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# il-mara

NEWSLETTER OF THE NATIONAL COUNCIL OF WOMEN - MALTA

No. 70

Published Quarterly

January-March 2008



The Hon. Prime Minister Lawrence Gonzi visits NCW computer Lab.



Women In Decision-Making Course certificate presentation by the Hon. Prime Minister.



CPF meeting in Uganda



NCW members enjoying the Christmas Dinner.

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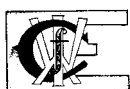
## Members of



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Founded 1888

Motto: "Do unto others as ye would that they should do unto you."



### European Centre of the International Council of Women

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## PRESIDENT'S MESSAGE

As the New Year makes an entrance, it brings with it several new beginnings and challenges, which as in previous years, the Council is always ready to deal with.

2007 has been a very busy year for our Council. We saw the enactment of the legislation to strengthen the voluntary sector, which is an important step forward for civil society and the appointment of Prof Kenneth Wain as the first Commissioner for Voluntary Organisations. And once again we congratulate him for accepting this important role.

In 2007, NCW also celebrated the 60th anniversary of the Maltese Women's Right to Vote. We have also been involved in several initiatives to promote the European Year of Equal Opportunity for All 2007, through the activities of NCW, as well as those with NCPE and the European Commission.

Throughout the year, NCW has focused on Women in Decision-Making and consequently has been carrying out several initiatives to address this issue. These include: an NCW/NSO study to identify the obstacles; followed by conference to give publicity to the survey findings; and on recommendations of the Conference, NCW drew up a programme of interactive sessions especially for women interested in local and national politics.

2008 has brought with it the introduction of our new currency: the Euro. After many months of hard work and intense preparations by the National Euro Changeover Committee, Government, the Central Bank, businesses and not least Civil Society, D-day or E-day as it is being called, has arrived. NCW has once again played an active role in this all-important and historical event. As you may have followed through our newsletter, we have been involved in an advisory role with NECC and have also actively helped several men and women through the changeover period by organising a number of lectures on the Euro changeover and handling the household budget.

Another new beginning is the Schengen Treaty. December has seen Malta remove its sea borders which will be extended to the air travel in March.

We are looking forward to the European Year of Intercultural Dialogue 2008 which will build on the initiatives for unity and collaboration that have been carried out in previous years. NCW is already drawing up a programme of activities. We believe that women in Malta have much to offer society.

Happy New Year to you and all your families and we look forward to seeing you at the Annual General Meeting.

Doreen



IL-MARA is issued every three months and contains the news and views of the NCW of Malta – hence its name "Woman" in Maltese.

It is distributed to all its members and affiliated organisations and sent to other NCWs all over the world. Correspondence and contributions are to be sent to:

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**Layout Design and Offset Printing**  
Veritas Press, Żabbar.  
Tel: 21 822 270



# Women in Decision-Making Course

## October – December 2007

### Goals

The National Council of Women believes that achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning.

NCW further believes that women's equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interests to be taken into account.

### Aims and Objectives

With this primary aim in mind and to attract and encourage local women to pursue decision-making positions, whether political or in other spheres, the National Council of Women, has organized an intensive course focused on Women in Decision Making. This course was held twice a week over a period of nine weeks at NCW premises in Blata l-Bajda. During this course participants from all walks of life were exposed to a wide perspective of the current situation and what it entails to be a woman in a decision making position.

### Programme Content

The course covered a broad spectrum of the skills that are required by anyone who aspires for decision making posts, starting from personal and social development, problem solving and decision making, conflict management to presentation skills, public speaking, networking techniques and handling the media. Decision-making in politics and the political scenario be it local, national and European, were also given prominence.

This course was more than anything else interactive, involving sharing of ideas as well as practical exercises, and was purposefully enriched by the knowledge and expertise of chosen personalities and facilitators who conducted the various sessions of the course programme.

Participants highly rated the topics covered during the programme, the knowledge of the presenters, their method of presentation, the course content and the handouts distributed during the course.

It is worth pointing out that, a team feeling was created from the beginning of the course and this was nourished until the end. This team feeling fostered respect, facilitated learning and enabled the sharing of ideas and opinions through acceptance of diversity.

### Comments by Participants

The participants reported that they enjoyed the course overall and found it very informative since they obtained useful tips on managing one's image, explored presentation techniques and current networking options. Attendees got a glimpse of 'the behind the scenes' in local politics that served to enrich their understanding of the local, national and European political scenario. The participants also felt that this course serves as a

good stepping-stone for those interested to join politics and those who aspire for decision-making positions.

### Recommendations – the next step

The National Council of Women has, since its establishment in 1964, been active in promoting women in decision-making, in particular in the political sphere. In view of the imminent forthcoming General Elections, the Council therefore recommends to Government, Political Parties, Local Councils, Civil Society organisations and other parties as required the following:

- that further positive action is taken in the field of equal treatment of men and women, as stated in EU directives
- the formulation of a national policy for a strategy and its implementation to bring about a cultural change that facilitates the entry of women in decision -making in economic, social and particularly in political positions at local and national level
- to further strengthen family-friendly measures that address women's needs in particular, in political and management structures, which facilitate women's access to political decision-making roles,
- that in the spirit of democracy and equality of opportunity, in the planning the use of time is not built on men's norms
- that in the forthcoming general elections, names of candidates on ballot sheets will be listed in alternate male/female order, whilst retaining alphabetical order
- that a University of Malta Diploma Course (or further) be set up to professionally prepare both men and women for political decision-making posts

NCW would like to thank all the Course Tutors who gave their time to lecture and share experiences with the participants, Athenaeum Spa by Algoterm and above all the Commonwealth Foundation for their support. ♥



Commonwealth  
Foundation

Diane Xuereb ~ Course coordinator



# Conference on 50 Years of EU Gender Equality Law

- European Commission - Directorate General Employment, Social Affairs and Equal Opportunities [25-26 October 2007]

Venue: Charlemagne, Gasperi Room, Rue de la Loi

Doreen Micallef and Grace Attard participated

**Mr Vladimir Spidla, Commissioner for Employment, Social Affairs and Equal Opportunities was the first speaker at this conference.**

Commissioner Spidla stated that equality needs to be anchored in all member states in all areas. The European Court of Justice (ECJ) has served to bring legal aspects within the reach of European citizens. Equality legislation, particularly directives on equal pay and access to employment and social security have served to improve equality between men and women. However, the persistent gender pay gap still needs to be addressed. Reducing the pay gap is one of the objectives of the European Strategy for Growth and Jobs

*Areas that need to be given priority are:*

Addressing issues concerning pregnant women and women who have just given birth; Encouraging paternity leave; The burden of proof in situations of sexual harassment at the workplace; Equal access to goods and services; Positive action.

Addressing these issues is necessary to provide a solid and coherent positive impact on everyday life through Community Law. There is the need to ensure that current laws are properly applied by all concerned: judges, lawyers, citizens, associations and social partners. Knowledge needs to be spread as wide as possible, in particular to new legislators. There is also the need to simplify a, recast and complete legal provisions following the 2006 recasting of directives on employment.

