

The National Commission for the  
Promotion of Equality **ANNUAL REPORT**

**2011**



**NCPE**

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# WHO IS NCPE?



The National Commission for the Promotion of Equality works in the Maltese Islands as an awareness raising body as well as a body of redress for individuals who allege discrimination based on race or ethnic origin and gender in the provision of goods and services and gender discrimination, including family responsibilities at the place of work.

The Commission is regulated by Chapter 456, Equality for Men and Women Act and its subsequent subsidiary legislation, Legal Notice 85 of 2007, Equal Treatment of Persons Order and Legal Notice 181 of 2008, Access to Goods and Services and their Supply Regulations.

In 2011, several legal notices came into effect that, although do not effect NCPE's remit, are related to equality, namely Legal Notice 130 of 2011, Protection of Maternity Regulations, Legal Notice 204 of 2011, Parental Leave Entitlement Regulations and Legal Notice 503 of 2011 Protection of Maternity Regulations. Details of these legal notices can be found in the section of this annual report titled: Equality in Malta; an overview of 2011.

Throughout 2011, NCPE continued its work in various areas such as awareness raising, through television and radio programmes, training to various sectors of society, giving feedback to documents, reviewing company practices and procedures and awarding the Equality Mark, research, answering requests for information and investigating complaints.

Awareness raising through the media and training is imperative in order to get the message of equality out to the general public as well to make people aware of NCPE's role as a body of redress and information. It is through the feedback received by the requests for information and the complaints, amongst other channels, that NCPE pinpoints specific issues which may be of significance in Malta and Gozo.

Research, which is carried out mainly through projects, is also a tool which NCPE uses to investigate specific issues in society. Throughout 2011, NCPE researched a number of topics, including:

- *a quantitative research study on the perceptions of discrimination among youths;*
- *a quantitative research study on the perceptions of discrimination among public employees;*
- *a qualitative research study on racial discrimination in Malta;*
- *a qualitative research study on LGBT discrimination in Malta;*
- *a comparative study focusing on male and female entrepreneurs;*
- *a study to understand the reality of self employed/ contract workers;*
- *a research study analysing what produces the 'glass ceiling' and 'glass cliff' in Malta;*
- *a study about whether economic independence is relevant to the Maltese female;*

- *a study on the effects of social security on the decision to take up employment or not;*
- *a study to understand the inactivity of the female segment in the Maltese population;*
- *an inactive population skills study;*
- *a study seeking to understand the factors effecting Gozitan women in relation to employment;*
- *an information booklet for victims; and*
- *a compilation of relevant case law.*

Also emanating from a project is the Equality Mark certification and this is another service offered by NCPE which continued throughout 2011. The Equality Mark, which emanates out of the ESF 3.47 - 'Unlocking the Female Potential' project, is a chance for equal opportunity employers to prove that they do in fact follow and implement gender equal policies and principles, and finally be certified as such.

As NCPE has done in previous years, 2011 included the giving of feedback to various EU and National documents in relation to equality. NCPE also provided feedback to several National policies and guided private and public entities in the writing of equality and sexual harassment policies

In order to continue the work outlined above, NCPE believes it's important to work with various stakeholders from various areas of society both in the public and the private sector. This is in fact one of the yearly aims of the Commission which it is trying to reach through its project work as well as the everyday work.

This work will all be further outlined throughout the coming pages of NCPE's 2011 Annual Report.

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# MESSAGE FROM THE HONOURABLE MINISTER CHRIS SAID



Equality in Malta has taken many strides forward in the past years and the National Commission for the Promotion of Equality has undoubtedly played a major role in ascertaining our present achievements. Surely, since its very foundation in 2004, the work carried out by the National Commission has been invaluable in raising awareness about the importance of equality, conducting priceless research and offering its services to persons who have experienced discriminative behaviour in their regard.

In 2011, NCPE carried out awareness raising campaigns, investigated complaints and implemented EU co-funded projects. Through the implementation of these projects, NCPE has been provided with the opportunity to conduct several research projects and training sessions with the aim of fostering a culture of rights amongst both the public and the private sectors. Moreover, through the organization of training and capacity building sessions, the Commission has been successful in providing officials with the knowledge and expertise to ensure a working environment, which embraces tolerance and diversity.

Government has continuously supported the initiatives of NCPE through measures which incentivise the participation of all and through policy making and decisions, which promote equality. One such example of successful collaboration is the NCPE's project Gender Mainstreaming in Practice, which has been endorsed by the Ministry of Justice, Public Dialogue and the Family. This project emphasises the commitment of government to gender-mainstreaming and the responsibility of the public sector in acting as a role model in the implementation of gender equality policy<sup>1</sup>. Through practical sessions and direct contact with public employees, the Commission aims to ensure the sustainability of the project activities and also to facilitate the implementation of the gender mainstreaming tools developed as part of the project.

<sup>1</sup> OPM Circular No. 133/89 of November 20 1989; OPM Circular No. 24/2000 issued on 26 June 2000.

<sup>2</sup> NSO Labour Force Survey Q2/2011

In 2011, the rate of women in employment has increased by 2.9% over the same period in the previous year to reach 40.6% in the second quarter of 2011<sup>2</sup>. It is also interesting to note that the main increase was in the 25-54 age group, where the employment rate reached 50.4% compared to 45.7% the previous year. It is my pleasure to note considerable progress nonetheless we must now look towards attaining a society, which is truly inclusive in all sectors. Through the project Unlocking the Female Potential, NCPE awards companies who satisfy a number of criteria in proving to be gender-equal opportunity employers.



**The rate of women in employment has increased by 2.9%**

On the other hand, the National Commission for the Promotion of Equality is also active in fighting discrimination on the grounds of race. NCPE conducted research about racial equality through the Think Equal project, which provided a qualitative review of racial discrimination in Malta. This study has seen to the compilation of qualitative data on the incidence of racial discrimination and its extent, which will certainly facilitate decisions and government policy.

The benefits of equality are far reaching and have an impact on the life of each individual. Therefore, we must work together to ensure that all members of our society are treated fairly with opportunity for redress. Equality of opportunity for all members of society is key in achieving de facto equality beyond legislation. It is through recognition and collaboration that we may truly eradicate discrimination and instil an environment of equality.

# MESSAGE FROM NCPE'S COMMISSIONER



A year has gone by since my appointment as Commissioner at NCPE. For me it has been a busy but most enriching time. I feel that I have been in touch with fundamental aspects of what equality implies and embraces. Above all, I feel amazed at the tremendous amount of work that NCPE manages to accomplish considering the limited resources.

NCPE works towards equality in Malta and Gozo, in relation to its remit, namely equality at the place of work based on gender and family responsibilities as well as equality in the access to and provision of goods and services based on race/ethnic origin and gender. Although this remit places limitations NCPE is stretching

itself in promoting equality and zero tolerance to discrimination of any form on all grounds.

NCPE continuously works towards equality within society, and 2011 was no exception. 2011 saw a lot of work in training, research, awareness raising and the receiving of various complaints. Training has been delivered with strategic groups so that a ripple effect is initiated. Research in various areas and relating to several issues has been carried out so that a clear picture of the situation in Malta is obtained. A perfect example of this is the research carried out in connection with the project 'Unlocking the Female Potential', studies which targeted different groups which make up the National context. Based on the data gathered we can better identify the needs of specific target groups so that provisions made are better, dovetailed to our National concerns and

prove to be more effective. Awareness raising is crucial from a very young age and this needs to be sustained through all means, whether through the media, in schools and colleges or any other channel in order to reach all sections of society. NCPE is thus utilising all opportunities in order to promote equality and be in a better position to influence policy.

Complaints are an important part of the NCPE's work. Part of the Commissioner's work includes the investigation of such complaints. In fact my main duty during the past year has been investigating complaints and communicating opinions arrived at in relation to grievances aired. These have included cases of discrimination at the place of work, sexual harassment cases and racial discrimination, among others. It is not an easy task to ensure a fair and just outcome and many hours listening to evidence and in discussion, as well as meetings with other entities, were often necessary in order to close a case. Again many of these cases raised our own awareness as to ways in which we can further our work at NCPE in order to ensure non discrimination.

In 2011, NCPE also worked on several EU co-funded projects, namely:

- The project titled 'Think Equal' researched the grounds of discrimination and also targeted youth in awareness raising by, amongst other things, organising an art viewing exhibition and also a music concert.
- The project titled 'Unlocking the Female Potential' researched several aspects related to equality at the place of work and also continued to certify companies as 'Gender Equal Opportunity Employers' through the Equality Mark.

At NCPE we are constantly in touch with our EU counterparts mainly through conferences, training seminars and meetings where there is exchange of good practice. This enables us to keep abreast with legislative amendments and policy actions and their implementation. It also provides with new ideas for the way forward. May I also add that our work regarding equality issues is perceived very favourably by other EU equality bodies and some of our 'good practices' taken up by other groups.

It is through this constant work that NCPE's goals, which include individuals knowing about their rights in relation to discrimination, knowing where they can redress their grievances and actually putting forward their complaints of discrimination.

We are in fact, looking forward to the upcoming year which will continue the work started in 2011 as well as the starting of new projects, specifically that titled "I'm Not Racist, But..." which will include research, training, media, and leaflets, all aimed at combating discrimination based on race.

I would like to thank all the family at NCPE, above all Dr. Romina Bartolo with whom I have worked very closely, all the members of the Commission, as well as the team for the complaints section, Carmen, Maria and the legal advisors. My thanks also go to the rest of the team who work very hard in the promotion of equality. I appreciate your work and value our relationships.

Ms Maud Joan Muscat

# MESSAGE FROM NCPE'S EXECUTIVE DIRECTOR



The year 2011 has been a very busy year for NCPE with three ongoing projects brimming with activities and research aimed at studying specific issues within our society in order to be able to work on those areas which can be improved.

Although our remit has remained exclusively focused on equality on the basis of gender/ family responsibilities at the place of work and gender and race in the provision and access to goods and services we have still ventured into a wider area of discrimination through the project 'Think Equal' which looked at all grounds of discrimination and researched youth, race and sexual orientation in a bit more

depth in order to understand the issues in Maltese and Gozitan society. Moreover Youth was also targeted through this same project with art and music being used as mediums to get a message across.

