	+	-
Faculty for the Built Environment	119	56.1%	93	43.9%	212	-	+
Faculty of Economics, Management and Accountancy	296	49.4%	303	50.6%	599	+	-
Faculty of Education	49	23.0%	164	77.0%	213	+	-
Faculty of Engineering	91	77.1%	27	22.9%	118	-	+
Faculty of Health Sciences	80	24.4%	248	75.6%	328	-	+
Faculty of Information and Communication Technology	88	76.5%	27	23.5%	115	-	+
Faculty of Laws	115	38.3%	185	61.7%	300	-	+
Faculty of Medicine and Surgery	116	44.1%	147	55.9%	263	-	+
Faculty of Science	52	49.1%	54	50.9%	106	+	-
Faculty for Social Wellbeing	92	28.8%	228	71.3%	320	+	-
Institute of Digital Games	6	75.0%	2	25.0%	8	+	-
Centre for Entrepreneurship and Business Incubation	8	47.1%	9	52.9%	17	-	+
Centre for Labour Studies	0	0.0%	8	100.0%	8	-	+
Others	234	43.6%	303	56.4%	537	-	+
Total	1,475	41.9%	2,049	58.1%	3,524	+	-

78 Ibid.

Table 15: MCAST Graduates in 2017 and 2018⁷⁹

Level 7	2017				
	Males		Females		Total
Institute for the Creative Arts	/	/	/	/	/
Institute of Applied Sciences	/	/	/	/	/
Institute of Business Management and Commerce	6	75.0%	2	25.0%	8
Institute of Community Services	/	/	/	/	/
Institute of Engineering and Transport	/	/	/	/	/
Institute of Information and Communication Technology	2	50.0%	2	50.0%	4
Centre for Professional Development	/	/	/	/	/
Total	8	66.7%	4	33.3%	12

Level 6	2017				
	Males		Females		Total
Institute for the Creative Arts	55	51.4%	52	48.6%	107
Institute of Applied Sciences	19	54.3%	16	45.7%	35
Institute of Business Management and Commerce	27	40.3%	40	59.7%	67
Institute of Community Services	0	0.0%	11	100.0%	11
Institute of Engineering and Transport	44	83.0%	9	17.0%	53
Institute of Information and Communication Technology	54	91.5%	5	8.5%	59
Centre for Professional Development	/	/	/	/	/
Total	199	59.9%	133	40.1%	332

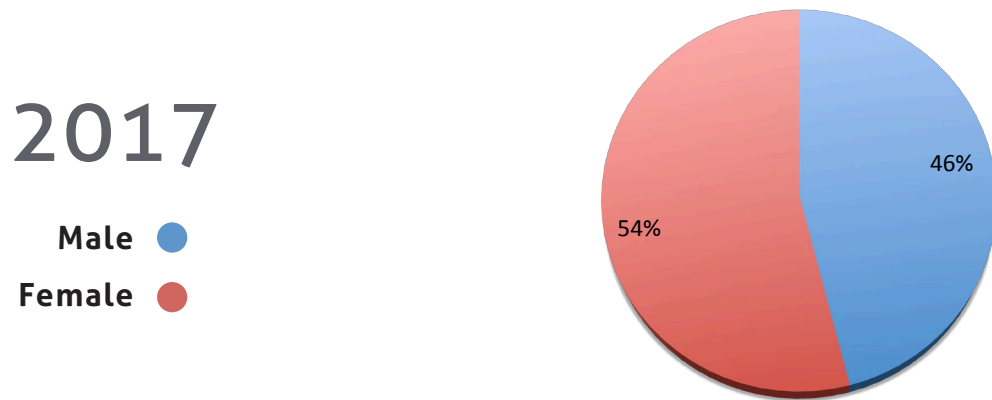
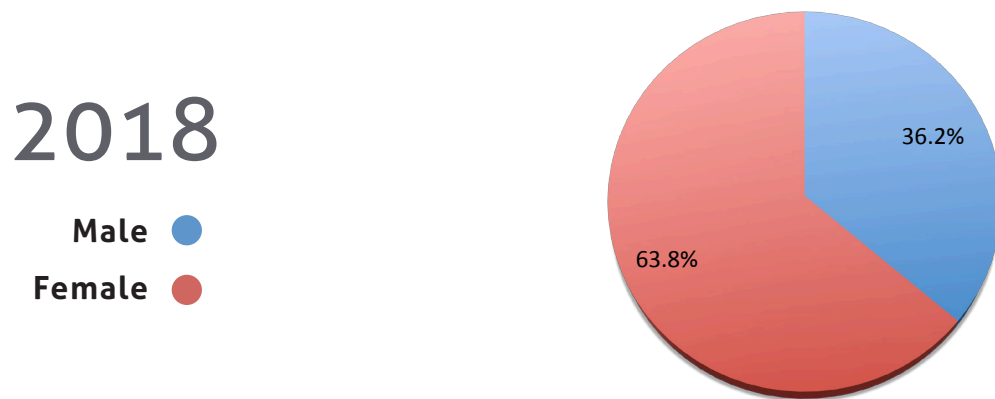
Level 5	2017				
	Males		Females		Total
Gozo Campus	/	/	/	/	/
Institute for the Creative Arts	44	46.3%	51	53.7%	95
Institute of Applied Sciences	19	46.3%	22	53.7%	41
Institute of Business Management and Commerce	30	34.5%	57	65.5%	87
Institute of Community Services	29	9.9%	264	90.1%	293
Institute of Engineering and Transport	61	83.6%	12	16.4%	73
Institute of Information and Communication Technology	77	93.9%	5	6.1%	82
Total	260	38.7%	411	61.3%	671
Grand Total	467	46.0%	548	54.0%	1,015

79 Correspondence with MCAST, 5th March 2019

Level 7	2018				Change in Percentage		
	Males		Females		Total	M	F
Institute for the Creative Arts	/	/	/	/	/	/	/
Institute of Applied Sciences	/	/	/	/	/	/	/
Institute of Business Management and Commerce	7	58.3%	5	41.7%	12	-	+
Institute of Community Services	/	/	/	/	/	/	/
Institute of Engineering and Transport	2	100.0%	0	0.0%	2	/	/
Institute of Information and Communication Technology	2	50.0%	2	50.0%	4	=	=
Centre for Professional Development	8	44.4%	10	55.6%	18	/	/
Total	19	52.8%	17	47.2%	36	-	+

Level 6	Males		Females		Total	M	F
	Institute for the Creative Arts	52	49.5%	53	50.5%	105	-
Institute of Applied Sciences	18	47.4%	20	52.6%	38	-	+
Institute of Business Management and Commerce	38	40.0%	57	60.0%	95	-	+
Institute of Community Services	3	12.0%	22	88.0%	25	+	-
Institute of Engineering and Transport	43	84.3%	8	15.7%	51	+	-
Institute of Information and Communication Technology	63	91.3%	6	8.7%	69	-	+
Centre for Professional Development	16	44.4%	20	55.6%	36	/	/
Total	233	55.6%	186	44.4%	419	-	+

Level 5	Males		Females		Total	M	F
	Gozo Campus	1	33.3%	2	66.7%	3	/
Institute for the Creative Arts	1	50.0%	1	50.0%	2	+	-
Institute of Applied Sciences	1	33.3%	2	66.7%	3	-	+
Institute of Business Management and Commerce	2	50.0%	2	50.0%	4	+	-
Institute of Community Services	10	3.4%	287	96.6%	297	-	+
Institute of Engineering and Transport	15	83.3%	3	16.7%	18	-	+
Institute of Information and Communication Technology	2	100.0%	0	0.0%	2	+	-
Total	32	9.7%	297	90.3%	329	-	+
Grand Total	284	36.2%	500	63.8%	784	-	+

Figure 23: MCAST Graduates in 2017, by percentage⁸⁰**Figure 24: MCAST Graduates in 2018, by percentage⁸¹**

80 Ibid.

81 Ibid.

Table 16: University of Malta Academic Staff (Women and Men) in 2017 and 2018⁸²

Post	2017				Total
	Males		Females		
Resident Academics					
Professor	88	86.3%	14	13.7%	102
Associate Professor	101	76.5%	31	23.5%	132
Senior Lecturer	140	70.4%	59	29.6%	199
Lecturer	118	56.5%	91	43.5%	209
Assistant Lecturer	64	47.8%	70	52.2%	134
Associate Academic	10	66.7%	5	33.3%	15
Visiting Staff (Part-time)					
Visiting Professor	5	100.0%	0	0.0%	5
Visiting Associate Professor	4	66.7%	2	33.3%	6
Visiting Senior Lecturer	234	70.7%	97	29.3%	331
Visiting Lecturer	127	62.6%	76	37.4%	203
Visiting Assistant Lecturer	147	51.9%	136	48.1%	283
Junior College					
Senior Lecturer 1	22	43.1%	29	56.9%	51
Senior Lecturer 2	34	59.6%	23	40.4%	57
Lecturer	16	42.1%	22	57.9%	38
Assistant Lecturer	8	47.1%	9	52.9%	17
Total	1,118	62.7%	664	37.3%	1,782

