



ANNUAL REPORT 2015

The National Commission for the Promotion of Equality

Annual Report 2015

ISBN number: 978-99909-89-56-4

Table of Contents

Minister's Message.....	6
Commissioner's Message.....	8
The Commissioner and Commission Members in 2015.....	10
NCPE Organisation Chart in 2015.....	11
1. Equality in Malta	
1.1 An Overview of Developments in 2015.....	12
1.2 Statistical Overview.....	18
2. Striving towards Equality	
2.1 Investigations.....	36
2.2 Policy Review and Recommendations.....	39
2.3 Research.....	42
2.4 Awareness-raising Activities.....	49
2.5 Media.....	52
2.6 Specific Initiatives.....	55
2.7 Training.....	57
2.8 Discrimination in Advertising.....	64
2.9 Requests for Information.....	65
2.10 Library and Documentation Centre.....	66
3. The Equality Mark.....	67
4. Building Knowledge and Networks	
4.1 Our Conferences.....	70
4.2 International and National Meetings.....	73
4.3 Fora and Networks.....	75
5. Financial Overview.....	77
Looking Ahead.....	78

What We Stand For

The National Commission for the Promotion Equality is Malta's equality body entrusted by Chapter 456 of Laws of Malta to safeguard equality on the basis of gender, 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.

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 28/2007, Equal Treatment of Persons Order.

This Annual Report gives an overview of NCPE's work throughout 2015.



National Commission for the Promotion of Equality

Minister's Message

2015 was another successful year in terms of our work in the field of human rights and equality. Government continued to kickstart and implement a number of initiatives in various spheres of life to ensure that our society upholds and protects the rights of every individual, while challenging any discriminatory practices or human rights breaches. This to ensure the dignity and well-being of all citizens. Amongst others, this year we set up a new Human Rights and Integration Directorate falling within my Ministry with the goal to further strengthen the human rights framework through legislative and policy initiatives.

We will soon publish the final versions of the Equality Bill and the Human Rights and Equality Commission Bill, following a three-step public consultation process. The proposed Equality Bill will meet the highest anti-discrimination and equality standards, while the Human Rights and Equality Commission Bill will set up a new national human rights institution in line with the Paris Principles, which will completely transform the NCPE by widening its remit and functions.

Meanwhile, Malta ratified Protocol 12 of the European Convention on Human Rights. This Protocol extends the Convention's non-discrimination Article to a right in itself, thus guaranteeing protection from discrimination from any public authority. We are therefore raising the bar within our society and ensuring that all citizens are treated equally by public authorities. This Protocol enters into force on the 1st of April 2016.

As part of my Ministry's efforts to foster intercultural dialogue, we have embarked on project entitled Mind D Gap: Together we can make a difference to promote equal opportunities and obligations for all regardless of national, ethnic or cultural background. The aim of

this undertaking was to support efforts that enable third country nationals of diverse backgrounds to integrate within Maltese society. As a follow up to this, my Ministry will shortly launch the National Migrant Integration Strategy – Vision 2020 developed in liaison with other Ministries.

The government has also taken landmark steps in the field of lesbian, gay, bisexual, trans, intersex and genderqueer (LGBTIQ) equality. This has reflected positively in ILGA-Europe's rainbow index, where Malta reached the highest spot in Europe in October 2015. More importantly, the actions undertaken and the legislation adopted further safeguard equal treatment and opportunities for all, regardless of their sexual orientation, gender identity, gender expression or sex characteristics. The LGBTIQ Action Plan for the period 2015-2017 aims to support the legal framework by providing a comprehensive framework that ensures that LGBTIQ equality is a reality in Malta.

The enactment of the Gender Identity, Gender Expression and Sex Characteristics Act was celebrated around the world as the new benchmark in the field. This legislation allows for amendments of gendered characteristics on all official documents or certificates, without requiring the individual to undergo any medical interventions. To date, more than 40 individuals have benefited from this Act and have successfully changed their gender on their birth registration certificate and other documents.

To further strengthen the LGBTIQ legal framework and in conformity with the LGBTIQ Action Plan, the Affirmation of Sexual Orientation, Gender Identity and Gender Expression Bill was presented for public consultation in December 2015. This Bill prohibits the performance of conversion practices on individuals,



Dr Helena Dalli
Minister for Social Dialogue, Consumer Affairs and Civil Liberties

with particular attention on vulnerable individuals. This is another step forward to protect individuals from dangerous and discriminatory practices.

We firmly believe that ensuring equal opportunities in employment is crucial to reduce risks of poverty and social exclusion, while at the same time taking full advantage of the potential of all. Increasing the female participation rate in the labour market is challenging. Nonetheless, thanks to the various measures implemented in this area, Government has seen a higher percentage rate in the employment rate for women; between July and September 2015, this rate reached 52.8%, an increase of more than 2,600 female employees (or 1.7%), over the same period in 2014.

Among the measures implemented, the introduction of free childcare to all parents in work or in education with children aged three months to three years has proved to be the most effective measure to bring about this rise in female employment, with a total of 5,503 children attending free childcare by end of August 2015.

A special fund for maternity leave was also set up to challenge discrimination against women during recruitment. This fund is financed by the contribution of all private enterprises according to the number of employees, irrespective of their gender. This initiative aims to address unfair treatment towards women during the recruitment process due to pregnancy or potential pregnancy, in light of the expenses incurred by the respective employer for payment of maternity leave.

In addition, in order to strengthen the 'making work pay' principle, as of January 2015, the rate of the

Maternity Leave Benefit for women in employment from the 15th to the 18th week, has been increased and paid at a rate equivalent to the National Minimum Wage, whilst women in self-employment had their maternity benefit rate increased to the minimum wage for their 14 weeks of maternity leave.

Decision-making is another area that is being given attention by my government in order to address the existing gender imbalance. In 2015 NCPE undertook various initiatives aimed at increasing the number of women in decision-making positions. Particularly, the online Directory of Professional Women was launched in 2015.

A zero-tolerance approach to gender-based violence continues to be a priority to my government, who is committed to the full implementation of the Istanbul Convention in order to effectively protect women against all forms of violence and ensure that such violence is never tolerated. My ministry is currently working on a legislative exercise which will signify a major overhaul in the way the national system deals with domestic violence and gender based violence. In practice, this will mean that victims of violence are treated in a fairer way and their case dealt with in the most efficient manner possible. A policy package will be complementing this exercise in order to also gradually change the way our society discusses these forms of violence. The issue of violence against women is also being identified as one of the two main areas of equality initiatives that will be highlighted during the Maltese EU Presidency in 2017.

I thank all those who are working to strengthen equality and human rights for the benefit of Maltese society.

Commissioner's Message

2015 was another year throughout which NCPE continued working for the attainment of equal treatment in Maltese society by actively addressing issues of concern in relation to non-discrimination on the basis of the grounds that are covered within its remit whilst promoting equality through awareness raising and empowerment.

The process that will transform **NCPE into a Human Rights and Equality Commission** envisages major developments regarding the restructuring and strengthening of the current legislation on equality and human rights. The public was asked to give feedback to the White Paper on the setting up of this Commission based on the Paris Principles. The White Paper outlined two legislative initiatives – a Bill towards an Equality Act that meets the highest anti-discrimination and equality standards, and a Bill towards a Human Rights and Equality Commission Act, that will set up the new Commission. Following a consultation period, these two Bills will be presented in Parliament for their first reading.

NCPE, and I as Commissioner, has a mandate to **investigate complaints** alleging discrimination within different spheres of life and on the grounds of gender and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, or gender identity, gender expression or sex characteristics. In 2015, besides carrying out investigations on the complaints lodged and finalising pending cases, I also initiated ex-officio investigations on matters falling within NCPE's remit to ensure that equal treatment is safeguarded throughout society.

A number of **proposals on specific issues** - such as the Cohabitation Act, the changes in the Criminal

Code in relation to the vilification of religion and pornography as well as the White Paper on the establishment of a Human Rights and Equality Commission - were discussed by the Commission members during 2015. In addition, throughout the same year NCPE contributed in various ways to the preparations that are currently underway for Malta to assume the **Presidency of the Council of the European Union** in 2017.

A remarkable achievement to address gender segregation and the low-level of women in high-positions in employment is the launch of the **Directory of Professional Women**. This Directory aims to give visibility to professional women and their competences in various sectors by including information about their qualifications, experience and skills. The Directory provides a pool of professional women in different sectors, who can be considered for boards, committees and other decision-making positions. By December 2015, more than 200 women were registered in this Directory.

Moreover, a **Mentoring Programme** for women aspiring to hold decision-making positions proved to be successful with 30 women participating in this initiative. These mentees were guided on a one-to-one basis by mentors in high-level positions coming from different economic sectors.

In 2015, NCPE carried out several **research studies** focusing on specific equality-related areas, namely on gender-balanced representation in decision-making, on gender quotas and other measures to enhance gender balance in decision-making; as well as on the different forms of violence that are present within Maltese society. These studies sought to



Renee Laiviera
NCPE Commissioner

provide valuable findings on these matters that can be utilised to develop further actions to promote equality based on factual knowledge.

To continue sensitising the public on matters related to equal rights, various **awareness raising activities** were organised covering the rights and responsibilities of the individual in the context of the updated legislation with wider protection enacted in 2012 as well as on the different forms of violence in Malta.

Training on equality, diversity and non-discrimination is another important contribution that NCPE offered to an array of groups. Specific training was organised in 2015 for NCPE's staff with the aim of accelerating the learning curve for the implementation of NCPE's remit, thereby enabling NCPE to offer more effective services to its service users. The knowledge obtained through these internal training sessions was then used for subsequent training targeting different groups, including public service employees, local councils' executive secretaries, NGOs and social partners.

The **Equality Mark Certification** entered its sixth year and till the end of 2015, a total of 61 companies and Government department/entities were certified. NCPE awards the Equality Mark to entities that demonstrate a commitment towards gender equality at the workplace as well as in the provision of goods and services.

Though the year 2015 witnessed the strengthening of several equality and anti-discrimination measures in Malta, major **challenges** in the field of equality still remain. These range from low participation rates of women in decision-making,

stereotypical and negative attitudes towards LGBTIQ persons, exclusion from full participation in different spheres of life of young and older persons, racism and religious discrimination.

It is thus of utmost importance that the work done in 2014 and 2015, preparing the ground for the establishment of a Human Rights and Equality Commission, is translated into a strong legislative framework in 2016. It is envisaged that the new Commission will have a broader mandate and stronger powers and authority in the spheres of human rights and equality in order to ensure that everyone enjoys their full rights in their daily lives. I thank the Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Hon. Dr Helena Dalli, for her relentless commitment to safeguard equal rights in Malta. I also would like to thank the Commission members and all the staff of NCPE for their rewarding and productive work in order to reach NCPE's objectives, meet the deadlines and address challenges that came in our way during the past year.

I augur that the change that will happen bringing about the establishment of the new Human Rights and Equality Commission will give better protection to victims and potential victims of discrimination as well as to the Maltese society at large.

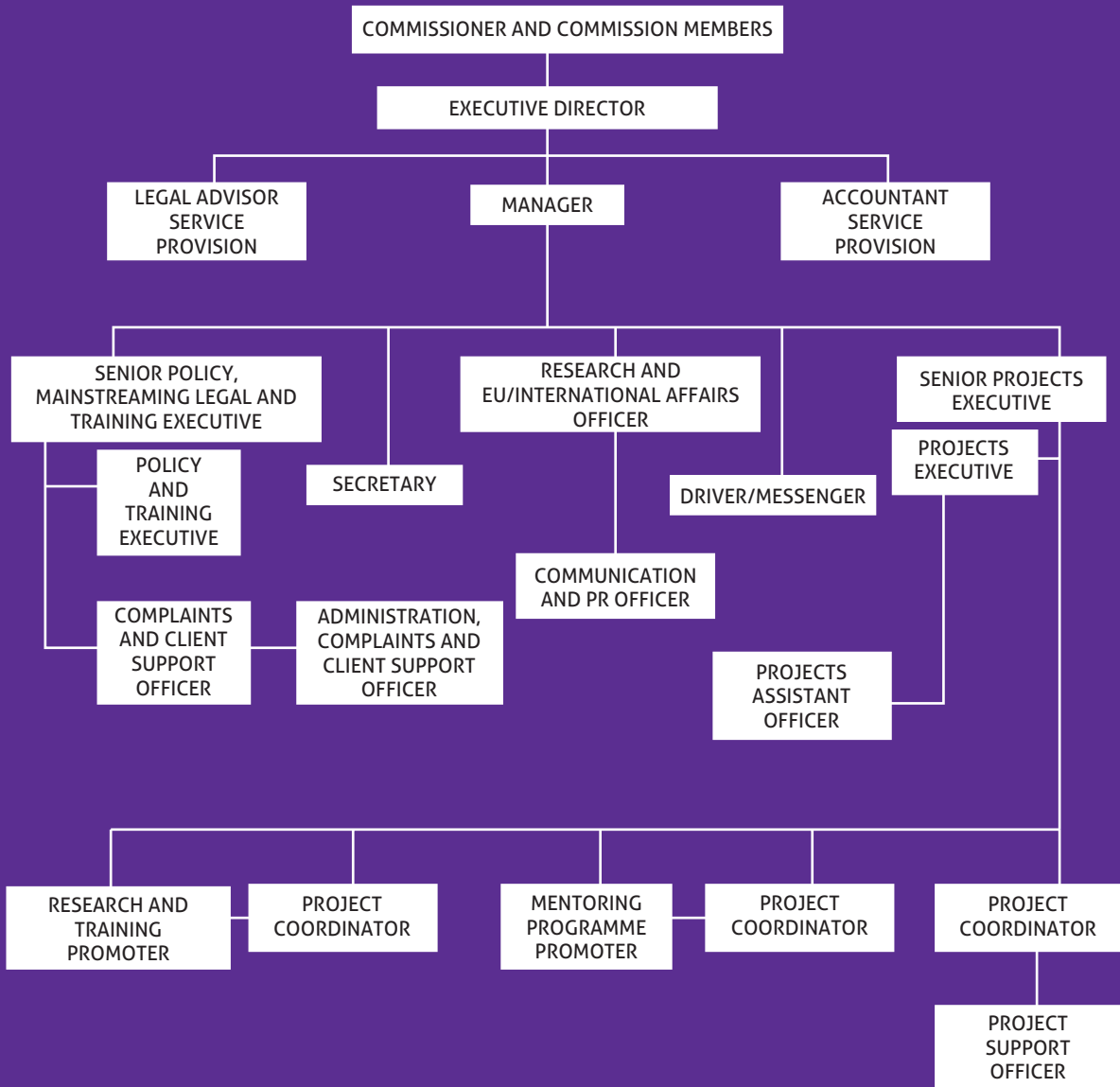
A handwritten signature in black ink, appearing to read 'Renee Laiviera', with a horizontal line underneath.

The Commissioner and Commission Members in 2015

The Commissioner: Renee Laiviera

The Commission Members: Claudine Borg
Prof. Mark Anthony Falzon
Mary Galea Debono
Mario Mallia
Oliver Scicluna
Lorraine Spiteri
Dr Vanni Xuereb

NCPE Organisation Chart



1. Equality in Malta

1.1 An Overview of Developments in 2015

During 2015, NCPE continued working for the attainment of an equal society by actively addressing issues of concern in relation to non-discrimination on the basis of gender and family responsibilities, sexual orientation, religion/belief, race/ethnic origin, age, and on its wider brief to include gender identity, gender expression and sex characteristics. This section provides an outline of the most important developments in the area of equality and non-discrimination on the grounds within NCPE's remit.

Gender

The positive trend of a higher participation of women in the labour market was confirmed in 2015 as can be seen from the table here.¹

	2013	2014	2015 (Q3)
Male	74.1%	74.9%	77.1%
Female	47%	49.5%	52.8%

The above snapshot indicates that the introduction and consolidation of measures like free childcare, breakfast clubs and after-school-hours services are contributing to achieving a more gender-balanced participation in the labour market since women's participation in employment, although still relatively low, is steadily increasing over time. However, no improvements have been registered with regard to gender segregation in the labour market. Table below compares the percentage of women and men working in Services and Sales compared with those working in Management, in



NCPE staff in 2015

¹ Correspondence with the National Statistics Office, 28th January 2016

2014 and 2015² where women are in the majority in the Services and Sales sector whilst in the minority in the Management sector.

	2014		2015 (Q3)	
	Services and Sales	Managers	Services and Sales	Managers
Male	16.8%	11.1%	16.1%	10.7%
Female	29.6%	6.2%	29.9%	6%

A look at the composition of Maltese company boards in 2015 also reveals a severe underrepresentation of women.³

CEO		Executives		Non-executives	
Women	Men	Women	Men	Women	Men
4%	96%	14%	86%	3%	97%

These figures show that, in spite of an increase in women's participation in the labour market, a concerted effort is needed to challenge gender stereotypes in order to address gender segregation in employment and the underrepresentation of women in decision-making positions.

Gender segregation is also a reality in our educational institutions. For example, while the majority of University graduates are women there is still a strong female underrepresentation in science and technology courses. This, coupled with the discrepancy of having 59.3% female student graduates⁴ in 2014/2015 and, simultaneously, very few women in high-positions, is indicative of a situation where women continue to face several barriers to equal opportunities in career-development.

With a view to address gender segregation in employment and education, the Maltese Government proposed the establishment of an **International Day of Women and Girls in Science to be commemorated every 11th February**. The resolution put forward by Malta was adopted by the General Assembly of the

United Nations on the 3rd December 2015. It aims to increase the recognition of women's contribution to scientific knowledge and enhance women's participation in science and technology.⁵

The **Directory of Professional Women**, launched in 2015 by NCPE, was another initiative aimed to address gender segregation and the low-level of women in high-positions. The Directory aims to give visibility to professional women and their competences in various sectors highlighting their qualifications, experience and skills. It provides a pool of professional women in different sectors, who can be considered for boards, committees and other decision-making positions. By December more than 200 women were registered in the Directory. Moreover, in support of this initiative NCPE implemented a Mentoring Programme for women aspiring to hold decision-making positions. 30 women were guided on a one-to-one basis by mentors in high-level jobs coming from different backgrounds.⁶

The **Maternity Leave Fund**, announced in the 2015 Budget, came into force in July. By virtue of the new regulations, employers are required to pay a monthly contribution to the Maternity Leave Fund irrespective of the gender of the employees. This will be used to reimburse employers paying employees on maternity leave. This initiative aims to further prevent discrimination on the ground of pregnancy or potential pregnancy since all employers will be contributing to the payment of salaries for women on maternity leave.⁷

Furthermore, from January 2015 the **Maternity Benefit** payable by Government, applicable for the last four weeks of the maternity leave, increased by more than €6 per week. In the case of self-employed women, the maternity benefit increased by more than €73 per week over the first 14 weeks of entitlement.⁸

5 Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, December 2015, Stqarrija Mahruġa Mill-Ministeru Għad-Djalogu Soċjali, Affarijiet Tal-Konsumatur U Libertajiet Ċivili, Press Release Reference Number: PR152790

6 National Commission for the Promotion of Equality, December 2015, Press Release: More than 200 women registered on the Directory of Professional Women

7 Ministry for Finance, November 2014, Budget Document 2015

8 Ibid.

2 Ibid.

3 European Commission – Justice, April 2015, Executives and Non-Executives

4 www.um.edu.mt



NCOPE Commissioner Ms Renee Laiviera during the CHOGM Women's Forum

The Budget for 2016 included a measure aimed at encouraging more female participation in entrepreneurship. The **Micro Invest scheme** will be modified so that self-employed women and enterprises where the majority equity is controlled by females will be given a maximum tax credit of €50,000 instead of €30,000.⁹ In 2015, around 8% of the total employed women worked as self-employed. The percentage for males was 17%.¹⁰

Political decision making is one of the areas where Malta still faces considerable challenges in terms of gender equality. This was confirmed in the Local Council elections held in 2015, where only 20.1% of the contestants and 19.2% of the elected councillors were women.¹¹ Currently, Maltese Parliament has 13% of female members whilst, on a positive note, 4 out of the 6 Members of the European Parliament are women.