An important and vital aim of NCPE is awareness raising and the past year has been no exception and therefore we made it our mission to reach out to as many people as possible. To this end, in 2011, NCPE gave numerous training sessions and took part in many programmes and aired PSAs, distributed flyers and spoke in several conferences and seminars, all with the aim of raising awareness about equality and the services offered by NCPE.

Through the 'Unlocking the Female Potential' project, NCPE continued to award the Equality Mark, which has garnered more popularity over the past year and continues to be a certification that employers are ready to work towards achieving. In 2011, 22 companies were awarded this mark, representing 13,232 employees working in organisations certified by NCPE as truly gender equal employers.

The 'Gender Mainstreaming in Practice' project is an ongoing project which will end in 2012. The studies are underway, the train the trainer workshop was carried out with great success and preparations are being made for the upcoming training aimed at empowering and facilitating the public administration in carrying out gender mainstreaming in their everyday work.

There has been a steady stream of Requests for Information as well as formal Complaints lodged in 2011. However, through research we know there is still a lot of under-reporting and thus we continuously urge individuals who have been through discrimination or have witnessed any form of discrimination to make contact with us and we will assist them in their complaint.

The upcoming year promises to be full of activities not least because of a brand new project focusing on equality on the basis of race in the provision and access to goods and services. Through this project, which we called "I'm Not Racist, But..." we aim to improve the implementation of legislation on non-discrimination, and through the envisaged research we hope to provide knowledge for the development of policies in this area as well as promoting equality beyond legislation. By means of training and information leaflets, media spots and video clips as well as an anti-racism Theme Day among other activities envisaged in the project, we seek to foster the dissemination of information on EU and national policy and legislation in the anti-discrimination field.

Moreover we sincerely hope that the results of the research conducted will help NCPE and other stakeholders make headway in specific areas of discrimination and inequality.

I heartily thank our Commissioner Ms. Maud Muscat and all Commission members for their dedication and support and all NCPE staff for their zeal in all our ongoing work reflected in this our eighth annual report.

Dr. Romina Bartolo

# THE COMMISSIONER AND THE COMMISSION MEMBERS



## The Commissioner



**Ms Maud Joan Muscat**  
*M.Ed., B.A. Youth & Comm. Studies, Dip. in Sc. Couns.*

Ms Maud Muscat is a graduate of the University of Malta and possesses a Bachelor's degree in Arts, a post graduate diploma in School Counselling and a Masters in Education. She was trained as a teacher at Mater Admirabilis Training College. Ms Muscat taught in government schools as well as in Church schools. In 1996 she took up counselling in Church schools and coordinated the counselling services for several years. She is a Personal and Social Development (PSD) lecturer and teacher trainer at the University of Malta. She also lectures on the M. Couns. and Youth Studies course, among other work. She has served on various boards – both

government boards as well as those belonging to Non-Governmental Organisations (NGOs). Ms Muscat published various papers, participated in national and international conferences, and has contributed on radio broadcast programmes.

## The Commission Members



**Mr. Mario Mallia**  
*M.Ed., B.Ed (Hons), Postgraduate Dip. in Educational Administration and Management, Dip in Environmental Science*

A teacher for twelve years before becoming a deputy head of Senior School at St Albert the Great College for 4 years. Currently a Head of School at St Albert the Great College with responsibilities for both the Primary and the Secondary Sectors. Elected as teacher and parent representative on a number of school councils. Active for many years in a number of NGO's. Occupied various posts of responsibility on the executive committee of Alternattiva Demokratika. An elected member of the Birkirkara Local Council 2003-2006 on behalf of Alternattiva

Demokratika. Co-founder of Union Haddiema Hwienet. Elected representative on the University Students' Council (KSU) for a number of years, serving as vice-president. Was responsible for editorial commentaries on national radios for a number of years. Contributor to a number of publications in the educational and political sphere. Member of the National Commission for the Promotion of Equality since its inception in 2004 and vice-chairperson on the Foundation for Educational Services board since 2009. Married to Josephine and has a son Samuel.



**Dr. Vanni Xuereb**  
*LL.B., B.A. (Hons) Theology, Postgraduate Dis. in Advanced European Legal Studies*

Dr. Vanni Xuereb is a graduate in Laws (1988) and Theology (1997) from the University of Malta. He also obtained a post-graduate Diploma in Advanced European Legal Studies from the College d'Europe in Bruges in 1989. Between 1999 and 2007 he served as President of the Commission for the Church in Malta and Europe. He has also practiced as a lawyer specialising in financial services and EU Law. Dr. Xuereb was appointed Head of the Malta-EU Steering and Action Committee in 2008. The Malta-EU Steering and Action Committee is (MEUSAC) is responsible for consultation on EU policies and legislation, disseminating EU-

related information, and assisting local councils and NGOs on EU funds. MEUSAC is committed to ensure that issues raised at the EU level in relation to the promotion of equality are properly debated by civil society. Dr Xuereb has been serving on the NCPE since the Commission was first set up in 2004.



**Dr. Monica Galea**  
*M.A. in Financial Services, B.A., LL.D. Adv. Trib. Ecc. Melit.*

Dr. Monica Galea's TEP areas of practice are Financial Services & Banking Law, Trusts & Estate Planning, Company law, Family Mediation. Monica Galea is a lawyer graduated from the University of Malta who has furthered her studies in the fields of financial services, trusts law and family mediation. She has obtained a Diploma in Matrimonial Canon Law and Jurisprudence, an M.A Degree in Financial Services from the University of Malta as well as completed a training course in Family Mediation, accredited by the European Forum for Training and Research in Family Mediation.

Monica Galea worked as a court appointed Family Mediator at the Family Court, Law Courts in Malta between 2004 and 2006. She is currently practising in her areas of specialisation as a senior associate with Fenech & Fenech Advocates in Valletta, Malta including providing family mediation services.

Monica Galea is currently a member of the Malta Chamber of Advocates, the Maltese Institute of Financial Practitioners and sits on the Anti-Money Laundering and Trusts Committee of the Institute, the German-Maltese Circle, the Society of Trust and Estate Practitioners.



**Dr Mariosa Vella Cardona**

*M.A in European Law and Comparative Studies, LL.D.*

Dr Mariosa Vella Cardona is a practicing lawyer with 13 years of experience. After obtaining a doctorate degree in Law at the University of Malta, she continued to specialize in European Law and Comparative studies by obtaining a Masters degree from the same University.

After serving as a legal officer within the public service assigned to the Maltese Law Courts, she joined Ganado Sammut Advocates, a leading Maltese law firm, as an Associate in 1999. Within the firm, Dr. Vella Cardona dealt mainly with European Law, Competition Law and Intellectual Property. In the period leading to Malta's accession to the European Union, she was also actively involved in the screening

process of Maltese laws in order to ensure that the same are in compliance with the EU acquis. Dr. Vella Cardona also conducted lobbying exercises with Maltese and European authorities on behalf of clients. She compiled a number of reports entailing in-depth analysis of various EU policies including the social and employment policy. She also served as Director and Head Researcher for ERCS Ltd, focusing on research in EU developments and policies and undertaking projects for local authorities and private clients.

In 2007, Dr. Vella Cardona moved on to set up her own legal consultancy firm and currently provides legal consultancy services within her areas of specialisation.

Apart from her activity as a local practicing lawyer, she has held various roles over the past years, namely:

- *Legal Consultant to Hon. Dr Simon Busuttil, MEP*
- *European and Comparative Competition law lecturer at the University of Malta*
- *Lead expert on consumer collective redress to a national member of the European Economic and Social Committee*
- *Assistant Secretary General of the Malta Bankers' Association*
- *Executive member of the National Council of Women*



**Ms Andrea Dibben**

*M.A in Creativity and Innovation*

Ms Andrea Dibben graduated as a social worker from the University of Malta in 2002 and went on to read for an M.A. in Creativity and Innovation with the same University. From 2002 – 2004, she was the coordinator of YMCA's Social Work Programme which included both generic services and a homeless shelter for women and children. She then went on to work on a freelance basis with various organisations focusing mainly on training, research and project management. She further carried out group and community work with socially disadvantaged mothers, asylum seekers and persons experiencing housing problems. Ms Dibben also worked with the Department of Social Work and Social Policy as

a visiting lecturer and as a project officer on two consecutive EU Leonardo Projects that aimed to facilitate access to tertiary education for non-traditional students. Since 2008, she has been appointed as an assistant lecturer with the same Department on a full-time basis and is currently reading for a PhD in Social Policy at the University of Bristol, UK. She is focusing her empirical research on the subject of teenage pregnancy and motherhood in Malta, which she is tackling from a socialist feminist perspective.



**Ms. Mary Galea Debono**

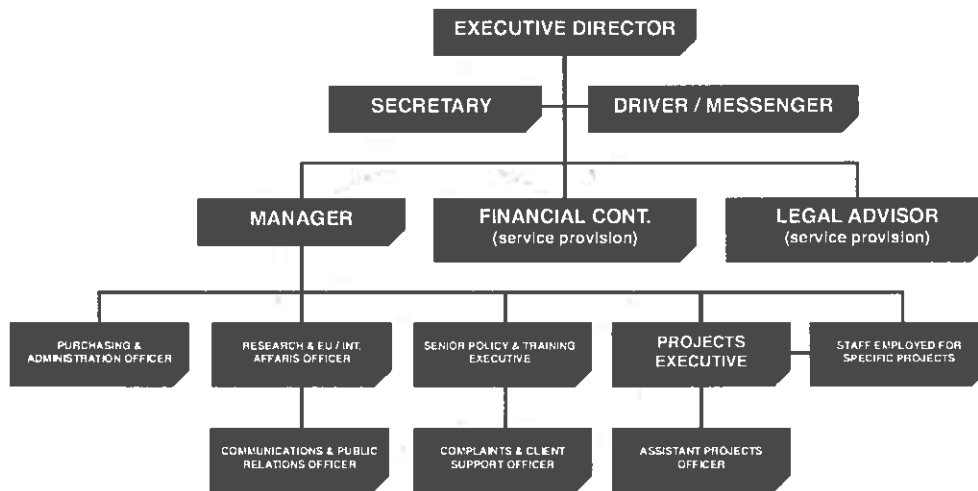
*B.A. (General) in English, French and History  
B.A.(Legal and Social Studies)*

Ms. Mary Galea Debono, nee Coster, was born in Mosta on the 18th. December, 1944. After receiving her secondary education at St. Theresa Girls' Grammar School, she entered the Royal University of Malta. She graduated B.A. (General) in English, French and History in 1964 and was awarded the Professor Beck Prize for English. She worked as a teacher at Maria Regina Girls' Grammar School. Between 1987 and 1991, she followed a course in sociology and legal studies which led to the conferment of the degree of B.A.(Legal and Social Studies) and the diploma of Legal Procurator.