Post	2018				Change in Percentage		
	Males		Females		Total	M	F
Resident Academics							
Professor	98	86.0%	16	14.0%	114	-	+
Associate Professor	112	77.8%	32	22.2%	144	+	-
Senior Lecturer	143	70.4%	60	29.6%	203	=	=
Lecturer	107	51.7%	100	48.3%	207	-	+
Assistant Lecturer	53	46.9%	60	53.1%	113	-	+
Associate Academic	10	66.7%	5	33.3%	15	=	=
Visiting Staff (Part-time)							
Visiting Professor	3	100.0%	0	0.0%	3	=	=
Visiting Associate Professor	5	71.4%	2	28.6%	7	+	-
Visiting Senior Lecturer	224	72.0%	87	28.0%	311	+	-
Visiting Lecturer	129	65.8%	67	34.2%	196	+	-
Visiting Assistant Lecturer	151	51.4%	143	48.6%	294	-	+
Junior College							
Senior Lecturer 1	30	50.0%	30	50.0%	60	+	-
Senior Lecturer 2	35	55.6%	28	44.4%	63	-	+
Lecturer	9	36.0%	16	64.0%	25	-	+
Assistant Lecturer	7	43.8%	9	56.3%	16	-	+
Total	1,116	63.0%	655	37.0%	1,771	+	-

82 Correspondence with the University of Malta, 14th February 2019

Figure 25: University of Malta Academic Staff (Women and Men) in 2017, by percentage⁸³

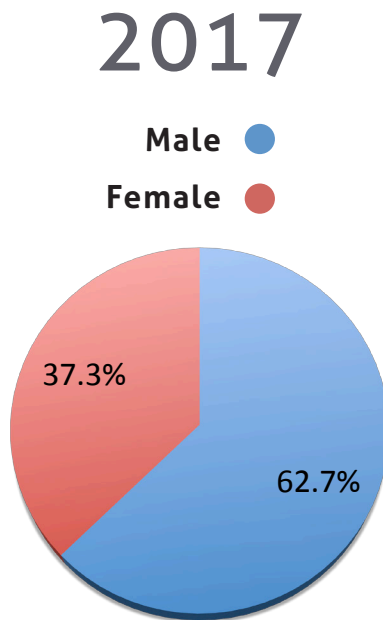


Figure 26: University of Malta Academic Staff (Women and Men) in 2018, by percentage⁸⁴

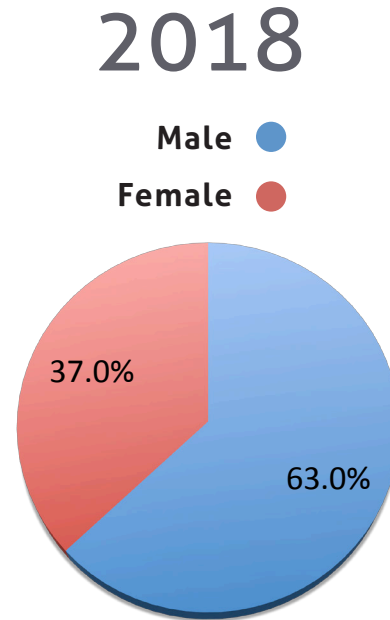


Table 17: MCAST Academic Staff (Women and Men) in 2017 and 2018⁸⁵

Academic Posts at MCAST	2017				Total
	Males		Females		
Senior Lecturer 2	8	66.7%	4	33.3%	12
Senior Lecturer 1	69	51.5%	65	48.5%	134
Lecturer	118	51.1%	113	48.9%	231
Assistant Lecturer	42	55.3%	34	44.7%	76
Total	237	52.3%	216	47.7%	453

Academic Posts at MCAST	2018					Change in Percentage	
	Males		Females		Total	M	F
Senior Lecturer 2	14	77.8%	4	22.2%	18	+	-
Senior Lecturer 1	83	52.9%	74	47.1%	157	+	-
Lecturer	116	53.0%	103	47.0%	219	+	-
Assistant Lecturer	44	50.0%	44	50.0%	88	-	+
Total	257	53.3%	225	46.7%	482	+	-

⁸³ Ibid.

⁸⁴ Ibid.

⁸⁵ Correspondence with MCAST, 15th February 2019

Figure 27: MCAST Academic Staff (Women and Men) in 2017, by percentage⁸⁶

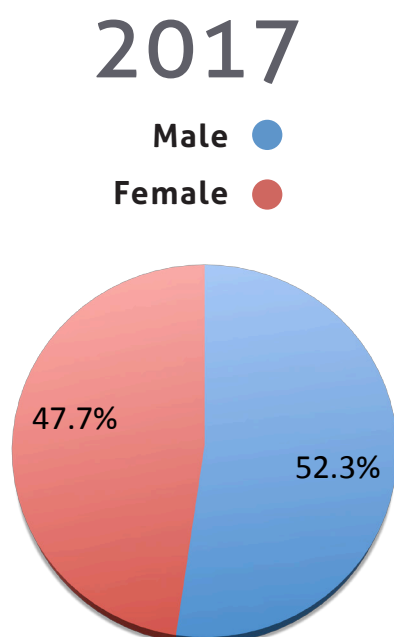
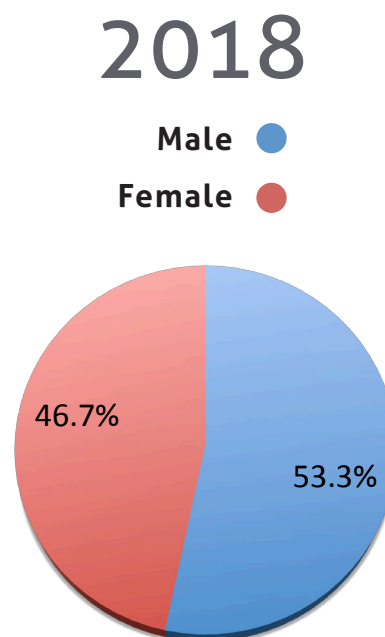


Figure 28: MCAST Academic Staff (Women and Men) in 2018, by percentage⁸⁷



Comments

In line with previous years, the majority of University graduates in 2018 were women. A degree of gender segregation in University courses is evident. Graduates from the Faculty of Education and the Faculty of Health Sciences were predominantly female, whilst graduates from the Faculty of Engineering and the Faculty of Information and Communication Technology were predominantly male. In 2018, there was a slight increase in the percentage of women in almost all courses with a male majority.

There were significantly more women graduates from MCAST in 2018 when compared to the previous year and, in both cases, the majority of graduates were women. Gender segregation in education is also present at MCAST,

with female students over-represented in the Institute of Community Services and under-represented in the Institute of Engineering and Transport and the Institute of Information and Communication Technology.

The majority of academic staff at the University of Malta are men with women particularly under-represented within the top academic posts.

At MCAST, the gender-imbalance in academic staff is less pronounced. However, 2018 saw a reduction in the percentage of women within the top academic posts and an increase in the number of women Assistant Lecturers.

⁸⁶ Ibid.

⁸⁷ Ibid.

Women in the Media

Table 18: Public broadcasters: presidents and members of the board/council (highest decision-making body) in 2016, 2017 and 2018⁸⁸

	2016		2017		2018	
	M%	F%	M%	F%	M%	F%
Malta	75.0	25.0	75.0	25.0	71.4	28.6
EU (28 Countries)	64.8	35.2	63.1	36.9	64.2	35.8

Comments

In 2018, there was an increase in the percentage of women decision-making positions in the media. However, men still heavily outnumber women in this field.

⁸⁸ https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_med_pbrc__wmid_media_pbrc_bm/bar

2. Striving Towards Equality

2.1 Investigations

As established by Chapter 456 of the Laws of Malta, the NCPE has the responsibility of ensuring that society is free from discrimination based on:

- (i) sex and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity, gender expression or sex characteristics, in employment; banks and financial institutions, and education;
- (ii) racial/ethnic origin and sex in the provision of goods and services and their supply; and
- (iii) freedom of movement for workers in the EU.

This means that whoever deems that s/he has been a victim of discrimination on grounds, and in areas, which fall under the remit of the NCPE, may submit a complaint.

The Complaints Form is available in both Maltese and English from the NCPE offices and website. As from 2018, the Complaints Form is also available on servizz.gov, and can be submitted online. Complaints & Clients' Support Officers can provide assistance with filling in

the Form and explain the investigation procedure. Complaints must be submitted by using the NCPE official Complaints Form. Moreover, the discrimination experienced must have occurred within a year from the date of submission of Complaints Form. Relevant evidence is to be attached with said Form to support and substantiate complaints.

All Complaints Forms received are acknowledged and passed on to the Commissioner to determine whether the case falls within the NCPE's remit or otherwise. Complainants are referred to the relevant entity if case does not fall within the responsibility of the NCPE. Complaints that are frivolous or vexatious are not investigated.

Once it is determined that the complaint falls within the NCPE's remit, the Commissioner will ask for a report vis-à-vis the complaint from the defendant. Upon receipt of the report, the Commissioner will hold sittings with all parties involved. Sittings are recorded and transcribed. The transcripts are sent to the person with whom the sitting has been held to confirm contents. The transcript is then sent to the other party/ies to ensure a transparent investigation.



Investigation of Complaints

Once all evidence is collected, the NCPE Commissioner issues an Opinion outlining whether there was a breach of the equality legislation. The Opinion is sent to the complainant and to the other party against whom the complaint was filed. In the case of criminal offences, the Commissioner may forward the Opinion to the Commissioner of Police. The NCPE can also offer mediation between the parties involved in the complaint.

Moreover, Chapter 456 of Maltese laws empowers the Commissioner to initiate ex-officio investigations.

Complaints Lodged in 2018

	2018						Total
	Women		Men		Ex Office		
	Direct	Indirect	Direct	Indirect	Direct	Indirect	
Sex	5	0	1	0	5	0	11
Sexual Harassment	1		0		0		1
Race/Ethnic Origin	0	0	1	1	4	0	6
Gender Identity/ Gender Expression/Sex Characteristics	0	0	0	0	0	0	0
Age	0	1	0	0	1	0	2
Sexual Orientation	0	0	0	0	0	0	0
Religion/Belief	0	0	1	0	0	0	1
Freedom of Movement	2		2		0		4
Not within NCPE's remit	0	0	14*	0			14
Total Complaints Lodged							37**

* Lodged by one individual.

