



# The National Commission for the Promotion of Equality

**ANNUAL REPORT 2021**

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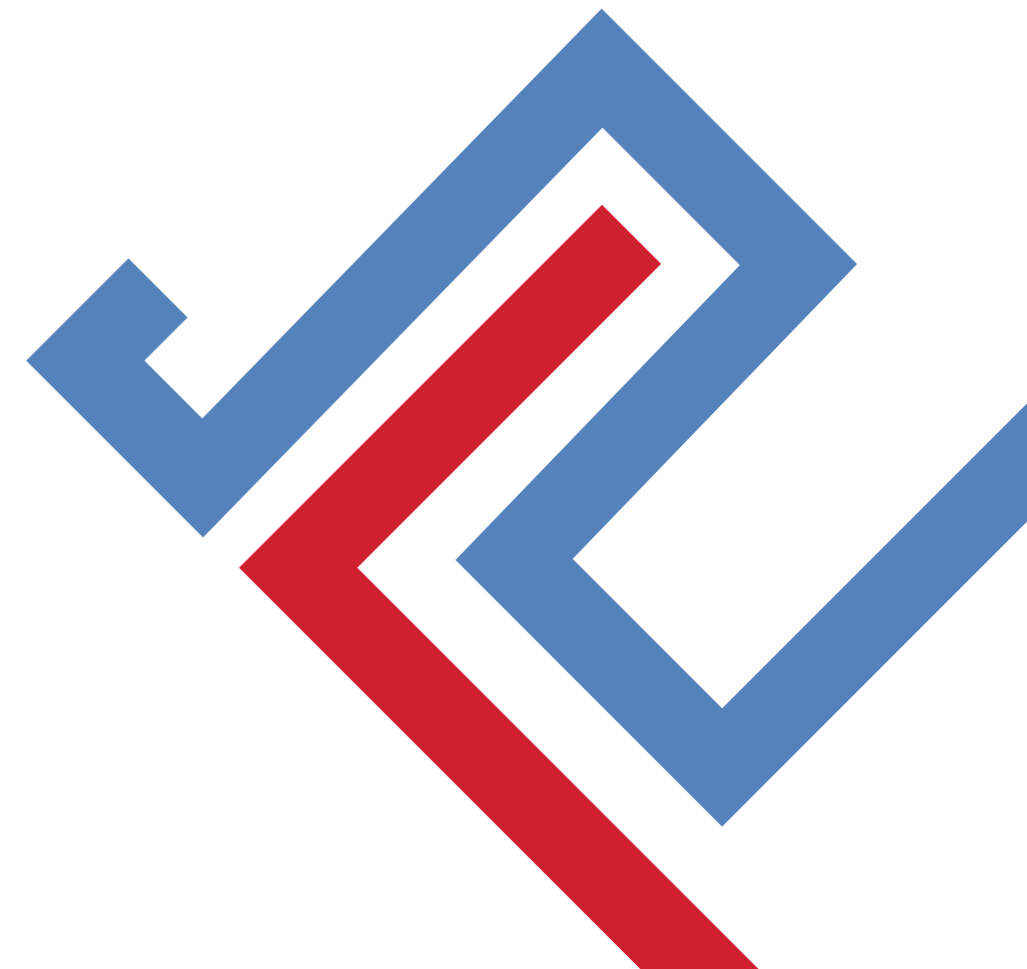
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## What We Stand For

The National Commission for the Promotion of 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 85/2007, Equal Treatment of Persons Order.

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



## Minister's Message



*Hon. Dr. Byron Camilleri, Minister for Home Affairs, Security, Reforms and Equality*

Equality is an important value in our society, which needs to be safeguarded, nurtured, and strengthened.

One way of doing so, is to promote and market the importance of achieving equality, tolerance and finally, respect. In this regard, the Government's commitment is very clear and tangible. We want a fairer and equal Malta, to all.

The current Parliament formation, as appointed after the last general election, is a vivid example of the Government's commitment. Malta has consistently lagged in the balanced representation of women in Parliament. Albeit this present administration had pressed ahead with the appointment of women to key positions, in Parliament, the underrepresented sex was still of a high margin.

Following the approval of new amendments to the national legal framework to put in place a gender corrective mechanism through cross-party agreement, today 28% of our Parliament is made up of female representatives.

That is certainly a huge stride forward, but we did not cross the finish line. We need to work more in this field to attain the ideal scenario of having more female representatives in Parliament elected without any corrective mechanisms.

More female representation is one side of equality in Malta. There are others. We need to be more flexible when it comes to employment conditions.

The excess to employment should not be tampered by any conditions that affect one over another. The first Remote Working Policy for the public service, introduced in October 2021, offers full flexibility to public service employees to carry out their work from different places beyond their formal office on a regular basis. This policy facilitates a transition to new realities and fosters opportunities for digital working flows.

Moreover, the Government is working to further strengthen family-related leaves and flexible working arrangements through the implementation of the EU Work-Life Balance Directive, which entered into force in 2019.

Through such measures families will be better able to reconcile work and family life and curtail the gap in unpaid care responsibilities between women and men.

I am also proud that Malta continues to occupy the number one spot on the ILGA-Europe Rainbow Index for the seventh year in a row. We are committed to continue advancing equality for the LGBTIQ community in the years ahead. Respecting diversity is also important on the grounds of race and ethnic origin. A systematic approach to address racism and discrimination was thus sought to ensure that different stakeholders endorse equal treatment across all spheres of society.

Whilst recognising the significant progress made to enhance equality, as registered over the years, more work needs to be done to ensure that everyone can develop their potential without any discrimination. I pledge my commitment to work hard to ensure that our society effectively embraces equality, inclusion, and diversity for the benefit of everyone in society. In this regard, I would like to thank the NCPE that works hard towards such an aim. We should all work together for equal rights and respect for all.

## Parliamentary Secretary's Message

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the past decades and this is due to our commitment to continuously establish and secure a strong legislative framework that reflects the society we live in. The effects of the COVID-19 pandemic have exacerbated existing inequalities. As we convalesce our economy after the huge effects left by this pandemic, we are presented with an opportunity for radical, positive action to redress long-standing inequalities in multiple areas of our society, and build a more just and resilient country.

The Gender corrective mechanism was used for the first time during the 14th legislature, and I must say that it yielded us with another national achievement. I am proud to say that today we have a parliament that is undoubtedly the most gender-balanced in the last 70 years. The unanimous approval of this mechanism shows that Malta is eager to keep working to increase female representation in politics as this will definitely further enhance our democracy. I look forward to working on more reforms that will enhance diversity and representation in Parliament. For instance, the introduction of more family-friendly measures will definitely help working parents balance their political and family responsibilities.

The Gender Equality Index 2021, which is an instrument on a European Level that measures the progress and achievement of equality in Member states, has recognised the fact that Malta is on the right path in achieving a high level of equality in our society. In fact, Malta managed to make it on the list of countries that had the highest progression with regard to policies and laws relevant to equality. Undoubtedly, this is not enough, hence, we are determined more than ever to keep achieving better results. In 2023, Malta will be hosting the Europride. This celebration would be serving as a platform for everything we truly believe in, that of equality from the heart.



*Hon. Rebecca Buttigieg, Parliamentary Secretary for Reforms and Equality*

During the past decade, Malta has established itself as a pioneer in the equality and the advancement of human rights through the recognition of minority groups in our society. ILGA- Europe, published a report on the legal protection against violence, recognition of their families and identity, and social acceptance of individuals part of the LGBTIQ+ community. For the seventh consecutive year, Malta placed first on the Rainbow Index 2022. As a Government, our track record on equality speaks for itself and our commitment to legislate in favour of more civil rights shall always remain at the top of our agenda.

In conclusion, I would like to thank the work of the NCPE and all stakeholders who contribute to create a more equal society on a daily basis. We have a bold commitment to accelerate progress and build forward a society that places equality, in all its aspects, at the centre of all our national laws and policies.

## Commissioner's Message



Ms Renee Laiviera, NCPE Commissioner

As the Covid-19 pandemic entered its second year, we at the NCPE worked hard to strengthen the promotion of equality in the various sectors of Maltese society. Indeed, in 2021, various initiatives were undertaken to ensure that individuals and minority groups facing discrimination can enjoy their rights in full.

At EU level, in 2021, as a member of the Advisory Committee on Equal Opportunities for Women and Men, I chaired the working group drafting the '**Opinion on the care gap in the EU: a holistic and gender-transformative approach**'. This Opinion focused on measures taken and to be taken at Member State and European level to address the care gap and care work in a gender-transformative way. This Opinion aimed to help the European Commission develop its policy to further tackle the issue of the gender care gap as well as to provide support for policy development.

In addition, in order to ensure that the work undertaken on equality at European level is further disseminated at national level, in 2021 we forwarded previous Opinions of the Advisory Committee to relevant high level policy-makers. In this way we sought to enhance collaboration and encourage the sharing of measures and actions at national level in different spheres related to gender equality. At domestic level, as NCPE Commissioner, I have the power and responsibility to **investigate any complaints**

**alleging discrimination** on the grounds of 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, as well as education; racial/ethnic origin and sex in the provision of goods and services and their supply; and freedom of movement for workers in the EU. In 2021, 24 investigations were initiated, two of which were ex officio investigations.

A regular event on the NCPE calendar is the annual conference commemorating International Women's Day. During the 2021 event, we presented the findings of the **research study on the distribution of unpaid household and caring responsibilities during the Covid-19 pandemic**, which was disseminated in June and July 2020. These findings suggest that, during the pandemic, the increase in the number of hours spent doing household tasks and childcare increased more for women than for men, while the time spent on leisure, personal care and sleep decreased more for women than it did for men. These findings show that much more work needs to be undertaken to enhance work-life balance for all, but particularly for women.

Another initiative took place in August when **an online survey targeting young people** (15 to 29 years) was disseminated. The objective was to gather data on young people's awareness on discrimination and sexual harassment, their knowledge on the NCPE's role in this regard, and expectations with respect to the NCPE's implementation of its mandate. The survey results showed awareness on the prohibition of discrimination and sexual harassment, and on the meaning of discrimination and sexual harassment. However, there was a general lack of awareness among all age brackets and genders on reporting discrimination and sexual harassment cases.

In addition, we continued giving input and contributions to **policies and legislation** at the national, European

Union, and international levels that are vital to promoting equal opportunities to different individuals and groups in Maltese society.

The **NCPE Equality Mark Certification** continued to attract 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. The Equality Mark is awarded for a period of two years, following which interested organisations are recertified. By December 2021, there were 123 certified organisations employing over 29,250 individuals.

In the context of achieving equal pay for work of equal value, we have been focusing on the way to reinforce the NCPE Equality Mark Certification with the **NCPE Equal Pay Tool**. The aim of this tool is to check the organisation's equal pay for work of equal value between women and men during Equality Mark audits. During this year, we continued working to fine tune the tool for easier interpretation of results.

We have always considered **communication** as essential to reach and interact with target audiences to enhance equality in Maltese society. In 2021, **62** contributions were made in the traditional media, including press statements, articles and features, replies to journalists' questions, and participation in TV and radio programmes. Moreover, compared to the previous year, we have increased the number of posts on our Facebook, Instagram, and Twitter accounts to 654 with the aim of reaching more audiences and providing information on a wide range of topics in the context of equality.

Although Malta has passed several important laws and has made significant leaps in LGBTIQ+ rights, discriminatory perceptions on LGBTIQ+ persons are still widespread in

our society. In fact, around 80% of the Maltese believe there is something wrong in a sexual relationship between two persons of the same sex.<sup>1</sup> In this context, we are working on a qualitative research study to analyse the discrimination faced by the LGBTIQ+ persons in Malta, in various sectors of life. Furthermore, the NCPE staff attended capacity-building sessions on LGBTIQ+ related matters whilst awareness-raising initiatives were developed. These initiatives are part of an EU co-funded project, '**Empowerment for Diversity**' (EAD).

**Training** is a key component in supporting equality and diversity. In 2021, we continued giving training on equality legislation, different social identities, harassment and sexual harassment, diversity management, and gender mainstreaming. Such training sessions were given to various groups, working in both the private and the public sectors. In 2021, we delivered 49 training sessions to 905 participants.

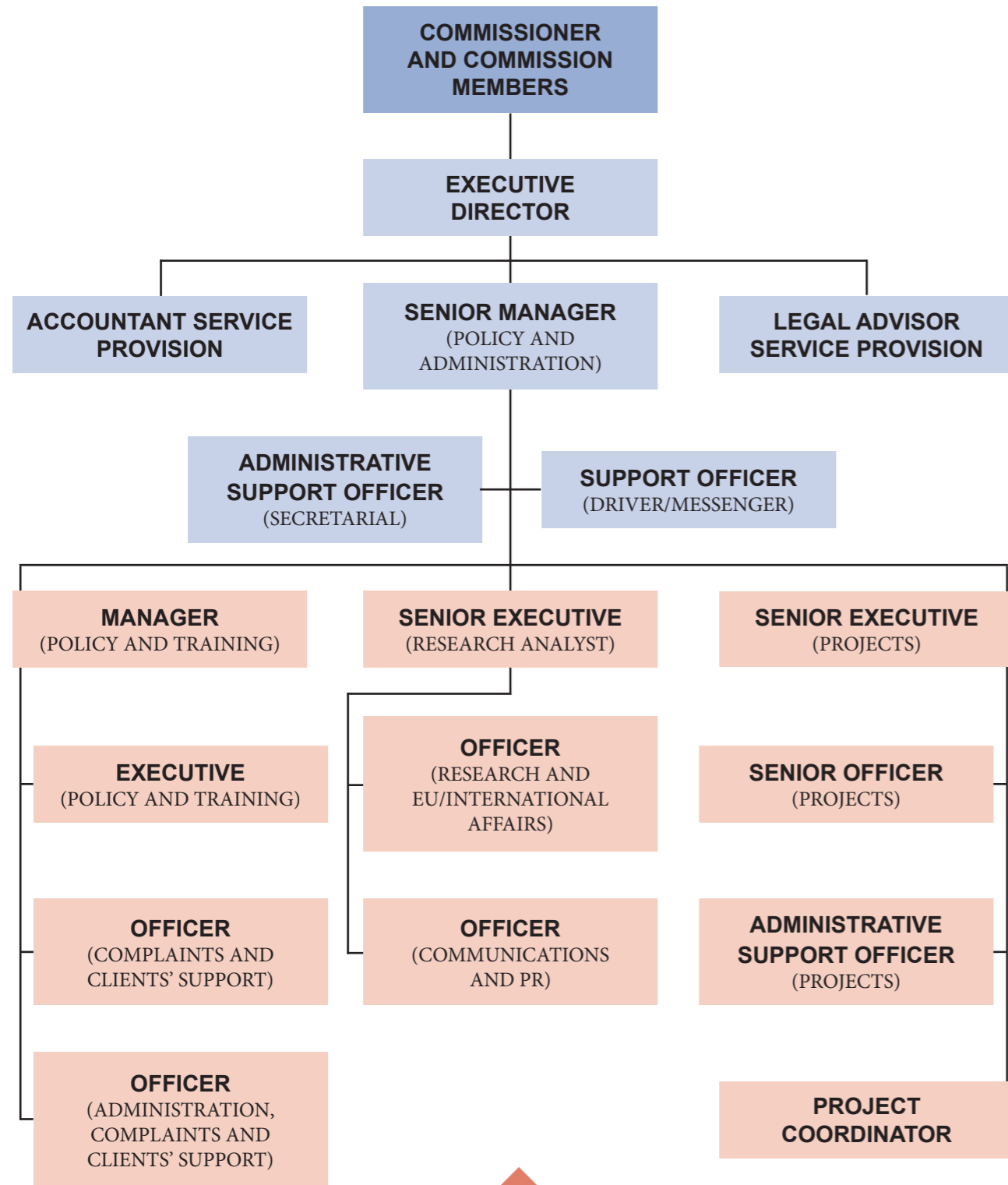
The way forward entails the transformation of the NCPE into the National Human Rights and Equality Commission answering directly to Parliament, with a wider remit and powers to grant effective remedies to victims of discrimination. We look forward to this development in the near future.

In conclusion, I would like to thank Minister for Equality, Research and Innovation, Hon. Dr. Owen Bonnici, for his work and commitment to safeguarding equality. I would also like to thank the Commission members for their dedication and support and the NCPE team for their ongoing work reflected in this annual report.

Finally, I augur that 2022 will be another fruitful year for us all to combat discrimination and ensure equal treatment in Malta.

<sup>1</sup> [https://ec.europa.eu/info/sites/default/files/ebs\\_493\\_data\\_fact\\_lgbti\\_eu\\_en-1.pdf](https://ec.europa.eu/info/sites/default/files/ebs_493_data_fact_lgbti_eu_en-1.pdf)

## NCPE Organisation Chart 2021



## The Commissioner and Commission Members in 2021

**The Commissioner:**

Renee Laiviera

**The Commission Members:**

- Dr Claudine Borg
- Mary Galea Debono
- Prof. Mark Anthony Falzon
- Mario Mallia
- Samantha Pace Gasan
- Adam Scerri
- Lorraine Spiteri

# 1 | Equality in Malta

## 1.1 An Overview of Developments in 2021

In the second year dominated by the Covid-19 pandemic, significant developments in the sphere of equality took place.

This section outlines the most important measures, statistics, reports and events that shed a light on or impacted equality in Malta for persons of different sex, sexual orientation, gender identity, race/ethnic origin, religion/belief and age, highlighting both the progress achieved over the years as well as the challenges that need addressing.

### SEX AND FAMILY RESPONSIBILITIES

The **employment rate of women** continued to rise and reached 66.2% in quarter three of 2021<sup>2</sup> notwithstanding the Covid-19 pandemic. This represents a 1.6% increase over 2020, when the female employment rate stood at 64.6%, and a 3.4% increase over 2019, when the rate stood at 62.8%. The male employment rate stood at 83% in quarter three of 2021, 81.7% in 2020 and 82.4% in 2019<sup>3</sup>.

Although the pace of female employment growth has slowed down in the past two years the percentage of women in employment has significantly increased from 55% in 2016 to 64.6% in 2020<sup>4</sup>, an increase of 9.6% over five years. However, the gap between male and female employment rates remains wide and the percentage of employed women aged 55 to 64 remains very low – 34.1% in quarter three of 2021, a decrease from 37.7% in 2020<sup>5</sup>.

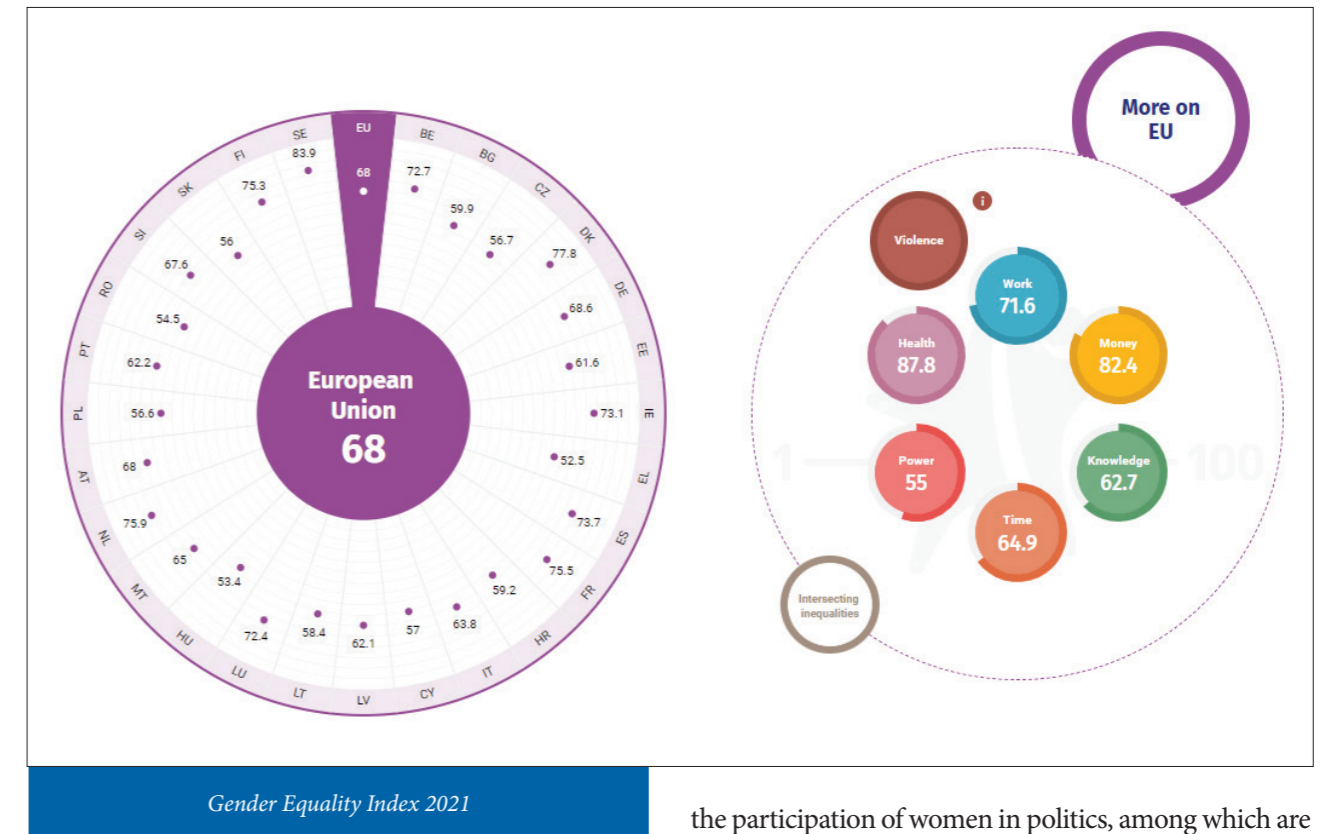
One of the measures that has contributed to increasing the number of women in the labour market – the **in-work benefit** scheme that assists couples with children and single parents earning below a certain income – was strengthened in the 2022 Budget through an increase in the rates payable to all beneficiaries<sup>6</sup>. Moreover, the free **childcare service** is to be extended to cover service to parents who work in the evenings, at weekends, or organised in shifts<sup>7</sup>. It was also announced that Government will commence talks at the Malta Council for Economic and Social Development (MCESD) level on the European Union (EU) Directive on parental leave and work-life balance to be implemented by August 2022<sup>8</sup>.