One of her main areas of interest is the contribution of women in various fields of human endeavour and their role in different societies throughout history. This is reflected in a monthly article which she contributes to a local magazine. She is married to Judge Joseph Galea Debono and they have two children.



# THE COMMISSION'S EXECUTIVE ARM



With the Executive Director's leadership, NCPE's staff members, the executive arm of the Commission, put into practice decisions taken by the Commission.

In order to be able to give the best service possible, NCPE staff regularly attends both internal as well as external training, conferences and seminars, both in relation to their job as well as to enhance personal skills which can be used at the place of work. Some of the training sessions attended by NCPE staff this year include: an Equality Network of Equality Bodies (EQUINET) Equal Pay workshop, held in London; Exchange of Good Practices on Gender Equality on New Forms of Work, organised by the High Level Group on Gender Mainstreaming, held at the Hague; Leadership Programme organised by the Commonwealth, held in London; Skills Towards a Work-Life Balance training held at MISCO, an Internal factors Workshop Mid-term Evaluation of Operational Programmes I and II, and a MEUSAC training on Collecting, Analysing and Disseminating Data on Social & Civil Dialogue. The Centre for Development Research and Training (CDRT) holds various training sessions throughout the year, and NCPE staff have participated in the following: Public Relations, EU 2020, Critical Thinking, Public Procurement; Public Administration Reform, Project Management, Managing and Improving Performance and Managing with Leadership.

NCPE also attended a workshop titled 'Equality Pays', held by EAA and Norwegian Grants and held in Brussels, which looked at equality between men and women as an economically productive investment.

The Council of Europe also launched a report titled 'Discrimination on the grounds of sexual orientation and gender identity', held in Strasbourg. NCPE attended this launch which looked into the situation concerning homophobia, transphobia and discrimination on the grounds of sexual orientation and sexual identity all member states of the Council of Europe.

NCPE staff also attended an Anti-Discrimination Directives in Practice seminar organised by the Academy of European Law (ERA) and held in Trier; the European Network of Equality Bodies (EQUINET) High Level Legal seminar, held in Brussels; EU Law on Equality between Men and Women, in Practice seminar, organised by ERA and held in Trier; EQUINET Communications Workshop, held in Copenhagen; European Commission against Racism and Intolerance (ECRI) seminar for National Specialised bodies, held in Strasbourg; Fundamental Rights Agency (FRA) Dignity and Rights of Irregular Migrants, held in Warsaw; European Commission Conference on Equality between Women and Men, held in Brussels; Role of Men in Gender Equality Workshop, organised by the European Commission and held in Brussels

NCPE was also represented at the 5th European Equality Summit, organised by the European Commission, the objectives of which were to take stock of policy and practice at a regional and local level to advance equality and combat discrimination; to identify tools and mechanisms that have been effective in advancing equality and combating discrimination at regional and local level; and to trace out future line of action that different stakeholders could pursue to better advance equality and combat discrimination at a regional and local level.

The European Commission also organised an International Conference on Good Practices in Gender Mainstreaming: towards effective gender training, NCPE also attended this conference. This conference provided a platform for the exchange of good practices on gender training and facilitated discussions on the guiding principles for gender training.

A symposium in Vienna was also held by FRA, the title of which was 'Using Indicators to Measure Fundamental Rights in the EU: challenges and solutions.' NCPE was involved in this symposium which formulated suggestions on the development and use of indicators as a tool to measure progress in the implementation of fundamental rights in the EU.

# EQUALITY IN MALTA; AN OVERVIEW OF 2011



Throughout 2011, there have been some legislative changes in relation to equality and family friendly measures. These have been namely the introduction of the below legal notices, Legal Notice 130 of 2011, Protection of Maternity Regulations, Legal Notice 204 of 2011, Parental Leave Entitlement Regulations and Legal Notice 503 of 2011 Protection of Maternity Regulations.

Legal Notice 130 of 2011, Protection of Maternity Regulations tackles an issue which has been in discussion for a while, that of the vulnerability of pregnant women who are on probation. With the issue of this legal notice, an employer is now bound to give a reason of termination, not related to the employee's condition, during probation if the employee has given notice of her pregnancy to the employer. If an employee feels that such reason is unjustified or that in fact the actual reason is due to her pregnancy, she may file a complaint with the Industrial Tribunal within four months of the incident. In cases where the maternity leave or special maternity leave begins before the end of the probation, the probationary period is suspended until the employee returns to work.

Legal Notice 204 of 2011, Parental Leave Entitlement Regulations states that, as long as the employee has been in employment with the same employer for at least twelve months, fostering of children has been included in the right for parental leave. Such leave has also been extended from three to four months. The legal notice also adds that as soon as an employee returns from parental leave, they have a right to request a change in working hours and patterns for a specific period of time, taking into consideration the employer and employee's needs. During the leave period, the employee and employer are also obliged to remain in contact and to make plans for any reintegration measures needed. This legal notice will come into effect on the 8th of March 2012.



**Fostering of children has been included  
in the right for parental leave**

Legal Notice 503 of 2011 Protection of Maternity Regulations extends the maternity leave available to employees to sixteen weeks as at 1st of January 2012 and eighteen weeks as at 1st of January 2013. This extension of maternity leave however, will not be paid by the employer, as employers are only obliged to pay fourteen weeks at full pay. In the 2012 budget, however, the government has also stated that there will be a flat rate of 160 euro a week, paid for by government, for the extra weeks of maternity

leave being made available through this legal notice. This legal notice also states that during pregnancy or for a period of 12 months from either the birth of his or her child or from the effective date of the adoption of a child, an employee shall not be obliged to work overtime.

In 2011, the NSO Labour Force Survey Q2/2011 showed that the employment rate for women saw an increase of 2.9% to reach 40.6% in the second quarter of 2011, compared to the same quarter in 2010. It is interesting to note that the main increase was in the 25-54 age group, where the employment rate reached 50.4% compared to 45.7% the previous year.

The above provisions are related to the gender aspect of NCPE's remit. In relation to race and ethnic origin, NCPE carried out a research study which focuses on racial discrimination in Malta. The study is titled Racial Discrimination in Malta: Qualitative Study and is part of the 'Think Equal' project co-funded through PROGRESS (2007-2013). It delves into bringing to light the extent of discrimination faced by individuals in employment and in access and supply of goods and services. The study also looks into structural discrimination which might exist. The findings of this research study show that although there is the legislative framework in place, individuals still experience discrimination based on race in various spheres of their lives.

Another interesting report which was published in February 2011, was the EU-Midis 5 Data in Focus report: Multiple Discrimination. The main results of the study suggest that:

- *Those from ethnic minorities are on average almost five times more likely to experience multiple discrimination than those from the majority of the population.*
- *'Visible minorities' - those who generally look different from the majority population - feel discriminated against more often and across a larger number of grounds as compared to other minorities. For example, Roma and people of African origin are more likely to experience discrimination than former Yugoslavians, those with a Russian background, and Central and East Europeans.*
- *Gender and age can have an impact on how likely a person is to suffer discrimination: for example, young ethnic minority/immigrant men tend to report high levels of discriminatory treatment.*
- *Some 46% of respondents who experience discrimination on different grounds were concentrated in the lowest income quartile recorded for their EU Member State<sup>3</sup>.*

<sup>3</sup> FRA website, EU-Midis 5 Data in Focus report Multiple Discrimination [http://fra.europa.eu/fraWebsite/research/publications/publications\\_per\\_year/pub-multiple-discrimination\\_en.htm](http://fra.europa.eu/fraWebsite/research/publications/publications_per_year/pub-multiple-discrimination_en.htm)

# HOW DOES NCPE WORK TO COMBAT DISCRIMINATION?



A lot of NCPE's work throughout 2011 was aimed at combating discrimination in one way or another. Such activities included awareness raising, which through projects, media appearances and training, information was disseminated to individuals around Malta and Gozo using various mediums such as billboards, a music concert, television and radio appearances, Public Service Announcements (PSA's) on television and radio, adverts on NCPE's facebook page and website, magazine and newspaper articles and adverts, SMS's, the setting up of a roving photographic exhibition as well as posters which were disseminated to various entities. These will be described in further detail below.

## NCPE In The Media

Throughout 2011, NCPE made the best possible use of communication channels to spread its messages against discrimination and promote equality. NCPE was invited to several programmes to be interviewed about topics pertinent to its remit. NCPE representatives were also on various media such as radio and television programmes. These, along with articles in the printed media, were the main means by which NCPE reached out to the general public through the media.

The Commission's presence in the media enhances its focus on informing, educating, raising awareness and building collaborative relationships. A myriad of subjects that varied from discrimination and equality at the workplace, family-friendly measures, stereotypes, the equality mark and equality between races were covered on the media by NCPE's staff.

NCPE featured in a number of articles in the local print media, namely on the subject of discrimination, on matters related to equality in general, the equality mark and the procedure of complaints lodged with NCPE. NCPE issued press releases for its various events held throughout the year which were given coverage by the main local media.

Further to these, NCPE contributed to various articles and news stories written by journalists from local print, television and radio stations on current issues related mainly to equality.

All media contributions mentioned can be accessed on NCPE's website [www.equality.gov.mt](http://www.equality.gov.mt) in the 'news and events' section.

## Meetings /Conferences

NCPE's presence in various meetings and conferences aims at ensuring that the equality perspective is taken into consideration whilst discussing specific issues. Such meetings and conferences took place both locally and abroad. Some of the many meetings and conferences attended by a representative of NCPE throughout 2011 are described below.