** One ex officio investigation, and one complaint, covered two grounds.

Case Summary A

In 2018, the NCPE Commissioner investigated **a complaint alleging discrimination and unfair treatment on the grounds of sex.** The complainant explained that he applied for work as a beauty therapist at a Spa, and whilst he was qualified, experienced, and capable in the field, his efforts proved unsuccessful. As per NCPE's investigations procedure, a report was requested from the Spa management and sittings were held with both parties.

During the collection of evidence, the Spa managing director insisted that the complainant lacked experience in the field, and that most clients are women who prefer a female therapist.

The complainant on the other hand, submitted various documentation substantiating his claim, which included:

- a copy of the newspaper advert issued by the Spa
- a detailed CV outlining his vast experience in the field
- copies of numerous invoices and timesheets of previous work carried out in the field
- a copy of a certificate of professional membership showing that the complainant is a member of the Federation of Holistic Therapists and also showing he is an elected member of the Association of Therapy Lecturers
- various screenshots of positive comments praising the complainant's work.

In view of the above, and following an investigation, an Opinion was issued by the Commissioner observing that:

- the complainant was qualified to perform the job

- adverts published by the Spa stated that training was part of the package being offered, and

- the Spa in question was an established enterprise employing several therapists; hence, it could easily introduce a female therapist for waxing of private parts of female clients when so required.

In addition, following the NCPE's Opinion and recommendations, the Spa in question contacted the NCPE and stated that the **complainant's application would be reconsidered** and requested the NCPE's assistance in drafting an **equality policy.**

Case Summary B

The NCPE Commissioner received **a complaint alleging unfair treatment based on race and ethnic origin** in accessing the justice system.

The complainant made special reference to the Small Claims Tribunal in Malta, and stated that the Small Claims Tribunal is nowadays accessible to the public who can submit complaints either via the usual channels in the Law Courts or electronically through the Law Courts website. The complainant further noted that whilst said website is available in the Maltese and English languages, the submission of the complaint can only be done in Maltese. In view of this, the complainant believes that *"access to non-Maltese speakers to e-forms related to access to Justice is prevented because it may be accessed only and solely in the Maltese Language"*.

Having reviewed all the facts and having seen all the relevant provisions and case law related to this matter, the Commissioner opined that the policy related to the language of the Law Courts is objectively justified by a legitimate aim. The Commissioner was also of the opinion that the means of achieving

this aim are appropriate and necessary and that a Court of Law has a right to conduct its proceedings in a language of its choice, and further noted that the practice of choosing a language of the court is adopted by all national courts and also by trans-national courts dealing with issues such as the determination of breaches of human rights. For these reasons, the Commissioner concluded that the facts of the case are not **tantamount to unfair treatment or of denied access to social or tax advantages** on the basis of race and ethnic origin as alleged by the complainant.

Moreover, although the complaint did not refer to the issue of translation,

in exercising her discretion over such investigations, the NCPE Commissioner further recommended that the costs of the translation should not be borne by the party requesting the translation if such a request is being made due to the party's lack of understanding of the language of the Court. The Commissioner added that translation costs should be borne by either the Registrar of the Courts or by the Party who is adjudicated at fault. This, in the Commissioner's opinion, would be equitable and just in cases where the translation is not necessary due to an act or omission of the party requesting it, but rather by the fact that said party does not understand the language chosen by the respective Court.

2.2 Policy Review and Recommendations

National Policies

Regular contributions are provided to national consultation processes. The NCPE reviews documents such as draft strategies, policies and laws and gives its input from an equality perspective. When reviewing documents, the NCPE verifies that the law, policy or strategy is not discriminatory towards social groups within its remit, assesses its impact in practice on different groups, and proposes measures that address the needs and experiences of people with different characteristics.

In its input, the NCPE always states that the policy/action/measure should be **gender mainstreamed**, as per Government policy⁸⁸. The carrying out of a gender mainstreaming exercise enables policy-makers to integrate and address the

concerns, experiences and aspirations of women, men, girls and boys, from different social groups into any planned action, thus ensuring that it affects all in a positive manner and that it takes the needs of different cohorts of society into account.

The NCPE reviewed and provided recommendations to the following national documents in 2018:

- The draft Equality Bill and the draft Human Rights and Equality Commission Bill
- Reporting Domestic Violence - Guidelines for Journalists and Media Content Procedures
- Transgender Healthcare
- Care Workers Act
- 'A Policy on Inclusive Education in Schools' & 'An Inclusive Education Framework in Schools'

⁸⁸ Gender mainstreaming has been official Government policy since 26 June 2000 (OPM Circular No 24/2000), which policy was reiterated in 2012 (OPM Circular No.15/2012)

- A Strategic Framework for Action 2018 - 2022: Empowering Society through ICT
- Child Protection (Alternative Care) Act
- Pre-Budget Document 2019
- 'Renting as a Housing Alternative' White Paper
- White Paper on Local Government Reform
- Malta's Sustainable Development Vision for 2050
- The Social Regulatory Standards - Residential Services for Persons with Disability

In its input to the *Reporting Domestic Violence: Guidelines for Journalists and Media Content Producers*, the NCPE commended the authors of the document for clearly acknowledging that domestic violence is not a family tragedy but a social problem related to power and control. The NCPE recommended that the document includes a general point on gender stereotypes, by acknowledging that **gender stereotypes**, such as depicting women as submissive or as sexual objects, have strong links with violence against women and domestic violence. Thus, the media should avoid publishing or broadcasting items that reinforce such stereotypes. Moreover, the NCPE also recommended that the guidelines include a point stating that reporting should not imply in any way that violence happened because of one's membership in a particular social group. This would negatively and unjustly impact all members of that group by association as well as give a skewed picture of domestic violence and its prevalence across different groups.

The NCPE welcomed Government plans to improve healthcare services offered by the State to trans and intersex persons through the setting-up of a Gender

Identity Service and the provision of psychosocial support, hormone therapy, surgery and communication therapy, as outlined in the *Transgender Healthcare* consultation document. In 2017, the NCPE Commissioner had investigated a complaint alleging discrimination related to the lack of State-provided gender reassignment treatment and the hormone regime. The Commissioner concluded that the Complainant had been indirectly discriminated against on the ground of gender due to the lack of such service provision. Furthermore, the Commissioner recommended that the Department of Health implement a concrete plan which would enable free access to gender reassignment services in healthcare to all persons as well as put forward a legislative process to address the legal situation of trans persons in Malta in relation to free healthcare.

As input to the *Transgender Healthcare* document, the NCPE recommended that persons working in healthcare should be aware of the **different needs that trans persons coming from different social groups** might have, and should be able to address them, in view of the fact that identities related to characteristics such as age, religion/belief and race/ethnic origin intersect with the experience of being trans.

The NCPE strongly commended initiatives aimed at promoting equality and valuing diversity in the Maltese education system outlined within the documents *An Inclusive Education Framework in Schools* and *A Policy on Inclusive Education in Schools*. In its feedback to these two documents, the NCPE recommended that the Policy and the Framework should state that persons involved in educational institutions, especially those at management level, should gender mainstream all actions, policies and processes; and that the Policy and Framework should place an obligation on educational institutions to **implement**

Equality and Sexual Harassment policies that are binding on management, staff, parents, service providers, visitors and learners.

As part of the consultation process leading to the 2019 Budget, the NCPE put forward a number of proposals for strengthening equality in Malta through the **equitable allocation of resources** and the **implementation of specific measures** in the following areas:

- gender mainstreaming
- women in the labour market
- family-friendly measures in the private sector
- paternity leave, parental leave and maternity leave
- paid leave for taking care of sick children and sick adult family members
- equal pay for work of equal value
- the tax system
- pensions
- active ageing
- the gender clinic, and
- the migrants' integration strategy.

The NCPE gave its recommendations about rent-regulation in Malta, following the publication of the *White Paper Rent as a Housing Alternative*. It was positively noted that the measures proposed in the White Paper would start addressing a number of challenges faced by tenants through aiming for longer-term contracts and more protection. Rent-related challenges disproportionately affect persons in vulnerable situations, such as women who experience domestic violence and other persons escaping abusive domestic situations, pensioners, and migrants who have limited social networks and low income. Recommendations by the NCPE included

the **introduction of minimum-term contracts, effective protection for tenants when reporting irregularities, a clause on the prohibition of discrimination and the use and collection of gender-disaggregated statistics.**



EU and International Affairs

The NCPE participated in meetings and discussions in line with the equality agenda of the European Union and other international entities.

In June, the European Commission adopted the **Recommendation on Standards for Equality Bodies** concerning the mandate, independence and effectiveness, as well as the coordination and cooperation of equality bodies. The Recommendation seeks to further harmonise the work of equality bodies across the EU and to enhance their standing in society. During the preparations for the development of this recommendation, the NCPE Commissioner was part of an Equinet delegation in a high-level meeting with Commissioner Vera Jourová to discuss the structure and content of the recommendation and the political and practical necessity of such standards for equality bodies.

During the Bulgarian Presidency of the Council of the European Union (January – June), the NCPE provided information for discussions on the equal sharing of care responsibilities of women and men and the promotion of equal labour market participation in the context of the **European Pillar of Social Rights**.



