

4. Code of Practice for Sexual Harassment at Work (Gender)

Beneficiaries: Employees in the private sector
Country: Cyprus

This publication, issued by the Cyprus Equality Authority, is aimed at informing employers of their obligations and employees of their rights in relation to the issue of sexual harassment. Furthermore, it sets out the precautionary as well as responsive measures to deal with sexual harassment at work. A number of public corporations and private companies have amended their internal disciplinary regulations in line with code of practice.

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

Beneficiaries: Unemployed persons from vulnerable social groups
Country: Italy

This meeting, organised by UNAR, consisted of a large Fair where a number of persons from marginalised social groups could meet prospective employers. A number of companies set up stands at the Fair, through which persons could directly apply for particular occupations. The aim of the initiative was to facilitate the encounter between companies and people who are often discriminated against in the labour market.

4. Kodiċi ta' prattika għal fastidju sesswali fuq il-post tax-xogħol (Sess)

Benefiċjarji: Impjegati fis-settur privat
Pajjiż: Ċipru

Din il-pubblikazzjoni, maħruġa mill-Awtorità Ċiprijotta għall-Ugwaljanza, handha l-han li tharraf lil min iħaddem bl-obbligi taħhom u lill-impjegati bid-drittijiet taħhom b'rabta mal-kwistjoni tal-fastidju sesswali. Barra dan, hija tistipula l-miżuri preventivi u l-miżuri ta' azzjoni biex jiġi affrontat il-fastidju sesswali fuq il-post tax-xogħol. Numru ta' korporazzjonijiet pubbliċi u kumpaniji privati emendaw ir-regolamenti interni ta' dixxiplina sabiex ikunu konformi mal-kodiċi ta' prattika.

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

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

Din il-laqha, organizzata mill-UNAR, kienet tikkonsisti f'fiera kbira fejn persuni minn gruppi soċjali emarġinati sethu jiltaqhu ma' kumpaniji prospettivi. F'din il-fiera, hadd ta' kumpaniji kellhom stand fejn persuni sethu japplikaw b'mod dirett għal impjegi partikolari. L-han ta' din l-inizjattiva kien li tinholoq opportunità li tlaqqa' kumpaniji u persuni li ta' spiss ikunu diskriminati fis-suq tax-xogħol.

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

Beneficiaries: Transgender employees
Country: Malta

This practice, organised by the Malta Gay Rights Movement, consisted of a series of individual training sessions for representatives from the company/department or trade union. 25 training sessions were held, through which employers were informed of various issues related to sexual orientation and transgender issues in particular. A leaflet with clear guidelines on how to implement a trans-friendly workplace policy was also developed and distributed.

6. Inkluzjoni ta' individwi transesswali fis-suq tax-xogħol – Linji gwida għal min iħaddem (Orjentazzjoni Sesswali)

Benefiċjarji: Impjegati transesswali
Pajjiż: Malta

Din il-prattika, organizzata mill-Malta Gay Rights Movement, kienet tikkonsisti f'sensiela ta' sessjonijiet ta' taħriġ individwali għal rappreżentanti minn kumpaniji/dipartimenti jew trejtdjunjins. Saru 25 sessjoni ta' taħriġ, fejn min iħaddem kien infurmat dwar kwistjonijiet varji relatati mal-orjentazzjoni sesswali u b'mod partikolari mat-transesswalità. Inholoq ukoll fuljett li tqassam waqt dawn is-sessjonijiet, b'linji gwida ċari dwar kif handha tiġi implimentata politika li tħaddan persuni transesswali fuq il-post tax-xogħol.

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 sehmek 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. Aġixxi 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

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Dan il-proġett qed isir bl-appoġġ tal-Komunità Ewropea - Programm dwar ix-Xogħol u Solidarjetà Soċjali - PROGRESS (2007-2013)



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L-informazzjoni f'dan il-fuljett mhux necessarjament tirrifletti l-opinjoni jew xi pożizzjoni tal-Kummissjoni Ewropea.
Dan il-fuljett jirrifletti l-opinjoni tal-awturi u l-Kummissjoni m'għandhiex tinzamm responsabbli għall-użu tal-informazzjoni li hawn fiha.