Commissioner Spidla referred to the Roadmap for Equality between Women and Men 2006-2010. All European partners were involved and have committed themselves to gender equality in particular to reconciliation between professional and private life. The '50 years European Union Project' anniversary celebrations are a unique opportunity to take stock of what has been done regarding gender equality and equal opportunities and to identify and address the challenges of the future in the contexts of globalisation and demographic change.

**Second Speaker was Ms. Ziti Gurnai,** a Member of the European Parliament, Vice-Chair of the Committee on Women's Rights and Equal Opportunities.

Ms Gurnai traced equality legislation since 1957 – Treaty of Rome establishing equality in all policy areas and in Community Law to ensure that the principle of equality is backed by strong legislation. She also referred to the Roadmap for Equality 2006-2010 and the Gender Pact, highlighting the importance of addressing reconciliation between work and family life.

There is the need to revise gender equality in the context of the Lisbon Strategy which should be reflected in the Lisbon Declaration (2007). She also gave latest statistics regarding women in employment in Europe and highlighted current and future challenges: Demographic change; Making Europe more competitive.

*Issues that should be given priority are:*

The gender pay gap; Increasing the number of women in decision-making - In particular in the economy; Reconciliation between work and family life; Childcare facilities- parents – fathers and mothers need to have choices regarding the provision of quality and affordable childcare; The role of employers in providing childcare as a sound investment but

this should not be regarded only from the financial point of view; Structural and regional funds should be made use of for more and better childcare facilities and lifelong learning respectively.

More campaigns are needed to create awareness of the gender pay gap and to address inequalities

**The Third Speaker was the representative of the Secretary of State of Portugal** who traced the development of soft legislation in employment, highlighting the directive on access to goods and services. He also spoke about the need to strengthen measures to support victims of discrimination in the workplace, in particular the role of the social partners in addressing this issue.

Reference was made to the July 2007 Conference in Lisbon on Growth and Employment. Emphasis was made on the need to exchange good practices. There is an urgent need for men to be on an equal footing with women in family life. The European Year of Equal Opportunities for All 2007 and its follow-up should work to create a Europe with Equal Opportunities for All.

A Short Film called "Voices from Europe" gave examples of application of legislation regarding equal pay.

**A session on "Europe's Achievements in gender equality law"** was Chairperson **Mr. Michele Petite**, Director General Legal Service European Commission. This session explained the role of the European Court of Justice (ECJ) and its work throughout the years in interpreting the law and its application.

**Mr. Anindrias O Caoimh**, Judge at the Court of Justice of the European Communities stated that ECJ doesn't decide which cases come before it. Its role is to interpret and apply the law. He also traced the developments in legislation resulting from Case Law over the years.

The speaker highlighted a number of achievements of the ECJ namely the application of affirmative (positive) action in addressing equality issues on the basis of:

Criteria not to discriminate against female candidates, that is not seeking a male norm; Maternity leave not to be judged as a financial loss; Stereotyping.

The Case Law alone cannot address all the problems; however it can clarify community law to ensure full effect of Community directives

**Ms Catherine A. MacKinnon**, Professor of Law, University of Michigan Law School spoke about two leading approaches on which Europe and US, Canada and South Africa base legislation on discrimination Europe: Aristotle philosophy, while across the Atlantic legislation is based on transforming hierarchies of historically disadvantaged groups.

**Ms Sacha Prechal**, Professor of European Law, Utrecht Law School/ Europe Institute, Utrecht University spoke about the obligations of Private Employers, referring to two current cases – Employers versus Trade Unions, the following aspects should be given priority:

The need for effective judicial protection against discrimination; Sanctions that are effective and proportionate and dissuasive; Obligation to interpret the law in conformity with directives; Setting appropriate time

limits in submitting cases for investigation;The role of the vigilant ombudsman/ woman

The second Session “Access to employment and equal pay” was chaired by Chairperson: Ms Belinda Pyke, Director Equality between Women and Men, Action against discrimination Directorate General, Employment, Social Affairs and Equal Opportunists, European Commission.

She opened by making reference to the French model: economic integration and the German model: social and economic integration.

Ms Dagmar Schiek, Professor Cahir in European New, University of Leeds spoke about Article 3 - the gender mainstreaming clause:

There is the need for strong initiatives in collective agreements on retirement age discrimination.

Implementation of gender mainstreaming needs to be more effective.

She also highlighted the importance of job classification schemes that should exclude any discrimination based on sex, which is very often difficult to identify. The recast directives do not include the pay gap directive and this should be addressed.

The ECJ is reluctant in assessing job classification schemes.

Equal Treatment Directives: 2002/73 EC and 2007/76 EEC so far take a very narrow approach to positive action although it addresses victimization.

2002 Case Law addresses: indirect discrimination; effective judicial protection; maternity protection; burden of proof.

Measures to put equal treatment into effect:  
Structural approach; Proactive policies; Completing Community Framework

Ms Jill Rubery, Professor of Comparative Employment systems, University of Manchester and Co-director of the European Work and Employment Research Centre (EWERC) spoke about the economic impact of the gender pay gap. Measures to address this issue include:

Encouraging women to invest in education; Childcare facilitates; The role of men; Economic independence; Discrimination unemployment; Statistical discrimination; Studying cases at individual level

She also spoke about the power of employers in relation to issues regarding raising minimum wages and wages at lower levels. Home production is considered an advantage for women as they have specialized in it, however equality in the labour market is necessary to make up for the lack of equality in sharing of home work The choice is not between home and work but between nor family of work

In speaking about the gender pay gap, the speaker highlighted the following aspects;  
Segregation; Discrimination; Women’s unequal burden

Women’s work is undervalued resulting in risks of:  
Being paid less; Employed in occupations that are in themselves undervalued;  
Increases undervaluing women’s work is emerging in the increase of outsourcing,  
part-time work, new division of labour and individual contracts  
There is the need of integration in job classification systems and not fragmentation  
Proposals: Developing collective bargaining; Promoting women’s skills to make them more visible (accreditation); Transparency of rewards; Ending the long hour culture; Employers to promote incentives for female employees; Comparison across business organizations

Other points raised:  
Paid leave so that women do not need to depend on men’s leave  
Jobs to be gender mainstreamed  
Reconciliation between work and family life is not be the basis of the gender pay gap  
Promoting part-time work is resulting in less pensions entitlement  
Skills shortages can be linked to under-utilised women and not necessarily to migrants  
The need for a change of culture for employers, especially where there are no social partners to address discrimination issues  
The EU More and Better Jobs strategy should include women’s participation in the labour market and emphasis should be on the quality of the jobs

Mr. Bengt Axelsson, Brigadier General, Swedish Defence Force gave an explanation of an initiative he took in addressing gender discrimination in the Armed forces. It takes will and good leadership ‘It takes a hard guy to deal with a soft question’.

