



- Refer the complaint to the National Commission for the Promotion of Equality or
- Refer the dispute to the Industrial Tribunal.

Suggestions for Possible Action to be taken by the Employer:

- Establish a sexual harassment policy at the workplace.
- Provide training initiatives to employees at all levels.
- Maintain the workplace free of sexual harassment.
- Discuss the issue with the parties.
- Speak to the harasser about his/her behaviour.
- Make sure that the victim does not suffer negative repercussions as a result of reporting the sexual harassment (victimisation).
- Contact the National Commission for the Promotion of Equality for advice.

All employers have a duty to protect their employees from sexual harassment.

WHAT REMEDIES DO I HAVE?

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 equality issues. It also provides information about Maltese legislation regarding equality, gender equality issues, sexual harassment, employment, race, education, equal



- Iddiskuti l-kwistjoni mal-partijiet.
- Kellem lil min qed jaghti l-fastidju sesswali dwar l-imġieba tiegħu/tagħha.
- Ara li l-vittma ma tbatix minn riperkussjonijiet negattivi minhabba li tkun irrappurtat il-fastidju sesswali (vittimizazzjoni).
- Itlob parir minghand il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza.

Kull min ihaddem għandu d-dmir li jhars lill-impjegati tiegħu minn kull fastidju sesswali.

X'INHUMA S-SOLUZZJONIJIET LI GHANDI?

Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza
Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza (NCPE) twaqqfet f'Janar 2004. L-NCPE tipprovi għajnuha u tagħrif lill-pubbliku ingenerali dwar kwistjonijiet marbuta ma' l-ugwaljanza. Tipprovi wkoll tagħrif dwar il-leġiżlazzjoni Maltija relatata ma' l-ugwaljanza u kwistjonijiet ta' ugwaljanza bejn is-sessi, il-fastidju sesswali, l-impjegati, 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-decizjonijiet.
Il-Kummissjoni tahdem biex tara li s-soċjetà Maltija tkun soċjetà hielsa minn kwalunkwe forma ta' diskriminazzjoni fl-oqsma kollha u fil-livelli kollha u dan fejn għandhom x'jaqsmu opportunitajiet, servizzi u benefiċċji.

pay for work of equal value, women's participation in politics, women in decision making levels. The Commission works to ensure that Maltese society is a society free from any form of discrimination in all sectors and at all levels with respect to opportunities, services and benefit. The Commission also has the powers to investigate complaints regarding discrimination on the grounds of racial and ethnic origin in the provision of goods and services. Anyone may initiate proceedings for redress with NCPE, should one believe that s/he has been subject to discrimination on these grounds with regard to the following areas:

- social protection, including social security and healthcare
- social advantages
- education
- access to and supply of goods and services which are available to the public, including housing
- access to any other service as may be designated by law for the purposes of this regulation.

Anyone who believes that he/she has been a victim of gender discrimination may submit a complaint to NCPE by downloading and filling in the form that may be accessed from the website www.equality.gov.mt

The National Commission for the Promotion of Equality (NCPE) can act upon individual complaints made in writing, or if it has cognizance of a general nature of discrimination, it can initiate investigations. NCPE ensures that each case presented for investigation is managed with confidentiality. Every complaint is acknowledged in writing within 3 working days of its receipt at the office of NCPE. Information may also be sought via the phone. Any matter related to gender, family responsibilities and racial issues may be referred to the National Commission for the Promotion of Equality. Issues related to race and employment should be referred to the Department of Employment and Industrial Relations or the Industrial Tribunal.

INDUSTRIAL TRIBUNAL

The Industrial Tribunal hears claims about matters on employment. The Industrial Tribunal can consider and decide all cases of unfair dismissal and all cases related to:

- Il-Kummissjoni għandha wkoll il-poter li tinvestiga ilmenti dwar diskriminazzjoni fil-provvista ta' oġġetti u servizzi minhabba razza jew oriġini etnika. Kulhadd jista' jibda proċeduri ma' l-NCPE sabiex jinghata rimejdu kemm-il darba jemmien li sofra diskriminazzjoni minhabba dawn ir-raġunijiet fl-oqsma li ġejjin:

 - il-harsien soċjali, inkluzi s-sigurtà soċjali u l-kura tas-sahha;
 - l-iżvantaġġi soċjali;
 - l-edukazzjoni;
 - l-aċċess għal u l-provvista ta' oġġetti u servizzi li huma disponibbli għall-pubbliku, inkluzi d-djar;
 - l-aċċess għal kull servizz ieħor skond ma jiġi msemmi bil-liġi għall-finijiet ta' dan ir-regolament.

