

Founded 1964

il-mara

NEWSLETTER OF THE NATIONAL COUNCIL OF WOMEN - MALTA

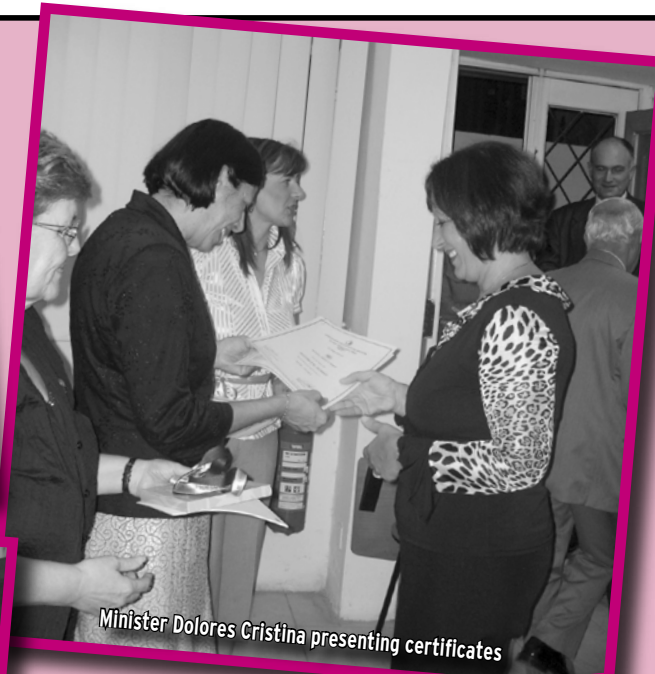
No. 73

Published Quarterly

October-December 2008



Minister Dolores Cristina launching NCW Campaign - Vote for Women MEPs



Minister Dolores Cristina presenting certificates



NCW LifeLong Learning Programme 2007/08



NCW certificates presentation ceremony

Contents:

- | | | | |
|---|--------|--|------------|
| • Editorial | Page 2 | • Food and energy crisis..... | Page 8 |
| • The Council for the Voluntary Sector..... | Page 2 | • Delivering the MDGs: We cannot fail..... | Page 9 |
| • President's Message..... | Page 3 | • EC Recommendations for Work and Private Life | Page 9 |
| • Breast Awareness and Early Detection of Breast Cancer | Page 3 | • Gender Assessment for Budget 2009..... | Page 9 |
| • Jane Spiteri Appreciation..... | Page 4 | • Flexicurity | Page 10-11 |
| • Presentation of Certificates..... | Page 5 | • ECO Cafe..... | Page 11 |
| • Launching of NCW Campaign - Vote for Women MEPs . | Page 5 | • New Members | Page 11 |
| • Skills for the Future..... | Page 6 | • Climate Change..... | Page 12-13 |
| • Social Committee: Mother's Day Activity..... | Page 6 | • Proposals for Kunsilli Lokali 2015..... | Page 14 |
| • NCW Budget 2009 Proposals..... | Page 7 | • NCW Activities..... | Page 14 |
| • New Chair for Commonwealth Foundation..... | Page 8 | • Diary of Events..... | Page 15 |
| | | • Forthcoming Events..... | Page 16 |

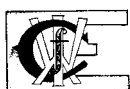
Members of



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

Founded 1961

In Special Consultative Status with the Economic & Social Council of the UN.

Executive Committee Members – 2008

President

Mrs. Doreen Micallef Dip MLS, B.Sc, AIMLS, PGCE

Hon General Secretary

Mrs. Doris Bingley

Hon Treasurer

Ms. Caroline Attard B.Pharm(Hons), MSc.(Cant.)

EESC Representative

Mrs. Grace Attard

Vice Presidents

Mrs. Helga Ellul MQR

Mrs. Mary Rose Zahra

Mercedes Schembri Wismayer MD

Members

Ms. Marie Therese Zammit

Ms. Maria Camilleri Dip. Social Work

Ms. Diane Xuereb B.Psych(Hons), Dip.

HRM, Dip.Gestalt Psychotherapy

Mrs. Maud Muscat M.Ed., BA

Mrs. Ruth Falzon M.A

Mrs. Marie Demicoli

Mrs. Josephine Sammut

Ms. Jeanette Farrugia Dip. Agric.

Editor

Ms. Maria Giuliana Fenech BA (Hons.)

Legal Advisor

Dr. Claudine Zarb B.A. LLD

Office Hours

Monday to Friday: 9.00 - 13.30

Membership Subscription Rates

New individual membership	€13.98
Annual renewal	€11.65
Affiliated Organisations	€18.63
Associated Organisations	€18.63
Life membership	€93.17

Members and affiliated organisations are requested to keep their subscription fees up to date.



Founded 1964



NEWSLETTER OF THE NATIONAL COUNCIL OF WOMEN - MALTA

Kunsill Nazzjonali tan-Nisa

Pope Pius XII Flats, Mountbatten Street

Blata l-Bajda HMR 02, MALTA

Tel: 21 248 881 Tel/Fax: 21 246 982 E-mail: ncwmalta@camline.net.mt

http://www.ncwmalta.com

EDITORIAL

Dear Members,

I am certain that all of us have at some point flicked through a magazine or channel surfed. During this process we were as usual bombarded with advertisements. It makes you wonder how marketing and advertising affect equality between women and men. Stereotyping in advertising is seen as an instrument of power. Research shows that the norms created by gender stereotypes in advertising objectify people, in the sense that both women and men are represented as objects, although women have suffered more up until now. Reducing a human to an object leaves the individual exposed to insults and abuse.

I understand that advertisements have to be striking otherwise they will not stick out of the plethora, however it shows a lack of original ideas if they only reflect male dominance. Everyone should be aware that the Equality legislation prohibits discriminatory advertising under the Equal Status Acts

On a sombre note, Jane Spiteri, one of the founder members of NCW Malta passed away. Let us all remember her in our prayers and make sure that we never forget her brilliant work. 🌸

Maria Giuliana Fenech



The Council for the Voluntary Sector

The members nominated by the Parliamentary Social Affairs Committee to sit on the Council for the Voluntary Sector are as follows:

Ms Grace Attard	National Council of Women
Ms. Claudia Taylor-East	SOS – Malta
Dr. Petra Bianchi	Din l-Art Helwa
Ms. Nora Macelli	St. Jeanne Antide Foundation
Mr. Antoine Vassallo	Gozo Philatelic Society
Mr. Ian Azzopardi	Mission Fund
Mr. Robert Farrugia	The Eden Foundation
Mr. Rueben Buttigieg	Malta Institute of Management

NCW congratulates all the members of the council especially NCW representative Grace Attard who is also an EESC member.

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:

IL-Mara, NCW Centre
Mountbatten Street
Blata l-Bajda, HMR.02,
Malta

Editorial Board

President:	Doreen Micallef BSc AIMLS
Vice President:	Grace Attard
Gen. Secretary:	Doris Bingley
Editor:	Maria Giuliana Fenech
Distribution:	Marie Demicoli

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

PRESIDENT'S MESSAGE



Dear Members and friends,

Amidst all the current discussions on the rise in world food and energy prices, we might shrug our shoulders and say that it is of little concern to us. What about women? Will this affect us in anyway? On would immediately answer in the affirmative as our

thoughts fall on higher electricity bills and having to spend more at the butcher, greengrocer and supermarket. Well, one would say "OK, now's the ideal time for women to find a motive to go out and work. Isn't that what we've been trying to achieve for so long – more women at the workplace and hence increasing the percentage of female workers to EU levels? QED."

Is that all? Well, not really. Price rises mean demands for higher wages and those have their repercussions. In the UK, a wage rise for educational care workers has meant a rise in the price of summer schools and activities for children. This has made it unaffordable for a large percentage of families and, as a result, many women are having to give up their jobs to stay at home with

their children. This may not seem such a big problem in Malta as most of us still depend on our parents to take care of our children while we go out to work. But what about increasing fuel prices? Has the daily school run become too expensive? So send the children by school transport. What if the school transport is not at an appropriate time and does not tally with our working hours?