Ms Daniel Banker, Head of Unit: Equality, Action Against Discrimination, Legal questions, Directorate General, Employment, Social Affairs and Equal Opportunities, European Commission linked development of equality legislation with the Lisbon Strategy for Growth and Employment. She emphasized the obligations of member states in adopting positive measures to eliminate discrimination. Job classification schemes need to include effective measures to ensure the elimination of discrimination. Member states are obliged to promote equality and to encourage social partners to adopt equality measures. They are also obliged to ensure equal pay is implemented and not just to ensure that social partners take the responsibility  
ECJ has wide case law on cases of ‘equal work’ and indirect discrimination in part-time work which should be consulted

Other points raised  
Are we well equipped to combat discrimination with the current legal instruments?  
Addressing indirect discrimination is not easy; it is disguised and usually addresses groups of employees and not individuals. This makes it more difficult to establish and victims might not be aware of discrimination  
We need to study closely current criteria of job classifications – their explicit, implicit implications, progression of work in the context of time, availability, home responsibilities  
We need to ensure transparency in job classification systems.  
There is the need for positive action to tackle labour market segregation  
Close monitoring and evaluation  
In studying job classification criteria focus should be on: part-time work, new work organisation,  
access to education and vocational training; IT training.  
A closer study of the working time Directive is necessary to ensure non-discrimination. 🍷

Grace Attard,  
NCW Vice-President and EESC Member

NEW AFFILIATED ORGANISATION

Malta Association of Occupational Therapists

NEW MEMBERS

Jutta Klotz from St Julians, Mary Vella from Mellieha, Luisa Gauci Baluci from Attard, Maria Giuliana Fenech from Mosta, Evelyn Vella Brincat from Pembroke, Giuliana Fenech from Mosta, Ms Helen de Yong from St. Paul’s Bay, Ms Nadya Anne, Mangion from Pembroke, Ms Iona Borg Carbott from Sliema, Ms Olivia Brincat from Sliema.



## EDITORIAL

Dear readers,

The baton has been passed on to me Maria Giuliana and I am very thankful to NCW for the entrusting me with the editorial duties of the newsletter.

Furthermore I would like to congratulate Ms Veronica Grech for her appointment as Registrar (Designate), Ms Anita Aloisio for her appointment as Finance Director and Ms Jacqueline Fenech for her appointment as Director, Human Resources Management and Development – all at the University of Malta.

Best wishes for the new year. 🌸



Maria Giuliana Fenech

## Euro-Mediterranean Summit of Economic and Social Councils in Athens ~ The Gender Dimension

At the Euro-Mediterranean Summit of the Economic and Social Councils and Similar Institutions which took place on the 15-16 October 2007 in Athens, delegates jointly called for the strengthening of structures for the participation of Civil Society in the southern partner countries. Civil Society should be given an active role in the implementation of National Action Plans in the context of the European Neighbourhood Policy (ENP).

Participants were pleased with the positive changes in Jordan, Morocco and Egypt in promoting the introduction of structures of dialogue of organised civil society or the establishment of national Economic and Social Councils. They also stressed that the freedom of association must be respected in order to facilitate social and civil dialogue.

The commitment by the EU and the Mediterranean countries to strengthen the role of women in society which was expressed in the 2006 Istanbul Ministerial Conference was given high priority. In particular, it was stated that the development of entrepreneurial activity by women should be closely monitored and programmes to promote female entrepreneurship should be integrated into national action plans in the context of ENP.

Participants also underlined the importance of gender mainstreaming in all policy areas. They also called for improved access for women to economic and social opportunities in all countries of the Euro-Med region. Measures were recommended to specifically targeting women in the context of implementing the Euro-Mediterranean Charter for Enterprise. Recommendations were made for specific funding to be allocated to countries which commit themselves to positive action aimed achieving improvements in women's status including their legal status were also made.

Grace Attard, representing the EESC External Relations on Gender Equality in the EuroMed region made a presentation

on 'Promoting Entrepreneurship for Women in the EuroMed region'. The presentation highlighted specific recommendations to address the needs of women in rural and urban areas, where women encounter particular difficulties in economic activity. It also dealt with the needs of women in education, legal status in economic activity, and employment. The opinion emphasised the significant role of women's entrepreneurship in this region in creating an active and dynamic economy geared for globalisation.

The 2007-2008 work programme will work on the theme 'Factors facilitating access by women to economic and social life and higher qualifications in the context of national, regional and global challenges'. The final declaration will be presented to the ninth Foreign Affairs Ministerial Conference to be held in Portugal on 5-6 November 2007. The participants agreed that the 2008 Summit will be held in Morocco, which will further deal with women's access to economic and social life among others. 🌸

Grace Attard



EESC Malta representative Grace Attard presenting the topic 'Promoting Entrepreneurship for Women in the Euromed Region' during the Athens Summit

## Enactment of Legislation to Strengthen the Voluntary Sector

The Voluntary Organisations Act passed by the House of Representatives on the 24 September 2007 is an important step forward for civil society, which represents a substantial sector of our population. It is a legal framework built on months of wide consultation. NCW notes that many of the recommendations and proposals made by representatives of the various organisations have been legally acknowledged.

The principle of 'autonomous (independent) of government and other bodies in its method of establishment' has been addressed through the inclusion of a phasing out period of two years and four years in the case of the majority of administrators and any administrator appointed by government respectively to be eligible for enrolment.

The role and functions of the Commissioner and a Commission to assist him/her appointed by the Minister after consultation with the Social Affairs Committee of the House of Representatives has been more clearly defined. Other important aspects regard the legal powers of the organisations' Statute, the functions of the Council, in particular in its relations with the Commissioner and the Commission and the Voluntary Organisations Fund among others.

The next step – implementation – is crucial to ensure that the enrolment and registering procedures run smoothly and

positively with the aim of encouraging ownership of NGOs and increased participation, not least by young people in voluntary work, that has been the pride of the Maltese society for so many years.

### APPOINTMENT OF COMMISSIONER FOR NGOS

NCW congratulates Prof Kenneth Wain on his appointment as first Commissioner for Voluntary Organisations. Prof Wain is well-known for his expertise, in particular in the field of education and for his enthusiasm and energy in initiatives he undertakes.

During the meeting with NGOs, which was organised by the Hon Dolores Cristina, Minister for the Family and Social Solidarity at Mediterranean Conference Centre on the 27 th December 2007, Prof Wain expressed his keen interest to work in the very active voluntary sector and promised his full commitment to support NGOs in their initiatives.

During the meeting, the Hon Laurence Gonzi, Prime Minister of Malta, who comes from a long and committed experience of voluntary work, introduced many of the NGO representatives to the new Commissioner. Both the Prime Minister and Hon Cristina expressed their thanks to Prof Wain, for accepting this new and important role. 🌸

## Budget 2008 – Unleashing the potential of the Maltese citizen – NCW reactions

Underlying Budget 2008 is the fact that it is built on the potential of the Maltese citizens' aspirations and their ability to adapt to the realities of today and equally to the challenges of tomorrow. It provides our society with opportunities to contribute effectively to economic growth and no less to address society's needs.

In its first reactions, NCW is pleased that priority is given to the family, addressing different situations and all family members individually. This in fact has been our Council's priority during the consultation process.

The Council believes that it is a responsible budget with a sense of social justice providing financial measures that are not a 'one-size-fits-all'. Changes in tax bands reflected in the tax computation system, benefits for pensioners, children's allowance, sports benefits among others are substantially increased. In this manner, the budget addresses the needs of families in the low-income sector and families with three or more children as well as vulnerable groups, including single parents, pensioners, female part-time workers and young women and men

facing socio-economic problems.