Kulmin jemmen li kien vittma ta' diskriminazzjoni sesswali jista' jressaq l-ilment tiegħu quddiem l-NCPE billi jnizzel u jimla l-formola li hemm fis-sit elettroniku www.equality.gov.mt

Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza (NCPE) tista' taġixxi malli tirċievi ilmenti individwali magħmulin bil-kitba, jew jekk ikollha xhieda ta' diskriminazzjoni ta' natura ġenerali, (tkun tista' tibda l-istharrig mehtieg. L-NCPE tara li kull każ li jitressaq għall-investigazzjoni jkun mistharreg b'mod kunfidenzjali. Kwalunkwe ilment jinghata għarfien bil-kitba fi żmien tliet ijiem ta' xogħol minn mindu dan jasal fl-uffiċċju ta' l-NCPE. Tista' tinkiseb informazzjoni wkoll permezz tat-telefon. Wiehed jista' jressaq quddiem il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza kwalunkwe kwistjoni relatata mas-sessi, mar-responsabbiltajiet familjari u ma' kwistjonijiet razzjali. Kwistjonijiet relatati mar-razza u l-impjegati għandhom jitressqu quddiem id-Dipartiment tax-Xogħol u Relazzjonijiet Industrijali jew quddiem it-Tribunal Industrijali.

IT-TRIBUNAL INDUSTRIJALI

It-Tribunal Industrijali jisma' ilmenti dwar kwistjonijiet marbutin ma' impjegati. It-Tribunal Industrijali jista' jikkunsidra u jiddeciedi dwar il-każijiet kollha marbutin ma' tkeċċija ingusta u l-każijiet kollha relatati ma':

- fastidju sesswali;
- kuntratti ta' xogħol;
- kundizzjonijiet ta' xogħol bhalma huma l-

- sexual harassment;
- employment contracts;
- conditions of employment such as working hours and overtime;
- wages and other kinds of remuneration;
- cost of living increases;
- occupational health and safety;
- maternity leave, parental leave and leave for urgent family reasons;
- discrimination and gender equality; rights of employees to minimum information.

The Industrial Tribunal shall hear the complaint and carry out the necessary investigations.

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*

National Commission for the Promotion of Equality
Gattard House, National Road, Blata l-Bajda HMR 9010
Telephone: (+356) 25 903 850 Fax: (+356) 25 903 851 E-mail: equality@gov.mt

Industrial Tribunal
121, Melita Street, Valletta.
Telephone: 21 220 497, 21 223 658 Fax: (+356) 21 243 177

Department of Employment and Industrial Relations
121, Melita Street, Valletta.
Telephone: 21 220 497, 21 223 658 Fax: (+356) 21 243 177

- hinijiet tax-xogħol u s-sahra;
- pagi u tipi oħrajn ta' hlasijiet;
- židiet għall-gholi tal-hajja;
- sahha u sigurtà fuq il-post tax-xogħol;
- leave tal-maternità, leave tal-ġenituri u leave urġenti minhabba raġunijiet familjari;
- diskriminazzjoni u ugwaljanza bejn is-sessi;
- drittijiet ta' l-impjegati għal informazzjoni minima.

It-Tribunal Industrijali għandu jisma' l-ilment u jagħmel l-istharrig mehtieg.

DAN IL-FULJETT HUWA WIEĦED MILL-PRODOTTI MNEDIJA BHALA PARTI MILL-PROĠETT FSE/NRU.48 INSAHBU 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-ghanijiet ta' dan il-proġett huma li:

- Jiddaħhal il-prinċipju ta' l-integrazzjoni tal-prinċipju ta' l-ugwaljanza bejn is-sessi fl-attivitatijiet immedija fi hdan l-organizzazzjonijiet pubbliċi u privati kollha.
- Tithegġeg kultura favur l-ugwaljanza u n-nuqqas ta' diskriminazzjoni fuq livell nazzjonali;
- Jitnehha kull xkiel immisell minn diskriminazzjoni u li jfikkell lin-nisa milli jiksbu impjeg.



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



INFORMATION PACK FOR HOUSEHOLDS

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

ĠABRA TA' INFORMAZZJONI GHAD-DJAR

FSE/NUMRU48 INSAHBU L-INTEGRAZZJONI TAL-PRINĊIPJU TA' L-UGWALJANZA BEJN IS-SESSI F'LIVELL NAZZJONALI

