

message of intercultural dialogue. Events include the Marathon of Rome and a multi-ethnic football tournament, as well as banners with the slogan “Score a Goal against Racism” throughout Serie A football pitches across Italy. This activity is organised by UNAR, the Italian National Office against Racial Discrimination.

### 5. Donne Sommerse Italy (Gender)

**Beneficiaries:** Female unemployed  
**Country:** Italy

By promoting good practices in the field of home care labour, this project aims to help individuals achieve a better work-life balance and encourage unemployed persons to participate in the labour market. The field of home care labour is often more widespread amongst women than men in Italy, as a result of higher female unemployment rates. A working group composed of persons working within various social fields has been set up to promote practices on how persons can balance their home life and career.

jieħdu sehem f'diversi attivitajiet li jinkludu l-oqsma tal-arti, l-isport, u l-edukazzjoni biex jippromwovu djalogu interkulturali. L-attivitajiet jinkludu l-Maratona ta' Ruma u turnament tal-futbol multietniku, kif ukoll strixxi bil-messaġġ 'Skurja Gowl kontra r-Razzizmu', fi grawnds tal-futbol tas-Serje A madwar l-Italja.

### 5. Donne Sommerse L-Italja (Sess)

**Benefiċjarji:** Nisa li ma jahdmux  
**Pajjiż:** L-Italja

Dan il-proġett għandu l-għan li jgħin individwi jiksbu bilanċ aħjar bejn il-hajja privata u x-xogħol u jhegġeġ persuni qieghda biex jipparteċipaw fis-suq tax-xogħol. Ġeneralment fl-Italja, ix-xogħol tad-dar huwa iktar mifruq fost in-nisa milli l-irġiel, b'riżultat ta' rati oghla ta' qgħad fost in-nisa. Twaqqaf grupp ta' hidma magħmul minn persuni li jahdmu foqsma soċjali differenti sabiex jippromwovi prattiċi tajbin dwar kif persuni jistgħu johlqu bilanċ bejn il-hajja privata u l-karriera.

### 6. Malta Gay Rights Movement Information Booklets (Sexual Orientation)

**Beneficiaries:** LGBTQ persons, and their relatives and friends  
**Country:** Malta

Being an LGBTQ (Lesbian, Gay, Bisexual, Transsexual or Questioning) person does not mean that you are in any way 'not normal'. This is the main message developed through two information booklets (aimed at LGBTQ youth and their parents and friends) created by the Malta Gay Rights Movement. The booklets work towards dispelling stereotypes and misconceptions centred upon LGBTQ issues.

### 7. Faith and Development: A Commonwealth Dialogue (Religion)

**Beneficiaries:** All faiths  
**Country:** Malta

This one-day seminar, addressed by representatives of a number of faiths, discussed the way in which various different faiths and religions can work together to promote cultural understanding and increase social cohesion through the sharing of common values. The discussion explored the ways in which faith-based organisations and communities can work together to increase

### 6. Ktejjeb Informattiv mahruġ mill-Malta Gay Rights Movement (Orjentazzjoni Sesswali)

**Benefiċjarji:** Persuni LGBTQ, u l-familjari u l-hbieb tagħhom  
**Pajjiż:** Malta

Li tkun persuna LGBTQ (Lesbjana, raġel Gay, Bisesswali, Transgender jew Questioning) ma jfissirx li inti persuna 'mhux normali'. Dan huwa l-messaġġ ewlieni li nsibu fiż-żewġ pubblikazzjonijiet informattivi (l-ewwel waħda maħsuba għal zghazagħ LGBTQ, u t-tieni waħda għal ġenituri u hbieb ta' zghazagħ LGBTQ) mahruġa mill-Malta Gay Rights Movement. Il-pubblikazzjonijiet jipprovdu tagħrif dwar kwistjonijiet relatati mal-LGBTQ u għandhom l-għan li jneħħu sterjotipi u ideat żbaljati f'dan ir-rigward.