NCW believes that the financial benefits are not an end in themselves. Once again, moving away from a paternalistic system of 'dishing out money', Budget 2008 aims to provide the impetus for economic growth through the citizen's participation. The Council believes that, just as there was strong participation by all sectors during the various consultation meetings, our society will once again respond wisely by putting these benefits to good use, to ensure that we reap the benefits of social development and economic growth for our families and our society.

NCW urges government and all social partners to ensure that mechanisms for monitoring the implementation of the various measures are in place, in particular in areas such as social services and employment to curb all forms of abuse. Listening to the people's aspirations should be an ongoing process. The Council moreover encourages all citizens, women and men to make sure they are well informed so that they too can help in curbing abuse. 🌸

# Civil Society Influences CHOGM 2007 Agenda

The 2007 Commonwealth People's Forum (CPF) took place from 18 - 22 November 2007 at the Africana Hotel, Kampala, Uganda, with the theme **"Realising People's Potential"**. The theme was chosen by citizens of Uganda to bring a 'people's' element to the discussions at the Commonwealth Heads of Government Meeting (CHOGM).

The CPF provided Ugandan and pan-Commonwealth civil society with an opportunity to discuss issues affecting their work and their countries, and feed their concerns to their governments during the Commonwealth Heads of Government Meeting (CHOGM), being held in Kampala from 23-25 November 2007. NCW Malta was represented by the General Secretary Doris Bingley who is also a member of CSAC (the Commonwealth Foundation's Civil Society Advisory Committee).

In selecting the theme for 2007, it was recognised that people remain the most important resource for development. Since the 1960s policy makers, advisors, and political leaders in developed and developing countries have been formulating and implementing strategies aimed at achieving macroeconomic stability, economic growth and poverty reduction.

The challenges facing most developing countries are complex and multidimensional. They involve economic, social, cultural, political, and environmental factors which cannot be adequately addressed through isolated interventions. Institutional accountability and an integrated approach are essential elements in facing these challenges.

Six weeks in advance of the CHOGM in Uganda, the Commonwealth gathered to set the agenda for the CHOGM at the Committee of the Whole Meeting in Marlborough House. This year civil society worked hard to influence the

process by bringing their issues and concerns to the table. In the last few months the Commonwealth Foundation and its Civil Society Advisory Committee held various consultations across the Commonwealth. On 5 October, the Commonwealth Foundation convened a civil society meeting to synthesise the outcomes of these consultations for consideration by the Committee of the Whole. On Monday 8 October, the outcomes were presented directly by civil society to representatives of Commonwealth governments. This meeting was chaired by Ambassador James Mugume, Permanent Secretary of the Ministry of Foreign Affairs, Uganda. Malta was represented by the Permanent Secretary of the Foreign Office, Ms. Cecilia Attard Pirota.

The statement produced by civil society will form the basis of the submission from the Commonwealth People's Forum to the CHOGM in November.

At the Commonwealth People's Forum (CPF) in Kampala over 1200 delegates from Uganda, together with 300 international delegates, representing 600 organisations from 59 countries, attended the Forum. From Monday to Tuesday 19-20 November, CPF participants met in 20 workshops cluster under the six CPF sub-themes: economic development; governance, participation and human rights; culture, creativity and identity; environment and natural resources; education for transformation; and health at home and at work. The 2007 CPF also included the 'People's Space', nine 'Learning Journeys', and a daily CPF newsletter GEM News.

The 'GEM' newspaper was a project of African Women from the African Women and Child Feature Service. It was part of a media-training forum for journalists from Uganda, Tanzania, Kenya and Zambia on gender and development writing.

On Monday 19 November there was the launch of the Friends of the Commonwealth. Malta's Foreign Minister Michael Frendo was one of the main guests at this function. He made a short speech which gained the respect of all present. He was a very popular figure at the CPF. He also visited the People's Space and left a message on the Wall of Greatness.

On Wednesday 21 November, the Chair of the Civil Society Advisory Committee, Joan Grant-Cummings made a statement on behalf of the CPF to a meeting with Commonwealth Foreign Ministers, and on Saturday 24 November, a roundtable between civil society and Foreign Ministers was held.

The main outcomes of CPF 2007 were the Kampala Civil Society Statement and a summary of the key outcomes of the 20 thematic workshops held during the CPF.

Here you have the Gender section from the Kampala Civil Society Statement to the 2007 Commonwealth Heads of Government Meeting.

## GENDER

*Underscoring* that the empowerment of women is key to transformation, CHOGM should move from rhetoric to reality, by focusing attention on improving gender equality within Commonwealth Member States and adhering to agreed commitments in international declarations and conventions;

*Noting* that gender equality is not only crucial in itself, but is a fundamental human right and a question of social justice;

*Stressing* that gender equality is essential for growth and poverty reduction, and that it is key to reaching the MDGs and as such needs to be recognised as a goal in its own right;





CSAC Members at Serena Hotel during CHOGM



The Hon. Minister Michael Frendo, Malta's Minister for Foreign Affairs with Ugandan Minister of Education the Hon. Geraldine Namirembe Bitamazire and Doris Bingley, NCW General Secretary.



Doris Bingley during the CPF meeting

*Affirming* that equal rights (political, civil, economic, social and cultural) for women and men, girls and boys needs to be demonstrated through: equal access to and control over resources for women and men; and equal opportunities to achieve political and economic influence for women and men;

We *call* on Commonwealth Member States to:

*put* in place measures that commit responsible ministries to implementation of the Commonwealth Plan of Action for Gender Equality 2005–2015<sup>1</sup>. The Commonwealth must work together to ensure closer collaboration between governments and gender focused civil society organisations and institutions to ensure concerted support to elimination of gender inequalities and poverty eradication. Together they should address the gaps and persistent obstacles and challenges faced in the implementation of the Commonwealth Plan of Action as these should not deter its implementation;

*support* initiatives that increase financing for gender equality work, through gender responsive budgeting. In addition, the Third High Level Forum

on Aid Effectiveness presents an opportunity for Commonwealth Member States to demonstrate support for increased funding to gender equality work;

*institutionalise* the participation of women in decision making in the first instance by achieving 30% target set out in the Beijing Platform for Action and the Commonwealth Plan of Action for Gender Equality 2005–2015<sup>2</sup>;

*ensure* concerted action, and commit resources to address gender-based violence and prevent the trafficking and abuse of women and children;

*enact* and *implement* legislation against gender-based violence, promoting victim protection and awareness raising through the media, as well as education and training;

*urge* those countries that are not parties to the Convention on the Elimination of Discrimination Against Women to ratify the Convention;

*conduct* a gender disaggregated base-line study of gender equality in all Commonwealth Member States, using a standardised set of indicators, that is regularly updated;

*encourage* Commonwealth Member States to initiate programmes in conflict and post conflict countries in accordance

with UN Security Council Resolution 1325;

*build* capacity of government institutions for gender budgeting and capacity for organisations to access funding for gender budgeting;

*review* labour and employment laws and opportunities for women, and address women's ownership and use of land and property rights; and

*mainstream* gender equality in all policies, strategies and actions, and financial measures which directly support women's empowerment.

