

#### 4. European Union Journalist Award (Age, Disability, Gender, Race/Ethnicity, Religion, Sexual Orientation)

**Beneficiaries:** Journalists  
**Country:** Malta

An annual award granted to journalists, who through their work, are deemed to have promoted the benefits of diversity and contributed to the battle against discrimination. An independent jury will select a national winner in each of the 27 EU Member States, and an overall winner from these 27 national winners will later be awarded. Each national winner will receive €750, and the overall European winner will receive a prize with a value of €4,500, consisting of various activities or equipment.

#### 5. FIABADAY (Disability)

**Beneficiaries:** General Public  
**Country:** Italy

FIABADAY is a yearly event dedicated to the demolition of architectural features that deny access to persons with a disability. FIABADAY seeks to bring out about cultural change through the belief that universal accessibility leads to a better quality of life for everybody. FIABADAY involves a large number of events across Italy, with significant media exposure throughout various national media channels.

#### 4. Premju tal-Unjoni Ewropea għall-Ġurnalisti (Età, Diżabilità, Sess, Razza/Etniċità, Reliġjon, Orjentazzjoni Sesswali)

**Benefiċjarji:** Ġurnalisti  
**Pajjiż:** Malta

Premju annwali mogħti lil ġurnalisti, li permezz tal-hidma tagħhom, ikunu taw promozzjoni lill-benefiċċji tad-diversità u kkontribwew fil-ġlieda kontra d-diskriminazzjoni. Ġurija indipendenti tagħzel rebbieh nazzjonali minn kull 27 Stat Membru tal-UE u wara jintgħazel rebbieh ġenerali minn fost is-27 rebbieh nazzjonali. Kull rebbieh nazzjonali jirċievi €750, u dak li jiġi l-ewwel minn fosthom jirċievi premju bil- valur ta' €4,500, li jissarraf fattivitajiet varji jew tagħmir elettroniku.

#### 5. FIABADAY (Diżabilità)

**Benefiċjarji:** Il-Pubbliku ġenerali  
**Pajjiż:** L-Italja

FIABADAY tiġi ċċelebrata kull sena biex tfakkar t-tnehhija ta' elementi arkitettoniċi li jcahħdu l-aċċess lil persuni b'diżabilità. FIABADAY taħdem biex issehh bidla kulturali permezz tal-prinċipju li l-aċċessibilità universali twassal għall-hajja ahjar għal kulhadd. FIABADAY tinvolvi għadd kbir ta' avvenimenti madwar l-Italja kollha, b'pubblicità sostanzjali fuq il-midja Taljana.

#### 6. Broadcasting Authority Equality Guidelines (Gender, Race/Ethnicity)

**Beneficiaries:** General Public  
**Country:** Malta

These guidelines oblige all media broadcasters to promote racial and gender equality within their programmes by including persons of different genders and ethnicities when discussing relevant issues, as well as taking into account (and providing solutions for) any linguistic or cultural obstacles that may be encountered during any such programme. These guidelines are legally mandatory, therefore any broadcaster that breaches these terms may be sanctioned.

#### 6. Linji Gwida dwar l-Ugwaljanza tal-Awtorità tax-Xandir (Sess, Razza/Etniċità)

**Benefiċjarji:** Il-Pubbliku ġenerali  
**Pajjiż:** Malta

Dawn il-linji gwida jobbligaw li-xandara kollha jagħtu promozzjoni lill-ugwaljanza razzjali u sesswali fil-programmi tagħhom billi jinkludu persuni miż-żewġ sessi u ta' etniċità differenti meta jkunu qegħdin jiddiskutu kwistjonijiet rilevanti, kif ukoll li jqisu (u jipprovdu soluzzjonijiet għal) l-ostakli lingwistiċi jew kulturali li jistgħu jinqalghu matul il-programm. Dawn il-linji gwida huma legalment obbligatorji, għaldaqstant ix-xandara li jiksru dawn il-kundizzjonijiet jistgħu jiġu ppenalizzati.

