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N-Mara

Newsletter of the National Council of Women - Malta



NCW President Grace Attard addressing the participants at the 2nd Conference of the EU Flagship Project on Volunteering

Grace Attard and Doris Bingley discussing EU issues with Head of EU Commission Representation Mr Martin Bugelli



European representatives at the Congress of the Small States of Europe in Liechtenstein

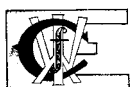
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International Council of Women

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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NEWSLETTER OF THE NATIONAL COUNCIL OF WOMEN - MALTA

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Editorial:



Dear Reader,

With the Summer season well beyond us, we now look forward to the last stride of 2011 and hope to end the year on a high note with regards to personal achievements.

Speaking of achievements, in this informative issue we take a look at the hard work of the NCW Malta members, along with their European counterparts, to learn more about the policies they put forth in recent months. Amongst which include, the strong participation in the EU flagship year for volunteering 2011 to promote the honourable work of volunteers, Budget 2012 recommendations to strengthen the role of women in our economic

environment and raising awareness for gender mainstreaming.

The collaborative achievements highlight the fact that with effort and persistence, your voice can indeed be heard. Do you feel that you have something to say? Join us on one of our public seminars, we'd like to hear your opinion. Our next event is the 3rd flagship conference held on November 12th, contact our offices to book your place.

In addition, you may also contact me personally on editor.ilmara@gmail.com if you have any further suggestions regarding the publication. I will be seeing you at conference,

Keep Well,
Maria

President's Message



Dear colleagues and friends,

As we approach the last quarter of 2011, we are more aware of the crucial events of the past year and their impact on Malta and indeed on the whole world – the democratisation transition in Arab countries in North Africa and the Middle East and the spiral of the global financial crisis.

2010 and 2011 have been very challenging, through the efforts of NCW to turn the unprecedented situations into opportunities, not least where women are concerned, in order to ensure that both men and women can remain key equal partners in all spheres - political, social, economic, cultural, legal, health and environmental.

Beyond our shores, we have been building stronger consultation structures with the EU Commission and EESC, as well as networking and sharing good practice with ECICW, ICW, the Small States of Europe and the Commonwealth Foundation. As an EESC member of the Euromed

Observatory, I had the opportunity to visit Tunisia and discuss with representatives of the Civil Society -both men and women who are directly involved in the transition to democracy.

As you are aware, NCW has won an EU Flagship Project for the EU Year of Volunteering 2011, through which we are providing opportunities for people from all walks of life to discover more about volunteering and to become active volunteers.

With regards to gender equality we are working on different fronts: we have submitted our Budget proposals for 2012, addressing the needs of working mothers and fathers, female entrepreneurs and assisting spouses, and also undeclared work which is also one of our priorities. I have been appointed on the Consultative Council for Enterprise, where I have the opportunity to ensure that the gender dimension is highlighted in SMEs in particular.

At EU level, I have been participating in EU Commission workshops on Women in Research and Men and Boys in Domestic and Care work that are currently being explored in line with the EU

Strategy on Gender Equality. Two other workshops organised by the European Parliament on The effects of alcohol on the Unborn Child and Women in Science and Research organised by the EU Commission are also addressing new areas aimed at promoting the much-needed gender balance.

Our next major appointment is the AGM in January 2012. Preparations are underway and together with our affiliated organisations we are working on a number of resolutions, in particular to address the needs of those men and women who cannot make their voice heard.

As always you are more than welcome to keep in touch with us through your comments and by participating in our events. Lastly, remember that Lifelong Learning Courses at our Centre in Balta l-Bajda are open to you all!

Wishing you success in your initiatives
Best wishes,

Grace Attard
NCW President

National Initiatives

NCW Budget 2012 recommendations

Recommendations on Strengthening the Role of Women in Business

A. Speeding up the Enactment of the Small Business Act Malta

With particular focus on nurturing a national entrepreneurial mindset through the National Curriculum at all levels of education for both women and men, to encourage risk-taking, involving companies in training and education schemes improving the availability, access (meeting the needs of working mothers) and quality of adequate training offers and mentoring, in start-ups and follow-up ensuring effective and full use of Community instruments, such as the ESF and the ERDF.

B. The revised Directive 86/613/EEC, Social Protection for self-

employed workers and assisting spouses into national law.

Recommendations for implementation by Maltese government by 2012

(i) This directive will provide better balance work and family life and encourage more women to become entrepreneurs – which is good for the economy. It will provide equivalent access to maternity leave, with adequate leave rights or supplying temporary replacement enabling interruptions in their occupational activity owing to pregnancy or motherhood on a mandatory or voluntary basis. The length of period for granting of maternity benefits should be similar to the duration

of maternity leave for employees currently in place in the EU.

(ii) Provide the necessary measures for entitlement to social protection rights, (such as pensions) for assisting spouses and life partners as recognised by national law on an equal basis as formal self-employed.

(iii) Protect people under by the social protection scheme of their self-employed spouse, who can be at a high risk of poverty in the event of divorce, their partner's death or bankruptcy.

(The relevant Directive should come into force by Member States in 2012).

NCW President,
Grace Attard



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AMIE Project Update October 2011



**Mary Gaerty addressing
MCAST prospective students July 2011**

The Ambassadors in Malta for Increasing Women Entrepreneurs Project has continued with talks to female students at St Theresa School Imriehel and Margaret Mortimer School Santa Lucija. The students who attended were very enthusiastic and interactive.

In addition, in May, a group of European representatives and two Maltese teachers were hosted by the Foundation for Women

Entrepreneurs for a course entitled "Promoting the culture of Entrepreneurship".