### 7. Twemmin u Żvilupp: Djalogu bejn il-pajjiżi tal-Commonwealth (Reliġjon)

**Benefiċjarji:** Ir-reliġjonijiet kollha  
**Pajjiż:** Malta

F'dan is-seminar, indirizzat min-numru ta' rappreżentanti ta' twemmin reliġjuż differenti, ġie diskuss il-mod li bih it-twemmin u r-reliġjonijiet differenti jistgħu jahdmu flimkien biex jgħinu l-promozzjoni tal-għarfien kulturali u jżidu l-koeżjoni soċjali permezz ta' qsim ta' valuri komuni. Id-diskussjoni stħarrġet kwistjonijiet relatati mal-modi ta' kif organizzazzjonijiet relatati mat-

integration between different cultures and religions. The seminar was organised by the Commonwealth Foundation and held at the Millenium Chapel.

twemmin u komunitajiet jistgħu jahdmu flimkien biex ikatru l-integrazzjoni bejn reliġjonijiet differenti. Is-seminar kien organizzat mill-Fondazzjoni tal-Commonwealth u sar fil-Millennium Chapel.

#### How can I take action?

You can also play your part by ensuring that all persons are treated equally regardless of their race, gender, religion, age, disability, and sexual orientation. Take action against any instance of discrimination you witness or encounter by voicing your concern or query to the relevant bodies. Contact NCPE on issues related to gender and race at the following addresses for advice and support:

**Email:** equality@gov.mt  
**Tel:** 2590 3850

**Address:** National Commission for the Promotion of Equality (NCPE), Gattard House, National Road, Blata l-Bajda HMR 9010, Malta

#### Kif nista' nieħu azzjoni?

Inti wkoll tista' taġti seħmek billi tappoġġa inizjattivi simili u tiżgura li l-persuni kollha jiġu stmati b'mod ugwali irrispettivament mir-razza, sess, reliġjon, età, diżabilità, u orjentazzjoni sesswali tagħhom. Aġixxi kontra kull każ ta' diskriminazzjoni li tara jew tesperjenza billi tikkuntattja lill-entitajiet rispettivi. Ikkuntattja lill-NCPE, għall-parir jew appoġġ, dwar kwistjonijiet marbuta mas-sess u r-razza:

**Email:** equality@gov.mt  
**Tel:** 2590 3850

**Indirizz:** Il-Kummissjoni Nazzjonali għall-Promozzjoni tal-Ugwaljanza (NCPE), Gattard House, Triq Nazzjonali, Blata l-Bajda HMR 9010, Malta



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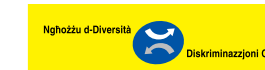
# Good Practices Against Discrimination

on the grounds of Age, Gender, Race, Disability, Sexual Orientation and Religion

## Prattiċi Tajbin

## Kontra d-Diskriminazzjoni

fuq bażi ta' Età, Sess, Razza, Diżabilità, Orjentazzjoni Sesswali u Reliġjon



## The National Commission for the Promotion of Equality

(NCPE) is an autonomous, government funded body set up in January 2004 by virtue of Chapter 456 - Equality for Men and Women Act. NCPE's remit includes discrimination on the grounds of race/ethnic origin and gender in the provision of goods and services and gender and family responsibilities in employment. Other functions include investigating complaints; monitoring gender/racial discriminatory advertising; research; awareness raising and dissemination of information.

## Il-Kummissjoni Nazzjonali għall-Promozzjoni tal-Ugwaljanza

(NCPE) hija entità awtonoma ffinanzjata mill-Gvern. Din il-Kummissjoni twaqqfet f'Janar 2004 skond Kapitolu 456 tal-Liġijiet ta' Malta, 'Att dwar l-Ugwaljanza għall-Irġiel u n-Nisa'. Il-kompetenza tal-NCPE tinkludi l-monitoraġġ tad-diskriminazzjoni fuq bażi ta' razza/oriġini etnika u sess fil-provvediment ta' oġġetti u servizzi, kif ukoll diskriminazzjoni fl-impjeg minhabba sess jew responsabbiltajiet tal-familja. Funzjonijiet oħra tal-Kummissjoni jinkludu l-investigazzjoni ta' ilmenti fuq diskriminazzjoni bejn in-nisa u l-irġiel u razza; il-monitoraġġ tal-midja b'rabta ma' reklamar li jiddiskrimina bejn is-sessi; riċerka; u tixrid ta' informazzjoni relatata mal-ugwaljanza bejn is-sessi u r-razzez/oriġini etniċi.