We call on Commonwealth Governments, the Commonwealth Secretariat and the Commonwealth Foundation to facilitate the strengthening and development of the Commonwealth Women's Network, as a mechanism for the promotion of gender equality.

*Full reports of Civil Society's Kampala Statement and CHOGM 2007 Communique can be found on:*

[www.commonwealthfoundation.com](http://www.commonwealthfoundation.com)  
and  
[www.commonwealthsecretariat.com](http://www.commonwealthsecretariat.com)

**Doris Bingley, NCW General Secretary  
and CSAC Member**

<sup>1</sup> Adopted by Commonwealth Ministers Responsible for Women's/Gender Affairs, 7th Meeting (7WAMM), 30 May–2 June 2004, Fiji Islands and endorsed at CHOGM 2005

<sup>2</sup> Adopted by Commonwealth Ministers Responsible for Women's/Gender Affairs, 7th Meeting (7WAMM), 30 May–2 June 2004, Fiji Islands and endorsed by the Commonwealth Heads of Government in Malta in 2005

**One woman in ten aged 25-54 in the EU27 is inactive due to family responsibilities  
– Large variations between Member States**

## Women Outside the Labour Force in 2006

The inactivity rate<sup>1</sup> of women aged between 25 and 54 years was 23.6% in 2006 in the EU27, compared with 8.1% for men. This period is the main working age, and also the age when families are founded and children are raised. The main single reason for prime-aged women to be outside the labour force is therefore family responsibilities<sup>2</sup>. Among prime-aged women in the EU27 in 2006, 10.2% stated they were inactive due to family responsibilities, almost half of all inactive women of this age.

These data come from a report issued by Eurostat, the Statistical Office of the European Communities, focusing on people outside the labour force.

Between 2% of prime-aged women in the United Kingdom, Sweden and Denmark and 46% in Malta are inactive due to family responsibilities.

In the EU27 in 2006, the lowest inactivity rates for women aged 25-54 were found in Slovenia (13.0%), Sweden (13.7%), Estonia (14.3%), Denmark and Finland (14.6%), while Malta (58.9%), Italy (35.7%), Greece (30.9%) and Ireland (29.5%) had the highest.

Among prime-aged women, the percentage inactive due to family responsibilities varied greatly between Member States: the United Kingdom (1.9%) had the lowest percentage, followed by Sweden (2.1%) and Denmark (2.3%). At the other end of the scale, Malta (45.9%), followed by Ireland (23.1%) and Luxembourg (21.7%) had the highest rates.

### **Around 60% of young women are outside the labour force**

Education and retirement explain the

higher inactivity rates observed at either end of the age scale. For women aged 15-24, the inactivity rate was 59.4% in the EU27, compared with 52.5% for men. Female inactivity rates within this age group ranged from 30.7% in Denmark, 31.6% in the Netherlands and 39.2% in Finland to 76.9% in Lithuania, 76.6% in Hungary and 75.0% in Luxembourg.

**For women aged 55-64**, the rate was 62.9% in the EU27 in 2006, compared with 43.8% for men. The lowest rates were recorded in Sweden (30.4%), Estonia (39.5%) and Finland (42.8%) and the highest in Malta (88.4%), Poland (79.7%) and Slovakia (79.1%).

NCW representative Grace Attard reiterates that the progress made by women within education, research and enterprise across the EU is not reflected in their position on the labour market. Reducing the employment gap is one of the objectives of the European Strategy for Growth and Jobs. National governments, national equality bodies and the social partners in all member states have a clear obligation to address this issue, through their commitment to the Roadmap for Equality 2006-2010 and the Gender Pact, both of which highlight the importance of addressing reconciliation between work and family life.

Although the last three budgets have provided financial measures to increase the participation of women in the labour market, more needs to be done. The provision of childcare facilities to ensure that both parents – fathers and mothers have choices of quality and affordable childcare is crucial as more grandparents are remaining in employment after retiring age.

The role of employers in providing childcare as a sound investment which should not be regarded only from the financial point of view is also important. Encouraging men to be on an equal footing with women in family life and more flexible working hours for both men and women are some of the practical measures. Lifelong learning programmes to address the needs of women returners need to be tailor-made to ensure matching with labour market needs.

AT EU level, there is the need to revise gender equality in the context of the Lisbon Strategy which should be reflected in the Lisbon Declaration (2007) in addressing current and future challenges such as the demographic change and making Europe more competitive. NCW looks forward to the new European Employment Guidelines due to be published by the Commission before the end of this year which should also include further measures to address this issue

1. Inactive persons are persons who are neither employed nor unemployed. Inactivity rate is the share of the inactive population as a % of the total population (living in private households) in the same age group.

2. Family responsibilities may include marriage, pregnancy, childcare, serious illness of another member of the family, long vacation. Own illness is not included. ♡

**Grace Attard,**  
NCW Vice-President, EESC member



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## Message on the Occasion of EU Day Against Human Trafficking

**T**rafficking in persons is modern-day slavery, involving victims who are forced, defrauded or coerced into labor or sexual exploitation. Annually, about 600,000 to 800,000 people -- mostly women and children -- are trafficked across national borders which does not count millions trafficked within their own countries.

People are snared into trafficking by many means. In some cases, physical force is used. In other cases, false promises are made regarding job opportunities or

marriages in foreign countries to entrap victims.

Human trafficking has a devastating impact on individual victims, who often suffer physical and emotional abuse, rape, threats against self and family, passport theft, and even death. But the impact of human trafficking goes beyond individual victims; it undermines the safety and security of all nations it touches.

The National Council of Women of Malta has, for several years now, worked hard to help entities in their battle against

human trafficking. NCW Malta forms part of ENATW, the European Network Against Trafficking in Women for sexual exploitation, and is one of its founder members.

It is with this in mind that the National Council of Women of Malta, on the occasion of the EU day on human trafficking, would like to emphasize the need for individuals, the community at large and governments to use their resources to eliminate this modern-day scourge and save the futures these people who are mostly women and children. ♡

## The Assassination of Benazir Bhutto 27 December 2007



**T**he National Council of Women of Malta joins its counterparts, members of the International Council of Women (ICW) in expressing grief and shock at the tragic assassination of Benazir Bhutto. NCW condemns all forms of violence that are increasingly resulting in the loss of so many lives.

As we approach the New Year 2008, which has been designated the European Year of Intercultural Dialogue, let us all increase our efforts to build dialogue for peace, to eradicate the roots of violence in our homes, villages and towns.

At International level, let us all develop initiatives - building blocks - for a peaceful co-existence. It is our political and moral obligation!

Benazir Bhutto followed her father into politics, and both of them died because of it - he was executed in 1979. Her two brothers also suffered violent deaths.

Like the Nehru-Gandhi family in India, the Bhuttos of Pakistan are one of the world's most famous political dynasties. Benazir's father, Zulfikar Ali Bhutto, was prime minister of Pakistan in the early 1970s. His government was one of the few in the 30 years following independence that was not run by the army.

