

4. FIABADAY (Disability)

Beneficiaries: General Public
Country: Italy

FIABADAY is a day, celebrated yearly throughout Italy, dedicated to awareness-raising events promoting the elimination of architectural features that deny access to persons with a disability. FIABADAY is based on the conviction that universal accessibility leads to a better quality of life for everybody. This initiative involves a large number of events across Italy, with the participation of various entities, including private organisations.

5. Diversity at Work – Job Meeting (All Grounds of Discrimination)

Beneficiaries: Unemployed persons from vulnerable social groups
Country: Italy

The Diversity at Work Job Meeting provided a space where members of marginalised social groups, who in many cases were unemployed, could meet prospective employers and directly seek employment opportunities. Various large private companies set up stands at the Fair, and employed a number of persons who were interviewed throughout the Diversity at Work Job Meeting. The aim of the initiative was to facilitate the encounter between companies and people who are often discriminated against in the labour market.

4. FIABADAY (Diżabilità)

Benefiċjarji: Il-Pubbliku ġenerali
Pajjiż: L-Italja

FIABADAY huwa jum, li jiġi ċelebrat kull sena fl-Italja kollha, iddedikat għal avvenimenti li jqajmu kuxjenza u jhegġu t-tnehhija ta' elementi arkitettoniċi li jcaħħdu l-aċċess lil persuni b'diżabilità. FIABADAY huwa msejjes fuq il-konvinzjoni li l-aċċessibilità universali twassal għal kwalità ta' hajja aħjar għal kulhadd. Din l-inizjattiva tinvolvi għadd kbir ta' avvenimenti madwar l-Italja kollha, bil-partecipazzjoni ta' diversi entitajiet inkluż organizzazzjonijiet privati.

5. Diversità fuq ix-xogħol – Fiera biex persuni vulnerabbli jsibu xogħol (L-oqsma kollha ta' diskriminazzjoni)

Benefiċjarji: Persuni qiegħda minn gruppi vulnerabbli tas-soċjetà
Pajjiż: L-Italja

Il-Fiera bit-tema 'Diversità fuq ix-xogħol' provdjet opportunità fejn membri minn gruppi soċjali marginalizzati, li f'hafna każijiet ikunu qiegħda, setgħu jiltaqgħu ma' kumpaniji prospettivi u jfittxu opportunitajiet ta' xogħol b'mod dirett. Diversi kumpaniji privati kbar ipparteċipaw fil-Fiera, u impjegaw għadd ta' persuni li kienu intervistati matul din l-attività. L-għan ta' din l-inizjattiva kien li tinholoq opportunità li tlaqqa' kumpaniji u persuni li ta' spiss ikunu diskriminati fis-suq tax-xogħol.

6. ETC¹ Childcare Service (Gender)

Beneficiaries: ETC Staff
Country: Malta

This practice consists of an in-house childcare service during working hours for children between the ages of 3 months and 3 years. This service is run by qualified child carers, who organise various activities, including water play, construction play, painting and colouring, and other creative activities. A similar childcare service for children over the age of 3 is also provided during school holidays. Although this service is only available to ETC employees, it is an example of an efficient childcare service that helps a large proportion of the organisation's staff to successfully balance their careers with their family commitments.

¹ Employment and Training Corporation

6. Servizz tal-ETC¹ ta' kura għat-tfal (Sess)

Benefiċjarji: Impjegati tal-ETC
Pajjiż: Malta

Din il-prattika tikkonsisti f'servizz intern ta' kura għat-tfal offrut waqt il-hin tax-xogħol għal tfal li għandhom bejn tlett xhur u tlett snin. Dan is-servizz huwa provdut minn persuni kwalifikati fil-kura għat-tfal li jorganizzaw diversi attivitajiet inkluż loġħob bl-ilma, loġħob ta' bini bil-bloks, tpingġija u attivitajiet kreattivi oħra. Waqt il-vaganzi tal-iskola jiġi provdut ukoll servizz simili ta' kura għat-tfal li għandhom 'il fuq minn tlett snin. Ghalkemm dan is-servizz huwa disponibbli biss għall-haddiema tal-ETC, huwa eżempju ċar ta' servizz effiċjenti ta' kura għat-tfal, li jgħin lill-ammont kbir tal-impjegati tal-ETC jibbilanċjaw b'suċċess il-karriera u l-impenji tal-familja.

