



Founded 1964

N-Mara

Newsletter of the National Council of Women - Malta



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.**
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Front Cover Photos

*Celebrating the Festive Season at the
National Council of Women Centre
in Blata l-Bajda*

- The Business Course Participants
- The Spanish Language Course Participants

Office Hours

Monday to Friday: 9.00 - 13.30

Membership Subscription Rates

New individual membership	€14.50
Annual renewal	€12.00
Affiliated Organisations	€20.00
Associated Organisations	€20.00
Life membership	€95.00

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



Founded 1964

Il-Mara

NEWSLETTER OF THE NATIONAL COUNCIL OF WOMEN - MALTA

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EDITORIAL

Dear Colleagues and Friends

We wish all our readers a Happy New Year full of successful achievements. As we prepare for 2019, we reflect what the future might entail and we hope that just like every year we try our best to reach out to the whole of society.

We have seen some shocking things this year, with Hugo's Chetcuti's murder as well as the accident with the tourist double decker bus. One though, must not exclude the great things which happened, Valetta being the European Capital for Culture 2018, CHOGM in London and ICW General Assembly in Indonesia where Doris Bingley was voted as an ICW Vice-President.

An NGO as like ours, never stops working, it changes and has to progress with society. One of our biggest aims is to empower those in need, and this year we saw the end of the course 'Get Started: Start your own Business' which is funded by the Malta Community Chest Fund but it also saw the beginning of the course again, due to its great popularity. This isn't the only way that the council has tried to help in the past year; there are a number of different courses which are available to the public, a number of different conferences have been organised in order to inform the public and make them aware and more knowledgeable on topics such as Blockchain, Role of Women in Today Society, Women in Politics.

All this hard work though starts off from our Annual General meeting, which will be held at the end of the month, on Saturday 26th January at The Victoria Hotel, where I would like to encourage all of you to try your best to attend. Here a number of resolutions will be discussed and those will be the focus for the National Council of Women for the year 2019. These resolutions are forwarded to the Ministries and other organisations which can benefit and help in our common goal.

I would like you to enjoy this first edition of Il-Mara for the year 2019 and hope to see you at our Annual General Meeting.

Tamara Gauci
Editorial Board



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President's Message

Dear Ladies,
A Happy New Year to you and your loved ones!

I am sure that many of you are glad that the Christmas festivities are over, not because we do not enjoy and look forward to them, but we must admit that the pace is fast and preparations in buying and wrapping presents, preparation of food and setting up the Christmas decorations take a long time and let's admit it are as tiresome as they are wonderful. The tradition of the family gathering at the grandparents or parents home is still quite strong in our islands and hopefully it will remain so for the years to come. For some however it is a sad time noticing the empty places of those who were there in previous years. In our family we have a tradition whereby the grace prior to dinner or lunch is said the first born girl of the youngest generation. And now we are in a New Year. As always – we place upon ourselves the burden of several resolutions, some of which perhaps even recycled from previous years! In reality better to be determined to keep the one or two which feel we can attain throughout the year. So Good Luck !

According to the NCW Statute, the Annual General Meeting is to be held on the last Saturday of January. This year this falls on the 26th January and I urge you all to keep this day free to be able to attend. You shall be able to participate in the discussions pertaining to the resolutions that both NCW and the Affiliates have prepared. These resolutions are important as

they highlight issues that require attention by the Government. Each year we hold several meetings with the respective Ministers to discuss the implementation of these issues and set the ball in motion for discussion with the authorities. Along the years many of the resolutions presented have come into effect, consequently bettering the life of several. Issues arise from time to time generally following one's own personal experience after having been exposed due to circumstances in our daily lives. In a constructive way we have a duty to bring these matters to the attention of the government and underline the problems faced and offer a solution. So I encourage you all to come forward and inform us about these experiences.

I would like to personally give thanks to the workers and professionals, especially nurses and doctors, medical staff, the police and others who although may wish to be at home like many of us, enjoying the family, are on duty to care for our loved ones.

Finally dear friends I wish you all a new Year full of Love, Happiness, Health and Prosperity.

Once again I remind you about the up and coming AGM and I look forward to seeing many of you there.