In March 2021, the European Commission launched its proposals for **binding pay transparency measures**. The proposal envisages several different measures such as: pay transparency for job-seekers; prohibition on employers to ask prospective workers about their pay history; the right to information for employees; public reporting on the gender pay gap for employers with at least 250 employees; and joint pay assessment between employers' and workers' representatives where there is a gender pay gap of 5% or more<sup>9</sup>. The draft text of the Directive was discussed in the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) throughout 2021.

Malta's increase in female participation in the labour market was the main factor which contributed to its improvement in the **Gender Equality Index 2021** published by the European Institute for Gender Equality (EIGE)<sup>10</sup>. Since 2010, Malta increased its score by 10.5

points, second to Luxemburg which increased its score by 11.2 points. However, Malta's overall score of 65 is still below the European average of 68. Malta's score is particularly low in the domain of Power<sup>11</sup> where it scores a mere 37.5 compared to the European average of 55.

of power, thus addressing the longstanding democratic deficit whereby half of the country's population has been consistently and heavily underrepresented in the highest institution. The NCPE also augured that this law is accompanied by other measures needed to increase



In order to address the strong and persistent gender imbalance in political decision-making, a cross-party agreement in April 2021 led to the approval by Parliament of a **gender corrective mechanism** which will allocate additional Parliamentary seats to the under-represented sex when one sex obtains less than 40% of the seats. The NCPE welcomed the law establishing the gender corrective mechanism, stating that it will have a direct and tangible effect on improving equality in the domain

the participation of women in politics, among which are a family-friendly Parliament, the eradication of gender stereotypes and action by political parties to ensure equal gender representation and participation at all levels within their entity as well as to field more women candidates to contest general elections<sup>12</sup>.

An audit by the Office for Democratic Institutions and Human Rights (ODIHR), with the help of the NCPE, began assessing the gender sensitivity of the **Maltese Parliament**<sup>13</sup>. The participatory gender audit, led by

<sup>2</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021

<sup>3</sup> National Statistics Office (NSO), October 2021, Key Indicators on the Labour Market: 2015-2020

<sup>4</sup> Ibid.

<sup>5</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021

<sup>6</sup> Budget Speech 2022, p. 32, 33

<sup>7</sup> Ibid. p. 34

<sup>8</sup> Ibid. p. 35

<sup>9</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52021PC0093>

<sup>10</sup> <https://eige.europa.eu/gender-equality-index/2021>

<sup>11</sup> In this domain, EIGE measures gender equality in the highest decision-making positions across the political, economic, and social spheres.

<sup>12</sup> [https://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2021/Press%20Statement%20-%202023%20April%202021%20-%20EN.pdf](https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2021/Press%20Statement%20-%202023%20April%202021%20-%20EN.pdf)

<sup>13</sup> Department of Information, PR211786

Ms Meg Munn, a former Minister for Women and Equality and a former Member of Parliament of the United Kingdom, was launched in September via a workshop that saw the involvement of political parties, public entities and civil society. It aims to assess women's participation in the different spheres of Parliament, identify challenges and issue recommendations.



ODIHR's visit to the NCPE's offices

Several initiatives to address violence against women were launched in 2021. Malta's **National Strategy on Gender-Based Violence and Domestic Violence 2021-22** was unveiled in June. The Strategy includes an Action Plan that covers policies and data collection, prevention, protection and support, and prosecution. It aims to ensure that Malta fully implements the Istanbul Convention through legislation, policies and service provision<sup>14</sup>.

In September, the Commission on Gender-Based Violence and Domestic Violence and the Faculty of Social Wellbeing, within the University of Malta, signed a Memorandum of Understanding aimed at enhancing knowledge and awareness on the effects of domestic violence<sup>15</sup>. The Commission on Gender Based Violence and Domestic Violence also launched a pilot study on the Safe Dates programme - a violence prevention programme designed for adolescents. The main objective of this pilot study is to evaluate whether the implementation of the Safe Dates programme is effective in changing the beliefs and attitudes of Year 10 Personal, Social and Career Development (PSCD) students on dating abuse, and to gather feedback from PSCD teachers on the implementation of the programme<sup>16</sup>.

After Malta's National Action Plan on **Women, Peace, and Security** was approved by Cabinet in December 2019, the Oversight Committee responsible for monitoring and evaluating its implementation convened for the first time in March 2021. The National Action Plan seeks to implement the United Nations Security Resolution 1325 on Women, Peace and Security. This Resolution reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peacebuilding, peacekeeping, humanitarian responses, and post-conflict reconstruction, and underlines the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security. The Oversight Committee brings together representatives from line ministries, civil society organisations, public entities and academics from the University of Malta<sup>17</sup>.

<sup>14</sup> [https://stopviolence.gov.mt/en/Documents/Docs/20524%20-%20Second%20Strategy%20\(another%20duplicate\).pdf](https://stopviolence.gov.mt/en/Documents/Docs/20524%20-%20Second%20Strategy%20(another%20duplicate).pdf)

<sup>15</sup> Department of Information, PR211741

<sup>16</sup> Ibid. PR212151

<sup>17</sup> Ibid. PR2210546

As the **Covid-19 pandemic** entered its second year, the NCPE published a report with the results of its research on the pandemic's impact on the distribution of work in households in Malta. In 2020, the NCPE had disseminated an online survey on the distribution of tasks between women and men during the pandemic. The survey asked respondents about the increase/decrease in time spent on different tasks – paid work, housework, caring for children, home-schooling for children, caring for dependent adults, leisure/free-time, personal care and sleep - as a result of Covid-19. It also inquired about the respondents' perception of equality in the sharing of responsibilities with their partner during the pandemic.

The findings, published in February 2021, indicated that, during the pandemic, the increase in the number of hours spent doing household tasks and childcare increased more for women than for men, while the time spent on leisure, personal care and sleep decreased more for women than it did for men<sup>18</sup>.

### LGBTIQ

For the sixth year in a row Malta ranked first in the **Rainbow Europe Map and Index**. In 2021, Malta scored 94%, an increase from its 89% score in 2020. The improved score was primarily due to Malta adding sex characteristics as a protected ground in the Refugees Act and its publishing of new policy guidelines for LGBTI asylum claims. The Rainbow Map and Index ranks 49 European countries on their respective legal and policy practices for LGBTI people according to six thematic categories: equality and non-discrimination; family; hate crime and hate speech; legal gender

recognition and bodily integrity; civil society space; and asylum<sup>19</sup>.

On World Human Rights Day, celebrated on the 10 December, the Ministry for Equality, Research and Innovation and the Foundation for Social Welfare Services (FSWS) signed an agreement for the launch of a **new service**. This service aims to ensure that LGBTIQ people are able to access the necessary support when needed and that outreach can take place to identify and address the needs of those most vulnerable groups within the LGBTIQ community. The new service will initially be based in the offices of the Human Rights Directorate in Paola<sup>20</sup>.

The first ever government guidelines on the recognition of sex, sexuality and gender were launched by Minister for Equality, Research and Innovation, Hon. Dr Owen Bonnici, in November. The document provides guidance to the public administration on the collection, use and amendment of name and/or gender information or gendered terminology in individual personal records or when communicating with service users. The Guidelines support the introduction of legal protection against discrimination on the grounds of sexual orientation, gender identity, gender expression and sex characteristics and the Government's identity card and passport policy, which allows for an 'X' gender marker beyond 'M' and 'F'<sup>21</sup>.

In 2021, there were two LGBTIQ rights initiatives focused on **Gozo**. A month-long campaign on the island was launched on the International Day against Homophobia, Biphobia, Interphobia and Transphobia, celebrated on the 17 May. *Love knows no gender* and

<sup>18</sup> [https://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2021/Press\\_Statement\\_EN%20\\_11\\_02\\_2021.pdf](https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2021/Press_Statement_EN%20_11_02_2021.pdf)

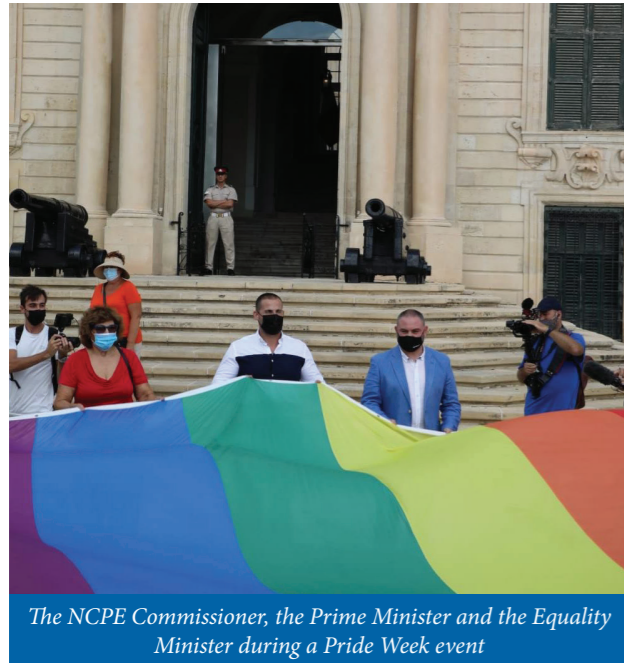
<sup>19</sup> <https://www.ilga-europe.org/rainboweurope/2021>

<sup>20</sup> Department of Information, PR212206

<sup>21</sup> Ibid. PR211979



*Our hearts are open to the diversity of our children* were the themes of the campaign that were disseminated from four buses in Gozo as they went about their regular routes. The campaign continued to increase the visibility of the presence of LGBTIQ persons in Gozo and to transmit two principal messages: firstly, that families take different forms, all of which should be accepted and celebrated, and secondly, that children should be accepted for who they are, irrespective of their sexual orientation or gender identity<sup>22</sup>. In September, the Gozo Ministry and the Equality



The NCPE Commissioner, the Prime Minister and the Equality Minister during a Pride Week event

Ministry inaugurated an office in Rabat, Gozo, that will host the organisation LGBTIQ+ Gozo and provide services to the Gozitan LGBTIQ community<sup>23</sup>.

The second week of September saw the start of Malta's Pride Week with the theme *You Are Included*. Due to Covid-related public health restrictions, the

annual Pride March could not be held for the second consecutive year. However, several other initiatives took place around Malta and Gozo to mark **Pride Week**, including exhibitions, conferences, a symbolic demonstration, a conference and many social gatherings and meet-ups<sup>24</sup>.

#### RACE/ETHNIC ORIGIN AND RELIGION/BELIEF

Many were shocked when, in September, a Gambian construction worker was left with agonising injuries on a pavement by his employer after a two-storey fall. The worker was helped by a woman who stopped and called the police and an ambulance<sup>25</sup>.

In this context, a statement by the NCPE once again highlighted the importance of **addressing racism** in society and combatting workers' exploitation in all its forms, so that all workers in Malta can enjoy decent working conditions and fair treatment. The NCPE stated that the incident came against a backdrop of wider discriminatory attitudes and discourses towards persons hailing from certain cultural and national backgrounds, something that leads to their devaluation and is conducive to their mistreatment. It called for a pro-active effort by politicians, Government authorities, workers' unions and society at large to prevent workers from becoming marginalized and disempowered because of their skin colour, cultural background, ethnicity or nationality. Moreover, the NCPE emphasised the importance of ensuring that foreign workers in Malta have access to adequate working permits that allow them to work regularly and empower them to report cases of exploitation and mistreatment<sup>26</sup>.

<sup>22</sup> Ibid. PR210905

<sup>23</sup> Ibid. PR211660

<sup>24</sup> Ibid. PR211653

<sup>25</sup> <https://timesofmalta.com/articles/view/migrant-worker-allegedly-dumped-on-roadside-after-building-site-fall.903872>

<sup>26</sup> <https://ncpe.gov.mt/en/Documents/Press%20Statement%20-%20EN.pdf>

A few days following this harrowing incident, the first ever **Anti-Racism Strategy for Malta**, covering 2021 to 2023, was launched by Equality Minister, Hon. Dr Owen Bonnici, with the support of European Commissioner for Equality, Dr Helena Dalli. The



Strategy aims to confront and eliminate racism in all its forms – individual, systematic and societal – as well as stimulate and support intercultural inclusion. The Strategy sets an Action Plan comprising 22 measures in spheres such as policy, public and political discourse, and discrimination, all based on the principles of equality, interaction, diversity and participation<sup>27</sup>.

In February, the Council of Europe's Advisory Committee on the implementation of the **Framework Convention for the Protection of National Minorities** (ACFC) published its fifth Opinion on Malta. In its report, the Advisory Committee noted

that the institutional framework against discrimination is still not in compliance with the Paris Principles, although relevant bills – the Human Rights and Equality Commission Bill and the Equality Bill – are under consideration in Parliament. Furthermore, no data is collected systematically neither on the prevalence of racially motivated crimes nor on the number of cases relating to incitement to racial hatred.

Amongst its recommendations, the Advisory Committee encouraged the authorities to: pursue efforts aimed at strengthening the anti-discrimination legal framework; include non-mandatory and open-ended questions on ethnic affiliations in the 2021 population census; and establish a publicly-available data collection system on hate crime incidents, including hate speech, which would record the specific bias motivation and the way it had been addressed by the competent authorities<sup>28</sup>.

#### AGE

The 2022 Budget announced a €5 per week raise in **pensions** for those in receipt of a retirement pension, a widows' pension, an invalidity pension and a non-contributory age pension, of which €1.75 will be the Cost of Living Adjustment (COLA) and €3.25 will be the additional increase<sup>29</sup>. Moreover, an increase of €150 was given in the annual bonus to persons who have reached their retirement age but who do not qualify for a pension due to insufficient contributions – a cohort made mostly of women<sup>30</sup>.

The **National Youth Policy 2021 - 2030** was published in 2021. The document focuses on all young people

<sup>27</sup> Department of Information, PR211800

<sup>28</sup> <https://rm.coe.int/5th-op-malta-en/1680a173fd>

<sup>29</sup> Budget Speech 2022, p. 5

<sup>30</sup> Ibid. p. 8

aged 13 to 30 and aims to support and encourage young people, both as individuals and citizens, in schools and other educational and training institutions, in work, in the community and through social media. The Policy seeks to empower young people through the effective practice of youth work, including the digitalisation of youth work; regional and locally-based centres; national programmes, projects and initiatives; and cross-sectoral initiatives with the voluntary, state and private sectors<sup>31</sup>.

A draft **National Strategic Policy for Active Ageing** was issued for public consultation in October. The Strategy is structured around three objectives – Social Inclusion, Healthy Ageing and Addressing Diversity and Inequality – that are subdivided in different themes, with a list of measures that are to be implemented under each theme. The Strategy also recommends the setting up an Inter-Ministerial Committee responsible for coordinating and overseeing the implementation process<sup>32</sup>.

### 1.2 Statistical Overview

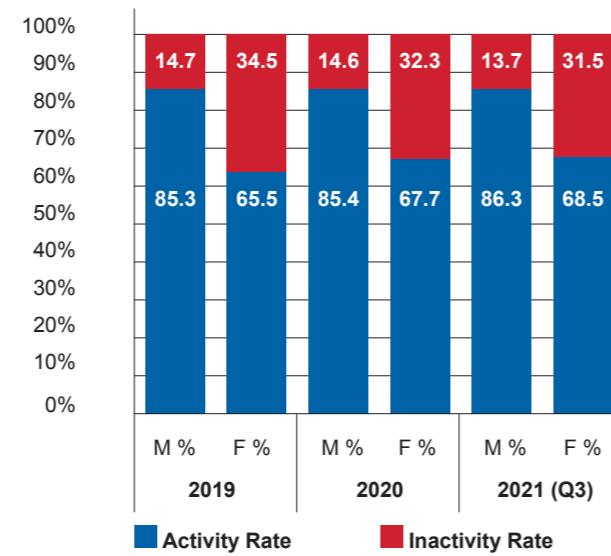
This section presents sex-segregated data in the spheres of employment, public administration, politics, the judiciary, education and the media.

Figures show that women continue to be underrepresented, although significant progress has been registered in most areas. However, hardly any progress has been made in the sphere of decision-making and politics.

### EMPLOYMENT

Age	2019		2020		2021 (Q3)	
	M %	F %	M %	F %	M %	F %
15 - 24	56.6	55.0	55.6	52.1	58.2	55.8
25 - 54	96.6	76.5	95.9	79.1	95.5	79.9
55 - 64	67.1	36.1	69.3	39.5	71.4	36.4

Activity rates of women and men, divided by age in 2019, 2020 and 2021 (Q3)<sup>33</sup>



Activity and inactivity rates of working-age women and men (15-64 years old) in 2019, 2020 and 2021 (Q3)<sup>34</sup>

<sup>31</sup> <https://youth.gov.mt/pf/national-youth-policy-2021-2030/>

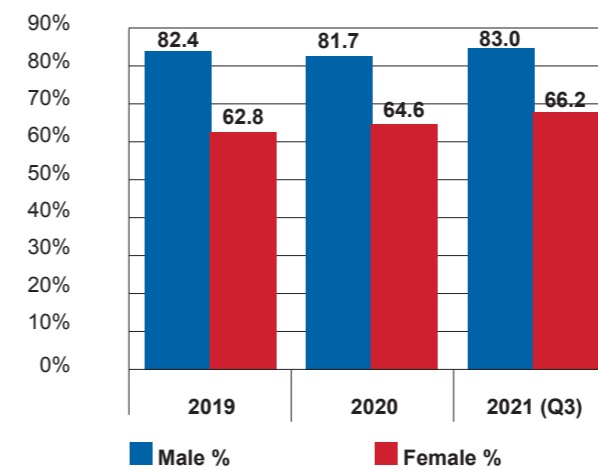
<sup>32</sup> [https://meae.gov.mt/en/Public\\_Consultations/MSCA/PublishingImages/Pages/Consultations/NationalStrategicPolicyforActiveAgeingMalta20212027/NSPAA%20DOC%20ENG.pdf](https://meae.gov.mt/en/Public_Consultations/MSCA/PublishingImages/Pages/Consultations/NationalStrategicPolicyforActiveAgeingMalta20212027/NSPAA%20DOC%20ENG.pdf)

<sup>33</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021 and National Statistics Office (NSO), October 2021, Key Indicators on the Labour Market: 2015-2020

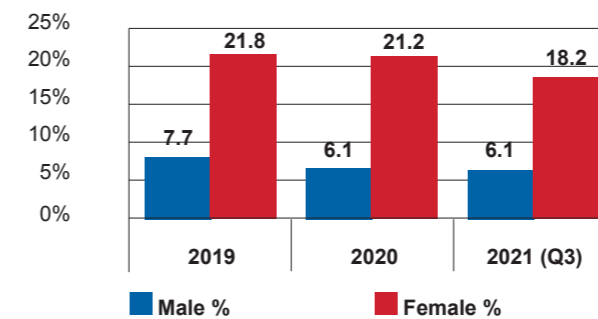
<sup>34</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021; National Statistics Office (NSO), October 2021, Key Indicators on the Labour Market: 2015-2020; correspondence with the National Statistics Office (NSO), 24/01/2022; and Eurostat - [https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa\\_ipga&lang=en](https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa_ipga&lang=en)

Age	2019		2020		2021 (Q3)	
	M %	F %	M %	F %	M %	F %
15 - 24	50.7	50.6	48.2	47.8	52.3	52.9
25 - 54	93.9	73.7	92.6	75.9	92.6	77.7
55 - 64	66.3	35.4	67.1	37.7	68.6	34.1

Employment rates of women and men, divided by age in 2019, 2020 and 2021 (Q3)<sup>35</sup>



Employment rates of working-age women and men (15-64 years old) in 2019, 2020 and 2021 (Q3)<sup>36</sup>



Percentage of women and men having part-time as their main occupation in 2019, 2020 and 2021 (Q3)<sup>37</sup>