If we look at increasing food prices, will this mean that more families will be forfeiting quality meals for cheaper, less healthy ones? And when you start considering the whole scenario, more and more questions arise and the answers do not seem to promise such a bright future ahead. 🌸

Doreen Micallef

Breast awareness and early detection of breast cancer

Following the different views expressed in the print media regarding prevention and treatment of breast cancer, NCW would like to make the following comments and recommendations.

For decades, the Health Authorities and NGOs have been debating which measures should be prioritised in prevention and treatment of breast cancer and still no definite conclusions have been reached on the 'best possible' national action plan. There seems to be a general consensus from all political parties, however they do not agree on which methods are best to address Maltese women

The Report by the National Advisory Committee on Breast Screening (Ministry of Health) dating as far back as March 2000, includes recommendations on screening programmes and targeted age groups. The report called for the setting up of a Breast Care Unit for women at higher risk, with a Committee to oversee the implementation of Breast Screening Services.

However, in the final recommendations of the 2000 report, it was stated that a review will be carried out in 2005 'based on the findings, a decision will be taken whether to introduce a national breast screening programme taking into consideration the latest medical and technological developments'

A Breast Care Monitoring Board within the Ministry of Health was functioning up till 31 December 2003. To date NCW has no idea if this Board which included a representation of NGOs, (including NCW) is still functioning

Again as far back as 2002, The Synapse, published by the Medical Professionals network was regularly providing articles about the Lobular Carcinoma of the Breast (July/August 2002) and Early Breast Cancer (March/April 2002) Even then, the articles provided enough medical evidence for breast cancer screening for a wider age group and not just the higher risk group

It is on these grounds and further scientific and medical developments that the National Council of Women reiterates the need for prevention and treatment of breast cancer in line with WHO standards. While supporting government's commitment to a comprehensive strategy to tackle cancer and proposals for breast cancer screening services in the Pre-Budget 2009 document, NCW believes that early detection measures for younger women and extending the services beyond the age of 59 should be a national priority which can offer vast opportunities for a better quality of life and life-saving of women of all ages.

The Health Promotion Department has been doing sterling work in the field of

awareness raising. In collaboration with the Education Department programmes on breast care in schools and workplaces, in particular on self-examination for young girls, on a regular basis should be introduced. More intensive public education and prevention campaigns should be ongoing and not only concentrated round International Day for Breast Cancer. (October)

The key is early detection. Unfortunately being a woman and getting older puts one at average risk. The older a woman is the slightly higher the possibility that she will get the disease. Pooling together government resources, services offered in private hospitals and the sterling work and expertise of NGOs, through private-public partnerships will ensure more efficient use of our human resources and provide access to different methods of early detection, prevention and treatment, including new medicines and technology to address a wider range of needs of individuals, whilst saving on the huge expenses involved to improve services that are currently being offered.

Nobody can deny that quality preventive measures save so many lives. In the short and long term, expenditure on prevention is far more economical than treatment, taking into consideration also the contributions that each saved life can give to the country. 🌸

Grace Attard

Tribute to Founder Member Jane Spiteri

The National Council of Women has lost another of its founder members. For many of us it is much more than that. Jane Spiteri not only embodied the early years of the NCW but was a good friend, mentor and guide to so many.

Her well-known tenacity and energetic manner belied a warm, maternal heart, which she kept well hidden most of the time under her brusque manner. When Jane took you under her wing, you were there for good.

With Jane's broad experience as a teacher and social worker, and her involvement in other NGOs, she was the driving force behind a great number of proposals.

In the 44 years since the founding of the National Council of Women, Jane oversaw its development and growth. Her dream for the council to have its own premises became a reality.

The Blata l-Bajda premises became Jane's second home, and she spent long hours there. Even now, we almost expect her to be there whenever we have a meeting or gathering, and no doubt, she is - in spirit and in her legacy of vision and purpose that guided NCW through the years.

Doris Bingley Hon. General Secretary

Anamah Tan President ICW-CIF

On behalf of the Board of the ICW-CIF and all members of the ICW-CIF Family worldwide we send our deepest condolences to the family of the late Jane Spiteri. The National Council of Women (Malta) has lost a mentor but her memory will live on as the founder member and a beacon of light for the work in improvement of the lives of women in the community led by the the National Council of Women(Malta).

With our Deepest Respects,

Grace Wedekind ECICW President

I was so sorry to learn today of the loss of Jane Spiteri. She was a wonderful role model for NCW members, and a powerful force for good. I very much enjoyed meeting her during my previous visits to Malta, and I know that she was active in your Council until very recently.

Her dedicated work for young people, and her long involvement in women's concerns within your Council will long be remembered and appreciated.

It is wonderful that the State of Malta and the Church have both honoured Jane so fittingly in her passing. Please give my condolences to your members, and to Jane's family

Cosima Schenk Switzerland

Please accept my sympathy for the loss of your friend Mrs Jane Spiteri and convey to all members of the National Council of Malta my condolences. We all can be so grateful to the ladies of her generation who were the pioneers of the women's organizations. Mrs Spiteri was one of those. Let's keep them in our memories.

LauraFinne-Elonen Finland

Thank you for informing us about the passing away of Jane Spiteri, this remarkable warm-hearted lady. She was a pioneer whose dedication and commitment to the work for the improvement of the situation of women will always remain as an ideal very hard to reach up to. Please receive my deepest condolences.

Elena Fadini Bettica Italy

I was very sorry to know about Jane passing away. I met her in Malta more than once and I understand that notwithstanding her age for all of you it is a great sorrow. Have all the sympathy of the Italian Council and mine in particular.

I am glad to know how she has been honoured by your Religious and Civil Authorities. She surely deserved all that.

I won't be in Brussels and hope to see you next year in Malta.

With friendship and affection

Jane Deleuran, Denmark

My deepest condolences to Jane's family and Malta's members.,

Monica Hall President NCW Great Britain

Grace Wedekind has told me of the sad loss of Jane Spiteri and I am writing in haste to send you the condolences of NCWGB. I apologise that this is by email but I am about to leave for our annual conference and wanted to send you our sympathies and let you know that we are thinking of you. Grace Wedekind has told me of the great contribution Jane made to NCW Malta and what a wonderful person and member she was. We know that you will miss her dreadfully but hope you will take comfort from the memory of her and the knowledge that you had the privilege of sharing your work with her for such a long time.

Marie_Jeanne VIDAILLET-PERETTI,Présidente du CNFF France

Je vous présente ainsi qu'au Conseil National des Femmes de Malte au nom du Conseil National des Femmes Françaises et à titre personnel, nos condoléances pour la perte de Jane Spiteri

Latife Northern Cyprus

We are deeply grieved to hear the sad news of the death of Jane Spiteri. What a big loss for the women of Malta as well as of the world!

Our heart felt condolences to the members of the National Council of Malta and to Spiteri's family.

Eleonore Hauer-Rona President NCW Austria

President of Women Musicians of Vienna ICW PR to the UN in Vienna and to UNIDO

On behalf of the Bund Österreichischer Frauenvereine (National Council of Women Austria) and in my own name I want to send our deeply felt condolences on the occasion of the passing away of Jane Spiteri. She was a dedicated women for the improvement of the well being of all women, an outstanding and courageous women, a dear colleague and friend. Her contributions to our work for the elderly was very much appreciated. I remember the cooperation with her from my very beginning in ICW at the ICW Executive in 1993, her friendly and well considered opinions over all the years. We will miss her.

We in ICW have lost a remarkable women and colleague we will never forget.

Maria Luisa Oliveda, President of the NCW of Spain

I am very sorry to learn that Jane passed away. She was always kind to me whenever I met her in Malta and encouraged me to continue working for ECICW and ICW. NCW Spain sends condolences to the Council and Jane's family. We have lost a great lady.

