

# National Anti-Racism and Intercultural Pact

MCESD 13/10/2023



GOVERNMENT OF MALTA  
PARLIAMENTARY SECRETARIAT  
FOR REFORMS AND EQUALITY

**HUMAN**  
**RiGHTS**  
DIRECTORATE

Human Rights Directorate  
Alexander Tortell  
Bernice Zarb

# Human Rights Directorate

The Human Rights Directorate (HRD) was set up with the aim of reaching national objectives in the areas of civil liberties, equality and non-discrimination, as well as the integration of migrants.

HRD is currently incorporated within the Ministry for Home Affairs, Security, Reforms and Equality and more specifically under the remit of the Hon. Parliamentary Secretary for Reforms and Equality.

The HRD has recently engaged with several MCESD members in preparation for a second national integration policy and action plan.

# The Anti-Racism Strategy

This strategy, together with several others in other fields, manifests the importance that equality is given by the Government of Malta.

This Strategy is in line with the EU's Anti-Racism Action Plan 2020- 2025 and is Malta's first NAPAR (National Action Plan Against Racism) within this context.



# The Anti-Racism Strategy and END-RACISM-MT

HRD is also the beneficiary of the project 'Towards the implementation of an Anti-Racism Strategy for Malta' (END-RACISM-MT).

This project is partially funded by the Citizens, Equality, Rights and Values Programme 2021-2027.

It is aimed at improving Maltese public authorities' responses to multiple and intersectional discrimination, racism and xenophobia.



**END RACISM**<sup>MT</sup>





# Focus of the Anti-Racism Strategy

- Taking a whole-of-government approach to mainstreaming anti-racism
- Undertaking an extensive research programme
- Convening an Anti-Racism Platform with participants from civil society, academia and social partners
- Providing training for public officers, specific entities and service providers
- Providing a space for a data collection workshop to better understand the needs of the system for a collection mechanism on hate speech/crime.