Occupation	2019		2020		2021 (Q3)	
	M %	F %	M %	F %	M %	F %
Armed forces	1.1	:	1.3	:	1.6u	:
Managers	12.7	8.1	13.9	8.0	13.1	8.0
Professionals	16.3	23.2	17.3	26.0	18.1	27.1
Technicians and associate professionals	15.9	13.1	14.7	12.5	14.4	12.4
Clerical support workers	7.5	16.3	7.8	15.3	6.3	16.9
Service and sales workers	13.9	27.8	13.7	27.7	14.0	27.2
Skilled agricultural, forestry and fishery workers	1.4	:	1.4	:	:	:
Craft and related trades workers	15.6	1.0u	14.5	1.6u	15.3	1.2u
Plant and machine operators and assemblers	6.5	3.3	7.6	2.0	7.6	1.7u
Elementary occupations	9.0	6.9	7.8	6.9	8.7	5.2

: Unreliable - less than 20 sample observations  
u Underrepresented - between 20 and 49 sample observations

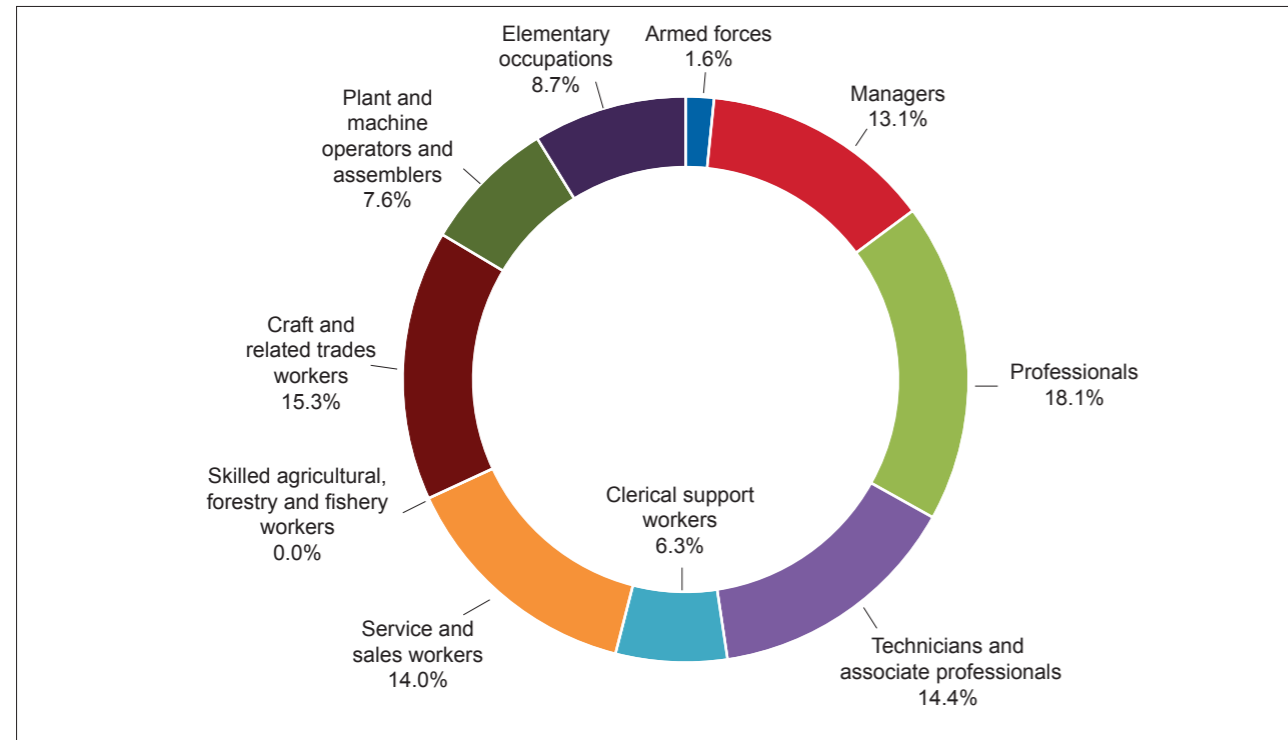
Total employed by occupation in 2019, 2020 and 2021 (Q3)<sup>38</sup>

<sup>35</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021 and National Statistics Office (NSO), October 2021, Key Indicators on the Labour Market: 2015-2020

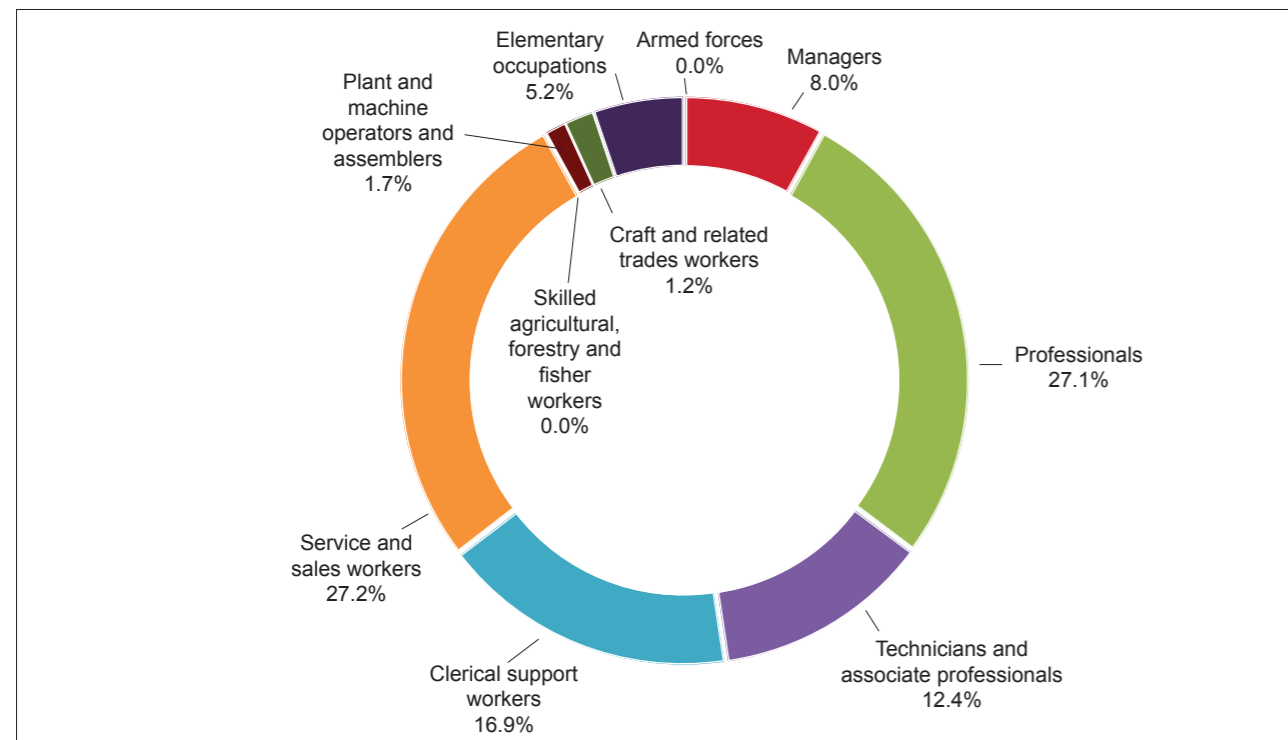
<sup>36</sup> Ibid.

<sup>37</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021 and correspondence with the National Statistics Office (NSO), 17/01/2022

<sup>38</sup> Ibid.



Total employed males by occupation in 2021 (Q3)<sup>39</sup>



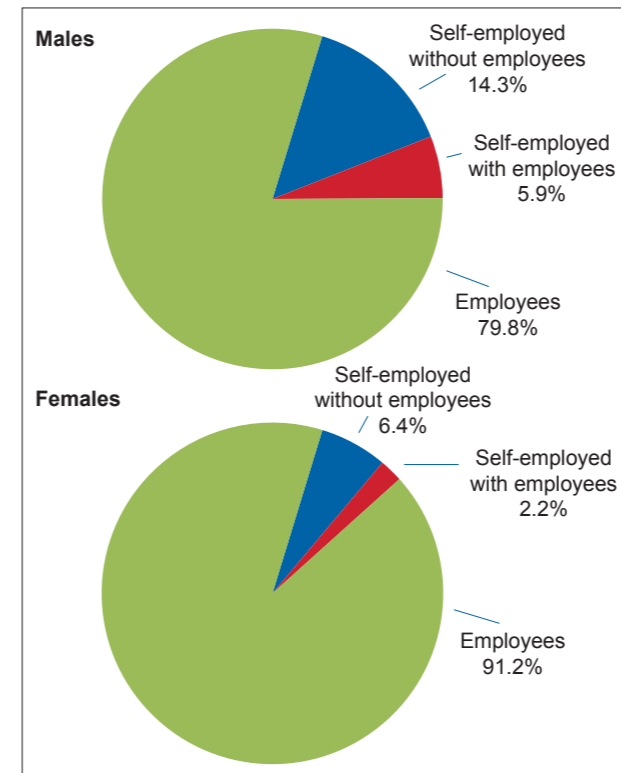
Total employed females by occupation in 2021 (Q3)<sup>39</sup>

<sup>39</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021

Professional status	2019		2020		2021 (Q3)	
	M %	F %	M %	F %	M %	F %
Self-employed without employees	6.3	2.7	6.5	2.2	14.3	6.4
Self-employed with employees	13.5	6.7	13.8	7.4	5.9	2.2u
Employees	80.2	90.2	79.7	90.2	79.8	91.2

u Underrepresented - between 20 and 49 sample observations

Total employed by professional status in 2019, 2020 and 2021 (Q3)<sup>40</sup>



Total employed by professional status of women and men in 2021 (Q3)<sup>41</sup>

	2018	2019	2020
Malta	13.0	11.6(p)	10.0(p)
EU 27 counties	14.4	13.7(p)	13.0(p)

p - provisional : - not available

Unadjusted gender pay gap in 2018, 2019 and 2020<sup>42</sup>

Economic activity	2018	2019	2020
Industry, construction and services (except activities of households as employer and extra-territorial organisations and bodies)	11.8	:	:
Industry, construction and services (except public administration, defense, compulsory social security)	13.0	11.6(p)	10.0(p)
Business economy	16.0	14.8(p)	13.7(p)
Mining and quarrying	28.9(u)	26.3(pu)	21.5(pu)
Manufacturing	23.3	23.6(p)	23.8(p)
Electricity, gas, steam and air conditioning supply	11.9(u)	:(c)	:(c)
Water supply; sewerage, waste management and remediation activities	19.6	19.9(p)	20.2(p)
Construction	4.0	4.3(p)	3.2(p)
Wholesale and retail trade; repair of motor vehicles and motorcycles	16.3	15.0(p)	16.1(p)
Transportation and storage	11.1	10.1(p)	8.7(p)
Accommodation and food service activities	9.7	9.6(p)	7.7(p)
Information and communication	15.5	15.0(p)	15.5(p)
Financial and insurance activities	26.5	25.3(p)	24.3(p)
Real estate activities	23.7(u)	23.1(pu)	29.7 (pu)
Professional, scientific and technical activities	25.7	24.2(p)	22.2(p)
Administrative and support service activities	16.9	16.3(p)	15.7(p)
Public administration and defence; compulsory social security	-5.5	:	:
Education	12.3	11.3(p)	8.5(p)
Human health and social work activities	21.2	19.4(p)	20.3(p)
Arts, entertainment and recreation	10.7	9.9(p)	10.0(p)
Other service activities	32.6	31.5(p)	34.1(p)

p - provisional : - not available u - low reliability c - confidential

Unadjusted gender pay gap in Malta by economic activity in 2018, 2019 and 2020<sup>43</sup>

<sup>40</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021 and correspondence with the National Statistics Office (NSO), 17/01/2022

<sup>41</sup> National Statistics Office (NSO), December 2021, Labour Force Survey: Q3/2021

<sup>42</sup> [https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=earn\\_gr\\_gpgr2&lang=en](https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=earn_gr_gpgr2&lang=en)

<sup>43</sup> Ibid.

	2019-B2		2020-B2		2021-B2	
	M %	F %	M %	F %	M %	F %
Malta	90.0	10.0	90.1	9.9	89.2	10.8
EU 28 countries (1993 - 2020)	71.2	28.8	70.0	30.0	68.7	31.3
EU 27 counties (since 2020)	71.6	28.4	70.5	29.5	69.4	30.6

Gender balance in largest listed companies: presidents, board members and employee representatives in 2019, 2020 and 2021 <sup>44</sup>

### Comments

The activity and employment rates of working-age women in the last three years have increased. However, the female activity rate is still relatively low when compared to the same rate for males.

Particular attention is to be paid to the percentage of women in part-time work as their main occupation. Although this rate decreased slightly in 2021, when compared to the previous two years, it is still significantly higher than its male counterpart. Additionally, just like previous years, certain occupational categories such as Services and Sales continue to be dominated by women.

This horizontal and vertical segregation in the labour market is one of the main contributors to the gender pay gap which in 2020 stood at 10% (latest available provisional data).

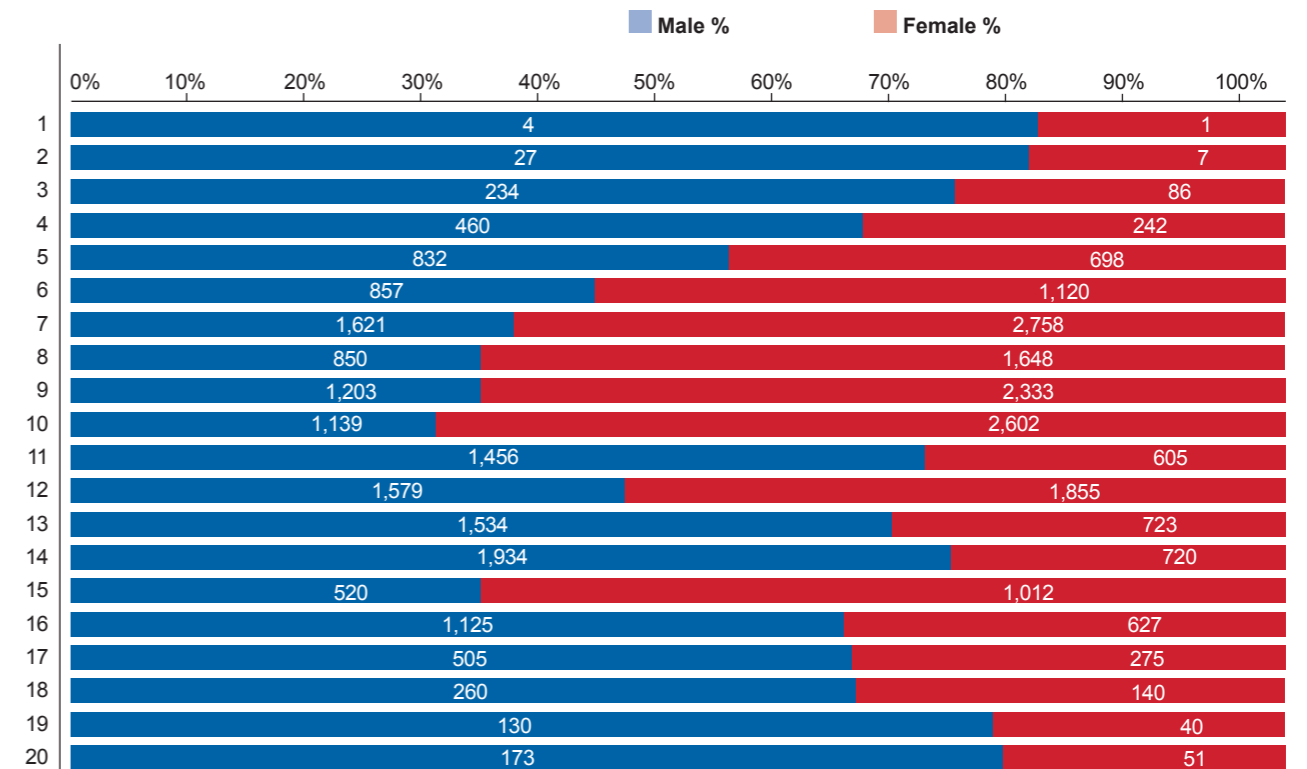
### PUBLIC ADMINISTRATION

Salary Scale	2020					2021					Change in %	
	Males		Females		Total	Males		Females		Total	Males	Females
1	4	80.0%	1	20.0%	5	4	80.0%	1	20.0%	5	=	=
2	26	78.8%	7	21.2%	33	27	79.4%	7	20.6%	34	+	-
3	220	75.9%	70	24.1%	290	234	73.1%	86	26.9%	320	-	+
4	443	65.7%	231	34.3%	674	460	65.5%	242	34.5%	702	-	+
5	766	54.8%	633	45.2%	1,399	832	54.4%	698	45.6%	1,530	-	+
6	813	45.0%	995	55.0%	1,808	857	43.3%	1,120	56.7%	1,977	-	+
7	1,598	38.5%	2,557	61.5%	4,155	1,621	37.0%	2,758	63.0%	4,379	-	+
8	812	33.4%	1,620	66.6%	2,432	850	34.0%	1,648	66.0%	2,498	+	-
9	1,242	34.6%	2,349	65.4%	3,591	1,203	34.0%	2,333	66.0%	3,536	-	+
10	1,138	32.1%	2,408	67.9%	3,546	1,139	30.4%	2,602	69.6%	3,741	-	+
11	1,407	71.4%	563	28.6%	1,970	1,456	70.6%	605	29.4%	2,061	-	+
12	1,561	46.2%	1,819	53.8%	3,380	1,579	46.0%	1,855	54.0%	3,434	-	+
13	1,491	69.9%	641	30.1%	2,132	1,534	68.0%	723	32.0%	2,257	-	+
14	2,116	72.8%	790	27.2%	2,906	1,934	72.9%	720	27.1%	2,654	+	-
15	534	30.9%	1,192	69.1%	1,726	520	33.9%	1,012	66.1%	1,532	+	-
16	1,088	67.6%	522	32.4%	1,610	1,125	64.2%	627	35.8%	1,752	-	+
17	566	62.8%	335	37.2%	901	505	64.7%	275	35.3%	780	+	-
18	309	73.4%	112	26.6%	421	260	65.0%	140	35.0%	400	-	+
19	101	76.5%	31	23.5%	132	130	76.5%	40	23.5%	170	=	=
20	165	78.6%	45	21.4%	210	173	77.2%	51	22.8%	224	-	+
<b>Total</b>	<b>16,400</b>	<b>49.2%</b>	<b>16,921</b>	<b>50.8%</b>	<b>33,321</b>	<b>16,443</b>	<b>48.4%</b>	<b>17,543</b>	<b>51.6%</b>	<b>33,986</b>	<b>-</b>	<b>+</b>

Women and men in salary scales (2020 and 2021) <sup>45</sup>

<sup>44</sup> [https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm\\_bus\\_bus\\_wmid\\_comp\\_compmbm/bar/year:2021-B2/geo:EU28,EU27\\_2020,IPA,EE,A,BE,BG,CZ,DK,DE,EE,IE,EL,ES,FR,HR,IT,CY,LV,LT,LU,HU,MT,NL,AT,PL,PT,RO,SI,SK,FI,SE,UK,IS,NO,ME,MK,RS,TR,BA/EGROUP:COMP/sex:M,W/UNIT:PC/POSITION:MEMB\\_BRD/NACE:TOT](https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_bus_bus_wmid_comp_compmbm/bar/year:2021-B2/geo:EU28,EU27_2020,IPA,EE,A,BE,BG,CZ,DK,DE,EE,IE,EL,ES,FR,HR,IT,CY,LV,LT,LU,HU,MT,NL,AT,PL,PT,RO,SI,SK,FI,SE,UK,IS,NO,ME,MK,RS,TR,BA/EGROUP:COMP/sex:M,W/UNIT:PC/POSITION:MEMB_BRD/NACE:TOT)

<sup>45</sup> Correspondence with the People and Standards Division (P&SD), 11/02/2022



Women and men in salary scales (2021) by percentage <sup>46</sup>

Type	2019			2020		
	Males	Females	Total	Males	Females	Total
Maternity Leave (first 14 weeks)	0	548	548	0	769	769
Maternity Leave (additional 4 weeks)	0	420	420	0	597	597
Adoption Leave	3	5	8	1	4	5
Responsibility Leave	7	18	25	6	25	31
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	9	384	393	12	507	519
Career Break	9	177	186	4	229	233
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	0	4	4	0	6	6
Reduced hours – 20 hours/week	10	163	173	27	340	367
Reduced hours – 25 hours/week	3	93	96	4	107	111
Reduced hours – 30 hours/week	16	252	268	19	386	405
Reduced hours – 35 hours/week	8	135	143	7	145	152
Reduced hours – other amounts	17	138	155	23	259	282
Teleworking	255	1,128	1,383	457	1,383	1,840
Flexi-Time	474	698	1,172	602	816	1,418
<b>Total</b>	<b>811</b>	<b>4,163</b>	<b>4,974</b>	<b>1,162</b>	<b>5,573</b>	<b>6,735</b>

Utilisation of family-friendly measures by gender in 2019 and 2020 <sup>47</sup>

<sup>46</sup> Ibid.