The subject of women's participation in the political sphere was one of the subjects discussed during the Commonwealth Heads of Government Meeting (**CHOGM**) **2015 Women's Forum**. The Forum brought together women's rights campaigners,

NGOs, government leaders, women's organisations and successful female entrepreneurs. The Forum was an initiative by the Government of Malta, which had been endorsed by the Commonwealth Secretariat, and it will become a permanent feature in the CHOGM programmes, serving as a focal point for discussions on women's contributions in societies within the Commonwealth and beyond. NCOPE's Commissioner Ms Renee Laiviera addressed the Women's Forum with a presentation on Effective Women's Political Leadership.

The CHOGM Women's Forum covered other areas including: corporate leadership, leadership in the judiciary, enterprise development, access to finance, media and technology, social development, and gender based violence.¹² The outcome document called for the Commonwealth to establish an independent **Technical Working Group on gender equality** and women's empowerment in line with the targets set by the Sustainable Development Goals and the 2030 Agenda for Sustainable Development, and to report the progress at the subsequent CHOGM.¹³

⁹ Ministry for Finance, October 2015, Budget Document 2016

¹⁰ Correspondence with the National Statistics Office, 28th January 2016

¹¹ Correspondence with the Department of Local Government, 15th January 2016

¹² Government of Malta, March 2015, CHOGM Malta 2015 to Host First Ever Commonwealth Women's Forum, Press Release Reference Number: PR150484

¹³ Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, November 2015, Minister Helena Dalli presents the final outcomes of the Women's Forum to the Commonwealth Foreign Ministers, Press Release Reference Number: PR152673

LGBTIQ

Following the milestones reached in the area of LGBTIQ rights through the introduction of civil unions, in April 2015, the Maltese Parliament unanimously voted in favour of the **Gender Identity, Gender Expression and Sex Characteristics Act**. The law introduces a right to gender identity for all persons and allows for amendments of gendered characteristics on all official documents or certificates. It also establishes a positive obligation on government entities to ensure that their services ensure equal treatment for trans persons. With regards to sex characteristics, it provides parents with the possibility to postpone the entry of a gender marker on their children's birth certificate and introduces a right to bodily integrity and physical autonomy for all persons. Non-medically necessary treatment on the sex characteristics of a person without informed consent became unlawful. *'Gender expression' and 'sex characteristics' were also added to the grounds on which discrimination is prohibited in Chapter 456 Equality for Men and Women Act.*¹⁴

The policy issued in June 2015 by the Ministry for Education and Employment entitled **Trans, Gender Variant, and Intersex Students in Schools Policy** helps translate in practice the principles and objectives contained in the aforementioned Act. The policy aims to foster a school environment that is inclusive, safe and free from harassment and discrimination as well as promotes the learning of human diversity that is inclusive of trans, gender variant and intersex students, thus promoting social awareness, acceptance and respect¹⁵.

The rights of trans persons were also the subject of a resolution discussed in the Parliamentary Assembly of the Council of Europe. *This resolution, adopted with an overwhelming majority, called upon Member States to respect, protect and fulfil trans persons' right not to be discriminated against and*

14 Government of Malta, April 2015, Malta to have Europe's most comprehensive Gender Identity, Gender Expression and Sex Characteristics Act, Press Release Reference Number: PR150698

15 Ministry for Education and Employment, June 2015, Trans, Gender Variant and Intersex Students in Schools Policy

to facilitate quick, transparent and accessible legal gender recognition based on self-determination. The parliamentarians urged Member States to take proactive measures for advancing the living conditions of trans people and to raise awareness on trans rights.¹⁶

In Malta, further action was undertaken to ensure the full enjoyment of rights and the inclusion of LGBTIQ persons. An **LGBTIQ Action Plan (2015-2017)** was drawn up by the Consultative Council and adopted by government. This outlines issues of concern that had not yet been addressed such as the current blood donation ban for gay men, the ban on lesbian women's access to IVF treatment, and the current lack of protection against conversion therapy.¹⁷ In December, a draft Bill entitled **Affirmation of Sexual Orientation, Gender Identity and Gender Expression** was published for consultation. This Bill aims to prohibit 'conversion therapy' as a deceptive and harmful act. 'Conversion therapy' seeks to change and/or to repress a person's sexual orientation, gender identity and/or gender expression. There is no evidence towards the validity or effectiveness of such 'therapy'. On the contrary, it is dangerous to the individual's mental and physical health, in some cases leading to suicide.¹⁸

In July, a **networking seminar** organised in Malta by the European Network on Religion and Belief (ENORB) and the European Region of the International Gay, Bisexual, Trans and Intersex Association (ILGA-Europe) provided a space for *dialogue between representatives of the LGBTIQ community and representatives of various religions/beliefs*. NCPE facilitated its organisation. Among the many points raised, the need of more progress in terms of public perception and attitudes, and the

16 Parliamentary Assembly - Council of Europe, April 2015, Resolution 2048 (2015) Discrimination against transgender people in Europe

17 Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, November 2015, We need to ensure that LGBTIQ issues become a regular feature of any action plan, conference or activity related to equality within the Commonwealth Minister Helena Dalli, Press Release Reference Number: PR152641

18 Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, December 2015, Public Consultation launch on a draft Bill that criminalises harmful conversion therapies, Press Release Reference Number: PR152855



Networking Seminar on LGBTIQ and Religion/Belief

important role that religious leaders play in this regard, were highlighted. It was also stated that education and dialogue are vital to maintaining inclusivity as well as to building bridges between LGBTIQ persons and different religions/beliefs.¹⁹

Age

Developments on the ground of age in 2015 included the launch of a youth policy and the issuing for consultation of a draft pension reform strategy.

In August, the Ministry for Education and Employment unveiled the **National Youth Policy Towards 2020 – A shared vision for the future of young people**. The policy's vision is based on the idea that young people should be respected, valued and listened to as well as supported and encouraged in building and fulfilling personal

¹⁹ National Commission for the Promotion of Equality, July 2015, Press Release: Networking seminar between representatives of Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) organisations, human rights organisations and representatives from various religions/beliefs

and social relationships. The values of the policy are respect, recognition, sustained support and solidarity, and it is underpinned by principles of responsiveness, access, participation, inclusion, integration, diversity, empowerment and equality.²⁰

In June, the **Pension Strategy Group** put forward several proposals for strengthening the pension system. Amongst its recommendations there were proposals to increase the credited contributions for child bearing and rearing; introduce a full contributory entitlement for those in part-time work; eliminate the mandatory retirement age; increase the Guaranteed National Minimum Pension (GNMP); and incentivise people to remain in employment as well as give credited contributions for lifelong learning.²¹

²⁰ Ministry for Education and Employment, August 2015, Launch of the National Youth Policy Towards 2020 – A shared vision for the future of young people, Press Release Reference Number: PR151826

²¹ The Ministry for the Family and Social Solidarity and the Ministry of Finance – The Pension Strategy Group, June 2015, A Strategy for an Adequate and Sustainable Maltese Pension System

Some of the recommendations outlined by the strategy group that were included in the **2016 Budget**:

- The minimum amount payable (the GNMP) for a contributory pension for those with sufficient contributions became €140 per week and pensioners with insufficient contributions are to receive payments pro rata
- Gainfully occupied surviving spouses who will start receiving the full married couples pension, and not the 5/6 they are receiving to date
- Parents born between 1952 and 1961 will be given two years credit for each child
- Parents born after the latter date will be given four years credit for each child up to a maximum of 12 years
- Credit will also be given for years spent in study and specialization as well as years spent in training and lifelong learning.²²

Race/Ethnic Origin and Religion/Belief

Challenges in relation to discrimination on race/ethnic origin and religion/belief were highlighted in the **Cyber Security Report** published in February 2015 by the European Commission. The largest increase of people that accidentally encountered material which promotes racial hatred or religious extremism was observed in Malta, registering an increase of 13 percentage points since 2013, now at 25%.²³

In May, the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties embarked on a project entitled **Mind D Gap: Together we can make a difference**. The aim of this initiative is to support efforts that enable third country nationals (TCNs) of diverse national, economic, social, cultural,

religious, linguistic and ethnic backgrounds to fulfil the conditions of residence and to facilitate their integration within Maltese society. The project is intended to shape and inform the **National Migrant Integration Strategy 2015-2020**. This Strategy will be developed within a framework that promotes human rights, equal opportunities and obligations for all. Later in the year, a **Directorate for Human Rights and Integration** was established within the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties²⁴.

In December, a draft document on the initial reception of recently arrived migrants, outlining initiatives relating to detention and open centre accommodation was published for consultation. This would bring the system in line with the government's commitment not to detain minors and vulnerable persons and outlines the re-organisation of Malta's reception systems.²⁵

Equality and Human Rights

2015 saw major developments with regards to the restructuring and strengthening of legislation on equality and human rights, and the envisaged transformation of the NCPE into a **Human Rights and Equality Commission** (HREC). The public was asked to give its feedback on the White Paper on the setting up of this Commission to be based on the Paris Principles. The White Paper outlined two legislative initiatives: a Bill towards an Equality Act that meets the highest anti-discrimination and equality standards; and a Bill towards a Human Rights and Equality Commission Act, that will set up the Commission.²⁶

On 10 December 2015, International Human Rights Day, the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties presented drafts of these two Bills during a public seminar. Following the

²² Ministry for Finance, October 2015, Budget Document 2016

²³ European Commission, February 2015, Special Eurobarometer 423 - Cyber Security Report

²⁴ Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, May 2015, Mind D Gap: Together we can make a difference

²⁵ Ministry for Home Affairs and National Security, December 2015, New migration strategy draws a balance between Human Rights and Security, Press Release Reference Number: PR152933

²⁶ Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, December 2015, Towards a Robust Human Rights & Equality Framework: Consultation on Bills

consultation period, the Bills will be presented to Parliament for their first reading.²⁷

Furthermore, the human rights and equality framework was reinforced through the ratification of Protocol 12 of the European Convention on Human Rights. The Protocol removes the current limitation in the application of Article 14 (non-discrimination) of the Convention and guarantees that no-one shall be discriminated against on any ground by any public authority.²⁸

The year 2015 saw the strengthening of several equality and anti-discrimination measures.

²⁷ Ibid.

²⁸ Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, December 2015, The ratification of Protocol 12 of the European Convention on Human Rights will continue to strengthen the government's commitment to keep on raising the bar and ensuring that everyone is treated equally – Minister Helena Dalli, Press Release Reference Number: PR152861

However, major challenges in the field of equality remain. These range from gender imbalance in decision making, stereotypical and negative attitudes towards LGBTIQ persons, exclusion from full participation in different spheres of life of young and older persons, racism and religious discrimination.

It is thus of utmost importance that the work done in 2014 and 2015, preparing the ground for the establishment of a Human Rights and Equality Commission, is translated in 2016 into a strong legislative framework. The new Commission is expected to have a broad mandate and adequate powers to enforce its decisions in the spheres of human rights and equality in order to ensure that all individuals enjoy their full rights, in practice.

1.2 Statistical Review

Gender-disaggregated statistics in the spheres of employment, public administration, the judiciary, politics and education provide an insight into the development of gender equality in Malta. Statistics for the past three years are being presented for most areas, so as to enable the identification of progress over time, or lack of thereof. Generally, these statistics show that women are still

significantly underrepresented in the economical and political spheres. However, in areas such as that of employment, female participation is steadily on the rise. In others, most notably in the political sphere, women's participation is still very low and little improvements are being registered. University education is the only area where there is a considerable underrepresentation of men.

EMPLOYMENT

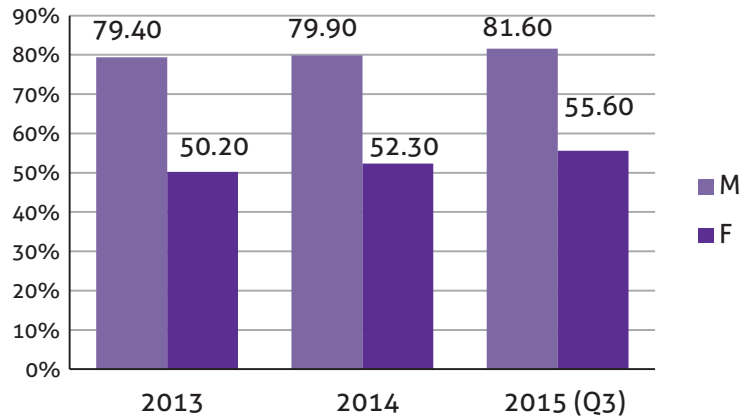
Table 1: Activity rates of women and men, divided by age²⁹

Age	2013		2014		2015 (Q3)	
	M%	F%	M%	F%	M%	F%
15 - 24	56.0	49.5	52.9	51.8	54.4	53.2
25 - 54	94.4	61.1	95.1	63.4	95.9	67.1
55 - 64	57.2	19.7	60.1	20.7	63.4	24.6

²⁹ Correspondence with the National Statistics Office, 28th January 2016

The activity rate of women is on the increase, although the high discrepancy between women and men in the 25 – 54 year cohort, is significant.

Figure 1: Activity rates of working-age women and men (15 - 64 years old)³⁰



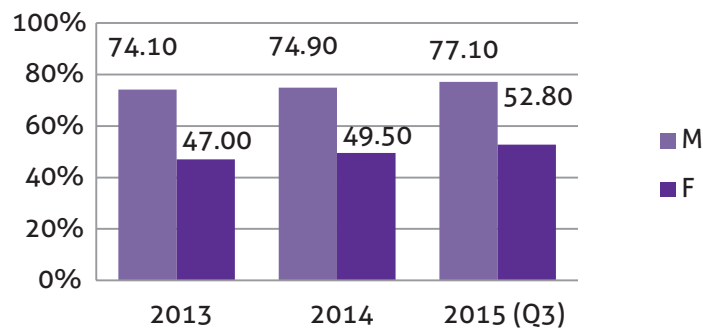
Of note, is the increase in the total number of women and men in the labour market. However, the percentage of gender difference is still an area of concern.

Table 2: Employment rates of women and men, divided by age³¹

Age	2013		2014		2015 (Q3)	
	M%	F%	M%	F%	M%	F%
15 - 24	47.5	44.4	45.7	46.8	45.7	47.7
25 - 54	89.6	57.8	90.6	60.6	92.2	64.4
55 - 64	53.8	18.7	55.7	19.9	60.2	24.1

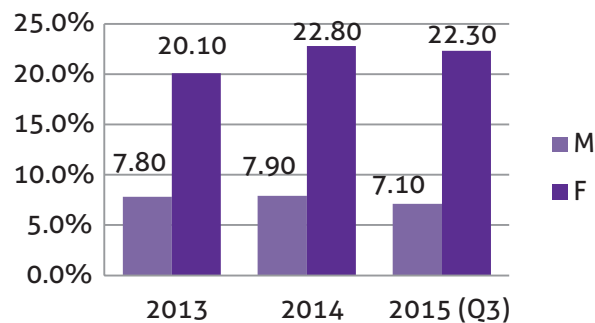
Whilst the employment rate for women is higher than that of men in the 15 – 24 years cohort, the situation switches from 25 years onwards, when the percentage difference rises significantly.

Figure 2: Employment rates of working-age (15-64 years old)



³⁰ Ibid.

³¹ Ibid.

Figure 3: Part time as main occupation

Whilst the employment rate for men has already reached 75% as per the 2020 EU target, much still needs to be done to increase the 52.8% women's employment rate in order to reach the same 75% target.

Although the percentage of women in part time work as main occupation is still much higher than that of men, it has slightly decreased over the previous year.

Table 3: Total employed by occupation³²

Occupation	2013		2014		2015 (Q3)	
	M%	F%	M%	F%	M%	F%
Armed forces	1.6	/	1.5	/	2.1u	/
Managers	11.1	7.2	11.1	6.2	10.7	6.0
Professionals	13.7	20.8	13.2	20.7	12.4	22.0
Technicians and associate professionals	15.0	14.1	14.4	13.5	14.5	15.8
Clerical support workers	6.4	18.9	7.4	16.8	8.8	14.2
Service and sales workers	15.6	26.6	16.0	29.6	16.1	29.9
Skilled agricultural, forestry and fishery workers	1.6	/	1.7	/	2.2u	/
Craft and related trades workers	16.2	1.3	15.8	1.2	14.6	/
Plant and machine operators and assemblers	8.2	3.9	8.2	4.3	7.5	3.7u
Elementary occupations	10.6	7.0	10.6	7.5	11.1	7.3

/ Data not published due to unreliable survey estimates as a result of less than 20 reporting units

u Figures to be used with caution since they are derived from a number of readings ranging between 20 and 49

Interesting to note that whilst the percentage of women classified under 'Professionals' and 'Technicians and Associated Professionals' has reported an increase, the percentage of women classified as 'Managers' and 'Clerical Support Workers' is on the decrease.

³² Ibid.