Iryna Holubeva, The Head of National Council of Women of Ukraine, wrote: *We deeply regret in case of Jane Spireti's death. The most important is to be together in times of such tragedies.* 🌸



Presentation of Certificates to Women Participants of LifeLong Learning Programmes at NCW Launching of NCW Campaign - Vote for Women MEPs

A Certificate-giving ceremony for women who have participated in NCW courses in English, Maltese and Information Technology at different levels was held on Wednesday 8 October at the NCW Centre in Blata-I-Bajda.

Mr George Borg, Director Student Services, Ministry of Education, spoke about initiatives that are being taken to encourage men and women to participate in Lifelong Learning Programmes.

Expressing their enthusiasm and feelings of success, the course participants spoke about the encouragement they received from the instructors during the courses, and their determination to further their studies, which will help them to find employment.

NCW President, Doreen Micallef highlighted the need for women of all ages to make use of Lifelong Learning programmes to enhance their quality of life and to make use of opportunities to seek employment. In its ongoing initiatives the aim of the National Council of Women is to improve the quality of life through lifelong learning programmes, in particular



through the numerous courses held at NCW Centre. NCW has for a number of years worked with ETC and the Adult Education Division within the Ministry of Education to organise these courses at its Centre in Blata-I-Bajda. Malta cannot afford not to make full use of such an important human resource. ♥

Launching of NCW Campaign - Vote for Women MEPs

During the above event, NCW launched its follow-up to the previous year's campaign **Vote for Women MEPs**. In 2007, in collaboration with the National Statistics Office, NCW had conducted a research study to identify obstacles for women's participation in economic and political decision-making. The findings of this research were publicized during a conference which included speakers from the EU. A number of recommendations were made, amongst which were: the need for cultural change to promote gender balance in decision-making positions; training opportunities for women in dealing with the media and the public; family friendly measures, in particular affordable and accessible childcare facilities to match working hours of both fathers and mothers. These recommendations were addressed in a training course held at the NCW Centre, for women aspiring for political decision-making posts.

Participants in the NCW Course were present during the launch, urging women to stand for elections and for the public to vote for what they see as an under-valued resource of Maltese society – women. "The course has been a unique opportunity, offering us training in the skills we need to make better use of our qualifications, experience and talents" stated one of the participants enthusiastically.

The launching of the **Vote for Women MEPs** Campaign aims to further create awareness of the need for more gender balance in members of the European Parliament who will be representing Maltese society, both men and women. **Women in Politics** postcards in English and Maltese launching the

campaign were given out to the guests present

The Hon Dolores Cristina, Minister for Education, Culture, Youth and Sport, presented certificates to 140 participants. She expressed her satisfaction that so many women are making use of Lifelong Learning programmes to achieve better knowledge and skills, thus empowering them to further their studies and improve their employability. Attracting more women to the labour market is one of the challenges the country is facing as we strive to get closer to the Lisbon Agenda targets while enhancing our economic performance.

The Minister also highlighted the importance of women in decision making and congratulated the Council for taking the initiative to launch the Vote for Women MEPs campaign. There should be no doubt that we have women who are capable of representing us even at European level and who can give a valid contribution in the European fora. More women need to come forward to offer their services to the nation both on a local and international level.

In her tribute to Ms. Jane Spiteri, founder member and former President of the National Council of Women, who passed away on Tuesday, Minister Cristina praised her inspirational role and the sterling work she carried out to ensure that Maltese women are given the same opportunities as men and to encourage women to participate in public life. ♥



Day Conference - Skills for the Future

The Hon. Minister Dolores Cristina gave the opening speech highlighting the importance of skills in view of the Government vision for 2015. Mr. Jacques Sciberras CEO NCHE stressed the need for a clear vision to prepare the way forward. He acknowledged the interest that the Business world and Education were showing in this field. It was accepted that very often Industry was ahead of Education but that it was clear that both sectors were prepared to work together to reach this aim.

Speakers from Industry and Commerce represented the Federation of Industries, the Chamber of Commerce. Malta Enterprise, the Employers Association and MISCO, whilst the Education contributions were made by the Rector of the University, the Principal of MCAST and the Manager at ETC. A special foreign guest speaker from CEDEFOP addressed the audience.

The Business Community expressed concern on the need of a better skilled workforce, the importance of reskilling and upskilling, and the need of more highly qualified personnel. It was also pointed out that lecturers in Educational Institutions need to familiarize themselves

more with the real world of work in Industry and consequently upgrade their approaches while preparing students. It was regretted that too many students at post Secondary and Tertiary level choose soft areas of study and do not give enough attention to the requirements of the job market. At the same time many specialists in various fields are leaving the island and this brain drain is a cause for concern.

Among the external factors influencing vision for Malta by 2015 the following were mentioned – Globalisation, the EU operating Framework, the Anglo Saxon Legacy, the Network of Small States, the Mediterranean political influence, the Internet and the increase in Foreign Direct Investment.

The Educators stressed many of the factors highlighted by the speakers from the Business Community and they also spoke about the need to instill in students and workers an attitude responsive to change. Self confidence, intellectual drive, sense of values, lifeskills, entrepreneurship and world awareness were among the qualities considered as contributors to success.

The speaker from CEDEFOP – Dr. Torsten Dunkel - presented a research analysis of European Trends. The analysis was meant to highlight which sectors of employment will be growing or declining, which occupations will be on demand, and for which qualifications there will be an increase or decrease in demand. Many diagrams were presented to show the state of affairs in 1996 and 2006 and through these figures it was inferred that by 2015 there will be a decrease in demand for jobs requiring low qualifications, a very slight increase in demand for jobs requiring medium qualifications and a substantial increase in jobs requiring high qualifications. Also the jobs with medium qualifications are likely to change in the skills required to satisfy the emerging needs.

During the afternoon every participant joined one of seven workshops – Tourism, Financial Services, Health Services, Education Services, Communication and IT, Manufacturing and related services, Gozo as an Ecological Island.

The Conference ended after the reading of the workshop reports.

Josephine Cilia
NCW Member

Social Issues Committee: Activities

The Mother's Day activity planned by the Social Issues Committee which was to be held in May had to be postponed due to various factors which were beyond the committee's control. The initial plan was to give a nice treat on the occasion of Mother's Day to a number of mothers of disabled children who in the committee's opinion, do deserve some kind of relief from the daily routine of their caring role. Although it was not possible to be carried out around Mother's day, the committee was determined to carry on with this activity anyway since it was felt that these mothers always deserve to be treated.

As from March, the Social Issues Committee had started discussions with Mr Nathan Farrugia from Razzett tal-Hbieberija who was very willing to help in this activity. In the meantime, a sponsorship was acquired from the Eden Super Bowl and HSBC. Razzett was then to contact a number of mothers and offered them the opportunity to attend for a free two hour session of bowling followed by a free meal at Razzett.

In fact, such activity materialised on Saturday 9th August. A number of mothers together with Dr Rashid (Razzett's) were driven from Razzett tal-Hbieberija to the Eden Super Bowl where they



spent the two hour session enjoying themselves bowling. For a few of them, this was their first opportunity and therefore they felt very excited. At the same time, they got to know each other. In fact, while enjoying themselves playing, they also shared their experiences. They continuously joked and laughed at their own bowling throws while their faces showed signs of happiness.

Once back at the Razzett, these mothers were provided with a meal and a drink which was sponsored by HSBC. During the meal, they expressed feelings of gratitude towards NCW who has offered them this awesome event which was according to them, was beyond their expectations. They described it as a 'rare opportunity'. They added that this event served as a relieving break for them.

The Social Issues Committee would like to thank all those who supported this event especially Razzett HSBC and Eden Super Bowl since without their support such event would not have been possible. 🍷

Maria Camilleri
Coordinator
Social Issues Committee



NCW made a comprehensive study of the Pre Budget Document 2009

"Together for a Sustainable Future"

Highlights of NCW Proposals The Full Text is available on the website

Social Policy

Women in decision-making

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.