At a local level, NCPE participated in Public Dialogue meeting, organised by the Hungarian Presidency; Thinking Day titled 'Empowering girls will change our world', organised by the Malta Girl Guides Association; Seminar on the anniversary of Equal Opportunities Law – Persons with a disability, which was organised by the National Commission for Persons with a Disability (KNPD); a seminar on social inclusion, organised by the Labour Party (Partit Laburista) a panel discussion on women in Public Life, organised by the Nationalist Party (Partit Nazzjonalista); Human Rights Prayer Service, organised by the University Students' Catholic Movement (MKSU); and the Malta Confederation of Women's Organisations (MCWO) held a discussion as to the benefits of after-school care for children, to which NCPE attended and also took part in a panel discussion on the topic. NCPE also organised meetings with various stakeholders, including the National Council of Women (NCW), the Broadcasting Authority, and the American Ambassador, Douglas W. Kmiec, amongst others.

At an international level, NCPE participated in the European Commission's Annual Meeting of the National Gender Equality Bodies. The purpose of this meeting was to discuss gender quotas and other positive action measures and the role of the equality bodies in implementing these measures.

NCPE was also involved in the EQUINET – FRA annual meeting, which serves the purpose of discussing structures of cooperation within the framework of both bodies' work programmes.

The heads of equality bodies in Europe were also given the opportunity to meet European Institution representatives, while focusing on 'Realising the Potential of Equality Bodies and European Institutions' NCPE also took part in this meeting. NCPE also attended a European Commission meeting for Gender Equality Bodies which looked at the role of gender equality bodies and NGOs in ensuring effective access to justice, which was held in Brussels. The first meeting of the Working Group on the EU Gender Equality Index was also held in 2011, in Vilnius and organised by the European Institute of Gender Equality (EIGE). The aim of this meeting took place to present the main findings of the EIGE's study on the development of the basic structure of the EU Gender Equality Index launched in 2010.

The Italia-Malta Executive Committee met in 2011 to review the strategic project applications. NCPE also attended High Level Group meetings, including an Exchange of Good Practices on Gender Equality, held in Berlin and meetings on Gender Mainstreaming, held in Warsaw and Budapest.

## Committees And Boards - EU

NCPE sat on various committees throughout 2011, some of which are described below

### Steering Committee for Equality between Women and Men (CDEG) of the Council of Europe

The Steering Committee for Equality between Women and Men (CDEG) is the intergovernmental body which is responsible for defining, stimulating and conducting the Council of Europe's action to promote equality between women and men. It is directly answerable to the Committee of Ministers, from which it receives its instructions and to which it addresses its reports and proposals. The main activities of the CDEG concern action against trafficking in human beings for the purpose of sexual exploitation; combating violence against women; gender mainstreaming; equality and democracy: women in politics and decision-making; and equality: a common issue for women and men. The members of the CDEG are appointed by the Government of each of the organisation's Member States.

### European Network of Equality Bodies (EQUINET)

Equinet develops co-operation and facilitates information exchange between Equality Bodies across Europe to support the uniform implementation of EU anti-discrimination law and the levelling-up of legal protection for victims of discrimination. The aim of EQUINET is to help Equality Bodies fulfil their mandates by establishing a sustainable network and resource base for the exchange of legal expertise, enforcement strategies, training and best practice as well as a platform for dialogue with the European institutions. In November 2011, NCPE nominated Ms. Therese Spiteri for the EQUINET board, where she was elected for a period of two years.

### EU Advisory Committee on Equal Opportunities between Women and Men

The role and setting up of the Advisory Committee on Equal Opportunities emanates from Commission Decision 82/43/EEC of 1981. The Committee's remit is to help the EU Commission formulate and implement Community measures aimed at promoting equal opportunities for women and men and to encourage the continuous exchange of information on experience gained and policies and measures undertaken in the fields in question between the Member States and the various actors involved. The Committee not only brings together representatives of national bodies working for equality and the 77 social partners, but also follows and advises on the development of European policy on equality between men and women.

### High Level Group on Gender Mainstreaming of the EU

The High Level Group (HLG) provides an important informal forum for discussion and exchange of information on best practices and experiences in order to support and improve the synergy among national policies on gender equality and strategies for gender mainstreaming at a national level.

The High Level Group is the main forum for planning the strategic follow-up of the Beijing Platform for Action, including the development of indicators in specific areas.

### Informal Council Of Europe Network On Gender Mainstreaming

The Informal Council of Europe Network on Gender Mainstreaming is aimed at creating a forum where once a year gender mainstreaming specialists meet with experts from other disciplines to discuss ways of promoting this strategy in their activities. These meetings provide an opportunity for Member States to exchange good practices and discuss ways of overcoming the obstacles to implementing the strategy. One of the aims is to provide an impetus to develop networks at national, regional and international levels.

### European Institute of Gender Equality Management Board

EIGE's core bodies are made up of the Management Board (decision-making body), the Experts' Forum (consultative body) and its Director (executive body) including her staff. The Management Board adopts the annual work programme, the medium-term work programme as well as the Institute's budget.

It consists of eighteen representatives from the Member States, which operates on a rotation basis thus guaranteeing total representation combined with operational efficiency. One member is also represented by the European Commission and there is an equal number of substitute members.

NCPE presently has one member and one alternate who participate in the meetings.



These meetings provide an opportunity for Member States to exchange good practices and discuss ways of overcoming the obstacles to implementing the strategy.

### Italy – Malta 2007-2013 Executive Committee

The Italy-Malta 2007–2013 Operational Programme aims at achieving the general objective of strengthening the attractiveness and the competitiveness of the cross-border area, within a framework of environmental sustainability. The eligible areas extend over Malta and the provinces of the southeast coast of Sicily. The general objective has been identified in the priorities as outlined below:

- **Priority Axis I: Competitiveness: Research and Innovation; Sustainable Development**
- **Priority Axis II: Environment, Energy and Risk Prevention**
- **Priority Axis III: Technical Assistance, Awareness, Communication and Publicity**

The Programme includes two types of projects: Ordinary Projects and Strategic Projects, the former involving precise proposals which are linked coherently to one specific objective of a priority axis of the Operational Programme; while the latter involves proposals of considerable magnitude with respect to the programme's strategy and which impact on a wider selection of the cross-border area, whose projects are intended to study in depth common problems and/or evaluate the development potential of particular fields and sections considered strategic. The call for Strategic Projects was launched during 2011.

One of the principles of intervention of the Programme is 'equality between men and women and non-discrimination.' As part of the Executive Committee of this Programme, NCPE gives feedback on the equal opportunities section of the project proposals, mainly on the impact of the equal opportunities proposed, on any actions which aim at removing barriers to inclusion and the awareness raising aspect of the measures to be taken as part of the project being evaluated. NCPE also sits on the programme's Monitoring Committee.

## Committees And Boards - Local

At a local level, NCPE sat on the following Boards and Committees.

### European Agricultural Fund for Rural Development (EAFRD) Monitoring Committee

NCPE was nominated to sit on the European Agricultural Fund for Rural Development (EAFRD) Monitoring Committee. The Monitoring Committee includes 16 representatives from economic and social partners, local and public authorities, and other bodies representing civil societies and NGOs. The tasks of the Monitoring Committee include: the assessment of the selection criteria for operations that will be financed through the programme; scrutinising implementation results by monitoring utilisation of financial allocations to the respective measures and progress in achievement of programme targets; consideration and approval of the annual progress reports before onward submission to the Commission by the Managing Authority; proposing to the Managing Authority any adjustments or reviews to the Plan as may be necessary to achieve the objectives of EAFRD or to improve the implementation and/or financial management of the plan; as well as considering and improving any proposal to amend the content of the programme prior to submission to the Commission.

### European Fisheries Fund Monitoring Committee

The European Fisheries Fund (EFF) 2007-2013 contributes to realising the Common Fisheries Policy (CFP) objectives, which specifically consist of ensuring the conservation and sustainable use of marine resources. The EFF focuses on five (5) priorities: measures to adapt the EU fishing fleet; aquaculture, inland fishing, processing and marketing; collective action; sustainable development of fishing areas; and technical assistance. NCPE sits on the Monitoring Committee, whose roles include assessing progress in reaching the objectives of the operational programme for Malta, and analysing and approving the selection criteria for the financed operations. NCPE's role is to give horizontal feedback on issues related to equality.

## Contribution To Documents

During 2011, NCPE continued to actively participate in discussions by giving feedback and contributing to the compilation of questionnaires on various subject matters related to equal treatment and discrimination. In particular, NCPE continued to give feedback to the draft conclusions of various proposed Directives at European level, such as the Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation. NCPE also gave feedback to facets related to equal treatment in various Draft Council Conclusions from the Presidency and from other European entities or institutions. In addition, NCPE also provided input to other documents as requested by various local and international entities on subject matters related to its remit. Particularly, the main subject matters that were addressed throughout 2011 deal with the gender dimension of active ageing; the reconciliation of work and family life; equal treatment in education; equal opportunities in environment policies; the gender dimension in the integration of migrants; stereotypes in the media; gender equality in decision-making positions, equal treatment to persons irrespective of their race or ethnic origin and the role of men in relation to equality.

Besides, NCPE also contributed to opinions and programmes drafted by institutions that directly work on equality and non discrimination, such as the European Institute for Gender Equality (EIGE) as well as the European Union Agency for Fundamental Rights (FRA).

In 2011, NCPE gave feedback to the new European Pact for equality between women and men for the period 2011-2020. The European Pact for Gender Equality (2011-2020) aims



**The European Pact for Gender Equality aims at eliminating gender stereotypes**

at: eliminating gender stereotypes, ensuring equal pay for equal work and promoting equal participation of women in decision-making; improving the supply of affordable and high-quality childcare services and promoting flexible working arrangements; and strengthening the prevention of violence against women and the protection of victims, and focusing on the role of men and boys in order to eradicate violence.

## Policy

It is part of NCPE's work to also comment and give suggestions to issues of national policy. NCPE provided feedback to several policies in 2011, including the pre-budget document, the Pension Reform, the National Reform Programme, National Curriculum Framework and the Sexual Health Policy.

At a local level, NCPE provides feedback and consultation to private companies and public entities and organisations who ask for their policies to be reviewed from an equality perspective. Each policy is analysed and individual issues are addressed and discussed with the relevant entity/ company. This is a process in which NCPE works hand in hand with the entity/ company to ensure a policy which is relevant to their needs.

NCPE can also help to draft an equality and sexual harassment policy for organisations and entities which is adapted to the specific needs of the organisation, and also followed up by training the staff and/or management about the new policies.