Figures 4 & 5: Total employed by occupation in 2015 (Q3)

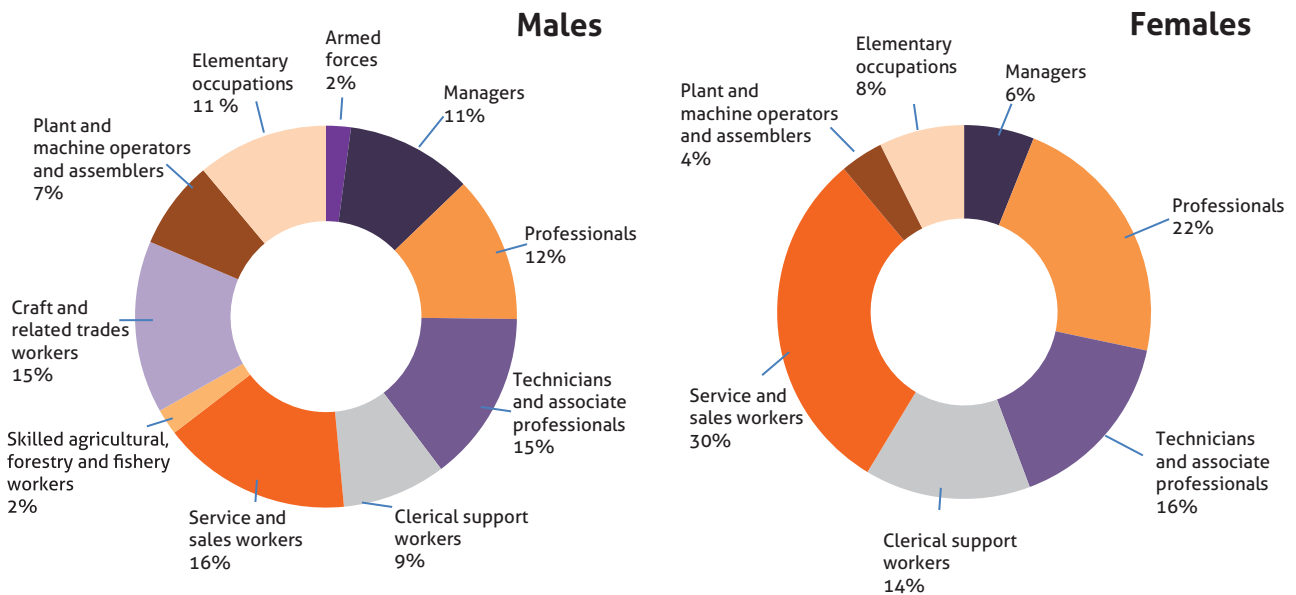


Table 4: Total employed by professional status³³

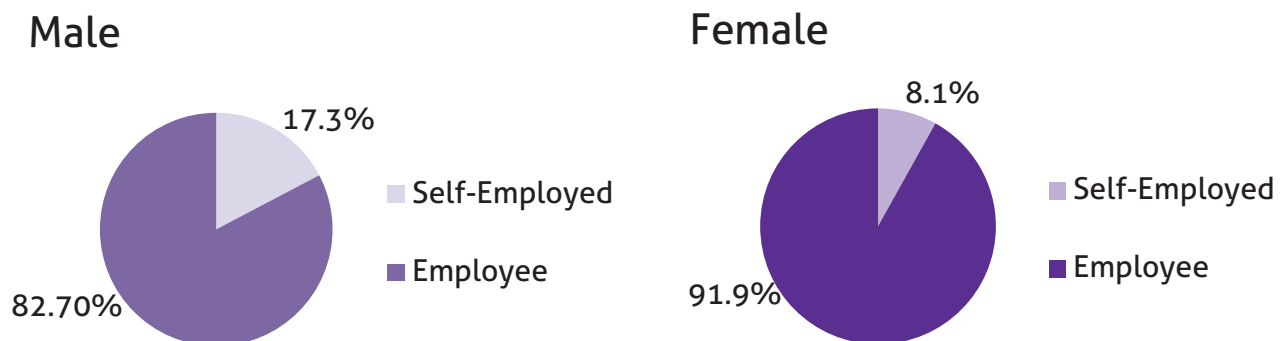
Professional status	2013		2014		2015 (Q3)	
	M%	F%	M%	F%	M%	F%
Self-Employed without employees	12.2	4.8	12.0	5.3	11.7	5.9
Self-Employed with employees	6.3	1.4	6.2	1.6	5.6	2.2 ^u
Employee	81.5	93.8	81.9	93.2	82.7	91.9

/ Data not published due to unreliable survey estimates as a result of less than 20 reporting units

u Figures to be used with caution since they are derived from a number of readings ranging between 20 and 49

Although relatively low, an increase in the number of self-employed women without employees can be seen in 2014 and again in 2015.

Figures 6 & 7: Total employed by professional status of women and men in 2015 (Q3)



³³ Ibid.

Comments

These figures show that both the activity rates, as well as the employment rates of women are on the increase in a significant manner. This indicates that those women wanting to enter the labour market generally succeed in finding employment. The rate of active women in the 55-64 cohort remains low, although it increased significantly over the past three years. It is also worth noting that, whilst there are almost three times as many women as men in part-time work, in

2015 the percentage of women in part-time work remained practically the same as the previous year.

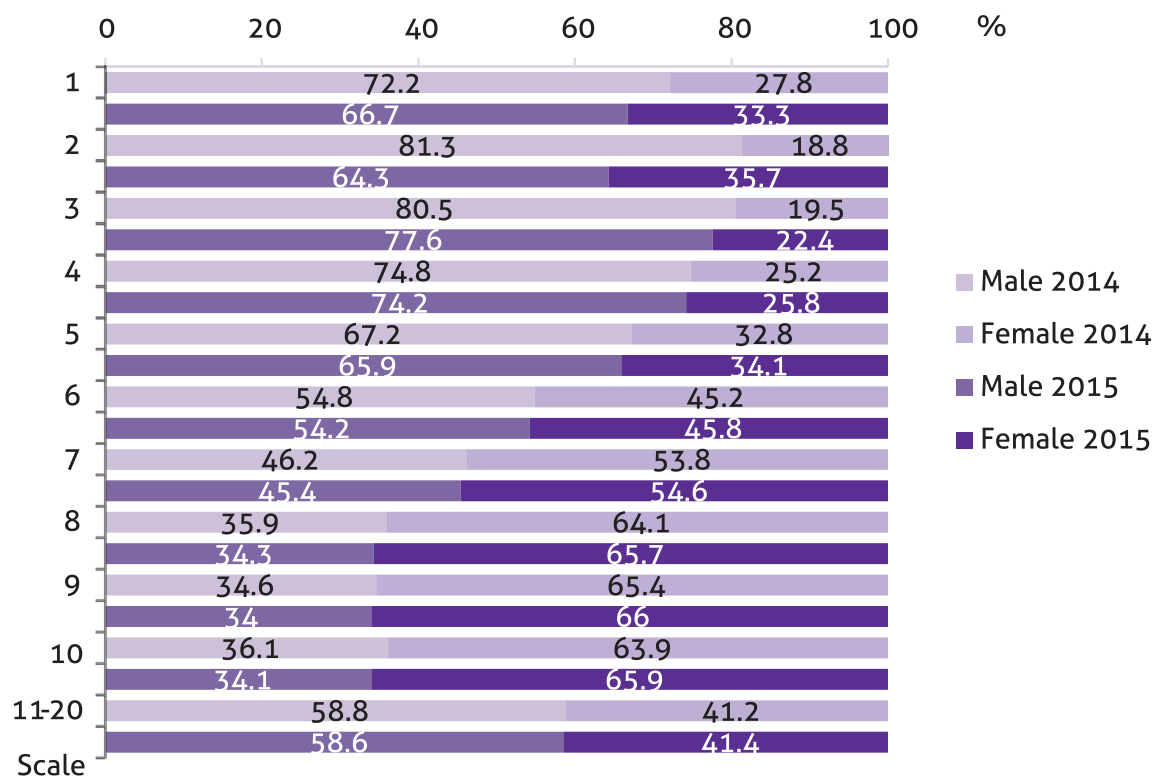
A look at the gender composition of the workforce in the different categories of occupations reveals that there is gender segregation across the board. Moreover, the rate of self-employed men is more than double that of women. There has been only a marginal increase of women in self-employment over the past three years.

PUBLIC ADMINISTRATION

Table 5: Women and men in salary scales (2014 and 2015)³⁴

Scales	2014			2015		
	Males	Females	Total	Males	Females	Total
1	13	5	18	10	5	15
2	13	3	16	9	5	14
3	132	32	164	128	37	165
4	315	106	421	320	111	431
5	404	197	601	429	222	651
6	472	390	862	461	389	850
7	1281	1491	2772	1224	1471	2695
8	907	1620	2527	959	1841	2800
9	1261	2381	3642	1164	2259	3423
10	1021	1807	2828	1044	2021	3065
11	769	519	1288	930	486	1416
12	1115	1451	2566	1603	1439	3042
13	1433	679	2112	1511	668	2179
14	2995	1302	4297	2563	1392	3955
15	547	1448	1995	509	1547	2056
16	822	475	1297	801	506	1307
17	523	217	740	492	217	709
18	1531	759	2290	1392	721	2113
19	91	28	119	143	86	229
20	263	191	454	190	93	283
Total	15908	15101	31009	15882	15516	31398

³⁴ Correspondence with the Public Administration Human Resource Office, 4th February 2016

Figure 8: Women and men in salary scales (2014 and 2015) by percentage**Table 6: Utilisation of Family-Friendly Measures by Gender in 2014³⁵**

Family-Friendly Measures	Females		Males		Totals
	No.	%	No.	%	
Maternity Leave	600	100	-	0	600
Adoption Leave	4	100	0	0	4
Responsibility Leave	25	75.8	8	24.2	33
Parental Leave	473	97.3	13	2.7	486
Career Break	253	97.3	7	2.7	260
Leave to accompany spouse on government assignments abroad	3	75.0	1	25	4
Reduced hours	1234	93.8	82	6.2	316
Teleworking	771	88.4	101	11.6	872
Flexible Work Schedules	610	65.4	323	34.6	933
Grand Total	3973	88.1	535	11.9	508

³⁵ Public Administration HR Office, 2014, Family-Friendly Measures Report

Table 7: Utilisation of Family-Friendly Measures by different Scale Categories in 2014³⁶

Family-Friendly Measures	Scale 1 – 5	Scale 6 - 10	Scale 11 – 15	Scale 16 - 20	Definite Contracts	Totals
Maternity Leave	13	336	172	64	15	600
Adoption Leave	0	1	2	1	0	4
Responsibility Leave	0	13	12	8	0	33
Parental Leave	4	311	136	32	3	486
Career Break	4	152	86	17	1	260
Leave to accompany spouse on government assignments abroad	1	3	0	0	0	4
Reduced hours	42	528	463	262	21	1316
Teleworking	38	292	439	86	17	872
Flexible Work Schedules	55	286	296	241	55	933
Grand Total	157	1922	1606	711	112	4508

Maternity Leave (additional four weeks)	11	240	116	51	13	431
--	----	-----	-----	----	----	-----

Comments

The percentage of women in top positions within the public service (Scales 1-5) continues to increase, although women are still underrepresented. There are more women than men in Scales 7 to 10.

2014 figures on uptake of family friendly measures within the public service also show that it is predominantly women who use these measures.

³⁶ Ibid.

POLITICAL SPHERE – LOCAL GOVERNMENT

Table 8: Local Council Elections 2012 – candidates and elected by locality³⁷

Locations	Candidates			Elected		
	Males	Females	Total	Males	Females	Total
Attard	14	0	14	9	0	9
Birgu	6	3	9	5	0	5
Birzebbuga	10	2	12	6	1	7
Dingli	7	2	9	4	1	5
Floriana	5	2	7	4	1	5
Ghajnsielem	9	2	11	5	0	5
Gharghur	6	1	7	5	0	5
Gzira	9	2	11	7	1	8
Hal Balzan	11	0	11	5	0	5
Hal Kirkop	4	4	8	4	1	5
Hamrun	8	3	11	5	2	7
Iklin	7	1	8	4	1	5
Isla	9	5	14	4	1	5
Kercem	7	1	8	4	1	5
Luqa	8	2	10	5	2	7
Marsa	9	1	10	7	0	7
Marsxlokk	9	0	9	5	0	5
Mosta	14	7	21	7	4	11
Munxar	8	1	9	4	1	5
Nadur	4	5	9	2	3	5
Paola	9	3	12	6	1	7
Qala	7	1	8	5	0	5
Qormi	15	2	17	9	2	11
Safi	8	2	10	5	0	5
San Giljan	13	3	16	7	2	9
San Lawrenz	4	4	8	3	2	5
San Pawl il-Bahar	20	6	26	10	4	14
Santa Lucija	8	2	10	4	1	5
Siggiewi	14	2	16	6	1	7
Swieqi	12	5	17	7	2	9
Xaghra	9	3	12	6	1	7
Zebbug (Gozo)	10	1	11	4	1	5
Zebbug (Malta)	13	4	17	9	0	9
Zurrieq	9	3	12	8	3	11
Totals	315	85	400	190	40	230
Percentages	78.8%	21.3%	100.0%	82.6%	17.4%	100.0%

In 2012, three localities (Attard, Balzan and Marsaxlokk) had no women candidates. Ten localities did not elect any women candidate.

Whilst the percentage of women candidates was 21.5%, the percentage of elected women was 17.4%.

³⁷ Correspondence with the Department for Local Government, 15th January 2016

Table 9: Local Council Elections 2015 – candidates and elected by locality³⁸

Locations	Candidates			Elected		
	Males	Females	Total	Males	Females	Total
Attard	13	2	15	7	2	9
Birgu	9	0	9	5	0	5
Birzebbuga	7	3	10	5	2	7
Dingli	5	2	7	4	1	5
Floriana	8	1	9	4	1	5
Ghajnsielem	6	2	8	4	1	5
Gharghur	7	0	7	5	0	5
Gzira	10	1	11	6	1	7
Hal Balzan	9	0	9	5	0	5
Hal Kirkop	6	1	7	4	1	5
Hamrun	8	4	12	5	2	7
Iklin	6	2	8	3	2	5
Isla	9	2	11	5	0	5
Kercem	7	1	8	5	0	5
Luqa	5	3	8	4	3	7
Marsa	9	1	10	5	0	5
Marsxlokk	8	1	9	4	1	5
Mosta	16	6	22	10	3	13
Munxar	6	4	10	3	2	5
Nadur	5	6	11	3	2	5
Paola	11	2	13	7	0	7
Qala	9	1	10	5	0	5
Qormi	15	2	17	9	2	11
Safi	6	2	8	4	1	5
San Giljan	13	1	14	8	1	9
San Lawrenz	5	1	6	4	1	5
San Pawl il-Bahar	15	8	23	9	4	13
Santa Lucija	8	1	9	4	1	5
Siggiewi	11	4	15	5	2	7
Swieqi	11	3	14	7	2	9
Xaghra	7	1	8	5	0	5
Zebbug (Gozo)	9	3	12	4	1	5
Zebbug (Malta)	14	3	17	7	2	9
Zurrieq	9	2	11	7	2	9
Totals	302	76	378	181	43	224
Percentages	79.9	20.1	100.0	80.8	19.2	100.0

In 2015, three localities (Birgu, Gharghur and Balzan) fielded non women candidates. Nine localities did not elect any of the women candidates.

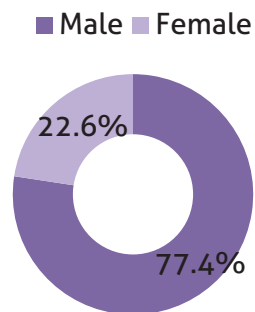
The percentage of women elected (19.20%) was similar to the percentage of women contesting the election (20.1%).

³⁸ Ibid.

Table 10: Local Councils³⁹

	2013		2014		2015	
	M	F	M	F	M	F
Mayors	60	8	59	9	56	12
Deputy Mayors	54	14	52	16	54	14
Councillors	248	76	249	75	243	77
Total	362	98	360	100	353	103
	460		460		456	

The number of women mayors in 2015 represented a significant increase over the previous two years.

Figure 9: Mayors, Deputy Mayors and Councillors in 2015**Comments**

The 2015 Local Council elections lead to more women being elected, compared with the 2012 elections, albeit this was only a marginal increase. The most significant difference between the two elections was that, while in 2012 the percentage of women candidates was higher than that of women elected, in 2015 these two percentages were practically the same.

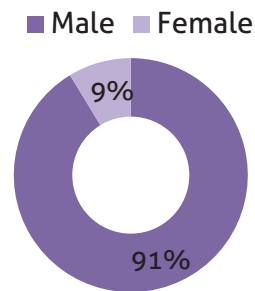
POLITICAL SPHERE – NATIONAL GOVERNMENT

Table 11: Cabinet in 2015⁴⁰

	M	F	Total
Ministers	14	1	15
Parliamentary Secretaries	7	1	8
Cabinet – Total	21	2	23

³⁹ Ibid.

⁴⁰ www.gov.mt

Figure 10: Cabinet in 2015 by percentage

The percentage of women in Cabinet is very low. In 2015 there was only one woman as Minister and one as Parliamentary Secretary.

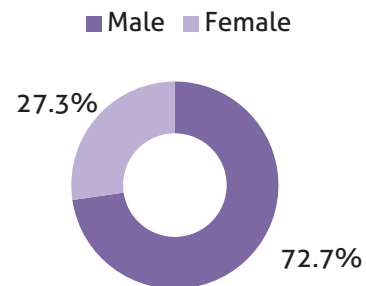
Comments

On a national level, women continue to be severely underrepresented in Parliament and also in the executive branch. Politics is the sphere where Malta has the highest gender imbalance.

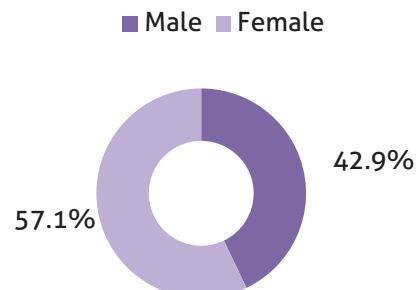
JUDICIARY

Table 12 & Figure 11: Bench of Judges⁴¹

	2013	2014	2015
M	18	16	16
F	4	5	6
Total	22	21	22

**Table 13 & Figure 12: Bench of Magistrates⁴²**

	2013	2014	2015
M	10	10	9
F	11	11	12
Total	21	21	21



Comments

Gender-representation in the judiciary is relatively balanced in relation to magistrates. However, women are clearly underrepresented on the Bench of Judges.

⁴¹ Correspondence with the Courts of Justice, 12th January 2015

⁴² Ibid.

EDUCATION

Figure 13: University graduates in 2014/15⁴³

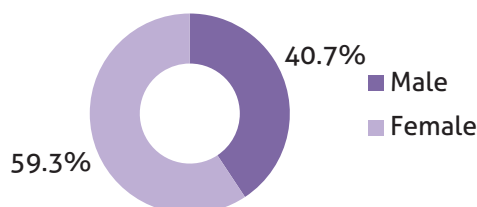


Table 14: University Graduates in 2013/14 and 2014/15 by faculty/institute⁴⁴

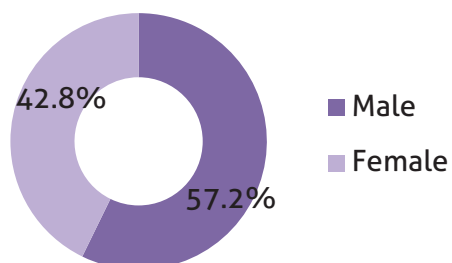
	2013/2014					2014/2015				
	M	F	Total	M	F	Total	M	F	Total	
Faculty of Arts	149	33.6%	295	66.4%	444	141	33.3%	283	66.7%	424
Faculty for the Built Environment	124	65.3%	66	34.7%	190	98	54.1%	83	45.9%	181
Faculty of Eco., Manag. and Account.	216	44.8%	266	55.2%	482	250	45.5%	299	54.5%	549
Faculty of Education	76	20.8%	290	79.2%	366	126	24.1%	397	75.9%	523
Faculty of Engineering	75	75.0%	25	25.0%	100	87	77.7%	25	22.3%	112
Faculty of Health Sciences	105	28.4%	265	71.6%	370	119	31.3%	261	68.7%	380
Faculty of Information and CT	83	72.2%	32	27.8%	115	79	76.7%	24	23.3%	103
Faculty of Laws	189	41.8%	263	58.2%	452	133	40.3%	197	59.7%	330
Faculty of Medicine	83	37.4%	139	62.6%	222	86	35.8%	154	64.2%	240
Faculty of Science	52	61.9%	32	38.1%	84	56	54.4%	47	45.6%	103
Faculty for Social Wellbeing	51	22.1%	180	77.9%	231	46	28.8%	114	71.3%	160
Institute of Digital Games	5	100.0%	/	/	5	11	91.7%	1	8.3%	12
Institute for Sust. Energy	13	81.3%	3	18.8%	16	9	75.0%	3	25.0%	12
Centre for Entrep. & Buss. Incubation	16	64.0%	9	36.0%	25	19	57.6%	14	42.4%	33
Centre for Labour Studies	26	83.9%	5	16.1%	31	16	44.4%	20	55.6%	36
Other	211	46.7%	241	53.3%	452	208	46.5%	239	53.5%	447
Total	1474	41.1%	2111	58.9%	3585	1484	40.7%	2161	59.3%	3645

⁴³ www.um.edu.mt

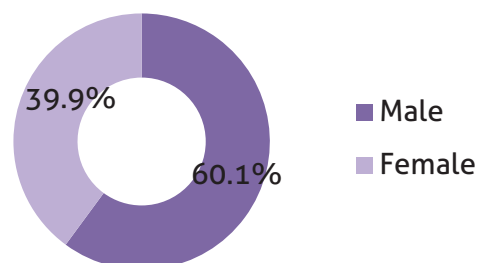
⁴⁴ Ibid.