¹ Korporazzjoni għall-Impjeg u t-Taħriġ

How can I take action?

You can also play your part by ensuring that all persons are treated equally regardless of their race, gender, religion, age, disability, and sexual orientation. Take action against any instance of discrimination you witness or encounter by voicing your concern or query to the relevant bodies. Contact NCPE on issues related to gender and race at the following addresses for advice and support:

Email: equality@gov.mt

Telephone: 25903850

Address: National Commission for the Promotion of Equality (NCPE), Gattard House, National Road, Blata l-Bajda, HMR 9010, Malta

Kif nista' niehu azzjoni?

Inti wkoll tista' tagħti sehemk billi tappoġġa inizjattivi simili u tiżgura li l-persuni kollha jiġu ttrattati b'mod ugwali irrispettivament mir-razza, is-sess, ir-religjon, l-età, id-diżabilità, u l-orjentazzjoni sesswali tagħhom. Agixxi kontra kull każ ta' diskriminazzjoni li tara jew tesperjenza billi tikkuntattja lill-entitajiet rispettivi. Ikkuntattja lill-NCPE, għall-parir jew sapport, dwar kwistjonijiet marbuta mas-sess u r-razza:

Email: equality@gov.mt

Telefon: 25903850

Indirizz: Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza (NCPE), Gattard House, Triq Nazzjonali, Il-Blata l-Bajda HMR 9010, Malta

Take action against any instance of discrimination you witness or encounter by voicing your concern or query to the relevant bodies

Agixxi kontra kull każ ta' diskriminazzjoni li tara jew tesperjenza billi tikkuntattja lill-entitajiet rispettivi



This project is supported by the European Community - Programme for Employment and Social Solidarity - PROGRESS (2007-2013)
Dan il-proġett qed isir bl-appoġġ tal-Komunità Ewropea - Programm dwar ix-Xogħol u Solidarjetà Soċjali - PROGRESS (2007-2013)



The information contained in this brochure does not necessarily reflect the opinion or the position of the European Commission. This brochure reflects the author's view and the Commission is not liable for any use that may be made of the information contained therein.
L-informazzjoni f'dan il-fuġjett mhux necessarjament tirrifletti l-opinjoni jew xi pożizzjoni tal-Kummissjoni Ewropea.
Dan il-fuġjett jirrifletti l-opinjoni tal-awturi u l-Kummissjoni m'għandhiex tinzamm responsabbli għall-użu tal-informazzjoni li hawn fiha.



Large Enterprises
Intrapriži kbar

Good Practices Against Discrimination

on the grounds of Age, Gender, Race, Disability, Sexual Orientation and Religion

Prattici Tajbin Kontra d-Diskriminazzjoni

fuq bażi ta' Età, Sess, Razza, Diżabilità, Orientazzjoni Sesswali u Religjon



The National Commission for the Promotion of Equality

(NCPE) is an autonomous, government funded body set up in January 2004 by virtue of Chapter 456 - Equality for Men and Women Act. NCPE's remit includes working to ensure that Maltese society is a society free from any form of discrimination based on:

- i) sex / gender and family responsibilities in employment, and
- ii) racial / ethnic origin and gender in the provision of goods and services and their supply.

Other functions include investigating complaints; monitoring gender/racial discriminatory advertising; research; awareness raising; dissemination of information.

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

(NCPE) hija entità awtonoma ffinanzjata mill-gvern li twaqqfet f'Janar 2004 skont il-Kapitolu 456 tal-Liġijiet ta' Malta - Att dwar l-Ugwaljanza għall-Irġiel u n-Nisa. Il-kompetenza tal-NCPE tinkludi l-hidma biex tiżgura li s-soċjetà Maltija tkun hielsa minn kull forma ta' diskriminazzjoni bbażata fuq:

- i) sess u responsabbiltajiet tal-familja fl-impjeg, u
- ii) razza / oriġini etnika u sess fil-provvediment ta' oġġetti u servizzi. Funzjonijiet oħra jinkludu l-investigazzjoni ta' lmenti; il-monitoraġġ ta' reklamar li jiddiskrimina bejn is-sessi/ir-razza; riċerka; qawmien ta' kuxjenza; tixrid ta' informazzjoni.