<sup>47</sup> Correspondence with the People and Standards Division (P&SD), 15/02/2022

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	24	0	531	0	183	0	7	0	24
Maternity Leave (additional 4 weeks)	0	20	0	418	0	128	0	7	0	24
Adoption Leave	0	0	1	3	0	1	0	0	0	0
Responsibility Leave	0	0	3	9	3	10	0	6	0	0
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	3	16	5	366	3	122	0	1	1	2
Career Break	0	1	3	140	1	70	0	0	0	18
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	0	0	0	6	0	0	0	0	0	0
Reduced hours – 20 hours/week	1	5	15	248	4	54	4	28	3	5
Reduced hours – 25 hours/week	0	10	0	54	1	28	2	15	1	0
Reduced hours – 30 hours/week	1	16	11	234	1	90	3	43	3	3
Reduced hours – 35 hours/week	0	6	4	71	2	45	1	22	0	1
Reduced hours – other amounts	4	9	13	104	4	46	1	36	1	64
Teleworking	82	157	218	663	135	480	11	71	11	12
Flexi-Time	105	65	225	353	197	285	55	80	20	33
<b>Totals</b>	<b>196</b>	<b>329</b>	<b>498</b>	<b>3,200</b>	<b>351</b>	<b>1,542</b>	<b>77</b>	<b>316</b>	<b>40</b>	<b>186</b>
<b>Overall percentage</b>	<b>37.3%</b>	<b>62.7%</b>	<b>13.5%</b>	<b>86.5%</b>	<b>18.5%</b>	<b>81.5%</b>	<b>19.6%</b>	<b>80.4%</b>	<b>17.7%</b>	<b>82.3%</b>

Utilisation of family-friendly measures by different Scale Categories in 2020 <sup>48</sup>

**Comments**

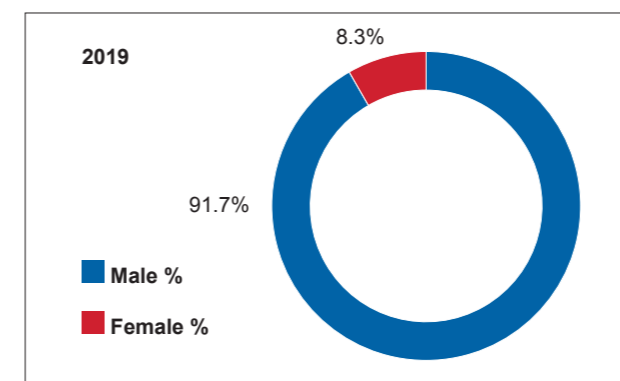
As has been the case in the previous three years, whilst scales six to ten of the public service are dominated by women, men still dominate the highest-ranking positions in scales one to five.

Family-friendly measures overall are still very much taken up by women.

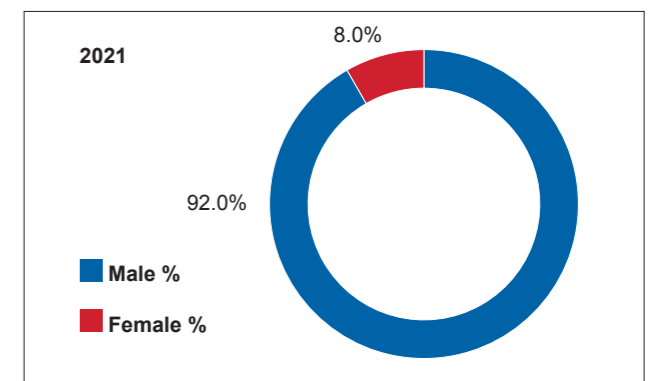
**POLITICAL SPHERE – NATIONAL GOVERNMENT**

	2019			2020			2021								
	Male	Female	Total	Males	Females	Total	Males	Females	Total						
Ministers	13	92.9%	1	7.1%	14	18	85.7%	3	14.3%	21	19	90.5%	2	9.5%	21
Parliamentary Secretaries	9	90.0%	1	10.0%	10	5	83.3%	1	16.7%	6	4	100.0%	0	0.0%	4
<b>Cabinet - Total</b>	<b>22</b>	<b>91.7%</b>	<b>2</b>	<b>8.3%</b>	<b>24</b>	<b>23</b>	<b>85.2%</b>	<b>4</b>	<b>14.8%</b>	<b>27</b>	<b>23</b>	<b>92.0%</b>	<b>2</b>	<b>8.0%</b>	<b>25</b>

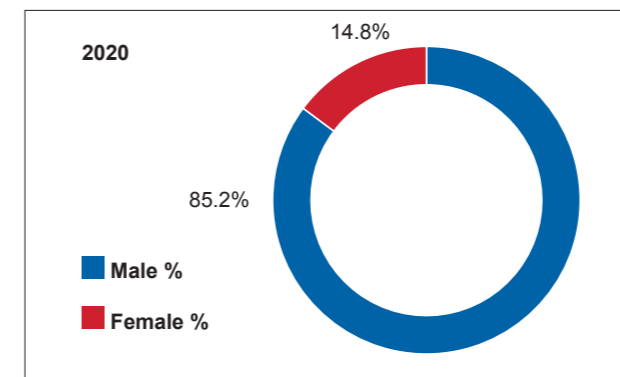
Cabinet in 2019, 2020 and 2021 <sup>49</sup>



Cabinet in 2019 by percentage <sup>50</sup>



Cabinet in 2021 by percentage <sup>50</sup>



Cabinet in 2020 by percentage <sup>50</sup>

	2019	2020	2021			
Males	3	50.0%	4	66.7%	4	66.7%
Females	3	50.0%	2	33.3%	2	33.3%
Total	6	100%	6	100%	6	100%

Maltese MEPs in 2019, 2020 and 2021 <sup>51</sup>

	2019			2020			2021			
	Male	Female	Total	Males	Females	Total	Males	Females	Total	
Mayors	57	83.8%	11	16.2%	68	57	83.8%	11	16.2%	68
Deputy Mayors	47	69.1%	21	30.9%	68	46	67.6%	22	32.4%	68
Councillors	238	72.6%	90	27.4%	328	239	72.9%	89	27.1%	328
<b>Total</b>	<b>342</b>	<b>73.7%</b>	<b>122</b>	<b>26.3%</b>	<b>464</b>	<b>342</b>	<b>73.7%</b>	<b>122</b>	<b>26.3%</b>	<b>464</b>

Local Councils in 2019, 2020 and 2021 <sup>52</sup>

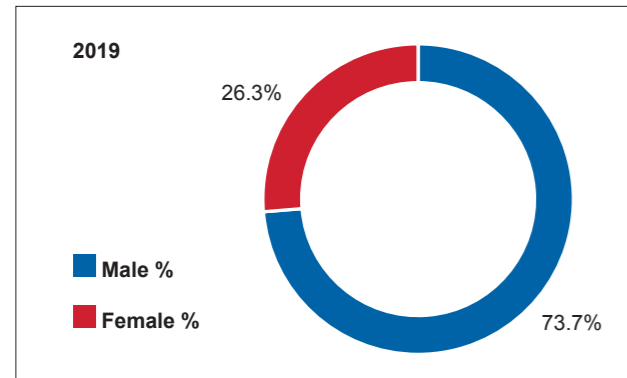
<sup>48</sup> Ibid.

<sup>49</sup> <https://www.gov.mt/en/Government/Government%20of%20Malta/Ministries%20and%20Entities/Pages/default.aspx>

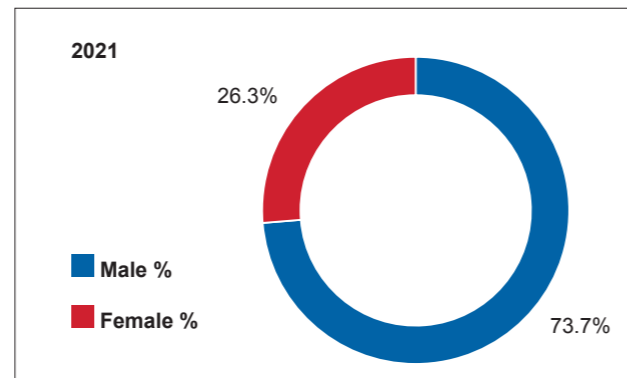
<sup>50</sup> Ibid.

<sup>51</sup> <https://www.europarl.europa.eu/meps/en/search/advanced?name=&countryCode=MT>

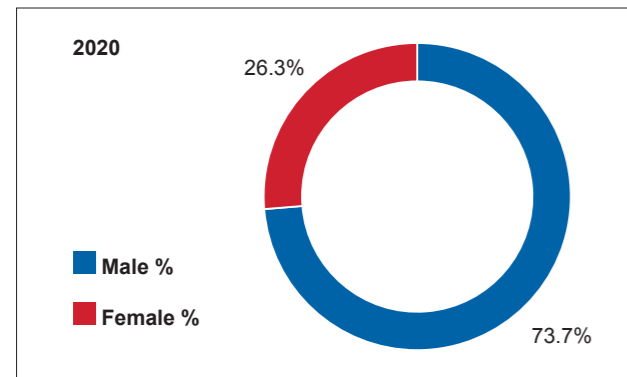
<sup>52</sup> Correspondence with the Local Government Division, 17/01/2022



Mayors, Deputy Mayors and Councillors in 2019<sup>53</sup>



Mayors, Deputy Mayors and Councillors in 2021<sup>53</sup>



Mayors, Deputy Mayors and Councillors in 2020<sup>53</sup>

**Comments**

The Cabinet registered a total of only two women Ministers in contrast with 19 men in 2021. Gender equality in Cabinet is still a long way to go with a discrepancy of over 80 percentage points between male and female Cabinet members.

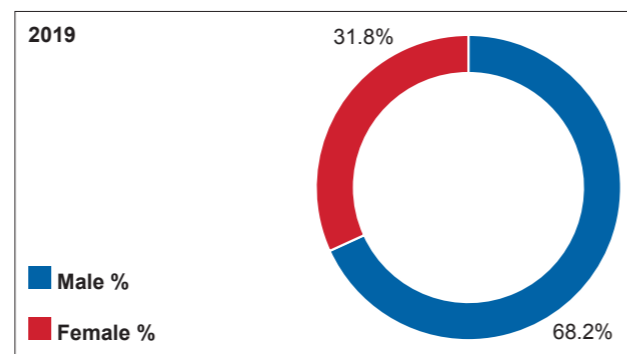
Local Councils registered a gap of over 40 percentage points between women and men councillors. There have been no changes from last year's figures since no Local Council elections were held.

Due to Dr Miriam Dalli's resignation from the European Parliament in 2020 in order to join National Parliament, and the subsequent election of Mr Cyrus Engerer to the European Parliament, in 2021 there were two female Members of European Parliament (MEPs) compared to four male members.

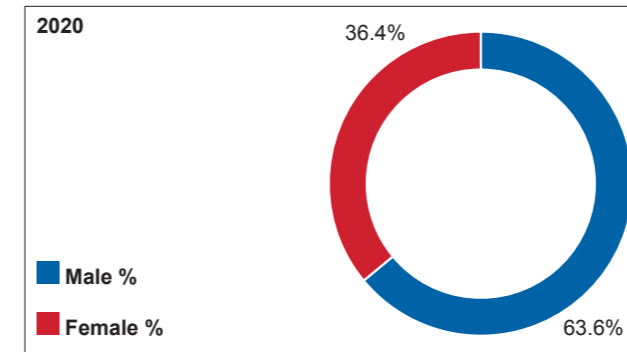
**JUDICIARY**

	2019		2020		2021	
Males	15	68.2%	14	63.6%	16	64.0%
Females	7	31.8%	8	36.4%	9	36.0%
Total	22	100.0%	22	100.0%	25	100.0%

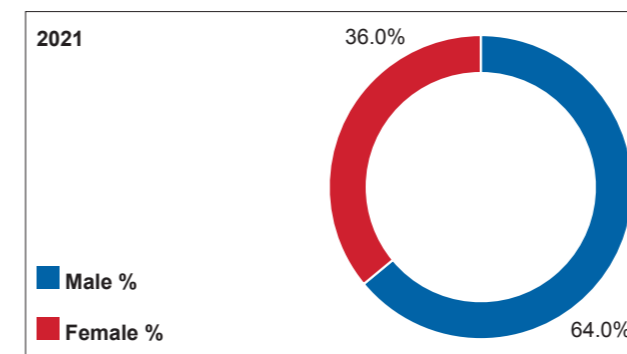
Bench of Judges in 2019, 2020 and 2021<sup>54</sup>



Bench of Judges 2019<sup>55</sup>



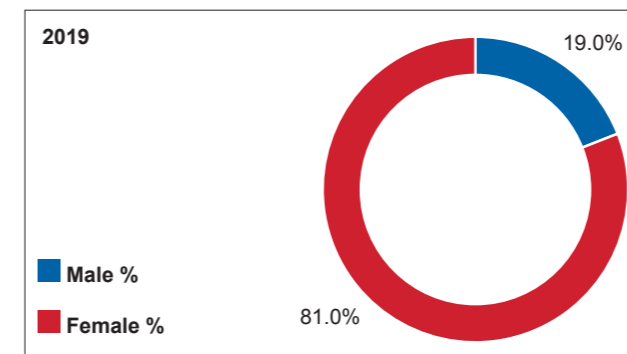
Bench of Judges 2020<sup>55</sup>



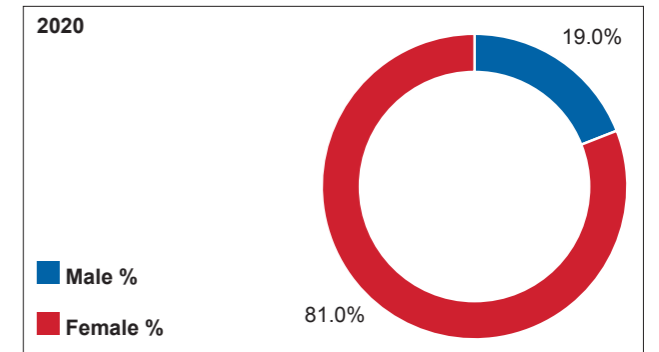
Bench of Judges 2021<sup>55</sup>

	2019		2020		2021	
Males	4	19.0%	4	19.0%	5	21.7%
Females	17	81.0%	17	81.0%	18	78.3%
Total	21	100.0%	21	100.0%	23	100.0%

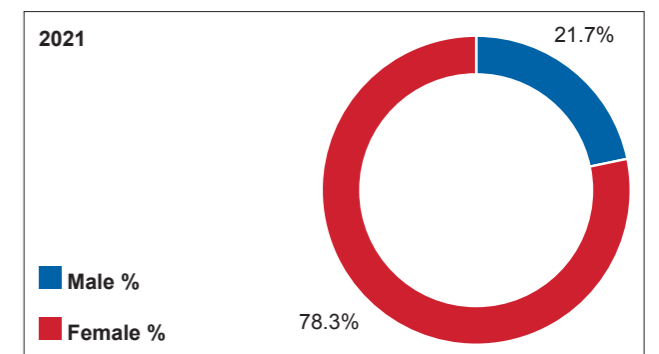
Bench of Magistrates in 2019, 2020 and 2021<sup>56</sup>



Bench of Magistrates 2019<sup>55</sup>



Bench of Magistrates 2020<sup>55</sup>



Bench of Magistrates 2021<sup>55</sup>

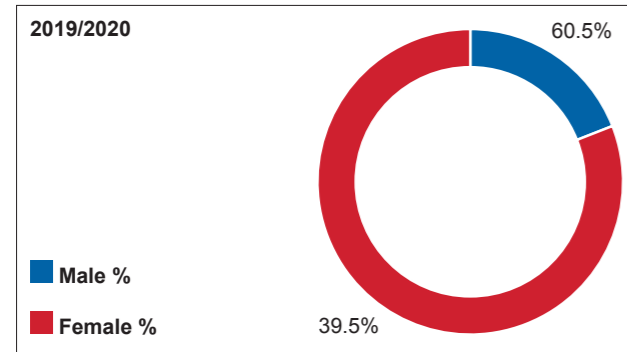
**Comments**

The Bench of Magistrates is predominantly female and has been so for the last three years. On the other hand, although there had been a slight increase in female representation between 2020 and 2021, women are still very much outnumbered by men on the Bench of Judges.

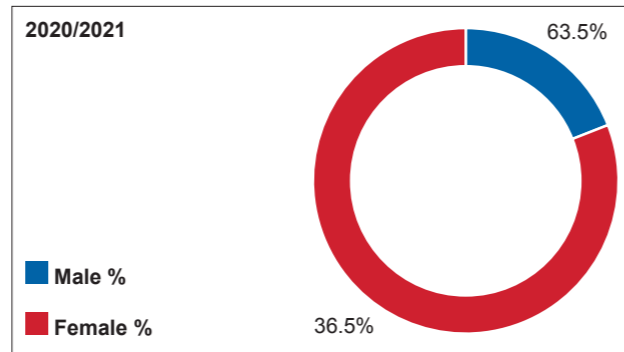
<sup>53</sup> Ibid.  
<sup>54</sup> Correspondence with the Courts Services Agency, 17/01/2022

<sup>55</sup> Ibid.

EDUCATION



University Graduates 2019/2020 by percentage <sup>56</sup>



\*Figures for Academic year 2020/21 cannot be compared with previous years since these figures only include undergraduate awards. Master and Doctorate awards will be conferred in the March/April 2022 ceremonies.

University Graduates 2020/2021 by percentage <sup>56</sup>

Faculty/Institute	2019/2020			2020/2021		
	Males	Females	Total	Males	Females	Total
Faculty of Arts	107	267	374	39	149	188
Faculty for the Built Environment	113	93	206	84	62	146
Faculty of Economics, Management and Accountancy	274	291	565	158	203	361
Faculty of Education	30	248	278	31	258	289
Faculty of Engineering	88	30	118	42	15	57
Faculty of Health Sciences	88	284	372	93	211	304
Faculty of Information and Communication Technology	83	19	102	73	19	92
Faculty of Laws	132	219	351	55	112	167
Faculty of Medicine and Surgery	101	154	255	18	26	44
Faculty of Science	44	38	82	33	30	63
Faculty for Social Wellbeing	75	233	308	47	151	198
Institute of Digital Games	6	1	7	2	2	4
Centre for Entrepreneurship and Business Incubation	11	7	18	0	0	0
Centre for Labour Studies	3	8	11	32	24	56
Others	277	299	576	102	145	247
<b>Total</b>	<b>1,432</b>	<b>2,191</b>	<b>3,623</b>	<b>809</b>	<b>1,407</b>	<b>2,216</b>

\*Figures for Academic year 2020/21 cannot be compared with previous years since these figures only include undergraduate awards. Master and Doctorate awards will be conferred in the March/April 2022 ceremonies.

University Graduates in 2019/2020 and 2020/2021 by faculty/institute <sup>57</sup>

<sup>56</sup> <https://www.um.edu.mt/about/facts/numbers/graduates> and correspondence with the University of Malta, 14/02/2022  
<sup>57</sup> Ibid.

