



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
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Investing in Your Future

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The Equality Mark is a gender equality certification offered to organisations that adhere and implement gender equal policies granted by the National Commission for the Promotion of Equality (NCPE). By September 2011 24 organisations attained the Mark. Each organisation was asked how the Equality Mark has benefitted their organisation and to quote examples of their best practices. Here's what they said:

"Adpro-Instruments Ltd adopts an Open Door Policy, where all employees feel comfortable discussing their needs, each case being considered on its own merit, without prejudice." (*Adpro-Instruments Ltd*)

"The Equality Mark was a confirmation that our company values make Alert a great place to work where people are inspired to be the best they can be." (*Alert Communications Ltd*)

"The Equality Mark provided the Bank with a formal recognition of its core values which include gender-equality, family-friendly measures and protection against bullying and sexual harassment." (*Bank of Valletta plc*)

"The Equality Mark has contributed in securing highly skilled and qualified candidates in our recruitment process and also further established ourselves as a fun, fair and dynamic company to work for." (*Belsson Malta Ltd*)

"The Equality Mark is an experience which we recommend to all other companies as it is truly an opportunity to deeply strengthen and analyse internal procedures which may directly or indirectly influence Equality amongst employees." (*Chetcuti Cauchi Advocates*)

"Deloitte will continue to reap the benefits obtained with the Equality Mark, through increased staff members' effectiveness, attracting and retaining the best talent, improved staff morale and increased consumer and market responsiveness." (*Deloitte*)

"Having the NCPE certification for EQUALITY adds a new dimension to our quality standards." (*European School of English*)

"The ongoing implementation of our diversity and equality strategy was extremely well received by our staff, who view this as a strong motivator to work with us." (*Foundation for Medical Services*)

"It is well recognised that the Equality Mark is a quality accreditation which is not bestowed lightly upon any organisation, and it is therefore

Other organisations that have attained the Equality Mark are Enemalta, the National Audit Office, the National Statistics Office and World Aviation Group. The full version of these testimonials can be found on NCPE website (www.equality.gov.mt)

If you feel that your organisation deserves the Equality Mark too, then you only need to contact us to apply. NCPE will aide you throughout the whole process with tailor made policies and services.

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A Mark of Equality

Davinia Vella

a reflection of the true effort which the company dedicates to meet." (*Foundation for Social and Welfare Services*)

"The Equality Mark increased and reaffirmed the staff trust towards Management and HR Policies, giving more confidence to employees as a whole." (*FTIAS Limited*)

"HSBC Bank Malta offers a large number of family friendly measures including child care leave of absence, key time hours, reduced hours, shift work, job share, child care subsidy and summer school subsidy schemes, employee assistance programme and so on." (*HSBC Bank Malta*)

"It is very difficult to attract the best talent from the audit profession and hence flexi time and reduced hours are offered to BOTH women AND men...such availability helps to attract the right professionals." (*Internal Audit and Investigations Dept - LAID*)

"The Equality Mark increased awareness with regards to Equality issues at our workplace. Training on the subject was also positively received by all management and staff." (*INTERCOMP*)

"The real positive of the Equality Mark is that it can enable organisations to raise awareness amongst employees and employers of best codes of practice in HR." (*Link School of English*)

"The Equality Mark acknowledges that the LGA supports career progression, life long learning, family friendly measures and other key measures that make a sound difference in employment practices." (*The Lotteries and Gaming Authority*)

"The Equality Mark makes us all proud. Family friendly measures are well adopted by Hospital staff in all categories and MDH even offers breastfeeding facilities as well as childcare service for the employees' children." (*Mater Dei Hospital*)

"The attainment of the Equality Mark is an official rubber-stamp that the Company's HR policies and practices in force are factually addressing such areas." (*Medavia Ltd*)

"Besides being an 'equal opportunities employer', Megabyte Ltd also strives to provide the most comfortable, favourable and positive working conditions for its employees." (*Megabyte Ltd*)

"The certificate recognises the responsibility that Melita takes in its approach towards employment. This also adds reassurance to current and future employees." (*Melita plc*)

"Through the application of equality measures, POYC is in a better position to retain and benefit from its employees' knowledge and experience and increasing overall performance." (*Pharmacy Of Your Choice Department - Ministry Of Health, The Elderly And Community Care*)

"This recognition gives us a cutting edge over other employers especially when it comes to attracting new recruits who recognise our full commitment to gender equality." (*Vodafone Malta*). ■

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