NCPE Commissioner discussing the European Pillar of Social Rights

The **opportunities for promoting gender equality through digital technologies and the gender-related risks of digitalisation for young women and men** was a topical issue in 2018 addressed by the Austrian Presidency of the Council of the European Union (July – December). As a result, the NCPE gave feedback on this subject in preparation for meetings in European fora, as well as to the Council Conclusions that were based on the report *Gender equality and youth: opportunities and risks of digitalisation* by the European Institute for Gender Equality (EIGE).

The NCPE Commissioner participated in the meetings of the **Advisory Committee on equal opportunities between women and men** and at the 52nd meeting held in November she was elected as first vice-chair for 2019 to contribute further to the work of the Advisory Committee. In addition, the NCPE also contributed significantly in the drafting of the two opinions published by the Advisory Committee in 2018 namely: *New Challenges for Gender Equality in the Changing World of Work and Future gender equality policy after 2019: old and new challenges and priorities*.

As part of the European Semester process, the European Commission sought to establish facts on different areas, including gender equality in employment, for the **2019 Country Report on Malta**. In this regard, the NCPE provided information on initiatives aimed at strengthening the reconciliation of work and family life and at addressing the gender pay gap, and participated in a meeting on the topic during the European Commission Fact Finding Mission in Malta.

The NCPE continued to be an active member in the European Network of Equality Bodies (Equinet), especially in those areas that are of particular relevance to the NCPE's work. The NCPE contributed to discussions on the development and implementation of **Equinet's work plans and way forward** during the Annual General Meeting, and through the consultation process on *Equinet Strategic Plan 2019 – 2022*. Moreover, for mutual learning and peer support, NCPE officers were involved in **Equinet's working groups** on Policy Formation, Equality Law, Gender Equality, Communication Strategies and Practices as well as on the Clusters on Research & Data Collection and on Freedom of Movement. Enhanced capacity building was also possible through participation in Equinet's seminars on age discrimination

against young people; work-life balance and dismissal protection; and through meetings of the COE-FRA-Equinet-ENNHRI Platform on Advancing Social and Economic Rights and Socio-Economic Equality. Information on the NCPE's remit and work was also transmitted to Equinet in **reply to surveys and questionnaires** on good practices on harassment and violence against women; discrimination against trans and intersex persons; hate speech; equality bodies' engagement with the Sustainable Development Goals (SDGs); and Equinet's campaign for the 16 days of activism on violence against women. NCPE publications, such as the Annual Report and newsletters, were also disseminated through Equinet's website and newsletter. In addition, the NCPE replied to specific queries by other Equinet members to share information on NCPE work and initiatives related to equality.

2018 was particularly significant for the Council of Europe with the launching of the **Gender Equality Strategy 2018–2023** during a conference in Copenhagen. The NCPE Commissioner moderated a panel of speakers on 'women in decision making' during the launch conference and Hon. Minister Dr Helena Dalli participated in a high-level panel on 'Political commitment: an imperative for gender equality'. The NCPE participated in the drafting of Malta's input to the *Activities and measures at the national level contributing to the achievement of the objectives of the Council of Europe Gender Equality Strategy 2018 – 2023* for this year's reporting period. The NCPE also participated in the plenary meetings of the Gender Equality Commission (GEC) that supports the implementation of the Strategy. Moreover, the NCPE Commissioner was a member of the Drafting Committee to prepare a Committee of Ministers recommendation to prevent and combat sexism, the draft text of which was adopted during the 14th GEC meeting held in December.

The NCPE Commissioner also participated in the plenary meetings of the **European Commission against Racism and Intolerance** (ECRI), a human rights monitoring body which specialises in questions relating to the fight against racism, xenophobia, antisemitism and intolerance.

In relation to the **Universal Periodic Review**, the NCPE reported on the work carried out on equality since 2013 for inclusion in the national report submitted to the United Nations Human Rights Council. The NCPE also delineated actions taken to implement relevant recommendations to strengthen equality in specific spheres. Following such reporting, the NCPE Commissioner was part of the delegation representing Malta for the review that took place in November.

Feedback was also given to various decisions and declarations by the **Organization for Security and Co-operation in Europe** (OSCE) on efforts to promote freedom of religion or belief and combat intolerance and discrimination based on religion or belief; on preventing and combating violence against women; and on advancing women's participation in political and public life.

Furthermore, the NCPE gave feedback and information to European and international entities in reply to queries on specific matters, delineating information on the NCPE's work and remit as well as on initiatives carried out at national level in relation to equality. Research on particular issues of interest, such as the compilation of a paper on the situation of older women in Malta, was also undertaken.

2.3 Media

2018 evidenced a development in the communication work of the NCPE as a communication plan was drawn up to increase the Commission's presence and visibility in the different media.



NCPE Commissioner interviewed on TimesTalk

The NCPE continued to disseminate information and raise awareness through different means of communication in order to reach a wide-range of audiences. The continuous commitment to making effective use of the media was reflected in the constant NCPE presence in broadcast and print media, an increased engagement in social media, regular updates on its website and the enrichment of the newsletter Equality Matters. The total number of **contributions in the traditional media amounted to 347** and the number of **posts in social media totalled 284** during 2018.

Press Statements	9
Answering journalists' questions	15
Articles and features	20
Participation in TV and radio shows	22
Use of social media	284

Press Statements

Nine Press Statements were published in 2018 to inform the public about topical national issues as well as NCPE events. These Press Statements can be accessed from the News section of the NCPE website. Press Statements covered topics such as sexist discourse by public figures and its effect on equality; discrimination against ethnic minorities in the EU; and the recommendation of the European Commission on standards for equality bodies.

Other Press Statements reported the main proceedings of NCPE events, namely: the International Women's Day Conference, the 14th NCPE Annual Conference, the seminar 'Putting the Council of Europe Gender Equality Strategy 2018 – 2023' into action and the launch conference of the project 'Prepare the Ground for Economic Independence'.

Articles and features

The NCPE increased the amount of articles and features published in local newspapers covering various topics and raising awareness on general and specific matters related to equality and human rights. Some of the topics were:

- Basic principles of equality and non-discrimination
- Equality between women and men in sports, in politics, and in science
- The gender pay gap
- Forms of violence against women: sexual harassment and female genital mutilation.

The NCPE also marked international days through articles that supported the aims of such days and advocated their respective values and messages, such as the:

- International Day for the Elimination of Violence against Women
- International Day of the Girl Child
- International Day of Older persons
- International Youth Day
- World Elder Abuse Awareness Day
- International Day against Homophobia and Transphobia.

All articles are available in the News section on the NCPE website.

Answering journalists' questions

The NCPE contributes to articles and features related to equality by replying to questions from journalists from different media organisations. The subjects addressed in 2018 included:

- Equal pay
- Sexist language
- Gender balance in the judiciary
- Domestic violence law
- Migration
- Disabled women and girls
- Equality in Parliament
- Discriminatory adverts

TV and radio

The NCPE regularly participated in TV and radio programmes to discuss issues related to equality and the NCPE's work.

Topics covered in 2018 included: sexual harassment, the gender pay gap, gender balanced participation in politics and gender-based violence at the workplace.



NCPE Commissioner interviewed on TV

Facebook

An indispensable tool to strengthen the relationship with the public, and for the public to be able to interact with the NCPE, is social media. Through Facebook, the NCPE shares its knowledge and boosts the visibility of developments and events related to equality.



NCPE social media post on human rights

With this in mind, the NCPE makes sure to keep its presence alive on Facebook by posting informative, attractive and engaging posts. 281 posts containing images, videos, infographics, testimonials, stories, quotes and blog posts were posted on the NCPE Facebook Page in 2018.

The video posts generated the highest average reach with videos that portray pertinent issues such as migration reaching up to 4,500 people.

Follow NCPE on social media:



NCPE.Malta



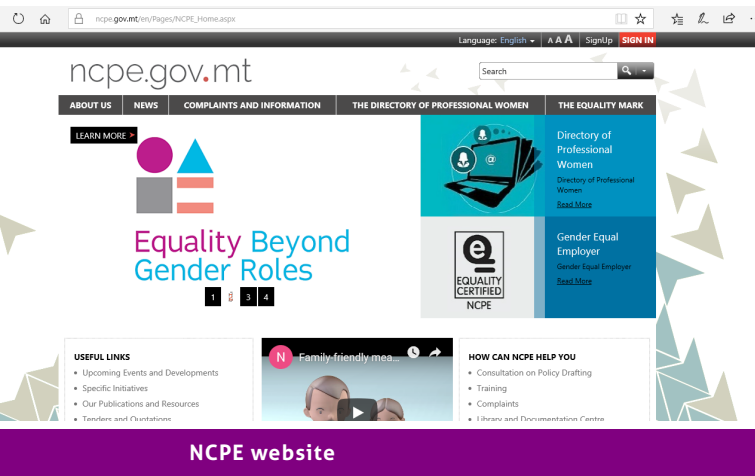
NCPE.Malta



NCPE.Malta

Website

The NCPE website – equality.gov.mt – is a tool for showcasing the latest events, articles, publications and other NCPE work. The **publications and resources** on the website are a source of information for researchers and other stakeholders. In addition, the section Complaints and Information is useful for potential victims of discrimination.



NCPE website

The **Directory of Professional Women** is easily accessible to women who wish to join and to stakeholders who are looking for women professionals in specific areas of expertise.

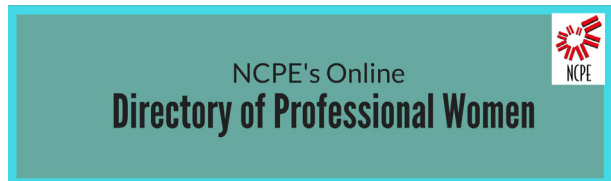
equality@gov.mt

Employers who are interested in applying for the **Equality Mark** can also find information on the certification process.