#### 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

**Telephone:** 25903850

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

#### Kif nista' niehu azzjoni?

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

**Email:** equality@gov.mt

**Telefon:** 25903850

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

Take action against any instance of discrimination you witness or encounter by voicing your concern or query to the relevant bodies

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Dan il-proġett qed isir bl-appoġġ tal-Komunità Ewropea - Programm dwar ix-Xogħol u Solidarjetà Soċjali - PROGRESS (2007-2013)



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L-informazzjoni f'dan il-foljett mhux necessarjament tirrifletti l-opinjoni jew xi pożizzjoni tal-Kummissjoni Ewropea. Dan il-foljett jirrifletti l-opinjoni tal-awturi u l-Kummissjoni m'għandhiex tinzamm responsabbli għall-użu tal-informazzjoni li hawn fiha.



## Good Practices Against Discrimination

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

## Prattici 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 working to ensure that Maltese society is a society free from any form of discrimination based on:

- i) sex / gender and family responsibilities in employment, and
- ii) racial / ethnic origin and gender in the provision of goods and services and their supply.

Other functions include investigating complaints; monitoring gender/racial discriminatory advertising; research; awareness raising; dissemination of information.

## Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza

(NCPE) hija entità awtonoma ffinanzjata mill-gvern li twaqqfet f'Jannar 2004 skont il-Kapitolu 456 tal-Liġijiet ta' Malta - Att dwar l-Ugwaljanza għall-Irġiel u n-Nisa. Il-kompetenza tal-NCPE tinkludi l-hidma biex tiżgura li s-soċjetà Maltija tkun hielsa minn kull forma ta' diskriminazzjoni bbażata fuq:

- i) sess u responsabbiltajiet tal-familja fl-impjieg, u
- ii) razza / oriġini etnika u sess fil-provvediment ta' oġġetti u servizzi. Funzjonijiet oħra jinkludu l-investigazzjoni ta' lmenti; il-monitoraġġ ta' reklamar li jiddiskrimina bejn is-sessi/ir-razza; riċerka; qawmien ta' kuxjenza; tixrid ta' informazzjoni.

## 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 identifying and promoting any good practices being implemented to combat this discrimination and promote social inclusion and equality, throughout various areas of social life, including the education sector. NCPE is working in collaboration with the *Dipartimento Per le Pari Opportunità* (Italy); *SYMFILIOSI* (Cyprus); and the *Institute for Conflict Research* (Northern Ireland).

## Lehen għal Kulhadd

Il-proġett Lehen għal Kulhadd VS/2007/0477 għandu l-għan li jhegġeg lill-partecipanti jisfidaw il-proċessi ta' tagħlim u ta' hsieb li jagħtu lok għal diskriminazzjoni fuq bażi ta' razza, orjentazzjoni sesswali, sess, età, reliġjon u diżabilità u jhegġiġhom ukoll jaċċettaw id-diversità. Lehen għal Kulhadd huwa proġett iffinanzjat mill-Programm tal-Komunità Ewropea għax-Xogħol u s-Solidarjetà 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 u tippromwovi prattiki tajba li qegħdin jiġu implimentati sabiex jiġġieldu din id-diskriminazzjoni u jhegġu l-inklużjoni soċjali u l-ugwaljanza, foqsmha differenti tal-hajja soċjali, inkluz il-midja. Il-NCPE qieghda taħdem f'kollaborazzjoni mad-*Dipartimento Per le Pari Opportunità* (l-Italja); ma' *SYMFILIOSI* (Ċipru); u mal-*Institute for Conflict Research* (l-Irlanda ta' Fuq).

## Good Practice Examples

### 1. Media Coverage of Asylum (Race/Ethnicity)

**Beneficiaries:** Media Organisations  
**Country:** Malta

This project will provide media organisations with tools to correctly cover issues related to immigration and asylum in a correct and non-discriminatory manner. A period of monitoring of media coverage of asylum issues will be followed with the publication of an information manual and code of practice for journalists. Training sessions for journalists and persons involved within the media will also be conducted. The project is being run by the People for Change Foundation.

