



#### Critical Success Factors:

1. Construct a gender mainstreaming policy plan.
2. Identify an initiator/leader who is the person who will be responsible for carrying forward gender mainstreaming.
3. Design a plan that takes the actual situation into account. The final step is to monitor the results.
4. Conduct regular consultation sessions with staff and customers in order to assess the effects of such policy. This is necessary to build on this learning curve and strengthen its potential.
5. Provide induction training to new recruits in order to make them aware of the work processes, policies and activities within the business organization.

Policy initiatives require follow-up, thus monitoring is necessary to serve this purpose. The manner in which monitoring is to take place has to be decided when the gender mainstreaming project is initiated. During this stage the techniques, tools and criteria for monitoring policies need to be defined.

The ultimate goal of monitoring is that of continuously improving the quality of your

5. Agħti taħriġ introdutturju lill-haddiema l-godda sabiex tagħmilhom konxji tal-proċessi tax-xogħol, tal-policijs u ta' l-attivitajiet fi hdan il-kumpanija.

Jeħtieġ li jibqa' jsir segwitu ta' kull policy li titfassal. Għaldaqstant, hu neċessarju li jsir monitoraġġ biex jintlahaq dan il-għan. Wieħed għandu jiddeċiedi b'lema mod għandu jitwettagħ dan il-monitoraġġ wara li jkun tniċda l-proġett favur l-integrazzjoni tal-prinċipju ta' l-ugwaljanza bejn is-sessi. Matul dan l-istadju jeħtieġ li jkunu ċċarati il-metodi, l-ghodda u l-kriterji li bihom isir il-monitoraġġ tal-policijs.

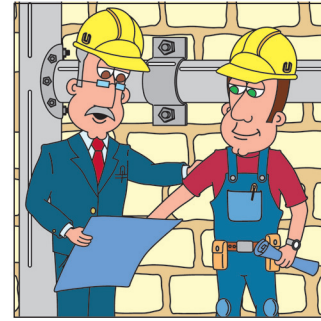
L-għan aħhari ta' dan il-monitoraġġ huwa li jkun hemm titjeb kontinwu tal-kwalità tas-servizz li qed tagħti. Il-monitoraġġ hu mill-aktar siewi sabiex tkompli tiżviluppa u tissahħah il-kwalità ta' l-integrazzjoni tal-prinċipju ta' l-ugwaljanza bejn is-sessi.

#### MINN FEJN NISTA' NIKSEB GĦAJNUNA U INFORMAZZJONI?

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

Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza (NCPE) twaqqfet f'Jannar 2004. L-NCPE tipprovdi għajnuna u tagħrif lill-pubbliku ingenerali dwar kwistjonijiet marbuta ma' miżuri favur il-familja. Tipprovdi wkoll tagħrif dwar il-leġiżlazzjoni Maltija relatata ma' l-ugwaljanza u kwistjonijiet ta' ugwaljanza bejn is-sessi, il-fastidju sesswali, l-impjegi, ir-razza, l-edukazzjoni, il-hlas indaqs għal xogħol ta' l-istess valur, is-sehem tan-nisa fil-politika u fil-livelli fejn jittiehdu d-deċiżjonijiet.

Barra minn hekk, fl-istess bini ta' l-NCPE wieħed isib centru ta' Riċerka u Dokumentazzjoni, li hu miftuħ għall-pubbliku.



service provision. Monitoring is of utmost importance for the further development and improvement of the quality of gender mainstreaming.

#### FROM WHERE CAN I OBTAIN ASSISTANCE AND INFORMATION?

*National Commission for the Promotion of Equality*  
The National Commission for the Promotion of Equality (NCPE) was set up in January 2004. NCPE provides assistance and information to the general public regarding family friendly measures.

It also provides information about Maltese legislation regarding equality, gender equality issues, sexual harassment, employment, race, education, equal pay for work of equal value,



Din il-librerija tinkludi aktar minn 5,000 ktieb, gurnal u artikli li jkopru letteraturi varji dwar kwistjonijiet relatati ma' l-ugwaljanza bejn is-sessi.

#### DAN IL-FULJETT HUWA WIEĦED MILL-PRODOTTI MNEDIJA BĦALA PARTI MILL-PROĠETT ESF/NRU.48 INSAHHU L-INTEGRAZZJONI TAL-PRINĊIPJU TA' L-UGWALJANZA BEJN IS-SESSI FUQ LIVELL NAZZJONALI.

Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza (NCPE) għandha r-responsabbiltà ewlenija ta' dan il-proġett. Dan il-proġett huwa kofinanzjat mill-Fondi ta' l-UE u mill-Gvern ta' Malta. L-għanijiet ta' dan il-proġett huma li:

women's participation in politics, women in decision making levels. Furthermore, NCPE has a Research and Documentation Centre at its premises that is open to the public. This library consists of over 5,000 books, journals and articles covering various literatures related to gender issues.

#### THIS LEAFLET IS ONE OF THE PRODUCTS THAT PROJECT ESF/NO. 48 AFFIRMING GENDER MAINSTREAMING AT A NATIONAL LEVEL IS DELIVERING.

The National Commission for the Promotion of Equality (NCPE) is the project leader of this project. This project is funded partially by EU Funds and co-financed by the Government of Malta. The objectives of the project are to:

- Instill the principle of gender mainstreaming in all public and private organisational spheres of activity;
- Promote a culture of equality and non-discrimination at a national level;
- To eliminate the barriers that hinder female employment through discrimination.

#### CONTACT DETAILS *Lil min tista' tikkuntattja*

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**Malta Confederation of Women's Organisations**  
54, St. Christopher Street, Valletta  
Telephone: (+356) 21 220 847 Fax: (+356) 21 246 091

**National Council of Women**  
Pope Pius XII Flats, Mountbatten Street, Blata l-Bajda.  
Telephone: (+356) 21 248 881



# INFORMATION PACK FOR BUSINESS ORGANISATIONS

ESF/NO. 48 AFFIRMING  
GENDER MAINSTREAMING AT A NATIONAL LEVEL

## ĠABRA TA' INFORMAZZJONI GĦALL-KUMPANIJI

FSE/NUMRU 48 INSAHHU L-INTEGRAZZJONI TAL-PRINĊIPJU TA' L-UGWALJANZA BEJN IS-SESSI F'LIVELL NAZZJONALI



**STRUCTURAL FUNDS PROGRAMME FOR MALTA 2004-2006**  
*Project Part-Financed By The European Union*

**FONDI STRUTTURALI PROGRAMM GĦAL MALTA 2004-2006**  
*Proġett Kofinanzjat mill-Unjoni Ewropea*

