

University of Malta – Gender Issues Committee Policy

1. Objectives

The University of Malta aims to create the conditions whereby students and staff are treated equally in all aspects of the life of the University. This means that there should be an active commitment to the promotion of equal opportunities in particular with respect to Gender Issues.

2. The Law and Gender Issues

The University draws all its members' attention to legislation and other important circulars relating to gender. Some of this legislation is of direct relevance to the right of every person to equal opportunities at work:

Act No XIX 1991 Chap 2 Section 45

Act No XXI 1993 Civil Code Cap 16

MPO Circular 13 1/6/94

MPO Circular 28/96

Act No XXI 1997 Art 14. Chapter 325

Legal Notice 427 2002 Part – Time Employees Regulations

Act No I 2003 Chap 456

Legal Act No 85 2007 Equal Treatments of Persons Order

Constitution of Malta Chap 452

The University is committed to the promotion of good employment practice and looks forward to contributing to the development of useful proposals that may be incorporated in the current legal reform process.

3. Domestic Responsibilities

The University recognises that some students and staff have special domestic responsibilities (particularly those of parenthood and caring). It will, so far as practicable, allow for these in work and study arrangements, for example by the provision of child care facilities, and by the encouragement of more flexible patterns of

employment and study. The University undertakes to give every consideration to improving such facilities.

4. Sexual Harassment

The University wishes to protect staff and students against sexual harassment, including harassment related to sexual orientation. The University will regard any such incidents as potential disciplinary offences. Separate guidelines (see Appendix 1) concerning such harassment and how to deal with it is available to staff and students. These guidelines indicate Sexual Harassment Advisors who may be consulted on a confidential basis.

5. Monitoring

Monitoring of equal opportunities in the University with respect to gender takes place in two main ways. Statistics are maintained of job applicants and successful appointees in various grades of jobs. In addition, consultations with trade unions and other groups representing employees and students take place regularly on these matters.

The results of this monitoring are used to develop relevant policies and practices in employment and in the way services are provided. Grievance procedures will be introduced by the University to deal with complaints and allegations about discriminatory practices. The Committee will liaise with the University Ombudsman in this respect.

6. Recruitment

The University's employment policy is to operate selection and promotion criteria and procedures which are designed in accordance with good employment practice. This is to ensure that individuals are selected, promoted and trained and treated on the basis of the job requirements and their relative aptitudes, skills and abilities irrespective of gender.

Recruitment of new staff to the University is an area of particular concern. It is of the utmost importance that for each position filled the best possible person is recruited and that the choice is seen to be fair. Guidelines on recruitment procedures should be developed and training courses on recruitment procedures should be held regularly.

7. Terms of Reference

The Gender Issues Committee, appointed by Council advises the Rector and University Council on these matters and it reports annually to Council. Its terms of reference are:

- a) identification of sources of unequal opportunities or treatment;
- b) promotion of a policy of equal opportunity, including specific help to women to overcome problems;
- c) receiving and monitoring complaints from University staff and students regarding sex discriminatory practices;
- d) liaison with Special Advisors on Sexual Harassment, and recommendations for appropriate policy and procedures;
- e) promotion of research and teaching that reflects the knowledge, experience and aspirations of both men and women;
- f) to establish contact with individuals and organisations with similar objectives, in Malta and internationally, and to act as a focal point for the University of Malta on gender issues.

8. Contact Points

Anyone wishing further information should contact the Chairperson by email at this address: gender@um.edu.mt