



NCPE



SHOULD YOUR LOGO BE HERE TOO?

The Equality Mark is a certification recognising organisations that demonstrate a commitment towards gender equality, certifying them as true equal opportunities employers.

The organisations below have already demonstrated best practices in gender equality. If you believe that your organisation possesses the right attitude to obtain the Equality Mark certification, then contact the National Commission for the Promotion of Equality (NCPE) for more information.



PROJECT PARTNERS



Operational Programme II - Cohesion Policy 2007 - 2013
Empowering People for More Jobs and a Better Quality of Life
Project part-financed by the European Union
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Investing in Your Future

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Achieving effectiveness and employee well-being ... making use of family-friendly initiatives

NCPE envisions a society which is equal and free from discrimination and champions inclusiveness whereby everyone, irrespective of their gender and family responsibilities, race or ethnicity is able to achieve their full potential.

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CORPORATE BRIEF *The National Commission for the Promotion of Equality (NCPE) is an independent, government funded body set up by virtue of Chapter 456 the Laws of Malta in January 2004. The Commission works to ensure that Maltese society is a society free from any form of discrimination.*

the conditions of telework that should be included in a written agreement or contract; and the rights and responsibilities of teleworkers.

Parental leave is a period of three months unpaid leave available to parents to enable them to take care of a child. Following legislative modifications published this year in Legal Notice 204 of 2011 (Parental Leave Entitlement Amendment Regulations), parental leave will be extended to a period of four months and granted to parents on the grounds of birth, adoption, legal custody and fostering of a child (with effect from March 2012).

An employee sought to work on reduced hours or flexi-hours due to family responsibilities. Upon this request, the argument put forward by the employer was that a request for reduced hours or flexi hours was unacceptable for the reason that the employee is expected to work full-time on the work schedule of the employee. Furthermore, a report provided by the employer indicated that the specific role brings with it the negation of use of family-friendly measures.

Cases similar to these, both in the private and the public sector, could constitute discrimination in the workplace. A family-friendly organisation tries to facilitate the reconciliation between work and family responsibilities for its staff and to make them feel supported in balancing their work and outside work commitments.

Teleworking is a means of carrying out work away from the employer's premises, with the use of information technology. A Legal Notice on Telework (LN 312 of 2008 - Telework National Standard Order) sets out the general framework for telework in both private and public sectors, including

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Another legislative development further safeguards the rights of pregnant women during probation (Legal Notice 130 of 2011 - Protection of Maternity (Employment) (Amendment) Regulations) - where “in the case of a pregnant employee who is in her probationary period, if the probationary period has not been exhausted on the date when the pregnant employee is to start her maternity leave, the probationary period shall be deemed to have been automatically suspended on the commencement of the maternity leave for the whole period of maternity leave... and any remaining probationary period shall thereafter continue to run upon her return to work following the end of the maternity leave”.

Employers are encouraged to be well-versed with the family-friendly initiatives covered by the law. It is also suggested to employers to establish a formal policy indicating conditions of access to these



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measures. Each request for the use of family-friendly measures is to be considered on its own merits, taking into consideration the needs of the employee, employer and customer.

The offering of family-friendly measures for men and women with caring responsibilities is one of the criteria that the National Commission for the Promotion of Equality (NCPE) assesses when certifying organisations as true equal opportunities employers with the Equality Mark. If you are interested in acquiring more information on the Equality Mark, visit NCPE's website www.equality.gov.mt or contact us on equality@gov.mt or 25903850.

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