Mary Gaerty

President, National Council of Women



Science, Technology, Engineering and Mathematics (STEM) Award

The Commonwealth Women's Network in partnership with the Commonwealth Association of Science, Technology and Mathematics Educators (CASTME) work towards empowering mothers, carers and those who work with young children to value the importance of their role as "first educator" Doris Bingley NCW Hon. General Secretary as European Head of CWN arranged for the National Council of Women Malta to participate in the CASTME Early Years Science project, which shows that science is in play and everyday life and encourages girls as well as boys to develop their STEM (Science, technology, Engineering, Mathematics) potential. Through the summer of 2017 & 2018 Nadyanne Mangion and Daniela Cassola ran a series of STEM sessions for pre-schoolers and toddlers accompanied by their parents, grandparents and carers. The sessions were a great success and the National Council of Women is proud to announce that it has been awarded the **Findel CASTME Award for this community project.**



Get Started: Start your own Business

A project co-funded by MCCF

I was fortunate enough to be engaged as one of the course trainers in the *Get Started* program, an innovative project organised by the National Council of Women with the strong support of the Malta Community Chest Fund. Its' target is to offer personal development and growth support for women who wish to embark into the business world with an emphasis on social enterprise. It aims to generate and develop business ideas into Start-ups.

I say fortunate because I had the opportunity to meet, for the second intake of the course, a group of enthusiastic women from diverse backgrounds and different nationalities with a strong desire to embark into the business world and even into voluntary social enterprise.

The first intake of participants was launched on the 11th October 2017 and ran to April 2018, with the second intake commencing on 17th September 2018 and running to 6th March 2019. The project offers training in diverse areas conducive towards gaining entrepreneurship skills to enable the development of start-ups or to enhance existing business set-ups mostly run by women.

The success of the project reflected the hard work put in by the National Council of Women in drafting a wide-ranging training programme which was not limited to advancing practical knowledge in entrepreneurship skills but offered modules specifically targeted towards the personal development of the participants. The training programme offered modules and workshops in the areas of assertiveness and self-esteem, teamwork and decision making, creativity in generating ideas for business set-ups, marketing, HR and operational strategies, legal framework and the various type of business set-ups including co-operatives.

As tutor participating in this programme, and as an accountant by profession, I mainly dealt with the financial side of a business set-up, including areas of financial budgets and preparing a feasibility study, business planning and risk assessment, and a portrait of success stories of local start-ups.

The course is highly practical and moves away from a rigid structure of academic formal teaching and seeks ways and means to engage the participants in active inter- action and group discussion. The power-point presentations and other material serve to trigger demanding questions from the participants who are eager to discover the practical application of what they are learning, to discover innovative ways not only to incubate business ideas, but to develop them into start-ups and move forward.

The practical ingredients of what actually is required for a proper business set-up, such as carrying out a feasibility study for your business idea, market research for your business product or service, business plans, budgets and forecasts including cash flow management, risk analysis, handling stocks and other such as registering for VAT, income tax, employment agencies and keeping a proper accounting records are dealt with.

Feed-back from the participants is always very encouraging and positive. I could easily sense that some participants' initial fear of what goes into setting up a business were overcome and were plucking up courage to get the ball rolling on their business idea. Many asked questions which all budding start-up entrepreneurs ask: How will I finance my business? How will I keep the basic records? What do I have to do to register for VAT and Income Tax? How do I engage in paying NI? Will I operate as a self-employed or through a company or co-operative? How will I handle inventory? How will I ensure enough cash-flow? What kind of assistance or schemes are available from Malta Enterprise? How can I make better use of the excellent services offered by Business First?

I was particularly struck by one participant who is interested in setting up a social enterprise to offer practical help to 'lonely' people. Such enterprises, though normally non- profit making, still require all the basics of a medium sized enterprise to sustain operations both from a marketing exercise and from a financial point of view.

Others have diverse business ideas, from a start-up in the catering business to selling home produced crafts or providing care for the elderly or other sectors of society.

There is no secret formula for success. Success can be engineered by following the right process, by moving out of the comfort zone, taking your gut feeling a step forward towards developing a concrete reality, going beyond the self towards providing a good or a service towards the other, especially the weak and vulnerable.