### 2. "L'Anello Debole" Award – Radio, TV, Cinema against discrimination and social exclusion (Age, Disability, Gender, Race/Ethnicity, Religion, Sexual Orientation)

**Beneficiaries:** Media Organisations  
**Country:** Italy

"L'anello debole" award is a yearly award given to radio transmissions, television programmes and short films that are judged to have

## Eżempji ta' Prattici Tajbin

### 1. Rapporti tal-Medja dwar kwistjonijiet relatati ma' Asil (Razza/Etniċità)

**Benefiċjarji:** Organizzazzjonijiet tal-medja  
**Pajjiż:** Malta

Dan il-proġett ser jipprovdi għodda lill-organizzazzjonijiet tal-medja biex ikopru kwistjonijiet relatati mal-immigrazzjoni u l-asil b'mod korrett u mhux diskriminatorju. Ser ikun hemm perjodu ta' monitoraġġ tar-rapporti tal-medja li għandhom x'jaqsmu ma' kwistjonijiet relatati mal-asil. Wara dan, ser jiġi ppubblikat manwal ta' tagħrif, kif ukoll kodiċi ta' prattika għall-gurnalisti. Barra dan ser ikun hemm sessjonijiet ta' taħriġ għall-gurnalisti u persuni involuti fil-medja. Dan il-proġett qieghed jitmexxa mill-*People for Change Foundation*.

### 2. Premju "L'Anello Debole" – Radju, Televiżjoni, Ċinema kontra d-diskriminazzjoni u favur l-inklużjoni soċjali (Età, Diżabilità, Sess, Razza/Etniċità, Reliġjon, Orjentazzjoni Sesswali)

**Benefiċjarji:** Organizzazzjonijiet tal-medja  
**Pajjiż:** L-Italja

Il-premju "L'Anello Debole" jingħata darba fis-sena lil xandiriet tar-radju, programmi tat-televiżjoni u films qosra li jkunu taw promozzjoni lil kwistjonijiet

promoted issues of equality and non-discrimination across the various grounds. Entries are exhibited and promoted through the award's website ([www.premioanellodebole.it](http://www.premioanellodebole.it)). The competition is judged by a panel including various renowned journalists and television personalities.

### 3. Alegre Newsletter (Sexual Orientation)

**Beneficiaries:** General Public  
**Country:** Malta

Alegre is a monthly e-newsletter containing information about Malta Gay Rights Movement (MGRM) projects and initiatives. Alegre also provides coverage of some of the main European and international milestones with regards to LGBT (Lesbian, Gay, Bisexual, and Transsexual) rights. Alegre is available to download for free from MGRM's website.

relatati mal-ugwaljanza abbażi tas-sitt oqsma ta' diskriminazzjoni. Ix-xandiriet, il-programmi u il-films li jkunu qegħdin jikkompetu jintwerew u jingħataw promozzjoni permezz tas-sit elettroniku tal-premju ([www.premioanellodebole.it](http://www.premioanellodebole.it)). Ir-rebbieha jintgħazlu minn ġurija li fih jinkludi diversi ġurnalisti u personalitajiet magħrufa tat-televiżjoni.

### 3. Il-Fuljett Elettroniku Alegre (Orjentazzjoni Sesswali)

**Benefiċjarji:** Il-Pubbliku ġenerali  
**Pajjiż:** Malta

Alegre huwa fuljett elettroniku ta' kull xahar b'taħriġ dwar il-proġetti u l-inizjattivi tal-*Malta Gay Rights Movement* (MGRM). Alegre jipprovdi wkoll taħriġ dwar uħud mill-kisbiet prinċipali Ewropej u internazzjonali relatati mad-drittijiet tal-LGBT (Lesbjani, Omosesswali rġiel, Bisesswali u Transesswali). Il-fuljett elettroniku Alegre jista' jitnizzel b'xejn mis-sit elettroniku tal-MGRM ([www.maltgayrights.net](http://www.maltgayrights.net)).

**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 kwalunkwe inizjattiva, politika, jew linji gwida adottata biex tippromwovi l-integrazzjoni kif ukoll tiżgura kultura ta' ugwaljanza u rispett fost il-bnedmin kollha, abbażi ta' razza/etniċità, sess, orjentazzjoni sesswali, diżabilità, reliġjon jew età.