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POL-123

Gender Equality Plan

Last Review Details – Refer to QPulse for full history


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1 Aim and scope

The aim of Enemalta plc is to continue to nurture an environment that empowers employees by continuously increasing their skills and knowledge and that gives them the opportunity to grow actively in their career irrespective of their gender. Therefore, the Company should lay the foundations to create and develop a healthy work environment that banishes all sorts of discrimination, among which, those related to gender bias. Hence, eliminating this prejudice means creating a fair and righteous environment whereby the parameters for career advancement are exclusively based on the means of meritocracy according to the skills and abilities of the employee under fair and equal conditions.

To create such an environment, it is critical that Enemalta plc provides the necessary tools to all employees so that they have equal access to the opportunities and the resources offered by the Company. Employees should primarily feel safe at their place of work. They should be in a condition to perform their tasks freely and without fearing the shadow of discrimination and/or harassment. Henceforth, creating a culture sensitive to these aspects is imperative. To be embedded in the culture of an organisation, the message should be conveyed and cascaded to all levels of the hierarchical company's structure. In this regard, adequate training in relation to this subject should be delivered where deemed necessary. It is only by setting up a culture of respect that employees feel safe, inclusive, and ultimately valued.

Today's society is everchanging rapidly and this hasty world is posing constant challenges to individuals. This is why a healthy work-life-balance is fundamental for individuals as it provides a balance in coping between their personal and work duties. For this reason, Enemalta plc has been adopting various family-friendly measures that are clearly stipulated in both its existing Collective Agreements and Framework Agreements. Employees may benefit from these family-friendly measures according to their needs at management discretion. A good work-life-balance is beneficial for both employees and the Company. If employees conduct a healthy work-life-balance they can be able to find an equilibrium between their family responsibilities while managing their work necessities. In this way, lessening stress means a more motivated and committed workforce. Another


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important aspect is to increase gender balance in decision making processes and in leadership positions at all levels. Enemalta plc should work to create pre-requisites that permit bigger female presence in officially designed bodies. At present, there is an imbalance in this respect. The Company is aware that this entails a hefty task because of the nature of it is industry and because Enemalta plc has a predominant male work environment.

Chapter 456 of the Maltese legislation entitled *Equality for men and women* focuses on the promotion of equality for men and women. The legislation clearly stipulates that men and women cannot be treated less favourably on the basis of parenthood, family responsibility or for some other reason related to sex, etc. In the same way, females cannot be treated less favourably when it comes to pregnancy and or childbirth. Female employees at Enemalta plc do not lose their employment during pregnancy and after childbirth. In line with the law, pregnant employees are entitled to 18 weeks of maternity leave, 14 weeks of them are fully paid by the Company. Furthermore, the employee may also opt to apply for Parental Leave following the 18 weeks of maternity and even career breaks.

2 Introduction


Enemalta plc recognises the fundamental role that its human resources have in the operation of its business. Hence, its employees are valued as the most important resource the company possesses. For this reason, the company is committed to provide a healthy work environment and fair opportunities to all its employees. The mission statement of the company is the following: *Through these efforts, Enemalta seeks to achieve its strategic objectives whilst fulfilling its main mission statement; to provide cleaner, safer and sustainable energy solutions, whilst striving to meet and exceed customers' expectations by empowering its employees and providing them with development opportunities.* As a matter of fact, part of its mission statement Enemalta is committed to empower its employees by providing them with the necessary skills to acquire the appropriate knowledge, competences, and attitudes to value justice and inclusivity. Enemalta plc is committed in ensuring equal opportunities for every employee irrespective of the gender or sexual orientation through the implementation of effective policies.

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Gender equality takes into account the needs and priorities of both women and men. The diversity of both genders is recognised, and this human right does not include only one gender but, involves both women and men. The European Union has set up a gender equality strategy covering the period from 2020 till 2025 that aligns objectives combined with targeted actions in order to make further significant progress on the matter. Some of the main objectives of this strategy include, but are not limited to, eradicating all sorts of gender based-violence, close gender gaps in the labour market and address gender pay gaps. Equality integrates rights, responsibilities, and opportunities across the board regardless of the gender. Gender equality must be a prerequisite for improving social justice and participatory decision-making and must be considered as an attainable target for a societal development that circles around well-being, empowerment, and participation of individuals and communities.

