



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

National Commission for the Promotion of Equality

Awarding the Equality Mark and Supporting Telework

Renee Laiviera
Commissioner



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The Maltese Context



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The Maltese Context

Low participation rate of women in the labour market, but increasing at a fast rate:-

- 51.1% of working-age women are in employment
- 75.5% of working-age men are employed (NSO, January 2015)
- In 2012, 44.0% of working-age women were in employment (NSO, December 2012).



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The Maltese Context

Several measures to promote female participation in the labour market

- **Free childcare** to all parents in work or in education, with children aged three months to three years
- **Breakfast Club** programme: state schools opening at 7am that provide breakfast free of charge to students of working parents
- **Klabb 3-16**: providing an after-school service for school-aged children





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The Maltese Context

Problem of gender segregation in the labour market

29.6% of employed women work in services or sales

16.8% in clerical work



Gender segregation in education

ex. Percentage of female students:

- Faculty of Education 79.2%
- Faculty of Health Sciences 71.6%
- Faculty of Engineering 25%
- Faculty of Information and ICT 27.8%





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The Maltese Context

Few women in decision-making positions

- Judges 28.6%
- Magistrates 52.4%
- Managers 25.4%
- Board members of listed companies 2.8%
- Members of Parliament 13%
- though MEPs 66%





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The Equality Mark



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The Concept

The **Equality Mark** is a certification awarded to companies that make **gender equality** one of their values and whose management is based on the recognition and promotion of the potential of all employees irrespective of their gender and caring responsibilities.

It promotes **female participation** in the labour market and career **advancement** for women.

It **prevents direct and indirect discrimination** and harassment.



NCPE



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The Concept

Certified companies and government entities decide to go over and above what is mandatory by law



ex. offer Family Friendly Measures such as Flexitime, Telework and Reduced Hours



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The Concept

Clear written policies against discrimination and sexual harassment

- Equality Policy
- Sexual Harassment Policy
- Internal Reporting Procedures

Equality in recruitment

- SOPs in recruitment
- Keep recruitment files to ensure a transparent process

Equal pay for work of equal value





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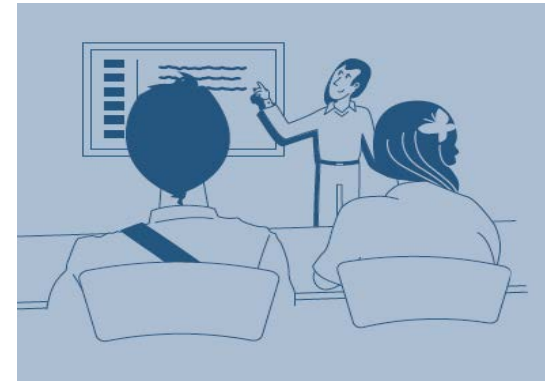
The Concept

Equality Representative/ Equality Committee

- Point of reference to employees
- Mainstreaming of policies and measures



Equality in training opportunities



Equality in service provision



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The Process

- Application form downloadable from NCPE website www.equality.gov.mt
- Set a meeting with an NCPE representative

NCPE assists the company/department in

- writing the relevant policies
 - creating a framework for the introduction or strengthening of flexible work arrangements
 - becoming more aware of practices that enhance gender equality at the workplace
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The Process

Once the relevant documentation is submitted, an audit is held at the entity's premises.

We check:

- Recruitment files
- Procedure for the circulation of material
- Vacancy adverts
- Training records
- Contracts/payslips



A Report will be submitted to the
Equality Mark Committee for certification



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The Process

Certification is valid for 2 years
Organisations can then apply for renewal

During re-certification NCPE:

- Checks that commitments were followed through
- Gives equality training to around 10% of the company's employees
- Two different questionnaires are given out, one to the employer and one to a number of randomly chosen employees



A Report will again be submitted to the
Equality Mark Committee for certification



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The Equality Mark

NCPE ensures that all grounds of discrimination are covered in the organisation's Equality Policy:

- to be in line with Maltese equality legislation
- to address multiple/intersectional discrimination

Training given as part of the Equality Mark re-certification:

- makes reference to all grounds of discrimination
 - discusses multiple/intersectional discrimination
-



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The Equality Mark

There are
**60 certified
entities**
with over
15,800 employees





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Supporting Telework



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Supporting Telework

NCPE provides information sessions, training and policy feedback promoting flexible work arrangements, including telework

- explains the concept of telework
 - outlines its business-case
 - addresses misconceptions
 - promotes effective management and overcoming barriers
-



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Supporting Telework

- Published a research study (2006) on telework in Malta based on interviews with employers and teleworkers
- Gave its input to the *Teleworking Policy in Public Administration* (part of the Public Service Management Code)





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Supporting Telework

Some findings/recommendation from the *Teleworking Pilot Project* (research published by NCPE, 2006)

- Teleworking activity within the companies surveyed low - 78% of participants were women
- Some opposition from line managers, possibly indicating they were unprepared to manage workers remotely; a belief that teleworking is a secondary activity carried out by people whose primary responsibility is devoted to their family
- Communication as a critical success factor in the implementation of telework
- Teleworking generally resulted in improved work performances, less absenteeism and improved retention
- Terms and conditions for teleworkers call for careful definition - deliverables, corresponding hours of work, pay parity with on-site workers and annual leave require clear specification
- Management styles need to be adapted to suit this new mode of work - management through deliverables



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Supporting Telework

In May 2015, NCPE organised two training sessions to 65 tele-managers in the public sector, delivered by an expert on the subject. These were aimed at:

- Empowering and aiding tele-managers
 - Developing a culture of adequate tele-management to ensure its sustainability within organisations
 - Addressing challenges
-



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THANK YOU

National Commission for the Promotion of Equality

Gattard House, National Road
Blata l-Bajda HMR 9010
Tel: 25903850
Email: equality@gov.mt
Website: www.equality.gov.mt