In July, Dr Katie Birch from Reach Beyond organised an ambassadors' workshop held at SAS Radisson Golden Sands which included activities centred on self development, and team building through games and exercises with entrepreneurship as the main theme. In July, the

AMIE ambassadors also met with students who have just finished their O'Level examinations, with the aim of orienting them as to the courses presented by Malta College of Arts, Science and Technology.

Following the success of previous talks, Verdala International School Pembroke, Marija Regina School Paola, St Joseph School Sliema and St Martin's College Swatar have also pledged their participation in the new scholastic year starting this September.

One of the ambassadors will also attend a conference this October organised by the Women's Business Development Agency, in partnership with European Chambers of Commerce titled: "A Europe for Women Entrepreneurs". This will provide a great opportunity to bring the project to an EU level.

The AMIE Project now boasts a brand new website where all AMIE news and activities may be viewed. Please visit:

<http://www.amieproject.eu> to leave your feedback.

**NCW Vice President,
Nadyanne Mangion**

US Embassy commemorates the 10th Anniversary of September 11, 2001

The National Council of Women Malta was invited to a seminar to commemorate the 10th anniversary of the tragic events of September 11, 2001. On Tuesday, September 6, 2011 the U.S. Embassy, joined by the Australian High Commission, organised a seminar at the historical Old University Building, St. Paul Street, Valletta. Doris Bingley represented NCW Malta.

Both diplomatic missions were honoured by the participation of the Honourable Prime Minister Lawrence Gonzi, who delivered concluding remarks at the seminar. The event focused on honouring victims of violent

extremism around the world, highlighting themes such as the resilience of survivors and communities that experienced extremist attacks, as well as the effectiveness of non-violent political change and how to promote it as an alternative to violent ideologies.

The next day, on Wednesday September 7, 2011 members of NCW Malta, representatives of NCW Affiliated Organisations and colleagues were invited to participate at a seminar "Gender Stereotypes in the media" at the US Embassy in Ta' Qali.

The main speaker was Tayyibah Taylor, the founding

editor-in-chief and publisher of Azizah Magazine, an award winning publication. Through Azizah, Taylor has realised her vision of providing a vehicle for the voice of Muslim American women – a vehicle that portrays their perspectives and experiences and shatters commonly held stereotypes. Taylor also spoke about the importance of social integration of all women into society as she addressed the portrayal of women in the media.

**NCW General Secretary,
Doris Bingley**

Tkun Int li tagħmel id-differenza

Fl-okkażjoni ta' Jum l-Anzjani li Habat nhar is-Sibt l-1 ta' Ottubru, Aġenzija Żgħażaġh laqqgħat grupp ta' Żgħażaġh u anzjani għall-attività fil-bini tagħha f'Santa Venera. Prezenti mil Kunsill Nazjonali tan Nisa kien hemm Doris Bingley, Marie Demicoliu Priscilla Muscat.

L-attività saret b'kollaborazzjoni mal-Kunsill Nazzjonali tal-Anzjani, bil-għan li tagħti opportunità liż-

żgħażaġh u l-anzjani prezenti biex jifhmu aħjar lil xulxin u jesploraw kif jistgħu jaħdmu flimkien fid-dawl tas-sena Ewropea għal Xjuhija Attiva u s-Solidarjetà bejn il-ġenerazzjonijiet, li ser tkun iċċelebrata fis-sena 2012.

L-attività inkludiet dibattitu fejn mistiedna żgħażaġh u anzjani iddiskutew temi li jolqtu liż-żewġ ġenerazzjonijiet mill-qrib. Ta' min jgħid li minn wara din l-attività diġa

nholqot inizjattiva bejn l-Aġenzija Żgħażaġh u l-Malta Drama Centre, fejn grupp ta' żgħażaġh u adulti qed jippreparaw produzzjoni interattiva li se titella' f'Jannar li ġej sabiex tinfetħ is-sena Ewropea għal Xjuhija Attiva u s-Solidarjetà bejn il-ġenerazzjonijiet.

**Aġenzija Żgħażaġh
Youth Officer,
Irene Attard**

NCW Malta holds 2nd Conference of the EU flagship Project on Volunteering



EESC members Grace Attard, Maureen O'Neil and Richard Adams at the Volunteering Conference held at the Presidential Palace in Warsaw

The National Council of Women of Malta held the 2nd Conference of the EU Flagship Project of the European year for Volunteering 2011, on Friday the 23rd of September. The meeting took place at the Grand Excelsior Hotel in Floriana and was chaired by NCW President Grace Attard. The Drama Troupe Choir opened the Conference setting the scene with the songs *Heal the World* and *All Over the World*.

The opening speech was delivered by Parliamentary Assistant within the Ministry of Education, Employment and the Family, Hon Dr Stephen Spiteri, who outlined the history of volunteering in Malta, which has over the years singled out the Maltese for their spirit of solidarity and generosity.

The aim of the meeting, which is part of a series of meetings under the EU Flagship Project, is to introduce volunteering to the wider society. Ms Attard commented, "We hope to bring awareness to the Maltese Society about the personal and social benefits of voluntary work, whilst inviting others to contribute".

Over 150 enthusiastic participants from all walks of life were introduced to the EU vision and how Malta as an EU member can work towards sharing a renewed validation of volunteering. Through a wide range of workshops, the participants familiarised themselves with the ongoing work on healthcare services, domestic violence, mental health, youth initiatives, the needs

of the elderly, refugees, Caritas and inmates of prisons, sports, children, persons with special needs and bandclubs, parish work and music and culture. It was indeed a warm spirit of solidarity and sharing of experiences on how individuals can contribute by giving some of their time voluntarily.