Level 7	2020			2021			Charge in %	
	M	F	Total	M	F	Total	M	F
Institute for the Creative Arts	0	0	0	0	0	0	/	/
Institute of Applied Sciences	0	0	0	0	0	0	/	/
Institute of Business Management and Commerce	21	5	26	35	7	42	+	-
Institute of Community Services	0	0	0	0	0	0	/	/
Institute of Engineering And Transport	0	0	0	0	0	0	/	/
Institute of Information and Communication Technology	0	0	0	0	0	0	/	/
Centre for Professional Development	25	26	51	24	19	43	+	-
Applied Research and Innovation Centre	16	19	35	38	26	64	+	-
<b>Total</b>	<b>62</b>	<b>50</b>	<b>112</b>	<b>97</b>	<b>52</b>	<b>149</b>	<b>+</b>	<b>-</b>

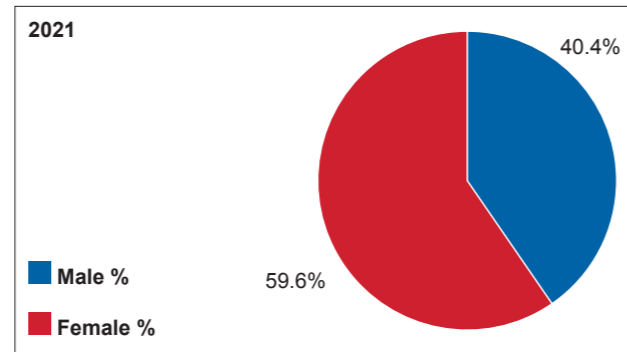
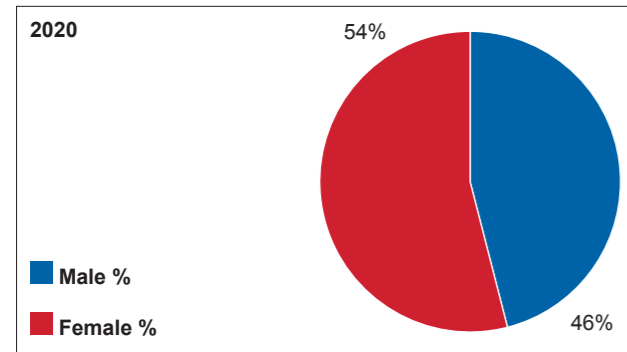
Level 6	2020			2021			Charge in %	
	M	F	Total	M	F	Total	M	F
Institute for the Creative Arts	42	54	96	44	47	91	+	-
Institute of Applied Sciences	24	54	78	34	101	135	-	+
Institute of Business Management and Commerce	34	33	67	40	48	88	-	+
Institute of Community Services	18	23	41	26	164	190	-	+
Institute of Engineering And Transport	47	5	52	50	6	56	-	+
Institute of Information and Communication Technology	84	7	91	72	10	82	-	+
Vocational Teacher Training Unit	0	0	0	0	0	0	/	/
<b>Total</b>	<b>249</b>	<b>176</b>	<b>425</b>	<b>266</b>	<b>376</b>	<b>642</b>	<b>-</b>	<b>+</b>

Level 5	2020			2021			Charge in %	
	M	F	Total	M	F	Total	M	F
Gozo Campus	0	0	0	2	9	11	/	/
Institute for the Creative Arts	2	1	3	2	2	4	-	+
Institute of Applied Sciences	11	14	25	0	0	0	/	/
Institute of Business Management and Commerce	66	11	77	2	0	2	+	-
Institute of Community Services	7	233	240	15	126	141	+	-
Institute of Engineering And Transport	6	1	7	6	0	6	+	-
Institute of Information and Communication Technology	11	0	11	7	0	7	=	=
MG2I	0	0	0	3	26	29	/	/
<b>Total</b>	<b>103</b>	<b>260</b>	<b>363</b>	<b>37</b>	<b>163</b>	<b>200</b>	<b>-</b>	<b>+</b>
<b>Grand Total</b>	<b>414</b>	<b>486</b>	<b>900</b>	<b>400</b>	<b>591</b>	<b>992*</b>	<b>-</b>	<b>+</b>

\*Total includes 1 graduate who identifies as 'Other'

MCAST Graduates in 2020 and 2021 <sup>58</sup>

<sup>58</sup> Correspondence with MCAST, 22/02/2022

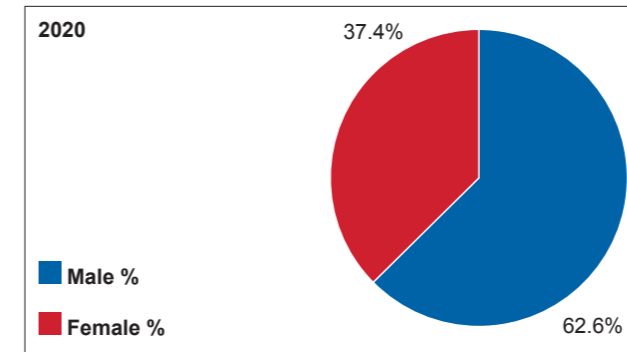


MCAST Graduates in 2020, by percentage<sup>59</sup>

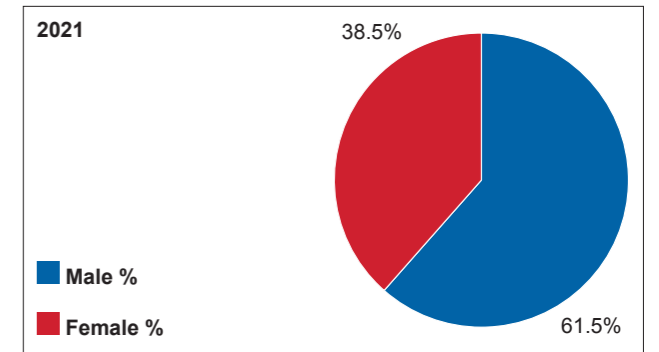
MCAST Graduates in 2021, by percentage<sup>59</sup>

Post	2020			2021			Charge in %					
	M	F	Total	M	F	Total	M	F				
<b>Resident Academics</b>												
Professor	106	81.5%	24	18.5%	130	105	77.8%	30	22.2%	135	-	+
Associate Professor	107	75.4%	35	24.6%	142	112	76.7%	34	23.3%	146	+	-
Senior Lecturer	156	64.7%	85	35.3%	241	162	61.6%	101	38.4%	263	-	+
Lecturer	97	51.1%	93	48.9%	190	85	48.3%	91	51.7%	176	-	+
Assistant Lecturer	32	39.0%	50	61.0%	82	29	40.8%	42	59.2%	71	+	-
Associate Academic	10	62.5%	6	37.5%	16	13	56.5%	10	43.5%	23	-	+
<b>Visiting Staff (part-time)</b>												
Visiting Professor	5	100.0%	0	0.0%	5	4	100.0%	0	0.0%	4	=	=
Visiting Associate Professor	5	71.4%	2	28.6%	7	4	80.0%	1	20.0%	5	+	-
Visiting Senior Lecturer	200	71.4%	80	28.6%	280	221	69.1%	99	30.9%	320	-	+
Visiting Lecturer	106	66.7%	53	33.3%	159	120	65.6%	63	34.4%	183	-	+
Visiting Assistant Lecturer	84	53.2%	74	46.8%	158	112	53.6%	97	46.4%	209	+	-
<b>Junior College</b>												
Senior Lecturer I	33	50.0%	33	50.0%	66	25	44.6%	31	55.4%	56	-	+
Senior Lecturer II	33	48.5%	35	51.5%	68	39	52.0%	36	48.0%	75	+	-
Lecturer	4	33.3%	8	66.7%	12	4	26.7%	11	73.3%	15	-	+
Assistant Lecturer	5	35.7%	9	64.3%	14	6	50.0%	6	50.0%	12	+	-
<b>Total</b>	<b>983</b>	<b>62.6%</b>	<b>587</b>	<b>37.4%</b>	<b>1,570</b>	<b>1,041</b>	<b>61.5%</b>	<b>652</b>	<b>38.5%</b>	<b>1,693</b>	<b>-</b>	<b>+</b>

University of Malta Academic Staff in 2020 and 2021<sup>60</sup>



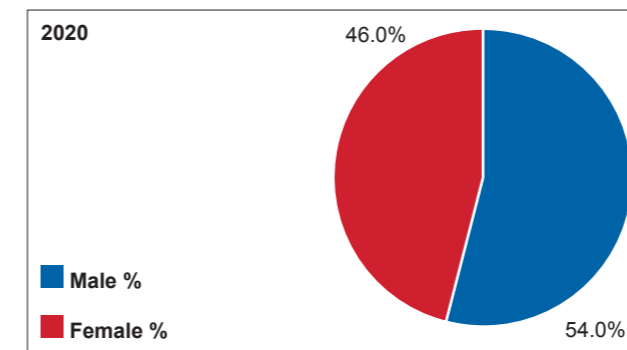
University of Malta Academic Staff in 2020 by percentage<sup>61</sup>



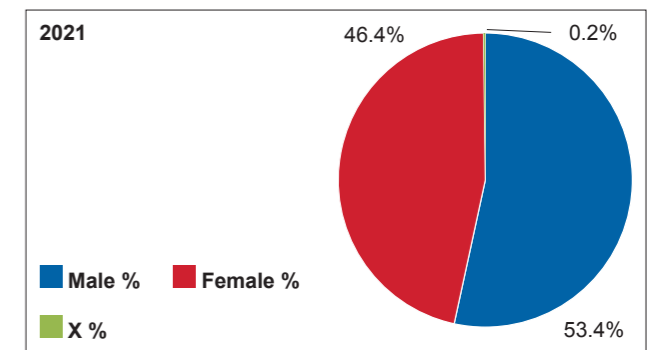
University of Malta Academic Staff in 2021 by percentage<sup>61</sup>

Academic posts at MCAST	2020			2021				Charge in %						
	M	F	Total	M	F	X	Total	M	F					
Senior Lecturer 2	76	58.9%	53	41.1%	129	102	59.3%	70	40.7%	0	0.0%	172	+	-
Senior Lecturer 1	102	48.6%	108	51.4%	210	101	46.8%	115	53.2%	0	0.0%	216	-	+
Lecturer	76	58.9%	53	41.1%	129	60	57.7%	43	41.3%	1	1.0%	104	-	+
Assistant Lecturer	44	52.4%	40	47.6%	84	37	52.9%	33	47.1%	0	0.0%	70	+	-
<b>Total</b>	<b>298</b>	<b>54.0%</b>	<b>254</b>	<b>46.0%</b>	<b>552</b>	<b>300</b>	<b>53.4%</b>	<b>261</b>	<b>46.4%</b>	<b>1</b>	<b>0.2%</b>	<b>562</b>	<b>-</b>	<b>+</b>

MCAST Academic Staff in 2020 and 2021<sup>62</sup>



MCAST academic staff in 2020 by percentage<sup>63</sup>



MCAST academic staff in 2021 by percentage<sup>63</sup>

**Comments**

As per previous years, more female students than male graduated from the University of Malta as well as from MCAST in the scholastic year 2020/21. However, there is still significant segregation in the choice of educational subjects, with female students heavily underrepresented in STEM subjects and male students underrepresented in the health sciences and education.

Female representation in the academic staff at the University of Malta remains relatively low when compared to male representation. Although in 2021, more women than men were occupying the position of lecturers at the University, the top academic posts were mainly occupied by men. Academic staff at MCAST, at all levels, is more gender-balanced.

<sup>59</sup> Ibid.  
<sup>60</sup> Correspondence with the University of Malta, 24/01/2022

<sup>61</sup> Ibid.  
<sup>62</sup> Correspondence with MCAST, 24/01/2022  
<sup>63</sup> Ibid.



## WOMEN IN THE MEDIA

	2019		2020		2021	
	M %	F %	M %	F %	M %	F %
Malta	83.3	16.7	83.3	16.7	66.7	33.3
EU 28 countries (1993 - 2020)	62.3	37.7	64.3	35.7	63.2	36.8
EU 27 countries (since 2020)	62.4	37.6	64.4	35.6	63.5	36.5

Public broadcasters: presidents and members of the board/  
council (highest decision-making body) in 2019, 2020 and 2021 <sup>64</sup>

2021 has seen an increase of women in Maltese media by over 20 percentage points. This increase has lowered the difference between Malta and the EU average rate.

<sup>64</sup> [https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm\\_med\\_pbrc\\_wmid\\_media\\_pbrc\\_bm](https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_med_pbrc_wmid_media_pbrc_bm)

## 2 | Striving Towards Equality

### 2.1 Investigations

As an independent, publicly-funded, body set up by virtue of Chapter 456 the Laws of Malta, the NCPE is responsible for investigating cases of discrimination based on:

- sex and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity, gender expression or sex characteristics in employment, by banks and financial institutions, as well as education;
- racial/ethnic origin and sex in the provision of goods and services and their supply; and
- freedom of movement for workers in the EU.
- The NCPE investigates also cases of sexual harassment.

In this context, whoever feels that s/he has been a victim of discrimination falling under the remit of the NCPE, may submit a formal complaint.

Formal complaints need to be made in writing and submitted via the NCPE Complaints Form which is available in both Maltese and English. The form can be accessed from the NCPE's website and is also available at [servizz.gov](http://servizz.gov).

Complaints & Clients' Support Officers at the NCPE provide assistance to complainants by explaining the investigations procedure and helping them to fill out the Form, if required. Submitting a Complaints Form is the first step for the complainant to explain the discrimination experienced. The relevant evidence to substantiate the complaint should be attached.

Once submitted, the Complaints Form will be assessed

by the NCPE Commissioner who will determine whether the alleged discrimination falls within the NCPE's remit and proceed with the investigation.



If in the affirmative, a detailed report is requested from the person/s accused of the alleged discrimination. After this report is received, sittings are scheduled with all the parties concerned, including any potential witnesses. Due to the Covid-19 current pandemic, sittings are held virtually via Microsoft Teams. The investigation process is transparent - all sittings are voice-recorded, transcribed, confirmed by the relevant party and forwarded to other interested parties in the investigation.

Once all evidence is collected, the NCPE Commissioner issues an Opinion on whether the Equality for Men and Women Act was breached or otherwise. The Opinion is sent to the parties concerned. Mediation can also be offered to the parties. Moreover the NCPE may refer the matter to the competent Civil Court or to the Industrial Tribunal if deemed necessary.

Following an investigation, if the breach found amounts to a potential criminal offence, the Opinion is forwarded to the Commissioner of Police.

For the first time, in 2021, the Maltese Courts hearing a

case of discrimination, requested a copy of the Opinion issued by the NCPE Commissioner. The NCPE had investigated this case of discrimination as an alleged breach of the Freedom of Movement Regulations.

The Commissioner may decide to initiate ex officio investigations on any matter involving an act or omission that is allegedly unlawful under the provisions of the Act. Once a case is concluded, the NCPE cannot investigate the same case again.

Complainants of alleged discrimination which fall outside the remit of the NCPE are referred to the relevant entity. The NCPE does not investigate anonymous, frivolous, or vexatious complaints.

#### INVESTIGATIONS STATISTICS 2021

Complaints Lodged in 2021				
	Women	Men	Ex Officio Investigations	Total
Sex	10	3	0	13
Sexual Harassment	1	0	0	1
Race/Ethnic Origin	2	2	1	5
Gender Identity/ Gender Expression/ Sex Characteristics	1	0	0	1
Age	0	0	1	1
Sexual Orientation	0	0	0	0
Religion/Belief	0	0	0	0
Freedom of Movement	0	0	0	0
Alleged discrimination based on other grounds not within NCPE's remit	2	1	0	3
Total Investigations				24

The following is a short description of two cases concluded in 2021.

#### CASE SUMMARY A

The NCPE was contacted by an individual claiming discrimination on the basis of sex. The complainant claimed that when attending a hearing at the local Tribunal regarding a speeding violation, upon arrival he was greeted by a notice stating, in both Maltese and English, that 'Men are not accepted in Court without a blazer, shirt and tie.'

The complainant further claimed that whilst he understood one needs to be properly attired in such circumstances, he failed to understand why such notice was solely directed at men, and additionally stated that such an institution should refrain from assigning specific clothing requirements to a particular gender.

Following the investigation, the complaint was upheld and the NCPE Commissioner declared that the imposition of a specific dress code which distinguishes between sexes, with more onerous regulations on a specific sex, amounts to discrimination on the basis of sex.

The Commissioner recommended that these regulations are revised so that one standard, that is uniform and neutral to both sexes, is applied.

#### CASE SUMMARY B

The Commissioner investigated a complaint from a mother, alleging she had been discriminated against on the basis of sex. The complainant stated that she

had a daughter born in the UK, who was given both parents' surnames – with the mother's coming first and the father's second. Both the complainant and the father of the child are foreign nationals.

She further stated that their second child was to be born in Malta where they are now residents and was told by the Department concerned that the mother's surname can only come after the father's. This would result in their children having different surnames in spite of having the same parents. She further stated that, the fact that one of the parents' surnames must necessarily come after just because of the parent's sex, amounted to discrimination based on sex.

Furthermore, she was not given an explanation of the necessity of such criterion or its justification by objective factors unrelated to sex. The complainant explained that she felt that as a woman she was being treated less favourably as she did not have the same rights at law as her husband.

In order to ascertain whether the complaint was justified, the Commissioner examined Articles 4 and 92 of the Civil Code as they were prior to their amendment by Act LXV of 2020. According to these articles, children born in Malta could only be assigned the surname of their father, after which they could add that of their mother.

Article 4(3) provided that: "*the children of the marriage shall take the surname of their father, after which there may be added, in term of article 292A, the maiden surname of the mother or the surname of her predeceased husband.*"

Article 92 provided that: "*A child conceived and born out of wedlock, if he has been acknowledged by the father, shall assume his surname, to which may be added the surname of the mother; otherwise, he shall assume the surname of the mother.*"

The Director concerned explained to the Commissioner that by virtue of Act LXV of 2020, which came into force on the 29 December 2020, Articles 4 and 92 of the Civil Code had been amended. Following this amendment children born in Malta - whether they are born in or out of wedlock - may assume the surname of any one of the parents or the surname of both in the order of their choice.

Article 4A and article 92 of the Civil Code as amended also provide that these new rules apply retrospectively to any child born in Malta, before the coming into force of Act LXV of 29 December 2020, through the submission of an irrevocable form to the Director of Public Registry.

In view of the above considerations, the Commissioner



The NCPE Commissioner on TV program 'Awla'

upheld the complaint and declared that Articles 4 and 92 of the Civil Code, Chapter 12 of the Laws of Malta, prior to their amendment by Act LXV of 2020, subjected the complainant to discrimination on the basis of sex.

This being said, the Commissioner expressed her satisfaction at the amendments which brought to an end a patriarchal and archaic legal regime which fostered discrimination against women.

## ■ 2.2 Policy Review and Recommendations

### NATIONAL POLICIES

Input is provided by the NCPE to Government laws, policies and strategies issued for public consultation. In its review, the NCPE evaluates the impact of the proposed actions on different social groups, checks whether the document contains provisions that are directly or indirectly discriminatory, and proposes the integration of measures that can combat discrimination and achieve equality in practice.

The NCPE always underlines that a gender mainstreaming exercise is to be carried out for all policies/actions/measures, as per Government policy. The proper implementation of the gender mainstreaming strategy 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 all groups are affected in a positive manner and that the needs of different cohorts are taken into account.

The NCPE provided its input to the following documents in 2021:

- Pensions Strategic Review Document
- Sports Governance and Integrity Act
- National Cultural Policy 2021
- Electronic Monitoring Act
- Thematic Areas underpinning Malta's National Post Pandemic Strategy
- MCAST Strategic Plan 2022 - 2027
- Early Childhood Education and Care - National Policy Framework for Malta and Gozo
- National Standards for Early Childhood Education and Care Services (0-3 years)
- MCAST Act
- Malta's 2021 - 2030 National Strategy on the Rights of Disabled Persons
- Local Government Policy 2021
- Early Leaving from Education and Training (ELET) - The Way Forward 2020 - 2030
- National Strategy for Lifelong Learning 2020 - 2030
- European Social Fund Plus (ESF+)
- A National Literacy Strategy for All in Malta and Gozo (2021 - 2030)
- Pre-Budget Document 2022
- EU Funds for Malta 2021 - 2027
- Establishing the first Digital Justice Strategy for Malta
- European Maritime, Fisheries and Aquaculture Fund
- National Strategic Policy for Active Ageing Malta 2021 - 2027
- Malta's Foreign Policy Strategy

In its submissions to the public consultation on **Malta's National Post Pandemic Strategy**, the NCPE highlighted that the impact of Covid-19 is not the same for all social groups and that a growing body of research from Malta and other countries is showing a widening of social inequalities.

It emphasized that the post pandemic strategy should seek to halt the undoing of progress achieved in the sphere of equality as well as use the lessons learnt from the pandemic to build a society and an economy that are more equal and inclusive than pre-Covid. It was recommended that the strategy adopts a two-pronged approach to addressing equality by:

- Including equality as a Thematic Area that: i. identifies overall equality challenges, ii. establishes overall equality targets and iii. allocates resources for targeted actions aimed at achieving equality between women and men from different social groups within set timeframes.
- Include equality as a cross-cutting concern in all Thematic Areas based on an understanding of: i. inequalities existing in that area prior to Covid-19, ii. how the pandemic impacted equality in that area and iii. how the post-Covid strategy can address these inequalities.

Several other recommendations were also put forward, such as the carrying out of research about the impact of Covid-19 on different social groups, the carrying out of a Gender Impact Assessment for all recovery measures and the allocation of specified resources to address widening inequalities, also by making use of EU recovery funds.

In its input to the draft **National Strategy on the Rights of Disabled Persons**, the NCPE insisted on the importance of adopting an intersectional perspective by being attentive to how one's sex and family responsibilities, sexual orientation, age, race/ethnic origin, religion/belief and gender identity, gender expression and sex characteristics - and possible barriers and difficulties arising from these social identities - are experienced distinctly by persons having a disability. A national strategy on disability should address these different forms of inequality, thus making possible the creation of a truly enabling environment for all women and men with a disability.

Amongst its recommendations, the NCPE stated that the data used in, and produced by, research in the field of disability should always be sex-disaggregated and, as much as possible, broken down according to different social groups. This will enable the identification of situations and patterns in relation to people whose disability intersects with other identities that are at risk of inequality and marginalisation, and assist in the design of actions, measures and structural changes that are needed to achieve equality in practice for all persons with a disability.

The NCPE's submission to the public consultation on **National Standards for Early Childhood Education and Care Services (0-3 years)** recommended that these Standards impose an obligation on childcare services to implement Equality and Sexual Harassment policies that are binding on management, staff and service users. Such policies should clearly state that the childcare service will strive to attain equality in practice.