Voice for All

Voice for All VS/2007/0477 aims at empowering participants to challenge the learning and thinking processes which give rise to discrimination based on race, sexual orientation, gender, age, religion and disability discrimination and endorse diversity. Voice for All is a project funded by the European Community for Employment and Social Solidarity – PROGRESS (2007 – 2013). **Research:** The Voice for All transnational research study focuses on the six grounds of discrimination in Malta, Italy, Cyprus and Northern Ireland. The research works towards identifying and promoting any good practices being implemented to combat this discrimination and promote social inclusion and equality, throughout various areas of social life, including the education sector. NCPE is working in collaboration with the *Dipartimento Per le Pari Opportunità* (Italy); *SYMFILOSIS* (Cyprus); and the *Institute for Conflict Research* (Northern Ireland).

Lehen għal Kulhadd

Il-proġett Lehen għal Kulhadd VS/2007/0477 għandu l-għan li jhegġeg lill-partecipanti jisfidaw il-proċessi ta' tagħlim u ta' hsieb li jagħtu lok għal diskriminazzjoni fuq bażi ta' razza, orjentazzjoni sesswali, sess, età, reliġjon u diżabilità u jhegġiġhom ukoll jaċċettaw id-diversità. Lehen għal Kulhadd huwa proġett iffinanzjat mill-Programm tal-Komunità Ewropea għax-Xogħol u s-Solidarjetà Soċjali – PROGRESS (2007 – 2013). **Riċerka:** Ir-riċerka transnazzjonali ta' Lehen għal Kulhadd tiffoka fuq is-sitt oqsma ta' diskriminazzjoni f'Malta, l-Italja, Ċipru u l-Irlanda ta' Fuq. Ir-riċerka tanalizza s-sitwazzjoni relatata mad-diskriminazzjoni f'dawn il-pajjiżi, u tidentifika u tippromwovi prattici tajba li qegħdin jiġu implimentati sabiex jiġġieldu din id-diskriminazzjoni u jhegġu l-inkluzjoni soċjali u l-ugwaljanza, foqsmha differenti tal-ħajja soċjali, inkluz il-midja. Il-NCPE qieghda taħdem f'kollaborazzjoni mad-*Dipartimento Per le Pari Opportunità* (l-Italja); ma' *SYMFILOSIS* (Ċipru); u mal-*Institute for Conflict Research* (l-Irlanda ta' Fuq).

Good Practice Examples

1. Castelreagh Employers Forum (Religion)

Beneficiaries: Persons from religious communities which are under-represented in the workplace
Country: Northern Ireland

The practice is aimed at eliminating sectarianism by promoting the equal representation of religious communities within the labour market. The initiative involved inviting young Catholics to visit the businesses in Protestant areas and address their concerns as to why they would not actively choose to apply for jobs in the area. Participants also received assistance in CV writing and interview techniques.

2. Trade Union Handbook (All Grounds of Discrimination)

Beneficiaries: Employees in the private and public sector
Country: Cyprus

This initiative, coordinated by the Cypriot trade union PEO, consists of a handbook published in several languages, that summarizes the rights and benefits which all employees are to enjoy. This handbook is targeted

Eżempji ta' Prattici Tajbin

1. Castelreagh Employers Forum (Religion)

Benefiċjarji: Persuni minn komunitajiet reliġjużi li m'humix rappreżentati b'mod adegwat fuq il-post tax-xogħol
Pajjiż: L-Irlanda ta' Fuq

Din il-prattika għandha l-għan li telimina s-settarjanizmu billi tippromwovi rappreżentazzjoni ugwali tal-komunitajiet reliġjużi fis-suq tax-xogħol. Permezz ta' din l-inizjattiva, Kattoliċi żgħażaġh ġew mistiedna jzuru negozji f'zoni Protestanti u jindirizzaw il-preokkupazzjonijiet tagħhom li jwaqqfuhom milli japplikaw b'mod attiv għal impjegi f'din iż-żona. Barra dan, il-partecipanti tharġu dwar kif jiktbu CV u f'hiliet relatati ma' intervisti għax-xogħol.