Benazir Bhutto was born 21 June 1953 and was the first woman elected to lead a Muslim State having twice been Prime Minister of Pakistan from 1988 to 1990 and 1993 to 1996.

Bhutto left Pakistan in 1999 to live abroad, she returned to Pakistan on 18 October 2007 after President Musharraf signed into law an ordinance granting her and others an amnesty from corruption charges.

In the months before her death, she had emerged again as a strong contender for power. Western powers saw in her a popular leader with liberal leanings who could bring much needed legitimacy to Musharraf's role in the "war against terror".

## Breast Cancer and the National Breast Screening Programme

**E**ach year, it is estimated that 182,000 women in the United States develop breast cancer. Despite these alarming figures, there is no single "ideal" screening test that is both readily available and sensitive for women of all age groups. Mammography, clinical breast examination and breast self-examination collectively contribute to the breast cancer screening strategy. Each method differs by the manner of disease identification, but all depend ultimately upon patient motivation and compliance.

Mammography, when performed and interpreted properly, is relatively sensitive and is the recommended primary screening test for middle-aged and elderly women. The positive predictive value of mammography is highest for women 50 years of age or older and for women 40 years of age or older with a family history of breast cancer. However, mammography adds additional expense to screening, exposes the patient to low levels of radiation, and may be perceived by patients as uncomfortable. Clinical breast examination also entails additional cost and inconvenience for the patient. The sensitivity and specificity vary depending on the expertise of the examining clinician. Both an annual screening mammogram and an annual clinical breast examination are recommended by the American Cancer Society and the National Cancer Institute for all asymptomatic women 50 years of age or older.

With this research in mind, NCW welcomes the Budget 2008 statement that a national breast screening programme is in the pipeline and augurs that its implementation will take place in the near future.



## Closing Conference

# European Year of Equal Opportunities for all 2007

## Lisbon 19-20 November 2007

**Monday 19 November 2007**

The Conference opened with welcome speeches by

Hon. Prime Minister of Portugal, José Sócrates  
Portuguese Minister for Labour and Social  
Solidarity – José Vieira da Silva

Director General for Employment and Social Affairs and Equal  
Opportunities, European Commission – Nicolaus van der Pas  
and

Vice-President of the European Parliament Rodi Kratsa –  
Tsagaropoulou



2007 — European Year of Equal Opportunities for All

The **4Rs-Rights, Representation, Recognition and Respect** were highlighted

Reference was made to EU legislation over the years, at different stages on Equality for All

The importance of addressing equality issues at all levels – EU, national, regional and local and the involvement of all stakeholders were also highlighted

### Panel 1: Keynote speeches on Diversity and Equal Opportunities

**First speaker:** Esther Mucznick: Vice-President of the Jewish Community and Member of the Commission for Religious Freedom, Portugal emphasised the need for legislation to be enforced regarding religious freedom

**Second Speaker:** Lydia La Riviere-Zijdel: International Consultant on Gender, Diversity and Sport spoke about gender and multiple discrimination

**Third Speaker:** Trevor Phillips: Chairman of the Equality and Human Rights Commission, Great Britain spoke about institutional inertia and the need for positive action. Individuals suffering from mental health should be more strongly represented. The Year of intercultural dialogue should serve to continue the work that has been carried out in 2007

### Panel II: The Year's Legacy promoting Equality and non-discrimination

**First speaker:** Elsa Pais: National Co-ordinator of EYEO, Portugal spoke about the experience of preparing for such a conference. She highlighted the initiatives carried out in Portugal

A portal – equality for all

A reward for school children's initiatives in the area of equality

The use of cartoons breaking down inequalities to target the very young

**Second speaker:** Joanna Kluzik-Rostkowska, Former Minister

of Labour and Social Policy, member of Polish Parliament and responsible for the Polish National Implementing Body (NIB), Poland spoke about the initiatives carried out in Poland,

including education campaigns with the participation of representatives from different countries working in the field of anti-discrimination, workshops for local representatives implementing anti-discrimination policies at local level, publication of information and best practices about the six areas of discrimination, awareness raising project for newly-elected local representatives

**Third speaker:** Sinikka Keskinen: EYEO National Contact Point, Finland spoke about the work carried out in Finland during the Year. Although the European Year is not expected to solve long-term problems of inequality problems, attention should still be paid to encourage development in this field

**Fourth Speaker:** Equinet – European Network of Equality Bodies spoke about the importance of networking and the sharing of good practices. He also referred to access to information. He also highlighted that goods and services to be extended to all areas of discrimination, positive action, and the need for a percentage of European Structural Funds to address inequalities in particular social inclusion

**Fifth Speaker:** Sylvia Meehan: AGE Platform, Ireland spoke about senior citizens and the fact that only recently awareness of age discrimination has become widespread.

**Sixth Speaker:** Isidoro Rodriguez, Secretary Foundation for Roma, Spain spoke about the need to address discrimination of the large numbers of Roma people in Europe and their economic contribution to society. He urged the EU to specifically address this issue

**Seventh Speaker:** Failla Pasic, Face of the Year, Slovenia spoke about their activities which targeted children with special needs

### Afternoon session

#### Workshops

**Workshop 1:** Access to rights chaired by Richard Howitt, Member of the European Parliament, UK

**Workshop 2:** Equal Opportunities and gender mainstreaming Chaired by Alexander Rosa. Portuguese NIB

**Workshop 3:** Social Inclusion and multiple discrimination, chaired by Isle Brands Keri's, Latvian Centre of Human Rights

**Workshop 4:** Diversity, Migration and intercultural dialogue chaired by Jean Lambert, Member of the European Parliament UK

**Tuesday 20 November 2007****Panel III: Paving the way towards equality for all***Voices from Civil Society – short video***Speakers**

Representative of Portugal's EYEO NGOs – Odette Fiona

Director of AGE – Anne-Sophie Parent

President of European Disability Forum – EDF- Hyannis Vardakastranis

President of European Network against racism – ENAR – Bushy Quash

President of European Women's Lobby – EWL Kristy Cutoff

Executive Director of ILGA-Europe – Patricia Prineville

**Short Contributions by Social Partners**

Confederation Secretary of ETUC – Catalane Peskier

Vice-Chair for the Social Affairs Committee BusinessEurope  
Ingo Vladimira DfbalovaReporter of the Social Affairs Committee of CEEC – Tina Weber  
Director, Social Affairs of UEAPME – Lillian Voloizinskis

Speakers highlighted the importance of including diversity in the labour market, the need for access to qualifications that address market needs for all and addressing the issue of migration in a comprehensive manner

**Ministerial Round Table: From the Year's Legacy to a new governance towards Equal Opportunities and Non-discrimination**

Speakers highlighted the need to develop initiatives to mobilize all stakeholders to take action and ensure active policies of non-discrimination for all in the workplace.

