

Equal Opportunity Policy

Ministry of Energy and Public Utilities

SCOPE

- The Ministry of Energy and Public Utilities (hereinafter referred to as MEPU) is committed to promoting equal opportunities in all its employment practices. While recognizing that people are different, employment practices must ensure that these differences do not lead to unlawful discrimination in the workplace.
- The MEPU will follow the recommendation of the Equal Opportunity Commission as set forth in the Guidelines on application of an Equal Opportunity Policy at work in all its employment policies, procedures and practices.
- As per this policy, the MEPU will ensure that no officers will receive less favourable treatment than someone else because of their gender, age, caste, marital status or family status, disability, sexual orientation, religion or belief, colour, ethnic, origin, place of origin, political opinion and race.
- All officers will have opportunities for training and promotion irrespective of their gender, age, caste, marital status or family status, disability, sexual orientation, religion or belief.
- Access to benefits, facilities and services will be fair and equitable and based solely on merit.
- Employees need to balance work and personal life responsibilities.
- A working environment will be achieved whereby differences are respected and all people – staff, clients and customers are valued.

RESPONSIBILITY FOR THE POLICY

- The Head of the Ministry is ultimately responsible for ensuring that the Ministry adheres to its duties and responsibilities in relation to promoting equality of opportunity in employment.
- Heads of Sections should ensure that they adhere to the principles within this policy in all dealings with their staff.

- The policy will be communicated to all staff and will be placed on the Ministry's Website.
- Staff and trade unions will be consulted regularly about the policy and about related action plans and strategies.

PROCEDURES

- Staff should not be treated badly and victimized because they have made/ supported a complaint or grievance in relation to the protected characteristics of age, disability, gender, race, religion or belief, sexual orientation, marriage, pregnancy or maternity.
- Staff who consider that they have suffered any form of discrimination, harassment or victimization can raise the matter through the grievance procedure.
- Complaints about discrimination in the course of employment will be regarded seriously and may result in disciplinary sanctions.

TRAINING

- All staff will be trained on the policy, on their rights and responsibilities. They should accept personal responsibility for the practical application of the equal opportunity policy.
- Heads of Divisions and officers at senior management level will be trained on the discriminatory effects that certain provisions, practices requirements and conditions can have on their staff and the importance of being able to justify decisions to apply them.
- The MEPU will reflect its commitment to equal opportunities through equality of access to training and career development opportunities.
- Training programmes will be designated to support the aims of the policy.
- Training opportunities upon the availability of staff, business needs and the availability of work-related courses.
- All new staff will receive induction training.

PROCESS FOR MONITORING COMPLIANCE WITH THE POLICY

The MEPU will strive to achieve real equality of opportunity by continuously monitoring its employment practices to ensure that they do not perpetuate existing equalities.