## Discriminatory Advertising

During 2011, NCPE intervened in 76 cases of discriminatory adverts, where publishers/advertising agencies were contacted and informed about the breach of The Equality for Men and Women Act (Cap 465) and Legal Notice 85 of 2007 – Equal Treatment of Persons Order. Out of these, there were 64 cases which were contacted for gender discriminatory text while 11 were contacted for non-balanced gender images that were published as part of the advert. Throughout the year under review, there was also 1 case of a discriminatory advert on the grounds of race/ethnic origin. Adverts were related to employment and to educational opportunities in relation to gender as well as adverts which discriminate on the basis of race/ethnic origin in relation to the provision of and access to goods and services. These were published in local newspapers, magazines and also on electronic news websites.

The Equality for Men and Women Act (Cap.456) delineates that no advertisement relating to any job vacancy, course, training or vocational guidance, as well as the provision of financial services should be discriminatory. Therefore, it is important that advertisements published in newspapers and other media use gender-inclusive language that in no way indicate that the participation of either men or women will be excluded from employment, training or services advertised.

Hence, if the heading of the advert or the designation of the post advertised indicates only the male or only female gender, for example, Vacancy for a Salesman, readers may understand that this position is closed to females, thus discriminating against persons of the female gender. It is important that headings, titles, designations, etc. should be inclusive and/or neutral when it comes to gender. To this end, the advert should be re-worded, for example: Vacancy for Salesperson. Table 1 outlines some examples of headings/titles frequently used for job adverts that should not be used and suggestions of inclusive titles to be used.

Avoid	Use inclusive titles
<i>Barman</i>	<i>Bar attendant / Bar staff</i>
<i>Draughtsman</i>	<i>Draughts Person</i>
<i>Foreman</i>	<i>Foreperson</i>
<i>Handyman</i>	<i>Handyperson</i>
<i>Watchman</i>	<i>Security Guard</i>



Table 1 Examples of headings/titles of job adverts.

In the text of the advert, it is advised not to use 'he' or 'she' as a generic pronoun; and not to use the 'man' to refer to both men and women. Table 2 highlights examples of adverts text which should not be used and how this text should be arranged to make use of inclusive language.

Avoid using	Use inclusive titles
<i>We require female couriers to look after our foreign clients.</i>	<i>We require couriers to look after our foreign clients.</i>
<i>... The person we are looking for must be a fishing enthusiast. He should be organised and able to work on his own initiative.</i>	<i>... The person we are looking for must be a fishing enthusiast. Prospective candidates should be organised and able to work on their own initiative.</i>



Table 2: Examples of adverts text

The images and illustrations used in advertisements, especially if showing the images or illustrations of people, must also be representative of both genders. For example, advertising a vacancy for a driver and showing a picture of a man could be interpreted as an opportunity open only to male candidates, irrespective of what is said in the text.

Also in relation to advertisements, Legal Notice 85 of 2007 – Equal Treatment of Persons Order also states that it is unlawful to publish or display any adverts which promote discrimination on the basis of race/ethnic origin in the spheres of social protection (which includes social security and healthcare); social advantages; education; and the access to and supply of goods and services which are available to the public, including housing. For example, it is illegal to publish adverts for services with text such as 'No African minorities are allowed'.

The images and illustrations used in advertisements, especially if showing the images or illustrations of people, must also be representative of both genders. For example, advertising a vacancy for a driver and showing a picture of a man could be interpreted as an opportunity open only to male candidates, irrespective of what is said in the text.

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Anyone who notices such discriminatory adverts on our local media, can notify NCPE by contacting us on 2590 3850, equality@gov.mt or by filling the General Contact Form on www.equality.gov.mt.

## Training

In the course of 2011, the training carried out amounted to over a hundred hours of training by NCPE to over 700 individuals, from a variety of organisations and groups, public sector organisations and private companies. Each training session is adapted to the needs of the specific group/ organisation and varies on time and structure, depending on what the organisation/ group needs. The training sessions which took place in 2011 included sessions on equality in general, sexual harassment, equality at the place of work, stereotypes, equality in the classroom, issues of equality for police officers, equality in project writing, equality at work-managerial issues, equality in childcare and racism and xenophobia.

An example of a training session related to NCPE's remit and equality would include, amongst other things:

- *An overview of NCPE and its remit*
- *A look into relevant legislation*
- *The six grounds of discrimination*
- *Where are there issues of equality?*
- *Case studies*
- *NCPE's complaints procedure and example cases*
- *The way forward*

Through the Equality Mark Certification Process, 50 individuals were trained throughout 2011 in a total of 11 training sessions. These training sessions include:

- *An introduction to NCPE*
- *Information on equality*
- *Information on the project*
- *Information about the certification*
- *Questions put forward by individual companies in relation to equality*

Should you or your organisation require training, please contact NCPE to discuss the training needs of your organisation.

## Resources in NCPE's Library and Documentation Centre

Throughout 2011, NCPE continued to expand its library resources with new books and publications bringing the total number of publications to more than 6,600.

The library situated at NCPE's premises in Blata l-Bajda includes a wide range of books, periodicals and journals that are available to the general public who may need to carry out research. The majority of the resources available are linked to themes related to equality on the basis of gender in employment and gender and race in education in addition to politics, the media, health and religion, European Union issues, and sexual harassment, to mention a few.

NCPE's library also holds publications on other subjects which are not directly related to its remit, among these those dealing with childcare, sexual orientation, disability and the elderly.

The library also hosts a database of local newspaper articles that are related to equality and the six grounds of discrimination. This archive serves both as a tool for NCPE's staff to use in their work and for the general public who may be interested to acquire local information.

Those interested in visiting our library and making use of the resources available are advised to set an appointment by calling 2590 3850 or by sending an email on [equality@gov.mt](mailto:equality@gov.mt).

## Using the internet to reach out

The internet, with its vast capabilities of delivering information in fast and creative ways, is an integral part of NCPE's contact with the public both locally and at an international level.

Throughout 2011, NCPE changed its website and continued to develop it in a more user-friendly and approachable manner. NCPE's website – [www.equality.gov.mt](http://www.equality.gov.mt) – now features various sections, mainly with the latest news and events of the Commission, information about the rights and obligations of the general public, employers and service providers and also gives information related to the procedure of how to report a discrimination complaint. In addition, a section of the website covers information on all the EU co-financed projects that have been undertaken by NCPE and includes related documents and publications that can be downloaded. NCPE's website also includes a section on the Freedom of Information Act.

In 2011, NCPE also started using the social network website, Facebook, with the aim of reaching a wider range of audience and spreading information on its various initiatives and events. NCPE's facebook page can be accessed either by following the link from NCPE's website homepage or by searching the 'National Commission for the Promotion of Equality' on Facebook's site. Readers are encouraged to join our facebook page to keep updated with all of NCPE's work and activities.

## Requests For Information

Through 2011, NCPE was in receipt of a number of requests for information. Below is a list of some alleged cases of discrimination pointed out by the general public and other entities as well as some questions about equality and about situations which may potentially be discriminatory.

### Family Friendly Measures

- *Information on family friendly measures and rights*

### At the workplace

- *Working conditions*
- *Employers' clarifications as to whether policies adopted were discriminatory*
- *Unfair treatment at the workplace.*
- *Alleged sexual harassment at the workplace*
- *Training on sexual harassment at the workplace*
- *Alleged discrimination on the ground of gender in the access to employment*

### Information on laws and guidelines

- *Information on Equality for Men and Women Act*
- *Guidelines on implementing an equality policy*
- *Guidelines on implementing a sexual harassment policy*
- *Information on equality issues in Malta*
- *Information about discrimination in advertising*

### Race/Ethnic Origin

- *Information about past race related cases*
- *Access to housing and racial discrimination*

### Education

- *Information on gender quotas*
- *Library Usage*

Requests for information about issues which are not directly within NCPE's remit are also received by NCPE. Whenever possible, such requests are directed to sources of information which can answer the request in order to best serve the public. Some such requests received throughout 2011 are the following:

- *Alleged discrimination on the basis of age*
- *Alleged discrimination experienced by migrants in employment*
- *Alleged discrimination in access to employment due to nationality*
- *Request on job enquiries*
- *Alleged discrimination based on nationality in the access to goods and services*

Although NCPE answers requests for information posed over the phone, NCPE encourages these to be in writing both to ensure clarity and in order to provide clear and efficient responses. Requests for information are important for NCPE as they help in identifying topics which need to be explored further for the general public's best interest.

One may request information on issues related to NCPE's remit by sending an email on [equality@gov.mt](mailto:equality@gov.mt) or by calling NCPE on Tel: 2590 3850.

## Complaints

Investigating complaints forms an important part of the Commissioner's work. Complaints submitted to NCPE are administrated by the Complaints Section. To this effect, it is the Complaints Section's responsibility to process complaints, as well as to assist complainants throughout the investigation process.

Prior to lodging a complaint with NCPE, an appointment may be requested with NCPE's Complaints Officer, who assists the complainant with any queries that may arise in relation to the complaint being lodged, and during such meeting, the complaints procedure is outlined to the complainant.

Apart from receiving and investigating complaints which fall within its remit, investigations may also be initiated by the Commissioner on any matter falling within its remit that is allegedly unlawful. Moreover, the Commissioner may initiate investigations on any matter involving an act or omission that is allegedly unlawful. Complaints are extremely important for NCPE as issues emanating from complaints help NCPE identify further the barriers faced by society at present in the field of equality.

Below are a number of complaints received by NCPE through 2011.



**Prior to lodging a complaint with NCPE, an appointment may be requested with NCPE's Complaints Officer**

### Gender discrimination in employment

- *Alleged discriminatory application forms;*
- *Allegations of sexual harassment at the place of work;*
- *Allegations of dismissal from work due to being pregnant.*

### Racial discrimination in the provision and/or supply of goods and services

- *Allegations of race discrimination in the supply of/and access to housing;*
- *Racism and discrimination in access to night clubs.*



Complaints Received by NCPE in 2011

Type of alleged discrimination cases received	Male	Female	Initiated by NCPE	Public sector	Private sector	Total
<i>Alleged Gender discrimination in employment/training</i>	1	5	-	-	6	6
<i>Alleged Gender discrimination in access and supply of goods and services</i>	-	4	-	4	-	4
<i>Alleged Racial discrimination in access and supply of goods and services</i>	4	-	1	-	4	4
<i>Complaints Referred to relevant entities/ not falling within NCPE's remit</i>	-	2	-	-	-	2



Table 3: Complaints received by NCPE in 2011.