Go to the NCPE website:



www.equality.gov.mt



- 1 **Gives visibility to professional women**
Highlights women's achievements in the various fields of specialisation and occupations
- 2 **A tool for all those who are looking for a female professional**
Find a fully qualified professional to appoint on decision-making boards/committee.
- 3 **A powerful networking tool**
Promotes role-models
- 4 **Enhance the opportunities of women to assume decision-making positions**
Support women in decision-making positions



Social media advert promoting the Directory of Professional Women

Equality Matters e-newsletter

The NCPE published two editions of the e-newsletter Equality Matters in 2018.

An edition on the **gender pay gap**, published in March, outlined the definitions of the gender pay gap and that of work of equal value, delineated the factors that contribute to the pay gap and measures to address it and gave an overview of a case of gender discrimination in pay investigated by the NCPE.

www.ncpe.gov.mt

The second issue, with an enhanced format, covered the topic of **gender segregation in education and the labour market**. Interesting facts and statistical data related to this topic were presented. In addition, the Equality Matters carried interviews with:

- College Career Advisors and Career Guidance Teachers about how gender still affects school subjects' choice and career opportunities, and
- three professionals who were successful in breaking gender stereotypes in their careers and opted for professions that they enjoyed irrespective of gender.

The *Equality Matters* is disseminated via email, uploaded on the NCPE website and shared on Facebook.



Those interested in receiving the e-newsletter can send an email to NCPE – equality@gov.mt

Female Genital Mutilation (FGM) Awareness Campaign

From the 8 February to 15 February 2018, the NCPE launched an information campaign through posts on the NCPE Facebook page.

The aim of the campaign was to create awareness and disseminate information on FGM in Malta. The hashtag used was #EndFGM. A call to action was issued in the last post and the NCPE study on FGM in Malta was linked for more information. This campaign reached a total of **844 people**.

UN Week of Solidarity with the Peoples struggling against Racism and Racial Discrimination

In line with the UN's initiatives for the UN Week of Solidarity with the Peoples struggling against Racism and Racial Discrimination, the NCPE uploaded posts on Facebook to highlight such initiatives. During the week 19 – 25 March, a total of 6 posts were published on the NCPE



Facebook page, using the UN hashtags for its global campaign: #UNsolidarityweek #StandUp4HumanRights #FightRacism #JoinTogether

As part of this online campaign the International Day for the Elimination of Racial Discrimination was also commemorated on March 21.

A total of 2,639 people were reached through this online campaign.

2.4 Prepare the Ground for Economic Independence

The initiative 'Prepare the Ground for Economic Independence' (PGEI) was launched in 2018⁸⁹. This project focuses on **addressing the gender gaps over the life-cycle**. Besides the public at large, the project targets students, working-age adults and organisations.

As the project develops, students will be empowered to make wise choices with regards to areas of study as today's decisions will have an effect on their future career prospects. To this effect, **a train-the-trainers course** will be delivered to career advisors, career guidance teachers and guidance teachers who will be trained to empower young students to make wise choices in school subjects. The training will also focus on how to deal with obstacles which girls might encounter when they start their professional working-life. This will inevitably aid in developing critical thinking skills in decision-making.

Throughout this project, working-age adults will be made aware of the gender pay gap, the effects of the care penalty and unequal pay for work of equal value, the gender pension gap, and the risk of poverty. This will occur through the implementation of two awareness-raising campaigns.

A **Gender Pay Gap Campaign** will focus on providing information on what constitutes equal pay for work of equal value and the gender pay gap, as well as on the importance of addressing them in order to promote equal economic

independence for women and men. The subsequent campaign will focus on the **Gender Pension Gap** with the aim of raising awareness on the repercussions that career choices may have both in the present and in the future. These campaigns will target the public at large through articles and adverts on newspapers, online adverts, and TV slots on national TV stations as well as radio stations.

The NCPE will be **re-launching the Equality Mark** by introducing an equal pay tool. This tool will be developed through a research study and piloted with five organisations to ensure that it is suited to the NCPE's needs within the national context. A campaign will be launched to announce the new equal pay tool of the Equality Mark as well as to raise awareness on the importance, significance and realities of equal pay for women and men. This campaign will also focus on illustrating the benefits which can be acquired through having the Equality Mark as well as the positive experiences of those already certified.

Moreover, in the last quarter of 2019, the NCPE will be organising **a seminar on the gender pay gap, inactivity and the gender pension gap** through which these topics will be discussed with a panel of speakers, thereby generating discussion and creating further awareness.

Finally, **trade union representatives will be trained on safeguarding equal pay in collective bargaining**. The training

content will be developed through a research study as part of the project and will aim at empowering trade union representatives with knowledge on equal pay for women and men and at providing information on how to ensure that collective agreements are inclusive, equal and fair. The research study will focus on how trade unions in Europe deal with the equal pay requirement during collective agreement negotiations and, if possible, to identify tools developed for this purpose. An information booklet will be presented to each participating trade union.

An **evaluation study** will also be conducted on all of the project's activities.

From September to December 2018, most of the project's procurement calls were drafted and/or launched, and a public call for the posts of a Project Coordinator and a Project Promoter was published.

The project was officially launched through a public conference on the 25 October 2018.

Supported by the Rights, Equality and Citizenship Programme of the European Union (2014 - 2020)

PREPARE THE GROUND FOR ECONOMIC INDEPENDENCE

LAUNCH CONFERENCE

25th October 2018
9:30 - 12:00
The Phoenicia Hotel, Valletta

Book your place by sending an email on equality@gov.mt

Advert promoting the Launch Conference of the 'Prepare the Ground for Economic Independence' project

The project will conclude with a final conference planned to take place in Q2 of 2020, which will also include an award ceremony for those organisations that participated in the Equality Mark piloting process.

Advert promoting the Launch Conference of the 'Prepare the Ground for Economic Independence' project

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2.5 Managing EU Funds

The beginning of 2018 saw the **successful closure of the project 'Equality Beyond Gender Roles' (EBGR)** which was concluded in December 2017. The requested documentation was submitted to the European Commission for the verification and certification of the payments. Subsequent to the

verification process, the European Commission notified the NCPE that everything was found to be in line with the principles of transparency and good governance. The NCPE was therefore funded the remaining balance of the project.

Besides the closure of the EBGR, the focus of the year 2018 was on the submission of application forms for potential EU funding. A total of **four project applications were submitted**. The first submission was 'Prepare the Ground for Economic Independence' (PGEI), dealing with gender gaps over the life-cycle. This project was awarded funding by the European Commission and its implementation was initiated in September 2018.

A second project proposal entitled 'Equal Participation in Leadership Position' (EPLP) was submitted. This proposal focused on women in decision-making positions through a Mentoring Programme designed on the previously implemented pilot project.

The NCPE partnered up with three European organisations to submit a 3rd proposal entitled 'Employers Taking Action Against Parenthood

Discrimination in Europe' (ETAPE). The project aimed at addressing the lack of understanding and available tools on the financial implications of discrimination of pregnant women and new parents at work thereby resulting in continued discriminatory behaviour, unfair dismissal, bullying and demoting.

Both EPLP and ETAPE were not selected for funding.

A final project proposal was submitted in the last quarter of 2018. The proposal 'Developing Inclusive Views for Eliminating Racist Speech for Equality' (DIVERSE) was designed in conjunction with the People for Change Foundation with the aim of addressing discrimination based on race and/or ethnic origin, the meaning and identification of racism and xenophobia, how and where to report it, and mitigating the issue of underreporting. The notification of award is expected in the first half of 2019.

2.6 Training

The NCPE offers training services to private companies, public agencies, schools, hospitals, trade unions, NGOs and other organisations that want to gain an in-depth and practical understanding of topics within its remit. Training is given free of charge to public sector and not-for-profit organisations, and against a nominal fee to private sector entities. During these sessions, besides outlining the relevant information, the NCPE trainers engage in discussions with the participants in order to stimulate thought about the adoption of approaches and the implementation of measures that are conducive to equality.



NCPE training on gender stereotypes to Primary School students

The NCPE gives training on:

Equality law: The basic principles of Maltese equality legislation and EU Directives that are explained and discussed. The NCPE trainers outline the different grounds of discrimination in Maltese law as well as the different spheres it covers. Discussions also focus on the definition of important provisions within the law such as direct and indirect discrimination, victimisation, burden of proof, harassment and sexual harassment.

Different social identities: The different characteristics protected by law are explained in detail. The NCPE highlights that equality is more than simple non-discrimination. Equality entails being attentive to the various needs and concerns of different social groups by taking the needs of everyone into account since the structures currently in place do not necessarily ensure equality in practice. Thus, to achieve equality there has to be a pro-active effort at building inclusive settings.

Harassment and sexual harassment: Harassment and sexual harassment are discussed as a serious form of discrimination, highlighting sexual harassment as a criminal offence. The difference between the two is elucidated and examples provided. The obligations emanating from law related to addressing and preventing sexual harassment are explained, and practical ways to deal with harassment, as well as good practices for its prevention, are outlined.

Diversity management: The term diversity management is discussed in its wider context: diversity management

is not about having different rules for different groups, but is about the valorisation of different identities and the recognition that diversity can lead to better work processes and outcomes. Practical ways of managing diversity are outlined and discussed with the participants.

Gender mainstreaming: The meaning of the strategy of gender mainstreaming is explained and the participants are guided through the gender mainstreaming process. Tools are distributed in the form of booklets and online resources to assist officials in their gender mainstreaming work.

