

The Equality Mark Certification



What is the Equality Mark?

The National Commission for the Promotion of Equality (NCPE) awards the Equality Mark certification to companies / organisations that make gender equality one of their values and whose management is based on the recognition and promotion of the potential of all employees irrespective of their gender and caring responsibilities.



What are the certification criteria?

The Equality Mark award requires employers to show a commitment towards:

- Implementing an equality and harassment policy
- Ensuring equal opportunities in recruitment and employment practices
- Appointing an employee equality representative/s
- Implementing family friendly measures and work life balance options for men and women with caring responsibilities
- Monitoring the way new systems or policies may affect male and female employees
- Ensuring that any goods or services supplied and/or managed by the organisation are equally accessible to both male and female clients.

What's in it for me as an organisation?

- Accessing the Full Talent Pool during recruitment
- Higher profitability through gender diversity
- Reducing costs through staff retention
- Meeting the customers' needs and expectations
- Being the 'employer of choice'