It was also recommended that the Standards explicitly state that childcare services are to pro-actively develop an inclusive environment by ensuring that all social groups are fairly represented and addressed throughout the educational process (the curriculum and its implementation), in all material used (books, images, toys etc.) and in the staff's approach to children and parents. Stereotypical material and attitudes should be avoided and challenged at all times, and children should not be directed to, or made to participate in, different activities according to their gender or other characteristics.

The importance of gender budgeting was highlighted in the NCPE's feedback to the **EU Funds for Malta 2021 – 2027, the European Maritime, Fisheries and Aquaculture Fund and the European Social Fund Plus**. The gender budgeting of programmes ensures that the programme's resources are reaching women and men, girls and boys, as well as impacting gender equality in society, leading to a fair distribution of resources and a reduction of inequalities.

As the public consultation document **Establishing the first Digital Justice Strategy for Malta** sets out plans to digitalise the justice system in Malta, the NCPE recommended that this Strategy identifies tangible structures and processes which ensure that this digitalisation upholds the non-discrimination principle. For instance, a Gender and Equality Impact Assessment should be carried out to all Digital Justice System project proposals and an equality perspective should be adopted at all stages of the process.

It was also stated that the use of Artificial Intelligence (AI) in criminal matters must be considered with the greatest

reservations in order to prevent discrimination based on sensitive data, in conformity with the guarantees of a fair trial. Moreover, AI should never be used to take decisions as these should always be taken by humans not machines.

Furthermore, the NCPE recommended that data on cases and decisions involving gender-based violence and domestic violence, as well as hate-crimes, are collected in a way that gives an overall view of the number and type of cases in this sphere of crime. Also, all data used and produced by court should be sex-disaggregated and broken down by age where appropriate.



The NCPE positively noted that the draft **National Strategic Policy for Active Ageing Malta 2021 – 2027** was attentive to equality and inclusivity since it specifically covered issues of inequality on the basis

of gender, ethnicity, disability, sexual orientation and gender identity, as well as included references to gender-specific realities and challenges.

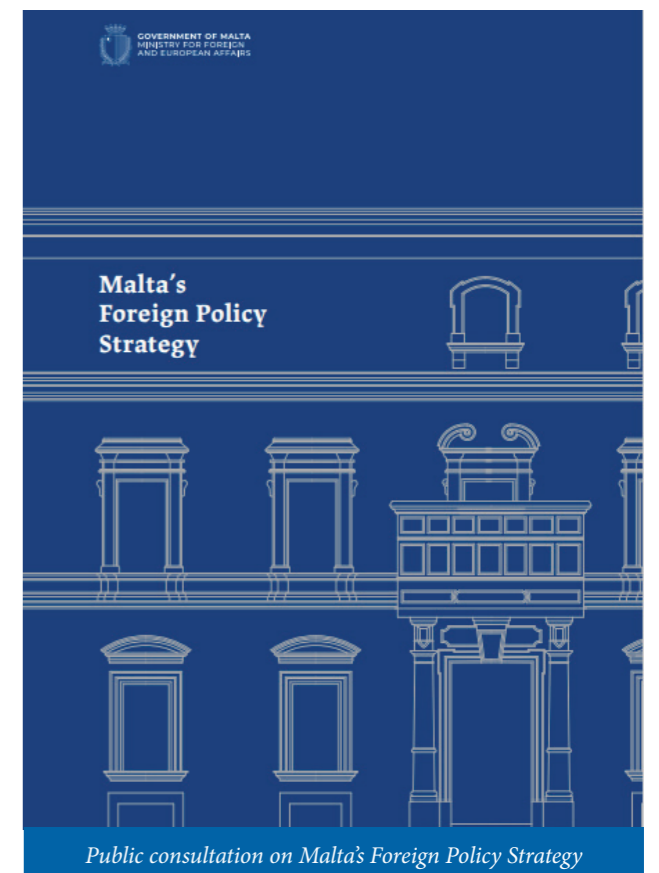
The NCPE's feedback to this document stated that the different needs of women and men, from different social groups, should be horizontally integrated in all Objectives of the Strategic Policy, and at all stages: design, implementation and monitoring.

It also recommended that the Policy commits to further investment in long-term care – both residential and community based – through the upskilling of workers providing care and the re-evaluation of the value of these workers, including their wages and working conditions. The experience of the Covid-19 pandemic underlined the need to invest in this sector in order to increase its robustness and effectiveness by having workers that are well-trained, and whose wages and conditions reflect the high value of these services.

In its input to **Malta's Foreign Policy Strategy**, the NCPE stated that the Strategy should commit to applying a gender and equality perspective to all areas of foreign policy such as: irregular migration, cyber norms, global digital governance, trade and climate change. Malta's foreign policy should recognise that the position of women and men, from different social groups, in each of these areas is different and often unequal.

In order to aid the achievement of the Sustainable Development Goals (SDGs) and the effective achievement of sustainable peace and security, Malta's foreign policy should strive to achieve equal rights,

equal representation and equal resources for women and men belonging to different social groups, in each area of engagement.



## EU AND INTERNATIONAL AFFAIRS

Despite the Covid-19 pandemic having restricted most travelling for the staff to meetings, conferences and seminars abroad, the NCPE remained active in the EU and international spheres, as well as in the European network of equality bodies (Equinet), through its participation in online events and online networking with various stakeholders. In addition, the NCPE continued giving input and feedback to various documents related to equality at EU and

international levels. This section delineates the main documents and events for 2021.

One of the main European legislative developments in relation to equality published in March by the European Commission, was a **proposal on pay transparency** to ensure that women and men in the EU get equal pay for equal work. The proposed Directive set out pay transparency measures, strengthened tools for workers to claim their rights, and facilitated access to justice. The NCPE reviewed the draft versions of the proposal ahead of various meetings of the Working Party of the Social Questions (SQWP), expressing agreement with many parts of the proposal, whilst suggesting the strengthening of others. Feedback was given on various points in the proposal including on the criteria that determine the value of work, on workers' representatives, and on the reporting and review of the Directive.

In July, the European Commission launched a new initiative to **strengthen equality bodies** by setting minimum standards on how they operate in relation to all grounds of discrimination and areas covered by EU equality rules. The NCPE participated in the study to support the preparation of a retrospective and prospective analytical document in view of a legislative proposal on binding standards for equality bodies, which examined the effectiveness, efficiency, relevance, coherence, EU added value and criteria to assess equality bodies within the EU legislative framework.

In light of these developments, **Equinet** set up a Taskforce on Pay Transparency and a Project on Standards for Equality Bodies. The NCPE, being

a member of Equinet, participated actively in the meetings of the taskforce and the project on standards.

Moreover, the NCPE is also active in other Equinet's fora such as the Working Groups on Gender Equality, Policy Formation, Equality Law, Communication Strategies and Practices as well as Research and Data Collection; the Taskforce on Minimal Guidelines for Complaints Data Collection; and clusters on specific topics related to equality.

The work and initiatives undertaken by Equinet are very much in line with the NCPE's work and remit, giving the NCPE the opportunity to share experiences and knowledge through questionnaires and group deliberations, review documents, discuss updates, analyse developments, put forward suggestions and actively participate in initiatives on equality at EU level. The NCPE also exchanged knowledge and experiences with other Equinet members to support other equality bodies in their work.

One of the main initiatives undertaken by the NCPE in 2021 in relation to equality at EU level was the development of the **Opinion on the care gap in the EU: A holistic and gender-transformative approach**. The NCPE Commissioner chaired the working group of the **Advisory Committee on Equal Opportunities for Women and Men drafting this Opinion**. The NCPE researched the topic, drafted Malta's contribution; compiled the contributions submitted by all the members of this working group and edited and finalised the Opinion, in close collaboration with the Advisory Committee. The objective of the Opinion was that of reflecting on the value of care in society alongside collecting approaches and measures

taken and to be taken at Member State and European level. The Opinion provided several recommendations on addressing the care gap and care work in a gender-transformative way.

The working group that drafted the second opinion of the Advisory Committee on Equal Opportunities for Women and Men in 2021 on **combatting gender stereotypes** included the participation of the NCPE. The Opinion gave an overview of the definition of stereotypes; reviewed good practices; provided recommendations for action in several sectors; and delineated the way forward to combatting gender stereotypes in the European Union. Topics for Opinions to be developed by the Advisory Committee in 2022 were also suggested. Furthermore, the NCPE forwarded the relevant Opinions of the Advisory Committee to different stakeholders at national level encouraging them to implement further actions towards gender equality. This initiative generated focused discussions and strengthened cooperation between the NCPE and national policy makers.

In 2021, the **Presidencies of the Council of the European Union** presented Conclusions on topical issues related to equality, mainly on the impact of the Covid-19 pandemic on gender equality; the impact of Artificial Intelligence (AI) on gender equality; and sustainable work over the life course. The NCPE reviewed the drafts of these documents and suggested amendments with the aim of strengthening equality in these areas, contributing to the Malta position and the subsequent debates at EU level.

The **European Parliament** (EP) study on the impact of digital work and teleworking on workers and society, as

well as on the EP's survey on the reevaluation of working conditions and wages for essential workers, were reviewed by the NCPE that stressed the importance of family-friendly measures and of the implementation of the gender mainstreaming strategy within these spheres.

The NCPE also contributed to the Stakeholder Consultation on FRA Director's Note 2023 of the **European Union Agency for Fundamental Rights** (FRA) by providing input on how FRA's work plays a role in assisting the NCPE with its work, as well as how FRA's future role and work can be more effective and efficient. Moreover, the NCPE reviewed and gave input to the European Commission's **Green Paper on Ageing – Fostering solidarity and responsibility between generations**, particularly by highlighting the importance of promoting a healthy lifestyle, active ageing, inclusion and new opportunities for people who are past retirement age.



As a member of the **Experts Forum** of the European Union Institute for Gender Equality (EIGE), in 2021, the NCPE Commissioner participated in the 26th meeting during which the following issues were discussed: ongoing and upcoming projects at a national level; the Gender Equality Index 2021; media reporting on violence against women; and the work that should be on the agenda for the future. The NCPE participated in the EIGE Gender Equality Index 2021 Conference launch which highlighted gains and losses with respect to gender equality across the European Union, particularly as a result of the Covid-19 pandemic.

As a member of the **European Commission against Racism and Intolerance** (ECRI) of the Council of Europe, in 2021, the NCPE Commissioner participated in the 85th and 86th Plenary Meetings; as well as in the Country Monitoring of France as a rapporteur. he NCPE participated in ECRI's Annual Seminar for National Equality Bodies that focused on Joining Forces to Promote and Protect the Human Rights of LGBTI Persons.

In 2021 the NCPE reviewed the **UNCRC Concluding Observations and Policy Initiatives** and gave input with respect to the NCPE's work. In addition, the NCPE contributed to **Malta's Universal Periodic Review** reporting by giving information on national developments as well as the work carried out by the NCPE as an equality body. The NCPE also participated in the **AI Treaty Consultation** highlighting various facets related to the importance of safeguarding equality in the field of AI.

■ **2.3 Media**

Establishing a strong media presence through different means of communication is crucial for the dissemination of information related to equality and the NCPE's remit. A **communications work plan** was drawn up for 2021 to identify target groups and communication channels. Such plan is necessary for the NCPE to get its messages across to a wide variety of audiences.



The NCPE Commissioner participating in a discussion on TV program 'Topik'

In 2021, **62 contributions** were made in the traditional media. These include press statements, articles and features, replies to journalists' questions and participation in TV and radio programmes.

Press statements	11
Articles and features	23
Answering journalists' questions	4
Participation in television and radio programmes	24
<b>Total contributions in the traditional media</b>	<b>62</b>

**PRESS STATEMENTS**

Press statements are designed to notify media houses of the NCPE's positions and work, ranging from coverage

of current issues to events organised by the NCPE throughout the year.

In 2021, the NCPE published 11 press statements

- Legal amendments to ensure gender balance in Parliament – a leap towards gender equality in Malta
- Broader reform than a gender-corrective mechanism required for Gender Balanced Parliament
- "COVID-19 has widened gender inequality in the distribution of unpaid household and caring responsibilities" - NCPE study
- NCPE's International Women's Day Online Conference 2021
- Sexist comments hinder women's participation in public life
- NCPE applauds the gender corrective mechanism law
- NCPE's E4D Online Launch Conference
- NCPE's Online Annual Conference 2021
- Construction worker's incident highlights the need to address racism and workers' exploitation
- NCPE Online Conference to mark Equal Pay Day 2021
- Road-safety video-clips should be withdrawn over race and gender stereotypes



The NCPE Commissioner on TV program 'Espresso'

**ARTICLES AND FEATURES**

Compared to the previous year, the NCPE increased the number of articles and features published in the local newspapers.

In 2021, the articles amounted to 23, covering various topics on specific matters related to equality, such as the:

- Gender pension gap that puts women at a greater risk of poverty
- Gender balance in Parliament
- Gender imbalance in decision-making positions
- Cyber violence against women and girls
- Malta in the 2021 Global Gender Gap Report
- The importance of equality in the media
- Closing the gap - pay transparency for women and men
- Malta Pride 2021 - #YouAreIncluded
- The Gender Equality Index 2021

The NCPE also marked international days through articles, such as the:

- International Day of Zero Tolerance to Female Genital Mutilation
- International Day of Women and Girls in Science
- Zero Discrimination Day
- International Day for the Elimination of Racial Discrimination
- International Girls in ICT Day
- International Day of Families
- International Day against Homophobia, Transphobia and Biphobia
- World Elder Abuse Awareness Day
- World Day Against Trafficking in Persons

- International Youth Day
- International Equal Pay Day
- International Day of Older Persons
- International Day of the Girl Child
- International Day for the Elimination of Violence against Women

Once published online, the NCPE shares these articles on its Facebook Page to reach online audiences. All press statements and articles are available in the news section on the NCPE website.



**ANSWERING JOURNALISTS' QUESTIONS**

The NCPE replied to questions sent by journalists from different media houses.

The subjects addressed in 2021 included:

- Tax credit for women returning to work after having a child
- Online violence and harassment against women
- Family planning clinics
- Stereotypes and racism



**TV AND RADIO**

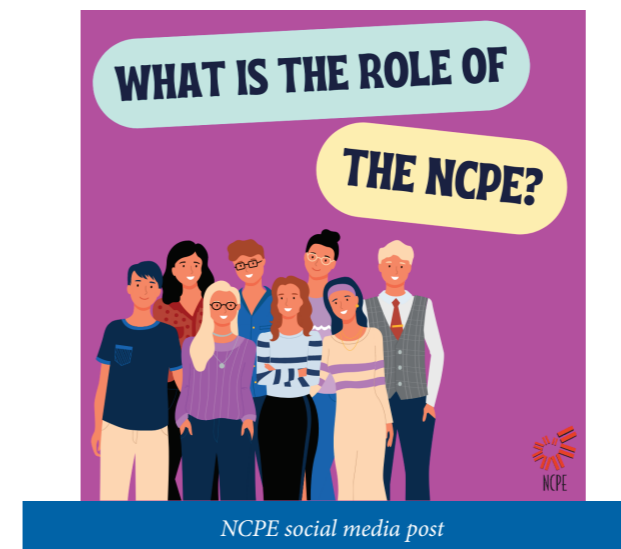
The NCPE's participation in TV and radio programmes increased compared to the previous year. In 2021, the NCPE Commissioner participated in 24 programmes to inform the public about the NCPE's work and discuss equality issues.

Some of the topics addressed in 2021 included: the gender pay gap, equal economic independence, prostitution, the NCPE research study on the distribution of tasks between women and men during the Covid-19 pandemic, family-friendly measures, online violence against women, sexual harassment at the workplace and the gender balance in Parliament reform.



**SOCIAL MEDIA**

Social media has been instrumental in shaping the way people communicate in today's digital age. Through Facebook, Instagram and Twitter, the NCPE raises awareness on equality and promotes the latest news related to the Commission's work. As an interactive tool, social media also enables the NCPE to highlight international days, get in touch and keep in contact with various persons who send messages and queries on equality, while updating those who follow the NCPE's social media platforms.

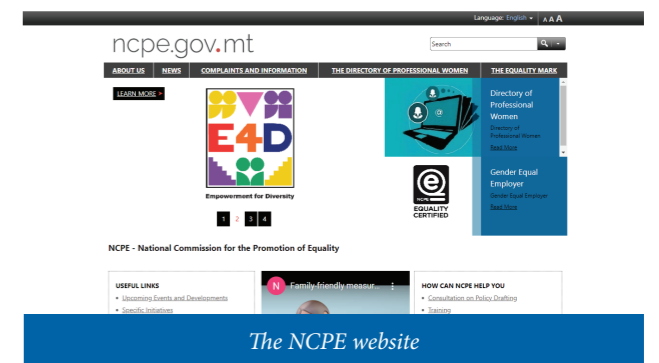


Facebook	479 posts
Instagram	140 posts
Twitter	35 posts
<b>Total number of posts across all social media platforms</b>	<b>654 posts</b>



**WEBSITE**

The NCPE website – www.ncpe.gov.mt – is updated regularly with the latest publications, events, media contributions and other material related to the NCPE's work. The website makes it very easy for people to find, read, and discover more about the work carried out by the NCPE.



The website is also a useful tool for:

- potential victims of discrimination as it provides pertinent information on how to submit a complaint with the NCPE
- employers who would like to apply for the NCPE Equality Mark as they can find information on the certification process
- stakeholders who are looking for women professionals in specific areas of expertise through the Directory of Professional Women.

#### NEWSLETTER – ‘EQUALITY MATTERS’

The NCPE published the 13th issue of the newsletter ‘Equality Matters’, which focused on equality in the media.

This newsletter provided information on the current legislation in Malta, including Chapter 456 - The Equality for Men and Women Act, and Chapter 350 - The Broadcasting Act - the different types of media, stereotypes in the media, and gender equality in the media sector.

Reference was also made to cyber violence, the NCPE’s role as the national equality body, and recommendations on how the media can promote diversity.

The newsletter was posted on the NCPE’s social media platforms, uploaded on the NCPE’s website and disseminated to different stakeholders.

Those interested in receiving a copy of the newsletter can send an email to the NCPE on [equality@gov.mt](mailto:equality@gov.mt).



#### AWARENESS-RAISING CAMPAIGNS

On the **International Day of Women and Girls in Science**, the NCPE shared quotes, videos, and statistics across its social media platforms to raise awareness on gender imbalance in science.

Moreover, to commemorate this day, the NCPE interviewed two women professionals long established in the field, namely Ing. Helga Pizzuto, Chairperson of the Malta Competition and Consumer Affairs Authority (MCCAA) and Ms Anna Spiteri, Founder & Managing Director at Integrated Resources Management Co. Ltd. Both women challenged traditional gender stereotypes and

**At present, less than 30% of researchers worldwide are women**

Source: United Nations



NCPE social media post on the International Day of Women and Girls in Science

opted for professions that are generally associated with men. The NCPE published an article in a local newspaper, sharing their experiences on how gender should not limit one’s interests and potential.

In the first ten days of September, the NCPE shared infographics delineating the **NCPE’s work**. Such infographics were shared in both English and Maltese on the NCPE’s Facebook and Instagram accounts. This campaign aimed to help audiences be more informed about the NCPE’s remit and its services.



NCPE Instagram post on the International Day for the Elimination of Violence Against Women

The **16 days of activism against gender-based violence** is an annual international campaign, organised between the 25 November - the International Day for the Elimination of Violence against Women - and 10 December - Human Rights Day - to raise awareness on violence against women as the most pervasive breach of human rights worldwide.

As in previous years, the NCPE joined the 16 days of activism awareness-raising campaign by creating motion graphics to empower victims of gender-based violence to speak up, sharing real-life stories of domestic abuse survivors, and creating animated social media posts in both English and Maltese on sexual harassment in the workplace. The latter were also published on the Intranet, an internet service available to public officers.

Additionally, the NCPE published an article in Maltese on a local newspaper to raise awareness on violence against women and girls.

#### 2.4 Research

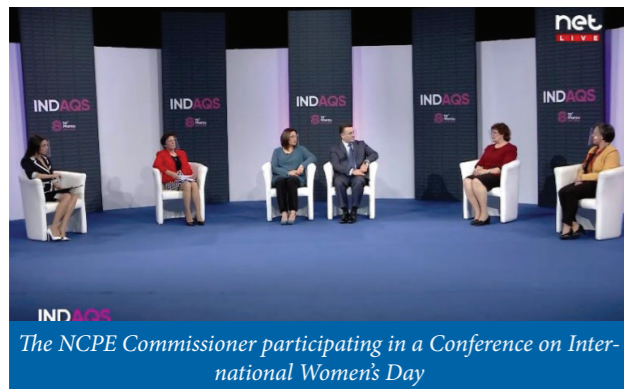
##### RESEARCH ON THE DISTRIBUTION OF WORK IN HOUSEHOLDS DURING THE COVID-19 PANDEMIC

In the context of the Covid-19 pandemic and the gender equality developments that were being discussed at both national and international level, the NCPE looked into how the pandemic is affecting women and men in Malta through an online survey carried out between 23 June and the 13 July 2020.

A report with findings and recommendations was published in February 2021.