Other areas highlighted were: immigration policy, border security, and gender equality in particular addressing the pay gap

*Other points raised were:*

Addressing multiple discrimination

Co-operation between the different grounds(6) of discrimination in an equal and not hierarchal manner

Addressing discrimination of groups with different sexual orientation

Addressing the needs of ethnic minorities

Equality to be mainstreamed in all EU policies

The need for independent equality bodies

The importance of involving NGOs at all levels

The challenge to have cohesion while celebrating diversity

**Workshops' Conclusions – Reports****The Legacy for the Future**

Keeping up the momentum for change

Awareness – a pre-condition; addressing prejudices and attitudes

Effective legislation

Omissions in legislation

Political and moral will for implementation

Test cases to evaluate legislation

Awareness for people exposed to discrimination

Informing and sensitising marginalized groups of their rights

Building dialogue and support between the six grounds of discrimination

Better and more accurate data collection

The role of business in addressing diversity in particular immigration; creating workplaces free of discrimination

Several proposals of good practices for business

**Closing Session**

High representative of the UN secretary-general for the alliance of civilisations – Joge Samaio, Portugal (video message) UN representative: 'Modernizing, changing the way we do things' Director-general for Employment, Social Affairs and Equal Opportunities, European Commission – Nikolaus van der Pas Portuguese Secretary of State of Social Security – Pedro Marques

Portuguese Secretary of State from the Council of Ministers Presidency Jorge Alcoa

Ms Belinda Pyke, Director Equality between Women and Men, Action against discrimination, Directorate General, Employment, Social Affairs and Equal Opportunists, European Commission.

**Honorary awards for initiatives carried out in 2007**

Poland - audio visual

Belgium -visual

Czechoslovakia - poster campaign

Portugal - information material

**Looking ahead**

2008 has been designated as the European Year of Intercultural Dialogue. In the UK, the National Co-ordinating Body is known as the EUCLD; and the responsible government department is DCMS. EUCLD plans to host a number of events in 2008 to mark the

European Year of Intercultural Dialogue. Events include conferences, exchange of fairs and training seminars throughout the UK

European Year of Intercultural Dialogue. Events include conferences, exchange of fairs and training seminars throughout the UK

In addition to the events, organizations interested in the European Year are encouraged to sign up to the partner section of the EYID 2008 website, which offers a unique networking platform for all people involved in the European Year

For more information:

[http://ec.europa.eu/employment\\_social/eyeq/](http://ec.europa.eu/employment_social/eyeq/)[www.europeanyearofequality.org.uk](http://www.europeanyearofequality.org.uk)[www.equalityhumanrights.com](http://www.equalityhumanrights.com)[www.interculturaldialogue2008.eu](http://www.interculturaldialogue2008.eu) (EU website)<http://inter.culture.info> (UK website)

Grace Attard, NCW. NCPE, EESC member

## Visit to Olive Pressing at 'Ta' Zeppi' in Fawwara (Ġebel Ciantar) Siggiewi



On Saturday, 3 November, the Culture and Environment Committee organised a visit to the Olive Pressing Complex at Ta' Zeppi in Ġebel Ciantar, Fawwara limits of Siggiewi. Mr Borg met NCW Group at Siggiewi Centre in order to escort us to the beautiful groves at Ta' Zeppi.

During the peaceful walk down to the farm we enjoyed the breath-taking views of the sea overlooking the high cliffs and of Filfla on the horizon. The start of the day bestowed on us the most beautiful sunny weather that we could ever have imagined.

The olive groves are located on the southern coast of Malta, in a rural area known as Fawwara, on the outskirts of the village of Siggiewi. The area is characterised by a cliff known as Ġebel Ciantar overlooking terraced fields almost down to the coast. These cliffs shelter the groves from the damage that may be caused by the cold northerly winds. Fawwara is so called because of its source of natural spring water, which is used in the groves.

### Harvesting of the olives

Mr Borg explained that olives must be harvested at the correct time in order to obtain the greatest quantity of oil without an increase in the acidity level. Harvesting is the most labour-intensive and time-consuming part of the process. The picked olives are dropped in nets for easier collection into crates. As previously noted, all the olives are hand-picked to ensure the best quality oil, since any bruising of the fruit will lead to undue fermentation, an increase in acidity and a negative effect on the final aroma.

The olives are then loaded into the deleafer/washer, which removes the foliage and washes the olives from any debris in constantly changing water.

The clean olives are then automatically transferred to the processing machine.

### The actual processing of the olives

The first stage in this process is the crushing of the olives into a paste. This machine uses rotating stainless steel blades to achieve this, instead of the more conventional hammer/wheel mills. This method provides for continuous operation with a high throughput.

The resulting paste – the pomace – is then mixed for about 30 minutes (malaxation), whereby the small oil droplets in the paste are combined into bigger ones, which are more easily removed in the next step, which is the separation of the oil (and water) from the pomace.

The pomace is automatically and continuously fed into the centrifugal decanter, where the olive oil is separated from the water and pomace in a single step.

The extra virgin olive oil is then transferred into stainless steel containers for storage and settling.

Mrs Borg informed us that their products won the Best Quality Award Standard and that they were very proud to produce these products. After the process was explained in detail by Mr Borg, the group tasted the extra virgin olive oil, which was exquisite.

The enjoyable outing was followed by a raviolata lunch at Rabat with a driving tour of the Dingli cliffs and Buskett outskirts!! 🍷

**Marlene Tellus**

Process of Olive Pressing - source: [www.tazeppi.atspace.com](http://www.tazeppi.atspace.com)



## DIARY OF EVENTS

### October 2007

- 1 NECC Seminar at Westin Dragonara Resort, Doris Bingley attended
- 2 Net Television Programme on The Budget NCW represented by Doris Bingley
- 3 Monitoring Committee at the Hotel Calypso Gozo. NCW represented by Doris Bingley  
Commencement of The Role of Women in Decision Making Course at NCW Centre
- 4-8 ECICW Strasbourg General Assembly. Doreen Micallef and Doris Bingley attended
- 7 Kunsill Generali PN at Eden Arena. Grace Attard represented NCW
- 8-10 Doris Bingley attended the Civil Society Meeting and Committee of the Whole at Marlborough House London in preparation for CHOOGM
- 9 Weight Reduction programme for NCW members and friends
- 10 The Interrelation between Physical and Mental Health Seminar plus the Launch of the Wellness Programme at le Meridien Phoenicia
- 11 Commissioner for Children Carmen Zammit gives a talk on the Rights of the Child at NCW Centre organised by the Social Issues Committee  
NECC Consumer Section committee meeting. Marie Demicoli attended
- 12 Talk on the art of Jewellery in Malta by Francesca Balzan at NCW Centre
- 15 MOSAIC meeting at NCPE Blata l-Bajda
- 19 Millennium Development Goals and Development cooperation at the House of Representatives. Doreen Micallef Attended  
MOSAIC networking Capacity Training. Marie Demicoli attended
- 20 MOSAIC networking Capacity Training. Marie Demicoli attended
- 22 The commencement of a fresh intake for Computer Courses
- 24 NCW President Doreen Micallef represented ECICW at the 50 years of Gender Equality Law Celebrations from the 24th – 27th  
NCW lecture on Budget Management and the Euro at the Iklin local Council  
National Vocational Qualifications Seminar. MaryRose Zahra attended
- 27 Konferenza Nazzjonali Moviment ta' Kana
- 30 Ambassador for the Hellenic Republic dinner in honour of the Austrian Ambassador. Doreen Micallef attended