The recommendations of the workshops highlighted the importance of citizenship, training and education, encouraging volunteering at an early age, the need for more information and the links between what individual citizens can do individually and the collective initiatives, as stated in the Lisbon Treaty through the Citizens' Right of Initiative. A full report is currently being compiled and will be submitted to local authorities and the EU Commission in preparation for an EU Strategy on Volunteering towards the end of the year. The full report can be viewed on the NCW website in the coming days. www.ncwmalta.com

**NCW President,
Grace Attard**

Recommendations from the Thematic Workshop Discussions during the Conference

Mental Health

On-going training; More support and understanding from the community; Better connections between organisations and volunteers working in different

sectors to share best practices and support one another; Greater inclusion of mental health needs in social discourse and extension of community services with volunteers.

Environment

More information is needed – people are unaware of what is going on and how they can help; Volunteering can be the source of informal education for youth –

can be integrated into the formal school environment; There is the need for greater support from both local and national authorities for volunteers; A change in how volunteering is seen could be of benefit to the community as a whole – looking at it as every little can make a change.

Youth

There is a need for an official directory of volunteers and categories of voluntary organisations according to sector/theme – for appropriate matching; Giving wider society the confidence that they can indeed work with young people; Involve youths in developing programmes, activities, etc for other youths; Greater awareness could be made with Government and other agencies to promote volunteering; Highlighting the greater need for NGOs working with vulnerable youth; Need for accreditation of skills obtained through volunteering; Need for more training for volunteers working with youth.



A number of representatives of various volunteer groups attended the conference

Children

More training and supervision is needed for volunteers working in such a sensitive area; Greater awareness of the needs of children in the area of child protection and volunteering; Need for greater commitment and dedication from volunteers; Recognition of skills obtained through volunteering; Awareness in schools is needed; Mentoring of children; A needs' assessment exercise needs to be in place which will then inform society of the needs of the particular sector where volunteering is concerned.

Elderly

Need for greater community-based voluntary-run services, including providing emotional support to elderly in their own homes; Volunteers need to be trained and aware of any signs of elderly abuse and be able to take action accordingly.



During one of the individual sector workshops at the 2nd NCW conference on Volunteering

Band Club Associations

Need for greater financial support; A better appreciation of our cultural heritage, as the importance of culture will lead to greater participation.

Healthcare Services

Again, need for an easily-accessible directory of volunteer organisations; There needs to be greater awareness of the availability of funds for NGOs and the know-how on ways of accessing them; Creation of a centralised calendar of events for NGO activities; An open day should be organised to promote volunteer services to encourage more people to join as volunteers; Greater promotion could be carried out in schools, through the local councils and parish churches.

Caritas / Prison Inmates

The stigma of volunteering with this particular group need to be overcome by giving accurate information on the benefits; Encourage more people to join as volunteers, to ensure that ex-prison inmates will easy rehabilitation into society.

Refugees

Need for greater media coverage, particularly through TV spots

on specific needs and projects; Target specific groups of people according to needs; Help change the perception of refugees among the local population through raising awareness of the different conditions and situations that they live in.



Over 150 enthusiastic participants attended the conference

Sports

Promote sports activities and ways of encouraging volunteers to join sports related club; Encourage actual sport as opposed to virtual reality in schools, which will lead to more people interested in volunteering in sport.



The Drama Troupe Choir opened the conference

Domestic Violence

Ensure that volunteers are well trained regularly; Raising awareness to safeguard children and women to be safe from violence for their well-being and to avoid the chain reaction that violence can have on children once they become adults.

**EU Flagship Project on Volunteering Project Manager,
Lucy Lace Gouder**

European Initiatives

Good practices in gender mainstreaming, NCPE Symposium

The National Council of Women was represented by Doris Bingley and Nadyanne Mangion at the Symposium organised by the National Commission for the Promotion of Equality (NCPE) in collaboration with the Ministry for Education, Employment and the Family to discuss gender mainstreaming.

NCPE's Executive Director Dr Romina Bartolo, welcomed the delegates and outlined the practice of gender mainstreaming which was developed in the European Union since 1957. Various steps have been taken in this field to enhance gender equality at different levels, though we are still facing challenges that need to be addressed in the coming years.

The Minister for Education, Employment and the Family

Dolores Cristina, outlined how the Ministry and NCPE are working together to raise more awareness on gender mainstreaming, as it is an essential tool to provide gender equality across all aspects of the public administration.

The Head of the Consultancy Team of the project Gender Mainstreaming in Practice, Dr Roberta Lepre, defined gender mainstreaming as the integration of the gender perspective into every stage of policy process, from design and implementation, to monitoring and evaluation, with a view to promoting equality between men and women.

Ms Sinéad Pentony, who is Head of Policy of 'TASC' which is an independent progressive think tank in Ireland, dedicated to addressing economic inequality

and ensuring that public policy has equality at its core. She called for reform in budget documentation for greater transparency on the data and analysis that informs budgetary decisions.

Ms Friedel Schreyogg from GenderAlp of Germany also spoke about Instruments and Strategies for Gender Mainstreaming in Regional Development Gender Planning Network. She said the implementation in Administrations and Gender Budgeting are the way forward to gender mainstreaming for they guarantee planning for quality gender equality and have clear goals, standards & criteria to anchor in legal frameworks.