The formulation of a **national policy for a strategy and its implementation** including positive action to ensure that the percentage of women in decision-making in economic, social and particularly in political positions at local and national level, is at least 30%, in line with EU directives

A Gender Budget 2009

The National Council of Women calls on government and social partners to ensure that a gender impact assessment is conducted on proposals for Budget 2009 put forward during the consultation process, which will then be incorporated in the final Budget 2009 document

Gender budgeting is by no means preferential treatment or allocation of extra funds for women. On the contrary, it is an exercise to ensure that the full potential of women in all areas under discussion is fully utilized to sustain our economic growth.

The gender Pay Gap: Equal Pay for Work of Equal Value

NCW recommends that government further adopts (affirmative) positive action (measures) to eliminate gender discrimination and to eliminate labour market segregation. Have job classification schemes to include effective measures to ensure the elimination of gender discrimination. While social partners are encouraged to adopt equality measures to eliminate the gender pay gap.

Part-time Work

NCW recommends: Government to ensure that part-time and term-time workers are not forced to register as self employed or freelance workers

ICT in work organisations

The implementation of a **tele-work programme** following the setting up of a register for part-time work, ETC is embarking on, will provide more work for women. Provision should be made to ensure criteria of the system that will facilitate access to employment and entitlement to training courses

Legal framework for Temping Agencies

The provision of a **legal framework to regulate Temping Agency workers**, besides being another means of further increasing female participation in the labour market, is of benefit to both employers and employees as all stand to gain from it.

So far there is no Community legal framework to regulate Temping Agency workers.

Lifelong Learning.

Encouraging a competence development for adults to allow men and women to evolve in their careers throughout life is of paramount importance. We need to address deficits created by the education system in the past.

Health and Safety at Work

New and rapidly changing forms of work organisation and new technologies bring new risks. According to the Scientific Committee on Occupational Exposure Limits (SCOEL) health criteria-based exposure limits should be adopted

Priority target groups – workers with disabilities, women, older workers, young workers, migrant workers need specific regulation, policies and support.

Studies have been carried out giving concrete evidence of specific occupational risks for women. Consequently, measures targeting potential mothers, pregnant women and women who are breastfeeding need to be put in place and strengthened through collective agreements between stakeholders

Adequate funding is needed to ensure that national labour inspections are effective and independent

Elderly and Community Care

Guaranteeing universal access of long term care with financial sustainability

NCW recommends: Access to high quality care in practice for people with particular problems or low income; Developing systems that are financially sustainable which do not leave individuals to face this risk alone while ensuring that undue burden is not placed on future generations; Promoting preventive measures to help mitigate the rise in demand which requires a comprehensive strategy including measures to boost older people's ability to cope with everyday problems. Providing also high-quality training and improved working conditions for care workers by upgrading the caring professionals

Breast cancer prevention and treatment - a national priority

NCW supports government's commitment to a comprehensive strategy to tackle cancer and the proposed breast cancer screening services for women in the 50-59 age bracket and for women at high risk. However, the Council believes that early detection measures for younger women and extending the services beyond the age of 59 should be a national priority which can offer vast opportunities for a better quality of life for women of all ages.

The national action plan should be three pronged: effective education, prevention and treatment measures.

Education

Improving the quality of teacher education

Teachers are central to achieving the task not only of passing on knowledge but also of interacting with children and young people in a society in which family structure has changed radically and now takes new shapes and forms. Teachers' initial training and their professional development should be coordinated, coherent and properly funded to ensure that all teachers possess the knowledge, attitudes and resources that they require to be effective.

School absenteeism

Among other NCW recommendations there is the setting up of a Board of practitioners who will investigate such cases which should be detected by the schools as early as possible; that the fines ordered by the Court be such as to be a deterrent and that a Board be set up to ensure payment and enforcement of these fines and allow the social workers within the School Social Work Service to focus on supporting the families of absentee students in addressing those factors within the family that may be enabling absenteeism as recommended in the "School Attendance Improvement" report

Regulating the Counseling Profession

NCW notes that clients, both adults and children, in need of counseling are in a vulnerable situation in their life and they require adequate protection through the assurance that counseling professionals are warranted NCW recommends that the Maltese Association for the Counseling Profession be designated as the responsible body; the setting up of a Board of Ethics for professionals working as Counselors and that criteria will be established for the warranting process

Protecting our Environment

Addressing our Energy Future

NCW supports Government's comprehensive policy in addressing energy and related issues in a strategy for sustainable development. Some of the measures proposed in previous budgets which are already being taken up on a voluntary basis are being consolidated in the proposals of the forthcoming budget 2009

We need to **encourage end users to be more mindful of energy efficiency in general**

by stepping up efforts aimed at consumers through media slots. We need to target women and empower them as key individuals in this field and give them priority in education campaigns. Government needs to encourage and offer incentives to businesses and households to invest in energy saving equipment 🌱

Commonwealth Foundation News - Doris Bingley

Ms Simone de Comarmond, a former Minister and Secretary of State in the Republic of Seychelles, has been chosen as the new Chairperson of the Commonwealth Foundation, the intergovernmental body of the Commonwealth mandated to work with civil society organisations.

Ms de Comarmond was chosen by the Foundation's Board of Governors by consensus at a specially convened meeting at Marlborough House on 2 October. She will begin her two-year term on 1 January 2009. Ms de Comarmond succeeds Professor Guido de Marco of Malta, who has been a distinguished Chair of the Foundation since 2004.

Commenting on the selection, Commonwealth Secretary-General Kamalesh Sharma said, "Ms de Comarmond has a wealth of experience in public life in the Seychelles and internationally, and I am pleased that she will be able to bring this to bear in furthering the important work of the Foundation in advancing Commonwealth civil society, and its own role in promoting democracy, sustainable development and inter-cultural understanding across the Commonwealth."

"At a time when civil society plays an ever more important role in Commonwealth affairs, we look forward to working with Ms De Comarmond, whose international experience will greatly add to our work and impact," said Dr Mark Collins,

Director of the Commonwealth Foundation.

Ms de Comarmond was the Minister for Tourism and Transport in the Republic of the Seychelles from 1993 to 2003. She was also responsible for Tourism and Civil Aviation between those times. In those roles, she strived to ensure the tourism policy of the Seychelles balanced economic development with environmental sustainability. As the Minister for Education from 1989 to 1993 she undertook major reform with the re-structuring of the academic cycle at primary and secondary level and a review of teachers' conditions. Prior to her Ministerial appointments, she held the role of Secretary of State at the President's Office. Ms de Comarmond, who was educated in the Seychelles and the United States, has also been active in the promotion of opportunities for girls and women in a wide range of organizations, particularly in Africa.

"I very much look forward to being of service to the Foundation, which is a uniquely valuable organization striving - on behalf of Commonwealth governments - to strengthen civil society and professional organizations in all walks of life," said Ms Comarmond when informed of her election. "There has never been a more important time for citizens to engage closely with their governments in addressing social, economic and environmental challenges."



Commonwealth Foundation

Food and energy crisis to force failure of Millennium Development Goals



**Commonwealth
Foundation**

The current food and energy crisis will make meeting the Millennium Development Goals even harder to reach – if not unattainable – according to civil society representatives at the Commonwealth Finance

Ministers Meeting in Saint Lucia, October 6th.

The global community recently met in New York to discuss progress on the Millennium Development Goals (MDGs), which are targets and standards in global poverty, health and sustainability. But, speaking ahead of the Commonwealth Finance Ministers Meeting opening ceremony, Commonwealth civil society said that while the countries were generally doing well towards progress, the rising food and energy crisis threatens to undo that. Civil society experts are concerned that as the crisis worsens, it will make the achievement of the Millennium Development Goals unrealistic and could lead to eight lost years of progress.

Nelcia Robinson, Co-ordinator of the Caribbean Association for Feminist Research and Action cited the need for food security to ensure that those groups identified as vulnerable within the Millennium Development Goals will be able to meet nutritional basics. "People with, or supporting those with HIV and AIDS are already hard pressed to meet their nutritional needs," said Robinson. "Increasing costs and potential increases through Value Added Tax will only exacerbate this."

