



NCPE

**The National Commission
for the
Promotion of Equality**

ANNUAL REPORT

2022

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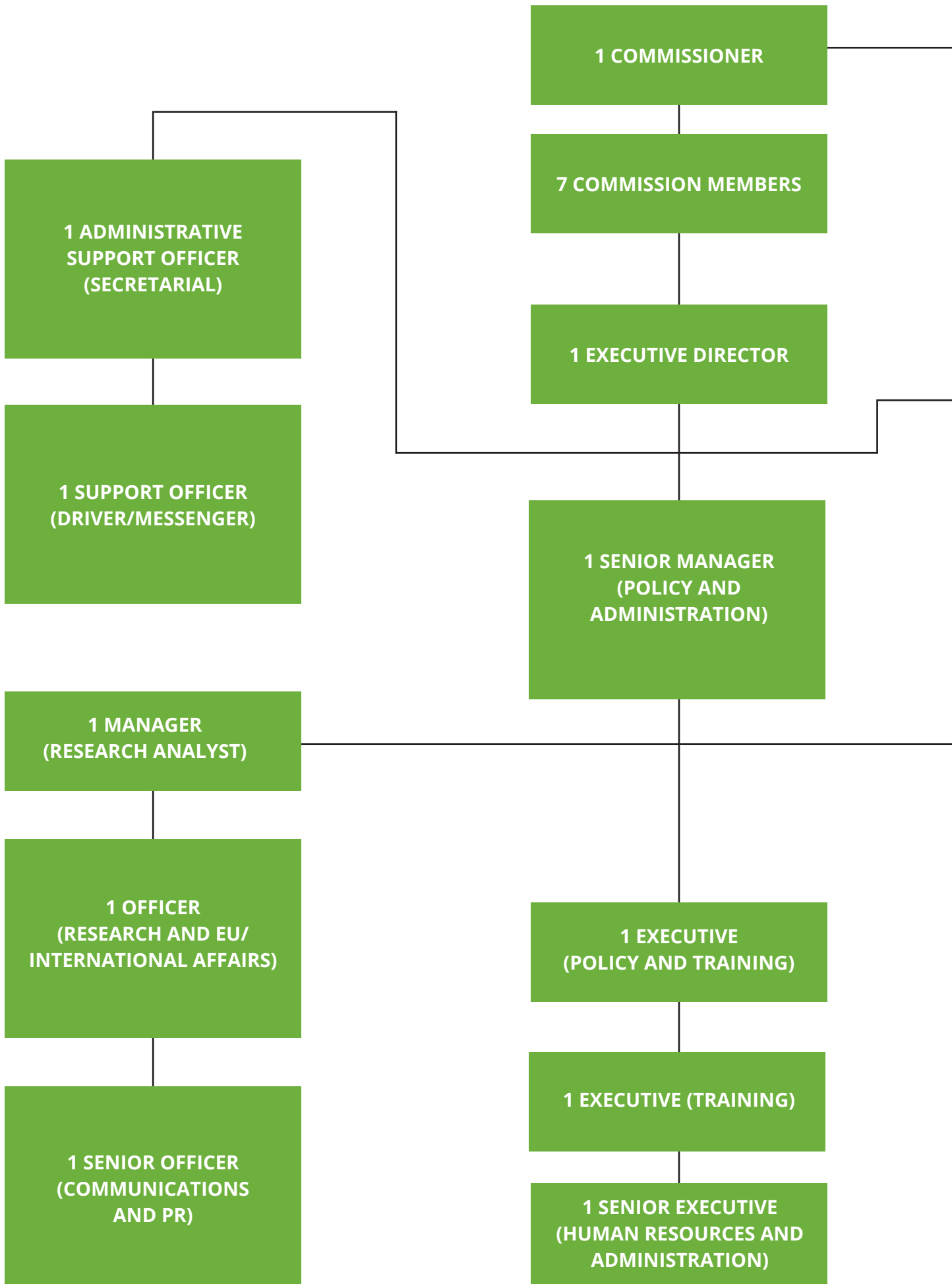
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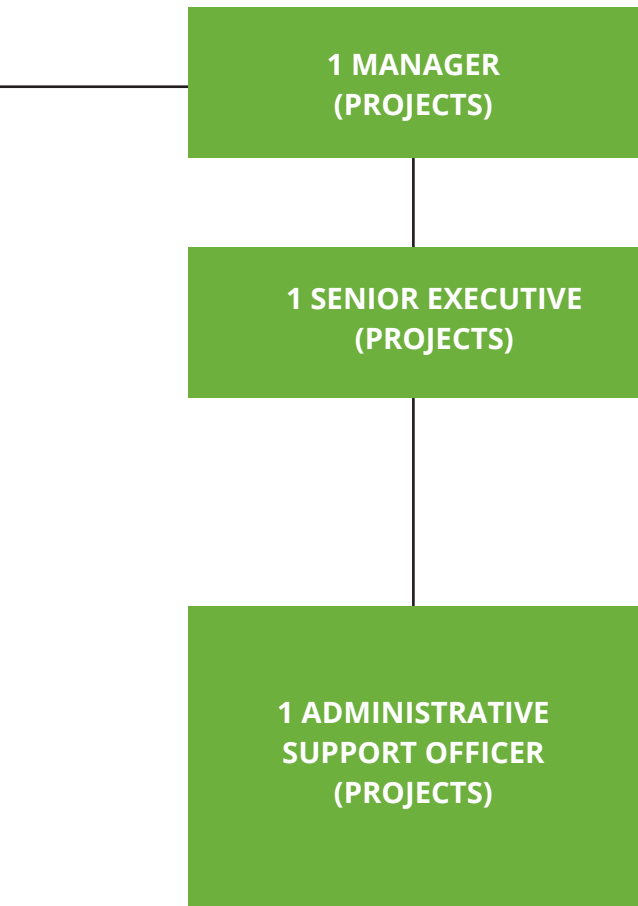
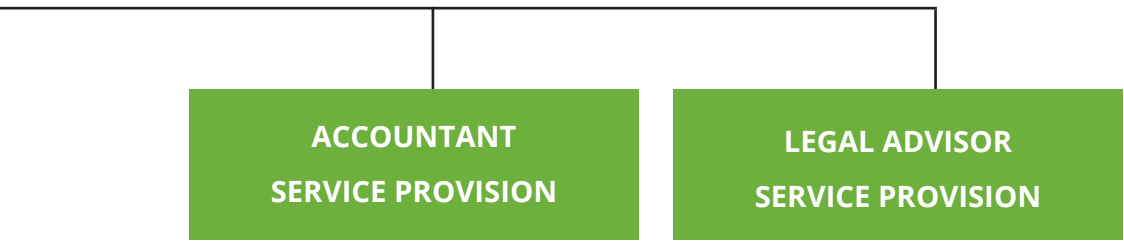
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The National Commission for the Promotion of Equality is an independent Equality Body entrusted by Chapter 456 of the Laws of Malta to safeguard equality on the basis of sex, family responsibilities, religion/belief, age, sexual orientation, race/ethnic origin and gender identity, gender expression and sex characteristics in employment as well as access to vocational/professional training or banks and financial institutions.

The NCPE's remit is also established in the field of gender, as well as race/ethnic origin in access to and provision of goods and services, via two legal notices - namely Legal Notice 181 of 2008, Access to Goods and Services and their Supply Regulations and Legal Notice 85 of 2007, Equal Treatment of Persons Order.

Legal Notice 173 of 2016, Exercise of Rights Conferred on Workers (Freedom of Movement) Regulations, establishes the NCPE's remit with regards to the freedom of movement for workers in the EU.





NCPE Organisational Chart 2022

The Commissioner and Commission Members in 2022

The Commissioner

Renee Laiviera

**The Commission
Members:**

Jacob Callus

Joanne Cassar

Dr Paula Cauchi

Isaak Koroma

Samantha Pace Gasan

Dr Rachael Scicluna

Wilbert Tabone

Minister's Message

**Hon. Dr Byron
Camilleri**

**Minister for Home
Affairs, Security,
Reforms and Equality**



Promoting and safeguarding equality is high on this Government's agenda. In fact, throughout the years, strategies and action plans were launched to address concerns on specific grounds of discrimination. In addition, various initiatives were undertaken in 2022 to foster a more just and equal society.

To protect the rights of those at risk of discrimination, government is working to uplift safeguards against discrimination by means of legislative amendments and therefore ensuring that the institutional mechanisms which safeguard equality, adequately promote, and protect equal treatment for all.

In addition, the legislative framework on gender-based violence was reinforced in 2022 by the introduction of legal provisions on femicide in the criminal code thus encouraging the judiciary to take into consideration violence against women when handing down sentences for the offence of wilful homicide.

The gender-corrective mechanism which came into play for the first time in the 2022 general elections is another significant initiative which sought to reinforce gender equality and further enhance our democracy. With its implementation twelve women were co-opted to parliament thus increasing women's representation in politics and by default combat the persistent structural inequalities in this sphere.

Similarly, in relation to work-life balance, equal opportunities to women and men were enhanced thanks to the enactment of a Legal Notice on Work-Life Balance for Parents and Carers which reinforced family-friendly measures to facilitate the reconciliation of work and family life.

These developments were mirrored in the Gender Equality Index 2022 which indicated that Malta's score of 65.6 points out of 100 has improved faster than the EU average even though it is 3 points lower than the EU average. However, Malta has registered one of the highest improvements in the

overall score on gender equality across the EU since 2010.

In 2022 ILGA Europe acknowledged Malta's initiatives over the years to bolster LGBTIQ+ rights and civil liberties with Malta taking up the number one spot for the seventh consecutive year on the ILGA-Europe's Rainbow Map with a score of 92%. This positive ranking reflects the country's

commitment towards equality for the LGBTIQ+ community.

In conclusion, we look forward to continue working to strengthen equality for all groups in society. I thank the Commission and its staff and all those working in the field of non-discrimination in Malta since their work aims to ensure that equality is truly a reality for all.

Parliamentary Secretary's Message

Hon. Ms Rebecca Buttigieg

Parliamentary Secretary for Reforms and Equality



This annual report highlights the significant progress Malta has made towards achieving greater equality in recent years. Through a range of government initiatives and measures, we have successfully mainstreamed equality to enhance the well-being of different groups in society.

The strengthening of the implementation of the gender mainstreaming strategy within the public sector has played a crucial role in ensuring that the needs and circumstances of different groups within society are addressed adequately. In 2022, we launched a Gender Equality and Mainstreaming Strategy and Action Plan, which aims to eliminate all forms of structural discrimination and inequalities. We are also working on the Equality Bill, which will provide strengthened protection of rights and facilitate access to justice in cases of discrimination.

The advancement of women and men is indeed a priority for our society. We have also taken significant steps to promote economic empowerment through

measures that facilitate the reconciliation of work and family life. The free childcare service, the Klabb 3-16 afterschool programme, the Breakfast Club, and various family-friendly measures which were enhanced in 2022 empowered guardians to remain, enter, or return to employment or education. Subsequently, the remote working policy for public employees, the in-work benefit which serves as another incentive towards families, as well as the tapering of benefits all result in a further strengthening of our economy which yields positive results. Having said that, the increased participation of women in employment and the decreasing gender employment gap is a positive indicator of this progress.

Moreover, the unprecedented increase in the representation of women in Parliament and in top positions within the Public Service is a significant achievement, which enhances the democratic deficit and contributes towards the achievement of equality. We remain committed to addressing gender inequalities across

all spheres, including in the context of the recently adopted Directive on gender balance in corporate boards.

We are also committed to safeguarding the rights of women across all spheres, particularly in vulnerable situations. The recent proposed amendments to the criminal code, which will allow for the termination of a pregnancy when the woman's life is in danger or her health is at grave risk, is a testament to this commitment.

Equal access to services is vital for all groups in society, and the relocation and expansion of the Gender Wellbeing Clinic and the amendment to the National Transfusion Service protocols have been important achievements in this regard. We are also working to reinforce the illegality of conversion therapies to protect the well-being of the LGBTIQ community.

Moreover, through the Human Rights Directorate, we have taken a historic step in developing the country's first national action plan against racism and xenophobia. The Anti-Racism Strategy 2021-2023 is a testament to our government's commitment to addressing different forms of racism and promoting intercultural inclusion. We have mobilized diverse stakeholders to ensure that this strategy is effectively implemented, fostering diversity across all sectors of our society.

Looking ahead, we will continue to build on the progress we have made, and I must thank the National Commission for the Promotion of Equality for their unrelenting commitment to promoting equality within Maltese society.

I am proud of the work we have done, and I look forward to continuing to work towards a more equal and just society in the years to come.

Commissioner's Message

Ms Renee Laiviera
NCPE Commissioner



Another year has come and gone, during which the NCPE continued to promote equal rights with the aim to eliminate discrimination on the different grounds within its remit.

My role as the NCPE Commissioner entails the **investigation of complaints of alleged discrimination**. This is a crucial aspect of our work to ensure that individuals live a life of dignity free from discrimination. In 2022, **12 investigations** were initiated.

Promotion of equality is our other main function. In 2022, a significant commitment was made to engage with different audiences. Training on equality rights and responsibilities to different stakeholders was continuous. Moreover, **57 contributions** were made to the **printed and broadcast media**, and over **620 posts** were published on our social media platforms.

A **Memorandum of Understanding** was signed with the Faculty of Social Well-Being of

the University of Malta for a research study on the gender role perceptions and attitudes among adults living in Malta. An awareness-raising campaign will follow based on the findings and recommendations.

This research was planned following the femicide of Paulina Dembska that led to the subsequent NCPE **online forum** aimed to highlight the link between violence against women and gender inequality in society.

Sexual harassment was another area of concern. Thus, raising awareness on **sexual harassment at the workplace** was strengthened through the dissemination of posters to stakeholders; meetings with entities highlighting zero tolerance policies whilst offering assistance to draft such policies.

Mainstreaming equality in national, European Union and international policies and legislation continued by giving input to address the needs of different groups of women and men. Moreover, assistance was given to Government Ministries and entities

in drawing up their Gender Equality Plans to further mainstream gender equality in their work.

There were **130** certified organisations employing over **30,600 individuals** awarded The **Equality Mark Certification** by the end of 2022. Their management is based on the recognition of the potential of all employees irrespective of their gender and caring responsibilities.

2022 saw the finalisation of the EU co-funded project '**Empowerment for Diversity**' that addressed societal and cultural impacts following the significant recent legal changes that strengthened LGBTIQ+ rights in Malta. Findings showed that despite the positive outcomes of policy and legislation, stigma and prejudice faced are still present in Maltese society.

The '**Strengthening of Knowledge on Integration and Non-Discrimination**', EU

co-funded project was launched aiming to identify the needs of, and discrimination faced by, migrants and Muslims. Such work aspires to strengthen trust with these groups that may result in higher reporting of discrimination.

I conclude by thanking the Minister for Home Affairs, Security, Reforms and Equality, Hon. Dr. Byron Camilleri and Parliamentary Secretary for Reforms and Equality, Hon. Ms. Rebecca Buttigieg for their commitment to safeguard equality in Malta. I also thank the members of the outgoing Commission whilst looking forward to working with the recently appointed ones, together with the staff at the NCPE for their strong commitment and support to reach the NCPE's objectives.

I augur that 2023 will be another rewarding year for the NCPE but much more so for Maltese society.

1. Equality in Malta

1.1 An Overview of Developments in 2022

As most public health restrictions connected to Covid-19 were removed at the beginning of 2022, normality returned to most spheres of life in Malta. However, the pandemic is bound to leave a long-term impact on society, especially on those social groups who are in a position of inequality and at most risk of marginalisation.

This section looks at the most important equality developments in 2022 in relation to social identities covered by the NCPE's remit: sex and family responsibilities, age, sexual orientation, race/ethnic origin, religion/belief and gender identity, gender expression and sex characteristics.

Sex and Family Responsibilities

The **employment rate** of women continued its upward trend. In quarter 3 (Q3) of 2022, it stood at 70.8%, compared to 67.3% in 2021 and 64.6% in 2020. The employment rate of men stood at 83.4%, 82.7% and 81.7% respectively. This means that the female employment rate is steadily increasing, and the gender employment gap decreasing, although still significant at 12.8%. The largest gap – at 22.3% – is registered in the 55 to 64 age-bracket¹.

The European Institute for Gender Equality (EIGE) **Gender Equality Index** (GEI) was published in October². This Index measures the progress of gender equality in the EU over time in six domains: work, money, knowledge, time, power, and health. With

65.6 points out of 100, Malta retained its ranking at 13th place in the EU, with a score that is 3 points below the EU's average (68.6 out of 100)³. This GEI edition had a thematic focus on the COVID-19 pandemic and care. Data shows that in 2021, 37% of women in Malta reported taking care of children aged 0–11 for more than four hours a day, compared to 14% of men, which is the lowest share of men across the EU.

The **Work-life Balance Directive**, passed by the European Parliament in 2019, was transposed into Maltese law via Legal Notice 201 of 2022 and its regulations came into effect in August⁴. The new rights introduced by the Directive aim to increase the quality of life of workers and families and decrease gender inequalities in careers and the labour market. The new rights cover paternity leave, parental leave, carers' leave and the right to request flexible working arrangements for caring purposes.

Before the Directive's transposition, Maltese law provided for a maximum of two days paid paternity leave for private sector employees. The public sector had three additional days with a total of five days. Under the new rights, all fathers or equivalent second parents are granted a total of ten paid days of paternity leave to be taken immediately after the birth or adoption of the child.