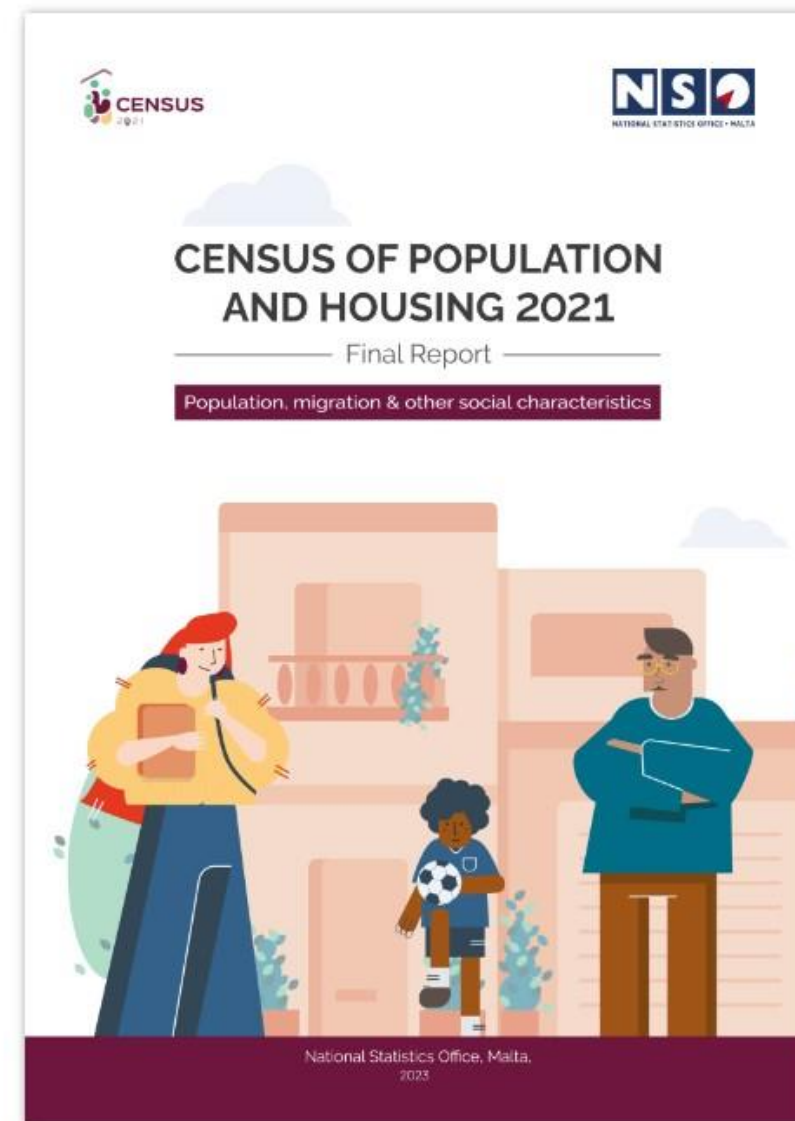


# Key definitions & key words

**Racism:** a ground such as “race,” colour, language, religion, nationality or national or ethnic origin justifies contempt for a person or a group of persons, or the notion of superiority of a person or a group of persons.

**Anti-Racism:** An active process and practices of identifying, challenging, opposing and eliminating racism by changing attitudes and beliefs, policies, systems and structures so that power is shared and distributed equitably in the society. Anti-racism can be practiced by individuals (supporting antiracist organisations, presenting one’s own belief on social media, participating in antiracist events), organisations/movements (organising various anti-racism actions or campaigns, providing anti-racism education, advocating for policy change) or state institutions (developing and implementing antiracist policies) or other actors, such as media (promoting anti-racism, calling for action).

# A snapshot of Maltese society



## Census of Population and Housing 2021: Final Report: Population, migration and other social characteristics (Volume 1)

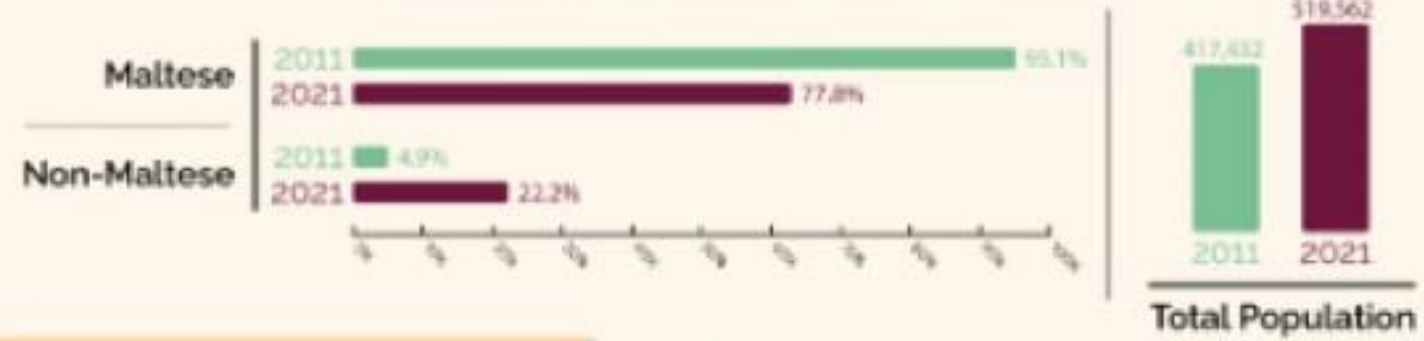
Date Published: 16th February 2023

### Summary:

The Census of Population and Housing is a detailed statistical exercise featuring Malta and its people by their demographic and social characteristics. It provides a portrait at a point in time, and for the 18th Census, this was 21 November 2021. The Census's legal basis is the national Census Act 1948 and the supranational EU Regulation No 763/2008.

Compilation work went into the early months of 2022 and the Preliminary Report was published in Summer 2022. Following this, the NSO is publishing the first in a series of thematic Census publications. It covers a range of social subjects such as population, migration, citizenship, racial origin, and religious affiliation. This introduction synthesises the main findings under these headings.