2. Manwal mahruġ mit-Trade Union (L-oqsma kollha ta' diskriminazzjoni)

Benefiċjarji: Impjegati fis-settur privat u fis-settur pubbliku
Pajjiż: Ċipru

Din l-inizjattiva, ikkoordinata mit-trejd unjin Ċiprijotta PEO, tikkonsisti f'manwal, ippubblikat f'diversi lingwi, li jinkludi sommarju tad-drittijiet u l-benefiċċji li għalihom huma intitolati l-impjegati kollha. Dan il-manwal huwa

particularly at vulnerable workers, such as migrants and persons with a disability, since these vulnerable social groups are often under-represented or exploited in the labour market.

3. Inclusion of Transgender Individuals in the Labour Market – Guidelines for Employers (Sexual Orientation)

Beneficiaries: Transgender employees
Country: Malta

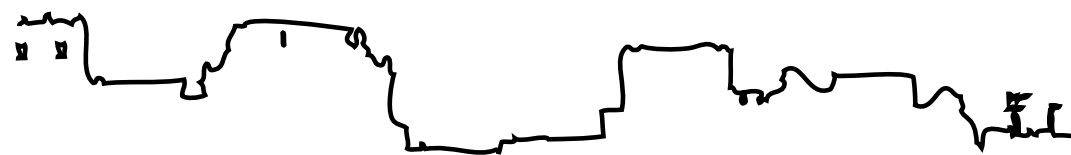
This project, organised by the Malta Gay Rights Movement, saw the publication of a leaflet instructing employers on how to implement a trans-friendly workplace policy. This leaflet was distributed amongst all companies within the private sector, as well as to a number of public bodies. Furthermore, individual training sessions for representatives from various companies, departments and trade unions were held. During these training sessions, employers were trained on how to tackle transgender issues within the workplace, and ways in which they can facilitate the integration of a transgender person within their organisation.

mmirat b'mod partikolari għall-haddiema vulnerabbli, bħal immigranti u persuni b'diżabilità, peress li dawn il-gruppi vulnerabbli tas-soċjetà spiss ma jkunux rappreżentati b'mod adegwat jew ikunu sfruttati fis-suq tax-xogħol.

3. Inkluzjoni ta' individwi transesswali fis-suq tax-xogħol – Linji gwida għal min ihaddem (Orientazzjoni Sesswali)

Benefiċjarji: Impjegati transesswali
Pajjiż: Malta

Permezz ta' dan il-proġett, organizzat mill-*Malta Gay Rights Movement*, gie ppubblikat fuljett b'istruzzjonijiet għal min ihaddem dwar kif għandhom jimplementaw politika li thaddan persuni transesswali fuq il-post tax-xogħol. Dan il-fuljett tqassam fil-kumpaniji privati kollha, kif ukoll f'għadd ta' entitajiet pubbliċi. Barra dan, ġew organizzati sessjonijiet ta' taħriġ għal rappreżentanti minn diversi kumpaniji, dipartimenti u trejdjunjins. Waqt dawn is-sessjonijiet ta' taħriġ, dawk li jhaddmu kienu mharrġa dwar kif isolvu kwistjonijiet relatati mat-transesswalità fuq il-post tax-xogħol, u raw kif jistgħu jiffaċilitaw l-integrazzjoni ta' persuna transesswali fl-organizzazzjoni tagħhom.



Definition of a Good Practice A good practice constitutes any initiative, policy, or guidelines adopted to promote integration and ensure a culture of equality and respect amongst all persons, on the grounds of either race/ethnicity, gender, sexual orientation, disability, religion, or age.

Definizzjoni ta' Prattika Tajba Prattika tajba hija kwalunkwe inizjattiva, politika, jew linji gwida adottata biex tippromwovi l-integrazzjoni kif ukoll tiżgura kultura ta' ugwaljanza u rispett fost il-bnedmin kollha, abbażi ta' razza/etniċità, sess, orjentazzjoni sesswali, diżabilità, reliġjon jew età.