

<b>ESF MALTA 2004 – 2006</b>	
<b>MEASURE 2.2 – GENDER EQUALITY</b>	
<b>ESF PROJECT No. 23</b>	
<b>STUDIES RELATED TO MEASURES AIMED AT IMPROVING GENDER EQUALITY</b>	
<b>1. Final Beneficiary</b>	National Commission for Promotion of Equality (NCPE)
<b>2. Brief Description</b>	<p>The project will finance an evaluation study of five companies that employ more than ten workers. The study aims to identify the benefits of family-friendly working arrangements as a basis for the sensitisation exercise to be undertaken among social partners. It will analyse how such measures meet the needs of both employees and employers. A training programme will be developed to produce a family-friendly model. In addition, a gender pay review and equality audit will be undertaken, to establish barriers to equal pay levels. Finally, a tracer study to follow the career path and conditions of work graduates in the labour market and a teleworking project (in the public sector) will be supported.</p> <p>The objectives of this Project are:</p> <ol style="list-style-type: none"> <li>1. Social partners shall be sensitised as to the cost-effectiveness and other benefits due to the introduction of family-friendly provisions at the workplace based on the publicising of findings to this effect.</li> <li>2. To reduce gender segregation in the labour market not only through equal opportunities but also by eliminating gender disparities in pay through equal pay for work of equal value. This shall further encourage more women to aspire for higher posts.</li> <li>3. Women and men shall be able to better reconcile their work and family responsibilities leading to an increase in women's participation in the context of a supportive labour market environment.</li> <li>4. Publicising family-friendly working opportunities shall encourage more women to take up/continue training in order to take up employment/self-employment as a means of advancement.</li> </ol> <p>The activities within this Project will be the following:</p> <ol style="list-style-type: none"> <li>1. Research into the introduction of family friendly measures at the workplace. This includes <ol style="list-style-type: none"> <li>(i) an Evaluation Study of a Department in order to study the benefits of family friendly working arrangements as a basis for the sensitisation exercise to be undertaken amongst the social partners; and</li> <li>(ii) a Publication to identify best practice for 2nd phase of Programme. Registered changes and the results of the SWOT analysis shall be used to put forward recommendations that shall benefit both management and operational staff in the private sector. A training programme is to be developed to produce a family friendly model that may be implemented in order that companies may follow best practice. It is planned that training is to take place within 5 companies employing more than 10 persons.</li> </ol> </li> <li>2. Gender Pay Review and Equality Audit This would include a Gender Pay Review and an Equality Audit to investigate the barriers to equal pay levels.</li> <li>3. Tracer Study to follow the career path and conditions of work of graduates in the labour market. This is in order to establish gender differentials in career patterns and progression in research.</li> <li>4. Teleworking Pilot Project Through this activity, the success or concerns of teleworking pilot project in the Public Sector will be established. A quantitative and qualitative analysis (in terms of increased output and worker satisfaction) of the system of teleworking adopted by MITTS is to be undertaken in order to identify the benefits of flexible working arrangements and how to overcome any limitations.</li> </ol>
<b>3. Target Groups</b>	Women
<b>4. Financial Allocation</b>	Total Amount: €240,000

	ESF Co-Financing Rate: 75% Malta Co-Financing Rate: 25%
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<b>6. Co-Ordinating Body</b>	Name of Ministry: Ministry for the Family and Social Solidarity (MFSS) Director, EU Affairs: Mr Raymond Muscat Contact Person: Edward Grima Baldacchino Email Address: esf.mfss@gov.mt Telephone No.: 2590 3180 Fax No.: 2590 3189
<b>7. Additional Information &amp; Downloads</b>	<a href="http://www.esf.gov.mt">www.esf.gov.mt</a> <a href="http://www.ppcd.gov.mt">www.ppcd.gov.mt</a>