Figures 14 & 15: MCAST Graduates in 2015

MCAST Graduates Level 5



MCAST Graduates Level 6

Tables 15 & 16: MCAST Graduates in 2014 and 2015 by department⁴⁵

Level 5	2013/2014				2014/2015			
	M	F	Total	M	F	Total		
Agribusiness	2	5	7	4	3	7		
Applied Science	/	8	8	2	6	8		
Art & Design	59	47	106	45	53	98		
Building & Construction	13	2	15	12	4	16		
Business & Commerce	24	46	70	24	56	80		
Community Services	/	15	15	/	26	26		
Electrical & Electronics Engineering	17	/	17	34	9	43		
Gozo	1	2	3	/	/	/		
ICT	85	16	101	78	9	87		
Maritime	2	/	2	3	/	3		
Mechanical Eng.	21	1	22	27	5	32		
Total	224	142	366	229	171	400		

Level 6	2013/2014				2014/2015			
	M	F	Total	M	F	Total		
Agribusiness	6	6	12	/	2	2		
Applied Science	1	2	3	/	8	8		
Art & Design	34	52	86	40	33	73		
Building & Construction	16	5	21	6	3	9		
Business & Commerce	8	22	30	13	30	43		
Community Services	1	16	17	/	4	4		
Electrical & Electronics Engineering	22	/	22	10	2	12		
ICT	64	10	74	60	14	74		
Mechanical Eng.	18	/	18	17	1	18		
Total	170	113	283	146	97	243		
Grand Total	394	255	649	375	268	643		

45 Ibid.

Comments

These figures confirm the trend of fewer men than women graduating from University. On the other hand, more male than females graduated in Levels 5 and 6 from MCAST. A closer look at the student distribution within the different courses reveals there is gender segregation in almost

all faculties, institutes and departments, both at MCAST and University. This is most noticeable in areas related to education, health and social care, where men are underrepresented, and areas related to science, ICT and engineering, where women are underrepresented.

THE GENDER EQUALITY INDEX 2015

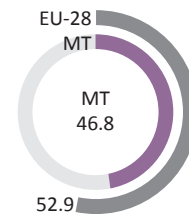
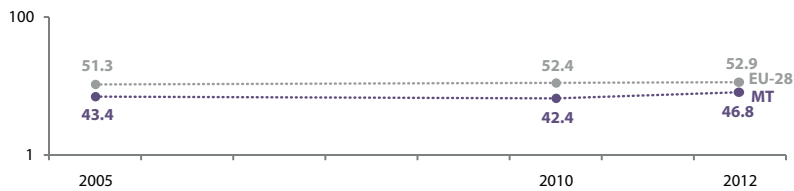
The **European Institute for Gender Equality** has also carried out a thorough analysis of the participation of women and men in different domains, that was published in the ***Gender Equality Index 2015 – Measuring gender equality in the European Union 2005-2012***. This analysis assesses the impact of gender equality policies at the European Union and national level over time. It is built around six core domains - work, money, knowledge, time, power and health – and two satellite domains: violence against women and intersecting inequalities⁴⁶.










⁴⁶ European Institute for Gender Equality, June 2015, *Gender Equality Index 2015 – Measuring gender equality in the European Union 2005-2012*

The section of Malta is being published hereunder.

MALTA



		2005		2010		2012	
		MT	EU-28	MT	EU-28	MT	EU-28
	GENDER EQUALITY INDEX	43.4	51.3	42.4	52.4	46.8	52.9
	Work	48.3	61.1	58.1	62.2	60.7	61.9
	Participation	45.6	71.6	52.3	72.8	56.2	72.3
	Segregation and quality of work	51.1	52.2	64.5	53.1	65.6	53.0
	Money	54.3	64.1	68.8	67.0	71.4	67.8
	Financial resources	33.2	52.2	55.1	56.8	56.5	58.0
	Economic situation	88.9	78.7	85.8	79.0	90.1	79.1
	Knowledge	33.6	52.1	35.6	49.1	36.3	49.1
	Attainment and segregation	31.8	55.6	39.0	57.7	40.2	56.7
	Lifelong learning	35.6	48.9	32.5	41.8	32.8	42.5
	Time	47.3	41.5	36.7	37.6	36.7	37.6
	Care	46.2	41.5	40.6	42.8	40.6	42.8
	Social	48.3	41.5	33.2	33.0	33.2	33.0
	Power	27.2	31.4	18.8	37.9	28.3	39.7
	Political	26.5	38.8	30.2	50.2	29.4	49.8
	Economic	27.9	25.4	11.7	28.5	27.3	31.7
	Health	94.1	87.8	93.4	90.0	95.6	90.0
	Status	92.4	85.2	91.5	86.6	93.5	86.4
	Access	96.0	90.4	95.4	93.7	97.8	93.8

MALTA

Indicators included in the Gender Equality Index for the year 2012

Domain	Indicators	Unit	MT		EU-28	
			Women	Men	Women	Men
Work	Full-time equivalent employment rate (15+ population)	%	31.5	61.3	38.8	55.7
	Duration of working life	years	23.7	39.0	32.2	37.6
	Employed people in education, human health and social work activities (15-64 employed)	%	32.1	10.9	29.8	8.1
	Ability to take an hour or two off during working hours to take care of personal or family matters (15+ workers)*	%	42.4	45.0	31.7	34.4
	Working to tight deadlines (15+ workers)*	%	63.4	73.6	56.1	67.0
Money	Mean monthly earnings****	PPS	1 820	2 149	2 018	2 528
	Mean equivalised net income (16+ population)	PPS	16 183	16 977	15 329	15 997
	Not at-risk-of-poverty, ≥ 60 % of median income (16+ population)	%	85.7	87.2	83.1	84.5
	S20/S80 income quintile share (16+ population)	%	25.6	25.0	20.4	19.6
Knowledge	Graduates of tertiary education (15-74 population)	%	15.5	15.2	24.1	22.8
	Tertiary students in the fields of education, health and welfare, humanities and arts (tertiary students)	%	52.5	32.4	45.0	22.0
	People participating in formal or non-formal education and training (15-74 population)	%	13.9	12.3	17.1	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	49.5	34.6	44.6	27.4
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	65.2	16.9	77.1	24.0
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	12.4	23.5	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	13.5	11.0	14.7	14.3
Power	Share of ministers (18+ population)**	%	14	86	22	78
	Share of members of parliament (18+ population)**	%	9	91	25	75
	Share of members of regional assemblies (18+ population)**	%	21	79	31	69
	Share of members of boards in largest quoted companies, supervisory board or board of directors (18+ population)**	%	4	96	16	84
	Share of members of central bank (18+ population)**	%	23	77	17	83

MALTA

Domain	Indicators	Unit	MT		EU-28	
			Women	Men	Women	Men
Health	Self-perceived health, good or very good (16+ population)	%	70.7	73.5	65.6	71.1
	Life expectancy in absolute value at birth	years	83.0	78.6	83.1	77.5
	Healthy life years in absolute value at birth	years	72.2	71.5	62.1	61.5
	Population without unmet needs for medical examination (16+ population)	%	97.2	97.3	93.2	94.0
	Population without unmet needs for dental examination (16+ population)	%	96.5	97.0	92.7	93.0
Intersecting inequalities	Employment of people born in a foreign country (15-64 corresponding population)	%	48.2	77.2	54.1	69.7
	Employment of country nationals (15-64 corresponding population)	%	43.8	73.6	59.2	69.6
	Employment of people aged 55-64 (55-64 population)	%	15.8	51.7	41.6	56.3
	Employment of people aged 15-54 (15-54 population)	%	51.8	78.7	62.6	72.6
	Employment rates of people living in a household with one adult and one or more children (15-64 corresponding population)	%	38.4	86.5	66.6	80.7
	Employment rates of people living in a household with one adult and no children (15-64 corresponding population)	%	44.8	63.2	65.0	70.2
Violence	Physical violence by a partner since the age of 15 (18-74 women population)***	%	13		20	
	Sexual violence by a partner since the age of 15 (18-74 women population)***	%	6		7	
	Sexual violence by a non-partner since the age of 15 (18-74 women population)***	%	5		6	
	Psychological violence by a partner since the age of 15 (18-74 women population)***	%	37		43	
	Physical violence by a partner in the 12 months prior to the interview (18-74 women population)***	%	3		4	
	Sexual violence by a partner in the 12 months prior to the interview (18-74 women population)***	%	1		1	
	Sexual violence by a non-partner in the 12 months prior to the interview (18-74 women population)***	%	1		1	

Source: Eurostat, except * Eurofound; ** European Commission, DG Justice; *** FRA; **** Eurostat data for 2010

MALTA

Key contextual information, 2012

Variables	MT	Women	Men	EU-28
Population (millions)	0.42	50.3 %	49.7 %	506.10
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth (years)	29.8			30.1
Net migration (per 1 000 inhabitants)	7.4			1.7
Gini coefficient of disposable equivalent household income	27.1			30.4
Gross Domestic Product (GDP) per inhabitant (PPS)	22 100			25 500
Expenditure on social protection (% of GDP)	19.4			29.5
Expenditure on healthcare (% of GDP)	:			:
Expenditure on education (% of GDP)	8.0			5.3
Expenditure on Research and Development (R & D) (% of GDP)	0.9			2.0
Expenditure on labour market policies (% of GDP)	0.5*			1.9*
Expenditure on active labour market policies (% of GDP)	0.05*			0.47*
Early leavers from education and training (% , 18-24 population)	21.1	16.8	25.2	12.7
Young people neither in employment nor in education and training (NEET rate) (% , 15-24 population)	10.6	11.3	10.0	13.1
Unemployment rate (% of active population)	6.3	7.3	5.7	10.5
Long-term unemployment rate (% of active population)	3.1	2.7	3.3	4.7
Activation support (LMP participants per 100 persons wanting to work)	21.6*	21.6	21.5	26.7**
Inactivity and part-time work due to care responsibilities (% , 15-64 population)	4.8	9.5	0.3	5.0
Children under age 3 who are enrolled into formal childcare (% , corresponding age group)	17			28
Children between 3 years old and the minimum mandatory school age who are enrolled into formal childcare (% , corresponding age group)	91			83
Acceptability towards violence against women (% , 15+ population)***	2.2			2.7
Awareness of cases of domestic violence in social network (% , 15+ population)***	40.9			40.2
Trust in justice (% , 15+ population)****	42.6			46.6
Trust in police (% , 15+ population)****	67.5			64.0

Source: Eurostat data for 2012, except * Eurostat data for 2011; ** Eurostat data for 2010 for EU-27; *** Eurobarometer 73.2(344) data for 2010; **** Eurobarometer 74.2 data for 2010

Note: ':' indicates data are not available

2. Striving Towards Equality

NCPE's work to combat discrimination and move towards a more equal society has several dimensions. NCPE has a mandate to investigate complaints alleging discrimination within the spheres of life on the grounds outlined in Maltese equality legislation. Beyond its investigative role, NCPE invests much of its energy and resources in promoting equality, non-discrimination and appreciation of diversity. This work comprises the ongoing delivery of training, research studies focusing on specific topics and awareness-raising campaigns targeting different contexts and groups in society.

2.1 INVESTIGATIONS

One of NCPE's main tasks is to address 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 education; and,
- ii. racial/ethnic origin and gender in the provision of goods and services and their supply.

Thus, complaints received on these grounds are independently investigated by NCPE as mandated by Chapter 456 of the Laws of Malta. NCPE has a Standard Operating Procedure for the investigation of complaints in place in order to safeguard the right to a fair hearing and ensure transparency.

Complaints are considered valid only if made in writing, using **NCPE's Complaints Form** which is available in both Maltese and English. The Form can be downloaded from NCPE's website; received via e-mail upon request; collected from NCPE's offices; or received by post. When requested, NCPE's Complaints & Clients' Support Officers explain the complaints' procedure and assist complainants with the filling of the Form when lodging a complaint. The purpose of the Complaints Form is to explain clearly and in detail the alleged discrimination experienced. The Complainant is thus requested to attach any evidence to support and substantiate the case. Once a Complaints Form is received, it will be acknowledged by the Complaints Section and passed on to the Commissioner who will determine whether the case falls within the remit of NCPE. Complainants of cases which do not fall within NCPE's remit are referred to the relevant entity/ies. NCPE refrains from investigating anonymous or frivolous complaints.

Once it is determined that the complaint falls within NCPE's remit, an investigation is opened. The person/s or entity/ies responsible for the alleged discrimination is informed of the complaint received, and a copy of the Complaints Form is enclosed to ensure transparency. In cases where the alleged discrimination occurs at the place of work, a copy of the Complaints Form will also be sent to the employer. The **Equality for Men and Women Act (CAP 456)**, stipulates that a written report outlining the employer's position vis-à-vis the lodged complaint is submitted to the Commissioner. Subsequently, sittings will be held to gather evidence from the parties involved in the

complaint. All sittings are recorded, transcribed, and confirmed by the person with whom the sitting has been held. Once confirmed, transcripts are sent to the parties concerned.

NCPE's Commissioner issues an opinion stating whether the case investigated is in breach of Malta's equality legislation after collecting all possible evidence. The opinion is sent to the complainant and copied to the person/s against whom the complaint is filed. Moreover, if the Commissioner deems it necessary, the case

may be referred to the Industrial Tribunal or to the competent court depending on the case. The Commissioner is to submit a report to the Commissioner of Police should the findings constitute a criminal offence.

Additionally, should the Commission become aware of any alleged discriminatory act, practice or malfunction hindering equality in the various spheres of society, the Commissioner may initiate **ex-officio investigations** on any matter falling within NCPE's remit.

Complaints Statistics

Year	2013				2014				2015			
	Women	Men	Ex-officio	Total	Women	Men	NGOs	Total	Women	Men	Ex-officio	Total
Gender-Sexual Harassment	6 2	5	1	12	7 0	3	0	10	6 3	2	1	9
Race/Ethnic Origin	1	4	0	5	4	14	1	19	0	3	1	4
Gender Identity, Gender Expression & Sex Characteristics	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	2	0	3	0	9	0	9	0	2	0	2
Sexual Orientation	0	3	0	3	1	5	0	6	0	0	0	0
Religion/Belief	0	0	0	0	1	3	0	4	0	0	1	1
Not within NCPE's remit	0	31	0	31	0	38	0	38 ^o	0	20 [~]	0	20
Total Complaints Lodged	53 [↵]				82 [^]				38 [*]			

↵ 1 complaint covered two grounds of discrimination

^o These 38 complaints were lodged by two individuals

[^] 3 complaints lodged covered more than one ground

[~] These 20 complaints were lodged by two individuals

^{*} 1 complaint covered more than one ground; 3 of the 38 investigations were initiated by the Commissioner; the remaining 35 complaints were lodged by 12 individuals.

The following are two investigations which were concluded in 2015.

Case A – Alleged discrimination in wages on the basis of one’s sex- Gender Pay Gap

In 2015, NCPE’s Commissioner concluded an investigation which determined the occurrence of **gender discrimination in the wage of a female employee**.

The complaint concerned alleged discrimination and differential treatment on the grounds of sex in pay/wage and other work-related benefits. The complainant alleged that she was receiving a lower wage than the male employees who were in a similar or same rank and responsibilities.

She stated that she was the only female manager and her colleagues, who are managers and who are in the same scale and have the same responsibilities, have a private office and a higher wage, even though she had seniority and more experience. She held that the above amounted to discrimination since the principle of equal pay for equal work was not being observed.

Together with her complaint form, the complainant attached a number of references from clients, evidence supporting her statement that she had seniority and more experience, evidence of her work history, payslips and salary breakdown over the years, a number of performance appraisal forms and her *curriculum vitae*.

The employer argued that the complainant’s job position and role were not comparable with those of the other two managers who *happen to be males*, and thus there was no discrimination. The employer further stated that the company had treated the complainant fairly and favourably when it acceded to her request for flexi-time, even though the company was under no legal obligation to do so.

After perusing all evidence collected, NCPE’s Commissioner noted that while all of the managers’ wages differed in amount, the gap between the male managers’ wages was smaller than the one between the average male manager’s wage and the complainant’s wage. Moreover, NCPE’s Commissioner

deemed that the company’s arguments that there is no set salary scale for managers should not act as a detriment towards the company’s employees and that the company should strive for more transparency in the manner in which wages are set.

Case B – Alleged discrimination in the rental of a property on the basis of race and ethnic origin

NCPE’s Commissioner concluded an investigation which determined the occurrence of **discrimination in the access to housing on the basis of race and ethnic origin**.

The complainant stated that she called a mobile number as advertised on the facade of an apartment which was for rent, and had a conversation with a woman whom she assumed to be the owner of the apartment and asked for the monthly rent. The woman answering the call asked her reluctantly what nationality the complainant was and the latter answered; subsequently the complainant was asked, and answered, other questions which she described as “*embarrassing*” and ones which are “... *typically asked when it is discovered one is not Maltese.*” The woman then declared that she normally rents only to Maltese persons and proceeded to ask the complainant whether she worked. The complainant answered in the negative and the woman asked how she planned to pay the rent if she did not work, to which the complainant replied that her husband worked. The woman then repeatedly asked what was the husband’s work. The complainant asked why she was asking these questions and the woman replied that she needed to know to whom she was renting out the apartment, to which the complainant replied that she could not get to know them simply by asking these questions over the telephone. The woman then stated that the apartment was for Maltese only and that she only rented to Maltese persons. The complainant replied that what she was saying was therefore that foreigners were not welcome, to which the woman finally replied that she was going to end the phone call.

The complainant told the Commissioner that she had been asked a number of questions which were not pertinent to a potential lease agreement and that were intended to determine her race and/or

ethnic origin; she also noted an element of mistrust in these questions.

The Commissioner noted that while the respondent stated that she did not recall having the conversation in question with the complainant, she admitted to asking for potential lessees' nationality as she deemed foreigners to be more problematic to trace for unpaid dues. The Commissioner declared in this respect that such questions are discriminatory and should not be asked to potential lessees, and further added that there are other ways to determine whether a potential lessee can pay the rent and other contributions due, such as by asking for proof of employment. Moreover, the deposit paid by lessees is paid precisely to cater for such situations.