## Voice for All

Voice for All VS/2007/0477 aims at empowering participants to challenge the learning and thinking processes which give rise to discrimination based on race, sexual orientation, gender, age, religion and disability discrimination and endorse diversity. Voice for All is a project funded by the European Community for Employment and Social Solidarity – PROGRESS (2007 – 2013). **Research:** The Voice for All transnational research study focuses on the six grounds of discrimination in Malta, Italy, Cyprus and Northern Ireland. The research works towards analysing the situation relating to discrimination within these countries, and identifying any good practices being implemented to combat this discrimination and promote social inclusion and equality. NCPE is working in collaboration with the *Dipartimento Per le Pari Opportunità* (Italy); *SYMFILOSIO* (Cyprus); and the *Institute for Conflict Research* (Northern Ireland).

## Lehen għal Kulhadd

Il-proġett 'Lehen għal Kulhadd' VS/2007/0477 għandu l-għan li jhegġeġ lill-partecipanti jisfidaw il-proċessi ta' tagħlim u ta' hsieb li jistgħu jagħtu lok għal diskriminazzjoni fuq bażi ta' razza, orjentament sesswali, età, reliġjon u diżabbiltà. Dan il-proġett ihegġeġ ukoll lill-partecipanti sabiex jiċċelebraw id-diversità. Lehen għal Kulhadd huwa proġett iffinanzjat mill-Programm tal-Komunità Ewropea dwar ix-Xogħol u s-Solidarjeta' Soċjali – PROGRESS (2007 – 2013). **Riċerka:** Ir-riċerka transnazzjonali ta' Lehen għal Kulhadd tiffoka fuq is-sitt oqsma ta' diskriminazzjoni f'Malta, l-Italja, Ċipru u l-Irlanda ta' Fuq. Ir-riċerka tanalizza s-sitwazzjoni relatata mad-diskriminazzjoni f'dawn il-pajjiżi, u tidentifika prattiki tajbin li qegħdin jiġu mplimentati sabiex jiġġieldu kontra xi tip ta' diskriminazzjoni filwaqt li jippromwovu l-inkluzjoni soċjali u l-ugwaljanza. L-NCPE qieghda taħdem f'kollaborazzjoni mad-*Dipartimento Per le Pari Opportunità* (l-Italja); ma' *SYMFILOSIO* (Ċipru); u mal-*Institute for Conflict Research* (l-Irlanda ta' Fuq).

## Good Practice Examples

### 1. University of the Third Age<sup>1</sup> (Age)

**Beneficiaries:** Senior citizens over the age of 60  
**Country:** Malta

The University of the Third Age provides Lifelong Education for senior citizens over the age of 60, and aims to promote active aging within Maltese society. U3E provides a wide choice of Study-Units every year tackling various subjects, including languages, political and historical subjects, health-related issues, and philosophical and religious topics.

### 2. Youth Local Councils (Age)

**Beneficiaries:** Youths between the ages of 14 and 19  
**Country:** Malta

This activity allows youths to participate directly within the governance of a local community, and take on an active role within the community. The creation of Youth Local Councils aims to integrate youths between the ages of 14 and 19 in the decision-making process of a community. Youth Local Councils are organised by the National Youth Council (KNZ).

1. Also referred to as 'U3E'

## Eżempji ta' Prattiki Tajbin

### 1. L-Università tat-Terza Età<sup>1</sup> (Età)

**Benefiċjarji:** Ċittadini anzjani li għandhom aktar minn 60 sena  
**Pajjiż:** Malta

L-Università tat-Terza Età tipprovdi Edukazzjoni għal ċittadini anzjani li għandhom aktar minn 60 sena, u għandha l-għan li tippromwovi l-partecipazzjoni tal-anzjani fis-soċjeta' Maltija. L-U3E toffri firxa wiesgħa ta' Unitajiet ta' Studju kull sena, iffukati fuq diversi suġġetti li jinkludu lingwi, politika u storja, saħħa, filosofija u reliġjon.

