



National Commission for the  
Promotion of Equality

Il-Kummissjoni Nazzjonali għall-  
Promozzjoni tal-Ugwaljanza



# Information Session Horizontal Priorities

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# Application Form

## Fundamental Rights and Equality principles

Identify how the horizontal principles mentioned below are considered. What measures are planned throughout the project design, implementation, monitoring, reporting and evaluation stages to ensure that the principles are safeguarded?

Applicants are to link the identified measures as applicable to the respective work package/s

<b>Gender Equality</b>	The Applicant should explain how equality between men and women, integration of the gender perspective and gender mainstreaming are taken into account and promoted throughout the design, implementation, monitoring, reporting and closure of projects.
<b>Equal Opportunities</b>	The Applicant should take into consideration appropriate steps to ensure equal opportunities independent of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation throughout the design, implementation, monitoring, reporting and closure of projects.
<b>Non-discrimination including accessibility for persons with disability</b>	The Applicant should explain how measures are put in place during the design, implementation, monitoring, reporting and closure of projects to prevent discrimination, in particular accessibility for persons with disabilities, and ensure access for all.





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# Requirements at Proposal Stage

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Equality  
section  
of the  
proposal  
needs  
to:

1) Go **over and above** any current  
equality legislation

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2) Show how the project will provide  
an **added benefit** to equality

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**Remember:** At *Project Selection* stage, marks are given based on the commitment/s taken by the Applicant



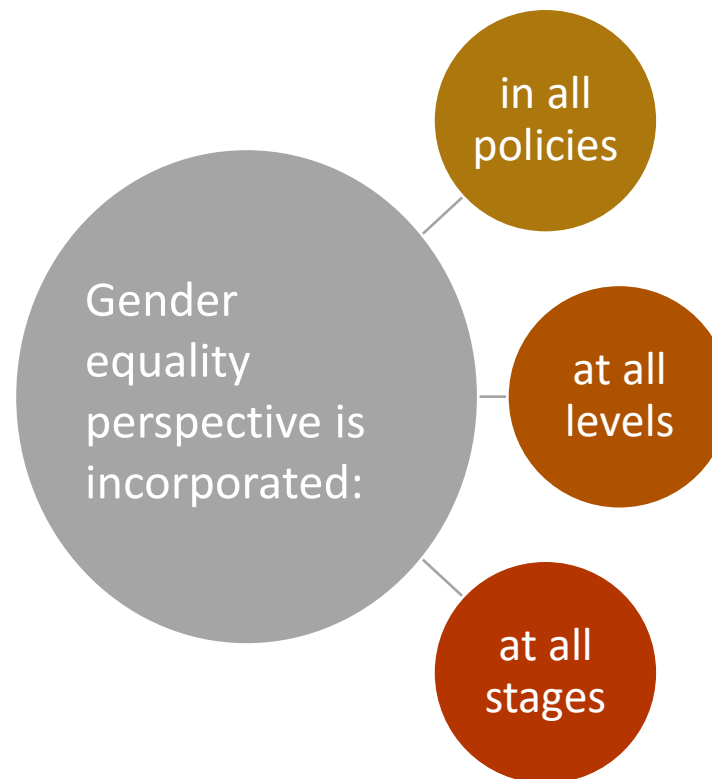


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# Gender Mainstreaming Definition

Gender  
mainstreaming is  
the  
(re)organisation,  
improvement,  
development,  
evaluation of  
policy processes,  
so that a



by the actors  
normally  
involved in policy  
making





# Gender Mainstreaming

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- Ensures that policy-making and legislative work is of **higher quality** and has a **greater relevance** for society, responding more effectively to the needs of all citizens – women and men, girls and boys



- **Identifies inequalities** and **develops policies** which aim to redress inequalities and undo the mechanisms that caused them





# Gender Mainstreaming

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Gender  
mainstreaming  
requires both:

integrating a **gender  
perspective** to the  
content of the  
different policies

and addressing the  
issue of  
**representation** of  
women and men in  
the given policy area





# Gender Mainstreaming

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Policy decisions that appear **gender neutral** often have a differential impact on women and men, girls and boys, even when such an effect was neither intended nor envisaged





# Gender Mainstreaming

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instead







# Gender Mainstreaming: Multi-Stage Cycle

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**Define Tools**  
Gender Statistics  
Gender Analysis  
Gender Impact Assessment  
Gender Stakeholders Consultation

**Check Tools**  
Gender Monitoring  
Gender Evaluation



**Plan Tools**  
Gender Budgeting  
Gender Procurement  
Gender Indicators  
Targets

**Act Tools**  
Gender Equality Training  
Gender-sensitive Institutional  
Transformation  
Gender awareness-raising





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# Ideas for Gender Mainstreaming in Projects



Research / results / data gathered should be gender desegregated

- This is needed to assess the impact of the project, both immediate and long-term



Free from stereotypes or any form of discrimination

- Refer to the NCPE's document 'Inclusive Advertising' [https://ncpe.gov.mt/wp-content/uploads/2023/06/inclusive\\_advertising.pdf](https://ncpe.gov.mt/wp-content/uploads/2023/06/inclusive_advertising.pdf)



Equally accessible to both male and female employees

- Consider employees who may be availing themselves of family-friendly measures such as telework or reduced hours
- One way of ensuring such good practices is by organising the training at different times, or by providing transport for accessibility purposes etc.