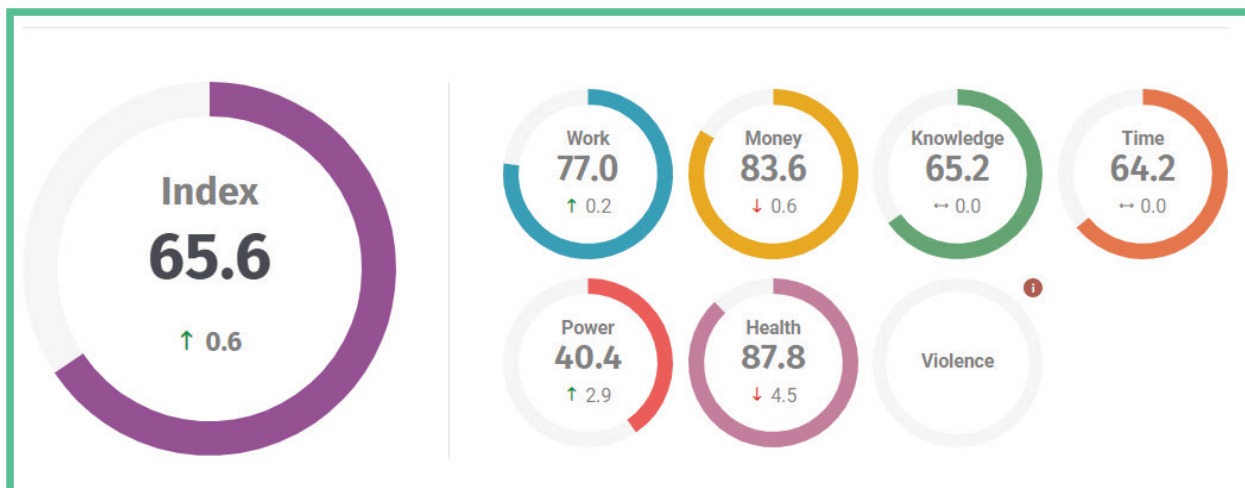
Parental leave is an individual right granted to each parent on the grounds of

1 National Statistics Office (NSO), December 2022, Labour Force Survey: Q3/2022 and correspondence with the National Statistics Office (NSO), 02/01/2023

2 <https://eige.europa.eu/gender-equality-index/>

3 1 is for total inequality between women and men and 100 is for full equality between women and men.

4 <https://dier.gov.mt/en/Documents/WorkLife%20FAQ%20ENG.pdf>



Malta's Score in the EIGE Gender Equality Index 2022

the birth or adoption of a child to enable them to take care of the child for a period of four months until the child is eight years old. Under the new regulations, an employee may benefit from two paid months, out of the entitlement of four months, at the same rate established for the sickness benefit entitlement under the Social Security Act.

Carers' leave is a new right of five days of unpaid annual leave per worker to take care of relatives in need of personal support or persons living in the same household with the worker for medical reasons.

Moreover, the new regulations stipulate that employees with children up to the age of eight years, as well as carers, have the right to request flexible working arrangements for caring purposes.

Reacting to the new law, a group of nine NGOs in support of parental rights, workers' rights and equality between men and women, urged Government to strengthen these measures by going beyond the minimum requirements imposed by the Directive and better cater for the needs of parents and carers. They proposed more flexibility in the take-up of parental leave,

higher remuneration for parental leave and more flexibility in its use, and a paid carers' leave⁵.

The general elections held in March 2022 were the first elections held after the enactment of the gender corrective mechanism. Malta has consistently lagged behind in the balanced representation of women and men in political decision-making positions. To address this lacuna, in April 2021, the Maltese Parliament approved amendments to the national legal framework to put in place a **gender corrective mechanism** that seeks to address the democratic deficit in the representation of women and men in Parliament by allocating additional parliamentary seats to the under-represented sex when one sex obtains less than 40% of the seats.

With only 23.7% of election candidates being women, the 2022 general elections continued to reflect the gender imbalance in the sphere of political participation. The percentage of elected women, excluding candidates elected via the gender corrective mechanism, was 15% - the exact same percentage of women elected in the 2017 general elections. However, this percentage increased after the application of the gender corrective mechanism -

⁵ <https://timesofmalta.com/articles/view/change-work-life-balance-law-ngos-tell-government>

which added 12 seats for women, the maximum allowed by law - resulting in a Parliamentary composition of 28% women and 72% men⁶.

The year 2022 started with the tragic and shocking **femicide** of Polish woman Paulina Dembska. Paulina was sexually abused and murdered, allegedly by a man unknown and unrelated to her, while feeding cats in Sliema, in a clear case of violence against women, that is, violence that took place because Paulina “was a woman”.

Reacting to the murder of Paulina, the NCPE stated that this femicide should serve as a wake-up call to seriously examine and address the unequal power relations between women and men in



our society, entailing a concerted effort from all sectors and authorities, and from all citizens and residents, both women and men. The NCPE insisted that gender inequality needs addressing through gender-sensitive policy making and policing, and the eradication of sexism from all spheres of life, including online and broadcast media as well as institutionalised sexism. Moreover, gender equality should be integrated in all forms of formal and informal education,

and effective educational tools should be developed to aid this process⁷.



In February, Malta introduced provisions on femicide into its laws. These provisions encourage the judiciary to take into account violence against women, because they are women, when handing down sentences for the already-existing criminal offence of wilful homicide, as well as remove the excuse of sudden passion, in cases of femicide. Prior to this legal amendment, homicides resulting from “sudden passion” were limited to a sentencing of five to twenty years in prison, instead of a life sentence⁸.

Two other femicides took place in 2022: Rita Ellul, murdered by her partner, and



6 <https://electoral.gov.mt/ElectionResults/General?v=877>

7 <https://ncpe.gov.mt/en/Documents/Press%20Statement%20-%20%20Paulina%20Dembska%20femicide%20-%20EN.pdf>

8 https://maltatoday.com.mt/news/national/117408/femicide_bill_approved_unanimously_in_parliament

Bernice Cilia, killed by her estranged husband. Following these femicides, the NCPE called for reform in the social support, law enforcement and judicial systems so that institutions start adequately protecting women from perpetrators of violence against them. It also called for societal change to address the root causes of violence against women - a patriarchal society where some men feel entitled to exert power and control over women⁹.

In June, a serious deficiency in Malta's healthcare system was brought to the fore during the case of Andrea Prudente; a woman who had to be airlifted to Spain in order to receive a basic **healthcare service**. In November, Government tabled in Parliament an amendment to the Criminal Code that will allow the termination of a pregnancy when the woman's health or life is in danger. The NCPE welcomed this development and stated that current legislative imposition of a blanket ban on the termination of pregnancies hinders women's access to a basic, lifesaving, health service. In practice, this means that women can never be sure that the best medical decisions concerning their health and lives will be taken since doctors are bound by an archaic law that does not adequately protect the wellbeing of pregnant women and leads to unnecessary suffering. The NCPE also highlighted that, in line with established international definitions, norms and practices, there shouldn't be any exception for "mental health" when legally establishing what constitutes a danger to the woman's health and life. Women's mental health is equally important to and inextricably linked to their physical health. Forcing such an exception will not only endanger the health and lives of women with mental health problems, but it will also send the very wrong

message that women's mental health is of less significance¹⁰.

After a series of discussion and consultation processes, the **Gender Equality and Mainstreaming Strategy and Action Plan (GEMSAP) 2022 – 2027**¹¹ was launched by the Human Rights Directorate (HRD) within the Ministry for Home Affairs, Security, Reforms and Equality. The Strategy recognises that society cannot reach its full potential without allowing each and every person to thrive equally, without gender-based obstacles, and it aims to identify and eradicate those obstacles by strengthening the gender perspective at all levels and stages of policy making.

The document adopts a dual approach: the strengthening of gender mainstreaming and the commitment to direct targeted measures, to achieve full gender equality. Adopting an intersectional approach, it focuses on eight strategic objectives:

- Strengthening of Institutional Mechanisms for Gender Mainstreaming and Gender Equality
- Guaranteeing equal access to employment in all sectors, combating segregation and ensuring Equal Pay for Work of Equal Value
- Enhancing women's economic independence
- Strengthening the principle of gender equality & mainstreaming in the education system and challenging gender stereotypes
- Promoting co-responsibility and balance of work, private and family life

9 https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2022/NCPE_Press_Statement_EN_Bernice_femicide.pdf

10 https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2022/NCPE%20Press%20Statement%20-%20EN.pdf

11 <https://humanrights.gov.mt/en/Documents/Gender%20Equality.pdf>

- Achieving gender balance in political and public decision making
- Promoting gender equality in social wellbeing and healthcare policies
- Eliminate gender imbalance in the field of justice by addressing gender bias and gender stereotypes.

LGBTIQ

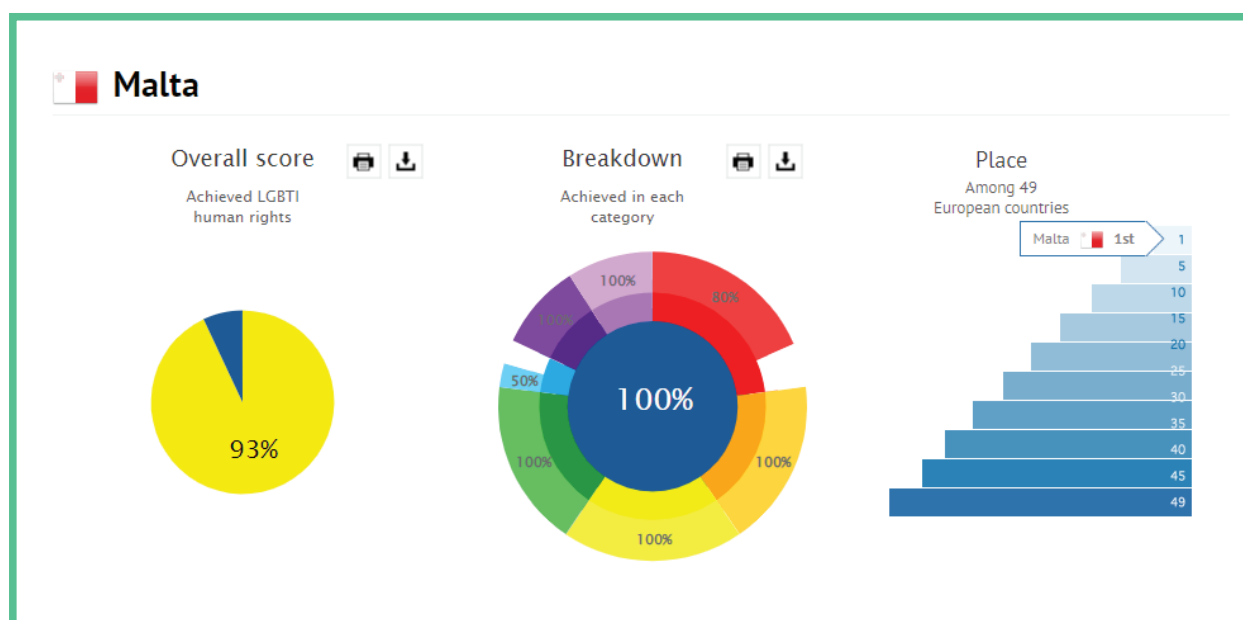
For the seventh year in a row, Malta continued to occupy the number one spot on the Rainbow Europe Map, with a score of 92%. The **Rainbow Map and Index**¹² ranks 49 European countries on their respective legal and policy practices for LGBTIQ people according to seven thematic categories: equality and non-discrimination; family; hate crime and hate speech; legal gender recognition; intersex bodily integrity; civil society space; and asylum.

Malta has a full score in all areas with the exception of “equality and non-

discrimination” (80%), mostly due to the fact that sexual orientation is not a ground of discrimination covered in the provision of goods and services, and “intersex bodily integrity” (50%), primarily due to the lack of monitoring mechanisms and access to justice for victims.

On the 4 September, a **Pride March** was held in Gozo for the first time¹³. The event was attended by hundreds, including a number of politicians. Thousands also attended the Pride March in Malta the week after¹⁴.

The Ministry of Health announced in September, that men who have sex with men (MSM) will finally be able to **donate blood**, on an equal basis with others. The discriminatory regulation that set a lifetime deferral for MSM was lifted back in 2019 and replaced with a one-year deferral. Under the new rules, anyone can donate blood, regardless of their sexual orientation, if they only had a maximum of one partner in the last four months¹⁵.



Rainbow Map and Index 2022

12 <https://ilga-europe.org/report/rainbow-europe-2022/>

13 Department of Information, Reference Number: PR221128

14 Department of Information, Reference Number: PR221159

15 <https://timesofmalta.com/articles/view/changed-gay-men-wanting-donate-blood>



NCE Participation in the Pride March

Malta's **Gender Wellbeing Clinic**, which has welcomed over 340 trans people since its opening in 2018, moved to a new location in Paola in June with an official launch in October. The new building is much bigger and more accessible and will be better able to cater to the needs of the community¹⁶.

The Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics (SOGIGESC) Unit within the Human Rights Directorate (HRD) published its Annual Report on the **LGBTIQ Equality Strategy and Action Plan 2018-2022**¹⁷, which follows and builds on its predecessor, the LGBTIQ Action Plan 2015-2017. The Strategy addresses the following thematic areas:

- right to equality and freedom from discrimination
- right to education
- right to health
- equality in sport
- right to private and family life
- freedom from hatred
- LGBTIQ civil society
- right to seek asylum
- promotion of LGBTIQ equality on an international level
- other LGBTIQ measures

It was also announced that work has started on the drafting of the next LGBTIQ Equality Strategy and Action Plan (2023-2027).

¹⁶ Department of Information, Reference Number: PR221367

¹⁷ <https://humanrights.gov.mt/en/Documents/Publications/Annual%20Report%20September%202021%20-%20September%202022.pdf>

Human rights NGO Aditus Foundation published two documents outlining Malta's failures in relation to the **protection of LGBTIQ+ refugees**¹⁸. The documents criticise the current asylum regime for not offering adequate protection to people fleeing because of their LGBTIQ+ identities, primarily due to a list of countries deemed as "safe" by the Maltese Government, but which criminalise LGBTIQ+ identities and/or behaviour. Aditus Foundation urged the Maltese Government to revise its asylum laws and stop considering such countries as safe so that people fleeing these places because of their LGBTIQ identities can effectively seek asylum in Malta.

Age

The 2023 Budget¹⁹ announced an increase in retirement **pensions** amounting to €12.50 per week, including the COLA. Moreover, an increase of €50 in the annual bonus for persons who have reached their retirement age but who do not qualify for a pension due to insufficient contributions, was given.

The 2023 Budget also continued with the gradual adjustment of the **widows' pension** rate so that, by the end of the legislature, the rate will be equivalent to that previously received by their late spouse. It is estimated that nearly 9,000 widows will benefit from additional increases in their pension, amounting to a further €3.54 per week on average.

In May, an agreement was signed between the Victim Support Agency and the Active Ageing and Community Care to offer services to older persons who are **victims of crime**²⁰. Services, which are offered for free and are completely confidential, include legal aid, emotional support and



Social Media Post on the International Day of Older Persons

helping the victims obtain the information they need from the Police. The agreement will also address delays to access these services since it will improve collaboration between the social workers of the two entities involved.

Race/ethnic origin and Religion/belief

In October, three police officers were arrested and charged in Court for allegedly abducting and beating up **foreign nationals**, after other police officers had filed internal reports within the Malta Police Force about these cases. The Malta Police Force stated that it will never tolerate such incidents and highlighted the fact that it had introduced a system of anonymous reporting which helped with exposing this case²¹.

Reacting to this news, the NCPE expressed its serious concern at the fact that three police officers are being accused of abducting and assaulting foreign nationals, and that it appears that the

18 <https://aditus.org.mt/malta-continues-to-fail-lgbtqi-refugees>

19 <https://finance.gov.mt/en/The-Budget/Pages/The-Budget-2023.aspx>

20 Department of Information, Reference Number: PR220641

21 <https://independent.com.mt/articles/2022-10-09/local-news/Two-police-constables-to-be-arraigned-over-alleged-abuse-of-power-6736246501>

International Day for the **Elimination** of **Racial Discrimination**

21 March 2022



Social Media Post on the International Day for the Elimination of Racial Discrimination

alleged victims were chosen by the alleged perpetrators on the basis of their skin colour and nationality. The NCPE commended the Malta Police Force for taking immediate action after receiving reports of this abuse and acknowledged the reforms that have been undertaken by the Force to prevent and address such gross misconduct. It reiterated that cases of violent racism, wherever they happen, are never isolated incidents but always connected to a context of **social inequality** and normalized behaviour of hatred. The NCPE called on all public institutions to audit their structures in order to identify systemic racism and take the necessary action to ensure that all social groups in Malta are considered and treated as equally valuable members of society²².

1.2 Statistical Overview

Sex disaggregated data is being presented in this section in order to provide gender equality developments in several important sectors.

Graduates remain predominately female however the areas of study chosen by women and men are still segregated as also reflected in the labour market. A steady increase of women in activity and employment rates is observed however, figures show that women continue to be underrepresented in decision-making. In fact, this can be observed in the public administration, in local government, in academic staff and in the media. Women are still very much expected to care for dependents, as proven in data on take-up of family friendly measures in the public administration. Great strides have been made for women representation in the Maltese judiciary. Some progress has also been registered in the number of women represented in Parliament following the implementation of the gender corrective mechanism which will lay the basis for further progress in this area.