### 2. Kunsilli Lokali taż-Żgħażaġh (Età)

**Benefiċjarji:** Żgħażaġh li għandhom bejn 14 u 19-il sena  
**Pajjiż:** Malta

Din l-attività tagħti opportunità liż-żgħażaġh jipparteċipaw b'mod dirett fit-tmexxija tal-komunità lokali, kif ukoll jitgħallmu jkunu attivi fis-soċjeta'. Il-holqien tal-Kunsilli Lokali taż-Żgħażaġh għandu l-għan li jintegra ż-żgħażaġh ta' bejn 14 u 19-il sena fil-proċess ta' tehid ta' deċiżjonijiet fil-komunità. Il-Kunsilli Lokali taż-Żgħażaġh huma organizzati mill-Kunsill Nazzjonali taż-Żgħażaġh (KNŻ).

1. Magħrufa wkoll bhala 'U3E'

## 3. Opening Doors Project - Theatre Festival (Disability)

**Beneficiaries:** Adults with learning disabilities  
**Country:** Malta

The project aims to create opportunities for adults with learning disabilities to participate in cultural and creative activities, and offer a positive image of learning disabilities, as well as raise the profile of the contribution they make to their communities. This is done by introducing persons with learning disabilities to the world of theatre, through their active participation in the creative performance and in devising performances. The Opening Doors Project is organised locally by St. James Cavalier.

## 4. Action Week Against Racism Italy (Race/Ethnicity)

**Beneficiaries:** General public awareness-raising  
**Country:** Italy

On the International day for the elimination of racial discrimination, thousands of individuals, schools and other organisations take part in the annual Action Week Against Racism, where various activities that incorporate the spheres of arts, sports, and education promote a

## 3. Proġett Nifthu l-Bibien - Festival Tat-Teatru (Diżabbiltà)

**Benefiċjarji:** Adulti b'diżabbiltajiet marbuta mat-tagħlim  
**Pajjiż:** Malta

L-għan ta' dan il-proġett huwa li johlq opportunitajiet għal adulti b'diżabbiltajiet marbuta mat-tagħlim sabiex jipparteċipaw f'attivitajiet kulturali u kreattivi. Permezz t'hekk johlqu immaġni pożittiva tad-diżabbiltà marbuta mat-tagħlim, kif ukoll jippromwovu l-kontribut li jagħtu fil-komunitajiet tagħhom. Dan isehh billi persuni b'diżabbiltà jiġu introdotti fid-dinja tat-teatru, permezz ta' parteċipazzjoni f'attivitajiet kreattivi u fit-tfassil tagħhom. Il-Proġett Nifthu l-Bibien huwa organizzat u kkoordinat lokalment mill-Kavallier ta' San Ġakbu.

## 4. Ġimgha ta' Azzjoni Kontra r-Razzizmu - L-Italja (Razza/Etniċità)

**Benefiċjarji:** Qawmien ta' kuxjenza fost il-pubbliku ġenerali  
**Pajjiż:** L-Italja

Il-Ġimgha annwali ta' Azzjoni Kontra r-Razzizmu tiġi organizzata fil-Jum Internazzjonali favur l-Eliminazzjoni ta' Diskriminazzjoni Razzjali u tara eluf ta' individwi, skejjel u organizzazzjonijiet oħra

**Definition of a Good Practice** A good practice constitutes any initiative, policy, or guidelines adopted to promote integration and ensure a culture of equality and respect amongst all persons, on the grounds of either race/ethnicity, gender, sexual orientation, disability, religion, or age.

**Definizzjoni ta' Prattika Tajba** Prattika tajba hija kull tip ta' inizjattiva, linji gwida jew politika, adottata biex tippromwovi l-integrazzjoni, kif ukoll tiżgura kultura ta' ugwaljanza u rispett fost il-bnedmin kollha, fuq bażi ta' razza/etniċità, sess, orjentazzjoni sesswali, diżabbiltà, reliġjon jew età.