Gender Impact Assessment

- Refer to the NCPE'S document 'Step-by-Step Guide for Gender Impact Assessment' [https://ncpe.gov.mt/wp-content/uploads/2023/06/gmip\\_step\\_by\\_step.pdf](https://ncpe.gov.mt/wp-content/uploads/2023/06/gmip_step_by_step.pdf)





# Ideas for Gender Mainstreaming in Projects

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Any service/supply/works tenders which are issued give prominence to those potential bidders who include the principle of equality within their bids

- e.g. include the need for bidders to provide their Equality Policy or
- Bidders may show how equality is mainstreamed within their own working procedures



- Breastfeeding rooms / adequate breastfeeding facilities



- Safety of the site
- Proper lighting
- Proper pavements



- Enough space for manoeuvring pushchairs / support frames
- Ramps to facilitate entrance for men and women with pushchairs and support frames
- Seating facilities, lifts
- Accessible by public transportation
- Assigned parking spaces
- Accessibility of private restrooms



# Ideas for Gender Mainstreaming in Projects

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- Nappy changing facilities accessible to both men and women
- Child play area
- Restrooms for children to be accessible to both sexes



## Make reference to own Equality Policy and/or Sexual Harassment Policy

- If no policies are in place, the NCPE may be contacted for support for such policies to be drawn up and implemented
- Equality Policy guidelines: [https://ncpe.gov.mt/wp-content/uploads/2023/06/equality\\_policy\\_guidelines.pdf](https://ncpe.gov.mt/wp-content/uploads/2023/06/equality_policy_guidelines.pdf)
- Sexual Harassment Policy guidelines: [https://ncpe.gov.mt/wp-content/uploads/2023/06/sexual\\_harassment\\_guidelines.pdf](https://ncpe.gov.mt/wp-content/uploads/2023/06/sexual_harassment_guidelines.pdf)

just  
another  
example

- Boards/committees such as interviewing boards, evaluation committees and multi-disciplinary boards are gender-balanced
- For any conferences / events organised by the Beneficiary, it is recommended that sign language interpretation and transport for persons with disabilities are offered
- Consider widening the scope to cover other grounds of discrimination such as age, religion, race, sexual orientation, gender identity, gender expression, sex characteristics





# Gender Mainstreaming in Infrastructure Projects

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NCPE's **toolkit for gender mainstreaming in infrastructure projects** also includes a checklist to aid in project drafting



[https://ncpe.gov.mt/wp-content/uploads/2023/06/gmip\\_checklist\\_en.pdf](https://ncpe.gov.mt/wp-content/uploads/2023/06/gmip_checklist_en.pdf)





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DO'S

## Do's and Don'ts

List the different activities of your project and stop to **think how the relevant audiences can be affected positively** through the project . That is, see what can add value to equal opportunities in Malta.

**Meet/contact NGOs and equality bodies working in the field** and explore your idea with them so that they can further assist you after you have carried out the above exercise.





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# Do's and Don'ts



DON'TS

By employing both genders in the project, or by stating that employees will be all female is NOT relevant for the scope of this exercise

By stating that you will be complying to what is binding by law, such as providing equal access to employment and training is NOT sufficient. This is what is expected already in our society and legal context.



# When contacting the NCPE for assistance

Indicate which Fund

Provide a list of activities

List your proposals for the horizontal priorities section

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# Points to keep in mind

- Provide **background information** on why the measures being taken with respect to equal opportunities are important
- Wherever possible, **substantiate** your replies with statistical evidence or qualitative knowledge
- NCPE is the contact point for the Applicant / Beneficiary and **not** for the Service Providers
- Refrain from involving NCPE in the measures taken without the necessary approvals, e.g. NCPE logo will be used, NCPE will provide training etc. If such actions are necessary to the project activities, the Applicant should ask for NCPE's approval





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# Think long-term

- Keep in mind that the goals set in the Project Proposal / Grant Agreement **need to be met**.
- So the goals need to be:



- You will need to **report** on the horizontal priority measures **at the end of the project**.





# Legislation

## Equality in Employment

- Chapter 456 equality for Men and Women Act
- Chapter 452 Employment and Industrial Relations Act

## Equality in the provision of Goods and Services

- LN 85 /2007 Equal Treatment of Persons Order
- LN 181/2008 Access to Goods and Services

Reference may also be made to OPM Circular No 15/2012 'Gender Mainstreaming in Practice'

For more information, please access the NCPE website: <http://ncpe.gov.mt/>



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# Thank you!

Any questions?





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