²² https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2022/NCPE_Press_Statement_EN.pdf

Employment

Table 1: Activity rates of women and men, divided by age in 2020, 2021 and 2022 (Q3)²³

Age	2020		2021		2022 (Q3)	
	M%	F%	M %	F %	M %	F %
15 - 24	55.6	52.1	54.6	52.7	59.7	57.4
25 - 54	95.9	79.1	96.6	81.2	95.3	83.1
55 - 64	69.3	39.5	68.1	39.1	68.0	44.7

Figure 1: Activity and inactivity rates of working-age women and men (15-64 years old) in 2020, 2021 and 2022 (Q3)²⁴



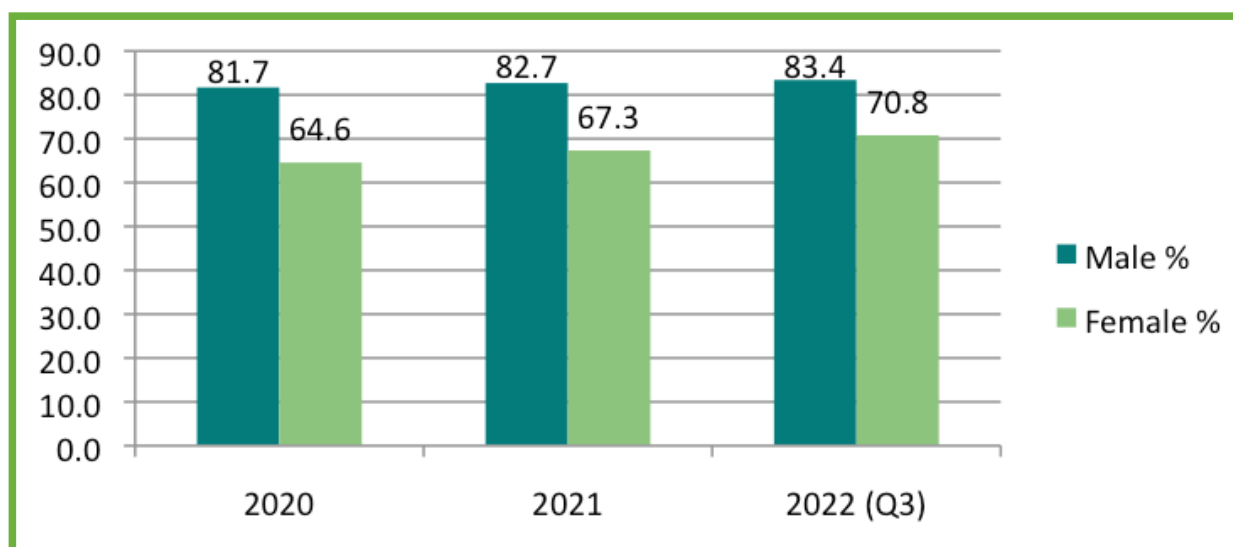
²³ National Statistics Office (NSO), December 2022, *Labour Force Survey: Q3/2022* and correspondence with the National Statistics Office (NSO), 02/01/2023

²⁴ Ibid.

Table 2: Employment rates of women and men, divided by age in 2020, 2021 and 2022 (Q3)²⁵

Age	2020		2021		2022 (Q3)	
	M %	F %	M %	F %	M %	F %
15 - 24	48.2	47.8	47.8	49.5	53.8	54.3
25 - 54	92.6	75.9	93.9	79.1	92.9	81.0
55 - 64	67.1	37.7	66.1	37.8	66.5	44.2

Figure 2: Employment rates of working-age women and men in 2020, 2021 and 2022 (Q3)²⁶



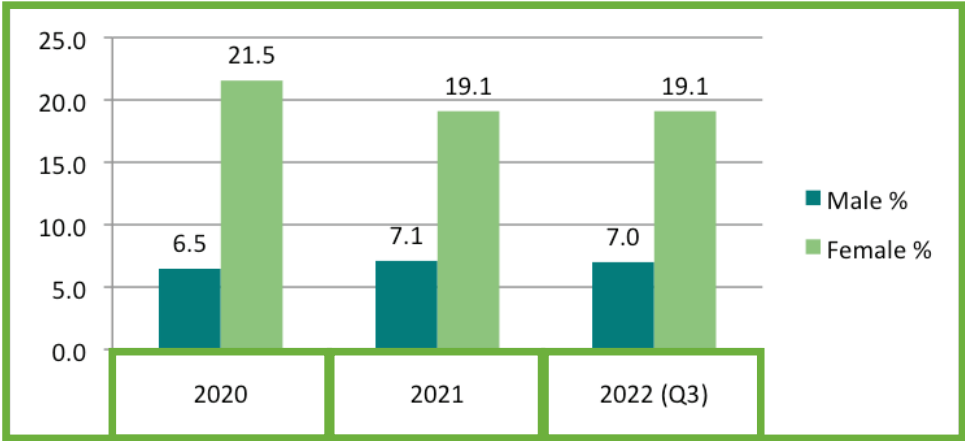
Comments

The activity and employment rates of working-age women have steadily increased in the last three years. The activity rate for women aged 55-64 is still relatively low when compared to the same age group for men. However, since 2020 a significant increase has been registered for women in this age group.

²⁵ Ibid.

²⁶ Ibid.

Figure 3: Percentage of women and men having part-time as their main occupation in 2020, 2021 and 2022 (Q3)²⁷



Comments

The percentage of women having part-time work as their main occupation is still relatively higher than that of men.

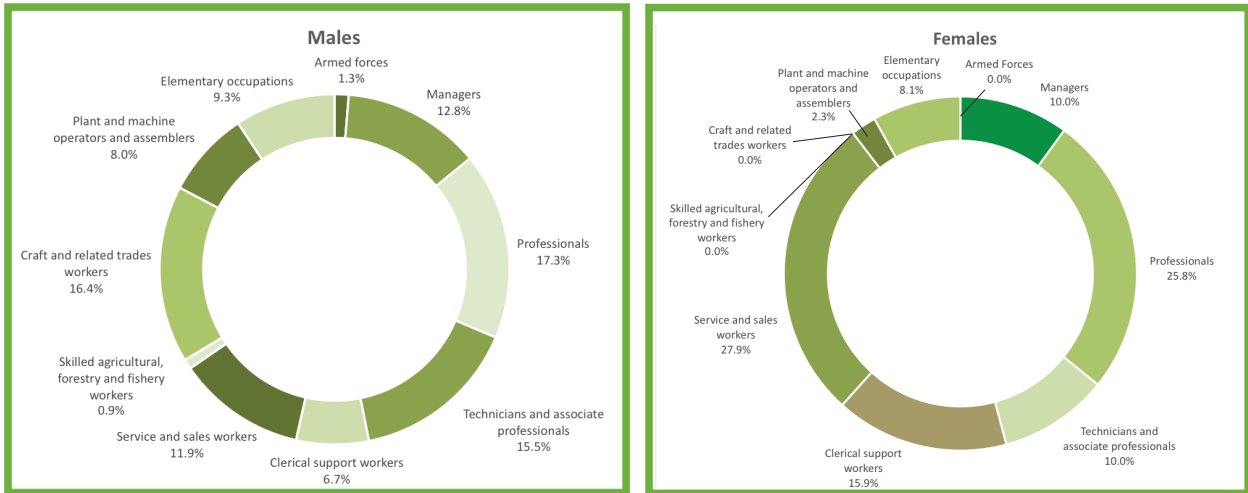
Table 3: Total employed by occupation in 2020, 2021 and 2022 (Q3)²⁸

Occupation	2020		2021		2022(Q3)	
	M %	F %	M %	F %	M %	F %
Armed forces	1.3	:	1.5	:	1.3u	:
Managers	13.9	8.0	13.7	8.0	12.8	9.9
Professionals	17.3	26.0	17.8	26.7	17.3	25.5
Technicians and associate professionals	14.7	12.5	14.6	11.6	15.5	9.9
Clerical support workers	7.8	15.3	7.1	15.8	6.7	15.7
Service and sales workers	13.7	27.7	13.1	27.4	11.9	27.6
Skilled agricultural, forestry and fishery workers	1.4	:	0.9	:	0.9u	:
Craft and related trades workers	14.5	1.6	15.7	1.0	16.4	:
Plant and machine operators and assemblers	7.6	2.0	6.9	3.1	8.0	2.3u
Elementary occupations	7.8	6.9	8.7	6.3	9.3	8.0

: Unreliable - less than 20 sample observations
 u Underrepresented - between 20 and 49 sample observations

²⁷ Ibid.
²⁸ Ibid.

Figures 4 & 5: Total employed by occupation in 2022 (Q3)²⁹



Comments

As shown in Table 3 men tend to go for managerial and technical work, whereas women are still overrepresented in clerical, service and sales work.

Table 4: Total employed by professional status in 2020, 2021 and 2022 (Q3)³⁰

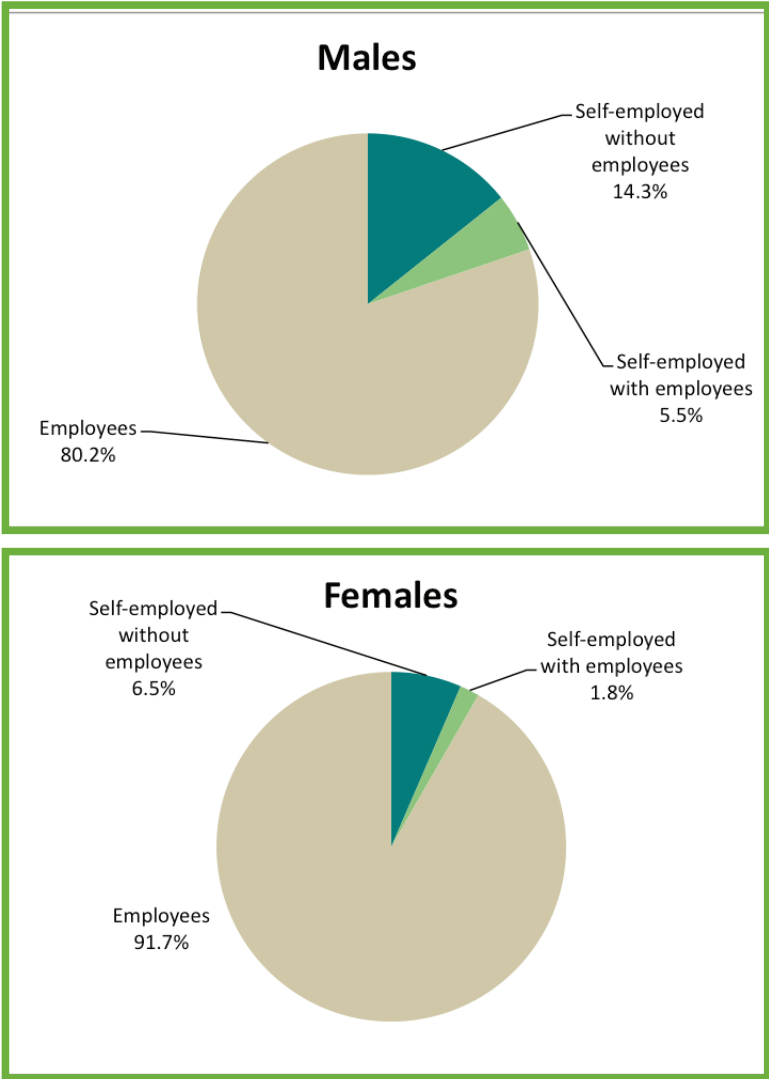
Professional status	2020		2021		2022 (Q3)	
	Males	Females	Males	Females	Males	Females
Self-employed without employees	13.8	7.4	14.0	6.7	14.3	6.5
Self-employed with employees	6.5	2.2	6.1	2.0	5.5	1.8u
Employees	79.7	90.3	79.9	91.3	80.2	91.7

u Underrepresented - between 20 and 49 sample observations

²⁹ National Statistics Office (NSO), December 2022, *Labour Force Survey: Q3/2022*

³⁰ National Statistics Office (NSO), December 2022, *Labour Force Survey: Q3/2022* and correspondence with the National Statistics Office (NSO), 02/01/2023

Figures 6 & 7: Total employed by professional status of women and men in 2022 (Q3)³¹



Comments

Self-employment is still mostly taken up by men.

Table 5: Unadjusted gender pay gap in 2018, 2019 and 2020³²

	2018	2019	2020
Malta	13.0	11.6(p)	10.0(p)
EU 27 countries (since 2020)	14.4	13.7	13.0

p - provisional
: - not available

31 National Statistics Office (NSO), December 2022, *Labour Force Survey: Q3/2022*
 32 https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=earn_gr_gpgr2&lang=en

Table 6: Unadjusted gender pay gap in Malta by economic activity in 2018, 2019 and 2020³³

Economic activity	2018	2019	2020
Industry, construction and services (except activities of households as employers and extra-territorial organisations and bodies)	:	:	:
Industry, construction and services (except public administration, defense, compulsory social security)	:	:	:
Business economy	:	:	:
Mining and quarrying	20.5	29.0	27.5
Manufacturing	22.8	25.2	21.6
Electricity, gas, steam and air conditioning supply	1.4	6.5	2.1
Water supply; sewerage, waste management and remediation activities	16.6	17.9	17.2
Construction	5.1	12.7	5.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	27.2	26.5	24.6
Transportation and storage	13.3	11.2	9.6
Accommodation and food service activities	24.7	27.5	16.7
Information and communication	31.5	33.4	31.1
Financial and insurance activities	32.0	35.1	30.4
Real estate activities	18.4	19.7	18.7
Professional, scientific and technical activities	27.6	30.5	24.1
Administrative and support service activities	26.2	25.1	19.1
Public administration and defence; compulsory social security	0.1	-1.0	-2.2
Education	18.2	14.0	11.2
Human health and social work activities	21.8	22.9	19.5
Arts, entertainment and recreation	24.5	29.3	30.4
Other service activities	20.0	17.4	23.4

: - not available
p - provisional
u - low reliability
c - confidential

³³ Ibid.

Comments

The gender pay gap has been steadily decreasing from 2018 to 2020 however, on looking closely at this gap by economic activities, it is evident that there is a much higher gender pay gap in information and communication, financial and insurance activities, professional, scientific and technical activities.

Table 7: Gender balance in largest listed companies: presidents, board members and employee representatives in 2020, 2021 and 2022 ³⁴

	2020-B2		2021-B2		2022-B2	
	M%	F%	M%	F%	M%	F%
Malta	90.1	9.9	89.2	10.8	84.5	15.5
EU 27 countries (since 2020)	70.5	29.5	69.4	30.6	67.8	32.2

Comments

There was a slight increase in the number of women on boards of largest listed companies, however they remain underrepresented.

³⁴ https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_bus_bus_wmid_comp_compbm/bar/year:2022-B2geo:EU28,EU27_2020,IPA,EEA,BE,BG,CZ,DK,DE,EE,IE,EL,ES,FR,HR,IT,CY,LV,LT,LU,HU,MT,NL,AT,PL,PT,RO,SI,SK,FI,SE,UK,IS,NO,ME,MK,RS,TR,BA/EGROUP:COMP/sex:M,W/UNIT:PC/POSITION:MEMB_BRD/NACE:TOT

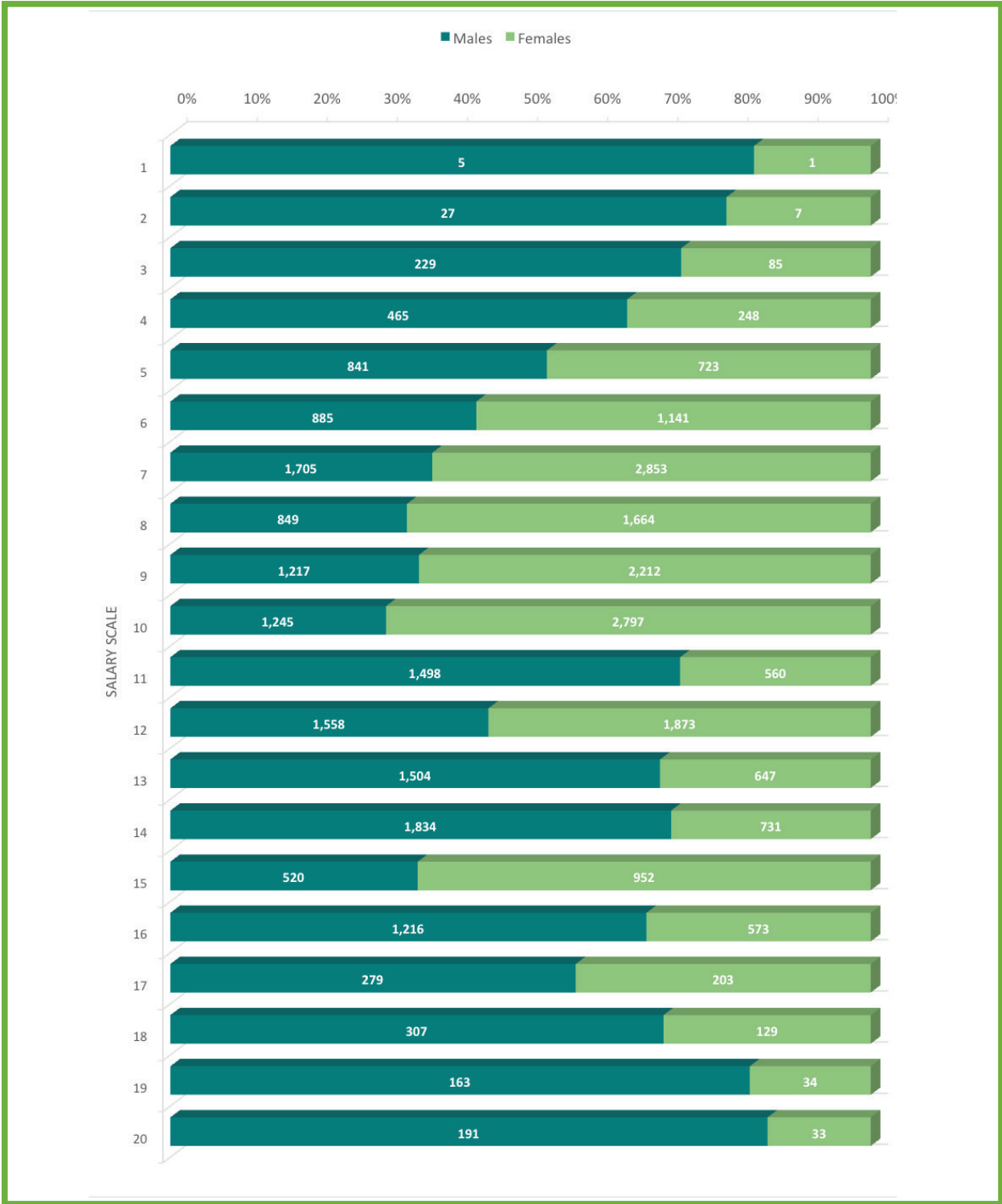
Public Administration

Table 8: Women and men in salary scales (2021 and 2022)³⁵

Salary scale	2021						2022						Change in percentage		
	Males		Females		Total	Males		Females		Total	Males		Females		Total
1	4	80.0%	1	20.0%	5	5	83.3%	1	16.7%	6	5	16.7%	1	16.7%	6
2	27	79.4%	7	20.6%	34	27	79.4%	7	20.6%	34	27	79.4%	7	20.6%	34
3	234	73.1%	86	26.9%	320	229	72.9%	85	27.1%	314	229	72.9%	85	27.1%	314
4	460	65.5%	242	34.5%	702	465	65.2%	248	34.8%	713	465	65.2%	248	34.8%	713
5	832	54.4%	698	45.6%	1,530	841	53.8%	723	46.2%	1,564	841	53.8%	723	46.2%	1,564
6	857	43.3%	1,120	56.7%	1,977	885	43.7%	1,141	56.3%	2,026	885	43.7%	1,141	56.3%	2,026
7	1,621	37.0%	2,758	63.0%	4,379	1,705	37.4%	2,853	62.6%	4,558	1,705	37.4%	2,853	62.6%	4,558
8	850	34.0%	1,648	66.0%	2,498	849	33.8%	1,664	66.2%	2,513	849	33.8%	1,664	66.2%	2,513
9	1,203	34.0%	2,333	66.0%	3,536	1,217	35.5%	2,212	64.5%	3,429	1,217	35.5%	2,212	64.5%	3,429
10	1,139	30.4%	2,602	69.6%	3,741	1,245	30.8%	2,797	69.2%	4,042	1,245	30.8%	2,797	69.2%	4,042
11	1,456	70.6%	605	29.4%	2,061	1,498	72.8%	560	27.2%	2,058	1,498	72.8%	560	27.2%	2,058
12	1,579	46.0%	1,855	54.0%	3,434	1,558	45.4%	1,873	54.6%	3,431	1,558	45.4%	1,873	54.6%	3,431
13	1,534	68.0%	723	32.0%	2,257	1,504	69.9%	647	30.1%	2,151	1,504	69.9%	647	30.1%	2,151
14	1,934	72.9%	720	27.1%	2,654	1,834	71.5%	731	28.5%	2,565	1,834	71.5%	731	28.5%	2,565
15	520	33.9%	1,012	66.1%	1,532	520	35.3%	952	64.7%	1,472	520	35.3%	952	64.7%	1,472
16	1,125	64.2%	627	35.8%	1,752	1,216	68.0%	573	32.0%	1,789	1,216	68.0%	573	32.0%	1,789
17	505	64.7%	275	35.3%	780	279	57.9%	203	42.1%	482	279	57.9%	203	42.1%	482
18	260	65.0%	140	35.0%	400	307	70.4%	129	29.6%	436	307	70.4%	129	29.6%	436
19	130	76.5%	40	23.5%	170	163	82.7%	34	17.3%	197	163	82.7%	34	17.3%	197
20	173	77.2%	51	22.8%	224	191	85.3%	33	14.7%	224	191	85.3%	33	14.7%	224
Total	16,443	48.4%	17,543	51.6%	33,986	16,538	48.6%	17,466	51.4%	34,004	16,538	48.6%	17,466	51.4%	34,004

