

## 5. Trade Union Handbook (All Grounds of Discrimination)

**Beneficiaries:** Employees in the private and public sector  
**Country:** Cyprus

This handbook is given out to employees in the private and public sectors, and to members of the PEO Cypriot trade union. The handbook is published in several languages and outlines all the rights and benefits available to employees. This is targeted particularly at vulnerable workers, (such as migrants and persons with a disability), who are frequently exploited within the labour market.

## 5. Manwal maħruġ mit-Trade Union (L-oqsma kollha ta' diskriminazzjoni)

**Benefiċjarji:** Impjegati fis-settur privat u pubbliku  
**Pajjiż:** Ċipru

Dan il-manwal jitqassam lill-impjegati fis-settur privat u pubbliku, u lill-membri tat-Trade Union Ċiprijotta PEO. Il-manwal huwa ppubblikat f'diversi lingwi u jinkludi sommarju tad-drittijiet u l-benefiċċji disponibbli għall-impjegati. Huma mmirati b'mod partikolari lejn haddiema vulnerabbli, bħal emigranti u persuni b'diżabilità, li ta' spiss ikunu sfruttati fis-suq tax-xogħol.

## 6. Fair Employment and Treatment Legislation (Religion)

**Beneficiaries:** Religious communities under-represented in the workplace  
**Country:** Northern Ireland

Due to the strong sectarianism within Northern Irish society, the State issued legislation ensuring that all public and private bodies employing over 25 persons have the religious make-up of their workforce monitored. Through this monitoring, persons from under-represented religious communities are encouraged to enter the workforce and provided with increased employment opportunities.

## 6. Leġislazzjoni dwar impjeg u trattament ġust (Reliġjon)

**Benefiċjarji:** Komunitajiet reliġjużi li mhumiex rappreżentati b'mod adegwat fuq il-post tax-xogħol  
**Pajjiż:** L-Irlanda ta' Fuq

Minhabba s-settarjanizmu qawwi li jeżisti fi hdan is-soċjetà tal-Irlanda ta' Fuq, l-istat hareġ leġislazzjoni li tiżgura li l-entitajiet pubbliċi u privati kollha li jhaddmu iktar minn 25 ruħ jiġu mmonitorjati fir-rigward tar-reliġjon li jhaddnu l-impjegati tagħhom. Permezz ta' dan il-monitoraġġ, persuni minn komunitajiet reliġjużi li mhumiex rappreżentati b'mod adegwat, ikunu mhegġa jiġu impjegati u għalhekk ikollhom iktar opportunitajiet ta' xogħol.

## 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 sehmek 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

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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'għandiex 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, Orientazzjoni Sesswali u Reliġjon



Public Sector  
Settur Pubbliku

## 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'Janar 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); *SYMFILOS* (Cyprus); and the *Institute for Conflict Research* (Northern Ireland).

## Lehen għal Kulhadd

Il-proġett Lehen għal Kulhadd VS/2007/0477 għandu l-ghan li jhegġeġ 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 prattici tajba li qegħdin jiġu implimentati sabiex jiġġieldu din id-diskriminazzjoni u jhegġu l-inkluzjoni soċjali u l-ugwaljanza, foqsmha differenti tal-hajja soċjali, inkluż il-midja. Il-NCPE qiegħda taħdem f'kollaborazzjoni mad-*Dipartimento Per le Pari Opportunità* (l-Italja); ma' *SYMFILOS* (Ċipru); u mal-*Institute for Conflict Research* (l-Irlanda ta' Fuq).

## Good Practice Examples

### 1. ETC' Childcare Service (Gender)

**Beneficiaries:** ETC Staff  
**Country:** Malta

ETC provides its staff with an affordable childcare service during working hours for children between the ages of 3 months and 3 years. A similar childcare service for children over the age of 3 is also provided during school holidays. These services, run by two qualified child carers, consist of a varied program of activities, including water play, construction play, painting and colouring, and other forms of creative play.

### 2. Flexible Hours (Gender)

**Beneficiaries:** Employees within the Public Sector  
**Country:** Malta

This initiative, run within the Department of Contracts, in the Ministry of Finance, Economy and Investment, allows for staff members to achieve a better work-life balance by being able to cater for family commitments in a manner that is not to the detriment of their job. All staff members must be at the office during core business hours, but may tailor their remaining work hours according to their needs, in agreement with their Director.