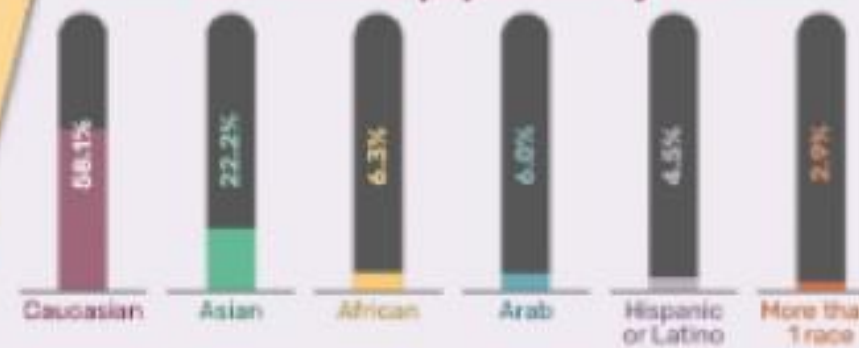
**Population by type of citizenship: 2011-2021**



**Sex ratio**



**Non-Maltese population by race**



**Religious affiliation**  
(of those aged 15+)



**Population density**



**Most Dense Localities**

Sliema:	15,167 per km <sup>2</sup>
Isla:	14,418 per km <sup>2</sup>
Tal-Fieta:	13,047 per km <sup>2</sup>
Fgura:	11,434 per km <sup>2</sup>





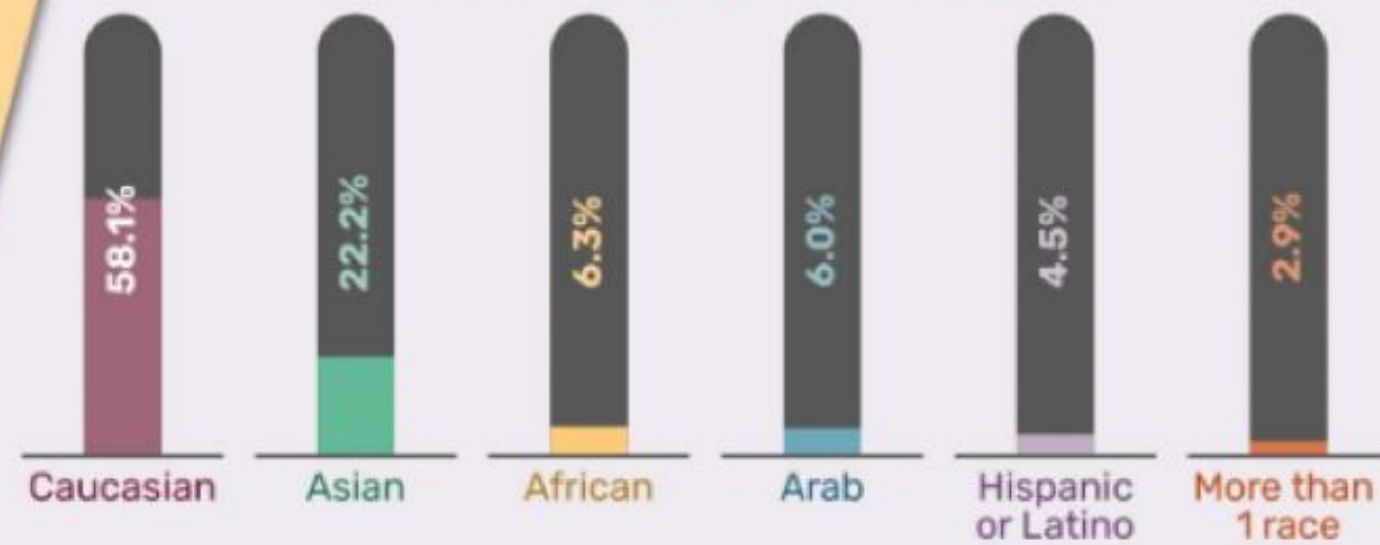
**Population by type of citizenship: 2011-2021**