Gordon Vassallo



Social Hub Entrepreneurs Blockchain Technology



SHE (Social Hub Entrepreneurs) was started by Julia Perry (Digital Marketeer and founder of You & Media Marketing) and Sarah (Sass) Woods (founder of Health and Wellness blog Fit Malta Mums) to create a space where women in business are looking to meet other like-minded people who could come together, engage and make valuable connections which would help them in their professional lives.

The first event held was an invite-only gathering at Sanya Malta in May 2017 and since then we organised a further 5 public events held at various venues around the island including The Lily Agius Gallery in Sliema, Active Spirit Gym in Ibragg, Camilleri Paris Mode in Rabat and more recently The Phoenicia Hotel in Valletta when we welcomed our largest ever audience of 200!

We have designed a unique and ordered program for each of our networking events including a panel of four guest speakers discussing topics relating to being a woman in business, raffle prizes which at our last event at The Phoenicia Hotel saw us raise funds for the National Council of Women Learning Centre, refreshments catered for by our venue hosts, a mini market showcasing the work and well-sourced items by selected independent retailers, refreshments, networking opportunities such as having pictures taken for social media, entertainment and goodie bags for each person attending.

At the last event our guest panelists were HR Manager at Alf Mizzi Ltd Mikela Fenech Pace, TV presenter/actress/producer Clare Agius, Interior Designer and founder of the Pippa Toledo Design Studio Pippa Toledo and PA to the General Manager at the Hotel Phoenicia Malta, Pat Vella. This very special and uplifting occasion was photographed by Majda Toumi and filmed by Agnes Gramala with food provided by The Phoenix Restaurant of The Phoenicia hotel, Audio-visuals supplied by Power House Audio-visuals and events and sponsors including Dean Gera Salons, The Body Shop Malta, Medina Healthcare Ltd and Donnafugata Wines.

Julia Perry and Sarah (Sass) Woods



Malta has approved three crucial bills that provide the necessary regulatory framework for the **Blockchain** and **Cryptocurrency** market.

The three laws were namely the Innovative Technological Arrangement and Services Act, Malta Digital Innovation Authority Act, and Virtual Financial Asset Act.

This was a giant step taken by the government towards turning the country into a major **Blockchain** and related technologies hub.

The Bills also outline the various branches of the government set to work in tandem, with Bill 45, for example, which tasks the Malta Digital Innovation Authority (MDIA) with the promotion and development of the **Blockchain** and crypto industry in the country.

The Malta Digital Innovation Authority (MDIA) agency will provide regulatory guidelines on Initial Coin Offerings (ICOs), educate the wider public, safeguard the reputation of the nation as a major blockchain hub, as well as protect investors. For this reason the National Council of Women invited Mr Steve Tendon, who is a prominent Blockchain Strategist and Advisor, he also founded and was the first Chairman of the Blockchain Malta Association, to give a talk about Blockchain and distributed ledger technologies on Tuesday 4th December 2018. The talk was very well attended and participants were eager to learn about this new technology. NCW would like to thank Mr. Steve Tendon for his very interesting and enlightening lecture.



Women Mean Business: 3rd Edition

Tuesday 6th November 2018 – Dolmen Hotel, Qawra

As part of the European SME Week, Malta participated in this EU initiative between the 1st October and the 15th November 2018, through various events. The 6th November 2018 was dedicated to Female Entrepreneurship through a Conference entitled **Women mean Business** for the third year in succession, organised by the Policy Development & Programme Implementation Directorate, Ministry for the Economy, Investment and Small Business.

Hon. Minister Cardona, Minister for the Economy, Investment and Small Business highlighted the importance of such a conference to provide opportunities for female entrepreneurship. Referring to statistics over the last six years, he stated that although the rate of participation has increased, more needs to be done to increase the rates and the different range of enterprises for women of at all ages in a fast changing environment

Ms Angele Giuliano, moderator, explained the importance of raising awareness of female entrepreneurship. She stated that such an event is an opportunity to share ideas and practices that will encourage women to start their own business and to build the necessary skills to turn their dream into a long-term reality. Four organizations FEW, MAWB, BPW and NCW were invited to present a short introduction describing the initiatives of their respective organizations.

This was followed by a *motivation speech* (keynote speech) delivered by Ms Catherine Galea during which she spoke about a number of key personal elements as the basis for women who are in business or who are aiming to start a business, including being proud of yourself, inspiration, developing a business with passion among others.