Sudden changes had been leaving their mark on people's lifestyle, particularly with employment issues, school closure and remote working for many workers. The NCPE research looked at the changes in the time spent on different tasks by women and men during the pandemic. Thus, the survey did not ask respondents about the total hours spent on different tasks, both before as well as during Covid-19, but about the **increase/decrease of time spent on different tasks as a result of Covid-19**.



In order to understand the situation with regards to gender equality in the distribution of tasks, the NCPE then looked at the results reported in the EIGE Gender Equality Index 2019<sup>65</sup> since these shed light on the point of departure from which there were decreases or increases during the pandemic.

The survey was distributed on the NCPE's social media platforms and was also sent by email to NGOs, private companies and the public sector. A total of 1,906 responses were received of which 1,358 were women, 542 were men and 6 identified as other.

The main findings of the study were:

- 58.4% of female respondents stated that the hours spent on housework increased during the pandemic, when compared to 55.2% of men.
- Female respondents reported a higher overall increase (63%) when it comes to caring for children, in comparison to male respondents (60.7%). Moreover, double the number of female respondents reported an increase in the category "Increased by 13 hours or more".
- There was a substantial 16% gap between female and male respondents reporting an increase in the time spent on home-schooling - 80.2% for females and 64.2% for males.
- Female respondents were more likely to report an increase in the hours spent caring for dependent adults during the pandemic - 54.7% in comparison to 44% of males.
- 49.2% of women with children of 15 years or younger stated that their leisure / free time decreased compared to 42.4% of men.
- 52.8% of female respondents with children of 15 years or younger reported a decrease in the time spent on personal care, compared to 36.8% of males.
- 43.8% of female respondents and 39.3% of male respondents with children of 15 years or younger reported a decrease in sleeping hours.
- Many more female respondents felt that domestic responsibilities were not equally shared with their partner in comparison to male respondents.

<sup>65</sup> The Gender Equality Index is a tool developed by the European Institute for Gender Equality (EIGE) to measure the progress of gender equality in the EU. The scope of the tool is to give more visibility to areas that need to be addressed by Member States; moreover, it supports policy makers in designing effective gender equality measures. The Index covers a number of different domains including those of "work" and "time".

The findings of this survey indicated that during the pandemic:

- the increase in the number of hours spent doing household tasks and childcare increased more for women than for men
- the time spent on leisure, personal care and sleep decreased more for women than it did for men.

Considering that the majority of respondents had a tertiary or a post-graduate level of education, the survey results indicate that gender imbalances are prevalent even among those with a higher-than-average level of education.



### The COVID-19 pandemic Research on the distribution of work in households

A study prepared by the  
National Commission for the Promotion of Equality (NCPE)



NCPE research on the impact of Covid-19

The differences between women and men became even starker when the findings of this survey were seen in

the context of the EIGE Gender Equality Index 2019. For example, according to the EIGE Gender Equality Index, prior to the pandemic, 85% of females and 58% of males were caring for children and dependent adults. The findings of the NCPE survey showed that women during the pandemic reported a 19.5% "Increased by 13 hours or more" in relation to caring for children whilst only a 10.7% of males reported such increase. The same pattern can be seen in the "Caring for dependent adults" category. Since the point of departure was unequal, with a substantial gap of 27.4%, the survey findings reaffirm that females were more likely to take on the additional care load during the pandemic.

Thus, the Covid-19 pandemic is exacerbating already existing gender inequalities in the distribution of unpaid household and caring responsibilities.

The report concluded that in order to address the evidenced inequalities, one needs to invest in and build on existing measures - such as improved care services and a more flexible work environment. Moreover, much more work needs to be done to promote and inculcate behavioural changes that break gender stereotypes and overcome traditional gender roles.

#### YOUNG PEOPLE'S AWARENESS ON EQUALITY, DISCRIMINATION AND SEXUAL HARASSMENT

In August 2021 the NCPE disseminated an online survey targeting young people (15 to 29 years) in order to gather data on:

- young people's awareness on discrimination and sexual harassment
- their knowledge on the NCPE's role in this regard

- their expectations with respect to the NCPE's implementation of its mandate.

The online survey form was primarily disseminated via the NCPE's social media platforms as well as through the email list of the National Youth Agency (Aġenzija Żgħażaġh).

The survey attracted 198 responses from young people - 151 female respondents, 38 male respondents and 9 respondents who identified as 'other'.

The survey results showed that the respondents were, overall, aware of the prohibition of discrimination and sexual harassment and knew what it means to be discriminated against and sexually harassed. Apart from the affirmative answers given to questions on whether they know about their right to be equally treated and not sexually harassed, this knowledge was also evidenced in their answers to several open-ended questions in the survey.

There was, however, a general lack of awareness among all age-brackets and genders on the actions that can be taken to report cases of discrimination and sexual harassment. This tendency was reaffirmed in the respondents' answers to whether they know about the



The NCPE Commissioner participating in MEA's TV program

NCPE and about the possibility to report cases to the NCPE, where the majority of respondents replied in the negative. In fact, in the answers to questions about the respondents' expectations from and suggestions to the NCPE, the importance of increased visibility and awareness-raising featured prominently.

### ■ 2.5 Empowerment for Diversity (E4D)

The Empowerment for Diversity (E4D) project started in April 2020 and will run until November 2022. It is co-financed by the Rights, Equality and Citizenship Programme 2014-2020 and is being implemented in partnership with Allied Rainbow Communities (ARC).



Empowerment for Diversity

E4D logo

The project focuses on the grounds of sexual orientation, gender identity, sex characteristics and gender expression. The NCPE has identified the need to address the societal and cultural impact of the legislative changes in the last seven years.

2021 saw the start of the E4D project's activities.

### LAUNCH CONFERENCE

The project was officially launched on 27 April 2021 with an online Launch Conference. The conference served to inform the general public, relevant stakeholders and target groups about the aims, objectives and expected results as well as the initiatives to be undertaken throughout this project.

Then Minister for Justice, Equality and Governance, Hon. Dr Edward Zammit Lewis, opened the conference by underlining the substantial progress achieved in the past years in the LGBTIQ+ legislative field. Hon. Dr Zammit Lewis maintained that the NCPE's E4D project is in line with the Government's commitment to continue working to strengthen LGBTIQ+ rights.

NCPE Commissioner Ms Renee Laiviera presented recent statistics and explained how despite the new LGBTIQ+ legislation, LGBTIQ+ individuals still experience discrimination in different areas of life.

The Project's Coordinator gave an overview of the activities of the project whilst Mr Clayton Mercieca gave a presentation on the role of ARC in the project as a project partner.

A total of 112 participants logged to the online launch conference.

### CAPACITY-BUILDING SESSIONS

As part of the E4D project, the NCPE staff had the opportunity to strengthen their knowledge on LGBTIQ+ issues through four capacity-building sessions. For the capacity-building sessions to be as effective as possible,

the NCPE identified four most relevant areas for capacity-building, namely:

- The Laws of Malta relating to the grounds of sexual orientation, gender identity, gender expression and sex characteristics (SOGIGESC)
- Reaching out to LGBTIQ+ community and awareness-raising
- Addressing under-reporting
- Mainstreaming LGBTIQ+ policies into regular policies (employment, communication)



Capacity-building sessions for the NCPE staff

All NCPE officers, who mainly work in: complaints, policy and training, projects, research and managerial positions, had the opportunity to enrich their knowledge on LGBTIQ+ issues through these sessions. All staff members benefitted equally from the sessions since the topics were chosen keeping in mind the respective roles, functions, and tasks of each department within the NCPE. In this way the knowledge gained from each session will be put to use by every staff member, ensuring the best service possible to the public.

The first session was held on the 21st July, and

delivered by Aditus Foundation's Director Dr. Neil Falzon who gave the NCPE staff a detailed explanation of the LGBTIQ+ legislation enacted in the past seven years which added new grounds of discrimination to the NCPE's remit, namely sexual orientation, gender identity, gender expression and sex characteristics.

The second session was delivered on the 19 August by Mr Tudor Kovacs, a representative of the International Lesbian, Gay, Bisexual, Transgender, Queer & Intersex Youth and Student Organisation (IGLYO). This session focused on ways to strengthen the NCPE's community outreach, leading to improved awareness-raising campaigns and communication channels.

The following session took place on the 13th October and was delivered by the LGBT Foundation. This time, the session addressed the issue of under-reporting. Whilst attempting to discover the reasons for under-reporting, the NCPE staff were also equipped with the necessary skills to better address the issue.

The final session took place on the 23rd November and was delivered by equality expert Mr Niall Crowley who provided a thorough explanation on LGBTIQ+ mainstreaming in policy making, as well as presented ways how to develop and promote a model for LGBTIQ+ mainstreaming in other policies.

**RESEARCH STUDY ON LGBTIQ+ DISCRIMINATION**

Through the E4D project, the NCPE is carrying out a qualitative research study to analyse the discrimination faced by LGBTIQ+ persons in Malta, in various sectors of life, such as education, employment,

and in the access to and supply of goods and services. The objective of this study is to identify the extent of the discrimination experienced by LGBTIQ+ individuals and to increase NCPE's knowledge and expertise in the field of LGBTIQ+.

The research study will consist of a total of 40 interviews with people identifying as LGBTIQ+ from different backgrounds, such as different ages and employment. The study which started in 2021 will come to an end in March 2022, and its findings will be presented during the project's Final Conference.

The findings of this research study will serve as an update to another NCPE study carried out in 2011.<sup>66</sup>

**EXTERNAL EVALUATION**

All of the E4D project's activities are to be evaluated by an external evaluator with the aim of presenting the evaluation study during the project's Final Conference. Furthermore, the results deriving from the evaluation study will help the evaluators draw up the recommendations for future similar initiatives.

As at 2021, the following activities have been or are currently being evaluated:

- i. Project Launch Conference
- ii. Capacity-building sessions
- iii. Awareness-raising campaign
- iv. Participation in Malta Pride Week 2021

By the end of the project, all the activities including the research study, the workshops with the LGBTIQ+ community, the NCPE's participation in the Malta

Pride 2022 as well as the Final Conference, will be evaluated.

**E4D PROMOTIONAL ITEMS**



E4D promotional material

The following promotional items were produced within the framework of the E4D Project.

- E4D pens
- E4D tote bags
- 4 X 6 feet rainbow flag including the NCPE's and the project's logos
- Small rainbow flags
- Sunglasses
- T-shirts
- Lanyards
- Baseball cap
- Promotional sustainable cup

The promotional items were designed keeping in mind

the corporate image of the E4D project, which includes the rainbow flag colours, to catch the attention of the general public, as well as the E4D logo. These items were distributed at the Malta Pride Week events 2021 and more will be distributed in next year's Pride.

**LEAFLET**

A leaflet promoting the NCPE, its work and its services was produced within the framework of the E4D project. The leaflet features the project's corporate image as well as the logo of the project and the logo of the partner organisation. It also presents statistics regarding discrimination faced by the LGBTIQ+ community in Malta as well as details on how to lodge a complaint when facing discrimination.

Besides being uploaded on the NCPE's website, these leaflets were disseminated in all events of the Malta Pride Week 2021 and will also be disseminated in the upcoming E4D activities, such as the workshops and the final conference.



E4D leaflet

<sup>66</sup> LGBT Discrimination Research Report, Qualitative Study, NCPE (2011); [https://ncpe.gov.mt/en/Documents/Projects\\_and\\_Specific\\_Initiatives/Think\\_Equal/lgbt\\_research.pdf](https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Think_Equal/lgbt_research.pdf)

## POLICY TEMPLATES

As part of the project, two policy templates - the sexual harassment and the equality policy template - were updated and uploaded online on the NCPE's website. They were also uploaded on NCPE social media for wide dissemination and ease of reference.

Both documents include guidelines for organisations to draft their sexual harassment and equality policies. The guides are intended to help the organisation define its values and mode of conduct with regards to equality and sexual harassment.



Guidelines to drafting an Equality Policy

## PRIDE 2021

The Malta Pride Week took place from 10th September until the 19th September. Due to the Covid-19 restrictions, the traditional Pride March could not take

place and instead various events were held at different locations throughout the week. The theme for this year's Pride was **#YouAreIncluded**, which served as a reminder that ensuring equality for everyone cannot be achieved through a one-size-fits-all approach. The theme also reminds us that despite the progress achieved by the LGBTIQ+ movement over these past six years, especially due to the enactment of legislative provisions enhancing LGBTIQ+ rights in Malta, there are still members of the community whose identities and experiences are not considered to be valid. Members of the LGBTIQ+ community may still feel excluded due to the discrimination faced in their day-to-day life.

The first event entitled **6 Colours – 6 Locations – 1 Pride**<sup>67</sup> which the NCPE attended was a symbolic demonstration organised by the Ministry for Equality, Research, and Innovation in collaboration with Allied Rainbow Communities.

NCPE Commissioner Ms. Renee Laiviera and the E4D team represented the NCPE at the event. Photos of the event were uploaded in real time on the NCPE's social media with the aim of reaching out to the LGBTIQ+ community and increasing the NCPE's visibility with the general public.

The second event the NCPE team attended was a Community Discussion named **'Queerness matters at home: Our Storytelling Space'**, delivered by queer urban anthropologist Dr Rachael Scicluna<sup>68</sup>. During this event, the participants had the opportunity to talk about what objects and which spaces shaped their sexuality, as well as their coming out story.

The next event was organised in collaboration with

**Għajjejt u Xbajt**<sup>69</sup>, which describes itself as an online non-judgemental feminist platform. The NCPE officers made sure to distribute enough leaflets on each table prior to the discussion. Following the discussion, participants and members of the panel approached the NCPE officers asking about the NCPE and about the project.

**'Kitba Queer'**<sup>70</sup> event was organized in collaboration with local LGBTIQ+ NGO, the Malta LGBTIQ Rights Movement (MGRM). The idea was having an open mic workshop for all members and allies of the LGBTIQ+ community. The project team, wearing E4D T-shirts, set up the promotional items at the entrance of the venue, for accessibility to the general public.

**'David Bowie made me gay'**<sup>71</sup> event was a social evening organised in collaboration with local NGO Moviment Graffiti. The idea was for all attendees to come dressed as their favourite LGBTIQ+ musical icon, whilst taking part in a quiz filled with games and tunes.

Malta's Pride Week 2021 ended with the open air **#YouAreIncluded - Malta Pride Concert**, with around 500 attendees. Due to the Covid-19 measures, the NCPE E4D team were not allowed to put up a stand at the concert, however, the tote bags with promotional items were placed on the chairs by the organisers of Pride prior to the attendees' arrival.

The NCPE's participation in the Malta Pride Week 2021 proved to be fruitful in that it maximised the Commission's exposure, in particular on the SOGIGESC grounds amongst the LGBTIQ+ community.

A detailed report of the E4D's attendance at the Malta

Pride Week 2021 was submitted to the European Commission and may be downloaded from the E4D's website.<sup>72</sup>

## NEWSPAPER ADVERTS AND BILLBOARD

The main objective of this awareness-raising campaign was to raise the NCPE's profile, so that the general public, in particular the LGBTIQ+ community is aware of the NCPE and the services it offers.



E4D billboard

As part of the project's awareness-raising campaign a newspaper advert was published on Sunday 28 November on all seven national Sunday newspapers in both Maltese and in English.

The newspaper advert explains in a clear and concise manner what the NCPE's remit is. It also presents data showcasing the discrimination faced by LGBTIQ+ people in Malta, and how little of it goes reported. Furthermore, the advert informed the public of a method of redress against discrimination through the NCPE to address the problem of under-reporting of discriminatory incidents from LGBTIQ+ individuals.

Both these adverts were shared on the NCPE social media to reach a wider audience.

<sup>67</sup> <https://www.maltapride.org/post/6-colours-6-locations-1-pride>

<sup>68</sup> <https://www.maltapride.org/post/queer-anthropologist-to-hold-a-community-talk-about-queerness-in-the-home>

<sup>69</sup> <https://www.facebook.com/ghajjejtuxbajt>

<sup>70</sup> <https://www.gaymalta.com/events/queer-open-mic-night>

<sup>71</sup> <https://www.maltapride.org/event-details/david-bowie-made-me-gay-a-social-evening-by-moviment-graffiti>

<sup>72</sup> [https://ncpe.gov.mt/en/Documents/Pride%202021%20Participation%20report\\_final.pdf](https://ncpe.gov.mt/en/Documents/Pride%202021%20Participation%20report_final.pdf)

On the occasion of Pride Week 2021, the E4D team decided to put up a billboard for the month of September in five different locations around Malta and Gozo. The billboard featured the rainbow flag colours and a short message for the general public with the NCPE contact details.

## ■ 2.6 Managing EU Funds

Due to the unforeseen Covid-19 pandemic, the NCPE has had to make several changes to the activities of the project **E4D**. Most notably, the Malta Pride 2020 was cancelled and therefore all the E4D activities tied to Pride 2020 could not be held. Moreover, activities which involved face-to-face interactions needed to be reviewed in favour of virtual interaction. However, activities which were planned to be intimate focus groups such as the workshops with the LGBTIQ+ community could not be held virtually due to the sensitive nature of the activity. The provision of a safe space where members of the LGBTIQ+ community could share their experiences and put forward recommendations without any hesitation, is ideally done in a face-to-face setting. As a result, the NCPE requested and was granted an eight-month extension of the project E4D, with an end date of November 2022 instead of March 2022.

The shift in the activities' timelines affected the aforementioned LGBTIQ+ workshops, the capacity building sessions and the Final Conference which were shifted to take place later on in the project. Additionally, billboards for Malta Pride 2021 were procured through the project extension approval. These billboards were suggested by the project partner ARC with the aim of increasing the NCPE's visibility with the targeted cohort.

NCPE officials sat on evaluation committees of three procurement procedures. Firstly, the **evaluation committee** of the research tender with reference DT-NCPE/03/2020. A further two evaluation committees for two calls for quotations were set up namely for QT/04/2021 which was the call for venues for the capacity building sessions and QT/08/2021 which concerned the procurement of billboards during Pride Malta 2021.

Accurate **reporting** of ongoing activities is essential in EU funding. Such reporting verifies the correct expenditure of the committed funds. Each deliverable was duly reported on the online Single Electronic Data Interchange Area (SEDIA) along with every milestone reached. Financial data of each expenditure is duly kept in a detailed expenditure table. Financial reporting was also promptly done when and as requested by the Line Ministry.

In 2021, the NCPE received several requests for project partnerships during the year 2022. Subsequent to analysing each request, the NCPE agreed to participate in two projects. The first project, which is funded through the European Social Fund, is entitled '**Bullying and Ostracism at the Workplace in Malta**' and is led by the NGO bBrave. The NCPE is a member of the Consultative Committee of this project. The project was publicly launched in November.

The second project is entitled '**End Racism MT**' and is led by the Human Rights Directorate. The project is partly funded through the Citizens, Equality, Rights and Values Programme (CERV) and is expected to commence in the first quarter of 2022 and run for 24 months.

During 2021, the NCPE set up several meetings with the Malta Council for Science and Technology (MCST) to discuss the possibility of tapping **Horizon funds**. Acting upon the professional advice, the NCPE developed a profile detailing not only the NCPE's work in a nutshell but also expressing the interest to participate in calls for funds by joining a network/consortium. The MCST continues to disseminate the NCPE's professional profile to potential consortia whilst the NCPE disseminates it to the members of Equinet for an even wider reach.

## ■ 2.7 Training

The NCPE offers training on the topics of equality, discrimination and harassment, and regularly receive requests for the delivery of sessions from Government departments/entities, private companies and educational institutions. If the requested topic is covered by the NCPE's remit, such requests are acceded to, and discussions are held with the organisation to tailor-make the sessions according to specific needs.

Training is usually given in-person as this is deemed by the NCPE to be more effective. However, online training is also provided in exceptional circumstances.

A number of sessions in the first two quarters of 2021 had to be postponed or moved online due to the surge of Covid-19 cases and consequent public health restrictions; also fewer requests were received during this period. However, during the second half of the year, training resumed to its original format.

No. of training sessions	49
Hours of training	82
No. of participants	905

A total of 49 training sessions to over 900 participants were delivered in 2021. Participants included employees in private companies and the public service, organisations applying for EU funds, healthcare workers and students.

The NCPE gives training on:

**Equality law:** The basic principles of Maltese equality legislation and EU Directives 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 grievous 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 together with online resources to assist officers in their gender mainstreaming work.

**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 to public sector employees.

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 responsible for Equality.

From 2012 to 2021, the NCPE delivered 70 training sessions to over 920 public sector employees. Due to the Covid-19 pandemic, the annual training to public officers on the gender mainstreaming reporting template, held in March, took place online.

Detailed information sessions on gender mainstreaming were held at the Ministry for Health and at the Commission for the Rights of Persons with Disability (CRPD). Moreover, four lectures on the gender mainstreaming process were given to students reading for a BA in Public Policy, and two sessions on the same subject were given to students undertaking a study unit as part of a Masters in Gender and Social Justice. The sessions included the carrying out of several hands-on exercises.

A total of 138 gender mainstreaming reports were received by NCPE in 2021, slightly less than the previous two years, when 143 and 146 reports were submitted, but an increase over the four preceding years (115 reports in 2018, 99 reports in 2017, 110 reports in 2016 and 58 reports in 2015).