SMES

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, Orjentazzjoni 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-impjieg, u
- ii) razza / oriġini etnika u sess fil-provvediment ta' ogġetti 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); *SYMFILIOSI* (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 prattiki 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 qiegħda taħdem f'kollaborazzjoni mad-*Dipartimento Per le Pari Opportunità* (l-Italja); ma' *SYMFILIOSI* (Ċipru); u mal-*Institute for Conflict Research* (l-Irlanda ta' Fuq).

Good Practice Examples

1. Training and Support for Labour Market Integration of Socially Excluded Persons (Race/Ethnicity, Disability)

Beneficiaries: Vulnerable unemployed persons seeking employment
Country: Malta

This project, run by APPOĠĠ, consists of a variety of initiatives aimed at increasing the employability of vulnerable persons. This was done through the publication of information packs and profile packs, as well as through mentoring sessions, seminars, and training sessions. Through these initiatives, many persons who had been unemployed for a long period of time were re-introduced to the labour market.

2. ETC' Supported Employment Scheme (Disability)

Beneficiaries: Unemployed persons with a disability
Country: Malta

Through this initiative, unemployed persons with a disability are assisted by an occupational therapist to find a suitable occupation, and are subsequently placed on a relevant training scheme for a period of eight weeks. The individual is monitored

Eżempji ta' Prattiki Tajbin

1. Tahriġ u appoġġ għall-integrazzjoni fis-suq tax-xogħol ta' persuni soċjalment esklużi (Razza/Etniċità, Diżabilità)

Benefiċjarji: Persuni qiegħda u vulnerabbli li qegħdin ifittxu xogħol
Pajjiż: Malta

Dan il-proġett, immexxi mill-aġenzija APPOĠĠ, jikkonsisti f'ħadd ta' inizjattivi mmirati sabiex iżidu l-kapaċità li persuni vulnerabbli jsibu xogħol. Dan twettaq permezz tal-pubblikazzjoni ta' tahrif ġenerali u tahrif dwar profili, kif ukoll permezz ta' sessjonijiet ta' gwida, seminars, u sessjonijiet ta' taħriġ. Bis-saħħa ta' dawn l-inizjattivi, bosta persuni li kienu ilhom perjodu twil bla xogħol ġew introdotti mill-ġdid fis-suq tax-xogħol.

2. Skema tal-ETC' għal impjieg b'appoġġ (Diżabilità)

Benefiċjarji: Persuni b'diżabilità u qiegħda
Pajjiż: Malta

Permezz ta' din l-inizjattiva, persuni b'diżabilità li ma għandhomx impjieg jinħataw assistenza minn terapista okkupazzjonali sabiex isibu impjieg adattat, u sussegwentement jitpoġġew fuq skema ta' taħriġ rilevanti għal perjodu ta' tmien ġimgħat. L-individwi

and assisted on a continuous basis, and is also assisted in finding employment once the initial training period ends.

3. Castlereagh Employers Forum (Religion)

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

The practice aimed to encourage Catholic residents to apply for jobs with businesses in the predominantly Protestant area of East Belfast. 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. A number of Catholic residents received assistance in CV writing and interview techniques, and a small number of individuals from the area are now employed in some of the local businesses involved with the Forum.

jkunu mmonitorjati u mhejuna kontinwament, u meta jtemmu l-perjodu ta' taħriġ inizjali jingħataw ukoll għajnuma

3. Castlereagh Employers Forum (Religion)

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

Din il-prattika għandha l-għan li thegġeg lir-residenti Kattoliċi japplikaw għal impjieg f'kumpaniji li jinsabu fiż-żona ta' Belfast tal-Lvant, li fil-biċċa l-kbira tahha hija Protestanta. Permezz ta' din l-inizjattiva, žhażah Kattoliċi ġew mistiedna jżuru negożji f'żoni Protestanti u jindirizzaw il-preokkupazzjonijiet taħhom li jwaqqfuhom milli japplikaw b'mod attiv għal impjieg f'din iż-żona. Numru ta' residenti Kattoliċi tharrġu dwar kif jiktbu CV kif ukoll f'philet relatati ma' intervisti tax-xogħol. Numru žhir ta' individwi minn din iż-żona issa huma impjegati fxi whud min-negożji lokali involuti fil-Forum.

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 hi kull tip ta' inizjattiva, linji gwida jew politika adottata biex tippromwovi l-integrazzjoni, kif ukoll tiżgura kultura ta' ugwaljanza u rispett fost il-bnedmin kollha, fuq bażi ta' razza / etniċità, sess, orjentazzjoni sesswali, diżabilità, reliġjon jew età.