Four female entrepreneurs were identified to contribute through a panel discussion:

1. Dr Joanna Delia – People & Skin
2. Ms Davinia Mallia Pulè – Ngage Marketing – PR – Events
3. Ms Janice Balzan – Totally Natural
4. Ms Yasmin De Giorgio – Sanya EcoSpa

Each entrepreneur shared her experiences, talking about the different challenges faced and how each addressed them both from a personal viewpoint and at the same time working towards developing their enterprise from one phase to another with passion and courage, not least in dealing with the financial aspect. Participants took part in a lively discussion asking questions and giving their views on various aspects



The participants were then invited to join one of three breakout sessions:

Breakout Session 1: Personal Empowerment Programme

Session facilitated by Ms. Stephanie Falzon and Ms. Mariella Camilleri from Business and Professional Women, Malta Rapporteur: Ms. Grace Attard – National Council of Women.

Ms Stephanie Falzon BPW President introduced the session explaining the aims and objectives of The Personal Empowerment Programme which is made up of 19 Modules. The session provided information on two of these modules: **Public Speaking** and **Negotiating** with interventions from the audience throughout the session

With regards to **Public Speaking**, the following areas were explored and discussed:

Communicating in different situations – whether addressing an audience, with employer, sitting for an interview, a one-to-one discussion and using the media and including also a list of Dos and Don'ts. Communicate in an interesting and effective manner and being passionate in what you believe and say.

Understanding Negotiating

BPW First Vice-President Ms Mariella Camilleri spoke about the importance of developing skills including being reality oriented with whom you are meeting ; giving information about yourself in relation to the situation ; speaking about what experience you are offering and what more you are offering; speaking about family life gives women opportunities to improve and make use of several useful skills.

How to recognize one's skills and qualities

She also spoke about the importance of recognizing your skills and qualities; experience; learning with time; not being afraid to grab an opportunity – confidence; concentrating on the message; analysing your role in that particular situation and evaluating the process

Breakout Session 2: Soft Skills for Entrepreneurs

Session facilitated by Ms. Angele Giuliano – Foundation for Women Entrepreneurs Rapporteur: Ms. Yanika Cachia – Ministry for the Economy, Investment and Small Businesses

The discussion focused on soft skills which tend to be ignored in favour of hard skills alone. Soft skills are just as important in life. The group represented women from different



sectors including Marketing teachers as well as Personal Social Development teachers; SME organisations representatives; family business entrepreneurs namely from the tourism sector, accounting, freelance bloggers, arts, retail, human resources, as well as social media; voluntary organisation workers in terms of marketing and PR; marketing students, among others. Some of those present already knew what they wanted to do whereas others were more indecisive.

Soft skills tend to be within us, innate. Unfortunately, the tendency in formal education is to push such skills down and focus on hard skills. However, over the years their importance has increased. Soft skills may be improved and further developed.

Through a number of practical exercises, Ms Giuliano encouraged the group members to experience the following:

Emotional Intelligence: How empathic are you? How good are you at socializing? Such innate skills must be used in the world of business.

Self-Assessment: Exercise: choosing soft skills which would be most useful to have in a possible/existing business. Skills mentioned: Communication, making decisions, self-motivation, leadership skills, team work, creativity and problem solving skills, time management i.e. working under pressure, assertiveness, empathy, and self-confidence.

Communication: Non-verbal: Body language (posture, eye contact depending on the culture hence we must learn about other cultures, facial expressions, gestures); tone of voice; dress-code and closeness among others

Breakout Session 3: Getting Started

Session facilitated by Ms. Charlotte Gregory – Malta Association of Women in Business, Rapporteur: Ms. Martina Farrugia.

The two main questions that were addressed during the workshop were: 1. What makes an entrepreneur? 2. What do we need to be successful?

1. **What makes an entrepreneur:** The word entrepreneur has a unique meaning to each individual and in this case to each



group, since they were made up of intergenerational individuals. There is no one word which encapsulates the true meaning of what makes an entrepreneur, because there are many words which for the meaning. Just to name a few, a person needs to be self-confident, have knowledge of the field, must be a calculated risk-taker, determined, creative and a good communicator. Four key words to also to keep in mind are: commitment to evolving your idea; passion for your vision; discipline to continue pushing oneself to achieve your vision and being able to adapt your vision to make it better for yourself and for your business.