**NCW General Secretary,
Doris Bingley**

Congress of the Small States of Europe in Liechtenstein

The women's network *Liechtenstein Frauennetz*, in conjunction with the Ministry of Family Affairs and Gender Equality and the Gender Equality Commission, organised the 5th Congress of the 8 small states of Europe in Liechtenstein from the 16th – 18th Sept, under the theme **Women in leadership and decision-making positions**.

The Congress opened with the celebration of the anniversary of the Gender Equality Commission and launched the anniversary brochure "25 years of gender equality – what's become of them".

On Saturday 17th, participants were welcomed by Minister Dr. Aurelia Frick and this was followed by the individual country reports.

Malta's presentation was first: "Networks: International – Regional – Local". The participants were impressed and enthused by Malta's well-functioning network on the NGO level. International networking is crucially important for a small state, as evident in

Malta, with the help of its membership in the "International Council of Women" and other European and Global networks. As a result, we maintain a close relationship, thus allowing us to correspond prompt national action rather than simply a reaction.

Liechtenstein: Women in Leadership Positions – Legal Requirements. The speaker gave a historic review. Women in Liechtenstein are very committed. The speaker's proposal is to include the UN Convention on the Elimination of Discrimination against Women (CEDAW).

Andorra spoke about the role of women: "Strong Women, Strong Country". Great effort is invested in the field of qualification and training in Andorra, mostly via distant-learning courses offered by the University of Andorra and the cooperation of foreign universities.

The Luxembourg theme was "A Poor State without Women". Since 1975, women's concerns have

been well presented by the NCW of Luxembourg, both internationally and individually. People are more aware of women due to their activities in the fields of politics, business, sport and art, among others.

Iceland talked about quotas "The Quota as a Motor?" Iceland is the leader when it comes to the actual enforcement of quotas. This is a controversial subject, as some people find quotas degrading whereas others hold the view that success would only be achieved via quotas and prejudices need to be removed.

Cyprus theme was "Women at the Top". Cyprus demonstrated that, despite the good level of education for women in Cyprus, many of them do not manage to attain effective decision-making positions.

Monaco spoke about "Family as a Success Factor". Monaco promotes paid childcare at home via the family allowance until the age of 21. There are also more specific

measures, such as family-friendly companies, part-time managerial positions and motivating men to take on part-time work.

The closing ceremony took

place on Sunday followed by a sightseeing excursion of Liechtenstein. NCW President Grace Attard and Hon General Secretary Doris Bingley represented the National

Council of Women of Malta.

**Nina Schwarzkopf,
Vaduz**

Debate on women's access to work and Quotas, European Women's Congress in Warsaw

The 3rd European Women's Congress took place in Warsaw on 17-18 September. 6,000 women participated in the debates on reproductive rights, women's access to the labour market and the policy on quotas for women.

"Equal pay for equal work" was a demand shared by all participants who are quite aware that, on average women earn 20% less than men when working for the same company whilst performing the same job; and that women find it more difficult to access the labour market.

European Commissioner for Justice, Fundamental Rights and Citizenship Viviane Reding pointed

out that "there are only 1 out of 10 seats on the board of directors in major European companies held by women and only 3% of these companies are headed by women". She also highlighted the lack of women in politics.

Participants also discussed the challenges of being able to reconcile their private and working lives. According to a Polish representative, this is one of the main barriers to women accessing the labour market. Jolanta Fedak, the Polish Minister for Work and Social Policy, is fighting to improve childcare provision. "I consider that when parents are working, childcare should be subsidised by the state",

she said. Fedak also explained that "parents have to change their perceptions. If both partners work, then both of them should look after the children. Paternity leave is also important".

The policy on quotas was presented as one solution that is being tried out. "Madame Quota", as Brigitte Grésy, the Inspector General for Social Affairs in France nicknamed it. She believes that quotas are useful as they help push things forward, especially in politics. The problem, however, can be located in the economic sphere. "This is why I am fighting for the European Union also to raise the question of quotas in company boardrooms".

"Do Men Care?" - Equal Involvement of Men in Care and Domestic Work

NCW representatives attended the initiative that is the first workshop as part of the study on "The Role of Men in Gender Equality", carried out by the team of L&R Social Research, Dissens e.V, abz Austria and INBAS, on behalf of the European Commission, DG Justice, Unit Equality between women and men.

The workshop was one of three workshops which are being organised during the year, aimed at dealing with the different aspects of the involvement of men in gender equality. Each workshop brings together around 60 key participants and experts at both European and national levels.

The main sub-themes discussed in the first workshop included Care balance and responsibilities in families and Paternal/parental leave.

Reconciling work/family/private life requires better understanding of the individual role of men and women in gender equality, both at the workplace



Grace Attard and Frances Camilleri Cassar with participants from EU member states during the Workshop Men and Boys organised by a consortium on behalf of the EU Commission

and at home. Are current family-friendly measures in member states involving both men and women? Are these measures reinforcing the traditional pattern of women's caring obligations rather than of both men and women, resulting in the unequal weight of caring responsibilities put on women?

Studies have shown that when both parents share home and work care, there is less likelihood for unresolved conflict; both men and women are happier; children do better at school; men feel involved; there are less alcohol and drug

problems and generally a happy environment in the family.

The workshops also focused on the meaning of care, which so far seems to be associated only with caring for children and the elderly. We should all be talking about the overall notion of citizenship, including measures to provide women easier access to the labour market.

Education is the key to changing mindsets, from early school to tertiary level and beyond. The role of the media to reduce stereotypes needs to be seriously addressed. Engaging men requires a multi-level approach through services for fathers-to-be, counselling within the social context etc. The workshop clearly showed that men really do actually care, especially seen in vocational careers.

