

Brief profile

Contact details

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Overview

In order to have a society which champions equality, NCPE works towards the elimination of discrimination on the grounds of gender, family responsibilities and race/ethnic origin by raising awareness; monitoring national laws and EU Directives; implementing policies; networking with different stakeholders; investigating complaints and providing assistance to the general public.

Type of equality body

The *National Commission for the Promotion of Equality* is a predominantly promotion-type and legal support body¹.

Grounds and fields of discrimination covered

Grounds	Fields	
	Employment	Beyond employment (education, goods & services, housing, etc.)
Gender	◆	◆
Race and ethnic origin		◆
Age		
Disability		
Sexual orientation		
Religion and belief		

¹ According to a [European Commission study on Equality Bodies](#), predominantly promotion-type equality bodies “spend the bulk of their time and resources on a broader mix of activities that include supporting good practice in organisations, raising awareness of rights, developing a knowledge base on equality and non-discrimination, and providing legal advice and assistance to individual victims of discrimination” (page 44).

Detailed profile

Brief history

The National Commission for the Promotion of Equality (NCPE) is an independent, government funded body set up by virtue of Chapter 456 the Laws of Malta in January 2004. The primary task of NCPE is to monitor the implementation of:

- [Cap 456 - Equality for Men and Women Act](#);
- [Legal Notice 85 of 2007 - Equal Treatment of Persons Order](#);
- [Legal Notice 181 of 2008 - Access to Goods and Services and their Supply \(Equal Treatment\) Regulations](#).

The Commission works to ensure that Maltese society is a society free from any form of discrimination based on:

- Sex / gender and family responsibilities in employment, and
- Racial / ethnic origin and gender in the provision of goods and services and their supply.

Mandate

- **Powers:** the NCPE is a predominantly promotion-type and legal support body;
- **Litigation powers:**
 - Formally deciding on complaints by decisions or recommendations – *legally binding if both parties so decide*. This means that according to Legal Notice 316 of 2011 – Procedure for Investigations Regulations – “*in the notice of commencement of an investigation, the Commissioner shall formally request the parties concerned whether they accept to be bound by the findings of the Commissioner...*”

Grounds and fields of discrimination covered

Grounds	Fields					
	Employment	Education	Housing	Social protection	Goods and Services	Family responsibilities
Gender	◆	◆	◆	◆	◆	◆
Race and ethnic origin		◆	◆	◆	◆	
Age						
Disability						
Sexual orientation						
Religion and belief						

Activities

- Promotional activities aimed at duty bearers (by way of trainings, guidance material, etc.);
- Promotional activities aimed at potential victims (trainings, awareness raising, etc.);
- Communication activities;
- Publications and research projects;
- Receiving and investigating complaints from the general public related to its remit;
- Assistance to private and public entities in drafting equality and sexual harassment policies;
- Responding to information requests from the general public or organisations;
- Library and documentation centre open to the general public;
- Number of complaints received and handled per year: **26** (average between 2009 and 2010)

Structure

1. Management structure

- Type: combined structure between a single headed and collegiate equality body;
- Details:
 - NCPE is headed by a Commissioner and the Commission members who together are responsible for the functions of the Commission as outlined in Chapter 456 of the Laws of Malta, Equality for Men and Women Act, which established the NCPE.
 - The executive arm of NCPE is headed by the Executive Director and is made up of the staff members.

2. Institutional structure

- Type: stand alone dedicated national equality body (independent body, funded by the Maltese Government).

3. Nomination of senior staff and board:

The Commissioner and the Commission Members are appointed by the Prime Minister, as stated in Chapter 456 of the Laws of Malta, *Equality for Men and Women Act*.

4. Number of staff: 9 core staff dealing with equality issues and 4 other staff members employed as temporary staff working on EU co-funded projects related to equality and all grounds of discrimination.

Operating budget (for the parts of the organization dealing with equality issues)

For 2010, the operating budget of NCPE was 256.000 €.

Accountability (reporting to)

Ministry for Justice, Dialogue and the Family

Contact details (address, key contact person, website)

Address:

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Main contact person:

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