2. **What we need to be successful:** An idea can only be achieved if you envision it to be successful. A structure of your idea and a passion to implement it, are key to this success. However, one needs to be ethical, create a business plan and above all one needs a lot luck to achieve success for this idea. Five key words to achieving the desired success of the vision are having the right skills, adaptability, a strong support network, to allow oneself to learn and grow and finally, which is probably the most important of all is to believe in your business and in yourself. As women, we believe that we aren't worthy of much because of the way society has projected its vision of women and of course of women in business. It is important to know your worth.

*Grace Attard
NCW Vice-President*

MUT National Conference

The Malta Union of Teachers began celebrating its 99th Anniversary Celebrations on the 20th November 2018, with a National Conference entitled: **The Role of International Studies in Providing a True Picture of Maltese Students' Attainments**. A study about how Maltese students are faring in the International Exams that both State and Non-State schools regularly participate in. Namely **TIMMS** (Trends in International Mathematics and Science Study) that began in 1995 for 10 year old students and has 5 year cycles. **PISA** (Programme for International Student Assessment) that began in 2000 and is geared for Form 5 students and **PIRLS** (Progress in International Reading and Literacy Study) again geared for ten year olds. The research for the MUT Conference was carried out by Dr Vincent Marmara'. From the research it was basically evident that in Malta not much importance is being given to all three of the examinations from educational stake holders.

The Conference was attended and addressed by the Minister of Education, the Right Honourable Mr Evarist Bartolo. Other Ministry of Education and Employment (MEDE) officials together with representatives from the other Education sectors participated during the discussion workshops. In his speech during the Conference MUT President Marco Bonnici (and later issued as a press release) stated that the MUT "has since its inception been very much conscious of its moral obligations to strike a balance between its members' rights and their responsibilities. This explains why the MUT took up a dual role from the start, namely that of a trade union and a professional organisation. Its trade-unionistic role is the one which makes the headlines regularly and therefore needs no introduction, but the professional aspect needs to be emphasised more. This research, together with many others before it, have been paramount for educators especially since national scientific studies about local aspects and issues are few and far between."

"This research on international studies is one such study by the MUT. At a glance, Malta does not seem to be faring too well in such studies however the reasons are many and can be reduced to a lack of national awareness about what these studies entail together with minimal general preparation for them. This contrasts with other countries, where they treat such tests as very important and are main events in their national calendar. Apart from this, the MUT stresses the point that a change in mentality is sorely needed to focus less on the vast content being taught and instead start to focus more on general problem-solving skills. Only in this way students will perform better when asked questions which were not directly related to syllabi content. The MUT has now issued a set of recommendations based on the research conclusions and looks forward for all stakeholders to work together to better our students' educational attainment."

*Christine Gauci
Malta Union of Teachers Representative*

Christmas Celebrations





ions at NCW Centre



Draft Declaration adopted during the International Expert-Conference on the Human Rights of Older Persons (Ichrop 2018) *12th & 13th November 2018 – Vienna, Austria*

The participants gathered at the International Expert-Conference on the Human Rights of Older Persons from 12 to 13 November 2018 in Vienna, Austria, which was organized by the Federal Ministry of Labour, Social Affairs, Health and Consumer Protection of the Republic of Austria with the objective to exchange experiences about the new challenges and opportunities regarding the human rights of older persons, including their right to education and lifelong learning, related to technological developments such as digitalization, robotics, automation and artificial intelligence,

Participants adopted the following Declaration:

Welcome the decision of the UN General Assembly (resolution 65/182 of 21 December 2010) which established the Open-ended Working Group on Ageing (OEWSGA) and the subsequent decisions of the United Nations legislative and consultative bodies aimed at strengthening the protection of the human rights of older persons.

Take note of the outcomes of the United Nations conferences and summits and of the international conferences held on 11 -12 April 2016 in Brdo pri Kranju, Slovenia, and on 3-4 October 2017 in Santiago, Chile, as they pertain to the promotion and protection of the human rights of older persons.

Acknowledge the work done by the OEWSGA on identifying gaps in the protection of the human rights of older persons and ways to address such gaps, and welcome the increasing participation by Member States, civil society, National Human Rights Institutions, UN agencies, older persons and experts in the work of OEWSGA.