The NCPE asks organisations requesting its training services to indicate the subjects they would like to see addressed and the time they will allocate for the session/s. Most sessions start with an introduction about equality legislation in Malta and the role of the NCPE, giving basic definitions related to equality. More than one topic may be covered during the same session.

NCPE Training in 2018	
No. of training sessions	61
Hours of training	109
No. of participants	940

Gender Mainstreaming

In order to ensure that there is an understanding of the gender mainstreaming strategy and reporting obligations, the NCPE provides regular training and information sessions.

The gender mainstreaming strategy is defined as *“the (re)organisation, 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, by the actors normally involved in policy-making”* (Council of Europe).

Gender mainstreaming has been official Government policy since June 2000, which policy was reiterated in 2012 through OPM Circular No.15/2012 to ensure that policies and practices are gender mainstreamed and to have a consolidated yearly report on developments in this regard. This report is to be forwarded to the NCPE on an annual basis and a synopsis of it is to be included in the department’s annual report.

The NCPE then compiles a single evaluation report for the attention of the Permanent Secretary, Ministry for European Affairs and Equality (MEAE).

From 2012 to 2018, the NCPE delivered 47 training sessions on gender mainstreaming to over 700 public sector employees. In 2018, NCPE gave **two training sessions to 47 public sector employees** on the gender mainstreaming strategy, the reporting template and the related reporting process. Meetings with individual departments/entities were also carried out on request. Moreover, **five detailed information sessions** on gender mainstreaming were held: two to the Malta Union of Midwives and Nurses (MUMN), two at the Institute for Education and one to newly appointed Principals in the Public Service.

GENDER MAINSTREAMING IN PRACTICE

CHECKLIST FOR GENDER
MAINSTREAMING OF
GOVERNMENT ACTION



This publication is supported by the European Union Programme for Employment and Social Solidarity - PROGRESS (2007-2013).
This information does not necessarily reflect the opinion or the position of the European Commission. It reflects the author's view, and the Commission is not liable for any use that may be made of the information contained therein.



Checklist for Gender Mainstreaming for Government Action

A total of **115 gender mainstreaming reports** were received by NCPE in 2018, a considerable increase over the three preceding years. In its evaluation report, the NCPE noted that, whilst the increased reporting on gender mainstreaming is positive and encouraging, reporting quality was generally low. Many reporting templates were filled in with generic statements that did not outline any tangible work related to gender mainstreaming reflecting a situation where the implementation of this strategy is not systematically applied to most Government work.



NCPE Senior Executive, Ms Annalise Frantz, during the launch conference of the project Prepare the Ground for Economic Independence

2.7 Discrimination in advertising

On a daily basis, the NCPE reviews the local newspapers and online media for discriminatory advertisements as defined by the Equality for Men and Women Act (Cap. 456). Article 10 states that:

"... 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..."

Hence, adverts published in newspapers and other media should use inclusive language and images. Where discriminatory adverts are identified, the NCPE formally notifies the publisher and the company, informing them why the advert is discriminatory and suggesting actions to be taken. Response is positive in the vast majority of cases.

In 2018, the NCPE identified **41 adverts that were discriminatory** on the ground of gender in employment.

Type of Adverts	Amount
Text	27
Image	14

Most common discriminatory text in adverts in 2018	NCPE suggestions
Handyman	Handyperson
Salesman	Salesperson
Chambermaids	Cleaner

Type of Adverts	Amount
2018	41
2017	43
2016	27
2015	54
2014	83

Discriminatory Adverts by Means	Amount
Local newspapers	33
Online media	7
Billboards	1

When comparing the number of cases in 2014 with those in 2018, it appears that there has been a sharp reduction in the number of discriminatory adverts over the past four years.

The general public, NGOs and other stakeholders are encouraged to notify the NCPE of discriminatory adverts in the local media so that action can be taken in this regard.

2.8 Requests for Information

Requests for information are received on a regular basis. Such requests are forwarded by the general public as well as various entities and agencies, both local and internationally, requiring information on topics related to the NCPE's remit. Individuals who request information that is not within the NCPE's remit are referred to the relevant entity

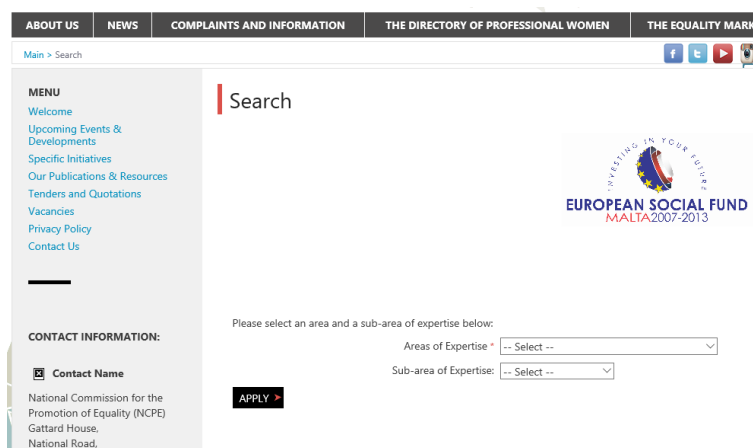
Total Number of Requests for Information received in 2018

2018			
	Women	Men	Total
Sex	42	4	46
Sexual Harassment	5	0	5
Race/Ethnic Origin	5	1	6
Gender Identity, Gender Expression & Sex Characteristics	6	1	7
Age	1	2	3
Sexual Orientation	2	0	2
Religion/Belief	1	0	1
Freedom of Movement	1	1	2
Others / Not within NCPE's remit	14	3	17
Freedom of Movement			84*

*Five RFIs covered more than one ground

2.9 Directory of Professional Women

The Directory of Professional Women aims to give visibility to professional women and their competences in various fields. This online Directory, launched by the NCPE in 2015, includes information about the qualifications, experience and skills of Maltese and Gozitan professional women. It can aid the identification of women in the various sectors for possible appointment on boards and committees and/or to assume decision-making positions in the labour market.



The Directory of Professional Women can be accessed on NCPE's Website

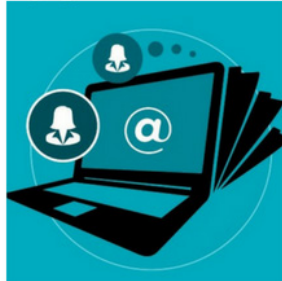
NCPE's Online Directory of Professional Women

www.equality.gov.mt



Are you eligible?

- Five (5) years experience in a decision-making/management position; and/or
- Ten (10) years specialised expertise in a particular field.



Register Today!

- 1) Access the online Directory <https://ncpe.gov.mt/en/Pages/Directory/Register.aspx>
- 2) Sign in using your eID account or your Facebook account
- 3) Insert your details to create your online profile
- 4) Once approved by NCPE, the profile will be made public

National Commission for the Promotion of Equality, Gattard House, National Road, Blata l-Bajda, Malta HMR9010

Tel: +356 2590 3850
Email: equality@gov.mt



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: 80% EU Funds; 15% National Funds
Investing in Your Future



Advert promoting the
Directory of Professional Women

In 2018, the NCPE continued to promote the Directory of Professional Women through the Government Intranet as well as through the NCPE's Facebook Page.

In total, four mail shots were sent through the public sector intranet webmail between February and May along with numerous posts on the NCPE's Facebook page. Besides attracting new profilers, existing profilers were urged to validate and update their accounts. The validation of the account ensures that each profiler is responsible for the data on the Directory and is able to update it accordingly.

Moreover, seven Facebook adverts were developed and published between February and August. These adverts collectively reached 2,830 people. By the end of 2018, **a total of 262 professional women from different sectors were on the NCPE's Directory.** The sector with most professionals is currently the Economy sector with 25% of the share, followed by the Social Wellbeing sector with 12% and the Health Sciences with 11% respectively.

2.10 Library and Documentation Centre

The NCPE Library and Documentation Centre hosts more than 7,000 publications, including a wide range of books, periodicals, journals and newspaper articles on matters related to equality and human rights. The majority of the resources available are linked to themes related to equality on the basis of gender and race in employment and education, in addition to politics, the media, health and religion, European Union issues, and sexual harassment, to mention a few.

Members of the general public, academics, students and other interested persons who conduct research on equality and the various grounds of discrimination can visit the library at the NCPE's offices, by

appointment. In addition, the library's database is available on the NCPE website for easier reference.



The NCPE Library

3. The Equality Mark



The Equality Mark logo

The Equality Mark certification entered its eight year since its inception in 2010. Initially funded through the European Social Fund, the NCPE continued to run this scheme past the end of the co-financing period due to its successful uptake by employers in both the private and public sectors. By December 2018, there were **86 certified organisation employing over 20,800 individuals.**

The Equality Mark is awarded to organisations that make gender equality one of their values and whose management is based on the recognition and promotion

of the potential of all employees: both women and men, and persons with caring responsibilities. Organisations certified with the Equality Mark have to demonstrate a commitment towards best practices in the area of gender equality that go beyond what is mandatory by law.

Certified equal opportunity employers can be identified through the Equality Mark logo. This logo can be used on all outgoing correspondence including recruitment advertising and press statements. The NCPE also promotes certified organisations locally by showcasing their good practices as a standard for other employers to emulate and for job seekers to look out for. There are no application fees and the provision of logos and promotion is also free of charge.

The Equality Mark benefits certified organisations by enhancing their ability to access the full talent pool of human resources and becoming an employer of choice; boosting profitability through improved work processes; cutting costs through higher staff retention; and increasing understanding of different customers' needs and the ability to meet them.