Sarwar Bari, the National Co-ordinator for Pattan Development Organisation said education-specific MDGs were also likely to be affected. "We have done focus groups and we see that people are taking their children out of school

because transport costs are now an issue," said Bari. "Girls tend to be the most affected and this is harming the MDGs related to gender parity in schools in India, Bangladesh and Pakistan." The education issue isn't only specific to Asia. Robinson reported that the rising cost of fuel being passed onto the consumer meant that children were dropping out of school or reverting to walking to school because they could not afford bus fares.

Governments face the reality of spending less on social welfare and development sectors as they try to stem and support the current crisis but civil society representatives are urging them not to lose sight of the work done towards the MDG achievements to date and that national policies addressing the crisis should be in line with the plans for addressing the MDGs.

Civil society representatives pointed to recent civil unrest taking place across countries as people protest against rising costs of food and energy and its implications. Starting tomorrow (Tuesday 7th October) the Commonwealth Finance Ministers will have the opportunity to review Commonwealth civil society's statement and recommendations on how to prevent that unrest and discuss recommendations. Commonwealth Foundation Governance and Democracy Programme Manager Seth Lartey. "The high fuel and food prices pose different challenges for each Commonwealth country. There is a need for all member countries to develop policy responses to meet those challenges and address civil society's collective concerns and contribute to a global debate," Lartey added. The Commonwealth Foundation has brought together civil society representatives from around the Commonwealth to contribute to the government proceedings which will in turn feed into global-level discussions."

Delivering the MDGs: We cannot fail

Reducing global poverty is the single biggest challenge the international community faces today. It will take the sustained and committed efforts of rich countries – north and south – as well as the private sector, faith groups and civil society from across the world for us to achieve this goal.

At the start of the new millennium world leaders gathered at the United Nations to make a promise – that we would do everything within our power to halve extreme poverty by 2015.

The Millennium Development Goals agreed at that summit set clear and measurable targets on a range of vitally important issues such as increasing the number of children in school, improving health care, cutting maternal and child deaths, combating major diseases and stopping environmental degradation.

All of these things make a huge difference to the quality of people's lives across the world, and we have seen big changes; there are now 41 million more children in school, 3 million more children are surviving every year, and 2 million more people are receiving treatment for AIDs. This shows that it is possible to make real progress.

But – halfway to 2015 and in the run-up to next Thursday's meeting

on the MDGs at the United Nations – we now need to ensure that the promises of the international community do not become mere aspirations.

We must all work together, in this 60th anniversary of the Universal Declaration of Human Rights, to deliver the MDGs so that every person has health, education, shelter and security.

But despite the progress we have made so far, and despite the good will and the good work of millions, our goals are simply not being met and there is much more we need to do.

The United Nations summit brought together representatives of G8 and European governments with their African, Asian and Latin American counterparts, as well as faith leaders, business leaders and civil society organisations from across the world. We, the international community, must commit to step up the pace and to make 2008 a turning point.

We have the technology, the knowledge, and the wealth.♥

Janet Hancock

Acting British High Commissioner



EC's Recommendations on reconciliation of work and private life

The National Council of Women welcomes the broad package recently presented by the European Commission which seeks to assist women in reconciling their professional and private lives. The main objectives of this package are to improve conditions for maternity leave, strengthening social protection measures for the self-employed and achieving better child care.

The National Council of Women believes that all these measures will seek to facilitate the reintegration of women in the workforce. In particular, in so far as the provision of childcare is concerned, the National Council of Women strongly feels that much is left to be done at a local level. It recommends the use of schools themselves after school

hours for the provision of extra-curriculum activities for school-aged children as a possible solution to the provision of affordable childcare after school hours.

The promotion of tele-working both within the public and private sector is yet another alternative, with concrete advantages to be garnered by women workers, employers and even the environment itself. Tele-working cuts out on commuting which in turn serves to reduce air pollution and traffic congestion on our already heavily congested roads.

Mariosa Vella Cardona M'Jur, LL.D. is the legal consultant of the EU Committee of the National Council of Women♥

NCW calls for Gender Impact Assessment for Budget 2009

The National Council of Women calls on government and social partners to ensure that a gender impact assessment is conducted on proposals for Budget 2009 put forward during the consultation process, which will then be incorporated in the final Budget 2009 document

NCW welcomes the pre-budget document which aims to stimulate discussion and give direction to the priority areas that Malta needs to address in the face of global competition. In the last years gender equality has been a priority in National Budgets, however there is the need to keep up the momentum and move with the times. Gender budgeting is by no means

preferential treatment or allocation of extra funds for women. On the contrary, it is an exercise to ensure that the full potential of women in all areas under discussion is fully utilized to sustain our economic growth

NCW is concerned that in the data and statistics provided in the pre-budget 2009 document there is no break-down by gender. Proposals regarding the National Sustainable Strategy, should in particular, include the gender dimension as highlighted in the National Commission for Sustainable Development (NCSD) document, developed over the last years. Women's contribution to the economy cannot be underestimated.

The gender dimension in non-traditional areas such as energy efficiency, and consumption, protection of the environment and transport together with areas such as employment, sports, health, vocational training, ICT, enterprise and job creation is crucial to Malta's getting closer to the Lisbon targets of sustainable growth and job creation

NCW appeals to social partners, in line with their counterparts in BusinessEurope and ETUC, to ensure that the MCESD consultation on Budget 2009 will give priority to gender budgeting as an ongoing process to meet today's economic and social needs in a highly competitive world♥

The Flexicurity Debate

The flexicurity concept should enhance both flexibility and security in a balanced way. While recognising that a job for life no longer exists, strategies need to shift from job security to employment security both in the public and private sector.

European Social Partners recognise that in today's labour market it is necessary to improve policy measures which address both the flexibility and security dimensions for workers and employers alike.

The setting up of an ad hoc group to study the basis for adopting the flexibility approach, suitable to the Maltese labour market situation and that can create a win-win situation for employers and employees is therefore timely.

Within the Public Service, Malta has already introduced a number of flexicurity measures that emanate from the flexibility concept, in particular with regards social protection systems, efficient public employment, quality of education and affordable and quality care services and family friendly measures. However there is the need for a holistic approach that would guarantee competitiveness and security in balanced manner

NCW Proposals

Strengthening social dialogue

The MCESD which provides a platform for organising the collective voices for workers and employers plays a crucial role in ensuring an effective social dialogue, by setting references to:

Quality of work and fair working conditions, promoting the health and well-being of workers and reconciling working and non-working life
Contributions to social peace and social cohesion

Wage policies set up by the social partners and with real wage developments consistent with productivity growth

Access to lifelong learning

Effective social dialogue should aim at increasing the adaptability of workers and employers and combine a high level of competitiveness for employers with the creation of a good working environment for workers

A stable legal framework for collective bargaining and social dialogue at all levels for a negotiated balance between flexibility and security to improve the smooth functioning of the labour market and the adaptability of enterprises and workers.

High Quality public service

High Quality Public Service plays a crucial role in the development of effective labour market and competitive policies.

Efficient and sustainable social protection

systems

A welfare system able to guarantee high levels of social protection and adequately funded public services.

The process of the pensions reform currently underway should strengthen in particular the second pillar proposals to ensure security for workers in different types of work, including part-time work and current forms of flexible work arrangements that can lead to precarious work.

This should also take into consideration the end-of-work phase of the individual's life cycle and therefore guarantee adequate pensions entitlement

Flexicurity and the gender dimension

Within the MCESD, the flexicurity debate should give more attention to gender differences. Despite the fact that more flexibility through part-time work are welcomed by the majority of women and men to ensure a better work-life balance, women are often at a disadvantage in the labour market in terms of flexibility and security.

Gender impact assessments should be carried out to ensure that Collective agreements in the context of new forms of work agreements do not impact negatively on female workers and employees, which should also be backed by a legal framework.

Labour Law and contractual agreements should facilitate access to the labour market and the transition into rewarding jobs should ensure the gender dimension in social protection systems. The exploration of alternative ways to achieve adaptability, facilitate lifelong learning, improve productivity and foster innovation.

Current policies regarding parental leave, part time work and teleworking which are also part of a flexicurity concept contributing to security and flexibility for men and women workers and employers need to be carefully monitored and evaluated.