35 Correspondence with the People and Standards Division (P&SD), 13/01/2023

Figure 8: Women and men in salary scales (2022) by percentage³⁶



Comments

Data for employees within the Public Administration shows that men still occupy the higher posts pegged to scales 1 to 5 however, an increase in women occupying posts in scales 3 to 5 can be observed from 2021 to 2022.

³⁶ Ibid.

Table 9: Utilisation of family-friendly measures by gender in 2020 and 2021³⁷

Type	2020					2021				
	Males		Females		Total	Males		Females		Total
	No	%	No	%		No	%	No	%	
Maternity Leave (first 14 weeks)	0	0.0	769	100.0	769	0	0.0	689	100.0	689
Maternity Leave (additional 4 weeks)	0	0.0	597	100.0	597	0	0.0	302	100.0	302
Adoption Leave	1	20.0	4	80.0	5	2	18.2	9	81.8	11
Responsibility Leave	6	19.4	25	80.6	31	8	18.6	35	81.4	43
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	12	2.3	507	97.7	519	9	1.8	496	98.2	505
Career Break	4	1.7	229	98.3	233	23	11.3	180	88.7	203
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	0	0.0	6	100.0	6	1	20.0	4	80.0	5
Reduced hours – 20 hours/week	27	7.4	340	92.6	367	20	6.0	311	94.0	331
Reduced hours – 25 hours/week	4	3.6	107	96.4	111	5	5.1	93	94.9	98
Reduced hours – 30 hours/week	19	4.7	386	95.3	405	20	5.4	347	94.6	367
Reduced hours – 35 hours/week	7	4.6	145	95.4	152	5	3.2	152	96.8	157
Reduced hours – other amounts	23	8.2	259	91.8	282	20	8.3	220	91.7	240
Teleworking	457	24.8	1,383	75.2	1,840	551	25.3	1,625	74.7	2,176
Flexi-Time	602	42.5	816	57.5	1,418	631	40.9	913	59.1	1,544
Total	1,162	17.3	5,573	82.7	6,735	1,295	19.4	5,376	80.6	6,671

37 Correspondence with the People and Standards Division (P&SD), 06/01/2023

Table 10: Utilisation of family-friendly measures by different Scale Categories in 2021³⁸

Type	Scales 1-5		Scales 6-10		Scales 11-15		Scales 16-20		Definite Contracts	
	M	F	M	F	M	F	M	F	M	F
Maternity Leave (first 14 weeks)	0	25	0	487	0	175	0	2	0	0
Maternity Leave (additional 4 weeks)	0	24	0	277	0	0	0	1	0	0
Adoption Leave	0	1	2	6	0	2	0	0	0	0
Responsibility Leave	0	0	3	13	5	14	0	8	0	0
Parental Leave Applicable to Parents, Legal Guardians and Foster Carers	1	16	6	355	1	124	1	1	0	0
Career Break	0	4	19	122	4	50	0	3	0	1
Leave to accompany spouse / partner in Civil Union on Govt-sponsored courses or assignments	1	0	0	3	0	1	0	0	0	0
Reduced hours – 20 hours/week	1	8	11	237	3	48	3	18	2	0
Reduced hours – 25 hours/week	1	6	1	51	0	22	3	14	0	0
Reduced hours – 30 hours/week	2	14	11	197	2	92	1	42	4	2
Reduced hours – 35 hours/week	0	8	4	73	1	52	0	18	0	1
Reduced hours – other amounts	2	12	3	108	10	44	1	55	4	1
Teleworking	112	186	268	814	159	565	7	54	5	6
Flexi-Time	107	72	236	406	201	307	79	113	8	15
Totals	227	376	564	3,149	386	1,496	95	329	23	26
Overall percentage	37.6%	62.4%	15.2%	84.8%	20.5%	79.5%	22.4%	77.6%	46.9%	53.1%

Comments

The take up of family friendly measures available to public officers is still largely taken up by women, particularly when it comes to parental leave and work on a reduced-hour schedule.

³⁸ Ibid.

Political Sphere – National Government

Table 11: Candidates of the two Main Political Parties³⁹

	Labour Party					Nationalist Party				
	Males		Females		Total	Males		Females		Total
	No	%	No	%		No	%	No	%	
2008	63	90%	7	10%	70.0	66	86%	11	14%	77
2013	73	86%	12	14%	85.0	57	81%	13	19%	70
2017	59	84%	11	16%	70.0	84	76%	27	24%	111
2022	53	77%	16	23%	69.0	53	76%	17	24%	70

Comments

In the past four general elections, the overall number of candidates decreased, however, the percentage of female candidates increased. Whilst the percentage of PN female candidates in 2017 was higher than that of the PL, in 2022 this percentage remained the same for the PN and increased for the PL.

Table 12: Elected candidates by party (excluding candidates elected through the gender corrective mechanism)⁴⁰

	Labour Party					Nationalist Party					Overall Percentage				
	Males		Females		Total	Males		Females		Total	Males		Females		Total
	No	%	No	%		No	%	No	%		No	%	No	%	
2017	33	89%	4	11%	37	24	80%	6	20%	30	57	85%	10	15%	67
2022	31	82%	7	18%	38	26	90%	3	10%	29	57	85%	10	15%	67

Comments

The number of elected female candidates remained the same in the last two general elections – 15%. In 2017, 20% of the PN elected candidates, and 11% of the PL elected candidates, were women, a difference of 9% in favour of the PN. The opposite occurred in 2022, when 18% of the PL elected candidates were women compared to 10% of the PN, a difference of 8% in favour of the PL.

³⁹ <https://electoral.gov.mt/ElectionResults/General?v=877>

⁴⁰ Ibid.

Table 13: General Elections 2022 – elected MPs by party (following the gender corrective mechanism)⁴¹

	Labour Party					Nationalist Party					Total				
	Males		Females		Total	Males		Females		Total	Males		Females		Total
	No	%	No	%		No	%	No	%		No	%	No	%	
2022	31	70%	13	30%	44	26	74%	9	26%	35	57	72%	22	28%	79

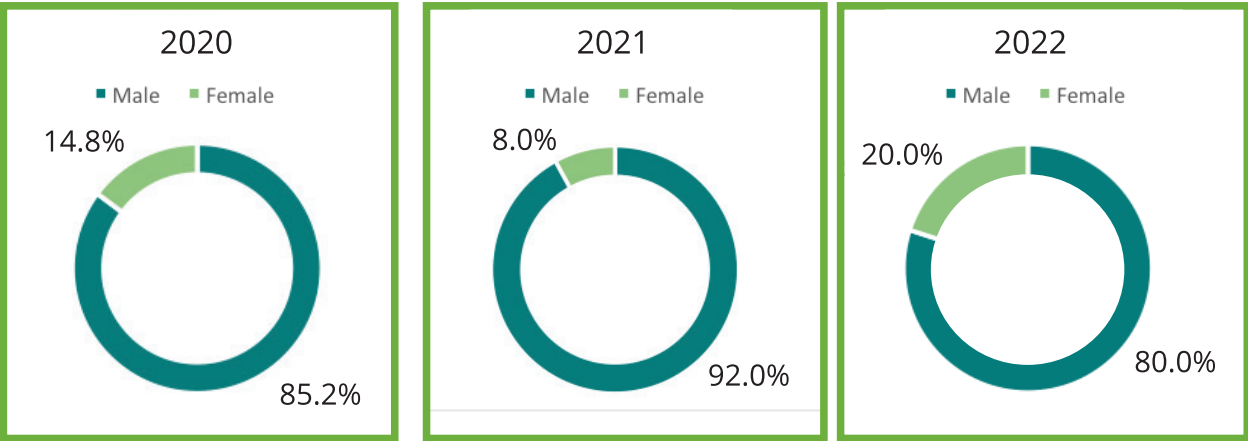
Comments

After the March 2022 general elections, Parliament was composed of a total of 79 MPs - 22 female MPs and 57 male MPs. Through the ordinary election process, 10 women were elected on first count votes or through a casual election. The number was boosted by 12 MPs through the gender corrective mechanism, which was utilised for the first time in this general election. Following the gender corrective mechanism, women now make up 28% of the Members of Parliament.

Table 14: Cabinet in 2020, 2021 and 2022 ⁴²

	2020					2021					2022				
	Males		Females		Total	Males		Females		Total	Males		Females		Total
Ministers	18	85.7%	3	14.3%	21	19	90.5%	2	9.5%	21	17	89.5%	2	10.5%	19
Parliamentary Secretaries	5	83.3%	1	16.7%	6	4	100.0%	0	0.0%	4	3	50.0%	3	50.0%	6
Cabinet - Total	23	85.2%	4	14.8%	27	23	92.0%	2	8.0%	25	20	80.0%	5	20.0%	25

Figures 9, 10 & 11: Cabinet in 2020, 2021 and 2022 by percentage⁴³



Comments

This increase is also reflected in the percentage of women in cabinet which stands at 20% (end of 2022), albeit the significant underrepresentation of women Ministers and Parliamentary Secretaries.

41 Ibid.
 42 <https://www.gov.mt/en/Government/Government%20of%20Malta/Ministries%20and%20Entities/Pages/default.aspx>
 43 Ibid.

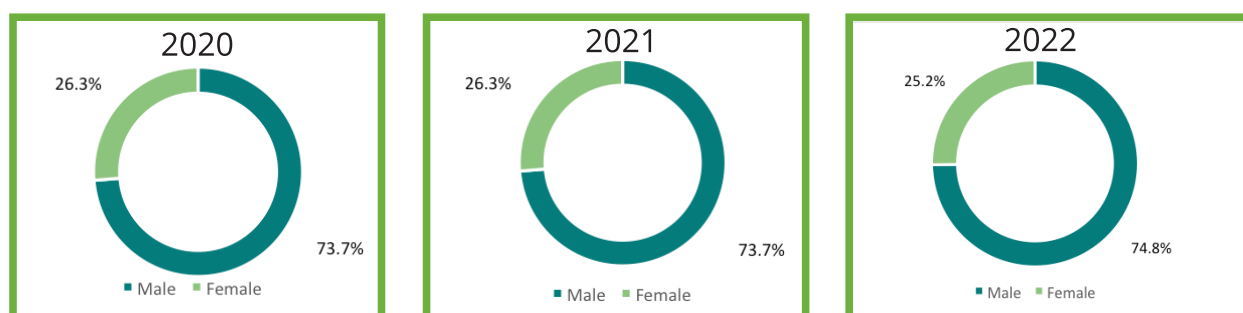
Table 15: Maltese MEPs in 2020, 2021 and 2022⁴⁴

	2020		2021		2022	
Males	4	66.7%	4	66.7%	4	66.7%
Females	2	33.3%	2	33.3%	2	33.3%
Total	6	100.0%	6	100.0%	6	100.0%

Table 16: Local Councils in 2020, 2021 and 2022⁴⁵

	2020			2021			2022		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mayors	57	11	68	57	11	68	57	11	68
Deputy Mayors	46	22	68	46	22	68	46	22	68
Councillors	239	89	328	239	89	328	244	84	328
Total	342	122	464	342	122	464	347	117	464

Figures 12, 13 & 14: Mayors, Deputy Mayors and Councillors in 2020, 2021 and 2022⁴⁶



Comments

Maltese women remain the underrepresented sex as MEPs and in local councils.

⁴⁴ <https://www.europarl.europa.eu/meps/en/search/advanced?name=&countryCode=MT>

⁴⁵ Correspondence with the Local Government Division, 31/01/2023

⁴⁶ Ibid.

Judiciary

Table 17 & Figures 15, 16 & 17: Bench of Judges in 2020, 2021 and 2022⁴⁷

	2020		2021		2022	
Males	14	63.6%	16	64.0%	16	59.3%
Females	8	36.4%	9	36.0%	11	40.7%
Total	22	100.0%	25	100.0%	27	100.0%

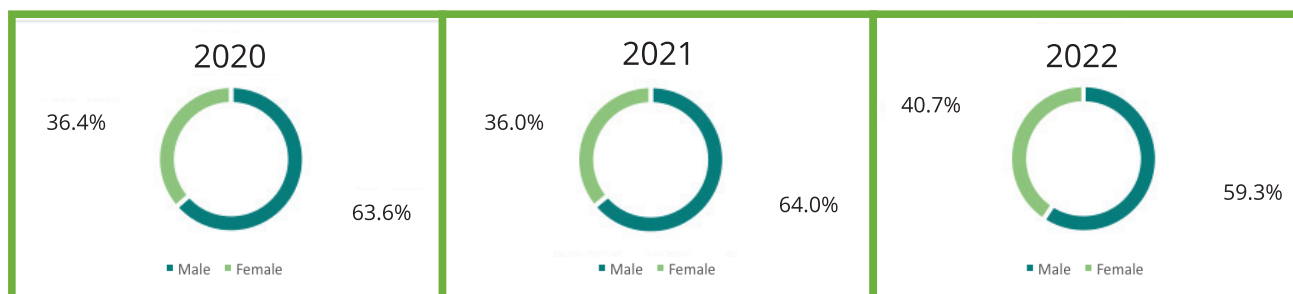
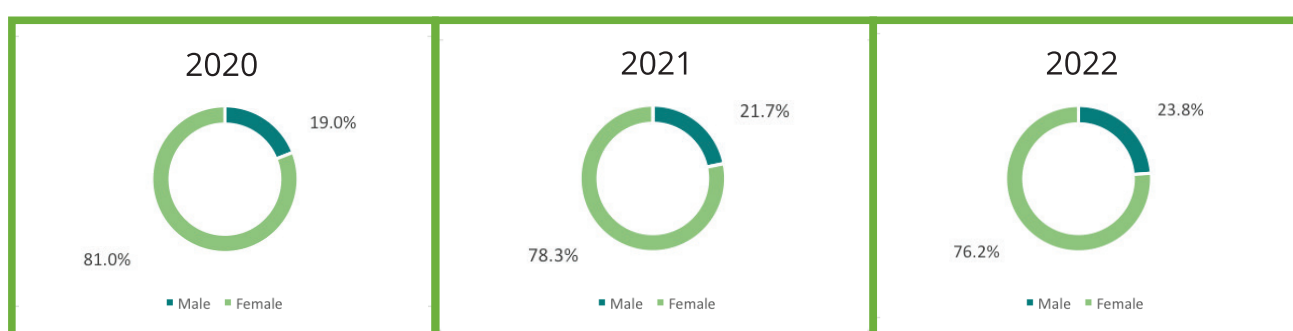


Table 18 & Figures 18, 19 & 20: Bench of Magistrates 2020, 2021 and 2022⁴⁸

	2020		2021		2022	
Males	4	19.0%	5	21.7%	5	23.8%
Females	17	81.0%	18	78.3%	16	76.2%
Total	21	100.0%	23	100.0%	21	100.0%



Comments

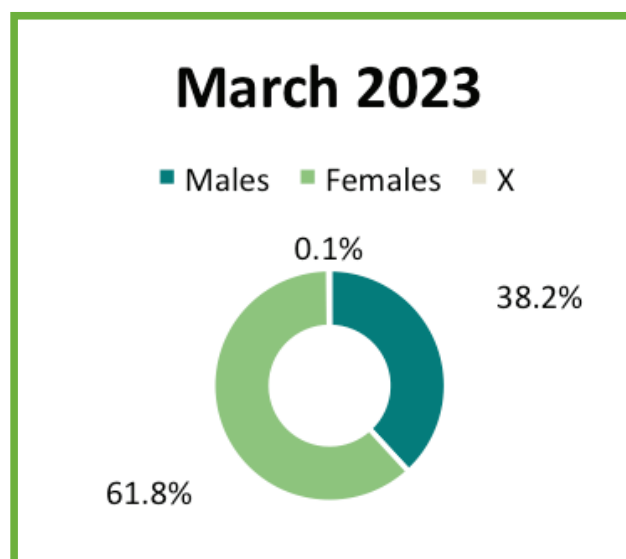
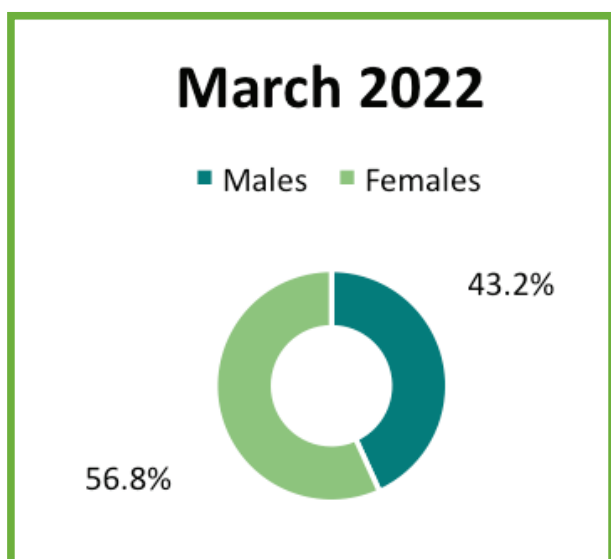
Two magistrates who were nominated to the judges' bench took the oath of office in December 2022. Women are well represented on the bench of judges (40.7%) and overrepresented on the bench of magistrates (76.2%).