Further welcome the methodology adopted by the OEWSGA in its last two sessions for gathering substantive and normative inputs on selected focus areas in order to contribute to the selection of steps for addressing the identified problems, potentially including recommendations for new standard setting on the protection of the human rights of older persons.

Support the mandate of the UN Independent Expert on the Enjoyment of all Human Rights by Older Persons, which was extended by the UN Human Rights Council in 2016. Take note with appreciation of the reports of the Independent Expert on

assessing the state of protection of human rights of older persons across the world, in particular her report on the impact of assistive and robotics technology, artificial intelligence and automation on the human rights of older persons, which identifies remaining challenges and protection gaps and makes recommendations for ensuring that older persons are able to enjoy their human rights on an equal basis with others.

Signatories are encouraged by the increasing interest of the international community in the promotion and protection of the human rights of older persons in the world, and that the international discourse on ageing has widened to further integrate social, development and human rights perspectives.

The participants take note of the increasing calls to strengthen the protection of the human rights of older persons without further delay, and recognize that the full enjoyment of their human rights by older persons is a prerequisite for a society for all ages.

Emphasize that all older persons have the right to enjoy the benefits of developments in technologies, such as digitalization, robotics, automation and artificial intelligence, and the right to education and lifelong learning on an equal basis with others.

Realize that older persons continue to face challenges in enjoying their human rights in several areas of their lives, including related to the use of technologies, where they may be subject to technological restraints, denied their right to privacy, autonomy and data protection, and experience new forms of isolation and segregation. They also realize that older persons may face ageism and age discrimination and be denied access to services in the area of education and lifelong learning; and recognize the need to take action to ensure the full enjoyment of their rights and equal opportunities to participate fully in society, develop their full potential and contribute to their communities.

Bear in mind that technologies have the potential to transform the way support is provided to older people, maintain or strengthen their capabilities, enable them to live autonomous, independent and dignified lives, improve their emotional wellbeing and increase opportunities for education and lifelong learning and participation in society on an equal basis with others.

However, they also recognize that older persons are not always able to fully benefit from technologies owing to, inter alia, unavailability, including as a result of inequalities in access between and within countries and different population groups, high costs, restrictive eligibility criteria, lack of integration within existing systems of support, lack of accessibility, inadequate information about services and limited awareness and skills necessary to benefit from technological solutions.

Believe that the use of technologies, including in the field of education and lifelong learning, must be geared towards enabling older persons to live autonomous and independent lives, fulfil their aspirations, build their skills and capacities, develop their full human potential and sense of dignity and self-worth and participate fully in society, and must not deprive older persons of their liberty, exclude them from decision-making, or stigmatize and objectify them.

Fostering the enjoyment of all human rights by older persons on an equal basis with others, the participants:



Agree to forward the outcomes of this conference to the OEWGA to inform the discussions at its 10th session, which is expected to focus on social protection, education and lifelong learning.

Stress that a human rights-based and participatory approach needs to be embedded in the research, design and implementation of technologies, paying due attention to older persons at risk of exclusion or marginalization, including those with high support needs, on low incomes and with disabilities, among others.

Further stress that older persons must be involved in the design, provision and monitoring of the use of technologies, including with regard to appropriateness in relation to their needs and preferences, and give their prior and on-going informed consent for the introduction, use and withdrawal of technologies, including those that prolong life, and be able to opt in or out of their use at any time.

Emphasize that the providers of technologies and related software, including social media companies, must take responsibility for the privacy and protection of data and for the safeguarding of older users against any misuse, abuse or harm, and that older persons must have access to information about, and give their informed consent to, how their personal data will be used.

Emphasize also that measures must be taken to ensure that all older persons have access to, and are involved in the development

of appropriate, acceptable and affordable education and lifelong learning opportunities that fit their needs, preferences, skills, motivations, and diverse identities, including but not limited to training in new technologies, so they can develop their full human potential, personality, creativity, talents and sense of dignity and self-worth.

Stress that steps must be taken to eliminate the barriers that older persons face in accessing educational skills and capacity building goods and services, and informal, recreational and community-based education and lifelong learning programs.