## Complaints Procedure

### Complaints Form

As Chapter 456 Equality for Men and Women Act outlines, complaints lodged with NCPE must be in writing. Complaints forms can be downloaded in both English and Maltese from NCPE's website, on [www.equality.gov.mt](http://www.equality.gov.mt), sent via email or postal mail to anyone who requests them, requested over the phone, or picked up from NCPE's offices. In this complaints form, the complainant is requested to provide all the relevant information related to the complaint being lodged.

Should a complainant need assistance in filling in the form, a member of the Complaints Section will provide such assistance. If a complainant is unable to read or write, he/she will be assisted accordingly, and the complaints form will be read out and filled in on behalf of the complainant.

Complainants are urged to present all supporting evidence in relation to their complaint.

### Investigations

Once in receipt of a written Complaints Form, such form is put forward to the Commissioner who ensures that it falls within NCPE's remit and to consequently initiate an investigation as per Chapter 456 Equality for Men and Women Act. Complaints are acknowledged within one working day from receipt.

As per Article 5 of Chapter 456 Equality for Men and Women Act, a report is requested from the employer/service provider outlining their position vis-à-vis the complaint which has been put forward.

NCPE ensures confidentiality throughout the course of the investigation. As stated in article 18(5) of the Equality for Men and Women Act all information provided during an investigation is considered to be confidential and can only be divulged in the course of a prosecution or actions for redress.

Once evidence is collected, the Commissioner delivers an opinion as to whether the complaint received, shows that discriminatory behaviour or practices may have occurred or otherwise. Should the Commissioner establish that a discriminatory act has occurred, the parties involved may be called upon to redress the situation and to consider proposals for remedial action to be taken.

In addition to this, should the Commissioner establish that the action complained of constitutes a criminal offence, a report is submitted to the Commissioner of Police for action to be taken as deemed necessary.

## Projects

### VS/2010/0819: Gender Mainstreaming – in Practice

Gender Mainstreaming – in Practice is a PROGRESS co-financed project which is currently being implemented by NCPE and will be brought to an end in June 2012. The action forming part of this project is multi-fold and seeks to establish a network of persons within National Ministries who are empowered in implementing effective gender mainstreaming, as well as a network whose members support each other in this task.



Joint Announcement and Symposium on Good Practices. 26th July 2011 (Gender Mainstreaming-in Practice).

The project's objectives are mainly to: strengthen knowledge and understanding of gender mainstreaming; produce and disseminate tools for gender mainstreaming; provide 'on the job' training thereby enabling effective mainstreaming; highlight good practices with the aim of exposing benefits gained by mainstreaming; provide examples of national policies which are gender mainstreamed; empower stakeholders to propose action which is gender sensitive; and create a network of support.



*NCPE Staff and Consultancy Team with Ms Catharina Alpkvist during the Train the Trainer Workshop, 18th & 19th October 2011 (Gender Mainstreaming-in Practice).*

The project was launched through a Joint Announcement together with the Ministry of Education, Employment and the Family. The Announcement, which took place on the 26th July 2011 during a Symposium on Good Practices in Gender Mainstreaming, involved speakers from both the local and the EU scene who gave presentations on gender mainstreaming, gender budgeting and good practices in gender mainstreaming. The foreign speakers were selected after a Call for Speakers was issued in the first quarter of 2011. Ms Sinead Pentony presented a discussion on budgeting and its contribution towards gender equality as analysed by TASC (Think Tank for Action on Social Change) Ireland; while Ms Friedel Schreyögg presented a discussion on the implementation of an EU project titled 'Gender Apl!'. The symposium was attended by public employees and various stakeholders who contributed to discussions ensuing from the presentations.

A Consultancy Team - composed of three gender mainstreaming experts and one NCPE staff - was set up to provide mentoring, assistance and training to public employees. The project has also engaged an external expert, Ms Catharina Alpkvist from Sweden, as a consultant, who provided training to the Consultancy Team (and NCPE staff) through a Train the Trainer Workshop which took place in Malta over two days in October. The objective of the training was to ensure that the participants are fully empowered to act as mentors and trainers of public employees and stakeholders through the other activities and beyond the project lifetime.

As part of this project, two Mapping Studies have been carried out. The first one was carried out with public employees occupying office across different levels within Ministries and also members of equality committees; and considered the structure, processes and procedures followed in determining needs for policies, and in designing, drafting and approving policies. The study queried whether and to what extent gender mainstreaming has got a place in policy making; and identified strengths and deficiencies in the strategies, processes and procedures currently followed. This study will be used to put forward recommendations on how gender mainstreaming can be included in the national structures.

The second mapping study addressed stakeholders who work with persons affected by policies, including social partners, NGOs and professionals. The purpose of this study was to assess the influence that these stakeholders may have on policy drafters and identify how this influence can be developed further; identify policies that are viewed by stakeholders as being particularly disadvantageous to already disadvantaged groups; identify the needs that policies are to address; identify methods of collection of data and whether these stakeholders compile gender segregated data; and consider the effects of some policies on the disadvantaged groups.



**The purpose of this study was to identify the needs that policies are to address**

A series of bilateral meetings are being organised with all the Ministries in order to establish a network and channel of communication between the Consultancy Team, NCPE and policy makers. During the first round of bilateral meetings, NCPE and the Consultancy Team met with the Permanent Secretaries - or their representatives - of each of the Ministries, discussing how gender can be mainstreamed in policies and action taken by Government. The training and tools that will be given to public employees and stakeholders as part of the project were also discussed in these meetings, and the identification of policies to be put through a Gender Impact Assessment that will also be carried out as part of this project was also discussed.

The gender mainstreaming tools that are being developed as part of Gender Mainstreaming-In Practice include a Factsheet on Gender Mainstreaming, a Step-by-Step Guide for Gender Impact Assessments, a Checklist for Gender Impact Assessment of Government Action, and a Gender Mainstreaming Checklist in Infrastructure Projects.

## VS/2010/0569 Think Equal

Think Equal is a PROGRESS co-funded project, which was implemented by NCPE throughout 2011. The main objectives of the project were to stimulate debate on, and enhance a shared understanding of equality, non-discrimination, diversity and multiple discrimination; disseminate good practices, sensitise and empower youths to live diversity and provide data through studies upon which legislation, policy and action may be designed. The project was launched on the 12th April 2011.



*Launch Conference – 12th April 2011 (Think Equal).*



*Art and Photo Roving Exhibition (Think Equal).*



*Symposium on Multiple Discrimination (Mr Niall Crowley – Moderator and TE External Consultant/ Dr Romina Bartolo – NCPE Executive Director/ Ms Maud Muscat – NCPE Commissioner) – 1st November 2011 (Think Equal).*



*Symposium on Multiple Discrimination – Mr Clyde Puli, Ms Maud Muscat and Mr Niall Crowley – 1st November 2011 (Think Equal).*



*NCPE Staff at the Diversity through Music Concert – 25th November 2011 - Bay Street Artisan Market (Think Equal).*



*Diversity through Music Concert - Sixth Simfoni, Dana Mckean and Underground Shadows - 25th November 2011 - Bay Street Artisan Market (Think Equal).*



*Diversity through Music Concert - Iskay (Peruvian Band) - 25th November 2011 - Bay Street Artisan Market (Think Equal).*



*Diversity through Music Concert - Jacksons pipe (Maltese Folk band) - 25th November 2011 - Bay Street Artisan Market (Think Equal).*



*Final conference - 14th December 2011 (Think Equal).*



*Diversity through Music Concert - Kremangaro (African tribal music) - 25th November 2011 - Bay Street Artisan Market (Think Equal).*

## Youths

Having identified youths as one of the target groups, this project involved various components aimed at this sector.

The Seminar for Youths, which was held on the 8th October 2011, brought together youths, persons who have experienced discrimination and experts from different racial, sexual and cultural backgrounds who reflected on local cases of discrimination and the causes and consequences of these experiences. Video clips of various individuals (filmed locally) speaking about discrimination and their experience of discrimination helped to stimulate the youths' discussions.

"We can feel the pain of those youths who are discriminated against"; one participant stated, another said that "Youths should have more responsibility and be more aware of issues related to discrimination and equality..." These were some of the opinions that young people gathered in a Seminar for Youths shared while discussing a future that is free from discrimination and committed to equality for all.

Are young people different? Are they stereotyped? Do they experience discrimination because of their age? - These were some of the questions that Mr Niall Crowley, moderating this Seminar for Youths, asked to the youths present who then discussed them in round-table discussions. Mr Crowley, who was also the external consultant of 'Think Equal' Project, in his introduction, explained how there is the tendency among young people to see themselves as a group different from other groups in society; how age is deemed to shape expectations and judgements and how stereotypes contribute to discrimination.

Youths emphasised how persons who are discriminated against can contribute to a change in mentality and an equality-oriented culture by trying to raise more awareness on the cases of discrimination they encounter.

Discussing what needs to be done for a society to be more committed against discrimination and for equality, youths suggested that children from a young age should be more exposed to these issues with educators raising awareness for equal treatment. The media was also repeatedly mentioned as a means by which the general public could be informed on such cases of discrimination and what could be done.

The Equality in Arts and Photo Competitions and Exhibition were targeted towards youth and the general public.



**Music is one of the most effective and popular means of communication with youths**

The general public (especially Art students) and photographers were encouraged to produce works of art expressing concepts of equality and non-discrimination. This art competition and exhibition aimed at encouraging and stimulating self-expression and reflection on issues of equality and non-discrimination – and discrimination taking place locally – thereby necessitating an internal individual thought process that is exhibited through an artistic medium to the public.

The art and photo submissions were then shown through a roving exhibition which travelled to different locations. The exhibition aimed at provoking the public by exposing real situations caught on film. Selections of the entries were also published into a desk calendar. Apart from Notte Bianca and the project Final Conference the roving exhibition visited a total of 10 post-secondary schools. The general public together with an expert team evaluated and awarded the submissions (each having 50% weighting). The prizes for the winners of the said competitions were presented during the Diversity through Music Concert held on 25th November 2011.