⁴⁷ Correspondence with the Courts Services Agency, 30/12/2022

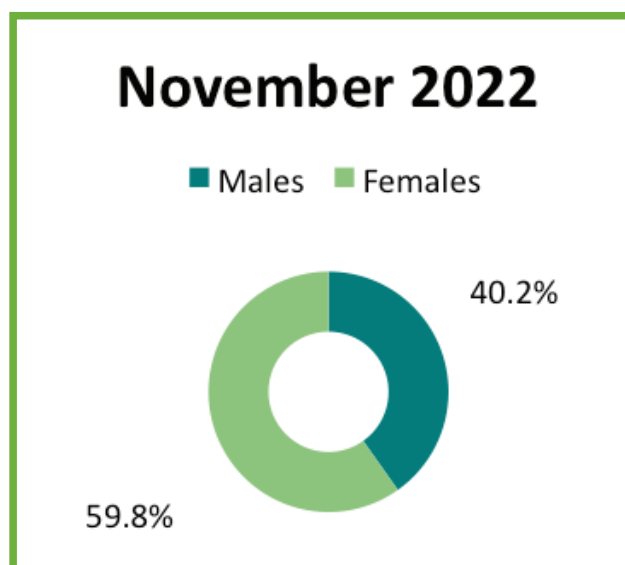
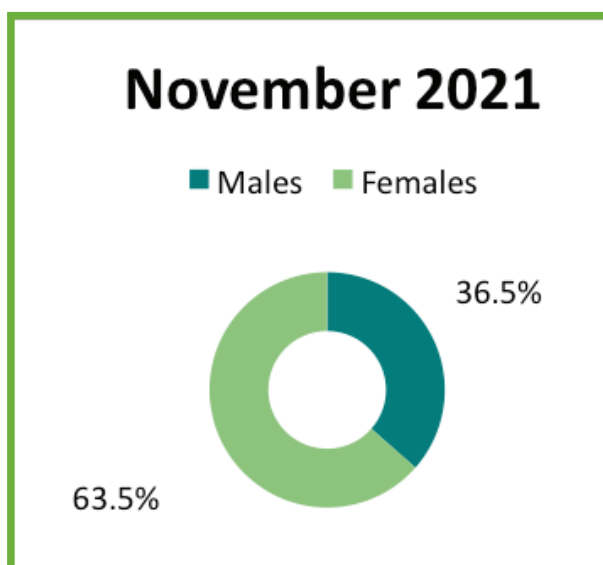
⁴⁸ Ibid.

Education

Figures 21 & 22: University Postgraduates in March 2022 & March 2023 by percentage⁴⁹



Figures 23 & 24: University Undergraduates in Nov 2021 & Nov 2022 by percentage⁵⁰



⁴⁹ <https://www.um.edu.mt/about/facts/numbers/graduates> and correspondence with the University of Malta, 01/03/2023
⁵⁰ Ibid

Table 19: University Graduates by faculty/institute⁵¹

Faculty/Institute	Postgraduates - March 2022						Postgraduates - March 2023						Change in Percentage	
	M		F		Total	M		F		X	Total	Males	Females	
Faculty of Arts	31	36.5%	54	63.5%	85	65	48.9%	68	51.1%	0	0.0%	133	+	-
Faculty for the Built Environment	33	51.6%	31	48.4%	64	34	56.7%	26	43.3%	0	0.0%	60	+	-
Faculty of Economics, Management and Accountancy	103	42.4%	140	57.6%	243	71	35.9%	127	64.1%	0	0.0%	198	-	+
Faculty of Education	36	22.9%	121	77.1%	157	59	24.1%	186	75.9%	0	0.0%	245	+	-
Faculty of Engineering	30	88.2%	4	11.8%	34	20	76.9%	6	23.1%	0	0.0%	26	-	+
Faculty of Health Sciences	8	17.8%	37	82.2%	45	25	27.5%	66	72.5%	0	0.0%	91	+	-
Faculty of Information and Communication Technology	47	77.0%	14	23.0%	61	49	77.8%	14	22.2%	0	0.0%	63	+	-
Faculty of Laws	69	37.9%	113	62.1%	182	49	26.9%	133	73.1%	0	0.0%	182	-	+
Faculty of Medicine and Surgery	88	44.4%	110	55.6%	198	71	35.7%	128	64.3%	0	0.0%	199	-	+
Faculty of Science	18	51.4%	17	48.6%	35	13	50.0%	13	50.0%	0	0.0%	26	-	+
Faculty for Social Wellbeing	16	21.3%	59	78.7%	75	24	25.8%	69	74.2%	1	1.1%	93	+	-
Institute of Digital Games	6	75.0%	2	25.0%	8	3	42.9%	4	57.1%	0	0.0%	7	-	+
Centre for Entrepreneurship and Business Incubation	16	0.0%	8	0.0%	24	4	44.4%	5	55.6%	0	0.0%	9	-	+
Centre for Labour Studies	0	0.0%	1	100.0%	1	0	/	0	/	0	/	0	/	-
Others	106	54.6%	88	45.4%	194	87	50.6%	85	49.4%	0	0.0%	172	-	+
Total	607	43.2%	799	56.8%	1,406	574	38.2%	930	61.8%	1	0.1%	1,504	-	+

51 Ibid.

Faculty/Institute	Undergraduates - November 2021				Undergraduates - November 2022				Change in Percentage			
	M		F		M		F		Total	Males	Females	
Faculty of Arts	39	20.7%	149	79.3%	188	86	42.4%	117	57.6%	203	+	-
Faculty for the Built Environment	84	57.5%	62	42.5%	146	94	58.0%	68	42.0%	162	+	-
Faculty of Economics, Management and Accountancy	158	43.8%	203	56.2%	361	142	47.5%	157	52.5%	299	+	-
Faculty of Education	31	10.7%	258	89.3%	289	14	13.7%	88	86.3%	102	+	-
Faculty of Engineering	42	73.7%	15	26.3%	57	41	75.9%	13	24.1%	54	+	-
Faculty of Health Sciences	93	30.6%	211	69.4%	304	62	23.7%	200	76.3%	262	-	+
Faculty of Information and Communication Technology	73	79.3%	19	20.7%	92	61	74.4%	21	25.6%	82	-	+
Faculty of Laws	55	32.9%	112	67.1%	167	62	38.5%	99	61.5%	161	+	-
Faculty of Medicine and Surgery	18	40.9%	26	59.1%	44	17	40.5%	25	59.5%	42	-	+
Faculty of Science	33	52.4%	30	47.6%	63	40	55.6%	32	44.4%	72	+	-
Faculty for Social Wellbeing	47	23.7%	151	76.3%	198	78	30.2%	180	69.8%	258	+	-
Institute of Digital Games	2	50.0%	2	50.0%	4	0	0.0%	0	0.0%	0	/	/
Centre for Entrepreneurship and Business Incubation	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	/	/
Centre for Labour Studies	32	57.1%	24	42.9%	56	2	50.0%	2	50.0%	4	-	+
Others	102	41.3%	145	58.7%	247	70	33.3%	140	66.7%	210	-	+
Total	809	36.5%	1,407	63.5%	2,216	769	40.2%	1,142	59.8%	1,911	+	-
Grand total	1,416	39.1%	2,206	60.9%	3,622	1,343	39.3%	2,072	60.7%	3,415	+	-

Comments

As previous years, more females than males graduate from the University of Malta. It is evident that career choices are still gender segregated. In fact, females outnumber male graduates in subjects related to education and social wellbeing, whereas ICT is still male dominated.

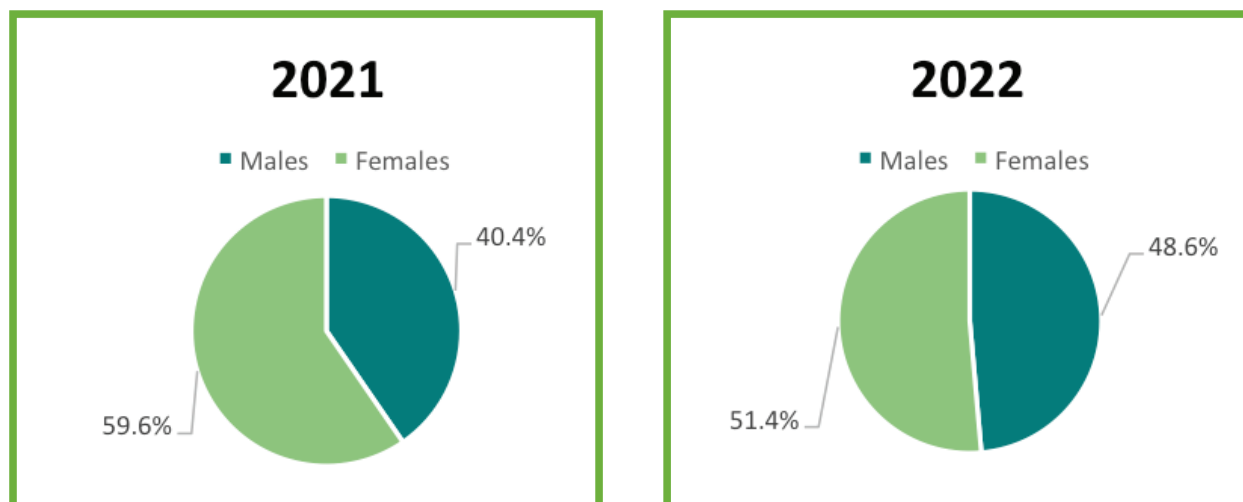
Table 20: MCAST Graduates in 2021 and 2022⁵²

Level	2021					2022					Change in Percentage	
	M	F	Total	M	F	Total	M	F	Total	M	F	
Level 7												
Institute for the Creative Arts	0	/	0	/	0	2	40.0%	3	60.0%	5	/	/
Institute of Applied Sciences	0	/	0	/	0	15	71.4%	6	28.6%	21	/	/
Institute of Business Management and Commerce	35	83.3%	7	16.7%	42	17	73.9%	6	26.1%	23	-	+
Institute of Community Services	0	/	0	/	0	11	36.7%	19	63.3%	30	/	/
Institute of Engineering And Transport	0	/	0	/	0	3	100.0%	0	0.0%	3	/	/
Institute of Information and Communication Technology	0	/	0	/	0	7	100.0%	0	0.0%	7	/	/
Centre for Professional Development	24	55.8%	19	44.2%	43	9	47.4%	10	52.6%	19	-	+
Applied Research and Innovation Centre	38	59.4%	26	40.6%	64	26	57.8%	19	42.2%	45	-	+
Total	97	65.1%	52	34.9%	149	90	58.8%	63	41.2%	153	-	+
Level 6												
Institute for the Creative Arts	44	48.4%	47	51.6%	91	53	45.7%	63	54.3%	116	-	+
Institute of Applied Sciences	34	25.2%	101	74.8%	135	56	35.0%	104	65.0%	160	+	-
Institute of Business Management and Commerce	40	45.5%	48	54.5%	88	25	37.3%	42	62.7%	67	-	+
Institute of Community Services	26	13.7%	164	86.3%	190	24	36.4%	42	63.6%	66	+	-
Institute of Engineering And Transport	50	89.3%	6	10.7%	56	42	89.4%	5	10.6%	47	+	-
Institute of Information and Communication Technology	72	87.8%	10	12.2%	82	84	88.4%	11	11.6%	95	+	-
Vocational Teacher Training Unit	0	/	0	/	0	0	/	0	/	0	/	/
Total	266	41.4%	376	58.6%	642	284	51.5%	267	48.5%	551	+	-
Level 5												
Gozo Campus	2	18.2%	9	81.8%	11	0	0.0%	5	100.0%	5	-	+
Institute for the Creative Arts	2	50.0%	2	50.0%	4	5	62.5%	3	37.5%	8	+	-
Institute of Applied Sciences	0	/	0	/	0	1	50.0%	1	50.0%	2	/	/
Institute of Business Management and Commerce	2	100.0%	0	0.0%	2	5	33.3%	10	66.7%	15	-	+
Institute of Community Services	15	10.6%	126	89.4%	141	6	7.4%	75	92.6%	81	-	+
Institute of Engineering And Transport	6	100.0%	0	0.0%	6	9	90.0%	1	10.0%	10	-	+
Institute of Information and Communication Technology	7	100.0%	0	0.0%	7	3	60.0%	2	40.0%	5	-	+
MG2I	3	10.3%	26	89.7%	29	0	/	0	/	0	/	/
Total	37	18.5%	163	81.5%	200	29	23.0%	97	77.0%	126	+	-
Grand Total	400	40.4%	591	59.6%	992*	403	48.6%	427	51.4%	830	+	-

*Total includes 1 graduate who identifies as 'Other'

⁵² Correspondence with MCAST, 02/01/2023

Figures 25 & 26: MCAST Graduates in 2021 and 2022, by percentage⁵³



Comments

The same pattern can be observed for MCAST graduates, with an overall higher percentage for female graduates, despite the decrease in number of female students from 2021 to 2022. Gender segregation can once again be observed, as higher percentages for males are registered in Engineering and ICT, whereas females dominate within the Institute of Community Services.

Table 21: University of Malta Academic Staff in 2021 and 2022⁵⁴

Post	2021			2022			Change in Percentage					
	Males	Females	Totals	Males	Females	Totals	Males	Females				
Resident Academics												
Professor	105	77.8%	30	22.2%	135	123	79.9%	31	20.1%	154	+	-
Associate Professor	112	76.7%	34	23.3%	146	103	70.1%	44	29.9%	147	-	+
Senior Lecturer	162	61.6%	101	38.4%	263	152	59.1%	105	40.9%	257	-	+
Lecturer	85	48.3%	91	51.7%	176	87	53.0%	77	47.0%	164	+	-
Assistant Lecturer	29	40.8%	42	59.2%	71	24	35.8%	43	64.2%	67	-	+
Associate Academic	13	56.5%	10	43.5%	23	9	50.0%	9	50.0%	18	-	+
Visiting Staff (part-time)												
Visiting Professor	4	100.0%	0	0.0%	4	6	85.7%	1	14.3%	7	-	+
Visiting Associate Professor	4	80.0%	1	20.0%	5	6	100.0%	0	0.0%	6	+	-
Visiting Senior Lecturer	221	69.1%	99	30.9%	320	202	68.5%	93	31.5%	295	-	+
Visiting Lecturer	120	65.6%	63	34.4%	183	110	65.1%	59	34.9%	169	-	+
Visiting Assistant Lecturer	112	53.6%	97	46.4%	209	103	53.6%	89	46.4%	192	=	=
Junior College												
Senior Lecturer I	25	44.6%	31	55.4%	56	21	42.9%	28	57.1%	49	-	+
Senior Lecturer II	39	52.0%	36	48.0%	75	41	50.0%	41	50.0%	82	-	+
Lecturer	4	26.7%	11	73.3%	15	4	23.5%	13	76.5%	17	-	+
Assistant Lecturer	6	50.0%	6	50.0%	12	6	46.2%	7	53.8%	13	-	+
Total	1,041	61.5%	652	38.5%	1,693	997	60.9%	640	39.1%	1,637	-	+

⁵³ Ibid.