Flexicurity and the generational dimension

The challenges of globalisation, climate change and technological change and an ageing society require also an increase in policies to address the adaptability of older workers.

There is the need to provide easier access to the labour market through incentives, such as work time frames, retraining and on-the-job training that are not necessarily financial. The employment rate is lower among older workers compared to the workforce in general.

Young people face an uncertain labour market with high unemployment, fixed term contracts, insufficient social security coverage and work below their qualifications

Reference should be made to the

Communication from the Commission concerning youth – Addressing the concerns of young people in Europe – Implementing the European Youth Pact and promoting active citizenship.

Flexicurity and SMEs

Proposed policies in the Pre-Budget 2009 document, aiming to create a better and more supportive business environment that stimulates entrepreneurship and innovation with particular focus on SMEs need to be translated into measures that can be realistically implemented locally.

While current measures addressing the needs of SMEs are producing positive results, flexicurity is of particular importance in the light of their significance in employment terms. Policies in relation to flexicurity, will have to contain provisions safeguarding the needs of SMEs and their employees.

This can be done by:

Nurturing a national entrepreneurial mindset through the National Curriculum at all levels of education for both women and men to encourage risk-taking, innovation and opting for non-traditional choices.

Ensuring that the specific needs of women entrepreneurs are addressed to increase their participation in economic activity.

Strengthening the innovation capacity of SMEs by facilitating access to technology and finance, providing innovative support services.

Improve the availability, access (meeting the needs of working mothers) and quality of adequate training offers for individuals both women and men and employers, taking into account the needs of SMEs.

Ensuring effective and full use of Community instruments, either for the development of regional infrastructures or to support transitions in sectors affected by structural changes through the European Social Fund (ESF) and the European Regional Development Fund (ERDF) in particular in the Tourism and Manufacturing Industry.

Making better use of the EIB in taking part of the risk on the SMEs and to look at ways in which banks in Malta can still further boost the support they provide to SMEs, in particular those run by women, as outlined in the European Commission's Small Business Act 2008.

Active labour market policies and education and training

To achieve a well functioning labour market, the interaction of the ALMP with well-designed unemployment benefits with rights and obligations for the unemployed is of

particular importance to facilitate reintegration into work.

Internal flexibility can play a key role in advancing productivity, innovation and competitiveness, and can thus contribute to reaching the goals of the Lisbon strategy.

Functional flexibility that is using workers' capacity to perform different tasks when needed, through job rotation, widening the scope of the job, and job enrichment, can benefit companies by enabling them to adjust the type of activities workers perform to fluctuations in demand and to more productively utilise human resources and capital investments.

Working time flexibility needs to be established by collective agreements and by law over a longer time period, by making use of overtime, the flexible scheduling of working hours over predefined time frames, shift work, etc. In this way working time flexibility can strengthen productivity and competitiveness, whilst ensuring that employees' protection is taken into account which can otherwise lead to bad

working conditions or precarious work

Effective and high quality active labour market policies, investing in people and helping them address change in a productive way are crucial for the adaptability and security of both firms and employees. In today's labour market, it is even more necessary to make sure people possess the necessary skills and capacities to adapt to changes and enter and remain in the labour market and to grasp new employment opportunities.

Another element to improve employability is the promotion and access to lifelong learning, ensuring the employability of workers by improving competencies and qualifications for women and men. The education and training systems need to be better adapted to the needs of the individual and the labour market.

Enhancing external flexibility measures for those without a job to penetrate and sustain themselves within the labour market, help alleviate poverty and social exclusion and reduce undeclared work. These include

vocational training, facilitating employment for single mothers, addressing the high levels of early school leavers and low skilled workers.

Social benefits systems should be designed in such a manner not to disincentivise the inactive from entering the labour market, while addressing social cohesion.

Undeclared work places workers in insecure working conditions and undermines the financing of social protection and tax systems. Fiscal incentives, among others to encourage individuals in undeclared work to regulate their position in the labour market requires particular attention.

Also measures addressing activities by employers who make use of illegal methods of employment, which often lead to precarious work.

In conclusion, promoting the concept of diversity at work with regards to both human capital and work should be ongoing.

Grace Attard
EESC Member

Resumé of the fourth Session of Eco Café



During the fourth session of the Eco Café held on 22nd October Catherine Muscat briefed the participants about various gardening jobs suitable during the months of October and November.

The demonstration included how and when to sow bulbs, the right time to buy bulbs and prepare

the site or pots. If they are to be sown in a garden then the area should be sheltered and sunny. The soil should be dug and fertilized; mid November should be the right time for sowing. Bulbs will grow better if they are grouped in odd numbers with a distance in between groups. On its own a bulb will tilt to the ground and will not produce its flower as it should. Bulbs will do well also in pots as long as they are well fertilized and kept in the sun.

Roses should be planted around December to February. The soil should be prepared and fertilized with the right fertilizer for roses.

During the session, we discussed the problem of geraniums, which were attacked by a killer butterfly.

Most geraniums suffered from this pest this year and now that a proper cure was found, one may start growing new geraniums which hopefully will not be affected again.

Another topic which we covered was the growing of plants in decorated clear glass containers. The cuttings were put in glass containers of various shapes and sizes, then covered with decorative pebbles and covered with water. They make lovely simple arrangement. The cuttings from various plants are good for these arrangements which should be placed in a sunny side of the room so that they produce roots and grow just like a plant. The water should be changed occasionally.

The second part was reserved for fresh flower arrangements. Participants had hands on experience and a number of arrangements were made with both fresh and natural looking flowers. Some of the arrangements and plants donated by Catherine Muscat were sold to those present. Foliage for the arrangements were freshly cut from Catherine's garden and Helen Galea St. John brought some lovely leaves of Bella Donna too.

Questions were put forward by the participants throughout the whole session which showed interest and enjoyment by those present.

The next session is scheduled for Wednesday 26th November 2008, being the last one before Christmas, the topics will cover the growing of (Gulbiena) for decorative arrangements suitable for the festive season followed by interventions from the participants.

Environment Committee

NCW welcomes the following new members:

Marie Georgette Bajada - Xaghra, Gozo.
Mary Carmen Bellamy - Santa Lucija, Gozo.
Rita Buttigieg - Victoria, Gozo.
Cecilia DeGaetano - Sliema.
Prunall Margaret Evans - Gharb, Gozo.
Roberta Metsola Tedesco Triccas - Swieqi.

Stephania Micallef - Pembroke.
Giulia Micallef Grimaud - Marsascala.
Jacquiline Rose - San Lawrenz, Gozo.
Stephanie Sciberras - Zurrieq.
Lesley Robina Storace - Gharb, Gozo.
Pamela Zerafa - Fontana, Gozo.

Climate Change discussed during the Environment Committee Activity.

Inspired by the Kenyan Proverb “The world was not given to us by our ancestors, it was loaned to us by our children”, **Stephanie Sciberras, an HSBC employee and Climate Champion** gave a presentation on the topical issue of Climate Change during the last Eco Café event.

Stephanie explained that global warming is the observed increase of the earth’s temperature by a few degrees resulting in an increase in the volume of water which contributes to sea-level rise which may be caused by additional heat being trapped by greenhouse gases – or the “greenhouse effect” as we very commonly refer to.

The atmosphere that surrounds the Earth is a combination of different gases: nitrogen, oxygen, water vapour, carbon dioxide and methane, among others. Some of these gases are known as greenhouse gases because they trap the heat we receive from the Sun, just like the glass in a greenhouse (or glasshouse). The heat that cannot escape warms the greenhouse (the Earth’s atmosphere) and so, the Earth’s atmosphere gets hotter. This greenhouse effect is very important to the Earth since without it, the average surface temperature would be 0°F (-18°C), a temperature so low that the Earth would be frozen and could not sustain life.

The problem with the greenhouse effect is due to an excessive level of greenhouse gases, which can stay in the atmosphere for even thousands of years, leading to global warming and a change in the earth’s climate. No matter what we do, global warming is going to have some effect on Earth. Here are the five deadliest effects of global warming as explained by Stephanie during the presentation.