In addition, both at EU and national level, societal changes call for policy measures to give men the right to enjoy family life.

**NCW, EESC President,
Grace Attard**

Towards a better understanding of the Economic Value of Volunteering

Participants in a high-level conference on volunteering, held in the Presidential Palace in Warsaw, brought together hundreds of civil society and voluntary organisations from the EU and Eastern Partnership countries, with the aim of sustaining the momentum gained from the EU flagship year for Volunteering 2011.

Polish President Bronisław Komorowski reminded participants that the room where the conference was taking place witnessed the 1989 Round Table talks that paved the way for the establishment of democracy in Poland. "Had it not been for courageous, active citizens, the 1989 change would not have been possible...Volunteering is a

formidable way of instilling values underpinning active citizenship", he said.

EESC President Staffan Nilsson talked about the negative impact that the current economic crisis can have on the future of volunteering. Notably, he pointed out that one in four Europeans engaged in voluntary activity, whilst President of the EESC's Various Interests Group Luca Jahier added that volunteering accounted for up to 5% of GDP in some of the EU countries. However, the economic value of volunteering remains largely unknown and it is about time that this changed.

László Andor, European Commissioner responsible for employment, social affairs and

inclusion, underlined the role that volunteering can play in the labour market. "Volunteering boosts employability by helping people acquire new skills".

In the same vein, Jolanta Fedak, Polish Minister for Labour and Social Policy, said that volunteering is an excellent way of smoothing out the social consequences of the crisis, combating poverty, strengthening social integration and boosting growth.

The event saw further work being undertaken towards a European Charter on the Rights and Responsibilities of Volunteers, laying out the basic principles for the rights and responsibilities of volunteers and their organisations.

International Day of Older Persons, 1st October

The International Day of Older Persons celebrates the important role of older people in our societies and reflects on what should be done to effectively promote active and healthy ageing at global and EU level.

The global population is ageing rapidly and the number of people aged 60 or over, is expected to triple to reach 2 billion by 2050. Albeit the rise in life expectancy, an increasing number of older citizens feel that they still have a lot to give and thus, older citizens are remaining active in employment or voluntary work.

The EU is dedicating 2012 as the European Year for Active Ageing and Solidarity between Generations, on the basis that giving all citizens the means to age in good health and to get actively engaged in society and within their community whatever their age, should be a political priority at all levels. The dedicated year should also "provide plenty of opportunities to join forces to help achieve an age-friendly society at all levels, observed Anne-Sophie Parent, Secretary-General of AGE Platform Europe.

AGE Platform Europe and

HelpAge International together call on the European Union to contribute to UN action plan on ageing, by mainstreaming the EY2012 objectives. "In developing countries, the critical contribution older people make to economic and social development is often unrecognised. Through our global grassroots campaign, Age Demands Action, we are mobilising support from young and older generations to recognise this valuable contribution", said Chief Executive of HelpAge International Richard Blewitt.

Women in Science

How to advance structural changes in order to improve gender equality in Research Organisations in Europe - *Towards a recommendation from the European Commission to the Member States, Workshop in Brussels.*

The event was held on June 1 and gathered researchers and practitioners, gender and science policy-makers from research associations, research institutes,

science policy organisations, ministries, parliaments, Universities, NGOs etc

The purpose of the workshop was for participants to explore the notion of structural change; share existing national and international examples in order to reach a common understanding on how structural change can trigger more gender equality in research organisations; to

identify approaches for further collaborative initiatives and new pilot activities that can be carried out in their specific contexts; to contribute to the creation of a Recommendation from the Commission in the context of the European Research Area.

Unlike usual conferences, the workshop did not involve presentations but focused on strategic questions to engage in creative dialogue.

Highlights of the workshop included; the analysis of the causes resulting in underrepresentation of women in science; collecting and benchmarking management tools; removing barriers; making structural change known to research organisations and policy makers.

Commission Recommendation to be issued in November 2012 are: Funding amounting to 80 million euros an increase of 46% to be allocated through the Common Strategic Framework (CSF) Horizon 2020 for the period

2014-2020.

Other recommendations amongst participants included: understanding what we mean by structural change; identifying problems such as opaqueness of policy, addressing the lack of transparency in decision-making; need for effective legislation and lack of compliance in scientific careers; the need to address barriers and constraints in departmental structures; review of gender equality policies to match workforce's needs, assess human

resources polices and the legal framework which currently targets only prevention of discrimination; ensuring equality plans are in place; linking innovation to gender equality; training for teachers to raise awareness of stereotyping in informal communication with students and their teaching methods; the need to address why men have more career movements than women.

EESC Group III Gender Expert, Grace Attard

Trafficking of Women for Sexual Exploitation ...the fight goes on!

18th October commemorated Anti-Trafficking Day in Europe

The National Council of Women strongly supports the proposed steps to be taken by the Office of the Attorney General and the Malta Police Force to review and put forth reforms on current procedures concerning the identification of victims of human trafficking. Nonetheless, NCW calls for stronger measures to address these issues in a more comprehensive manner.

For many years, the Council has been advocating addressing human trafficking seriously and looks forward to reforms in trafficking of women, as there is no doubt that trafficking of young women for sexual exploitation is fast increasing in Malta. Reports in local newspapers of young women from Russia and Eastern European countries to work in the 'entertainment' seem to be simply watering down the real situation. Although Catholic Malta condemns prostitution on moral grounds, we believe that our society is unaware of the circumstances that drive Eastern European women into prostitution. These women who come to Malta to earn money are often enticed by the myth that in Western Europe there is a better life.