Enemalta plc is currently entrusted to follow the main areas covered by Gender Equality Plan and to have its policies and practices in place and aligned accordingly. Through the years, Enemalta plc has always tried to excel in this manner and has succeeded in this commitment by obtaining the N.C.P.E. re-certification for the Equality Mark three times consecutively since 2011. The Company has managed to achieve this milestone and has adopted policies which have been in force for several years outlining the importance of equality at the place of work. Accordingly, the Gender Equality Plan reflects the line of thought of the Company. It highlights equality and fairness between all its employees by always thriving to fight against discrimination and valuing all forms of diversity. Ultimately, it is fundamental that gender equality is embedded in the organisational culture of Enemalta plc and that subsequently its practices constantly reflect this line of thought. The main key areas that gender equality should articulate its major prominence are the following:

- Organisational culture
- Work-life-balance
- Training opportunities
- Equality in recruitment and in career progression
- Gender balance in decision-making


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3 Organisational Culture

Malta has been experiencing an increase in the female employment in these last years. Females are feeling more encouraged to enter or return in the labour market if there is equal treatment based on fairness and there the right flexible conditions to manage between family and career. Although female employees do not exceed 13% of the Enemalta plc workforce, the Company stands by the signed declaration that the organisation offers an equal pay for work of equal value and hence without discriminating in terms of pay and conditions of remuneration between gender or marital status. The Company has a well-established hierarchy of salary categories, grades and allowances in which employees who have the same grade are paid equally without any distinction between genders and ethnicity, religious beliefs and age. The hierarchy is stipulated in its Collective Agreements.

Enemalta plc calls (both internal and externally) are always issued as gender neutral. In addition to this, all respective job descriptions and designations are also gender neutral. The Company has an equality policy in place together with other policies to promote equality and fairness and concurrently eliminating all discrimination at the place of work. Enemalta shall also be committed to continue updating some of the policies that are somehow outdated. All polices are accessible by all employees through Company's portal.

The culture of an organisation should be inclined to get rid of gender stereotypes which are a result of ingrained patriarchal mentalities in our society. The values and norms of an organisation are subsequently portrayed in its behavioural attitudes and demonstrate whether the organisation bases its practices according to prejudices or not. Gender stereotypes are therefore values, norms, attitudes, and prejudices which lead to a set of determined assigned characteristics and roles to men and women distinctively. Generally, family friendly measures are utilised mostly by females when compared to men. Yet, at Enemalta plc, data shows that this tendency is defeated as there is a balance between female and male employees who make use of family-friendly measures. Balancing work and family responsibilities is not an issue related to only women but is a key element in gender equality, which can be attained when both genders share caring responsibilities and duties. Ensuring women's


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and men’s work-life balance overthrows the notion of gender stereotypes and hence approaches more the concept of gender equality.

The N.C.P.E. Equality Mark is a certification awarded by the National Commission for the Promotion of Equality to those Companies who value and embrace gender equality and promote the potential of all employees irrespective of their gender. This award has been given for the third consecutive time to Enemalta plc and thereafter the company is devoted to obtaining further recertifications in future that confirm equality in its practices. Enemalta plc will also continue to consult with N.C.P.E. representatives wherever there is the need to improve policies and practices that support family-friendly measures. Enemalta plc has launched a training policy this year. The training policy outlines the importance that all employees have equal opportunity to attend training sessions. Training is hence delivered without distinction of gender and all employees must be able to enhance their skills and knowledge. In fact, employees may participate in training sessions even outside their normal working hours, either be connecting remotely or being present in person. Employees who attend for training outside their normal working hours are compensated at a flat rate or else by being given hours of time off in lieu. Moreover, employees may also benefit from sponsorships to pursue further their studies that improve their skills and ultimately broaden their career advancements opportunities. In a nutshell, equal opportunities for training are given to all employees regardless of their gender. The aim of Enemalta plc in this regard is to further increase training.

4 Work-Life-Balance

The notion of work life balance is at the heart of Enemalta plc. The company has been promoting various family-friendly measures throughout the years. These family-friendly measures are illustrated clearly in our existing Collective Agreements, whereby employees have the possibility to apply for them. In today’s hectic world, individuals need to have proper work-life-balance in order to seek equilibrium between their personal life and their duties at the place of work. Achieving this equilibrium is never so easy and this is where the Company assists employees in being flexible to

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alleviate the stress that life procures by accommodating their personal needs as much as possible without adversely affecting the day-to-day operations.


Reaching and maintaining a healthy equilibrium between personal and professional life is a key element. A good work-life balance positively effects both employees and the employers because it reduces and consequently lower the risks of burnout and generates a greater sense of well-being. Studies show that companies that furnish a work environment supporting work-life balance save on costs, have a reduction in absenteeism, and have a more committed and productive workforce. Enemalta plc must continue to provide flexible work arrangements to enable all its employees to engage in further professional and personal development. Achieving this balance between work and life signifies that the Company cares about its employees. Employees feel therefore more engaged at work which in return leads to a better place of work. Hence, it is imperative to continuously enhance work-life balance through policies and practices that support family-friendly measures. Enemalta plc, at present, offers various family-friendly measures such as teleworking, flexible hours, reduced hours, and remote training opportunities.

4.1 Teleworking

All employees, whose nature of their job is suitable for teleworking, can apply for this concession. Employees who work on full-time basis, those who work on part-time basis and employees who work on reduced hours, either with a definite or indefinite contract can apply for the teleworking concession. These individuals, irrespective of their gender, whose nature of work permits teleworking are entitled to apply to work up to 20% of their weekly contracted hours as teleworking, without the need to provide any justification. Teleworking may also be granted more than 20% of the weekly contracted hours to applicants, without distinction of gender, subject that a justification is provided for such request, and is approved by the teleworking committee.