⁵⁴ Correspondence with the University of Malta, 05/01/2023

Figures 27 & 28: University of Malta Academic Staff in 2021 & 2022 by percentage⁵⁵

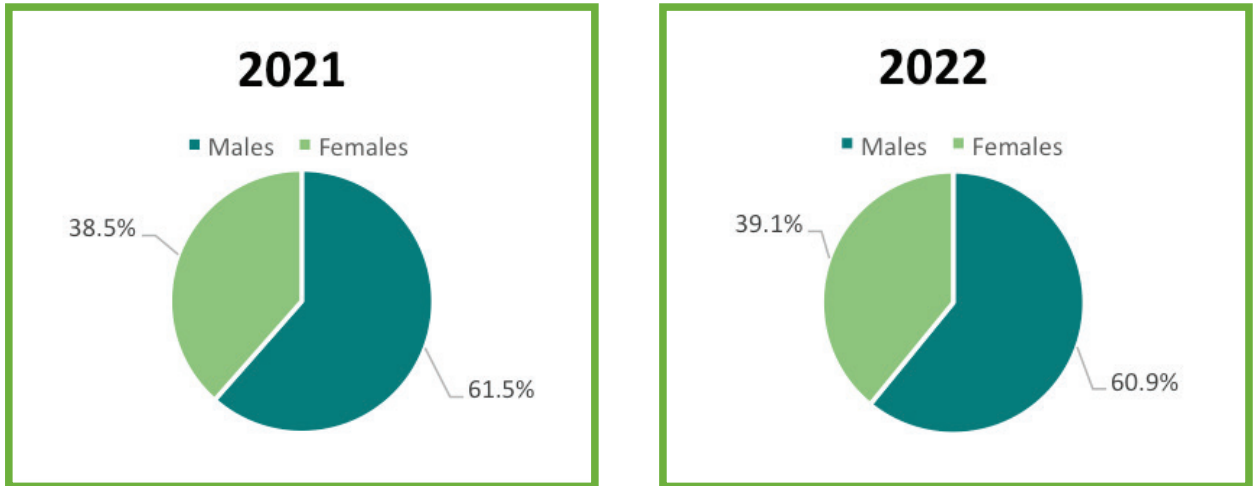
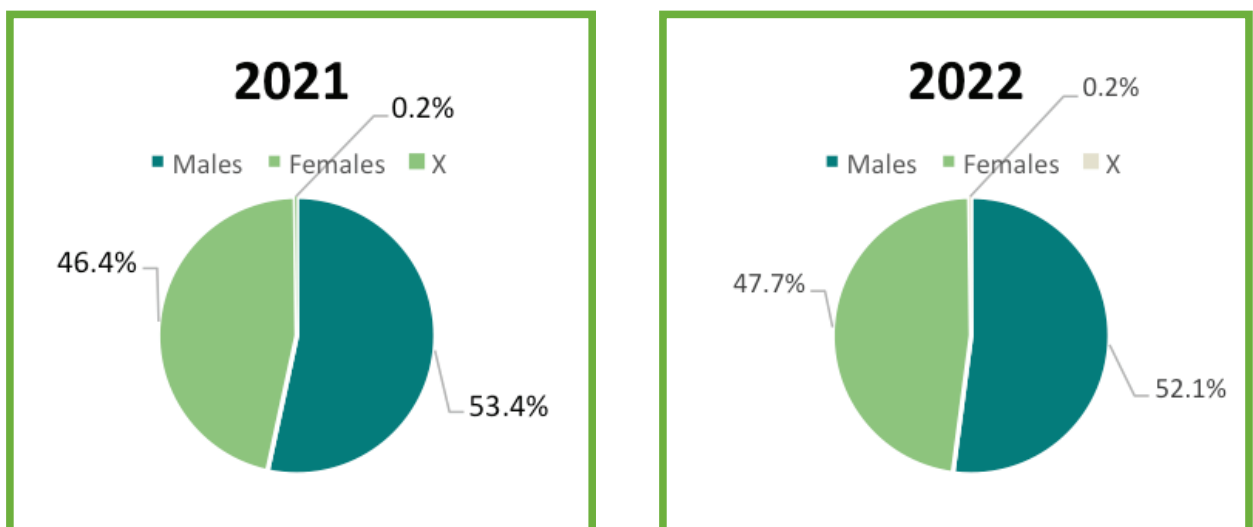


Table 22: MCAST Academic Staff in 2021 and 2022⁵⁶

Academic posts at MCAST	2021							2022							Change in Percentage	
	Males	Females	X	Total	Males	Females	X	Total	Males	Females	X	Total	Males	Females		
Senior Lecturer 2	102	59.3%	70	40.7%	0	0.0%	172	122	58.9%	85	41.1%	0	0.0%	207	-	+
Senior Lecturer 1	101	46.8%	115	53.2%	0	0.0%	216	98	44.7%	121	55.3%	0	0.0%	219	-	+
Lecturer	60	57.7%	43	41.3%	1	1.0%	104	51	57.3%	37	41.6%	1	1.1%	89	-	+
Assistant Lecturer	37	52.9%	33	47.1%	0	0.0%	70	34	48.6%	36	51.4%	0	0.0%	70	-	+
Total	300	53.4%	261	46.4%	1	0.2%	562	305	52.1%	279	47.7%	1	0.2%	585	-	+

Figures 29 & 30: MCAST Academic Staff in 2021 and 2022 by percentage⁵⁷



55 Ibid.

56 Correspondence with MCAST, 09/01/2023

57 Ibid.

Comments

Female academic staff for both University of Malta and MCAST, has increased slightly since 2021. Male academics still outnumber female academics, particularly in the higher grades.

Women in the Media

Table 23: Public broadcasters: presidents and members of the board/council (highest decision-making body) in 2020, 2021 and 2022⁵⁸

	2020		2021		2022	
	M%	F%	M%	F%	M%	F%
Malta	83.3	16.7	66.7	33.3	66.7	33.3
EU 27 countries (since 2020)	64.4	35.6	63.5	36.5	62.4	37.6

Comments

At a national level, the percentage of women and men on the public broadcasting board has remained the same since 2021 whilst, the percentage of women on this board across the EU Member States has increased.

⁵⁸ https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_med_pbrc_wmid_media_pbrc_bm

2. Striving Towards Equality

2.1 Investigations

Chapter 456 of the Laws of Malta, the Act which establishes the NCPE, aims at ensuring that Maltese society is free from any form of discrimination based on:

- i. sex/gender and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity, gender expression or sex characteristics in employment; banks and financial institutions, as well as in education;
- ii. racial or ethnic origin and gender in the provision of goods and services and their supply; and
- iii. freedom of movement for workers in the EU.
- iv. Chapter 456 also empowers NCPE to investigate cases of sexual harassment.

Complaints Forms in both Maltese and English can be accessed from the NCPE website or from servizz.gov. Duly filled forms should be submitted along with relevant evidence, if available, to substantiate the complaint.

Complaints and Clients' Support officers at the NCPE are available to explain the investigation procedure in detail and provide help in filling out the Form. Once received, the Complaints Form is acknowledged by the Complaints Section and forwarded to the Commissioner to determine whether the case falls within the NCPE's remit. Should complaints lodged not fall within the remit

of the NCPE, complainants are informed accordingly and directed to the relevant entity/department. Complaints which are frivolous or vexatious are disregarded by the NCPE's Commissioner.

When a complaint falls under the remit of the NCPE, the Commissioner asks for a report stating the version of facts from the person/s or entity/ies responsible for the alleged discrimination. The NCPE will then hold sittings with everyone involved, including any witnesses. All sittings are voice-recorded, transcribed and sent to the parties involved as part of the NCPE's transparent investigation process.

Following collection of all evidence, the Commissioner issues an opinion determining whether there was any breach of equality law. The Commissioner may also forward the opinion to the Commissioner of Police in cases of potential criminal offences such as sexual harassment. The Commissioner may also refer cases to the Industrial Tribunal and offer mediation between the parties involved.

Chapter 456 also empowers the NCPE Commissioner to initiate *ex officio* investigations on any discriminatory practices in any spheres of society within its remit.

Investigation Statistics 2022

Complaints lodged in 2022				
	Women	Men	Ex Officio Investigations	Total
Gender	3	0	0	3
Sexual Harassment	1	1	0	2
Race/Ethnic Origin	0	3	0	3
Gender Identity/ Gender Expression/ Sex Characteristics	0	0	0	0
Age	0	1	0	1
Sexual Orientation	0	1	0	1
Religion or belief	0	0	0	0
Alleged discrimination based on other grounds not within NCPE's remit	0	3	0	3
Freedom of Movement	0	0	0	0
			Total Complaints	12*

*1 complaint covered more than one ground

Case Summary



The complainant, a **male single parent** with exclusive care and custody of his child, required a passport for his son. Prior to applying for the passport, he contacted the Citizenship Department to ensure all was in order since the child did not have Maltese citizenship. It transpired that for his son to acquire Maltese Citizenship, he had to pay a substantial fee, which fee would not apply if the applicant were a female single parent.

The complainant further stated that following his various complaints with the relevant Agency, such practice was changed some months later. The change occurred through an amendment in the law, which led to all single parents irrespective of their sex, being exempt from paying such fee. The complainant however, still had to pay

the substantial fee which amounted to €510 since the change in legislation occurred months later.

Following the investigation, the NCPE's Commissioner upheld the complaint and declared that the Agency had indeed discriminated against him on the basis of sex. Furthermore, the Commissioner recommended for the Agency to refund the sum paid by the complainant to be able to process his son's citizenship application.

A copy of the NCPE's Opinion was sent to the parties in the investigations as well as to the Minister responsible, to possibly intervene to ensure that the Complainant's rights are safeguarded.

2.2 Policy Review and Recommendations

National Policies

Input is provided by the NCPE to laws, policies and strategies issued for public consultation. In its review, the NCPE evaluates the impact of the proposed actions on different social groups, checks whether the document contains provisions that are directly or indirectly discriminatory, and proposes the integration of measures that can combat discrimination and achieve equality in practice.



A Social Vision for Malta 2035 - Public Consultation Document

The NCPE always underlines that a gender mainstreaming exercise is to be carried out for all policies/actions/measures, as per Government policy. The proper implementation of the gender mainstreaming strategy enables policy makers to integrate and address the concerns, experiences and aspirations of women, men, girls and boys from different social groups into any planned action, thus ensuring that all groups are affected in a positive manner and that the needs of different cohorts are taken into account.

The NCPE provided its input to the following documents in 2022:

- A Social Vision for Malta 2035: Shaping the future of our society
- 2023 Pre-Budget Document

EU and International Affairs

The NCPE's work on EU and international affairs in relation to equal treatment is continuous, and this section provides a brief overview of the main highlights of 2022.

A significant development was the launching of two proposals by the European Commission laying down **standards for equality bodies** to ensure a better application and enforcement of EU anti-discrimination rules and guarantee a common minimum level of protection against discrimination for everyone across the EU. The proposals address independence; resources; accessibility for all victims; consultation on law- and policy making processes; enhanced powers in discrimination cases; awareness raising, as well as data collection and access to equality data.

Throughout 2022, the NCPE provided information, through the completion of surveys and questionnaires, on its powers and remit and took part in extensive discussions that were held in preparation of this legislative proposal. Moreover, the NCPE Commissioner continued participating in the European Network of Equality Bodies (Equinet) Project on Standards for Equality Bodies, that developed indicators to measure compliance with standards for equality bodies in relation to (i) the mandate, and (ii) independence; pilot-tested them; and published a report to summarise and

evaluate the learnings from the piloting and suggest ways in which the indicators can inform the proposed Directives.

Other proposed Directives were followed by the NCPE on specific aspects of equality that were discussed at various levels in 2022 with the aim of strengthening the text and further safeguard equal treatment:

The **Women on Boards Directive** was formally adopted by the European Parliament in November. The adopted Directive aims to ensure that gender balance in corporate boards of large, listed, EU companies is established across the EU; that appointments to board positions are transparent and that candidates to board positions are assessed objectively based on their individual merits, irrespective of gender; and that priority is to be given to the equally qualified candidate of the underrepresented sex.

Political agreement was reached in December between the European Parliament and the Council on the proposed **'Pay Transparency' Directive**. This law focuses on two core elements of equal pay: measures to ensure pay transparency for workers and employers, as well as better access to justice for victims of pay discrimination, mainly through pay transparency for job-seekers, right to information for employees, reporting on gender pay gap by employers, and joint pay assessments where pay reporting reveals an unjustified gender pay gap of at least 5%.

Furthermore, work continued on the proposed **'Horizontal' Directive** that seeks to extend protection against discrimination through a horizontal approach on the grounds of age, disability, sexual orientation and religion in areas beyond employment. While some progress was made during discussions in 2022, unanimity has not yet been reached in the Council.

Various documents from EU institutions, proposing amendments to further strengthen equality in specific areas of concern were reviewed to give the relevant input. Particularly, in 2022, topics addressed in Council Conclusions included climate change; racism and anti-Semitism; hate speech and hate crime; and the rights of the child. Moreover, relevant sections of the Path to the Digital Decade, as well as the two Recommendations for Member States on the revision of the Barcelona targets on early childhood education and care, and on access to affordable high-quality long-term care, that accompanied the European Care Strategy, were reviewed.

In addition, information was regularly provided on matters related to equality in response to specific requests for contributions and reporting requirements. For instance, information was provided on the NCPE's work on the prejudice on older persons, as well as on the standards on equality bodies for the meetings of the EPSCO (Employment and Social Policy) Council. The annual report of the EU Gender Equality Strategy 2020 – 2025; the national reporting on the implementation of the Council of Europe (CoE) Gender Equality Strategy 2018-2023; the evaluation of the implementation of the CoE sexism recommendation; reporting on the implementation of Malta's Women, Peace and Security National Action Plan; and the session on women's economic empowerment of the OSCE Mediterranean Conference, were all reviewed. Updates were also given on the NCPE's work for relevant sections of Malta's mid-term report of the Universal Periodic Review of the Human Rights Council of the United Nations.

Membership in the Equinet, an EU-wide organisation which promotes equality in Europe by supporting and enabling the work of national equality bodies,



NCPE Commissioner's Participation in a Conference on the Europe of Tomorrow

is important for the NCPE and thus, in 2022, active participation continued in the working groups on communication strategies and practices; equality law; gender equality; policy formation; research and data collection; as well as clusters on equality mainstreaming; age; artificial intelligence; economic and social rights; rainbow families on the move, and disability. Furthermore, the NCPE participated in the Project on Standards for Equality Bodies as stated above, and in the Pay Transparency Taskforce drafting a section of a report on pay transparency. Besides, replies were also given to Equinet surveys on climate change; redress in discrimination cases; the provision of reasonable accommodation on grounds beyond disability; and mediation by equality bodies.

The Advisory Committee on Equal Opportunities for Women and Men of the European Commission adopted two

Opinions in 2022: one on the gender equality dimensions of climate change and another on gender mainstreaming in budgets at national, regional, and local level in the EU. As a member of the Advisory Committee, the NCPE gave feedback to these opinions with the NCPE Commissioner participating in the meetings that discussed the scope and mandate of these opinions as well as other relevant developments on gender equality at EU level.

The mandate and work of other European entities is very much in line with the NCPE's remit. Particularly, the European Union Agency for Fundamental Rights (FRA) requested feedback from stakeholders, including the NCPE, on its 2024 work plan and on user satisfaction of FRA's work; and invited the NCPE to a webinar on research methods and measuring human rights in the European Union. The NCPE was also consulted on the use of the Charter of

Fundamental Rights, and on anti-racism in policing in the EU, for studies carried out by FRA in 2022.

The NCPE's Commissioner is the national member of the Experts' Forum of the European Institute for Gender Equality (EIGE) and in 2022 participated in the respective meetings. Participation was also registered in the Gender Equality Forum 2022 during which the results of EIGE's annual Gender Equality Index were released.

Furthermore, in 2022, the NCPE participated in the annual seminar organised by the

European Commission against Racism and Intolerance (ECRI) for equality bodies on intersectional discrimination; the meeting of the bodies on free movement of EU workers organised by the European Commission; network meetings of the equality and diversity coordinators of the European Personnel Selection Office (EPSO) and other events by European and international bodies.

2.3 Media

Maintaining a consistent media presence is extremely important for the NCPE, as the Commission can convey its message on various issues related to equality. In this context, a communications work plan was formulated to reach different groups of people using different means of communication, both on traditional and social media.

In 2022, 57 contributions were made to the traditional media. These include:

- press statements
- articles and features
- answering journalists' questions and
- participation in TV and radio programmes

Eleven press statements were issued on the NCPE's work and position regarding topical issues, such as Paulina Dembska's femicide, discrimination in the access to housing, the alleged assault of foreign nationals by police officers and the legal amendment that will improve women's access to basic healthcare.

A record number of 25 articles and features were published in 2022 to commemorate international days and raise awareness on key issues related to equality which include women's poverty, racism, gender-based violence, post-retirement job opportunities and human trafficking, amongst others.





Additional topics were addressed in the replies to questions sent by four journalists from different media organisations. Topics included: women in politics, the increase of women at the workplace, women in pensionable age at risk of poverty, domestic violence and misogyny.



TV and radio programmes are still powerful means to disseminate information and discuss pertinent issues. During 2022, the NCPE participated in seventeen TV and radio programmes. Some of the topics discussed include the ongoing work of the Commission, women with different identities, femicide, the gender corrective mechanism, discrimination at the workplace, gender inequality in unpaid care work, the gender pay gap, equality on boards and sexual harassment.

In today's digital age, social media has become an essential tool to convey targeted messages and open access to public debate. Through Facebook, Instagram and Twitter, information was provided on developments and events related to equality, published statistics and disseminated content in favour of equality and non-discrimination,

including infographics, videos, brochures, and images. In 2022, the NCPE published over 620 social media posts across its platforms, in both English and Maltese.



Newsletter

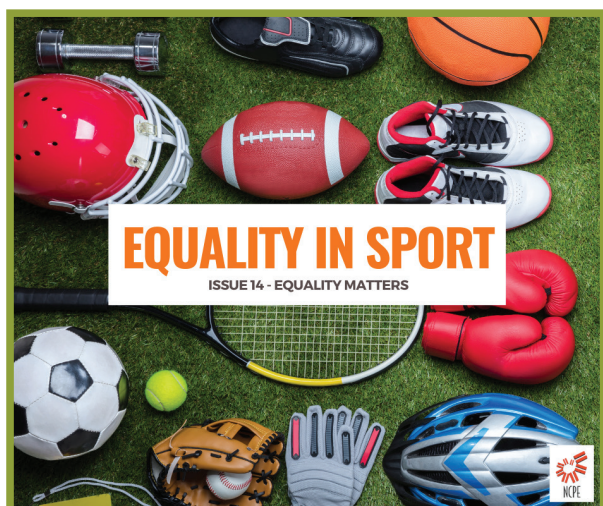
Two editions of the NCPE's newsletter 'Equality Matters' were published in 2022. An edition on equality in sport was published in January. This newsletter delineated the benefits of sport participation, discrimination in sports on the basis of gender, race and ethnic origin, age, sexual orientation, gender identity, gender expression or sex characteristics, recommendations on how to achieve equality in sports, and the NCPE's role as the national equality body. This edition also featured an interview with Ms Anna Calleja, the National Director for Special Olympics Malta.



Equality Matters Newsletter on Gender Equality and Climate Change

The second issue, published in November, outlined the relationship between gender

equality and climate change at national, EU, and international levels. It delved into how climate change impacts women and girls, why gender equality is key to climate action, and why an intersectional approach is important. It also provided information on key concepts and recommendations.