They often end up as 'slaves'

losing their freedom, sometimes not even allowed to leave the place of accommodation provided for them. Visa permits which expire after six months are taken from them and this makes it easier to get rid of them without leaving any traces.

Is there enough evidence to charge individuals of human trafficking? If not, is it because of lack of adequate laws or lack of evidence? What legal protection is offered to these young women? There is the need for a change of attitude of the Police Force coupled with better investigations of the 'entertainment' industry and the links with trafficking and sexual exploitation.

The United Nations Palermo Protocol, which Malta has signed and ratified clearly states that 'Trafficking in Persons means the "recruitment, transfer, harbouring of receipt of persons by means of threat, use of force, or other forms of coercion, fraud, deception, abuse of power or of vulnerability or of giving or receiving payments of benefits to achieve the consent of a person having control over another person for the purpose of exploitation".'

NCW joins its counterparts members of the European Network Against trafficking in

Women for Sexual Exploitation (ENATW) from Hungary, France, Greece, Lithuania, Poland, Sweden and Italy. The Council strongly urges the Government to ensure that measures regarding legal protection, as well as all forms of protection through social support structures are in place and to include in Maltese legislation the buying of sexual favours a crime against human rights. The Council believes that strengthening law enforcement measures and administering heavy penalties for all those involved in the chain of organised crime, including individuals who are financing these activities, is the key to the elimination of this form of 'white slavery'.

NCW urges the Government to ensure that civil society organizations, which are representatives of NGOs that have been working in this field, are also appointed on the task force, as their experience can result in more effective procedures.

NCW President, Grace Attard

Features

An Apple or Pear a Day may keep Strokes away

According to a Dutch study, researchers found that eating a lot of fruits and vegetables with white flesh may protect against stroke.

The colour of the edible portion of fruits and vegetables reflects the presence of beneficial plant chemicals such as carotenoids and flavonoids.

Fruits and vegetables were classified in four colour groups: Green, including dark leafy vegetables, cabbages and lettuces; Orange/Yellow, which were mostly citrus fruits; Red/Purple, which were mostly red vegetables; White, of which 55% were apples and pears.

Researchers examined the link between fruits and vegetable

colour group consumption with 10-year stroke incidence in a population-based study of 20,069 adults, with an average age of 41. The participants were free of cardiovascular diseases at the start of the study and completed a 178-item food frequency questionnaire for the previous year.

During 10 years of follow-up, 233 strokes were documented. Green, orange/yellow and red/purple fruits and vegetables were not related to stroke. However, the risk of stroke incidence was 52% lower for people with a high intake of white fruits and vegetables compared to people with a low intake.

25gr per day increase in white fruits and vegetable consumption

was associated with a 9% lower risk of stroke. An average apple is 120 grams. Moreover, other fruits and vegetable colour groups may also protect against other chronic diseases. Apples and pears are high in dietary fibre and a flavonoid called quercetin. In the study, other foods in the white category were bananas, cauliflower, chicory and cucumber.

Therefore, it remains of paramount importance to consume a lot of fruits and vegetables.

Source: ScienceDaily
This article is not intended to provide medical advice, diagnosis or treatment.

Piecing together Malta's Musical Past



Our musical past has always intrigued me. I have often wondered which primeval musical sounds accompanied the rituals of our forefathers during the temple period in prehistoric Malta. Finding out about our prehistory is extremely insecure and elusive.

Anything within the historic time span, however, is there for us to discover. What kind of music were Maltese people listening to back in the Medieval period, during the period of the Knights of St John, or during the British period? What music did they dance to? What did they sing? Which instruments did they use?

All these questions have answers entangled somewhere in the cobweb of our recorded past. There are various primary sources one can look into to discover

musical details. Dusty Archives in Malta have an amazing amount to reveal. We are fortunate enough to have Notarial Archives dating back to the 15th century, where contracts, sales, donations, dowries and wills are recorded. This is where our first poetic song in the Maltese language, the Cantilena by Pietru Caxaru, was first discovered by Professor Godfrey Wettinger and Mikiel Fsadni OP. We also have the rich archives of the Church, those of the Castellania or Court of the Knights, as well as those dating to the British period. Much of our social history and especially our musical past is lying there, waiting to be discovered.

Of course, all Archival work requires hours and hours of patiently leafing through documents. Sometimes, frustratingly, after hours of work, they do not churn up any relevant information at all. Then there are those very special times when a snippet of information extracted from them fits snugly into the

jigsaw puzzle of our musical past.

Libraries are perhaps the most obvious source of information. Our own Bibljoteka Nazzjonali holds a huge amount of precious documents, travel books and also diaries, some of which are hand written and have never been published. These inevitably open vivid windows into our past. I am constantly pleasantly surprised that foreign libraries hold not only a number of relevant books but also printed music pertaining to Malta. Travellers in the 18th and 19th centuries have included Malta in their itinerary of the Grand Tour. Fortunately for us, some of these travellers were musically inclined and noticed and recorded musical details rarely found elsewhere. Some of them even published albums of music heard or obtained in Malta.

Foremost among these we find Edward Jones, harpist to the Prince of Wales, who published two albums of music from Malta

in the first decade of the 19th century. Curiously, there is no evidence of his ever setting foot on the Island. Another large album of Maltese melodies was published by a T.G. Smith, an officer in the

British navy who was in Malta in the early 1800s.

I have also come across several other publications from England, France, Italy and even, most unexpectedly, from Denmark.