4.2 Flexible Hours

Enemalta plc also provides flexi-time concession to all employees according to the nature of their work. This concession as other family-friendly measures contribute to create a more balanced to our workforce.

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4.3 Reduced Hours

Enemalta plc assists employees who require shorter working hours if they need to take care of an elderly or disabled close relative or take care of own children or employees who have more than 50 years who produce a medical certificate stating that they cannot full their work duties on fulltime basis. Both male and female employees may apply for this concession subject that they fulfil at least one of the aforementioned criteria.


4 Training Opportunities

Enemalta plc focuses a lot on training and development. Employees are continuously invited to attend for training courses. In this way, our employees have the opportunity to expand their knowledge and competencies, while being able to perform better in an efficient and effective manner in their job. Being a fundamental aspect in our Company, training, develops employees in terms of personal growth and in terms of career progression. To ensure a proper work-life-balance for its employees, Enemalta plc is committed to deliver also training outside office working hours so that all employees are provided with equal opportunities and contemporaneously female employees are provided with an alternative solution to attend for training while coping with their personal needs.

Several employees who participate in training outside their normal working hours can attend for such training and are compensated at a flat rate or time off in lieu. Employees who are on maternity leave or working remotely can still attend training sessions either at the place of work or remotely. Further to this, those employees who are working on reduced hours are given the same training opportunities. In such cases, training will be delivered on an online platform.

5 Recruitment and Career Progression

Enemalta plc aims at valuing the skills and competencies of both external candidates and its employees. Our company is continuously striving to be inclusive in the wide range of its meaning. Hence, when selecting new recruits, the criteria are exclusively based on the value added that the candidates could give to the Company, irrespective of the gender. On the same level, career


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progressions are based on the opportunities that may arise from time to time within company to create new possibilities of career advancement for our employees. As a matter of fact, both the internal and external calls are always issued gender neutral. Further to this, vacancies for employment should never be published in a way that discriminates between candidates and information their regarding private life must never demanded. The Legal Notice 461 of 2004 mentions the ‘principle of equal treatment’ which shall refer to the absence of direct or indirect discriminatory treatment on any grounds. As such, interviews are exclusively conducted on set of criteria related to what those entails in terms of experience, attitude, and skills.

The Company has succeeded in eliminating all sorts of gender bias during selection boards. All genders are given the same opportunities and hence, the elimination of gender bias means eliminating discrimination while being fair and equal to everyone irrespective of the gender.

6 Gender balance in decision-making

There is an imbalance between women and men who are actively participating in public decision-making. This same concept is clearly visible at Enemalta plc. Gender balance must be a key element in decision-making. Yet, the Company’s board of directors and board of management are made up of almost exclusively males, however recently there is also female representation in both boards. Although one must reckon that the Enemalta plc is a heavy industry which attracts more males than females due to the nature of its work, the Company should invest more time in seeking to attract females into decision making roles. Recently some important improvements have been made with 75 % of the interviewing boards, which are generally composed by three members of the section committee, having at least one female representative. Only one fourth of the interviews conducted did not have any female representatives. Besides, on some occasions two out of three members of the section committee in an interviewing board were females.

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7 Responsibilities

The responsibility for ensuring the effective implementation and operation of this plan relies to all employees. The success of the plan depends on the full cooperation by everyone. Senior Management shall ensure that they and their staff operate within this plan, and that all reasonable and practical steps are taken to avoid discrimination.

8 Frequency


This plan shall supersede the Equality Policy reference no: Ene plc 03/2014 issued on the 15th December 2014. The Gender Equality Plan shall remain valid for a period of two years from 31st July 2024 unless any changes are required before that date due to any changing circumstances.

9 Conclusion

After evaluating the necessary analysis, the implementation of the Gender Equality Plan will succeed depending upon creating a strategy around it highlighted by a well-designed plan and implementation. A strategy that ensures policies, procedures and practices that comply with this plan. At the same time, it is critical to keep abreast with new policies and regulations and carry continuous monitoring to ensure that the Plan is working effectively. In order to be a successful and effective Gender Equality Plan needs resources, tools, and measures and these should be made available at all levels for the implementation and update of structures, designated bodies and practices for gender balance and equality outcomes.

10 Related Documents

Number	Type	Title
		ERL-EPOU Collective Agreement 2019-2024
		ERL-GWU Collective Agreement 2018-2024
		Sexual Harassment Policy
POL-062	Non-Restricted\Policy	Teleworking Policy
		Training Policy

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11 Links

Number	Type	Title
	Link to European Institute for Gender Equality	https://eige.europa.eu
	Link to Gender equality and mainstreaming strategy and action plan 2022 – 2027	https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en
	Link to Horizon Europe guidance on gender equality plans	https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1
	Link to Chapter 456 Equality for men and women	https://ncpe.gov.mt/wp-content/uploads/2023/06/Chp.456_updated-2015.pdf