The Equality Mark certification is awarded for a period of two years, at which point a re-certification process is carried out with those organisations that want to retain the Equality Mark.

Ten new organisations were certified with the Equality Mark in 2018, and 25 organisations went through re-certification.

2018		
Certified	1st re-certification	2nd re-certification
EuroBridge Shipping Services Ltd.	ARMS Ltd.	Adi Associates
Kavallier Security Ltd.	be.hotel	Bank of Valletta
Kerber Security Ltd.	Busy Bee Ltd	Directorate for Health Information and Research
Ministry for Energy and Water Management	MEUSAC	Directorate of Pharmaceutical Affairs
Oney Life (PCC) Ltd.	Office of the Permanent Secretary – Ministry for the Economy, Investment and Small Business	Enemalta plc
Oney Insurance (PCC) Ltd.	Office of the Superintendence Public Health	European School of English
Oney Holding Ltd.	Prohealth	Foundation for Social Welfare Services
People and Skin		Grand Hotel Excelsior
Primary HealthCare		HSBC Bank Malta plc
Raketech Group Limited		Intercomp
		Internal Audit & Investigations Dep.
		Malta Gaming Authority
		MAPFRE MSV Life
		Medavia Ltd.
		Nectar Group of Companies
		People & Standards Division
		RSM Malta
		Studioseven Co. Ltd

Certification

All organisations applying for the Equality Mark are assisted by the NCPE in carrying out the necessary assessments and in identifying the best way forward for their specific organisation. The NCPE provides guidance to organisations in implementing the necessary measures, such as drafting an Equality Policy and a Sexual Harassment Policy and putting in place or improving the availability of family-friendly measures.

The Equality Mark is not a simple paper exercise and requires the whole organisation to be committed to gender equality principles in order to ensure that the necessary measures are implemented and enjoyed by all. Top management needs to demonstrate commitment to each of the standards outlined in the Equality Mark certification.

Companies certified with the Equality Mark:

- Implement an Equality Policy and a Sexual Harassment Policy, including internal reporting procedures for cases of discrimination and sexual harassment
- Implement standard operating procedures for recruitment and employment that are based on the principles of equal opportunities
- Provide incentives for men and women with caring responsibilities to remain employed or return to work by offering family-friendly measures, such as reduced hours, telework and flexitime
- Process fairly and transparently requests for family-friendly measures and keep a record of persons applying for such measures

- Ensure equal pay for work of equal value
- Ensure that job descriptions are gender-inclusive and roles assigned are free from gender stereotypes
- Appoint a gender equality representative within the organisation or establish a gender equality committee responsible for acting as a point of reference on equality issues
- Ensure equal opportunities in accessing training, staff development activities, news and other material
- Specify those measures that the organisation undertakes to facilitate participation from employees with caring responsibilities (including those making use of family-friendly measures) should training or other activities need to take place outside the normal working hours or environment
- Ensure that any goods and/or services supplied by the organisation are equally accessible to men and women.

Interested organisations may apply to become equal opportunity employers by contacting the NCPE and discuss the organisation's current scenario and eligibility for the Equality Mark. The Application Form, available on the NCPE website, needs to be submitted duly completed together with the requested documentation. Following review, the NCPE provides feedback and assists the organisation in carrying out the necessary changes that will put it in line with the certification criteria.

The last step of the certification process is a gender equality audit by the NCPE at the applicant's premises.



PHOTO: DOI - Clodagh Farrugia O'Neill

Equality Mark awardees during the NCPE 14th Annual Conference

Re-certification

After the lapse of two years from certification, the NCPE reassesses the criteria and ensures that the commitments taken at certification stage are being followed. As part of the re-certification process, the NCPE asks for the completion of two different questionnaires: one questionnaire to the employer and one questionnaire to a number of randomly chosen employees. Some of the organisation's employees are also required to attend a short training-session by the NCPE on gender equality.

From the replies to these questionnaires, the NCPE verifies that the organisation is upholding equality principles. It also informs the company of identified areas for improvement.

The NCPE notes with satisfaction that most organisations with the Equality Mark opt for re-certification and allow the NCPE to reassess their context from a gender equality perspective.

Following the first re-certification, an organisation is to undergo a re-certification process every three years. Out of the 25 organisations re-certified in 2018, 18 went through their second re-certification process.

4. Building Knowledge and Networks

4.1 Our Conferences

The NCPE organised three conferences and a seminar, namely: International Women's Day Conference, the NCPE Annual Conference, the 'Prepare the Ground for Economic Independence' launch Conference and the seminar Putting the Council of Europe Gender Equality Strategy 2018 - 2023 into action.

Relevant issues raised by the deliberations of these events were taken on board by the NCPE as part of its regular consultation process to strengthen its work to promote equality.

International Women's Day Conference - 5 March

Sexual Harassment: At the Workplace and in the Social Context

Sexual harassment, in the context of the wide reporting of such incidents internationally, was the focus of discussions during a well-attended conference organised to mark International Women's Day. The objective of the seminar 'Il-Fastidju Sesswali: Fil-Post tax-Xogħol u Fil-Kuntest Soċjali' (Sexual Harassment: At the Workplace and in the Social Context) was to raise awareness on the topic and to encourage everyone in society to work towards the prevention and combating of sexual harassment throughout the social, economic and political spheres.



PHOTO: DOI - Clodagh Farrugia O'Neill

Commissioner Ms Renee Laiviera and Minister Dr Helena Dalli during NCPE's event marking International Women's Day

Short video-clips gave an overview of the experiences of victims of sexual harassment and on the empowerment of women to speak up about their cases.

Dr Lara Dimitrijevic presented a paper on sexual harassment at the workplace, delineating rights and responsibilities emanating from law. She also facilitated a panel discussion with representatives from the Department of Industrial and Employment Relations (DIER), trade unions and an employers' association.

The relation between sexual harassment and power was then addressed by Dr Marceline Naudi, who also led a panel with representatives from Aġenzija Żgħażaġh, SportMalta, the Education Department and the Maltese Confederation of Women's Organisations (MCWO).

Annual Conference – 28 May

The 2018 Annual Conference focused on the:

- Promotion of equality through the NCPE's work in 2017
- Investigations of alleged cases of discrimination
- The Equality Mark Award
- Equality at the Workplace

Seven newly certified organisations were awarded the Equality Mark by Hon. Minister Dr Helena Dalli, whilst another 14 organisations were re-certified. This award is given to companies that truly foster gender equality in their work policies and practices.



PHOTO: DOI - Clodagh Farrugia O'Neill

NCPE 14th Annual Conference

The complaints and investigation process was then delineated, and two cases were outlined, concerning:

- unfair treatment on the grounds of race and ethnic origin
- alleged discrimination in the supply of goods and services on the grounds of gender

equality@gov.mt

A presentation by Ms Michelle De Giorgio (HR and Admin Manager, Adpro-Instruments Ltd) addressed equality at the workplace emphasising pro-active measures by employers to make the workplace inclusive for everyone. This entails addressing the needs and barriers faced by different social groups, as well as implementing measures to actively prevent and deal with discrimination and harassment. Workshops followed with participants discussing this topic in more depth.

Seminar on Putting the Council of Europe Gender Equality Strategy 2018 - 2023 into action – 4 October 2018

The seminar focused on where Malta stands in relation to the objectives of the *Council of Europe (CoE) Gender Equality Strategy 2018 - 2023* and the way forward in this regard. The strategy addresses the main obstacles that are hindering the achievement of gender equality, and is aligned with the vision and framework for the CoE Member States including Malta.



PHOTO : DOI - Kevin Abela

NCPE Seminar on the CoE Gender Equality Strategy 2018-2023

www.ncpe.gov.mt

In a video-message, Ms Gabriella Battaini-Dragoni, the Council of Europe's Deputy Secretary General, introduced the CoE Gender Equality Strategy 2018 - 2023. A critical approach on the situation in Malta in relation to the strategic objectives of the CoE Strategy was presented by several speakers: Dr JosAnn Cutajar, Dr Marceline Naudi, Dr Lara Dimitrijevic, Prof Carmen Sammut, Dr Katrine Camilleri and the NCPE Commissioner Ms Renee Laiviera. The state of play, outstanding challenges and the way forward were then discussed with participants in workshops.

Launch Conference 'Prepare the Ground for Economic Independence' – 25 October

A conference to launch the project, and inform the general public as well as relevant stakeholders of the initiatives to be undertaken through the 'Prepare the Ground for Economic Independence' project, was held on the 25 October. Equality Mark representatives, guidance

teachers, union members and government officials were invited to participate. The event was also disseminated on the Intranet for the Public Sector and on the NCPE social media.

The conference was opened by Minister for European Affairs and Equality Hon. Dr Helena Dalli during which she remarked that equal economic independence for women and men, not only strengthens gender equality, but also boosts the country's economic growth, prosperity and competitiveness. The NCPE Commissioner provided an overview of the current situation in Malta with regards to gender inequalities related to economic independence that contribute to the gender pay gap. Ms Annalise Frantz, the NCPE Senior Executive (Projects), then gave an overview of the activities of this project which is co-financed by the Rights, Equality and Citizenship Programme 2014-2020.

4.2 Fora and Networks

The NCPE is a member of various networks, committees and boards and participates in their respective events.

European Network of Equality Bodies (Equinet)

Equinet, a network registered in Belgium, brings together 45 national Equality Bodies from 33 European countries that counteract discrimination across a range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation. The network is funded by the European Commission.