5. Spread of disease As northern countries warm, disease carrying insects migrate north, bringing plague and disease with them. Indeed some scientists believe that in some countries thanks to global warming, malaria has not been fully eradicated.

4. Warmer waters and more hurricanes As the temperature of oceans rises, so will the probability of more frequent and stronger hurricanes. We saw in this in 2004 and 2005.

3. Increased probability and intensity of droughts and heat waves Although some areas of Earth will become wetter due to global warming, other areas will suffer serious droughts and heat waves. Africa will receive the worst of it, with more severe droughts also expected in Europe. Water is already a dangerously rare commodity in Africa, and according to the

Intergovernmental Panel on Climate Change, global warming will exacerbate the conditions and could lead to conflicts and war.

2. Economic consequences Most of the effects of anthropogenic global warming won’t be good. And these effects spell one thing for the countries of the world: economic consequences. Hurricanes cause billions of dollars in damage, diseases cost money to treat and control and conflicts exacerbate all of these.

1. Polar ice caps melting The ice caps melting is a four-pronged danger:

it will raise sea levels.

melting ice caps will throw the global ecosystem out of balance. The ice caps are fresh water, and when they melt they will desalinate the ocean, or in plain English - make it less salty. This will in turn disrupt the ocean currents, which regulate temperatures.

temperature rises and changing landscapes in the arctic circle will endanger several species of animals. Only the most adaptable will survive.

global warming could further accelerate if the ice caps disappear. Ice caps are white, and reflect sunlight, much of which is reflected back into space, further cooling Earth. If the ice caps melt, the only reflector is the ocean. Darker colors absorb sunlight, further warming the Earth.

Climate change represents the single largest environmental, social and economic challenge this century and will impact HSBC’s customers, employees, and shareholders. It is, therefore, a key focus of HSBC’s sustainability strategy.

HSBC aims to ensure that sustainable business principles permeate every level of our business and culture. As a major employer, lender and investor, HSBC is making an important contribution to sustainability, providing financial solutions to environmental and social challenges whilst building a healthy business for the benefit of stakeholders. HSBC does this by managing its own environmental and social impacts and the indirect impacts it has on society, through the lending and investment activities.

HSBC became the first major bank to become carbon neutral in 2005. The Bank continues to maintain its carbon neutrality - meaning its worldwide operations contribute zero net carbon dioxide into the atmosphere.

HSBC’s contribution towards the environment on a global level goes far and wide, both financially and in terms of raising awareness on the best practices to limit environmental damage. This philosophy benefits every

community in which HSBC operates, including Malta.

In May 2007, HSBC announced a five-year, environmental partnership programme involving four world-class environmental charities to tackle the threats of climate change. Through the partnership, HSBC hopes to make a real difference in addressing climate change and improving our sustainability. The **HSBC Climate Partnership's** objectives are:

To help some of the world's largest cities - Hong Kong, London, Mumbai, New York, Shanghai - respond to the challenge of climate change

To create 'climate champions' worldwide who will undertake field research and bring back valuable knowledge and experience to their communities

To conduct the largest ever field experiment on the world's forests to measure carbon and the effects of climate change

To help protect some of the world's major rivers - including the Amazon, Ganges, Thames and Yangtze - from the impacts of climate change, benefiting 450 million people who rely on them.

Stephanie Sciberras, together with over 15 other members of staff from HSBC Bank Malta plc already went on a two-week field experience in Oxford, the UK, to train in good environmental practices, as part of this Climate Partnership programme. During these two weeks HSBC staff benefited from education on the science of climate change as well as hands-on field work. The educational aspect focused on the cultural tendencies and behaviours that contribute to a change in climate and on the planning of practices for the office and home to then be diffused in the community. During the hands-on field work HSBC staff assisted scientists to determine, for example, the effect of global warming on mammals and insects within a forest environment.

Both natural and human systems are vulnerable to climate change because of their limited adaptive capability. This vulnerability varies with geographic location, time, and social, economic and environmental conditions. The harsh reality is that global warming is already changing the world, leading to social and economic consequences. The irony is that poor people and vulnerable species are most prone to the effects of global warming rather than those causing it. Action now

may help avert potential catastrophe; doing nothing is not an option..

Finally Stephanie also gave some tips to help reduce the effect of Climate Change:

Electricity

- Use energy-saving bulbs
- Switch lighting off when not in use
- Do not leave equipment on stand-by mode
- Unplug chargers when not in use
- Keep refrigerator door closed
- Defrost freezer regularly
- Do not put hot items in the refrigerator
- Lower the thermostat temperature of water heater
- Switch off water heater when not needed
- Set a higher temperature on your aircondition

Water

- Close the tap when washing teeth or shaving
- Never wash dishes under running water
- Take a shower instead of a bath
- Washing machine – use economy wash and wash full loads
- Dishwasher – use with a full load or better still – wash by hand!
- Fix leaking taps

Fuel

- Keep car in good working order
- Make sure tyres are always inflated to specifications
- Switch off engine when not driving
- Car share when possible
- Use public transport or bicycles
- Walk... it could be the only exercise of the day!

Waste

- Reduce – paper and plastic bags; print on both sides of a paper; make your own note book from papers used on one side;
- Reuse – cloth bags
- Recycle – separate waste
- Reward – businesses/organizations that are green
- Reject – businesses/organizations that are not green ♡





VISIT US AT HF80, INDUSTRIAL ESTATE, HAL FAR
FOR MORE INFO CONTACT US ON 22242445 OR VISIT
WWW.PLAYMOBILMALTA.COM

Proposals for Kunsilli Lokali 2015

NCW presents its proposals for the Local Council 2015.

NCW is of the opinion that Local Councils are central in the regeneration of the localities, the restoration and development of facilities as they are in an excellent position to implement a participatory and grass root democracy. Local Councils can bring about real improvements in the daily life of residents.

- NCW is aware that collection of fines by Local Councils, is giving them a bad image and are also perceived as 'making money at all costs'.
- A more positive image and more trust would be generated by offering councillors training in community management, listening skills when dealing with constituents, above all communication techniques. Training should be offered to Councillors in a wide range of areas
- They need to provide support and offer their services to the whole community before being given more legal authority.
- Easier links with Local Council websites are necessary. Local Councils can also offer walk-in *Computer Cafes* so that the whole community can have access to internet, e-mails and research of necessary information for personal use.
- There is a need for more involvement of the community in Local Council publications not only to publicise local shops, commercial enterprises etc, in the newsletter/magazine, but also to inform citizens of all the local activities they can participate in. Both website and newsletter should have sections where residents can voice their opinions, make suggestions or query methods of working that can be improved
- Communication between the Council and residents must be drastically improved. The residents need to be

well informed about what's going on and this will increase participation and transparency. The Council newsletter/magazine should be available to all residents so that they can be updated and informed about what is going on in their locality

- NCW also recommend a *Citizens Advice Bureau* that is able to lead citizens to various amenities, advice on their civic rights, help with CV preparation, career advice and courses available in their community or elsewhere, guidance to part time or voluntary work etc.

- Professionals and experts from the community, volunteering to give their time to these issues can be enlisted always after good references have been obtained. This is a good way of encouraging retired people – active aging in action. This can be expanded in so many ways by even having a database of surrogate grandparents who can be of help to single parents!!!

- NCW proposes that Local Councils have a more active role in areas such as community activities bringing better quality of life to all citizens from young families and children to the elderly besides being watchdogs for traffic contraventions, waste disposal etc.

- We recommend activities to promote local historical sites, monuments etc. These can create local part-time jobs, helping the local economy.