The jigsaw puzzle slowly grows. No doubt, there is so much more still to be discovered.

By Anna Borg Cardona

3 Women awarded the Nobel Peace Prize 2011



In October, the Nobel Peace Prize 2011 was awarded jointly to Ellen Johnson Sirleaf, Leymah Gbowee and Tawakkul Karman (from left to right in the photos above), "for their non-violent struggle for the safety of women and for women's rights to full participation in peace-building work".

BMV Music Competition Winner Announced



Guest of Honour Janatha Stubbs presenting the first prize to Maria Elena Farrugia winner of the 2011 BMV Music Competition

The 13th edition of the Bice Mizzi Vassallo Music competition was concluded on Saturday 15th October at the Music Room, St James Cavalier, Valletta.

The final round of the competition included a concert that featured 8 finalists who qualified from 18 participants who took part in the preliminary session the week earlier. The interesting and varied concert programme revealed talented musicians demonstrating high competitive qualities. As BMV music committee chairperson Corinne Bowman Briffa highlighted, that was precisely the main aim of the event, which has been an ongoing project of NCW for the past 25 years.

The committee is also expanding its plans to include a biennial concert whereby the prize winners will have the opportunity to showcase their talents on a broader level.

NCW President Ms Grace Attard distributed certificates, while the prizes were awarded by Ms Janatha Stubbs who showed tremendous support on such occasions.

The members of the jury included the reputable Maltese musicians Cynthia Turner, Tatyana Chircop, Chris Muscat, Simon Abdilla Joslin and Marco Rivoltini. All judges are active in their musical career performing both locally and abroad.



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2011 BMV Music Competition winners Maria Elena Farrugia, Sarah Micallef, Nadine Galea, NCW President and members of the Music Committee

The first prize went to pianist Maria Elena Farrugia, second was pianist Sarah Micallef and third violinist Nadine Galea.

Congratulations to all participants from NCW!

**BMV Music
Committee Chairperson, Corinne Briffa**

Invitation for membership of NCW Consumers Association

For a number of years, the National Council of Women has been concerned with the need for better access to adequate mechanisms that our society, in particular women and young people, require to be informed and empowered consumers.

During the NCW AGM 2011 the Assembly voted unanimously for a resolution to address this issue by setting up an ad hoc NCW Consumers Committee with the specific purpose of taking the necessary measures to set up an

NCW Consumers Association:

- a. to promote and safeguard consumer interests in all spheres
- b. to inform and educate the public, women in particular, on all matters pertaining to consumer protection
- c. to offer training opportunities in matters concerning consumer affairs

The ad hoc Committee worked very hard over the past months to draft a Consumers Association Statute. **Now that the work is in its final stages, we would**

like to invite those who are interested, men and women to become members of the Association.

Application Forms to be filled in and sent by post or by hand together with a membership fee of 5 euro can be obtained from NCW Centre, Pope Pius XII Flats, Mountbatten Street, Blata l-Bajda (close to Merlin Library)

For more information contact Office on 356 2124881 or email to ncwmalta@camline.net.mt

Committee News

Social Issues Committee

Together for Change: Towards an Action against Domestic Violence

The Social Issues Committee of the National Council Women is working on addressing the social problem of Domestic Violence in the Maltese islands. The Committee believes that there is a growing need to create more awareness of Domestic Violence among adolescents and youths, with regards to preventive measures and also to encourage young people to seek help from competent professionals as early as possible.

For this reason, the Committee is embarking on a holistic prevention campaign aimed at generating more awareness on the early signs of Domestic Violence, possible measures which can be taken to address these problems and will also introduce youths to key professionals who can be of assistance. The Campaign will reach out to students in private, church and state schools through the distribution of colourful and informative brochures which

will be distributed in secondary schools and higher educational colleges and University.

The Campaign will be launched during a public seminar later this year and will evolve into next year. Members who would like to join the project, may contact us on (Tel No: 21248881/21 246982 or muscatpri@gmail.com)

**NCW Social Issues
Committee Chair,
Priscilla Muscat**

Diary of Events - July to September 2011

JULY

- 2nd Arriva Inauguration – Grace Attard and Doris Bingley attended.
- 4th Executive Committee Meeting
- 6th Consultation Meeting on Credit agreements relating to residential property at Dar L-Ewropa.
- 8th FITA - ICT Course Certification Ceremony, Institute Vincenzo Bugeja.
- 9th EU and EESC delegation visit to Tunisia – Conference – The Transition to Democratization
- 11th Funeral of Mrs. Mary Fenech Adami attended by Grace Attard, Doris Bingley, Marie Demicoli and Mary Gaerty.
- 12th Presentation of the Programme of the Polish Presidency – Public Dialogue attended by Doris Bingley.
- 14th – 17th United Nations Millennium Development Goals Conference.
- 15th 25th Anniversary of the Independence of the United States of America reception attended by Grace Attard.
- 20th MEUSAC – The European Platform against Poverty and Social Inclusion.
- 21st National Curriculum Framework Consultation process at the office of the Director General Dr. Grace Grima attended by Grace Attard, Doris Bingley, Nadyanne Mangion and Wilma Zarb.
- 26th NCPE Joint Announcement and Symposium on Good Practices to launch Gender Mainstreaming in practice project. Held at Waterfront Hotel Gzira, attended by Doris Bingley and Nadyanne Mangion.
- 27th EU Consultation Meeting with Mr. Martin Bugelli, Head of EU Representation in Malta attended by Grace Attard and Doris Bingley.
- Music Committee Meeting.
- 28th MEUSAC Seminar, “The Roadmap Towards a Resource Efficient Europe” at The Palace Hotel, Sliema. Doris Bingley attended.
- 28th Farewell reception for Ambassador Dr Caroline Gudenus attended by Doris Bingley
- 29th Employment, Social Policy and Health Sectoral Committee Core Group meeting.