*Equality Matters Newsletter
on the Theme of Sport*

Both newsletters were posted on the NCPE's social media platforms and disseminated to stakeholders. The newsletters can be accessed from the NCPE's website – www.ncpe.gov.mt

Website

The NCPE's website - www.ncpe.gov.mt - is updated regularly with the latest events, publications, and other ongoing work. This website is a useful tool for students, academics and researchers studying topics related to equality. It is also an essential tool for victims of discrimination who want to lodge a complaint with the NCPE.

The website also features a section on the Directory of Professional Women with a registration and a search facility for stakeholders who are looking for women professionals in specific fields of expertise. Moreover, employers who would like to apply for the NCPE Equality Mark may find

pertinent information on the certification process.

Awareness-raising Campaigns

Women and girls in science - February

On the International Day of Women and Girls in Science celebrated on the 11 February, the NCPE shared infographics and quotes on its Facebook and Instagram accounts and tweets on its Twitter account, to raise awareness on the gender imbalance in science.

To commemorate this day, two female scientists were interviewed, namely Prof Cristiana Sebu, Associate Professor in Biomathematics, from the Department of Mathematics at the Faculty of Science of the University of Malta, and Dr Alexandra Bonnici, who heads the Department of Systems and Control Engineering at the Faculty of Engineering of the University of Malta. Both women shared their stories on their academic career in STEM. These interviews were featured in an article published on the Malta Today in February.



Social Media Post on Women in STEM

Discriminatory advertising - June

In March and April, the NCPE noticed a surge in discriminatory adverts.

To raise more awareness on the matter, the NCPE created animated social media posts, which were posted on its Facebook and Instagram accounts.

Sexual harassment at the workplace - August and December

In August, a poster was created on sexual harassment at the workplace and disseminated to different stakeholders to reach out to potential and actual victims and perpetrators of sexual harassment. Hard copies were distributed to colleges, tertiary education institutions, local councils, regional committees, trade unions and employers' organisations, ministries, and clinics. Soft copies were also disseminated to Equality Mark certified organisations and NGOs.



NCPE Poster on Sexual Harassment

In December, another poster was published to underline that everyone can experience sexual harassment. While the previous

poster portrayed a woman victim of sexual harassment, as per the majority of cases of sexual harassment, this poster sought to be more inclusive and appealing to everyone irrespective of gender or other characteristics. This poster was disseminated to the persons and entities on the NCPE's mailing list. In turn, the poster was then shared by different stakeholders.

EU Equal Pay Day - November

To commemorate the EU Equal Pay Day, the NCPE:

- scheduled slots on the TV programmes to create more awareness on the gender pay gap
- distributed information booklets on equal pay
- published an article in a local newspaper on the gender pay gap and equal pay for work of equal value
- created social media posts (in both Maltese and English) to commemorate the captioned day.



Social Media Post on the International Equal Pay Day

16 Days of Activism against Domestic Violence and Gender-Based Violence – 25 November till 10 December

Violence against women and girls is rooted in the historical imbalance of power between women and men. In this context, the 16 Days of Activism Campaign is organised at an international level between 25 November, the International Day for the Elimination of Violence against Women, and 10 December, Human Rights Day, to raise awareness on violence against women as the most pervasive breach of human rights worldwide.



16 Days of Activism – Social Media Post on Sexual Harassment

As in previous years, the NCPE raised awareness on domestic violence and gender-based violence, by posting infographics, statistics and videos on its social media platforms, and disseminated a poster to different stakeholders to reach out to potential victims and perpetrators of sexual harassment.



16 Days of Activism – Social Media Post on Gender-based Violence

2.4 Research

In 2022 the NCPE signed a Memorandum of Understanding with the University of Malta to strengthen its competence in research work in collaboration with the Faculty of Social Well-Being. This Agreement will lead to a research study called 'The Prevalent Gender Role Perceptions and Attitudes among Adults Living in Malta'. The prevalence and persistence of stereotypes

in Maltese society will be analysed, and recommendations will be made to further strengthen equality between women and men. The results of this research will continue to shed light on the extent to which the patriarchal mentality is still present in society and the impacts it has on the opinions and attitudes of the Maltese population. This study will therefore lead

to strengthening the NCPE's knowledge of the current national situation so that the Commission's work is more informed and effective.

In addition, it is envisaged that an awareness-raising campaign will be implemented based on the results of this research, addressing the persistent stereotypes and prejudices that hinder equality. This awareness campaign will also be carried out in collaboration with the Faculty of Social Well-Being at the University of Malta.



Signing the Memorandum of Understanding with the Faculty of Social Wellbeing

2.5 Empowerment for Diversity



E4D logo

The Empowerment for Diversity (E4D) project ran for 32 months, from April 2020 until November 2022. The project focused on the grounds of sexual orientation, gender identity, sex characteristics and gender expression. The NCPE identified the need to address the societal and cultural impact of the legislative changes in the previous seven years.

In the first quarter of 2022, the online advert campaign was continued with two

adverts regarding the NCPE's function of receiving and investigating complaints of discrimination. This online campaign was concluded in March upon attaining the desired number of reaches on Facebook.

Work on the E4D qualitative research study continued in 2022. The research study analysed the discrimination faced by LGBTIQ+ persons in Malta in various sectors of life such as education, employment, and in the access to and supply of goods and services. The objective of this study was to identify the extent of the discrimination experienced by LGBTIQ+ individuals and to increase NCPE's knowledge and expertise in the field of LGBTIQ+. It included a comparative analysis with a similar research study conducted by NCPE in 2011, entitled 'LGBT Discrimination Research Report'. The research study also focused on the recently-added grounds of discrimination in NCPE's remit, namely gender identity, gender expression and sex characteristics. The findings of the research study were presented at the project's Final Conference in November and it was subsequently printed and published online.



E4D Research Report

Two workshops were hosted with members of the LGBTIQ+ community with the aim of discussing the issues being faced by the community, identifying the needs to be addressed, and the current deterrents resulting in underreporting. The first workshop was held on the 26 July at the Rabat Volunteer Centre. The second workshop was held on the 8 August online. An analysis of these workshops was drawn up and published on the NCPE website.

The results of the project were presented at the final conference which took place on 24 November. Following introductions by the Parliamentary Secretary for Reforms and Equality Hon. Ms Rebecca Buttigieg as well as the NCPE Commissioner Ms Renee Laiviera, the project overview and activities were presented by Ms Annalise Frantz, the NCPE's Projects Manager.

The qualitative research study outcomes were presented by the researchers engaged through this project, as was the external evaluation. A panel of expert speakers was then given the floor to discuss and elicit feedback from the audience. The conference

was concluded with a networking lunch. A total of 93 participants were in attendance and they were each given a promotional tote bag with the project's reports and promotional items to help keep alive this project.

Focus was also put on the closure of the project in November 2022. The NCPE kicked off the closure process with the drafting of a final technical report and a



E4D Final Conference

final financial report. These reports verify the implementation of the project activities as well as prove the eligibility of the funds disbursed as agreed to in the Grant Agreement.



NCPE Staff during the E4D Final Conference

2.6 Managing EU Funds

Two project proposals were submitted for EU funding. Both proposals were evaluated favourably, however there was sufficient budget to fund only one of them. The Grant Agreement for the project 'Strengthening Knowledge on Integration and Non-Discrimination' (SKIN) was signed between the NCPE and the European Commission and the project started its implementation period from November 2022 until 2024 in partnership with Aditus Foundation through the Citizens, Equality, Rights and Values (CERV) funding programme.

The project SKIN focuses on the grounds of race and ethnic origin. The main aim of this project is to identify the needs of and discrimination faced by vulnerable groups, namely migrants and Muslims. Focus groups will be held with migrants and Muslims to better understand the discrimination faced, listen to their requirements directly, and use such awareness to increase the NCPE's and the project partner's knowledge and expertise in the field. This will lead to the publication of a Report and an Action Plan to ensure sustainability of the project's objectives beyond the project lifetime.

SKIN will also focus on strengthening knowledge to further empower the

national equality body through capacity-building sessions on discrimination on the grounds of race and ethnic origin, including familiarisation with the relevant terminology, better comprehension of the discrimination experienced by the vulnerable groups, and identification of further actions that need to be taken. The NCPE will then build on the knowledge gained through the capacity-building sessions, by creating training content and tools for its use. These will be utilised to instil awareness, educate and empower four target groups, namely trade union shop stewards, members from institutions/public entities, migrants and Muslims. Topics will focus on racism, anti-Muslim hatred, Afrophobia, rights and responsibilities at work, and on the work of the NCPE. An awareness-raising campaign will educate and raise awareness on integration with a particular focus on racism, Afrophobia, and anti-Muslim hatred. Through these activities, the NCPE will seek to increase its visibility and build trust with the target groups. These actions will enable the NCPE to achieve an important objective of the project; to tackle under-reporting through the dissemination of information about the NCPE's services and investigative procedure.



2.7 Training

Training is offered on the topics of equality, discrimination, harassment, and sexual harassment and requests for the delivery of such sessions are regularly received from Government departments/entities, private companies and educational institutions. If the requested topic is covered by the NCPE’s remit, such requests are acceded to, and discussions are held with the organisation to tailor the sessions according to specific needs.

Training is usually given in-person, as this is deemed by the NCPE to be more effective. However, online training is also provided in exceptional circumstances and as requested.



NCPE Training at San Anton School

Due to the ongoing Covid-19 pandemic, in the previous two years, a number of training sessions had to be postponed or cancelled. During 2022 the NCPE delivered several training sessions that had been planned for the previous years. Moreover, during 2022, a substantial number of requests for training were received from both the public and the private sector, Government entities, and the educational sector amongst others.

A total of 133 sessions were delivered to over 2,800 participants from various sectors, such as health care workers, the

Armed Forces of Malta, employees from private companies, as well as students.

No. of training sessions	133
Hours of training	179
No. of participants	2,870

The NCPE gives training on:

Equality law: The basic principles of Maltese equality legislation and EU Directives are explained and discussed. The NCPE trainers outline the different grounds of discrimination in Maltese law as well as the different spheres it covers. Discussions also focus on the definition of important provisions within the law, such as direct and indirect discrimination, victimisation, burden of proof, harassment, and sexual harassment.

Different social identities: The different characteristics protected by law are explained in detail. The NCPE highlights that equality is more than simple non-discrimination. Equality entails being attentive to the various needs and concerns of different social groups, by taking the needs of everyone into account, since the structures currently in place do not necessarily ensure equality in practice. Thus, to achieve equality there must be a pro-active effort to build inclusive settings.

Harassment and sexual harassment: Harassment and sexual harassment are discussed as a grievous form of discrimination, highlighting sexual harassment as a criminal offence. The difference between the two is elucidated, and examples provided. The obligations emanating from law, related to addressing and preventing sexual harassment are explained, and practical ways to deal with

harassment, as well as good practices for its prevention, are outlined.

Diversity management: The term diversity management is discussed in its wider context; diversity management is not about having different rules for different groups, but it is about the valorisation of different identities, and the recognition that diversity can lead to better work processes and outcomes. Practical ways of managing diversity are outlined and discussed with the participants.

Gender mainstreaming: The meaning of the strategy of gender mainstreaming is explained and the participants are guided through the gender mainstreaming process. Tools are distributed in the form of booklets together with online resources to assist officers in their gender mainstreaming work.

Gender Mainstreaming

In order to ensure that there is an understanding of the gender mainstreaming strategy and reporting obligations, the NCPE provides regular training and information sessions to public sector employees.

The gender mainstreaming strategy is defined as *"the (re) organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making"* (Council of Europe).

Gender mainstreaming has been official Government policy since June 2000, which policy was reiterated in 2012 through OPM Circular No.15/2012, to ensure that policies and practices are gender mainstreamed and to have a consolidated yearly report on developments in this regard. This report is

to be forwarded to the NCPE on an annual basis, and a synopsis of it, is to be included in the Department's annual report.

The NCPE then compiles a single evaluation report for the attention of the Permanent Secretary responsible for Equality.

From 2012 to 2022, the NCPE delivered a total of 72 training sessions to more than 950 public sector employees. Due to the rise in Covid-19 cases during March 2022, the annual training session to public officers regarding the gender mainstreaming report had to take place online.

Besides these sessions on the drafting of the gender mainstreaming report, the NCPE delivered two lectures on diversity mainstreaming to University of Malta students.

In 2022, a total of 146 reports were submitted to the NCPE, a slight increase from the 138 reports submitted in 2021 and 143 reports submitted in 2020.

In its review, the NCPE again stated that the reports reflected a limited understanding of gender mainstreaming and of how it can be applied systematically to the departments'/ entities' work, together with a low level of commitment to implementing the strategy.

It again recommended a specific public sector structure, within and across all ministries and departments, to pilot, implement, monitor and evaluate the implementation of the gender mainstreaming strategy. Sustained training to public officers at all levels is also recommended, so that they become knowledgeable in this field as well as to have higher accountability to follow government policy, particularly at top management levels.

2.8 Discrimination in Advertising

On a daily basis, the NCPE reviews local newspapers and online media for any discriminatory advertisements as defined by Article 10 of Chapter 456 of the Laws of Malta, which states that no advertisement for vacant posts in employment can be discriminatory.

Adverts published in newspapers and other media should use inclusive language and images without any form of discrimination. In cases of discrimination in advertising, the NCPE formally notifies the publishers and companies, explaining why the advert

The most common discriminatory adverts in 2022 were 'waiter' and 'handyman'. In this respect, it was suggested that wording such as 'waiter/waitress or waiting staff' and 'handyperson' would be suitable alternatives.

In view that the NCPE had noticed a surge in discriminatory adverts over a four week period, animated social media posts were created and posted on its Facebook and Instagram accounts, to raise more awareness on discriminatory advertising.

Year	Total amount of discriminatory adverts
2022	13
2021	10
2020	3
2019	20
2018	41

is discriminatory and suggests actions that need to be taken. In 2022, a total of thirteen discriminatory adverts were identified. Out of these, eleven had discriminatory text, and two had discriminatory images.

The general public can also draw the NCPE's attention to any discriminatory advert, including stereotypical images or language in adverts for vacant posts in employment.

Why use gender-sensitive language?

Using gender-sensitive language can:

- **Make it easier** to see important differences between the needs of women and men;
- **Challenge** unconscious assumptions people have about gender roles in society;
- **Lay the foundation** for greater gender equality throughout society;
- **Raise awareness** of how language affects our behaviour;
- **Make people** more comfortable with expressing themselves and behaving in ways that were once not considered 'typical' of their gender.





Source: EIGE's toolkit on gender-sensitive communication

Social Media Post on Gender-inclusive Language

2.9 Requests for Information (RFIs)

Requests for information are received on a regular basis from the general public as well as from various entities and agencies, both local and international, requiring information on topics related to the NCPE's remit. When possible, individuals who request information that is not within the NCPE's remit, are referred to the relevant entity that can provide further assistance.

Total Number of Requests for Information received in 2021

Year	2022		
	Women	Men	Total
Gender	16	3	19
Sexual Harassment	2	0	2
Race/Ethnic Origin	3	2	5
Gender Identity, Gender Expression & Sex Characteristics	1	0	1
Age	1	3	4
Sexual Orientation	1	0	1
Religion/Belief	1	0	1
Others / Not within NCPE's remit	5	3	8
Freedom of Movement	0	0	0
Total RFI received	30	9	*39

* 2 RFIs covered more than one ground.

2.10 Directory of Professional Women

The Directory of Professional Women aims to give visibility to professional women and their competences in various fields. This online Directory, launched by the NCPE in 2015, includes information about the qualifications, experience and skills of Maltese and Gozitan professional women. It can aid the identification of women in the various sectors for possible appointment on boards and committees and/or to assume decision-making positions in the labour market.

An advert for the Directory for Professional Women was shared on the NCPE Facebook page throughout the year in 2022. It was also disseminated on the government’s Intranet.

By end of year 2022, there were 274 professional women registered on the online Directory. The largest number of women are in the sectors of the Economy, Social Wellbeing and Health Sciences.



Advert for the NCPE Directory of Professional Women

2.11 Library and Documentation Centre

The Library and Documentation Centre, situated at the NCPE offices in Blata l-Bajda, hosts over 7,400 publications. It includes a wide range of books, journals, and articles, useful for those researching equality and the various grounds of discrimination. The publications’ database is available on the NCPE’s website.

discrimination is also available at the Library and included in the database.

Researchers, academics and the general public can visit the Library and Documentation Centre by appointment, either by calling on 2276 8200 or by sending an email on equality@gov.mt.

A compilation of local newspaper articles related to areas of equality and

3. The NCPE Equality Mark



EQUALITY CERTIFIED

The Equality Mark logo

For the twelfth consecutive year, the NCPE worked on the implementation of its Equality Mark, an initiative which started in 2010 through an EU-funded project but which continued beyond the project's lifetime due to its success.

During 2022, the NCPE certified 8 new organisations with the Equality Mark, whilst another 16 organisations were re-certified. By the end of the year, a total of 129 organisations which employ over 30,600 individuals were certified with the Equality Mark

The Equality Mark is awarded to organisations that make gender equality one of their core values and whose management is based on the recognition and promotion of the potential of all

employees: both women and men, and persons with caring responsibilities. Organisations certified with the Equality Mark have to demonstrate a commitment towards best practices in the area of gender equality that go beyond what is mandatory by law.

Certified equal opportunity employers can be identified through the Equality Mark logo. This logo can be used on all outgoing correspondence, including recruitment, advertising and press statements. The NCPE also promotes certified organisations locally by showcasing their good practices as a standard for other employers to emulate, and for job seekers to look out for. There are no application fees, and the provision of logos and promotion is also free of charge.

The Equality Mark benefits certified organisations by enhancing their ability to access the full talent pool of human resources and becoming an employer of choice; boosting profitability through improved work processes; cutting costs through higher staff retention; and increasing understanding of different customers' needs and the ability to meet them.

The NCPE Equality Mark certification is awarded for a period of two years, at which point a re-certification process is carried out with those organisations that want to retain this award.

All organisations applying for the Equality Mark Certification are assisted by the NCPE to carry out the necessary assessments and identify the best way forward for their specific organisation.

