



Through pro-inklude, MEA Participated and Contributed towards the Equality Act Public Consultation.

MEA
MALTA EMPLOYERS' ASSOCIATION

MEA views on proposed Equality Act 2015 and the Human Rights and Equality Commission Act

MCESD Meeting
18th July 2016

MALTA EMPLOYERS' ASSOCIATION

izify.jfif ^ ^ ^ ^

stainable workpla...png ^ ^ ^ ^

multiculturalism.jfif ^ ^ ^ ^

Update The Equality Bills

ISSUE SET
26 APRIL 2016

MEA
MALTA EMPLOYERS' ASSOCIATION

The MEA Secretariat:
Director General
Mr Joseph Farrugia
Executive in EU & Legal Affairs
Dr Quaresima Camilleri
Research Executive –
Economic & Social Affairs
Ms Sharon Farrugia
SME Helpdesk Executive
Ms Anton Vella
Administrative Secretary
Ms Dorothea Azzoppeo Cilia

© UPDATE is prepared and controlled by
MALTA EMPLOYERS' ASSOCIATION
351, South Street,
Valletta VLT 1100, Malta
T: (+356) 21222085, 21222092
www.meaemployers.com

SUPPORT AWARDS

The MEA has been very closely involved in the debate about the Equality Bills. The following is an abstract of recent developments in this regard. There are two Equality Bills:

- 1. The Equality Bill**
- 2. The Equality Bill and Human Rights and Equality Commission Bill**

The Equality Bill is intended to establish the grounds for discrimination in all spheres of life, including employment. The Human Rights and Equality Commission Bill is more focused on structures, and enforcement procedures.

What is of importance to MEA is the implications that these Bills, in some aspects, have on employment relationships.

A few months ago, we received an amended Equality Bill (amended from previous versions in previous years), but not a copy of the Human Rights and Equality Commission Bill. Our position was that the Association could not possibly be in a position to offer its reactions as the two pieces of legislation are complementary and cannot be discussed separately.

In March of this year, MEA received a copy of a revised Human Rights and Equality Commission Bill.

These documents were discussed and published in detail. MEA has sent its reactions to the Minister, and the highlights of these reactions are:

Work problems alleged by the NCPE are not to be solved by additional legislation but by the same NCPE, conducted by an Employment and Industrial Relations, to monitor, supervise and pursue strict and effective enforcement. Only in the manner of will discrimination and non-respect of equality norms be defected.

The Association is objecting to:
a) The elevation of the NCPE to the status of an autonomous "Tribunal" with the authority (through the Human Rights and Equality Board) to identify a suspect, interrogate, investigate, condemn, prosecute, investigate, sentence and punish. This will occur with no basic safeguards for the alleged offender.
b) A total absence of regard to issues of impartiality, conflicts of interest and separation of powers in the two Acts being proposed.