AUGUST

- 2nd ICT for All information session at UHM attended by Marie Demicoli.
- Meeting with Minister for Education, Employment and the Family. Grace Attard and Doris Bingley attended.
- 3rd Consumers Affair Meeting.
- 5th Commonwealth Foundation accredited Civil Society Organisation Consultation Meeting, Marlborough House London UK. Doris Bingley participated.
- 12th ECC Sub Committee to Promote Women’s Economic Participation meeting at the Permanent Secretary Board Room, Ministry of Finance. Grace Attard attended.
- 17th Music Committee Meeting.
- 22nd Civil Society Committee meeting with Dr. Gordon Cordina at MCESD to discuss Pre Budget Document. Attended by Grace Attard and Doris Bingley.
- UNHCR Malta meeting attended by Grace Attard, Doris Bingley and Antoinette Giglio.
- 26th Executive Committee Meeting
- 30th Grace Attard attended the EESC Single Market Production and Consumption (INT) Section Meeting in Brussels
- 31st Grace Attard attended the EESC Employment, Social Affairs and Citizenship Section meeting in Brussels

SEPTEMBER

- 7th Grace Attard participated in a policy debate on ‘Protecting the Unborn Child from alcohol’ organised in the European Parliament
- 13th Study group SOC/415 An EU Agenda for the Rights of the Child. Grace Attard participated
- 16th – 18th Small States of Europe Conference hosted by Vaduz, Liechtenstein.
- Opening Ceremony of the Conference of the Small States of Europe. Grace Attard and Doris Bingley attended.
- 16th Promoting the Sustainable use of Pesticides on the Implementation of Directive 2009/128/EC at Naxxar Local Council. Attended by Therese Cassola.
- 21st Grace Attard participated in the EESC CCMI and SOC Section Meetings
- 23rd VO NCW Flagship Project 2nd Meeting “Strengthening and Encouraging Volunteering – Reaching out to a wider society” at The Grand Hotel Excelsior.
- 24th Caritas – Seminar on Volunteering.
- 27th AMIE meeting attended by Marie Demicoli and Nadyanne Mangion
- 28th MCVS Breakfast Meeting at Dar L-Ewropa
- 29th Aditus, the International Commission of Jurists and UNHCR Office Seminar at Dar L-Ewropa. Marie Demicoli attended.
- MEUSAC/MBB – Promoting Sustainable Partnerships at Phoenicia Hotel. Therese Cassola attended.
- 30th EESC Conference in Warsaw on the Theme ‘Towards a better understanding of the Economic Value of Volunteering. Grace Attard participated

Forthcoming Events



NCW members and
representatives of
affiliated organisations



EU Year for Volunteering 3rd NCW Flagship Meeting

The 3rd Conference of the EU Flagship Project European Year for Volunteering 2011, *Paving the Way for the EU Year for Active Ageing 2012*, focusing on strengthening and encouraging Intergenerational Volunteering, will be held on Saturday 12th November 2011 at Europe House

in Valletta.

Hon. Clyde Puli, Parliamentary Secretary for Youth and Sport will give the opening address on Youth and the Elderly in our Maltese society; Agenzija Zghazagh, Chief Executive Ms Miriam Teuma, will speak about Youth and Volunteering, Moses

Azzopardi from the Council for the Elderly will address the conference on Active Ageing from an EU perspective and Fr Charles Tabone, will make a presentation on Family Dynamics.

If you wish to learn more about the EU Flagship meeting, please contact NCW office.

Courses at NCW Centre

Once again the National Council of Women, in collaboration with the Directorate for Lifelong Learning, is offering courses at MQF level 1 in English Language, Maltese Language and

Mathematics. Courses started during the first week of October and will end in May 2012.

Computer Classes in ECDL Advance, ECDL UPGRADE, ECDL START and Computer Awareness

will start during the month of November.

For further information please phone NCW Office on 21248881/21246982 or email ncwmalta@camline.net.mt

Celebrating the Festive Season

May you have the gladness of Christmas which is **hope**; the spirit of Christmas which is **peace**; the heart of Christmas which is **love**: In this spirit of joy we invite you to this year's Christmas Party and Concert at the National Council of Women Centre on Monday 12th December 2011 at 7.00pm.

This year, we are very happy

to have with us NCW Member Soprano Louiselle Pace Gouder, who will sing popular Christmas carols with her enchanting voice and we will all have the opportunity to join in the singing! Come along and bring your friends to our traditional Christmas Party, where we will certainly have a good time in each others' company.

Donation of 10 euro will be

greatly appreciated. Early booking is recommended. For booking please send donation to the National Council of Women Pope Pius X11 Mountbatten Street Blata l-Bajda, HMR 1579 or phone NCW Office on 21248881/21246982.

What a great way to start the festive season! We look forward to seeing you!

Annual General Meeting on Saturday 28th January 2012

As you are all aware, this is most important for all members and affiliated organisations. Please take note of the date as we look forward to your participation. The Agenda, Nomination forms and other relevant information will be sent to you in due course.



*Wishing you all
a very peaceful
Christmas Season,*
NCW Malta.



For booking and further details please contact the office on
21248881 or 21246982 between 9.30am and 2.30pm
or email ncwmalta@camline.net.nt

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