The Diversity Through Music Concert, which was held at the Artisan Market, in Bay Street brought together musicians and singers from different backgrounds, exposing music and musical instruments originating from different cultures: Peruvian and Chinese music, African tribal music as well as Maltese traditional instruments accompanied by a hip/hop Beat singer. It also included beat boxing, break dancers and hip hop/rap music. Music is one of the most effective and popular means of communication with youths and also brings with it diversity as expressed by performers, music styles and instruments that represent different cultures. Through the diversity of sound, a concept well entrenched in youth culture, youths and the general public were invited to explore diversity further by being exposed to the cultures from which such musical sounds have evolved.

Also forming part of the campaign targeting youths, an online video campaign, posters and leaflets were developed, the latter including quotes from the youths participating in the Seminar for Youths.

## Multiple Discrimination

A Multiple Discrimination Symposium was organised on 1st November 2011 with the aim of sensitising professionals and academics, at the national level, on the concept of multiple discrimination, as well as to stimulate debate within various sectors which will have a ripple effect on further discussions.

Mr Niall Crowley gave an overview of the concept of multiple discrimination and its implications. Following a Call for Papers issued in 2011, keynote experts delivered a presentation during this Symposium on different aspects of multiple discrimination. Dr Erica Howard, from the Law Department of Middlesex University, highlighted that there is a clear impact of gender on experience of race or ethnic origin discrimination. It also resulted that there is a distinct lack of data on multiple discrimination. Discrimination faced by Muslim Women in Europe was tackled in another presentation delivered by Ms Frederique Ast from the Legal Department of the French Equality Body and Ms Riem Spielhaus from the Centre for European Islamic Thought. Both speakers explained how Muslims and particularly Muslim women wearing the hijab face a rise of discrimination in Europe especially in the aftermath of 9/11. They examined how this identity shapes their experience of discrimination and to which extent discrimination on the ground of religion reinforces sexism. Two Speakers from the National Commission Persons with Disability (KNPD), Ms Vickie Gauci and Ms Marianne Debono, presented the way in which gender and disability issues can be linked, since these grounds are rarely combined. The speakers emphasised that KNPD feels that a discussion about the extent of double discrimination may help this problem come to the fore of policy discussions both in the gender equality and disability rights fields. Following these presentations, representatives from various institutions and bodies debated the myriad aspects presented on multiple discrimination.

## Research

One of the components of Think Equal incorporated four research studies as well as two booklets. The research studies included two Qualitative Studies with LGBT and racial minorities and two Quantitative Studies with youths and public employees, the results of which were delivered at Think Equal's Final Conference.

The quantitative research study on discrimination among Youths showed that youths had limited knowledge and awareness of NCPE but a good degree of knowledge on equality and discrimination. It emerged that there is also a limited degree of knowledge on Maltese laws and that females tended to express higher levels of knowledge. Most youths expressed good definitions of equality and discrimination and had overall positive values and attitudes. Few instances of discrimination were reported and the most commonly expressed were those related to age and gender whereas various reasons were given for not reporting discrimination. However, many youths were witness to a good number of instances of discrimination, mainly on ethnic group/skin colour and sexual orientation. In conclusion, it was stated that respondents expressed a wish to learn more about equality and discrimination and many considered the internet a good way to learn about discrimination.

Results very similar to those of the youth study were found in relation to discrimination among public employees. Public employees had a degree of knowledge and awareness of NCPE and managerial staff declared higher levels of knowledge. Managerial and female staff tended to have stronger attitudes towards equality and discrimination. Very few instances of discrimination were experienced but many were witness to some instances of discrimination mainly on ethnic group/skin colour and sexual orientation. It was concluded that there is a need to invest in training aimed at people holding lower-level designations in public entities, and to promote further awareness and reflection on review of services and practices, and to promote more the use of practical tools related to anti-discrimination.



In the qualitative research report developed on LGBT Discrimination in Malta, 60% of the interviewees reported incidents of discrimination

With reference to the qualitative research study conducted on Racial Discrimination in Malta, the researchers stated that, overall, the study exposed a number of racist and ethnocentric incidents encountered or known about by the 25 respondents. These ranged from 'a feeling' or 'a look', to being insulted, physically abused and beaten up. These incidents were found to have occurred in every sphere of their life, both public and private, as children and as adults. The findings also expose respondents' knowledge of protection and redress to be generally lacking, and therefore it was concluded that efforts should be made to increase awareness in this area. More efforts are also required to increase the general awareness of the Maltese public on these matters, that is, both on what constitutes discrimination on the grounds of race or ethnicity, as well as on protective legislation and redress.

In the qualitative research report developed on LGBT Discrimination in Malta, 60% of the interviewees reported incidents of discrimination in the field of employment despite the Equal Treatment in Employment Regulations addressing discrimination on the basis of sexual orientation in employment which has been in force since 2004. Such discrimination included name calling and harassment, discrimination at interview stage, dismissal and isolation. It transpired that being in a same-sex relationship increases the likelihood of harassment and discrimination in the fields of housing, healthcare, social security benefits, access to and provision of goods and services and in the enjoyment of public spaces. 72% of interviewees were aware of the existence of legislative provisions in the area of employment; however, only 44% were aware that this protection did not extend to other areas. Moreover, 32% of the interviewees experienced discrimination in the field of housing and 56% experienced discrimination in educational institutions. Many were aware of the existence of DIER (Department of Industrial and Employment Relations) and NCPE but not necessarily understanding their function.

An Information Booklet and a Compilation of Case Law were also developed as part of this project. The information booklet serves as a measure of first assistance to victims providing relevant information on the services available, the measures of redress and also the assistance those persons who feel discriminated against can seek. It contains contact details of NGOs, professionals and public agencies, as well as a series of FAQs on equality and non-discrimination. The compilation of case law booklet addresses the lack of availability to professionals to source materials that are clearly explained, while at the same time unambiguously indicating the relevant principles so that different sectors of society may be aware of such principles. The compilation includes highlights from judgements of the European Court of Justice, the European Court of Human Rights, NCPE, KNPD, the Industrial Tribunal and the Ombudsman.

## Unlocking the Female Potential ESF 3.47

The project Unlocking the Female Potential which is being implemented by NCPE is co-financed by the European Social Fund (ESF) and will be brought to an end in December 2012.

The overall objective of this project is to increase the overall female participation in the labour market. By the end of 2011, the total number of employees working in organisations certified with the Equality Mark was 13,232.

### Objectives of Unlocking the Female Potential ESF 3.47

- To increase the overall female employment rate by providing indirect incentives for work;
- To create a need for businesses to become 'certified equal opportunities employers';
- To have a family-friendly environment at the work place;
- To incentivise the inactive to the labour market through better work arrangements available;
- To further promote the need for a work/life balance both for men and women;
- To understand the jobs/skills match for the inactive population, in order to ensure employability; and
- To provide policy makers with vital information through the research.

There are two (2) main components in the project:

### 1) Research

The research component encompasses five (5) research projects:

1) A longitudinal study examining the life prospects of teenage parents (referring to those individuals who became parents before reaching the age of 20) with regards to educational and job prospects, pattern of roles and the use of support structures.

2) A) A comparative study focusing on both male and female entrepreneurs; exploring why such choices were made, and also looking at what their expectations are;  
2) B): A study Understanding the reality of self-employed/contract workers in the tourist industry / cleaning / language schools, and what makes their situation vulnerable.

3) A) A research study analysing what produces the 'glass ceiling' and the 'glass cliff' in the Maltese society;  
3) B) A quantitative and qualitative study which seeks to identify whether economic independence is relevant to the Maltese female;  
3) C) A study examining the effects of social security benefits on the decision to take up employment or not.

4) A) A study identifying, understanding and validating the reasons underlying the inactivity of the female segment in the Maltese population as a follow up research to the studies carried out by the Employment and Training Corporation (ETC) and the EQUAL 4 – 'Promoting Equal Opportunities through Empowerment' (a project carried out by NCPE);  
4) B) An inactive population skills study

5) A study seeking to understand the factors affecting Goitan women, in order to identify their perception and needs vis-à-vis employment.

The latter four research studies will be launched during the project conference at the beginning of 2012. The first research study, being a longitudinal one, will be launched during the project final conference.



**The overall objective of this project is to increase the overall female participation in the labour market**

### 2) The Equality Mark

The second component of the project is the Equality Mark, a certification which is being awarded to companies that make gender equality one of their values and whose management recognises and promotes the potential of all employees irrespective of their gender and caring responsibilities. The Equality Mark certification is being targeted towards places of work, with the aim of incentivising and supporting employers to make the most of all the human resource potential available. The Equality Mark also extends to the goods and services offered by the organisation with the aim of ensuring that the service users of that organisation benefit from the same rights given to employees.

The Equality Mark logo has been publicised on TV commercials and infomercials on all the Maltese TV stations, billboards across the islands, magazine adverts and articles, newspaper adverts advertising information sessions or acknowledging the certified organisations, as well as on various public relations exercises by the awarded organisations promoting their own certification.



## The Equality Mark Certification Process

The certification is based on a set of criteria that are split in six (6) main principles, namely:

- Policies and initiatives
- Recruitment and employment
- Employee Equality Representatives or Equality Committee
- Equality in career and personal development opportunities
- Family friendly measures for men and women with caring responsibilities
- Gender Equality in the access to and supply of goods and services

The process of applying for the Equality Mark starts by applying formally with NCPE and submitting documents attesting one's eligibility according to the checklist also found on the NCPE website. When applicant organisations complete and submit all necessary documentation, an audit/meeting is held at the applicant's premises to ascertain the validity of their documentation and review documents. The meetings held with employers take the format of a constructive exercise in which organisations are confidentially aided by NCPE to fulfil their obligations according to the law, and implement Human Resources practices with regards to gender equality principles over and above what the law prescribes, while still maintaining sustainability of their business. Organisations are helped to reach the necessary standards and have all the necessary requirements for the certification in place before a report of the audit and the application is compiled by the Equality Mark Promoter and presented to the Equality Mark Committee with all supporting documents.

## Equality Representatives Training

One of the criteria of certification with the Equality Mark is to have a trained resident Equality Representative or Equality Committee in all the certified organisations. These Representatives are trained during training sessions offered at regular intervals by NCPE. The training covers an overview of what constitutes discrimination, harassment and sexual harassment, the Equality legislation that applies to Malta, NCPE's role and remit, information on the process of application for the Equality Mark and useful notes on how to formulate an Equality and a Sexual Harassment policy tailor made for the organisation in question. Apart from being compulsory to obtain the Mark such sessions are valuable equality training. So far, 99 persons have been trained as part of this project, 50 of which were trained in 2011.