- Local Councils can be useful in improving access to lifelong learning, setting up *child minding / child care / elderly care* facilities with the private sector

- Local Councils can build more partnerships with schools and other entities to encourage sports, art, drama, music, traditional crafts, traditional culinary regeneration and many others. They can organise exhibitions, competitions resulting in awards at local level leading to national participation. They can encourage team work as well as

single competitiveness. This is an excellent way of identifying great potential and local talent. Other examples are:

1. Mother and child activities
2. Father and child activities
3. Youth and the elderly activities
4. Intergenerational activities

5. Another aspect of community life which is very important is to have access to consultation meetings with the Mayor and Councillors. Many issues and concerns (beside reform of traffic routes) can be planned and implemented together and the citizens will feel proud and ready to be involved. Ownership of all that is happening will make the implementation smoother and easier.

- For the above, NCW recommends that Local Councils form innovative sub-committees to include activities that involve a wider range of the local population i.e. the whole local community.

- We also feel that Councillors should have a longer term of office to be able to implement their Council plan of action. A longer continuous legislature gives confidence and trust. We recommend that the Local Council elections do not coincide with the General Elections.

- Innovative Initiatives are also needed to attract more individuals as Local Councillors to contribute also in the above recommended sub-committees. Another factor to introduce to the local councils is representation of: Youth, Women and Persons with disabilities.

- The most important factor for all the above is *Finance*. Easier access to EU Funds can make all the above attainable and will be of enormous advantage to residents. Efforts should be made to increase cooperation between councillors of different political beliefs for the benefit of the whole of society in historical, cultural, environmental and social matters.

Panorama Evening



DIARY OF EVENTS

June 2008

- 01-03 WOMNET International Conference "Euromed, a region on the move strengthening gender equality in the Euromed region" in Bonn, Doreen Micallef represented NCW
- 01-5th WOMNET International Conference "Euromed - A Region on the Move: Strengthening Civil Society and Gender Equality in the Euromed Region" Doreen Micallef participated
- 03 Doris Bingley receives the certificate of enrolment according to the Voluntary Organisation Act from the Commissioner for Voluntary Organisations
- 04 The Education Committee met Mr. George Borg Director of Student Services at his office in St. Venera
- 05 EDRC in conjunction with MESA Seminar entitled, "Will Competition Destroy the European Social Model? The effect of the Treaty of Lisbon. " Business Breakfast in preparation of the Pre-Budget Document 2009 Doris Bingley attended.
- 06 Dialogue with NGO's "Bringing the EU closer" by Dr. Simon Busuttil MEP
- 07 Cerimonja ta Tifkira tas Sette Giugno Piazza San Gorg
- 09 The President and the Hon. General Secretary meet George Borg Director of Student Services at his office in St. Venera to discuss further projects
- EDRC Seminar, "The Treaty of Lisbon, Some Human Rights issues.
- 10 -11 International Forum, "Expanding the Role of Women in Cross Cultural Dialogue in Azerbaijan Ruth Falzon attended
- 10 The President and the Hon. General Secretary meet Bishop Mario Grech Bishop of Gozo at the Gozo Curia
- 12 National Day of Russia, Doris Bingley attended
- 13 British High Commission Reception to celebrate the Queen's Birthday Doreen Micallef attended
- 18 Fondazzjoni Temi Zammit and Forum Malta fl-Ewropa 'EU Say....Action' workshop on Flexicurity
- 19 EDRC Seminar, "The Reform Treaty, The End of the Affair"
- 20 The Institute of Forensic Studies, University of Malta "The Findings Seminar of the European project "Date Rape Cases among Young Women:"
- 23 Opening of the Nationalist Party Headquarters
- 24 Social Issues Committee Meeting/ Environment Committee meeting/ Education Committee Meeting
- 25 European Qualification Framework information meeting for NGOs
- The Hon. General Secretary Doris Bingley interviewed on RTK
- 26 The President and the Hon. General Secretary meets Dr. Vella Baldacchino Director of Primary Health.
- 26 The President meets representatives from the PSD Association
- 27 Breakfast Seminar: Launch of the Document 'Valuing all learning Frameworks for the validation of informal and non formal learning in Malta'
- ETC Green Jobs Seminar Doris Bingley and Marie Demicoli attended

July

- 01 MFSA information Seminar at the National Council of Women
- 02 Commencement of NCW English Summer Course at NCW Centre
- 04 Anniversary of the Independence of the USA, Doreen Micallef attended
- 0 MEPA Seminar on "Habits and Species Protection' Management Plans
- For Natura 2000. Doris Bingley and Marie Demicoli attended.
- 07 Doris Bingley elected Vice-President of the Forum of Civil Society Organisations
- Start of computer My Web classes course at NCW CTLC.
- 08 EDRC Seminar, "The future and citizenship in the EU with or without Lisbon"
- Start of My Web classes course at NCW CTLC
- 09 Start of My Web Plus classes at NCW CTLC
- NCW President and Hon General Secretary meet Mario Borg KNZ President and other delegates
- 11 FME and French Embassy Public Dialogue on the "Priorities of the French Presidency"
- GS1 Seminar "The Global Language of Business"
- EU Commission Delegation Visit Malta to discuss the National Reform programme
- Grace Attard and Doris Bingley participated
- 12 Conference Women uniting the Mediterranean organized by Terra Femmina in Paris, Doreen Micallef attended.
- 14 France National Day Reception on Jean De Vienne Frigate, Doreen Micallef attended
- 23 -25 Workshop on "Break Gender Stereotypes, Give Talent a Chance" organized by Women
- In Business. Doris Bingley and Marie Demicoli attended
- 25 NISCO Meeting "Next Generation Networks" Doris Bingley attended

August

- 01 Panorama Hotel Dinner for NCW members
- 04 Business Breakfast "National Reform Programmed Consultation Process" Doris Bingley attended
- 08 Executive Committee meeting
- 12 Niskopru lil-Mara bhala d-don ta Alla, Concelebrated Mass by His Grace the Archbishop
- 25 New Computer Courses at NCW CTLC
- Environment Committee
- 27 Executive Committee Meeting
- 28 Doris Bingley meets Dr Julian Vassallo, Head European Parliament Office, Malta

FORTHCOMING EVENTS

ECO CAFÉ

The National Council of Women is organising the fifth session of the popular ECO CAFÉ

Date: Wednesday 26th November 2008

Venue: NCW Centre

Time: 17.30hrs

Price: 3 Euro for light refreshments

The session will include the following topics: Orthensia and Carissa plants, sowing of bulbs and the decorative Gulbiena in preparation for the Festive Season

Computer Courses starting in January 2009

Computer Awareness is a good basic course. The course is once a week for a duration of 14 weeks. Each session is for three hours once a week, morning 9.00 till 12.00 or evening 5.00 till 8.00. The whole course is for duration of 42 hours. This course is aimed for those that have no knowledge of computers or would like a good basic to further their studies.

ECDL START (modules 2,3,4,7) Managing files and folders Word Excel Internet

ECDL UPGRADE (modules 1,5,6). The computer, Access Database and powerpoint.

Each course consists of 16 sessions. Each lesson is for duration of three hours once a week, morning or evening. Students are encouraged to sit for Exams and we have a good record of success.

Tour of the City of Bormla

Saturday 29th November at 15.00hrs.

NCW is organising a tour of the city of Bormla on Saturday 29th November 2008 meeting at Gavino Gulia Square at 15.00hrs. Mr. Carmel Galea Scannura MA a historian will share with us his vast knowledge of the following sites: The centenary Monument, the war Victims monument, the Collegiate Parish Church dedicated to the Immaculate Conception, Palazzo Paolino Vassallo and St George's Band Club, St. Theresa Church, St. Margaret Monastery, Conservatorio San Giuseppe and St. Margaret Square. At the end of the tour the group will proceed toward Birgu for High Tea. Transport leaves at 14.15 with various pick-up points on first come first served basis.

Christmas Celebrations

Members and friends are invited to NCW Christmas Buffet Dinner at Le Meridien St. Julians Hotel and Spa, on Saturday 6 th December at 20.00hrs. Price 25 Euro which includes welcome drink, buffet dinner, glass of wine or soft drink and water. Come and join the fun, **EARLY BOOKING IS RECOMMENDED!**

For info and booking contact the office. Tel: 21248881 / Fax: 21246982 Email: ncwmalta@camline.net.mt

HSBC 
The world's local bank