## Eżempji ta' Prattici Tajbin

### 1. Servizz tal-ETC' ta' kura għat-tfal (Sess)

**Benefiċjarji:** Impjegati tal-ETC  
**Pajjiż:** Malta

L-ETC tipprovdi servizz ta' kura għat-tfal bi hlas raġonevoli għall-impjegati tagħha waqt il-hin tax-xogħol, għal tfal li għandhom bejn tliet xhur u tliet snin. Waqt il-vaganzi tal-iskola jiġi provdut ukoll servizz simili ta' kura għat-tfal li għandhom 'il fuq minn tliet snin. Dan is-servizz, provdut minn żewġ persuni kwalifikati fil-kura għat-tfal, jikkonsisti fi programm ta' attivitajiet varjati li jinkludu loġħob bl-ilma, loġħob ta' bini bil-bloks, tpingija u loġħob iehor kreattiv.

### 2. Hinijiet flessibbli (Sess)

**Benefiċjarji:** Impjegati fis-settur pubbliku  
**Pajjiż:** Malta

Din l-inizjattiva, implimentata fi hdan id-Dipartiment tal-Kuntratti, fil-Ministeru tal-Finanzi, l-Ekonomija u l-Investment, tippermetti lill-impjegati jiksbu bilanċ ahjar bejn il-hajja privata u x-xogħol billi jkunu jistgħu jaqdu l-impenji tal-familja b'mod li ma jkunx ta' dannu għax-xogħol tagħhom. L-impjegati kollha huma obbligati jkunu l-uffiċċju waqt il-qalba tal-hin, iżda jistgħu jadattaw il-bqija tas-siġhat tax-xogħol skont il-htigijiet tagħhom, bi qbil mad-Direttur tagħhom.

## 3. Integration of Asylum Seekers into Maltese Society (Race/Ethnicity)

**Beneficiaries:** Asylum Seekers  
**Country:** Malta

This project, run by APPOĠĠ, consisted of a series of initiatives aimed at increasing the integration of asylum seekers within the wider community. These initiatives included vocational training and guidance, counselling, and the direct participation of asylum seekers within various forms of labour, such as childcare, and education.

## 4. Promoting equality of opportunity in employment advertising (All Grounds of Discrimination)

**Beneficiaries:** General Public, Public Sector, Private Sector  
**Country:** Northern Ireland

Through this initiative, employers within the public and private sectors, are encouraged to adopt positive action advertising to entice people from social or religious groups that are under-represented in the workplace to apply for a particular occupation. One way in which this is done is by advertising a job in a newspaper read by a particular social community.

## 3. Integrazzjoni fis-soċjetà Maltija ta' persuni li jfittxu Asil (Razza/Etniċità)

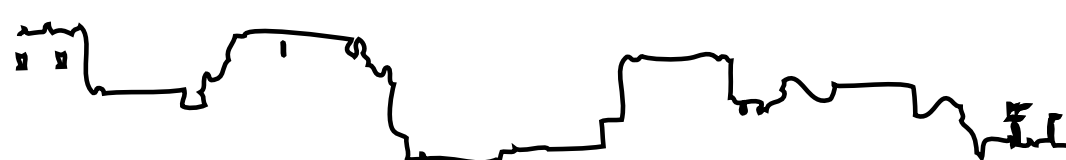
**Benefiċjarji:** Persuni li jfittxu kenn  
**Pajjiż:** Malta

Dan il-proġett, immexxi mill-aġenzija APPOĠĠ, jikkonsisti f'sensiela ta' inizjattivi bil-ghan li jzidu l-integrazzjoni ta' persuni li jfittxu kenn fi hdan il-komunità. Dawn l-inizjattivi inkludew taħriġ vokazzjonali u gwida, għoti ta' pariri u partecipazzjoni diretta ta' persuni li jfittxu kenn f'forom differenti ta' xogħol, bħall-kura għat-tfal u l-edukazzjoni.

## 4. Promozzjoni ta' opportunitajiet indaqs f'reklamar għax-xogħol (l-oqsma kollha ta' diskriminazzjoni)

**Benefiċjarji:** Il-pubbliku ġenerali, is-settur pubbliku u s-settur privat  
**Pajjiż:** L-Irlanda ta' Fuq

Permezz ta' din l-inizjattiva, min ihaddem, kemm fis-settur pubbliku kif ukoll f'dak privat, huwa mhegġeġ jadotta azzjoni pożittiva b'rabta ma' reklamar sabiex ihajjar persuni minn gruppi soċjali jew reliġjużi li mhumiex rappreżentati b'mod adegwat fuq il-post tax-xogħol sabiex japplikaw għal xogħol partikolari. Mod kif dan jista' jsir huwa billi jirriklamaw postijiet ta' xogħol f'gazzetti li jinqraw minn komunitajiet soċjali partikolari.



**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 hi 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, diżabilità, reliġjon jew età.