The Equality Mark certification is valid for a two-year period, and companies need to be reassessed on the expiration of the said period.

## List of Certified Organisations until December 2011 (presented in alphabetical order):

- *AdPro-Instruments Ltd*
- *Alert Communications Ltd*
- *Alf Mizzi & Sons (Marketing) Ltd*
- *Bank of Valletta plc (BOV)*
- *Betsson Malta Ltd*
- *Cheicuti Cauchi & Associates*
- *Deloitte*
- *Directorate of Pharmaceutical Policy & Monitoring*
- *Enemalta Corporation*
- *European School of English (ESE)*
- *Foundation for Medical Services (FMS)*
- *Foundation for Social Welfare Services (FSWS)*
- *FTIAS Ltd.*
- *HSBC Bank Malta plc*
- *Intercomp Group of Companies*
- *Internal Audit & Investigations Department (IAID)*
- *Link School of English (LSE) / Sunlingua*
- *Lotteries & Gaming Authority (LGA)*
- *Mater Dei Hospital*
- *Medavia Ltd*
- *Megabyte Ltd*
- *Melita plc*
- *Misco Consulting Ltd*
- *Misco International Ltd*
- *National Audit Office (NAO)*
- *National Statistics Office (NSO)*
- *Nexia BT*
- *Partit Laburista (PL)*
- *Pharmacy of Your Choice (POYC)*
- *ST Microelectronics (Malta) Ltd*
- *Todafone Malta Ltd*
- *World Aviation Group*



# HOW CAN YOU MAKE USE OF NCPE'S SERVICES?



Should you wish to contact NCPE about anything in this annual report or about any issue related to equality, you can do so using the following means.

Telephone +356 2590 3850

Email [equality@gov.mt](mailto:equality@gov.mt)

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

Facebook search for the 'National Commission for the Promotion of Equality' on facebook, and send us a message, like our posts, post photos of our activities or contact us.

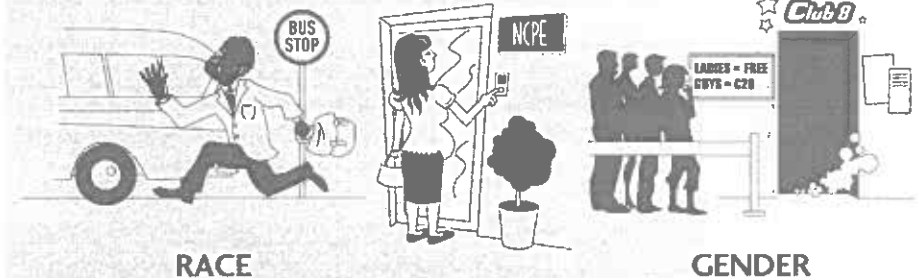
Should you need to visit our offices, kindly call or email before hand in order to set an appointment with the relevant staff member. Our offices are situated at:

4th Floor,  
Gattard House,  
National Road  
Blata I-Bajda HMR 9010  
Malta

## A STEP BY STEP GUIDE TO NCPE

1

IF YOU ARE A MEMBER OF THE GENERAL PUBLIC, AN NGO, AN EMPLOYER, OR A GOVERNMENT ENTITY, AND YOU FEEL THAT YOU ARE BEING DISCRIMINATED AGAINST ON THE BASIS OF GENDER IN EMPLOYMENT, TRAINING, GOODS OR SERVICES OR ON THE BASIS OF RACE IN GOODS OR SERVICES OR HAVE ANY QUESTION/S RELATED TO DISCRIMINATION...



RACE

GENDER

2

...THEN CONTACT US AT NCPE



TELEPHONE



EMAIL



APPOINTMENT

3

AND THROUGH TRAINING, INFORMATION, LIBRARY, ASSISTANCE & INVESTIGATIONS IN COMPLAINTS, POLICY REVIEWS & RESEARCH - LET US HELP YOU.



MEDIATION

LIBRARY

TRAINING

# FINANCIAL OVERVIEW



The total recurrent cost for the year ending 2011 amounts to €366,707. 86% (€314,723) of the total cost related to Staff salaries and Honoraria whilst the remaining portion of 14% (€51,984) was incurred on general maintenance and operating expenses. An analysis of the operational expenses is provided below.

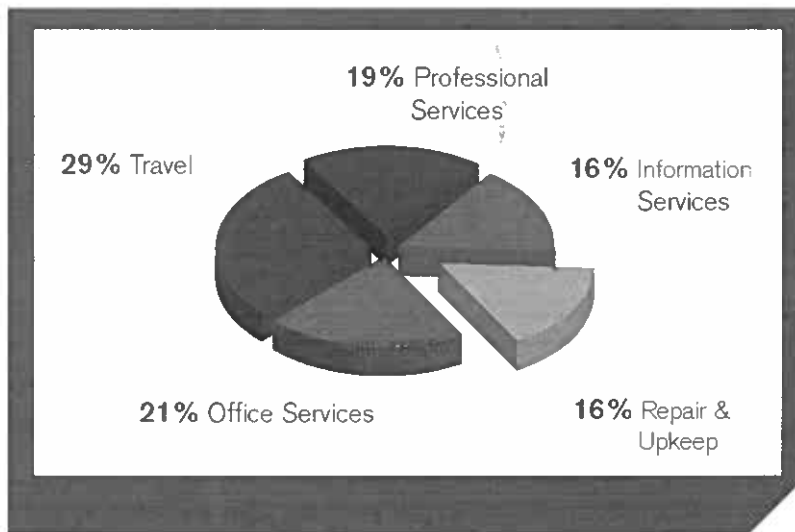


Table 4: Operational & Maintenance expenses for 2011.

The level of expenditure has reduced when compared to the previous year with the majority of expenditure now relating to Transport costs, travelling and office stationery, printing and postage costs which all combined cater for almost 50% of the operating costs. All costs have been kept to a minimum.

During this financial year, the Commission successfully utilised EU funding and still has a number of on going EU funded projects which in total provide an income of just below €90,000. Such income in the main related to salaries incurred specifically on the projects. The Think Equal project, initiated in December 2010 was completed in December 2011. The overall budget amounted to €176,740, including overheads amounting to €11,562.

As at the year end, the projects listed below are ongoing. The amounts quoted relate to the overall project value.

Name of project	Budget (€)
ESF 3.47: Unlocking the Female Potential	€ 621,885
VS/2010/0819 - Gender Mainstreaming in Practice	€ 311,622
JUST/2011/PROG/AG/1902 - I'm NOT Racist, but...	€ 176,964
Human European Consultancy	€ 3,651
<b>Total</b>	<b>€1,114,122</b>



Table 5: Overall project values.



2011 was a year filled with activities, including awareness raising, training and research. The research carried out has shed a light on various aspects of Maltese society, as outlined in the above sections and the findings can now be used to base further work by various stakeholders in the area of equality.

In previous years, it had been found that there needs to be a focus on issues related to race in Malta, and because of this, during 2011, NCPE applied for another project, for which it received approval in the fourth quarter of the year. This PROGRESS co-funded project, JUST/2011/PROG/AG/1902 I'm Not Racist, But ..., will be implemented during 2012.

This project was largely based on the results and recommendations emerging from two research studies that were carried out as part of a project implemented by NCPE during 2010, VS/2009/0405 Strengthening Equality Beyond Legislation, that is 'Under-reporting of Discriminatory Incidents' and the 'National Action Plan Against Racism and Xenophobia'. The general objectives of I'm Not Racist, But ... are to develop a clear understanding of the situation of ethnic minorities and housing and to empower respective stakeholders to prevent or combat discrimination in this area; to empower the African minority to get their voice heard, to advocate for their rights and to report discrimination; and to raise awareness on racial discrimination and promote cultural diversity.

The project, which involves the collaboration of three main stakeholders in the field (Agency for the Welfare of Asylum Seekers (AWAS), Jesuit Refugee Service (JRS) Malta and United Nations High Commissioner for Refugees (UNHCR) Malta) as partners, includes several components. The first of these is a research on immigrant and ethnic minority groups and housing and accommodation, based on which a training programme for property owners and their representatives will be developed. Building on the research, two information leaflets will be developed, one targeted at property owners and dealing with the relevant non-discrimination legislation; while the second one will incorporate the rights and obligations of tenants and will be targeted at immigrants and ethnic minorities. Training will also be held with the African Minority in Malta, where the participants will be trained in issues such as empowerment, lobbying and advocacy, getting one's voice heard, reporting perceived discrimination, and rights and remedies. The project also includes an awareness raising component, which will consist of an Anti-Racism Theme Day, comprising of various activities creating a multicultural atmosphere promoting diversity; and the development of media spots and video clips on race and ethnic origin. The aim of these spots/clips will be to spread antiracist messages and raise awareness, promote positive images of ethnic minorities in a local setting, allow immigrants and ethnic minorities to make their voice heard in the media, and facilitate a platform through which community organisations working with immigrants and ethnic minorities can enhance awareness raising on various related issues. The project will have an external evaluation and will be concluded in a final conference bringing together all the relevant stakeholders and presenting the research and activities held throughout the project.

Apart from the 'I'm Not Racist But...' project, the Unlocking the Female Potential and the Gender Mainstreaming in Practice projects will continue throughout 2012, and NCPE will work towards analysing current needs in society in order to continue awareness raising and researching current issues.

NCPE will also continue receiving and investigating complaints in 2012 so that victims of discrimination may find redress for the discrimination they have experienced. NCPE also aims at continuing to use all forms of media and communication, as needed in order to get the message of equality out to as many people as possible and in order to ensure that individuals know about NCPE as a mode of redress, as well as an awareness raising and training body.

It is through all the above-mentioned work which was carried out by NCPE in previous years and the work which will be carried out in 2012 and beyond, along with the work of various stakeholders who work in related fields, that Malta and Gozo are moving towards ensuring that a deep rooted change will take place, leading to a culture of rights and equality. This is facilitated by ensuring that members of the public and stakeholders know about their rights in relation to equality as well as know about the services offered by NCPE that there may be an increase in reporting and as a result, a change in discriminatory practices.