Equinet promotes equality in Europe through supporting equality bodies to be independent and effective as valuable catalysts for more equal societies. The

NCPE actively participated in Equinet's events throughout 2018 as in previous years.



NCPE Officer Ms Antoniella Gatt participating in an Equinet workshop

EU Advisory Committee on Equal Opportunities between Women and Men

The Advisory Committee on Equal Opportunities for Women and Men assists the European Commission in formulating and implementing the European Union work aimed at promoting equality between women and men.

Created in 1981 by the European Commission Decision relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men, the Advisory Committee delivers opinions to the Commission on issues of relevance to the promotion of gender equality in the EU.

It comprises representatives of EU member states, social partners at EU level and NGOs, fostering ongoing exchanges of experiences, policies and practices between EU countries and the various parties involved.

In 2018, two opinions were submitted to the European Commission, namely: *New Challenges for Gender Equality in the Changing World of Work, and Future gender equality policy after 2019: old and new challenges and priorities.*

The NCPE Commissioner was elected the first vice-chair for 2019.

European Institute for Gender Equality (EIGE) Experts' Forum

The Experts' Forum is EIGE's advisory body. Its principle function is to provide expertise knowledge in the field of gender equality.



EIGE logo

It is composed of members from competent bodies specialised in gender equality issues from every Member State of the EU. Each country has both a member and an alternate and there are two members designated by the European Parliament, as well as three members designated by the European Commission and representing interested parties at the European level.

High Level Group on Gender Mainstreaming of the EU

The High Level Group on gender mainstreaming is an informal group created in 2001 and comprises high-level representatives from all member states responsible for gender mainstreaming at national level. It is chaired by the European Commission at regular meetings convened twice a year in close collaboration with the Presidency.

The HLG plays a key role for the EU gender equality agenda, including in the formulation, programming and implementation of the EU Gender Equality Pact and the Trio-Presidencies Programme. It helps the Presidencies and the Commission to identify gender

equality subjects and priorities which are of political relevance. The HLG is also the main forum for planning the follow-up of the Beijing Platform for Action inside the EU and for preparing the annual meeting of the UN Commission on the Status of Women. It also assists the Commission in the preparation of its Report on equality between women and men.

Gender Equality Commission (GEC) – Council of Europe

The Gender Equality Commission (GEC) was established to help ensure the mainstreaming of gender equality into all Council of Europe policies and to bridge the gap between commitments made at international level and the reality of women in Europe. The Commission, whose members are appointed by State Parties, provides advice, guidance and support to other Council of Europe bodies and to State parties. The Gender Equality Commission supports the implementation of the six objectives of the Council of Europe Gender Equality Strategy. The NCPE's Commissioner attends the GEC plenary meetings that are held twice a year.

European Commission against Racism and Intolerance (ECRI)

ECRI is a human rights body of the Council of Europe, composed of independent experts, which monitors racism, xenophobia, antisemitism, intolerance and discrimination on grounds such as race, national/ethnic origin, colour, citizenship, religion and language. It prepares country reports on developments and issues recommendations to States under review. The NCPE's Commissioner is a member of the European Commission against Racism and Intolerance (ECRI).

Committee of the Parties to the Istanbul Convention

Malta's representative in the Committee of the Parties of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), composed of the representatives of the Parties to the Convention is the NCPE's Commissioner. The Committee of the Parties may adopt specific recommendations addressed to the Parties concerned on the basis of the reports and conclusions of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO).

Mutual Learning Programme on gender equality

The mutual learning programme on gender equality aims to reinforce mutual learning among EU countries. The programme focuses on policy measures as well as concrete and existing examples. It addresses both the opportunities and limitations of real life implementation. The programme provides an opportunity for the stimulation of debate and exchange of experience between governmental representatives, independent experts and other relevant stakeholders. The ultimate aim is to facilitate the dissemination of good practices on gender equality in the EU.

European Social Cohesion Platform

The objective of the European Social Cohesion Platform is to enhance the Council of Europe's work in the area of social cohesion, in particular through the promotion of the European Social Charter and its collective complaints procedure in order to ensure equal and effective access to social rights.

Committees and Boards

In 2018, NCPE sat on a number of Committees to promote equality between men and women, equal opportunities and non-discrimination that relate to a horizontal priority across all these programmes.

- **Project Selection Committee (PSC):** This Committee evaluates and selects project proposals submitted under the General Programme Solidarity and Management of Migration Flows.

- **Interreg Italia-Malta 2014-2020 Executive Committee:** The Interreg Italia-Malta 2014-2020 is a cross-border Programme which covers the Maltese Islands and several regions in Sicily. This Programme aims to reinforce sustainable growth at the cross-border level with a particular focus on the Research & Innovation sectors, foster the competitiveness of small and medium-sized enterprises, protect the environment as well as promoting actions which mitigate the effects of climate change whilst also addressing the area's natural and anthropic risks. One of the principles of the Programme is "equality between men and women and non-discrimination". As part of the Executive Committee of this Programme, NCPE gives feedback on the equal opportunities section of the project proposal. The NCPE also sits on the programme's Monitoring Committee.

- **The European Fisheries Fund Monitoring Committee:** The European Fisheries Fund (EFF) 2007-2013 contributes to realising the Common Fisheries Policy (CFP) objectives, which specifically consist of ensuring the conservation and sustainable use of marine resources. The NCPE sits on the Monitoring Committee that assesses progress in reaching the objectives of

the operational programme for Malta and analyses and approves the selection criteria for the financed operations. The NCPE's role is to give horizontal feedback on issues related to equality.

- **The Rural Development Programme for Malta under the European Agricultural fund for Rural Development 2007-2013:** The objective of this programme is to reduce economic and social disparities within the European Economic Area.

- **PPCD - Operational Programme I and Operational Programme II:** The role of the Monitoring Committee is to monitor the effectiveness and quality of the implementation of the Operational Programme, in accordance with Articles 49 and 110 of Regulation (EU) 1303/2013.

- **Asylum, Migration, Integration Fund (AMIF) 2014-2020:** The AMIF is a mechanism to enhance, through financial assistance, effective management of migration flows to the EU, in particular by sharing responsibility between Member States and strengthening cooperation with third countries. In Malta, the programme focuses on asylum and reception, integration, return and solidarity.



**NCPE Senior Manager
Ms Stephanie Magro Gazzano registering for
Equinet's AGM**

5. Financial Overview

During the financial year 2018, the NCPE received government funding amounting to €350,000 (2017 – €350,078). Other income amounted to €800 mainly made up of payments to the NCPE for service provision. Total recurrent cost amounted to €394,305 (2017 – €349,019) thereby registering a deficit of €42,134 for the year ending 31st December 2018.

Staff Costs and Honoraria increased to €346,992 (2017 – €310,596) representing 88% of the total costs. This increase resulted mainly by wage increases brought about by the collective agreement.

Administrative costs amounted to €47,313 (2017 – €38,423). As in previous years, these costs are being kept to a minimum. The main administrative costs are listed hereunder:

	Eur €
Legal and Professional fees	18,757
Stationery, Printing and Postage	7,915
Office related costs	6,949
Travelling & Transport	6,495
Other	7,197
	<hr/> 47,313

The NCPE focuses on the investigation of complaints as per Chapter 456 of the Laws of Malta as well as the promotion of equality and research in this context. The NCPE regularly submits a number of proposals for EU Funding so as to be in a position to further its research and its training and awareness-raising activities. During 2018, the NCPE actively focused on 'Preparing the Ground for Economic Independence', which project commenced in September 2018 and is set to be completed by the end of August 2020. It is part-financed by the Rights, Equality and Citizenship Programme 2014-2020. The project total budget amounts to €394,202.

Looking Ahead

The NCPE will, in 2019, continue to devise strategies, deploy resources and use its expertise to address discrimination in its different forms and enhance equality in practice.

Fulfilling its legal mandate, the NCPE will continue to investigate complaints of discrimination in a fair, independent, confidential and timely manner.

Participation in EU and international fora and networks will develop and strengthen the NCPE's knowledge and capacity on a wide-range of topics and enable the exchange of good practices with other stakeholders.

Through the provision of training and the organisation of seminars and conferences, the NCPE will raise public awareness on practices that foster inclusion, value diversity and prevent discrimination.

Awareness on equality will also be raised through maintaining a regular presence in online, broadcast and print media. Moreover, the NCPE will provide its input from an equality perspective to national and international consultation processes.

The Equality Mark will, in 2019, be enhanced as part of the project 'Prepare the Ground for Economic Independence'. In fact, this work will be over and above the ongoing certification and re-certification

of companies. The implementation of this project will entail several other initiatives, namely awareness-raising campaigns addressing the gender pay gap and the gender pension gap, along with a seminar on the gender pay gap. Research studies on equal pay tools as well as research on equal pay during trade unions' negotiations of collective agreements will be conducted. Sessions with career guidance teachers are also planned.

The Directory of Professional Women will be regularly promoted on the Public Sector intranet to give visibility to women in various professional fields.

It is envisaged that the Equality Bill and the Human Rights and Equality Commission Bill, that are reaching their finalisation stage following a wide consultation process, will be discussed in Parliament in 2019. On the enactment of these two Bills, the NCPE will become a National Human Rights Institution, whilst maintaining its role of an equality body. The NCPE looks forward to this change and is committed to ensure a smooth transition to a stronger institution that will be better able to tackle discrimination and promote human rights for all members of Maltese society.



**NATIONAL COMMISSION
FOR THE PROMOTION OF EQUALITY**

4th Floor, Gattard House
National Road, Blata l-Bajda
Tel: 2295 7850

www.ncpe.gov.mt