The Commissioner established that, from prima facie evidence provided by the complainant and the evidence collected during the investigation, the complainant established facts from which it may be presumed that there was direct discrimination under Article 4(1)(d) of the Equal Treatment of Persons Order, Legal Notice 85 of 2007.

2.2 POLICY REVIEW AND RECOMMENDATIONS

NCPE constantly reviews and provides input to policy documents published by national and international institutions. It contributes to national policies and bills that are out for consultation, provides its input to EU and international bodies as well as gives feedback to proposed EU Directives.

National Policies

Through its contributions NCPE strives for the integration of actions and practices addressing equality-related concerns in any proposed policy, law or other measures. Documents are also studied to determine whether there are any direct or indirect discriminatory aspects in what is being proposed. In its feedback NCPE always insists that **all policies, laws and measures should undergo a gender mainstreaming exercise** so that the needs and concerns of women and men, girls and boys from different groups in society are identified and addressed.

In 2015 NCPE gave input to the following national policy documents:

- A Positive Parenting Policy for Malta
- Consultation on IVF Legislation
- Consultation on *Mind D Gap – Together we can make a difference*
- White Paper on the setting up of a Human Rights of Equality Commission
- White Paper on the Social Enterprise Act
- White Paper on effective recruitment and selection procedures for people working with minors
- White Paper on school opening hours and traffic congestion
- White Paper on the Family Business Act
- Draft Pension Strategy - Strengthening the Pension System
- Draft Strategy for the Reception of Asylum Seekers and Irregular Migrants Pre-budget 2016 consultation

In 2015 NCPE provided its input to the **Draft Pension Strategy**. It welcomed many of the proposals put forward by the Pension Strategy Group and made a number of recommendations on how the strategy can be improved in terms of equality. *NCPE recommended that there should be an immediate increase of the Guaranteed National Minimum Pension and that all surviving spouses should be eligible to receive the full pension of the deceased spouse, as opposed to the current 5/6th.* Both these recommendations would address economic challenges faced by older persons. Moreover, they have a gender equality dimension as more women than men are represented in the cohort that would benefit from these measures, since women survive men by an average of 4.4 year.¹

¹ Eurostat, June 2015, Life expectancy at birth, 1980–2013 (years)

The **MindDGap** public consultation on the integration of Third Country Nationals was another process to which NCPE contributed. NCPE commended the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties for this initiative and made a number of proposals in relation to areas such as media portrayals, public institutions, vulnerability, diversity accommodation and research. *It was stated that the policy should be attentive to structural inequalities that TCNs might be facing and highlight both the common and specific needs that different TCNs experience.*

In its feedback on changing the existing **IVF legislation** in Malta, *NCPE asserted that the current definition of 'prospective parent' excludes lesbians, single women and couples with a severe male infertility problem, from accessing IVF.* This exclusion should be addressed in the review of the legislation by adopting a definition that is inclusive of lesbian couples and single women as well as by allowing the use of sperm donation.

As in previous years, NCPE submitted its proposals to the **Budget 2016** following the launch of the Pre-Budget Document. It was stated that the Budget should expressly have as one of its objectives the development of an equal society and economy. *NCPE underlined the importance of incentivising family friendly measures and flexible work places; addressing gender segregation in employment and education; providing an adequate budget for the development of an education which promotes respect for, and gives visibility to LGBTIQ persons; and allocate resources for a strong integration policy.*

During 2015 the **Commission members** discussed a number of proposals on specific issues. Following long deliberations during the previous years, in January, the Commission submitted its proposal to the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties for a **Cohabitation Act**, *with a view to protect vulnerable parties in a relationship.*

Proposed **changes in the Criminal Code with regards to the vilification of religion and pornography** were also discussed. The Commission submitted that *the unlawfulness of vilifying religion should remain in Maltese law but it should apply to all religions and it should be considered a contravention rather than*

a criminal offence. The Commission agreed with the proposed amendments with regards to the unlawfulness of impeding or disturbing the performance of a religious function, by which such infringement would become a contravention instead of a criminal offence, applicable to all religions. NCPE also outlined a number of gender-based issues surrounding pornographic images and the pornography industry. *It argued that an in-depth analysis of these concerns needs to be carried out to ensure the protection from abuse of women, children and vulnerable groups.*

The **White Paper on the establishment of a Human Rights and Equality Commission** was a document of particular interest discussed by the Commission members. *The principles outlined in this White Paper were welcomed.* The initial feedback on the HREC was reiterated, whilst highlighting, amongst other issues, *the importance of establishing a Commission with the necessary powers to effectively deal with situations falling within its competence. It also underlined the necessity to have equality legislation that covers a broader list of discrimination grounds and spheres of life.* In December, NCPE's Commissioner Ms Renee Laiviera delivered a presentation on this subject during a seminar organised by the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties, held to launch the two proposed Bills that would establish the Commission and its remit.

Internal Policies and Procedures

During 2015, NCPE endeavoured to look into and assess the Commission's work processes through:

- Carrying out part of the **Common Assessment Framework** (CAF) exercise, which is a self-assessment tool for public organisations to improve the entity's performance in a holistic way
- Proposed and acted on measures to **simplify bureaucracy** within NCPE's internal procedures and service provision to the general public. Developments in this regard are reported to MSDC on a monthly basis
- Compiling NCPE's **Manual of Procedures** that will consist of standard operating procedures to facilitate internal work processes for best use of resources and outcomes.

EU and International Affairs

Work continued on **EU and international affairs** in response to initiatives and commitments towards equal treatment and non-discrimination by various European and international bodies. In particular, NCPE

- replied to surveys and questionnaires on equality
- provided information on its work, functions and other topics related to its remit
- reviewed reports and drafted respective feedback and positions
- replied to requests for information
- compiled several reports and write-ups on matters related to equal treatment.

The aim of such contributions is to ensure that equality is mainstreamed in the areas addressed and to provide information on initiatives carried out by NCPE.

Work related to EU and international affairs was unremitting, and the list below provides a few examples of the work carried out in 2015:

- Feedback given on the draft suggestions of the *Proposal for a Directive of the European Parliament and of the Council on improving the gender balance among directors of companies listed on stock exchanges and related measures* and the *Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation*.
- Feedback provided on various Council Conclusions including:
 - › Equality between women and men in the field of decision-making
 - › Closing the gender gap in pensions
 - › Opinions by the Advisory Committee on Equal Opportunities for Women and Men on Gender Equality and the Digital Society in Europe
 - › How to overcome occupational segregation
 - › Other reports by the European Commission and the European Parliament

- NCPE actively participated in meetings and events organised by the **European Institute for Gender Equality** (EIGE) and by the **European Union Agency for Fundamental Rights** (FRA). To this end, NCPE reviewed documents published by these entities on their functioning and respective work programmes, as well as on subject matters related to gender equality or fundamental rights. Surveys and questionnaires of these entities were completed with feedback on issues raised and information on NCPE's initiatives and functions.
- In August 2015, the **European Commission** published a Roadmap for the initiative '*A new start to address the challenges of work-life balance faced by working families*' to modernise and adapt the current EU legal and policy framework to allow for parents with children or those with dependent relatives to better balance caring and professional responsibilities. This replaced the 2008 Commission proposal to revise the 1992 Maternity Leave Directive. NCPE endorsed this initiative and deemed that it will spur further actions to empower persons with caring responsibilities to enter or remain in the labour market.
- Being a member of the **European Network of Equality Bodies** (Equinet), NCPE contributed to the work undertaken by this network. In particular, feedback on issues raised and information on its work and functions was provided in response to surveys and requests for information. Such contributions were utilised by Equinet to draft publications such as perspectives and newsletters on the work of equality bodies in different areas, in order to share good practices and inform policy-makers on the needs and experiences of equality bodies. In 2015, NCPE provided feedback on various subject matters including:
 - › the gender pay gap
 - › the work of equality bodies on the ground of religion or belief
 - › gender equality
 - › the role of equality bodies in ensuring economic, social and cultural rights

- › the public profile of equality bodies
- › other related topics
- Contributions were also made to various entities of the **United Nations** working in the sphere of equality and non-discrimination by providing replies to questionnaires; feedback to resolutions; and input to independent experts requesting information. The subjects addressed included :
 - › violence against women
 - › combating intolerance
 - › elimination of racism
 - › the human rights of older persons
 - › discrimination against women.
- Other international bodies asked NCPE for its input on work in spheres related to equality, including:
 - › the Commonwealth Secretariat
 - › the European Commission against Racism and Intolerance (ECRI)
 - › the Gender Equality Commission of the Council of Europe

Malta EU Council Presidency

In the preparations of the **Malta Presidency of the Council of the European Union** (January - June 2017), NCPE contributed in various ways:

- Participated in MSDC Steering Committee meetings contributing to the exchange of information and respective preparation process
- Proposed actions and initiatives related to gender equality to be organised during the Presidency
- Provided its expertise on gender equality to MSDC particularly on the topic to be addressed by Malta in relation to gender equality during the Presidency, on which the European Institute for Gender Equality (EIGE) will develop a research note that can eventually lead to Council Conclusions
- Provided contributions on violence against women on which an event is planned during the Presidency

- Contributed towards the drafting of the Trio Presidency Declaration on Gender Equality
- Liaised with relevant European institutions and colleagues from the Trio Presidencies on matters related to equality.

2.3 RESEARCH

Several research studies were conducted focusing on specific equality-related areas. These are published, can be accessed from NCPE's website and copies are provided on request. Results of these research studies inform NCPE's work as well as increase the pool of material on equality and non-discrimination that is directly relevant to the Maltese context.

Gender-Balanced Representation in Decision-Making

Research studies related to **gender balance in decision-making** which commenced in 2014 were concluded and published, namely:

- i. '*Gender-Balanced Representation in Decision-Making*² which explored and investigated possible measures which may increase the number of women in senior and leadership positions
- ii. '*Gender Quotas and Other Measures towards a gender-balanced representation in Decision-Making*³ which assessed the feasibility to introduce gender quotas and other measures to have equal gender representation on boards in Malta.

The research findings were presented at the final conference of the project *Gender Balance in Decision-Making* (4 December) and published on NCPE's website.⁴ Both studies produced

² Partly funded through the project ESF3.196 Gender Balance in Decision-Making, Operational Programme II, Cohesion Policy 2007-2013

³ Partly funded through the project ESF3.196 Gender Balance in Decision-Making, Operational Programme II, Cohesion Policy 2007-2013.

⁴ The research studies may be accessed on the following link: http://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Gender_Balance_in_Decision_Making.aspx

recommendations which will be communicated to various policy-makers and stakeholders so as to ensure sustainability and potential implementation of such recommendations.

The recommendations include:

- Creating a database of men and women in decision-making positions
- Setting an example through the achievement of gender-balanced representation in government structures
- Gender-balanced representation in organisational structures through the adoption of Corporate Governance Codes (CGC)
- Enhancing gender balance and equality by giving preference to bidding companies which promote gender equality
- Introduction of parental leave
- Gender-balanced representation in the political environment
- Increasing awareness on gender equality in the workplace
- Challenging traditional roles
- Analysing skill gaps, training provision and work placements for women who have been out of employment
- Introduction of gender quotas in government structures
- Introduction of gender quotas in publicly-listed companies on the Malta Stock Exchange and large companies.

Another publication concluded in 2015 was *Empowering Career Development through Mentoring – Reflections on mentoring for Aspiring*

Decision-Makers.⁵ This publication was produced as a result of the Mentoring Programme⁶ conducted by NCPE in 2015. It details the experience which NCPE gained given that this was the first time NCPE took on such an initiative. The publication provides an overview of the publicity campaign tied to the Mentoring Programme and illustrates real-life statements from the participating mentees. The concluding chapter is an evaluation of the entire experience whereby the obstacles and challenges are identified and the positive outcomes highlighted.

Research on Equality Bodies

Research was also conducted on *Equality Bodies' Good Practices in the field of non-discrimination*⁷ which was contracted and concluded in 2015 by an external expert.⁸ For this purpose 10 equality bodies from 10 European Union Member States, excluding Austria and Northern Ireland⁹ were analysed.

This study identifies methods and tools together with any relative good practices in the field of non-discrimination used by equality bodies to reach out to their target groups especially those relevant to NCPE's 2012 remit extension.¹⁰ Developments or improvements that have been put in place throughout the years are delineated and light is shed on the differences, contrasts and/or similarities of experiences, circumstances and needs. *The study addresses various challenges encountered by equality bodies including underreporting, lack of knowledge and awareness of rights, lack of participation in*

5 This publication may be accessed on the following link: http://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Gender_Balance_in_Decision_Making.aspx

6 Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013

7 The research study report may be accessed on the following link: http://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Research_Equality_Bodies.pdf

8 Partly funded through the project ESF4.220 *Developing a Culture of Rights through Capacity Building*, Operational Programme II, Cohesion Policy 2007-2013

9 Equality bodies in Austria and Northern Ireland were not analysed since these were project partners and were tackled in a mapping study forming part of same project.

10 In 2012, the grounds of age, sexual orientation, gender identity, religion/belief and race/ethnic origin in employment, education and financial services, were added to NCPE's remit.

events (including training) and engagement of equality bodies with key players. It also examines the strategies used to building cooperation with other stakeholders to meet objectives. The researcher outlines and explains the effectiveness and impact of each method / tool / practice on the relevant target group.

The research study consisted of three phases: a literature review followed by an online questionnaire sent to all equality bodies in the European Union Member States excluding Austria, Northern Ireland and Malta; which was then followed by a telephone/Skype interview conducted with a total of eight equality bodies from different European Union Member States.

A number of recommendations¹¹ were put forward and these were divided in three sections:

- Good practices adopted by equality bodies for methods and tools used to reach out to target groups in sectors related to NCPE's extended remit,¹² and also on other grounds such as disability
- Good practices adopted by equality bodies on involving stakeholders and key players
- Communication between different equality bodies within the same country.

This research and its recommendations' long term objective are to develop positive experiences and good practices, and to aid NCPE in formulating its communication strategy.

The **mapping exercise**¹³ initiated in 2014, identifying and exploring the various formal

11 Research Report (pg.44, 45) which may be accessed on NCPE's website http://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Research_Equality_Bodies.pdf

12 Discrimination on the grounds of sex or family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, or gender identity, gender expression and sex characteristics)

13 Partly funded through the project ESF4.220 Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013 and may be accessed on the following link: http://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Mapping_Report.pdf

Some of the recommendations were:

- Keep close contact with the relevant NGOs working within the different remits as well as build a relationship of trust with such NGOs
- Appear on the media and carry out media campaigns as well as publish accessible material (including material in different minority languages, including sign language and without the use of excessive legal language)
- Use social media to reach out to the diverse target groups
- Train the staff at local councils with the aim of filling knowledge gaps about the services available and provided by NCPE
- Directly involve major stakeholders in the organisation of events such as training and conferences as well as invite renowned and expert speakers in the events
- Organise 'outreach sessions' with particular NGOs and other stakeholders.

and informal working processes established and utilised in the equality bodies of Austria, Northern Ireland and Malta, was finalised in 2015. This mapping exercise was compiled in close cooperation with two other equality bodies; the Ombud for Equal Treatment in Austria and the Equality Commission for Northern Ireland. The contents of this mapping exercise were discussed during the four transnational meetings¹⁴ which were held in Malta between the project's local and transnational partners.

This collaborative exercise identifies good practices and highlights potential new styles of work which could be transposed and adopted within the local/

14 Partly funded through the project ESF4.220 Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013

national context. Moreover, the mapping exercise also identifies other practices which can be shared, transferred and replicated across the different bodies.

This initiative aimed at the sharing of knowledge, experiences and mutual learning which strengthened the institutional relations between NCPE and the transnational partners and highlighted practices and efficient approaches which may be adopted by NCPE.

Public Employee Perception Survey

A **Public Employees Perception Survey**¹⁵ was contracted and concluded in 2015 by an external expert.¹⁶ This was carried out through the use of an online survey tool disseminated to employees of the public service and public sector *with the aim of capturing the level of knowledge and awareness of equality and diversity principles, following the implementation of the training and awareness-raising.*

The quantitative study gathered data from a total of 206 questionnaires. It measured the perceived occurrence of discrimination within the public administration and the willingness of employees to embrace diversity. For comparative reasons, this survey was benchmarked with an earlier study carried out by NCPE entitled '*Measurement of discrimination among the Public Service*'¹⁷ carried out in 2011.

The findings and recommendations of this study *give an overview of the level of acceptance of equality and valuing of diversity within the public administration and whether discriminatory attitudes are institutionalized or not.* This information may

15 Partly funded through the project ESF4.220 Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013 and may be accessed on the following link: http://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Public_Employees_Perception_Survey.pdf

16 Partly funded through the project ESF4.220 Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013

17 This study was carried out through the project VS 2010/0569 Think Equal which was partly funded by PROGRESS. The study, which was published in December 2011, can be accessed on the following link: http://msdc.gov.mt/en/NCPE/Documents/Projects_and_Specific_Initiatives/Think_Equal/youth_research.pdf

Recommendations put forward,¹⁸ mainly include:

- the need to invest more in ongoing education and in tailored training across the board, even in higher scales, that focuses more on the practical tools which employees can implement and use
- celebrating good practices which will aid instigate change and entice other entities/ departments to follow suit
- the need for NCPE to invest in awareness-raising campaigns and dissemination of information on equality and discrimination.

be used both for dissemination purposes as well as to better plan and implement future training sessions and awareness-raising campaigns in this sector.

Female Genital Mutilation in Malta¹⁹

A study carried out on '**Female Genital Mutilation in Malta**'²⁰

- explored a number of central issues related to the needs and circumstances of migrant women affected or potentially affected by Female Genital Mutilation
- probed into the needs of healthcare providers directly working with these women, as part of a wholesome approach to obtain more information and be able to raise further awareness on FGM.

18 Public Employees Perception Survey Report (pg.196-198) which may be accessed on NCPE's website: http://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Public_Employees_Perception_Survey.pdf

19 Public Employees Perception Survey Report (pg.196-198) which may be accessed on NCPE's website: http://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Public_Employees_Perception_Survey.pdf

20 Partly funded through the project JUST/2012/PROG/AG/4733/VAW Forms of Violence in Malta – a gender perspective, PROGRESS 2007 - 2013

The research primarily focused on providing an exploratory overview of the subject matter. *The research process placed particular emphasis on highlighting some of the newly emerging and existing challenges in terms of awareness and knowledge of the issues that can be addressed through future measures including training initiatives, sensitization efforts and constructive engagement with communities at risk.* Furthermore, the study has brought to the fore a number of issues relating to FGM in general as well as to the need to address FGM from a number of particular disciplines.

The research methods included:

- carrying out a literature review aimed to provide a clear understanding of what has been said and written on FGM and the current situation of such social phenomena in Malta
- a focus group held with stakeholders
- 22 face-to-face interviews held with stakeholders and migrant men and women coming from communities identified to be 'at risk' throughout the research process.

It was recommended to:

- Engage further with communities that are at risk of FGM to understand their perspectives and aspects that may facilitate discouraging the practice. Such constructive engagement needs to be predicated on mutual respect
- Join international and European networks focusing on the issue in order to extend opportunities to learn from peers who have worked on the issue elsewhere, to share their own experiences and to exchange promising practices
- Conduct further research, including surveys as well as needs analyses particularly with health care professionals and protection professionals as well as with communities at risk of FGM.