### November 2007

- 01 NECC consumer section committee meeting- UHM presentation on price watch. Marie Demicoli attended
- 02 National Commission Persons with Disability 20th Anniversary Mass and EYEO celebrations. Doreen Micallef attended  
Executive Committee meeting
- 03 Opening of Ta' Qali Park. Mary Gaerty attended  
Fawwara Organic Farm Visit - NCW members attended
- 05 Pacem in Maribus Conference from the 5th to the 8th. Doreen Micallef, Grace Attard and Doris Bingley attended
- 09 Dr Simon Busuttil's round table conference on proposals for sanctions against the illegal employment of third country nationals. Doreen Micallef and Grace Attard attended  
NECC meeting. Doris Bingley and Marie Demicoli attended  
MOSAIC Meeting. Doris Bingley and Marie Demicoli attended

- 11 Jum it-tifkira Quddiesa Konċelebrata San Ġwann
- 13 Doris Bingley leaves for Uganda to attend the Commonwealth People's Forum and CHOOGM
- 14 Russian Cultural Centre Book launch
- 15 MOSIAC Meeting sexual orientation, race, & people with disability presentations at MCC. Marie Demicoli and Rosemary Carbone attended
- 17 NGOs and Trade Unions dealing with anti discrimination Seminar organised by NCPE
- 22 MOSAIC Training for HR Managers on Age, Religion and Gender, Doreen Micallef gave the presentation on Gender  
NISCO meeting at MCC  
NECC consumer section meeting
- 23 Promoting the Women Entrepreneur Culture, Seminar at the Westin Hotel
- 24 Green Youth Policy at Alternativa Demokratika premises
- 26 The Director General for Social Security, Mr. J. Camilleri invited to NCW centre to give a talk about pensions and social benefits to NCW members and friends
- 27 Final session of the Weight Reduction Programme  
FME and Ministry for Rural Affair information session on Leader Plan 2007 -2013 at Coastline Hotel  
Three C's for the European Elections – A dialogue between Civil Society Organisations and MEPs in Brussels. Grace Attard participated
- 30 Lejla Musa tal-Milied flimkien ma' ikel tradizzjonali at NCW Centre  
European Movement meeting at the Osbourne Hotel. Grace Attard attended

### December 2007

- 03 EYOE and the 20th Anniversary of KNPD Reception at the Auberge de Castille. Grace Attard attended
- 04 Central Committee Meeting
- 05 Monitoring Committee for OP1 and OP11 Corinthia Hotel San Gorg St. Julians  
Doreen Micallef represented NCW  
Final session for the Role of Women in Decision-Making Course
- 07 FHRD - HR Award Ceremony at the Radisson Bay Point Hotel
- 10 Malta Union of Professional Psychologists 15th Anniversary celebrations at Mater Dei Hospital. Doreen Micallef attended
- 14 Executive Committee  
NISCO Meeting at MCC
- 15 Simon Busuttil Public lecture at St. James Cavalier  
The National Council of Women Christmas Dinner at the Waterfront Hotel
- 18 Closing Conference for the European Year of Equal Opportunities organised by the National Implementation Body at MCC. Doris Bingley and Marie Demicoli attended  
NECC consumer section committee meeting. Doris Bingley and Marie Demicoli attended  
Prime Minister Dr. Lawrence Gonzi meets representatives of NGOs for Christmas Drinks at the Office of the Prime Minister Auberge de Castille NCW represented by Doris Bingley
- 22 National ICT Strategy Launch – Malta The Smart Island
- 27 Prof Kenneth Wain First Commissioner for Voluntary Organisations meets representatives of NGOs at MCC. NCW represented by Grace Attard and Marie Demicoli

## FORTHCOMING EVENTS

### ANNUAL GENERAL MEETING ~ JANUARY 2007: AGM Agenda

The Annual General Meeting will be held on **Saturday 26 January 2008** at the Victoria Hotel, Sliema at **9.00 a.m.**

1. Registration & Coffee
2. Opening prayers, Welcome and Notices.
3. Nomination of Tellers
4. Minutes of the last General Meeting.
5. Correspondence.
6. President's Address.
7. Annual Report by General Secretary
8. Financial Report by Treasurer.
9. Election of officers and members for the Executive.
10. Guest Speaker Ann Fenech LL.M.(Lon.),LL.D.
11. Reports of Standing Committees.
12. Reports of Sectional Committees.
13. Election Results
14. Adoption of Resolutions  
Reaffirmation of Policy  
Resolutions to be approved
  1. Women in political decision-making
  2. Gender pay gap
  3. Flexicurity
  4. Pensions
  5. School absenteeism
  6. *Familji aktar magħqudin*
  7. Warrant for counsellors
  8. Improved sex education in schools
  9. Environment/Climate Change
15. Other Matters
16. Conclusion by President  
Lunch 13.30 p.m.

#### Notes:

The full text of the resolutions will be available at the AGM.

The following are the posts on the Executive Committee to be filled by election: 3 Vice Presidents, General Secretary, Treasurer and 3 Executive members.

All members and affiliated organisations are urged to attend. As only paid up members are entitled to vote, subscriptions should be renewed during the month of January or paid before the start of the AGM.

#### Foundation Day Dinner on 15th February 2008

Details will be sent later.

#### International Women's Day Celebration Mass

His Grace the Archbishop Paul Cremona will celebrate Mass at St. Patrick's Church Sliema on Monday 3rd March 2008 at 18.00hrs, followed by a reception.

#### Passover Meal at NCW Centre

Wednesday 12th March 2008.

#### Half day of Recollection at NCW Centre

Tuesday 18th March 2008.

#### Courses held at NCW

##### Language Classes for Adults

Basic English lessons every Tuesday and Friday from 9.00 to 12.00at NCW Centre

Basic Maltese lessons for Maltese that would like to enhance their writing skills - every Thursday from 9.00 to 12.00 at NCW Centre

##### Computer Courses

Awareness, ECDL START and ECDL UPGRADE starting first week in March 2008 Classes are held during the mornings and evenings at NCW Computer lab. Places are limited, early booking is recommended.

*For further information contact the NCW Centre.*

**Tel: 21248881 / Fax: 21246982**

**Email: ncwmalta@camline.net.mt**

#### Annual Lottery

The National Council of Women Annual Lottery was drawn on Friday 7th December at the Lottery and Gaming Authority with the following results.

1st prize two Air Malta Tickets Ticket no 12408 - Ms Christabelle Siminiana

2nd prize W/E break for 2 Radisson Ticket no 1258 - Carmen Vella

3rd prize 2nts at Hilton Hotel for two ticket no 14136 - Catherine Galea

4th prize 2 nts at Victoria Hotel for two ticket No. 15433 - Kirsten Demicoli

5th prize Sunday Lunch at Westin Dragonara Hotel Ticket No 11539 Valerie Gauci

6th prize Silver Icon donated by Vasca Ticket No. 9510 Ruth Farrugia

7th prize One day @ Atheanuem Spa by Estetika Ticket No. 14464 Maria Watson.

All winners were notified by an official letter and also by phone.

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