The NCPE provides guidance to organisations in implementing the necessary measures, such as drafting an Equality Policy and a Sexual Harassment Policy and putting in place or improving the availability of family friendly measures.

The Equality Mark is not a simple paper exercise and requires the whole organisation to be committed to gender equality principles in order to ensure that the necessary measures are implemented and are of benefit to all. Top management needs to demonstrate commitment to each of the standards outlined in the Equality Mark certification.

Interested organisations may apply to become equal opportunity employers by contacting the NCPE to discuss the organisation's current scenario and eligibility for the Equality Mark. The Application Form, available on the NCPE website, needs to be submitted duly completed together with the requested documentation. Following review, the NCPE provides feedback and assists the organisation in carrying out the necessary changes that will put it in line with the certification criteria.

The last step of the certification process is a gender equality audit by the NCPE, at the applicant's premises. An Awarding Ceremony for certified organisations is held during the NCPE Annual Conference. The list

of certified organisations can be accessed from the NCPE's website.

Companies certified with the Equality Mark:

- Implement an Equality Policy and a Sexual Harassment Policy, including internal reporting procedures for cases of discrimination and sexual harassment
- Implement standard operating procedures for recruitment and employment, that are based on the principles of equal opportunities
- Provide incentives for women and men with caring responsibilities to remain employed or return to work, by offering family-friendly measures, such as reduced hours, telework and flexitime
- Process, fairly and transparently, requests for family-friendly measures and keep a record of persons applying for such measures
- Ensure equal pay between women and men
- Ensure that job descriptions are gender inclusive, and roles assigned are free from gender stereotypes



The Equality Mark Awarding Ceremony

- Appoint a gender equality representative within the organisation or
- Establish a gender equality committee responsible for acting as a point of reference on equality issues
- Ensure equal opportunities in accessing training, staff development activities, news and other material
- Specify those measures that the organisation undertakes to facilitate participation from employees with caring responsibilities (including those making use of family-friendly measures) should training or other activities need to take place outside the normal working hours or environment
- Ensure that any goods and/or services supplied by the organisation are equally accessible to women and men.

Re-certification

After the lapse of two years from certification, the NCPE reassesses the criteria and ensures that the commitments taken at certification stage are being followed. As part of the re-certification process, the NCPE asks for the completion of two different questionnaires: one questionnaire by the employer and one questionnaire by a number of employees chosen at random. Some of the organisation's employees are also required to attend a short training-session by the NCPE on gender equality. From the replies to these questionnaires, the NCPE verifies that the organisation is upholding equality principles. Areas for improvement are identified and brought to the attention of the company.

As per table below, the NCPE notes with satisfaction that most organisations awarded the Equality Mark opt for recertification and invite the NCPE to reassess their context from a gender equality perspective.

2022			
Certified	1 st re-certification	2 nd re-certification	3 rd re-certification
All Clean Services Ltd.	Healthcare Funding Directorate (Entitlement Unit)	Directorate Corporate Services - MSPC	Directorate of Pharmaceutical Affairs
De La Rue Currency & Services Print Ltd.	Malta Business Registry	Grange Security Ltd.	Enemalta plc
EPG Financial Services Ltd.	Raketech Group Limited	Office of the Superintendence Public Health	European School of English (ESE)
Executive Group Ltd.	Specialist Group Cleaners Ltd.	Prohealth	Foundation for Social Welfare Services (FSWS)
JobsPlus	WM Environmental Ltd.	Servizzi Ewropej f'Malta	Nectar Group of Companies
RS2 Software plc			People & Standards Division
San Anton School			
Sanoserv Limited			

Equal Pay Tool

In 2020, the NCPE started developing an Equal Pay Tool that checks an organisation's equal pay for work of equal value between women and men. The Tool was developed within the framework of an EU-funded project called Prepare the Ground for Economic Independence (PGEI), which aimed at addressing the gender pay gap as well as the gender pension gap.

The ultimate objective of the Tool is for employers to be able to input data about their employees, which would be processed, and then help them identify any discrepancies in employees' salaries or allowances which are not justifiable.

Since the Tool's creation in 2020, the NCPE has worked on its finalisation, so that it yields precise results which are also easy to interpret. In 2022, the NCPE staff and a software developer contracted to work for this task, discussed improvements, piloted-tested an updated version of the Tool with several companies, and cleared most of the pending issues.

The Tool is expected to be integrated into the NCPE Equality Mark Certification in 2023. It will be used to check whether companies opting for the Equal Pay Certification have equal pay for work of equal value between women and men, and to assist them in correcting situations of unequal pay.

4. Building Knowledge and Networks

4.1 Our Conferences

NCPE's Forum: *Għaliex femiċidju?* – 27 January



NCPE Online Forum – *Għaliex Femiċidju?*

The femicide of Paulina Dembska, a 29-year-old Polish woman who was raped and killed at Sliema's Independence Garden on 2 January 2022, raised public discussions on femicide, violence against women and gender equality. Spurred by this femicide, the NCPE held an online forum, streamed on its Facebook Page, to discuss the link between gender inequality and gender-based violence.

The purpose of this online forum was to shed light on the link between violence against women and gender inequality, and to discuss the way forward.

Għaliex femiċidju?

Renee Laiviera
Kummissarju tal-NCPE, li se tiftah u taghlaq id-diskussjoni

Matthew Vella
Editur Eżekuttiv MaltaToday, li se jimmodera d-diskussjoni

Dr Marceline Naudi
Il-Fakultà għall-Benesseri Soċjali, I-Università ta' Malta

James Buhagiar
Men Against Violence (*L-Irġiel Kontra I-Vjolenza*)

Prof Saviour Formosa
Il-Fakultà għall-Benesseri Soċjali, I-Università ta' Malta

Gail Debono
Il-Kamra tal-Psikologi

Dr Lara Dimitrijevic
Il-Fondazzjoni għad-Drittijiet tan-Nisa

Audrey Friggieri
Kummissarju għall-Vjolenza abbażi ta' Ġeneru u Vjolenza Domestika

27.01.2022
6:00PM - 7:30PM

Livestream fuq il-paġna tal-NCPE

Forum Flyer

NCPE International Women's Day Conference – 3 March

As American writer and activist Audre Lorde said: *“there is no such thing as a single-issue struggle because we do not live single-issue lives.”* Individuals have intersectional identities deriving from social relations, history, and structures of power. An intersectional analysis seeks to unveil the complexity of everyday life and brings to light discrimination that occurs due to the combination of identities.



Panel Discussion during the NCPE Conference on International Women's Day

In this context, the topic chosen for the NCPE International Women's Day Conference was 'Women and Intersecting Identities' in view that some groups of people, particularly women, are more prone to intersectional discrimination.

Following a presentation on the topic, a panel discussion with different stakeholders highlighted the obstacles faced by women with different identities and the way forward. The Conference concluded with workshops, underlining areas where women with different identities are mostly at risk of inequality/discrimination from their personal experiences.



NCPE Conference on International Women's Day

NCPE Annual Conference 2022 – 8 June



NCPE Annual Conference 2022

During the NCPE Annual Conference 2022, the work carried out by the NCPE to enhance equal treatment was presented. 2021 had been another year of work for the attainment of equal treatment in Maltese society. Various initiatives such as the investigation of complaints of alleged discrimination, awareness-raising campaigns, training, research, and policy work were undertaken to ensure that individuals and minority groups facing discrimination can fully enjoy their rights.



Panel Discussion on Intersectionality during the NCPE Annual Conference 2022

During an Awarding Ceremony presided by Minister for Home Affairs, Security, Reforms and Equality, Dr. Byron Camilleri and the Parliamentary Secretary for Reforms and Equality Ms. Rebecca Buttigieg, 19 organisations were certified with the NCPE Equality Mark for the first time, and 37 organisations were re-certified as a confirmation of their commitment towards equality in the policies and practices at their workplace.

The second part of the Conference addressed the topic of intersectional discrimination to highlight how two or more characteristics can interact with each other concurrently in such a way as to produce distinct and specific forms of discrimination. Prof. JosAnn Cutajar from the Faculty for Social Wellbeing Gender and Sexualities, University of

Malta, initiated the session and facilitated a discussion whereby experiences of intersectional discrimination were shared by persons who lived or witnessed such discrimination. Panelists highlighted the need for a more holistic approach in Government actions in order to address intersectional forms of discrimination and inequalities.

E4D Final Conference – 24 November

The NCPE finalised the EU co-funded project 'Empowerment for Diversity' (E4D) to strengthen equality on the grounds of sexual orientation, gender identity, gender expression and sex characteristics. This Final Conference provided the opportunity to present the overall findings, outcomes, and recommendations of the work that



NCPE Staff during the Annual Conference 2022

was carried out over a two-year period that sought to address the societal and cultural impacts following the significant changes in the laws that strengthened LGBTIQ+ rights.

Ms Annalise Frantz, the NCPE's Manager (Projects), gave an overview of the activities that were carried out. In addition to the research study, workshops with members of the LGBTIQ+ community were organised with the aim of discussing the issues faced by the community, identifying the needs to be addressed, and the current deterrents

resulting in underreporting of cases of discrimination to respective authorities. Participation in the Malta Pride events 2021 and 2022 was also highlighted.

A panel discussion ensued, discussing the achievements in the sphere of equality on the grounds of sexual orientation and gender identity; the under-reporting of discrimination; remaining challenges in this area, and the way forward to ensure that equality is truly a reality for everyone.

4.2 Fora and Networks



NCPE Commissioner Participation in the Panel Discussion during the Conference on the Europe of Tomorrow

The NCPE is a member of various networks, committees and boards, and participates in their respective events.

European Network of Equality Bodies (Equinet)

Equinet is the European Network of Equality Bodies, which are public institutions fighting discrimination at national level. It has 47 members from 37 countries. Through Equinet, members are able to share and exchange their expertise at European level. The Network ensures that information and knowledge flows as efficiently as possible between members in order to learn from the successes achieved and the challenges raised during the implementation of their mandate at national level.

Equinet promotes equality in Europe through supporting equality bodies to be independent and effective as valuable catalysts for more equal societies.

The NCPE actively participated in Equinet's events throughout 2022 as in previous years.

EU Advisory Committee on Equal Opportunities between Women and Men

The NCPE Commissioner is a member of the EU Advisory Committee on Equal Opportunities for Women and Men, a body assisting the European Commission in formulating and implementing the European Union work aimed at promoting equality between women and men.

Created in 1981, by the European Commission Decision relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men, the Advisory Committee delivers opinions to the Commission on issues of relevance to the promotion of gender equality in the EU.

It comprises representatives of EU member states, social partners at EU level and NGOs, fostering ongoing exchanges of experiences, policies and practices between EU countries and the various parties involved.

European Institute for Gender Equality (EIGE) Experts' Forum

The Experts' Forum is EIGE's advisory body. Its primary function is to provide expert knowledge in the field of gender equality.

It is composed of members from competent bodies specialised in gender equality from every EU Member State. Each country designates both a member and an alternate and there are two members designated by the European Parliament, as well as three members designated by the European Commission and representing interested parties at the European level.

The NCPE Commissioner is a member of the EIGE Experts' Forum.

European Commission against Racism and Intolerance (ECRI)

ECRI is a human rights body of the Council of Europe, composed of independent experts, which monitors racism, xenophobia, antisemitism, intolerance and discrimination on grounds such as race, national/ethnic origin, colour, citizenship, religion and language. It prepares country reports on developments and issues recommendations to States under review.

The NCPE's Commissioner is a member of the European Commission against Racism and Intolerance (ECRI) and regularly participates in its work.

Committees and Boards

In 2022, NCPE officers sat on a number of Committees to promote equality between men and women, equal opportunities and non-discrimination that relate to a horizontal priority across all these programmes.

- **Women, Peace and Security (WPS) Oversight Committee:** The Committee is tasked with monitoring and evaluating the implementation of Malta's Action Plan which covers the term 2020-2024 and seeks to implement the United Nations Security Resolution 1325 on Women, Peace and Security.
- **Interreg Italia-Malta Executive Committee:** The Interreg Italia-Malta is a cross-border Programme which covers the Maltese Islands and several regions in Sicily. This Programme aims to reinforce sustainable growth at the cross-border level, with a particular focus on the Research and Innovation sectors. It fosters the competitiveness of small and medium-sized enterprises, protects the environment as well as promotes actions which mitigate the effects of climate change, whilst also addressing the area's natural and anthropic risks. One of the principles of the Programme is "equality between men and women and non-discrimination".
- As part of the Executive Committee of this Programme, the NCPE gives feedback on the equal opportunities section of the project proposal. The NCPE also sits on the programme's Monitoring Committee.
- **The European Maritime and Fisheries Fund (EMFF):** The EMFF contributes to realising the Common Fisheries Policy (CFP) objectives, which specifically consist of ensuring the conservation and

sustainable use of marine resources. The NCPE sits on the Monitoring Committee that assesses progress in reaching the objectives of the operational programme for Malta and analyses and approves the selection criteria for the financed operations. The NCPE's role is to give horizontal feedback on issues related to equality.

- The Rural Development Programme for Malta under the European Agricultural fund for Rural Development 2014-2020: The objective of this programme is to reduce economic and social disparities within the European Economic Area. The NCPE sits on the programme's Monitoring Committee.
- PPCD - Operational Programme I and Operational Programme II: The NCPE

is a member of the programme's Monitoring Committee whose role is to monitor the effectiveness and quality of the implementation of the Operational Programme, in accordance with Articles 49 and 110 of Regulation (EU) 1303/2013.

- Asylum, Migration, Integration Fund (AMIF): The AMIF is a mechanism to enhance, through financial assistance, effective management of migration flows to the EU, in particular by sharing responsibility between Member States and strengthening cooperation with third countries. In Malta, the programme focuses on asylum and reception, integration, return and solidarity. The NCPE sits on the programme's Monitoring Committee.

5. Financial Overview

During the financial year 2022, the NCPE received government funding amounting to €550,000 (2021- €520,230). Other income amounted to €3,679. Total recurrent cost amounted to €448,357 (2021 - €377,348) thereby registering a surplus of €105,322 for the year ending 31st December 2022. Staff Costs and Honoraria increased to €381,383 (2021 - €336,966) representing 85% of the total costs. Administrative costs amounted to €66,974 (2021 - €40,382). As in previous years, these costs are being kept to a minimum. The main administrative costs are listed hereunder:

The NCPE focuses on the investigation of complaints as per Chapter 456 of the Laws of Malta as well as the promotion of equality and research in this context. The NCPE regularly submits a number of proposals for EU Funding so as to be in a position to further its research and its training and awareness-raising activities. During 2022, the NCPE concluded the project *'Empowerment for Diversity'*, which commenced in April 2020 and ended in November 2022. This project was part-financed by the Rights, Equality and Citizenship Programme 2014-2020. The total expenditure of the project amounted to €137,258.

Legal and Professional fees	€16,395
Stationery, Printing and postage	€8,040
Office related costs	€28,237
Information services	€7,810
Transport	€1,663
Travel	€1,808
Other	€3,021
	€66,974

Looking Ahead

The NCPE will continue fulfilling its **investigative function** on receipt of complaints of discrimination and sexual harassment as per Chapter 456 of the Laws of Malta. The NCPE Commissioner will independently investigate these alleged breaches of equality law and issue Opinions and recommendations.

Recommendations will also be put forward, in relation to draft laws, strategies and policy documents, at national, EU and international levels, on the integration of the needs of diverse groups and on addressing intersectional forms of discrimination and inequality. The NCPE will continue following closely and contribute to the draft European Commission directives on Standards for Equality Bodies and the Horizontal Antidiscrimination directive, as well as assess the transposition and implementation of the directives on Work-life Balance, Women on Boards and Pay Transparency.

The process of expanding the provision of **training services** will continue in 2023. Besides accepting requests from companies, educational institutions and the public sector for sessions on ensuring equality and promoting diversity, the NCPE will also identify specific equality-related needs and propose tailored training programmes, to targeted sectors.

In order to effectively transmit the equality message to society, the NCPE will continue giving priority to its **communications work**, by means of a strategy that ensures the use of different channels – social media, newsletters, newspapers, TV and radio – as well as through the periodic organisations of conferences and seminars, that engage the stakeholders as well as the public, on the challenges

and inequalities experienced by different social groups and on how these may be addressed.

As part of the Memorandum of Understanding signed with the Faculty of Social Wellbeing (University of Malta), the NCPE will collaborate with researchers and academics to carry out **research** on perceptions of gender equality in Malta and, subsequently, devise an **awareness-raising campaign** on combatting gender stereotypes in different stages of the lifecycle.

2023 will see the implementation of several activities connected to the EU co-funded project '**Strengthening Knowledge on Integration and Non-Discrimination**' (SKIN). Focusing on the grounds of race and ethnic origin, SKIN's main aim is to identify the needs of, and discrimination faced, by migrants and Muslims. A launch conference is planned to introduce the project and its objectives. Preparation will also be underway for the initiation of project activities namely the capacity-building sessions, the consultation meetings and the awareness-raising campaign.

After undergoing a series of pilot-testing phases, the **Equal Pay Tool** will be rolled out in 2023, enhancing the Equality Mark award. Organisations accepting to be part of this process will be required to input into the Tool data relating to their human resources. This data will enable the Tool to measure whether, and to what extent, the pay practices within the company are in line with the principle of equal pay for work of equal value between women and men. Following analysis by the Tool of the data inputted, the NCPE will provide confidential information and guidance on

its equal pay situation to the organisation. Equality Mark certified organisations with 50 employees or more, can apply to participate in this exercise.

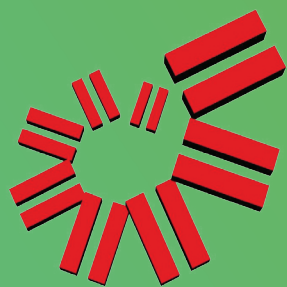
Following Government commitment to strengthen Malta's anti-discrimination law, the NCPE looks forward to the update of the current **equality legal framework** and to the Commission's transformation into a body with sanctioning powers and a wider

remit that encompasses more grounds of discrimination as well as human rights.

Above all, for 2023, the NCPE renews its commitment to pro-actively understand the **structural and systemic inequalities** experienced by social groups because of their protected characteristics and remains passionate about building a more equitable society for all.



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