The published report presents the main findings emerging from the qualitative research including input from both the focus group and interviews with stakeholders and communities at risk. The report further probes in detail the legal framework at the international, European and national levels and provides a compendium of promising practices from various countries on approaches to combat FGM. The publication concludes by identifying a number of running themes from the research and presents a number of concrete recommendations.

To further complement the study, a number of publications have been developed in order to raise further awareness on the situation of FGM in Malta.

These included:

- A **leaflet for healthcare professionals** on Female Genital Mutilation published in Maltese and English, designed to assist healthcare professionals to understand further the needs of women and girls who experience or are at risk of going through FGM, and enhance their assistance to these women. The content of the leaflet primarily focuses on preventive and protection measures regarding such form of violence
- A **leaflet for migrant women** on Female Genital Mutilation published in the three most commonly spoken languages amongst the cohort; Arabic, Tigrinya and Somali. The leaflet aims to raise awareness on FGM amongst migrant women coming from FGM-practising countries with content addressing women who either experienced FGM or are at the risk of going through FGM.

Violence on Older Women and Men

'**Violence on Older Women and Men**'²¹ is a study that sought to analyse the processes, factors and issues surrounding this area of concern in various settings in Malta and Gozo from a gender perspective. *The objective of the research was to identify the most prevailing forms of violence and*

²¹ Ibid

abuse, which older women and men are subject to and consequently highlight the needs of such group.

The methodology included a literature review specifically conducted to shed light on what has been said in relation to forms of violence on older women and men within the international, European and national contexts. The data collection process included:

- a focus group of nine participants with stakeholders
 - › heads of residential homes for the elderly
 - › head of a shelter for battered women (all ages)
 - › community social workers
 - › regional supervisors of elderly day centres
 - › carers of residential homes for the elderly
- a focus group of nine participants with older women and men
- 30 face-to-face in-depth interviews with stakeholders
- 31 face-to-face in-depth interviews with survivors and/or relatives of older women and men who have experienced violence and/or abuse.

The published outcomes seek to provide an in-depth analysis of the results emerging from the focus groups and the in-depth interviews. The publication also features a number of conclusions and policy recommendations based on the observations highlighted in the literature review and the data presented in this report.

As part of a series of initiatives to spread further awareness and develop a culture of sensitization on violence and abuse on older women and men, NCPE published a guide for professionals who come into contact with older women and men in their work, to better inform such professionals on the various patterns and processes of violence and abuse which older persons may be subject to.



Den k-ovri qad bi 24-ispjodg ta' Lingwa Ewropea Programm għal Impieg u Soċjalità Soċjal - PROGRESS (2007-2013). Den 8-programm qad għal implementat mill-Kommissjoni Ewropea.



Poster – Violence on Older Women and Men

The guide identifies:

- how professionals can recognise various forms of abuse on the elderly
- a number of recommendations on how such professionals may relate with older women and men in such circumstances
- ways on how to break the culture of violence in such situations.

To support this work NCPE published a poster which concisely explains the various forms of violence and abuse that older women and men may be subject to. The poster aims to spread further awareness on the subject matter amongst older women and men and has been distributed to a number of local councils and day care centres.

Violence, Harassment and Bullying in Schools

The study on '**Violence, Harassment and Bullying in schools**²² was a research initiative undertaken by NCPE focusing on single-sex and mixed-gender institutions at secondary and post-secondary levels. *Whilst addressing the gender perspective as the central element shaping the scope of the research, the study also considered a number of other variables including race and religion, disability and sexual orientation in order to develop an in-depth understanding of how students experience multiple forms of abuse within educational settings.* A review of the structures in place designed to prevent or combat violence, harassment and bullying in schools is also provided.

The methodology adopted included a literature review which provided a detailed analysis of the contemporary understandings of violence, harassment and bullying in schools amongst youths and teenagers within international, regional and national scenarios. The data gathering exercise included:

- two focus groups with secondary schools students
- one focus group with teachers in secondary schools
- one focus group with parents of students in secondary schools
- two focus groups with students in post-secondary schools
- one focus group with teachers in post-secondary schools
- one focus group with parents of students in post-secondary schools.

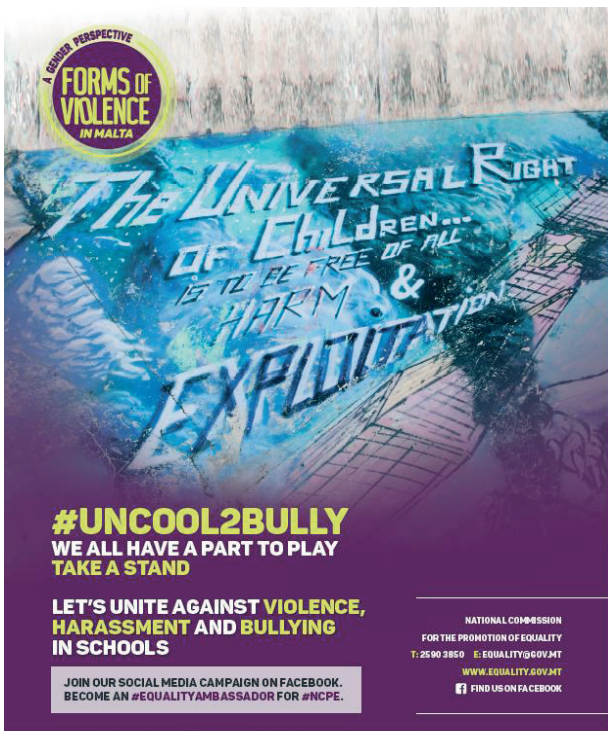
The publication presents the main findings with a discussion of the results emanating from the data gathering exercise and, consequently, draws a number of conclusions and recommendations.

²² Ibid

Recommendations:

- The concepts of bullying, violence and harassment are considered to be deeply intertwined. It is therefore recommended that any actions taken to address these undesirable phenomena should focus on the underlying denominator – the need and duty to foster fairness, respect and dignity for all persons within the school community
- A heavy investment in education is direly needed in order to address bullying, violence and harassment. The value of diversity should be mainstreamed in the schools' ethos, procedures and actions, and addressed from a very young age. This can be done through the use of alternative informal and non-formal educational methods, such as through drama or art. Further integrating and strengthening these considerations into the PSCD curriculum should be considered. These notions can be integrated into the Religion and Ethics syllabi, focusing on basic values of respect. Further examination of when this educational agenda should start, and what it should contain, is required
- Both students and adults, lacked clear understanding of what the terms 'bullying' actually implies, thus resulting in teachers or parents brushing off certain types of behaviour that need intervening as required. Therefore, any policy adopted by the school should include a thorough description of this term, backed by training that should delve deeper into this matter. Training should include examples, information and tools on how to tackle difference scenarios. When dealing with diversity, training should move away from mere 'political correctness' and delve deeper into examining the value of diversity and how what is being taught impacts students differently according to their different needs and aspirations.

In a bid to raise further awareness and dialogue on violence, harassment and bullying in schools, NCPE published a poster featuring a motivational message for youths and teenagers to foster a culture of sensitization on the subject matter. The poster has been distributed to a number of secondary schools in Malta and Gozo.



Poster – Anti-Bullying

2.4 AWARENESS-RAISING ACTIVITIES

Directory of Professional Women

The **Directory of Professional Women** was officially launched at the 11th Annual Conference of the National Commission for the Promotion of Equality held on 7 May 2015. The event and launch were reported on various local printed and online news media. The Directory of Professional Women may be accessed on the NCPE website www.equality.gov.mt.

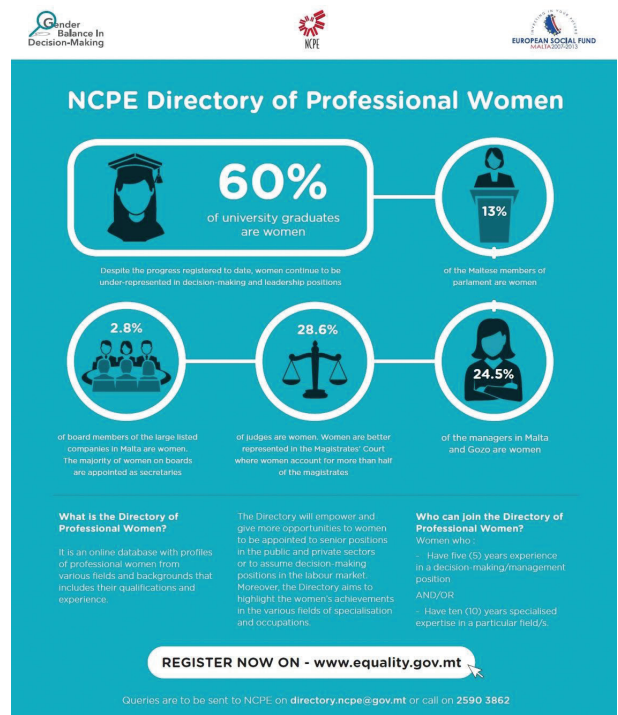
A promotional campaign geared towards professional women and employers to encourage them to make

use of this directory was launched in June 2015. This campaign lasted till December 2015 and included the following media:



Newspaper Adverts: Aimed at encouraging professional women to register on the Directory, invited employers to make use of it and highlighted the number of applicants reached to that date, whilst inviting other professional women to register.

Magazine Adverts: Published at intervals for continuous coverage, encouraging professional women to register on the Directory, whilst inviting employers and other stakeholders to make use of this database.



Magazine Advert – Directory of Professional Women

Online adverts: A social media campaign on Facebook publicising the Directory and providing a direct link to the search functionality of the same database.

This online campaign reached a total of 433,109 impressions and 1,402 clicks.

Online Article: In June a full page full colour article promoting the Directory of Professional Women was published on NCPE's electronic newsletter 'Equality Matters' issue no. 5.

Radio and TV interview: From time to time NCPE officials participating in radio and television programmes highlighted the availability and usefulness of this *Directory of Professional Women* to encourage wider use of this database.

Mentoring programme

In June 2015, mentoring experiences, reported to be very positive and beneficial to the mentors and mentees, were shared with the general public and other stakeholders through a full page article on NCPE's electronic newsletter 'Equality Matters'.²³ Moreover from time to time this Mentoring Programme was further promoted by NCPE officials when participating in radio and television programmes.

Developing a Culture of Rights

Awareness raising activities produced, disseminated and aired with the aim of promoting the activities of the project *Developing a Culture of Rights through Capacity Building* included a Facebook advert and a radio advert.²⁴

The Facebook advert (March – May) reached 187,036 people and generated 426 post likes and 346 page likes.

The purpose of this social media campaign was to direct users to the NCPE Facebook page and

²³ This newsletter may be accessed on the following link: http://ncpe.gov.mt/en/Documents/News_and_Events/Newsletter/NCPE%20Newsletter%20No.5.pdf

²⁴ Such publicity material was funded through the project ESF4.220 Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013

website, allowing users to navigate through information about their rights and responsibilities in the context of the updated legislation and wider protection available since 2012. The 45-second radio advert, developed in English and Maltese, was aired 300 times on the five main local radio stations. The purpose of this advert was to help raise NCPE's profile and services, and raise awareness on the various grounds of discrimination covered by NCPE's remit. The communicated message is a step towards the creation of a culture of rights since different actors, including persons who are at risk of discrimination, were potentially made aware of their rights.



Logo – Developing a Culture of Rights through Capacity Building

In addition, in order to give better visibility to the extended remit of NCPE, an article was published for each of the seven grounds of discrimination (May – December). This directly contributed towards further dissemination of detailed information on the grounds covered by NCPE's remit extension and also increased NCPE's presence in the media.

Violence on Older Women and Men²⁵

An awareness-raising **Campaign on Violence on Older Women and Men** was undertaken to shed more light on the various forms of violence on older persons through a gender perspective and empower older victims to report/combat such violence. Furthermore, the campaign targeted professional and informal carers of older persons to engage in non-violent relationships with older adults and prevent violence on older persons.

²⁵ Partly funded through the project JUST/2012/PROG/AG/4733/VAW Forms of violence in Malta - a gender perspective, PROGRESS 2007 - 2013



Logo – Forms of Violence in Malta: A Gender Perspective

This campaign consisted of a series of **radio clips** in Maltese and English featuring a number of themes related to violence and abuse on older persons and the promotion of a culture of zero-tolerance towards such violence and abuse.

A total number of 700 **radio adverts** were aired on the top five most followed radio stations by persons above 50 years of age (November). Furthermore, the audio clips were transformed into video with accompanying stills and posted on the NCPE facebook page.

A **half-page full colour advert** featured on all Sunday newspapers (13 December) on forms of violence on older women and men raised further awareness and sensitization on the subject amongst the general public.

Violence, Harassment and Bullying in Schools²⁶

A set of awareness raising initiatives were implemented throughout 2015 to inspire a culture of **dialogue and sensitization on violence, harassment and bullying in schools** and amongst youths and teenagers.

Six different **television adverts** were developed in Maltese, featuring subtitles in English and sign language interpretation. Each advert featured a

²⁶ Ibid

number of scenarios related to the most common patterns and experiences of violence, harassment and bullying within educational settings and amongst young adolescents, accompanied with motivational messages from prominent persons. The television adverts on the topic focused on the ground of gender²⁷, sexual orientation²⁸, disability²⁹, race or ethnic origin³⁰, cyber-bullying³¹, and violence, harassment or bullying in schools.³²

A total number of **180 television adverts** were aired on the three main local stations (9-17 December). These adverts were also uploaded on NCPE's Facebook page and YouTube account. Whilst the advertising of the videos on Facebook helped to increase the visibility of NCPE's Facebook page, the six videos of this campaign registered a total number of 41,608 views.

The posts forming part of this campaign had a total of 194,962 reaches and 1,133 likes, comments and shares on Facebook by the end of the campaign. As part of the awareness raising strategy, NCPE also published a **full-colour advert** on all Sunday newspapers. The advert featured a motivational message intended to inspire a culture of dialogue, to further sensitise on the issues of violence, harassment and bullying in schools and amongst youths and teenagers.

Violence against Women³³

An awareness-raising campaign on **violence against women** included five television adverts in Maltese featuring subtitles in English and sign language interpretation. *These adverts served to empower*

²⁷ Available online at: <https://www.youtube.com/watch?v=gZCPNrIDz3k>

²⁸ Available online at: <https://www.youtube.com/watch?v=ieHPROOqtKA>

²⁹ Available online at: https://www.youtube.com/watch?v=Hu9q5arZR_4

³⁰ Available online at: <https://www.youtube.com/watch?v=t5nxcpaIIRO>

³¹ Available online at: <https://www.youtube.com/watch?v=9GGmH19GkD8>

³² Available online at: <https://www.youtube.com/watch?v=JtBwUgXyqJc>

³³ Partly funded through the project JUST/2012/PROG/AG/4733/VAW *Forms of violence in Malta - a gender perspective*, PROGRESS 2007 - 2013

victims or potential victims of violence against women through further information on their right to a life free from violence. The television adverts focused on the following themes:

- A targeted message by a prominent person/s on zero tolerance to violence against women³⁴
- A video clip by a survivor of violence against women, to empower other victims of violence³⁵
- The negative effects of violence against women³⁶
- A video clip featuring different women and/or girls on various forms of violence against women and girls³⁷
- A message on the structures and services; and on the remedies available in cases of violence against women.³⁸

A total of **90 television adverts** were aired on the three main local stations (9–18 December). These adverts were also uploaded on NCPE's Facebook page and YouTube account.

The five videos registered a total number of 47,233 views. The posts had a total of 198,819 reaches and 634 likes, comments and shares on Facebook by the end of the awareness-raising exercise.

A **bus shelter campaign** promoting messages of zero tolerance on violence against women was developed. This campaign features a number of messages on violence against women with Maltese personalities chosen to act as brand ambassadors. The campaign (November – December) ran across all regions in Malta and Gozo.

³⁴ Available online at: <https://www.youtube.com/watch?v=rngnwMOXqC8>

³⁵ Available online at: <https://www.youtube.com/watch?v=U-sN6GBa548>

³⁶ Available online at: <https://www.youtube.com/watch?v=js4fWASXOcY>

³⁷ Available online at: <https://www.youtube.com/watch?v=Da3Gcn8U3iA>

³⁸ Available online at: <https://www.youtube.com/watch?v=GGWqX1AUjkM>

Violence against Women is a violation of human rights and a form of discrimination

#breakthesilence

A GENDER PERSPECTIVE

FORMS OF VIOLENCE IN MALTA

National Commission for the Promotion of Equality
Gattard House, National Road, Blata l-Bajda.
t: 2590 3850 | e: equality@gov.mt | w: www.equality.gov.mt



This advert is supported by the European Union Programme for Employment and Social Solidarity – PROGRESS (2007 – 2013). This programme is implemented by the European Commission.



Bus Shelter Advert: Forms of Violence in Malta – A Gender Perspective

2.5 MEDIA

Using the media to get the message across and to reach out to a myriad of audiences proves to be indispensable to NCPE's work. In 2015, different audiences were reached by using traditional media including radio, television, newspapers, leaflets and brochures, as well as by using other means of communication, such as online news portals, Facebook and YouTube.

Contributions

Throughout 2015, NCPE had 125 contributions in the local media, more than double the amount of the previous year. These contributions include:

- Press statements
- Answers to journalists' questions
- Articles and features
- Participation in television and radio shows.

Press statements covered a wide range of subjects varying from coverage of topical national issues to activities and events organised by NCPE throughout the year. These covered:

- Tackling the Gender Pay Gap
- Launch of NCPE's Mentoring Programme
- An increase in the number of women elected in Local Council Elections
- Official launch of NCPE's Online Directory of Professional Women
- Over 15,800 employees working in equality certified entities
- Fostering dialogue between LGBTIQ persons and religions/beliefs
- Ensuring workplaces that are free from harassment and discrimination
- Marking the European Equal Pay Day
- More than 200 women registered on the Directory of Professional Women
- NCPE's initiatives on gender-based violence
- Developing a Culture of Rights through Capacity Building
- NCPE's press statements can be accessed from the 'News' Section of NCPE's website – www.equality.gov.mt

Additional topics of national interest were further covered in replies to questions sent to NCPE by journalists from different media organisations. Such topics included:

- NCPE's proposal presented to Government on the right of choice of surname by both spouses
- gentlemen's clubs

- the Burqa ban
- women's participation in society and in the labour market
- domestic violence
- stereotypes
- discrimination on the basis of race
- sexist comments reported in the media.

Other articles and features were also published in 2015 covering topics such as stereotypes in the media and in education; the elderly and active ageing; homophobia and transphobia; discrimination on the basis of religion; and the Directory of Professional Women.

Through participation in television and radio programmes, NCPE continued to disseminate information related to equality and NCPE's work, such as the gender pay gap, violence against women and the participation of women in the labour market and in politics.

NCPE also produced and participated in a full schedule of programmes that were aired weekly between October and December as follows:

- 13 half-hour programmes on Radju Malta 2 that were entirely produced and presented by NCPE. The first half of each programme saw the participation of NCPE's Commissioner, and other NCPE officers, who discussed NCPE's remit and its work. Different NGO representatives were invited for the second half of each programme when they outlined their work in relation to different aspects of equality and human rights. Following their broadcasting, all the programme recordings and photos were uploaded on NCPE's Facebook page.