In its review, the NCPE again stated that the reports reflected a limited understanding of gender

mainstreaming and of how it can be applied systematically to the departments’/entities’ work, together with a low level of commitment to implementing the strategy.

It again recommended a specific public sector structure, within and across all ministries and departments, to pilot, implement, monitor and evaluate the implementation of the gender mainstreaming strategy. It also recommended sustained training to public officers at all levels so that they become knowledgeable in this field as well as to have higher accountability to follow government policy, particularly at top management levels.

**2.8 Discrimination in Advertising**

The NCPE reviews local newspapers on a daily basis for discriminatory advertisements, as defined by Chapter 456 of the Laws of Malta which safeguards equality in employment and prohibits discriminatory vacancy adverts.

Article 10 of the said legislation 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...”

Year	Total amount of discriminatory adverts
2021	10
2020	3
2019	20
2018	41
2017	43

Where discriminatory adverts are identified, the NCPE formally notifies the publisher and the company, indicating why the advert is discriminatory and suggesting alternative wording and actions to be taken. Over the past four years, there has been a sharp reduction in the number of discriminatory adverts. In 2021, the NCPE identified only ten adverts, although this reduction could partly be due to the overall decrease in the number of published vacancies

Most common discriminatory text in adverts in 2021	NCPE suggestions
Deliveryman	Deliveryperson
Handyman	Handyperson
Waitress	Waiter/Waitress or Waiters

Discriminatory adverts by means	Amount
Local newspapers	7
Online media	3

resulting from the Covid-19 pandemic. Nine adverts were discriminatory on the ground of gender in employment. One advert was discriminatory on the grounds of age, sex, and family status in employment. The general public and other stakeholders are encouraged to inform the NCPE of discriminatory adverts so that action can be taken as required.

**2.9 Requests for Information (RFIs)**

Requests for information are received on a regular basis from the general public as well as various entities and agencies, both local and international, requiring information on topics related to the NCPE’s remit. When possible, individuals who request information that is not within the NCPE’s remit, are referred to the relevant entity that can provide further assistance.

2021			
	Women	Men	Total
Gender	19	7	26
Sexual Harassment	3	1	4
Race/Ethnic Origin	3	1	4
Gender Identity, Gender Expression & Sex Characteristics	4	3	7
Age	2	0	2
Sexual Orientation	1	0	1
Religion/Belief	0	0	0
Others / Not within NCPE's remit	5	3	8
Freedom of Movement	0	0	0
Total RFIs received	35	15	*50

\* 2 RFI covered more than one ground.

### 2.10 Directory of Professional Women

The NCPE further promoted the Directory of Professional Women through a local newspaper as well as through the NCPE Facebook Page and Instagram.

An article published by the NCPE on Malta Today on the 7 March, titled 'Women on boards - we have a long way to go', served as a promotional platform for the online Directory of Professional Women. Moreover, in February, June, July and September a Facebook advert promoting this Directory was published on our Facebook Page and Instagram.

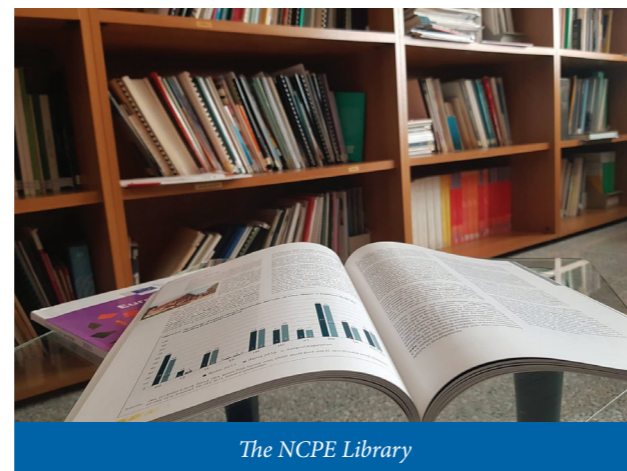
Between February and July 2021 an advert promoting the Directory of Professional Women was also widely disseminated on various occasions through the Government intranet mailshot.

By the end of 2021, a total of **267 professional women**

from different sectors were on the NCPE Directory. The section 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.

### 2.11 Library and Documentation Centre

The Library and Documentation Centre, situated at the NCPE premises in Blata l-Bajda, hosts over **7,400** publications. It includes a wide range of books, journals, and articles, useful for those researching equality and the various grounds of discrimination. The publications' database is available on the NCPE's website.



The NCPE Library

A compilation of local newspaper articles related to areas of equality and discrimination is also available at the Library and included in the database.

Researchers, academics and the general public can visit the NCPE Library and Documentation Centre by appointment, either by calling on 2276 8200 or by sending an email on [equality@gov.mt](mailto:equality@gov.mt).

## 3 | The NCPE Equality Mark



The Equality Mark logo

The Equality Mark certification entered its eleventh year since its inception in 2010. Initially funded through the European Social Fund, this initiative continued to be run by the NCPE past the end of the co-financing period due to its successful uptake by employers in both the private and public sectors. By December 2021, there were 123 certified organisations **employing over 29,250 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 NCPE 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. Currently, a number of organisations are going through the second re-certification process.

16 new organisations were certified with the Equality Mark in 2021, and 29 organisations went through re-certification.

### CERTIFICATION

All organisations applying for the Equality Mark Certification are assisted by the NCPE to carry out the necessary assessments and identify 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

2021			
Certified	1st re-certification	2nd re-certification	3rd re-certification
Bava Holdings	Catena Media	GRTU Services Ltd	Adi Associates
Baxter Malta	Directorate Corporate Services - MJEG	Malta Chamber of SMEs	ADPRO Instruments
Debono Group Holdings Ltd.	EuroBridge Shipping Services Ltd.		Besedo Ltd.
Goldguard Security Services Ltd.	Health Services Group Ltd.		En-sure Ltd.
Institute for Education	Healthmark Care Services Ltd.		FTIAS Ltd.
JK Security Ltd.	Malta Financial Services Authority (MFSA)		Grand Hotel Excelsior
Malta Police Force	Malta Home Care Services		Melita Ltd.
Michael Debono Ltd.	Oney Holding Ltd.		MISCO International Ltd
New Mobility Ltd.	Oney Insurance (PCC) Ltd.		MISCO Consulting Ltd.
Parts Supply Ltd.	Oney Life (PCC) Ltd.		Pharmacy of Your Choice Dept.
PrimeCare	Ozo Care		
Public Service Commission	Ozo Group		
Security Service Malta Ltd.	Ozo Malta		
St. John Co-Cathedral Foundation	Ozo Security		
Storage Systems Ltd.	People and Skin		
Vivian Corporation	Primary HealthCare		
	Support Services Ltd.		

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 are of benefit to all. Top management needs to demonstrate commitment to each of the standards outlined in the Equality Mark certification.

Interested organisations may apply to become equal opportunity employers by contacting the NCPE to 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.

An Awarding Ceremony for certified organisations is held during the NCPE Annual Conference. The list of certified organisations can be accessed from the NCPE's website.

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 women and men 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 women and men.



*The Equality Mark Awarding Ceremony*

## 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 by the employer and one questionnaire by 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. Areas for improvement are identified and brought to the attention of the company.

The NCPE notes with satisfaction that most organisations awarded the Equality Mark opt for re-certification and invite the NCPE to reassess their context from a gender equality perspective. For the first time, in 2021 several organisations went through their 3rd re-certification process.



## 4 | Building Knowledge and Networks

### 4.1 Our Conferences

#### THE INTERNATIONAL WOMEN'S DAY ONLINE CONFERENCE 2021 – 2 MARCH

The International Women's Day Online Conference focused on how the Covid-19 pandemic has affected the lives of women and men.

Prof. JosAnn Cutajar from the Department of Gender and Sexualities, Faculty for Social Wellbeing, Gender and Sexualities at the University of Malta, highlighted the challenges to be addressed in moving forward, including a better work-life balance, the benefits and challenges of teleworking, and the different impacts on women and men across various economic sectors.

NCPE Commissioner Ms Renee Laiviera and Mr André Callus, Executive (Policy and Training), gave a presentation on the NCPE's research study on the distribution of work in households during the Covid-19 pandemic. The findings indicate that, the increase in the number of hours spent doing household tasks and childcare increased more for women than for men, while the time spent on leisure, personal care and sleep decreased more for women than it did for men.

Following these presentations, a panel with representatives from the health and employment sectors as well as academics discussed the way forward after the pandemic.

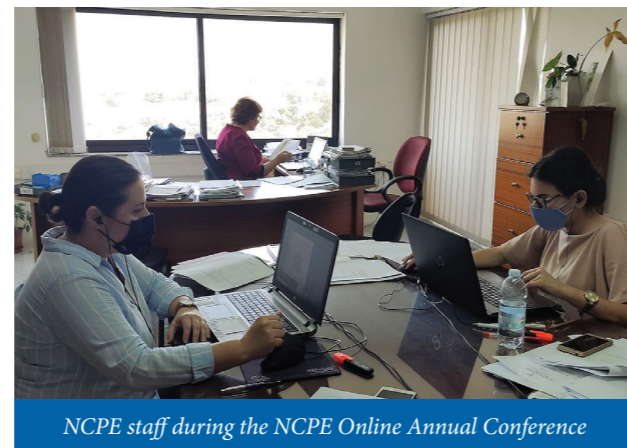
This International Women's Day Online Conference offered an opportunity to look at how the pandemic has affected various sectors, the groups most affected by this crisis, the impact of Covid-19 on the world of

work and, most importantly, the way forward towards a just and equal society post-pandemic.

#### NCPE'S ONLINE ANNUAL CONFERENCE 2021 – 27 MAY

During its Annual Conference, held online for the second time, the NCPE highlighted its work in 2020, underlining the progress made and the remaining challenges towards achieving equality in specific areas.

An Equality Mark awarding ceremony, presided by Minister Hon. Dr Zammit Lewis, was recorded prior to the Conference, and a video clip of this ceremony was shown during the Conference. 11 new organisations were awarded the Equality Mark certification, 8 organisations were re-certified for the first time and 6 organisations were re-certified for the second time.



Prof. Brenda Murphy from the Faculty for Social Wellbeing at the University of Malta delivered a presentation on stereotypes in different types of media, which was followed by workshops on equality in print, broadcasting and online media.

#### THE NCPE ONLINE CONFERENCE TO MARK EQUAL PAY DAY 2021 – 11 NOVEMBER

For the second consecutive year, the NCPE organised an Online Conference to mark the Equal Pay Day. The Conference focused on the proposed EU pay transparency directive, its effectiveness at the national level and how this proposal can strengthen the principle of equal pay for equal work and work of equal value between women and men.

The NCPE Commissioner introduced the topic and delineated the initiatives undertaken by the NCPE to address the gender pay gap and unequal pay throughout the years, including the development of the NCPE Equal Pay Tool.

The EU proposed directive on pay transparency was addressed by Prof. JosAnn Cutajar from the Department of Gender and Sexualities, Faculty for Social Wellbeing, Gender and Sexualities at the University of Malta. Prof. Cutajar highlighted its importance, whilst delving into the most pertinent articles.



In view of the work currently being carried out in developing the NCPE Equal Pay Tool, Mr Matthew Sacco, Software Developer, provided an overview of the Equal Pay Tool. Mr Sacco explained the challenges encountered in developing the tool and how to overcome them.

A panel discussion made up of Government authorities, unions and employers' associations addressed the envisaged effects of the Pay Transparency Directive on the national scenario, and the role of different stakeholders in this regard.

### 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 is the European Network of Equality Bodies, which are public institutions fighting discrimination at the national level. It has 47 members from 37 countries. Through Equinet, members are able to share and exchange their expertise at European level. The Network ensures that information and knowledge flows as efficiently as possible between members in order to learn from the successes achieved and the challenges raised during the implementation of their mandate at national level.

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 2021 as in previous years.

#### **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 2021, the NCPE Commissioner was the Chair of the working group tasked with drafting the Advisory Committee's Opinion on The Care Gap in the EU: A holistic and gender-transformative approach.

#### **EUROPEAN INSTITUTE FOR GENDER EQUALITY (EIGE) EXPERTS' FORUM**

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

It is composed of members from competent bodies specialised in gender equality issues from every EU Member State. Each country designates 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.

The NCPE Commissioner is a member of the EIGE Experts' Forum.

#### **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) and regularly participates in its work. In 2021, the NCPE Commissioner participated in the ECRI Country Monitoring of France which included a 5-day visit to Paris. The NCPE also participated in the annual seminar organised by ECRI for equality bodies, titled "Joining Forces to Promote and Protect the Human Rights of LGBTIQ People".

#### **COMMITTEES AND BOARDS**

In 2021, NCPE officers 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.

- Gender Representation Guidelines Committee (BA): The Committee was established in 2020 to draft guidelines to the media on ensuring fair and balanced gender representation in discussion programmes. The Committee is composed of two members from the Broadcasting Authority (BA) and one member from the NCPE.

In 2021, the Guidelines drafted by the Committee - Gender Representation Guidelines for Discussion Programmes - were published and circulated among stakeholders.

- Women, Peace and Security (WPS) Oversight Committee: The Committee is tasked with monitoring and evaluating the implementation of Malta's Action Plan which covers the term 2020-2024 and seeks to implement the United Nations Security Resolution 1325 on Women, Peace and Security.
- Interreg Italia-Malta Executive Committee: The Interreg Italia-Malta 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, fosters the competitiveness of small and medium-sized enterprises, protects

the environment as well as promotes 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, the NCPE gives feedback on the equal opportunities section of the project proposal. The NCPE also sits on the programme's Monitoring Committee.

- The European Maritime and Fisheries Fund (EMFF): The EMFF 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 2014-2020: The objective of this programme is to reduce economic and social disparities within the European Economic Area. The NCPE sits on the programme's Monitoring Committee.
- PPCD - Operational Programme I and Operational

Programme II: The NCPE is a member of the programme's Monitoring Committee whose role 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.

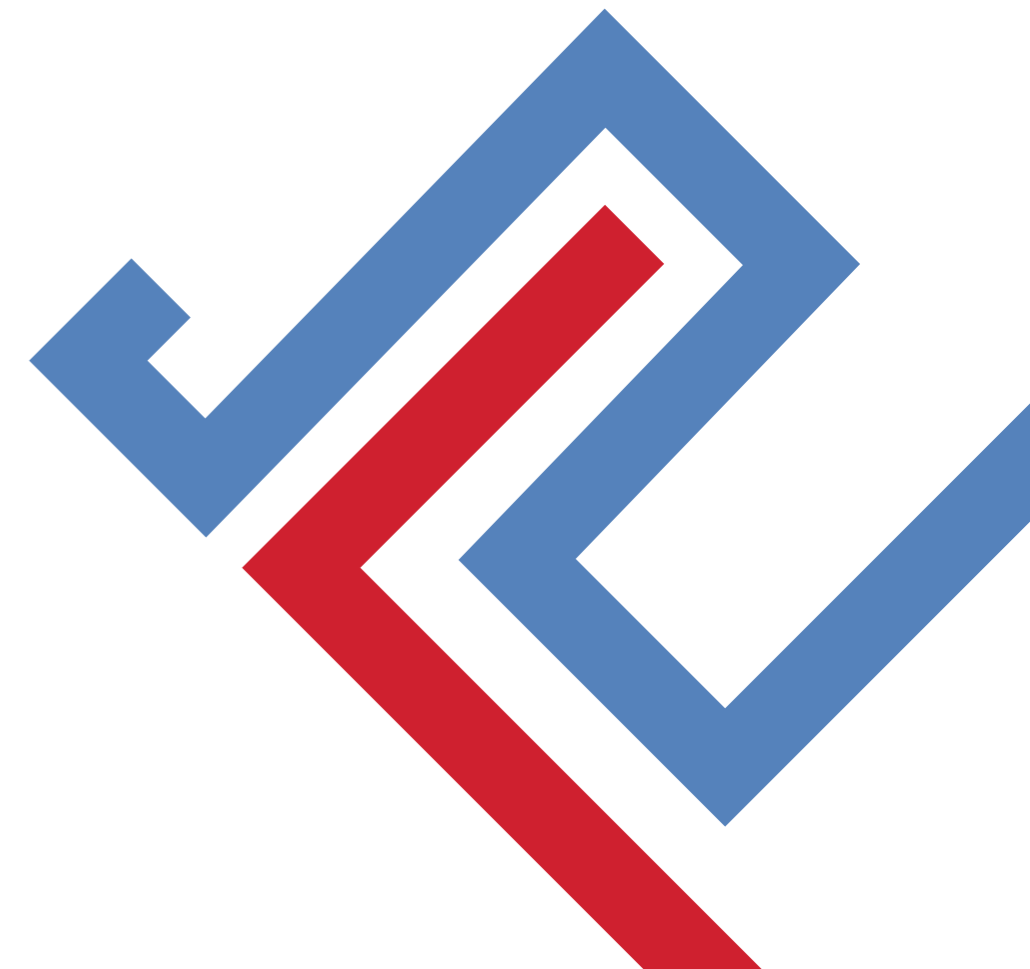
- Asylum, Migration, Integration Fund (AMIF): The AMIF is a mechanism to enhance, through financial assistance, effective management of migration flows to the EU, in particular by sharing responsibility between Member States and strengthening cooperation with third countries. In Malta, the programme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

## 5 | Financial Overview

During the financial year 2021, the NCPE received government funding amounting to €520,230 (2020–€403,431). Other income amounted to €19,562. Total recurrent cost amounted to €377,348 (2020 – €406,258) thereby registering a surplus of €162,444 for the year ending 31st December 2021. Staff Costs and Honoraria decreased to €336,966 (2020 – €372,380) representing 89% of the total costs. Administrative costs amounted to €40,382 (2020 – €33,875). As in previous years, these costs are being kept to a minimum. The main administrative costs are listed hereunder:

	€
Legal and Professional fees	17,883
Stationery, Printing and postage	6,765
Office related costs	7,512
Transport	1,238
Other	6,984
	<b>40,382</b>

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 2021, the NCPE continued to implement the project 'Empowerment for Diversity', which commenced in April 2020 and will end in November 2022. This project is part-financed by the Rights, Equality and Citizenship Programme 2014-2020. The project total budget is forecasted to amount to €211,362.



## Looking Ahead

Maltese law empowers the NCPE to investigate complaints of discrimination, harassment and sexual harassment. The NCPE Commissioner will continue to fulfill this investigative role by independently and thoroughly looking into cases of alleged discrimination and harassment that fall within the entity's remit and issue Opinions with recommendations to effectively address breaches of the equality legislation.

Recommendations will also be provided as part of the NCPE's input to national, European and international policy documents. The NCPE will continue to give feedback on how laws, strategies and policies can strengthen equality in society by integrating the needs and concerns of different social groups.

The promotion of equality is also envisaged to continue via the provision of training targeting different cohorts. The NCPE plans to expand this area of work by pro-actively offering training to specific groups that would benefit most from training on equality, diversity and inclusion.

The equality message will continue to be delivered through the organisation of conferences and seminars that discuss specific topics and mark international days, as well as through the NCPE's strong presence in broadcast, print and social media.

2022 will see the finalisation of all E4D planned project activities. The project's awareness-raising campaign will promote the NCPE's services offered to the LGBTIQ+ community, the NCPE complaints services and the benefits of reporting discriminatory incidents. Concurrently, the project's qualitative research study on the current situation in Malta regarding LGBTIQ+ discrimination will be completed. This study will be both a comparative analysis with a similar research study

conducted by NCPE in 2011 as well as include updates with regards to recently-adopted legislation. Three workshops will be hosted with members of the LGBTIQ+ community, identifying the needs to be addressed, and the current deterrents resulting in under-reporting.

The NCPE also plans to take part in the Malta Pride Parade and Pride Week 2022. During these events, the E4D project promotion material will be distributed to those attending the activities. Finally, the E4D project final conference will be organised towards the end of 2022 and will serve to present the overall findings, outcomes and recommendations of the project as well as the evaluation study.

2022 will mark the 12th year of the Equality Mark award which now includes over 120 certified organisations with thousands of employees. The NCPE will continue processing applications for certification and re-certification of the Equality Mark as well as finalise the development of an Equal Pay Tool that will check the organisation's equal pay for work of equal value between women and men during Equality Mark audits.

The NCPE is always looking for different funding to be able to implement projects within its remit thereby promoting diversity, inclusion and equality. In 2022, we will continue working with the MCST to be able to tap Horizon funds if and where possible. Moreover, the NCPE will look into EU funds relevant to its remit such as the Citizens, Equality, Rights and Values Programme (CERV) which has started issuing calls pertaining to the most recent programming period 2021-2027.

The NCPE eagerly awaits the enactment of the two Bills that would establish a Human Rights and Equality Commission that would strengthen its remit, to advance equality in Maltese society.



NCPE  
Gattard House, National Road  
Blata l-Bajda HMR9010  
2276 8200  
[www.ncpe.gov.mt](http://www.ncpe.gov.mt)  
[equality@gov.mt](mailto:equality@gov.mt)

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