**Sex ratio**



**Non-Maltese population by race**



## Religious affiliation

(of those aged 15+)

Roman Catholicism

**373,304**



Islam

**17,454**



Orthodoxy

**16,457**



Hinduism

**6,411**



Church of England

**5,706**



No Affiliation

**23,243**



## Population density



Population density

<math>< 400</math>  
<math>400 - < 1,400</math>  
<math>1,400 - < 3,000</math>  
<math>3,000 - < 10,000</math>  
<math>> 10,000</math>

0 2 km

## Most Dense Localities

Sliema: 15,167 per km<sup>2</sup>

Isla: 14,418 per km<sup>2</sup>

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Fgura: 11,434 per km<sup>2</sup>



# Measure 11 of the Anti-Racism Strategy

## **Measure 11**

### National anti-racism and intercultural pact: Social Partners

Besides the whole-of-Government approach, anti-racism is not just Government's job. Furthermore, stakeholders outside Government are already implementing successful anti-racism initiatives. Government does not know it all. What is needed now is a holistic approach to the many challenges in order to maximise the chances of success for Maltese society as a whole. We are calling this the whole-of-society approach to anti-racism and intercultural inclusion.

The Human Rights Directorate will engage with social partners and private sector companies to:

- Develop and agree standards for institutional competence for anti-racism and intercultural inclusion in recruitment and employment to be included in a national anti-racism pact; and
- Discuss measures to achieve these standards, which they can propose and pursue for inclusion and implementation in a national anti-racism pact.

The launch of the Pact will ideally be accompanied by side-events to get the message across to the general population. In subsequent years, a national conference will be held to discuss progress, impact and further initiatives deemed necessary.

**Owner:** Human Rights Directorate

**Participants:** Social partners

**Timeframe:** Throughout



# Measure 11 of the Anti-Racism Strategy

- Stakeholders outside of Government are already implementing successful integration initiatives. This is because equality and the safeguarding of human rights in general, and the commitment of anti-racism specifically, also makes business sense.
- Furthermore, it is a guarantee for the dignity and rights of workers in the workplace. It is a win-win situation that benefits both employer and employee.

# Benefits of having a commitment to anti-racism

A commitment to anti-racism in the workplace generates benefits by:

- Creating a positive social climate through social cohesion for quality local and international investment;
- Attracting quality workers and clients;
- In the language of ESG, such business frameworks reduce risks and costs whilst improving reputation;
- Bringing to the table different ideas, cultural understandings, processes, and customer experiences/expectations through the diversity found in the workplace;
- Aiding in worker retention through the enjoyment of rights and the creation of a loyal workforce;
- Reducing expenses on litigation, conflict, resignations, expenses which are brought about by discrimination.

UPDATES: THE FIGHT AGAINST RACIAL INJUSTICE

## Cost Of Racism: U.S. Economy Lost \$16 Trillion Because Of Discrimination, Bank Says

September 23, 2020 · 2:42 PM ET

By Adedayo Akala



According to a study done by CITI GPS in 2020, \$16 trillion were lost in GDP in the US. These were classified by noting four key racial gaps between African Americans and whites:

- \$13 trillion lost in potential business revenue because of discrimination against African American entrepreneurs, with an estimated 6.1 million jobs not generated as a result
- \$2.7 trillion in income lost because of disparities in wages suffered by African Americans
- \$218 billion lost over the past two decades because of discrimination in providing housing credit
- And \$90 billion to \$113 billion in lifetime income lost from discrimination in accessing higher education

**Source:** Peterson, Dana M. and Mann, Catherine L., *Closing the Racial Inequality Gaps: The Economic Cost of Black Inequality in the U.S.*, Citi GPS: Global Perspectives & Solutions, 2020. [https://ir.citi.com/NvIUklHPilz14Hwd3oxqZBLMn1\\_XPqo5FrxsZD0x6hhil84ZxaxEuJUWmak51UHvYk75VKeHCMl%3D](https://ir.citi.com/NvIUklHPilz14Hwd3oxqZBLMn1_XPqo5FrxsZD0x6hhil84ZxaxEuJUWmak51UHvYk75VKeHCMl%3D)



# Measure 11 of the Anti-Racism Strategy

Measure 11 proposes cooperation with social partners to identify and implement further standards in recruitment and employment together with concrete measures to achieve these standards.