A three-month schedule on One TV involved the participation of NCPE on the programme '*Espresso*' aired in the morning during weekdays. NCPE had



Radju Malta 2 Programme



NCPE Participation in Espresso Programme

a 10-minute slot every Thursday discussing NCPE's work and issues related to non-discrimination. These appearances were streamed live on NCPE's Facebook page by providing the link to One TV's website.

NCPE's constant presence in the media further strengthened its work in promoting equality and non-discrimination in Maltese society to various individuals and groups.

Website

In May 2015, NCPE's website was revamped. It was updated to include the online Directory of Professional Women where professional women can register to give further visibility to their competences and experience in respective areas. The *Specific Initiatives* Section, with details on the various projects carried out by NCPE, was also re-designed to make it more reader-friendly and increase its accessibility.

The website is a resource for NCPE to enhance its ability to target persons who are potentially being discriminated since it provides information on how to submit a complaint. It also contains information targeting employers interested in applying for the

Equality Mark. Moreover, it is useful for researchers, academics and students who are conducting research studies on thematic issues that NCPE tackles in its research initiatives.

NCPE's website – www.equality.gov.mt – is kept updated throughout the year with the latest events, media contributions, publications and other NCPE work, serving as a comprehensive equality-tool to all internet users that access it.

The website also gives a direct link to NCPE's Facebook page.



NCPE Website

Facebook

NCPE's Facebook profile - National Commission for the Promotion of Equality - provides an important space for NCPE to connect and interact with its followers.



Information of general interest, particularly press releases, articles, photos of media appearances, training sessions, conferences and other events is posted regularly. Quotes from personalities conveying messages related to equality, non-discrimination and human rights are posted on a daily basis.

Facebook's effectiveness as a communication tool was evident from the videos regarding the awareness raising campaign on different forms of violence. These reached more than 2,700 likes within two weeks. This campaign gave an opportunity to NCPE's followers to comment and voice their concerns on issues related to gender-based violence, especially with regards to bullying in schools and violence on elderly women and men.

YouTube Channel

NCPE's YouTube Channel – NCPE Malta – was updated with video-clips produced for the awareness-raising campaign on different forms of gender-based violence. These, together with other uploaded video-clips, are useful to educators, students, stakeholders as well as persons at risk of discrimination.

Equality Matters e-newsletter

This e-newsletter, with its format of short write-ups accompanied by photos, provides NCPE with

another means to reach out to stakeholders and the general public.

The 2015 issue covered ongoing projects and new initiatives, namely the online Directory of Professional Women and the Mentoring Programme that ran through most of 2015. Other topics included sexual harassment at the workplace and an overview of one of the investigations the Commissioner carried out on the ground of race/ethnic origin. This issue featured a new section covering a concise presentation of statistical data on women elected in Local Council elections in 2012 and 2015.

Equality Matters is disseminated via email, uploaded on NCPE's website in the 'News' section and on NCPE's Facebook page³⁹.

2.6 SPECIFIC INITIATIVES

NCPE had three ongoing specific initiatives in 2015, all of which came to an end in December 2015.

Online Directory of Professional Women⁴⁰

The **lack of visibility of professional women in various fields** is an issue of concern that needs to be addressed. In fact, only 4% of CEOs and 3% of non-executive board members are women.⁴¹ The software for the Directory was developed and tested in 2015, with the aim of making professional women in various fields visible to the general public and relevant stakeholders for the purpose of recruitment on boards, committees, employment and media appearances to name a few. Following the official launch of the Directory at NCPE's 2015 Annual Conference, NCPE embarked on a task to enhance the existing features so as to improve the user's online experience. The Directory's main enhancement concerned the feature to make the profilers responsible for updating their profile. *By the end of the year, there were 214 professional women registered on the online Directory.*

³⁹ Anyone interested in receiving the Equality Matters e-newsletter can contact NCPE on equality@gov.mt

⁴⁰ Partly funded through the project ESF 3.196, Gender Balance in Decision-Making, Operational Programme II, Cohesion Policy 2007 - 2013

⁴¹ European Commission – Justice, April 2014, Executives and Non-Executives

Mentoring Programme

Mentoring as a strategy has been used and recognised as a successful and effective methodology to assist the identified mentee in progressing at a fast track pace. To address the low percentage of women in high positions NCPE implemented a **Mentoring Programme**⁴² over a nine-month period (March – November). 30 mentors were selected and matched with 30 mentees. The outcome of the matching process was made public at an event organised for the applicants of the Mentoring Programme (5 March). The aim of the briefing session was to primarily introduce the mentees to their assigned mentors, and therefore utilise the briefing session as an ice breaker between the two parties.



The mentoring programme consisted of 96 hours of one-to-one support with the mentees, who were requested to keep a journal of experiences detailing their journey throughout this process. The evaluation of the Mentoring Programme proved that this was an overall positive experience for all stakeholders; mentors, mentees and NCPE. There were several success stories that originated from the programme which illustrated how the mentees used this experience to its full advantage by, for example, by applying for higher positions. Some were even successful in obtaining the job desired. In view of this, NCPE highly encourages people to participate in these programmes. The Mentoring Programme was brought to a close in a Seminar (30 November), when mentors and mentees could evaluate the entire experience, assess the positive aspects and recommend what could have been done differently.

⁴² Partly funded through the project ESF3.196, Gender Balance in Decision-Making, Operational Programme II, Cohesion Policy 2007-2013

Some comments from the mentees were:

"The mentoring sessions have had an impact on my self-confidence as whereas I would previously decline an opportunity (such as public speaking) due to being too shy or feeling unprepared to do so, I now think of the positive impact this would have on me personally and as an opportunity to showcase my abilities."

"I believe that I have established a successful mentoring relationship with my mentor and the key factors for this include creating a relationship of trust, clearly defining our roles and also responsibilities, establishing short-term and long-term goals, using open, supportive communication, and collaboratively solving problems."

"The Mentoring Programme helped me realise what I want to become and how I will achieve it." "As I reflect on my time spent during the Mentoring Programme, I realise how much I have grown and developed in my confidence, assertiveness, and most of all in balancing my various roles."

"On reflection, I believe that having been mentored was one of the most valuable opportunities I had in my 33 years career. I feel that having the guidance, encouragement and support of my professional mentor has led to improved performance at work. I have increased my personal satisfaction and self-confidence, and worked to overcome my weakness especially my time management and communication skills. It has been an opportunity to reflect on my own practice."

Transnational Meetings & Mapping Exercise⁴³

Various **transnational meetings** were held in Malta (June 2014, March, April and December 2015) wherein representatives from the Ombud for Equal Treatment, Austria, the Equality Commission for

⁴³ Partly funded through the project ESF 4.220, Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013

Northern Ireland and NCPE, together with local project partners, discussed the progress and the implementation of the project *Developing a Culture of Rights through Capacity Building*. The above-mentioned transnational partners also cooperated in the compilation of a mapping exercise which outlined various formal and informal working processes that are utilized in different equality bodies in order to implement the respective EU and national obligations.

Study Visit to the Equality Commission for Northern Ireland (23rd – 25th June 2015)⁴⁴

The Equality Commission for Northern Ireland hosted a **study visit** held in Northern Ireland, wherein six NCPE officers met representatives from two equality bodies, various entities and other stakeholders working in the field to obtain a hands-on approach as regards good practices implemented by equality bodies and their liaison with third parties and stakeholders. *This experience*

with exchange of ideas and knowledge enhanced internal capacity and will contribute towards NCPE's transition into a National Human Rights and Equality Commission (NHREC) envisaged to entail the widening of NCPE's remit and to change the overall structure of the Commission. A report was drafted enlisting and highlighting a number of good practices discussed throughout the visit, implementation thereof and possible transfer to the Maltese scenario. This report was disseminated to all NCPE staff ensuring sustainability of output and a solid transfer of knowledge. More concretely, the recommendations proposed will eventually be considered for the compilation of Standard Operating Procedures being drafted by NCPE.

2.7 TRAINING

Training continued to be a priority for NCPE. Focus is put on equality, diversity and non-discrimination



Study Visit - Northern Ireland

⁴⁴ Partly funded through the project ESF 4.220, Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013

to an array of groups such as students, employers, managers, employees in the public and private sectors, local councils, NGOs and union members.

Around 185 hours of training spread over 82 sessions, with a total of 1,300 participants, were delivered. Training programmes are often developed on request whilst in some cases NCPE proposes training sessions to particular groups or entities.

The purpose of the session, the subject/s for focus and participant composition are discussed with the entity. This allows NCPE to tailor its training according to different contexts so as to better reach specific audiences and objectives. Interaction, questions and discussions are actively sought by NCPE trainers during these sessions.

Among the training programmes carried out in 2015 there were three **sessions on gender equality and women's rights held in collaboration with the Zabbar Local Council**. The programme was advertised by the local council through flyers distributed in the locality since the targeted group was, primarily, Zabbar residents. *The main issues were the distinction between sex and gender,*

a historical overview of the struggle for equality, women's participation in different spheres of life, sexual harassment and stereotypes. One of the sessions dealt with domestic violence and was delivered by the Commission on Domestic Violence.

Some of the main themes covered in NCPE's training sessions include:

- Role and remit of NCPE
- Malta's equality legislation
- Defining equality and non-discrimination
- Gender and equality mainstreaming
- Tackling sexual harassment
- Challenging stereotypes
- Appreciating and managing diversity

Five training sessions were given to **shop stewards from the General Workers Union**. Principles of equality and non-discrimination at the workplace in relation to their role as workers' representatives were discussed. *Specific rights and obligations*



Session on Maltese Equality Legislation to Asylum-Seekers



Session on Diversity at Pieta' Primary School

that workers have under Malta's equality legislation were highlighted and it was explained that a safe workplace is one where concrete action is taken to prevent and address discrimination and harassment.

Gender mainstreaming was the subject covered in a number of training sessions given to **public officers** holding different positions within the public service/sector. A session coordinated by the Public Administration Human Resource Office saw the participation of Directors for Corporate Services and Human Resource Managers. *The concept of gender mainstreaming, the need for mainstreaming all government action and the importance of developing a gender mainstreaming strategy were explained and discussed with the participants.*

Two sessions were delivered to public sector employees on the reporting obligations emanating from **OPM Circular 15 of 2012 – Gender Mainstreaming in Practice** that require every department and entity to prepare a report on the measures taken and the progress achieved in the sphere of gender equality and mainstreaming. This report is forwarded to NCPE on an annual basis. Subsequently, a single report is compiled by NCPE for the attention of the Permanent Secretary, MSDC. In 2015 the template was simplified to facilitate reporting. Changes in the template as well as the reporting process were outlined in the training sessions. Meetings with individual entities/departments were also carried out on request.

Students in different courses and institutions also received training. These included MCAST students reading for a course in health and social care, ETC students in the childcare course and PGCE students at the University of Malta. During these sessions, those equality issues, and related practices, that are most relevant to the responsibilities connected with that particular area of study were discussed. Training sessions on stereotypes and diversity were also given to primary school students.

Mentoring Programme – Training to Mentees

A Training Programme⁴⁵ was offered to eligible potential mentees. The sessions (2–6 February) were designed with the aim of helping women develop the skills required to occupy decision-making positions.

The five-day programme focused on:

- Communication Skills for leaders
- Self-Confidence and Assertiveness
- Critical Thinking for Decision-Making Skills
- Emotionally Intelligent Leadership
- Meeting local leaders
- Assessment and Evaluation.

⁴⁵ Partly funded through the project ESF3.196 *Gender Balance in Decision-Making*, Operational Programme II, Cohesion Policy 2007-2013



Training to Mentees

Several distinguished professional women, including MEPs, businesswomen and CEOs, were invited to address the group of potential mentees and answer any queries posed. An evaluation of the participants' experience and knowledge gained carried out on the final day highlighted positive outcomes. A total of 35 women were certified, 30 of whom were then selected to take part in the Mentoring Programme.

Internal Capacity Building

Internal training was organised in 2015 with the aim of accelerating the learning curve for implementation of the widened remit, thereby enabling NCPE to offer more efficient services to its service users.⁴⁶

Some of these training sessions were delivered by an independent external expert. These included training on:

Training Session	Duration	Dates
Psycho/social skills	2 half days	10 and 13 March
Communicating the equality message	2 full days	15 and 25 May
Strengthening collaboration work and practices with NGOs	1 full day	1 April 2015
Equality and diversity management audit/monitoring and evaluation tools	1 full day and half a day	7 and 14 April

The aim of these training sessions was capacity building of NCPE's staff in skills needed to support NCPE's target groups, particularly persons who are discriminated against, and also to train staff on how to enhance NCPE's evaluation and outcome measurement capacity. Other purposes included strengthening collaboration work with NGOs and mechanisms to reach out to different stakeholders.

⁴⁶ Partly funded through the project ESF4.220 Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013



Internal Training by Transnational Partners – Developing a Culture of Rights through Capacity Building

Additionally, the transnational partners of the *Developing a Culture of Rights through Capacity Building* initiative, namely the Ombud for Equal Treatment in Austria and the Equality Commission for Northern Ireland, provided the following training sessions:

Training Session	Duration	Dates
Train the trainers course	4 full days	2, 3, 24 and 25 March
Training methods and on how to plan and perform training needs analysis	1 full day and a half day	29 and 30 April

The grounds of discrimination which fall within NCPE's remit were covered, as well as equality mainstreaming. The main aim of the training sessions was to provide a practical side of handling these grounds and on delivering training on same.

Public Service, Local Councils and NGOs

The increased internal capacity supported subsequent external training delivered throughout the same project by NCPE trainers. The different target groups included public service employees in clerical grades, Maltese and Gozitan local councils' executive secretaries, pool of executive secretaries and staff, and NGOs and social partners:⁴⁷

Training Session	Duration	Dates	No. of participants
Clerical grades	4 half days	30 and 31 July and 6 and 11 August	75 participants: 55 women, 20 men
Local councils	4 half days	2, 4, 5 and 19 June	25 participants: 12 women, 13 men
NGOs and social partners	2 half days	2 and 24 September	11 participants: 7 women, 4 men

⁴⁷ Partly funded through the project ESF4.220 Developing a Culture of Rights through Capacity Building, Operational Programme II, Cohesion Policy 2007-2013



Training to Tele-managers

The improvement of the public service delivery process and efficiency, especially due to the target groups' potential strategic position in meeting persons who are potentially discriminated against as a client group, was the main aim of these sessions. Another objective was the promotion of the synergy between NGOs and social partners.

Other external training delivered by an independent external expert included:

Training Session	Duration	Dates	No. of participants
Tele-managers in public administration	4 half-days	5 and 12 May and 18 and 19 November	83 women: 55 women, 28 men
Tele-workers and prospective tele-workers	2 half-days	9 and 11 December	25 participants: 22 women, 3 men
Equality performance appraisals to public service employees in scale 7 (and above)	1 half day	19 May	24 participants: 14 women, 10 men

These sessions were aimed at:

- ensuring effective management of staff who are on tele-working arrangements
- empowering tele-workers with the knowledge and skills necessary to build a culture of adequate tele-management
- the effective implementation of tele-working which supports its sustainability within organisations.

These training sessions also helped public officers in effectively implementing the Public Administration Act and Code of Ethics in relation to tele-work.



Training to Tele-workers

Self-Reflecting Sessions with Legal Experts on Violence against Women⁴⁸

The sessions for legal experts, tackling the subject of violence against women and girls and gender-based violence, covered:

- the current situation on violence against women and girls
- gender-based violence and the respective circumstances and needs at a national level
- how to assist and work with victims of violence
- violence preventive strategies

- fighting violence against women in International Law.

Sessions also included:

- recognizing the special needs of victims and perpetrators
- how to handle difficult, aggressive and/or emotional victims and perpetrators during legal cases
- how to express empathy, assertiveness, attitude and active listening throughout legal cases concerning gender-based violence and violence on women and girls.

⁴⁸ Partly funded through the project JUST/2012/PROG/AG/4733/VAW Forms of violence in Malta - a gender perspective, PROGRESS 2007 - 2013

12 legal experts participated (13 November).

Multidisciplinary Professionals on Violence Against Women⁴⁹

Multidisciplinary professionals who encounter victims or perpetrators of violence in their work were also trained. *The aim of this session was to assist professionals to be better able to recognise, and adequately intervene in cases of violence, taking into account the gender perspective.*

Through self-reflexive exercises within small groups, participants were encouraged to reflect on:

- how to recognise the special needs of victims and perpetrators
- how to deal with aggressive and emotional clients
- how to express empathy, assertiveness, attitude and active listening in cases of gender-based violence and violence on women and girls.

The session also covered the current situation on violence against women and girls and the respective circumstances and needs at a national level. Furthermore, intersectionality and gender-based violence, including issues surrounding violence against women and girls coming from different social groups were also explored. The session (18 November) was attended by 11 participants.



Seminar for Youth and Teenagers

49 Ibid

Seminar for Youths and Teenagers on Violence against Women and Gender-based Violence⁵⁰

Youths and teenagers were invited to attend a sensitization session on:

- how to combat or prevent gender-based violence
- violent relationships
- violent behaviour
- how the diversity and the dignity of others should be respected.

Spread over two full days, the seminar consisted of a number of interactive exercises, which encouraged participants to reflect on their understanding of:

- violence against women and girls
- gender issues and stereotypes
- violence in dating relationships
- building healthy relationships
- developing a culture of zero tolerance to violence.

22 participants attended the first session (4 December) and 27 participants attended the second session (11 December).

2.8 DISCRIMINATION IN ADVERTISING

The *Equality for Men and Women Act* (Cap.456) delineates that **no advertisement for vacant posts in employment should be discriminatory**. NCPE is also empowered to safeguard equal treatment in the access to vocational training or guidance. *To ensure equal opportunities in employment and education NCPE screens local daily and weekly newspapers as*

⁵⁰ Partly funded through the project JUST/2012/PROG/AG/4733/VAW Forms of violence in Malta - a gender perspective, PROGRESS 2007 - 2013

well as online media for discriminatory advertisements. Often, NCPE is also contacted by the general public who draws its attention to discriminatory adverts or use of stereotypical images or language in adverts.⁵¹

NCPE identified **54 adverts** that discriminated on the grounds of gender, race or age in employment or education in 2015, as outlined in the below table:

Discriminatory adverts	2013	2014	2015
Gender in employment or education	43	63	34
Age in employment	13	18	17
Gender and age in employment	2	1	2
Race in employment	-	-	1
Race in accommodation	-	1	-
TOTAL	58	83	54

In 2015, a decrease in the number of discriminatory advertisements was registered when compared to the previous calendar year – 83 in 2014. This indicates that publishers or advertisers are becoming more aware of the use of inclusive language and images in their adverts.

Out of these 54 adverts, 53 contained discriminatory text and one depicted discriminatory images. NCPE formally notified the publishers, companies or organisations explaining why the advert was discriminatory and suggested actions that can be taken for inclusive advertising.

Most common discriminatory adverts in 2015	NCPE's suggestion/s
Draughtsman	Draughtsperson
Head Waiter	Head Waiter/ress
Handyman	Handyperson
For a PA/Office Administration job vacancy – "...not old due to high salary expectations..."	Remove this discriminatory wording that excludes groups of job seekers on the ground of age
For a Secretary/Office Manager job vacancy – "...be 25-35 years of age..."	

2.9 REQUESTS FOR INFORMATION (RFI)

Various entities and NGOs, working on an international and local level, as well as the general public, contact NCPE requesting information on various subjects in relation to its remit. Requests vary from general information and statistics related to equality, information on NCPE's work and functions as well as enquiries regarding possible cases of discrimination. Requests for Information which are unrelated to the remit of NCPE are forwarded to the relevant authorities.

⁵¹ Persons who come across such adverts can contact NCPE on 25903850 or equality@gov.mt

Total Amount of Requests for Information Received in 2013, 2014 & 2015

Year	2013			2014			2015		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Gender	28	12	40	36	5	41	29	8	37
Race/Ethnic Origin	5	9	14	11	7	18	9	0	9
Gender Identity, Gender Expression & Sex Characteristics	0	2	2	0	0	0	3	0	3
Age	3	1	4	0	1	1	3	4	7
Sexual Orientation	3	3	6	2	0	2	2	0	2
Religion/Belief	2	1	3	4	2	6	0	0	0
Others / Not within NCPE's remit	17	13	30	15	8	23	6	4	10
Total RFI received	99			85*			63*		

*Some requests covered more than one ground

2.10 LIBRARY AND DOCUMENTATION CENTRE

With more than 7,000 publications, the Library and Documentation Centre at NCPE's offices in Blata l-Bajda serves as a resource to academics, students and other interested persons who visit it to conduct research on equality and the various grounds of discrimination. Every year new publications, including those covering new areas of equality and non-discrimination, are made available. Up to three publications can be borrowed for personal

reference and the database with available material can be accessed online.

A compilation of local newspaper articles related to areas of equality and discrimination is also provided at the Library and its database can also be accessed on NCPE's website.

Those interested can visit NCPE's Library and Documentation Centre by appointment, either by telephone on 25903850 or by email equality@gov.mt.

3. The Equality Mark



NCPE developed the Equality Mark concept through an EU co-funded project '*Unlocking the Female Potential*' (2010-2012). The Commission continued to promote and award the Equality Mark beyond the project's end date. *In December 2015, there were 61 certified entities with more than 16,000 employees.*

The Equality Mark is awarded to entities that demonstrate a commitment to foster gender equality at the workplace as well as in their provision of goods and services.

In assessing applicant organisations and entities, NCPE looks at specific criteria including:

- Measures that facilitate reconciliation between work and family responsibilities such as tele-work, reduced hours and flexible hours
- Training opportunities that are open to all and that possibly include sessions on equality and non-discrimination
- Written Equality and Sexual Harassment policies that ensure a workplace free from discrimination and harassment and that outline internal reporting procedures known by all the staff
- Advertisements that are gender inclusive
- Non-discrimination in recruitment and employment processes
- The principle of equal pay for work of equal value
- An Equality Representative or Equality Committee that acts as a point of reference on equality issues to both employers/management and staff
- Implementation of equality principles in the provision of goods and services.



Equality Mark Awards in 2015

Any entity interested to be certified with the Equality Mark is required to submit an application form that can be downloaded from NCPE's website, together with the requested documentation. Organisations may request a meeting with NCPE officials to obtain further information on the Equality Mark and clarify any difficulties with the certification process. Moreover, NCPE can assist entities in drafting policies and other documentation required. Once all documents are reviewed, NCPE conducts an audit at the entity's premises during which specific documentation is checked. This would include recruitment files to ensure that principles of equality and non-discrimination are being followed at all stages of recruitment. The organisation's Equality Mark file, including the application form, documentation and audit findings, is finally presented to the Equality Mark Committee for award or feedback on what is still required to meet the certification criteria.

The Equality Mark is valid for two years, after which time lapse organisations may apply for re-certification, which process entails the:

- **Delivery of a training session by NCPE to a number of employees**
- **Submission from employer/s of answers to NCPE questionnaire**
- **Anonymous completion of NCPE questionnaire by employees.**

Through data gathered from all questionnaires NCPE ensures that the commitments taken when the Equality Mark was awarded were adhered to and that the entity is willing to follow such good practices in the years to come. As with the certification process, the entity's Equality Mark file is endorsed by the Equality Mark Committee.

In 2015, the following organisations were certified/re-certified with the Equality Mark:

Certified	Re-certified
En-sure Ltd.	Betsson Malta Ltd.
Maltapost p.l.c	Department for Social Welfare Standards
Office of the Permanent Secretary - MEIB	Department of Health, Information and Research
GRTU Services Ltd.	Directorate of Pharmaceutical Affairs
GRTU Malta Chamber of SMEs	Enemalta p.l.c.
Barracuda Ltd.	European School of English
MEUSAC	Foundation for Social Welfare Services
Office of the Superintendence Public Health	HSBC Bank Malta p.l.c
Busy Bee Ltd.	Link School of English
	Malta Gaming Authority
	Medavia Ltd.
	Nectar Group of Companies
	Partit Laburista (Centru Nazzjonali)
	RSM Malta
	Simonds Farsons Cisk Ltd.
	Uniblue Systems Ltd.
	World Aviation Group

Number of Certified/Re-certified Organisations in 2014 and 2015

	2014	2015	Overall Total
Certified	9	9	61
Re-certified	19	17	
Total	28	26	

4. Building Knowledge and Networks

4.1 OUR CONFERENCES

A number of conferences and seminars were organised in 2015 to discuss pertinent issues and to promote NCPE's work.

Gender Pay Gap Conference – 6 March

The benefits of closing the gender pay gap were highlighted in a conference that discussed the principle of equal pay for women and men. This was the first public event that discussed the gender pay gap in Malta.

This conference analysed:

- the causes of the gender pay gap
- how the gender pay gap is calculated
- the pension gap between men and women in Malta
- the principle of equal pay between men and women.



Conference on Gender Pay Gap



NCPPE's Annual Conference 2015



Workshop on Sexual Harassment during NCPPE's Annual Conference 2015

Two panel discussions looked at experiences of employers and other stakeholders in relation to promoting and safeguarding the principle of equal pay for work of equal value, including measures that can be taken to prevent and combat the gender pay gap and increasing transparency in wages.

Annual Conference – 7 May

NCPE organised its Annual Conference during which the Directory of Professional Women was officially launched and an overview of NCPE's work and initiatives undertaken during the previous calendar year was presented. NCPE's investigations' procedure for lodged complaints on alleged discrimination/ sexual harassment was explained and some case studies were outlined.

The Equality Mark certification was presented by Hon. Minister Dr. Helena Dalli to 12 organisations that were newly certified and to another 25 entities that were re-certified.

Following a presentation on sexual harassment, workshops were held for participants to further discuss and offer their input on this area of concern.

Networking Seminar on LGBTIQ and Religion – 7 July

A Networking Seminar was organised in Malta by the European Network on Religion and Belief (ENORB) and the European Region of the International Gay, Bisexual, Trans and Intersex Association (ILGA-Europe). The National Commission for the Promotion of Equality (NCPE) collaborated in its organisation.

During this seminar, emphasis was put on the fact that dialogue between representatives of the LGBTIQ community and representatives of various religions/beliefs is an invaluable tool for a change in attitudes and in strengthening diversity.

A working group representing different LGBTIQ and human rights NGOs and representatives of various religions/beliefs, held during this Networking Seminar, focused on the experiences of the participants in this area.

Final Conferences

The final conference for the project '**Gender Balance in Decision-Making**¹' was held on 4 December. The research findings were presented and subsequent to an evaluation of the Mentoring Programme, the mentees were awarded their respective Mentoring Certificates.



Final Conference – Gender Balance in Decision Making

¹ The project ESF3.196 *Gender Balance in Decision-Making*, was partly financed through Operational Programme II, Cohesion Policy 2007-2013



Final Conference of 'Forms of Violence in Malta – A Gender Perspective'

The final conference for the project '**Developing a Culture of Rights through Capacity Building**² was held on 16 December. The project's overall aims were introduced and an overview of the project activities was presented by the project leader together with the project's transnational partners. The research and training external experts presented the findings of their work.

'**Forms of Violence in Malta - a gender perspective**³ had its final conference on 14 December. The findings and results from the research studies, training activities and awareness-raising campaigns were presented. The materials emanating from the three campaigns, namely the campaign on violence on older women and men, violence against women and the campaign on violence, harassment and bullying in schools were also presented at the conference by the project staff. In addition, the evaluator highlighted the results emerging from the external evaluation study of the project. The conference included the participation of the Minister Hon. Dr Helena Dalli who echoed the aims and objectives of the project. The conference was led by NCPE's Executive Director.

² The project ESF4.220 *Developing a Culture of Rights through Capacity Building*, was partly financed through Operational Programme II, Cohesion Policy 2007-2013

³ The project JUST/2012/PROG/AG/4733/VAW *Forms of Violence in Malta-a gender perspective* was partly financed through PROGRESS 2007 - 2013

4.2 INTERNATIONAL AND NATIONAL MEETINGS

During 2015 NCPE's Commissioner and staff members participated in a number of local and EU/International meetings, conferences and seminars organised by various stakeholders, NGOs, Governmental institutions and private organisations.

The role of NCPE at such meetings is to strengthen and make more visible the equality agenda by making use of recent data, policy and law relevant to the subject in question. Furthermore, each event attended provides NCPE with learning opportunities, insight for new work and stronger collaboration with stakeholders.

NCPE's Commissioner and staff members were invited to actively participate and deliver presentations on a number of occasions. One such event was a seminar organised by Equinet - Work-life Balance and Pregnancy and Parenthood Related Discriminations (Tallinn, 1-2 July).

An important event held in Malta in November was the CHOGM's Commonwealth First Women's Forum. During this event, NCPE's Commissioner presented the subject, and then led the workshop on *Effective Women's Political Leadership*.



Commissioner's Presentation during Equinet's Seminar on Work-Life Balance – Tallinn, Estonia



NCPE Participation in Equinet's Seminar on Work-life Balance – Tallinn, Estonia

NCPE's staff expertise and knowledge is utilised during foreign training sessions such as, Equinet's *Helping Equality bodies to apply for and use EU funds* (Sofia, 3-4 September) during which NCPE's Senior Projects Executive delivered a presentation on tapping and benefitting from EU funds.

The Office of the Czech Republic Government invited NCPE to participate in an international conference on Gender Mainstreaming. NCPE's Manager gave an overview on how gender mainstreaming is being implemented in Malta.

Furthermore, NCPE's Commissioner participated in FRA's meeting *Connecting to strengthen fundamental rights* (Vienna, 18–20 November). National stakeholders, National Equality Bodies, National Human Rights Institutions and Ombudsmen discussed way forward on how to strengthen the protection and promote fundamental rights at a national level, in line with the EU Charter of Fundamental Rights and International human rights instruments.

4.3 FORA AND NETWORKS

NCPE is member of various committees and boards and participates in their respective events.

European Network of Equality Bodies (EQUINET)

Equinet, a network registered in Belgium, brings together 45 National Equality Bodies from 33 European countries that counteract discrimination across a range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation.

Equinet, promotes equality in Europe through supporting equality bodies to be independent and effective as valuable catalysts for more equal societies. NCPE actively participated in Equinet's events throughout 2015.

EU Advisory Committee on Equal Opportunities between Women and Men

The Advisory Committee on Equal Opportunities for Women and Men assists the European Commission in formulating and implementing the European

Union activities aimed at promoting equality between women and men.

The Advisory Committee fosters ongoing exchanges of experiences, policies and practices between EU countries and the various parties involved. To achieve these aims 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 countries, social partners at EU level and NGOs.

The Advisory Committee was created in 1981 by the European Commission Decision relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men.

High Level Group on Gender Mainstreaming of the EU

The High Level Group on gender mainstreaming is an informal group created in 2001 and comprises high-level representatives responsible for gender mainstreaming at national level. It is chaired by the European Commission at regular meetings convened in close collaboration with the Presidency.

Among its main tasks, the Group supports the tri-presidency in identifying relevant policy areas and topics to be addressed during the respective presidency.

The High Level Group is the main forum for planning the strategic follow-up of the Beijing Platform for Action, including the development of indicators in specific areas.

European Institute of Gender Equality Management Board

The European Institute for Gender Equality (EIGE) is an autonomous body of the European Union, established to contribute to and strengthen the promotion of gender equality between women and men across the European Union, including gender mainstreaming in all EU policies and the resulting national policies, and the fight against discrimination based on sex, as well as to raise EU citizens' awareness on gender equality.

It consists of 18 representatives from the Member States, operating on a rotation basis

thus guaranteeing total representation combined with operational efficiency. One member is also represented by the European Commission and there is an equal number of substitute members. The NCPE has been a Board Member for the last two years.

European Commission against Racism and Intolerance (ECRI)

NCPE's Commissioner is a member of the European Commission against Racism and Intolerance (ECRI). ECRI is a human rights body of the Council of Europe, composed of independent experts, which monitors problems of racism, xenophobia, antisemitism, intolerance and discrimination on grounds such as "race", national/ethnic origin, colour, citizenship, religion and language (racial discrimination); it prepares reports and issues recommendations to member States.

Italy–Malta 2007–2013 Executive Committee

The Italy-Malta 2007–2013 Operational Programme aims at achieving the general objective of strengthening the attractiveness and the competitiveness of the cross-border area within a framework of environmental sustainability.

One of the principles of intervention of the Programme is "equality between men and women and non-discrimination." As part of the Executive Committee of this Programme, NCPE gives feedback on the equal opportunities section of the project proposals, mainly on the impact of the equal opportunities proposed, on any actions which aim at removing barriers to inclusion and the awareness raising aspect of the measures to be taken as part of the project being evaluated. NCPE also sits on the programme's Monitoring Committee.

Committee of the Parties to the Istanbul Convention

NCPE's Commissioner is Malta's representative in the Committee of the Parties of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), composed of the representatives of the Parties to the Convention. The Committee of the Parties may adopt, on the basis of the reports

and conclusions of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), specific recommendations addressed to the Parties concerned.

Local Committees and Boards

In 2015, NCPE 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.

Project Selection Committee (PSC): This Committee evaluates and selects project proposals submitted under the General Programme Solidarity and Management of Migration Flows.

European Economic Area (EEA) Financial Mechanism and the Norwegian Financial Mechanism 2009 and 2014: This Monitoring Committee was set up to monitor the effectiveness and quality of the implementation of the EEA Financial Mechanism 2009-2014 and the Norwegian Financial Mechanism 2009-2014.

The European Fisheries Fund Monitoring Committee: The European Fisheries Fund (EFF) 2007-2013 contributes to realising the Common Fisheries Policy (CFP) objectives, which specifically consist of ensuring the conservation and sustainable use of marine resources. 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. 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 2007-2013: The objective for this programme was to reduce economic and social disparities with the European Economic Area.

PPCD - Operational Programme I and Operational Programme II: The role of the Monitoring Committee 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.

5. Financial Overview

NCPE received government funding amounting to EUR 355,000 (2014 – EUR330,000), following an increase in the grant of EUR125,000. During this financial year, three EU projects have been successfully completed. In this respect, NCPE was refunded a total of € 16,046 representing the share of overheads and indirect costs incurred throughout the duration of the same projects. Training services have generated EUR 318 while government capital grants released to income were EUR 928. Total recurrent cost amounted to EUR 354,376 (2014 – EUR344,373) thereby registering a surplus for the year of EUR 17,915.

Staff Costs and Honoraria increased to EUR 310,680 (2013 – EUR303,598) representing 88 % of the total cost. This increase resulted from staff recruitment for vacant posts as well as the increases brought about by the collective agreement.

Administrative costs amounted to EUR 43,696 (2013 – EUR40,775). As in previous years, these

costs are being kept to a minimum. The main administrative costs are listed hereunder:

	EUR
Legal and Professional fees	13,460
Stationery, Printing and Postage	8,173
Office related costs	5,738
Travelling	4,820
Other	11,505
	<u>43,696</u>

NCPE focuses on the promotion of equality and a great deal of research is carried out in this respect. NCPE regularly submits a number of proposals for EU Funding so as to be in a position to further its research and be in a better position to provide training and raise awareness. During 2015 NCPE was actively focussed on the following projects which were completed during 2015.

Moreover, NCPE submitted an application for an EU funded project "Equality Beyond Gender Roles". The project is expected to be in the region of € 347,909 and is expected to start in the first quarter of 2016 and completed towards the end of 2017.

Name of Project	Funding Programme	Cost (€)	Started	Completed
Developing a Culture of Rights through Capacity Building	ESF 4.220	163,663	Dec 2013	Dec 2015
Forms of Violence in Malta	PROGRESS	285,692	Dec 2013	Dec 2015
Gender Balance in Decision Making	ESF 3.196	422,465	Jan 2013	Dec 2015
Total		871,820		

Looking Ahead

As envisaged, in 2016, NCPE will be facing a major challenge to transform itself into a Human Rights and Equality Commission (HREC). This transformation will come about as a result of upcoming legislation to establish the new national human rights and equality body, as well as to strengthen the overall structure and role of the Commission. It is also envisaged that the new entity will be fully compliant with the Paris Principles in order to gain a grade A accreditation by the UN International Coordinating Committee. This should strengthen the status of the Commission as a defender of rights both at an international and national level.

NCPE's agenda for the promotion of equality and combating discrimination in the coming two years will cover work on the role of men in gender equality. This initiative has been developed into a new project entitled *Equality Beyond Gender Roles*, funded from the Rights, Equality and Citizenship Programme and will be launched in 2016.



White Paper on the Human Rights and Equality Commission

The aim of this project is to increase the knowledge and raise awareness on the relevance of men's role in gender equality. Activities will focus on:

- breaking down of gender stereotypes
- the benefits of sharing family and domestic responsibilities through the uptake of incentives by both women and men
- increasing awareness on the various types of family-friendly measures as well as the benefits and the responsibilities of making use of flexible working arrangements.

Activities planned for 2016 include¹:

- an awareness-raising campaign as well as a roving van situated in various post-secondary schools and on university campus promoting the role of men in gender equality
- 'Theatre in Education' consisting in interactive performances aimed at 14 to 16 year old students for the purpose of breaking down the stereotypical notions tied to the traditional roles of men and women
- a two-day training session with employers, providing relevant information on the various family-friendly measures in existence, as well as creating a safe space for employers to share their experiences and discuss any obstacles faced.

Coherent and complete closure of three projects will be undertaken in the first months of 2016. This

¹ The project will run for two years (1 January 2016 – 31 December 2017), with an estimated budget of circa €350,000.

will entail the submission of all final reports, both administrative and financial. Recommendations emanating from the research studies will be followed up with the relevant stakeholders.

NCPE will continue implementing its core responsibilities with regard to the carrying out of investigations, inputting the equality perspective into policy both at national and international level, awareness-raising through participation in the media as well as providing training and support to stakeholders.

With the setting up of the new Commission and the broadening of the scope of Maltese equality law in the coming months, it is envisaged that the Commission's remit will be widened and its powers strengthened. These developments will establish a body that can more effectively safeguard and promote human rights and equality in Malta. NCPE is looking very positively to these developments and commits to usher the setting up of the new Commission, giving it due visibility in order to ensure its accessibility to all individuals in society.



**NATIONAL COMMISSION
FOR THE PROMOTION OF EQUALITY**

4th Floor, Gattard House
National Road, Blata l-Bajda
Tel: 2590 3850

www.equality.gov.mt