This measure forms part of what we call a whole-of-society approach to anti-racism.

The engagement required under this measure includes:

- Development and agreement of standards for institutional competence for anti-racism and intercultural inclusion in recruitment and employment to be included in a national anti-racism pact;
- Discussion of measures to achieve these standards, which can be proposed and pursued for inclusion and implementation in a national anti-racism pact

# Measure 11 of the Anti-Racism Strategy

Government has just launched the project “First Step: Online Pre-Departure Integration Measures in Malta” which is funded by the European Union, via the Technical Support Instrument. We are keen to explore further how pre-departure integration measures could support employees, employers, and indeed the economy as a whole.

The project will run till the end of 2024, with tailor-made recommendations on the delivery of services which meet the national interest and the Maltese context. The project will map existing legislation, policy and services, through deep engagement with key national authorities and others, analysis of best practice abroad, and deliver the afore-mentioned recommendations and options to the Maltese authorities. It is envisaged that the services proper will start to be delivered in 2025.

Concretely, cooperation on this project with MCESD would mean consultation with members on the challenges and opportunities related to foreign workers in our economy and how to address them in a systematic way already prior to departure from countries of origin.

The kick-off meeting for the project “First Step: Online Pre-Departure Integration Measures in Malta” was held at Dar Ewropa in Valletta on July 26, 2023. This project is funded by the European Union, via the Technical Support Instrument, and implemented by the IOM Malta in cooperation with the Human Rights Directorate (HRD) and the Directorate for Structural Reform Support (DG REFORM).

We were thrilled to see the interest in this new stage of integration governance as evidenced by the large turn-out of stakeholders at the event.

Chris Bonett Rebecca Buttigieg riforma European Commission Representation in Malta



# What can this pact include?

Committing to further ethical recruitment standards for example the International IRIS Standard on Ethical Recruitment.





# What can this pact include?

Work with labour recruiters and employment agencies to make sure that investors adopt and follow codes of ethics.

## WHAT CAN GO WRONG FOR MIGRANT WORKERS?

The figure below highlights the key risks to migrant workers during the recruitment process, which can ultimately lead to situations of forced labour.



# What can this pact include?

- Data collection through interviews with workers about their recruitment and employment experiences.
- Providing access to remedy and business grievance mechanisms to workers when harm has occurred.
- Addressing existing language barriers with workers in a systematic way.
- Making use of available communication technologies and social media to enhance communication.
- Supporting workers' participation in social activities and events that occur in the host community, wherever possible.
- Establishing partnerships with civil society organizations and trade unions.
- Amongst other measures...

# Way Forward

Importance of providing feedback and communication. Ideas discussed today can become recommendations and action points for improvement.

These recommendations will form the basis of the pact which will also include a timeline and a place for actionable measures.

Set up a small but representative working group to take the measure forward.



# References and Resources

Census of Population and Housing 2021: Final Report: Population, migration and other social characteristics (Volume 1), NSO, 2023.

Council of Europe, Everybody's Business: the role that business can play in supporting cohesive communities, 2022.

European Commission against Racism and Intolerance. (2017). ECRI General Policy Recommendation No. 7 on National Legislation to Combat Racism and Racial Discrimination, <https://rm.coe.int/ecri-general-policy-recommendation-no-7-revised-on-national-legislatio/16808b5aae>

VIOM's IRIS: Ethical Recruitment, What ethical recruitment

# Thank You

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