Invite all stakeholders, including, inter alia, Member States, National Human Rights Institutions, UN agencies, international organizations, civil society, older persons and experts, to strengthen the dialogue on the protection of the human rights of older persons at regional and national level during the OEWGA inter-sessional period in order to share experiences, intensify collaboration and identify substantive and normative elements that need to be better addressed by the international community to allow older persons to fully enjoy their human rights.

Stand together in reaffirming our commitment to ensure the involvement of civil society and in particular of older persons themselves in discussions and decisions about their human rights at all levels.

Extracts from the Manifesto for European Parliament Elections 2019 issued by AGE Platform Europe

AGE Platform Europe has issued a Manifesto for European Parliament Elections 2019 entitled “**Achieving equal rights and dignity for older persons**”. Some of AGE Key recommendations to candidate MEPs are to ensure that elimination of age discrimination will become an identified EU priority on equal foot to all other grounds of discrimination in EU treaties, and to take action to:

- Enhance older persons’ rights through combating ageism and age-discrimination
- Ensure a life-course perspective on work and create inclusive labour markets
- Ensure adequate pension and old-age income for both women and men
- Protect the right to live and age in dignity through adequate person-centred health and long term care accessible to all
- Ensure healthy lives and promote well-being for all ages
- Enable universal access to goods and services in today’s digitalised society including for older persons
- Empower older citizens to fully participate in the social and democratic life

Sustainable Development Goals relevant to older people

- Goal 1 No poverty
- Goal 2 Zero hunger
- Goal 3 Good health and well-being
- Goal 4 Quality education
- Goal 5 Gender equality
- Goal 6 Clean water and sanitation
- Goal 7 Affordable and clean energy
- Goal 8 Decent work and economic growth
- Goal 9 Industry, innovation and infrastructure
- Goal 10 Reduce inequalities
- Goal 11 Sustainable cities and communities
- Goal 12 Responsible consumption and production
- Goal 13 Climate action
- Goal 16 Peace, justice and strong institutions
- Goal 17 Partnership for the goals

European Pillar of Social Rights and its principles relative for older people

1. Education, training and life-long learning
2. Gender equality
3. Equal opportunities
4. Active support to employment
5. Secure and adaptable employment
6. Information about employment conditions and protection
7. Work-life balance
8. Healthy, safe and well-adapted work environment and data protection
9. Social protection
10. Unemployment benefits
11. Minimum income
12. Old age income and pensions
13. Health care
14. Inclusion of people with disabilities
15. Long-term care
16. Housing and assistance for the homeless
17. Access to essential services

Malta Council for the Voluntary Sector celebrates the 10th Anniversary

The annual National Conference on Volunteering was organised by the Malta Council for the Voluntary Sector between the **30th November and the 1st December 2018** at the Corinthia Hotel St George's Bay. The theme of this year's conference was **"10 Years Supporting VOs"**.

Doris Bingley NCW General Secretary and Council Member together with Marie Demicoli NCW Office Secretary represented the National Council of Women.



The participants were welcomed by Dr Noel Camilleri Chairperson of the Malta Council for the Voluntary Sector followed by Mr. Ryan Borg, Head of Secretariat within the Ministry for Education & Employment and Mr. Robert Farrugia, Council Member of the Malta Council for the Voluntary Sector and also Chair of the Events and Activities Sub-Committee. During the plenary session a short video was shown on the VO Act Amendments. Dr. Noel Camilleri, Chairperson of the Malta Council for the Voluntary Sector delivered the keynote speech of the plenary session followed by a panel discussion moderated by Mr. Mauro Pace Parascandolo. The guests on the panel were Dr. Noel Camilleri, Dr. Anthony Abela Medici (Commissioner for VOs), Dr. Maria Criminale (Senior Legal Officer in the Ministry for Education & Employment) and Mr. Ryan Borg (Head of Secretariat in the Ministry for Education & Employment).

- **On Saturday 1st December 2018**, during the conference there were a number of workshops led by a panel discussions.
- **"National Strategy on Volunteering"** with Mr. Nathan Farrugia (President, INSPIRE), Dr. Sue Vella (Lecture, UoM), Mr. Robert Farrugia (MCVS Council Member) and Prof. Carmel Borg (Lecture, UOM) as guests on the panel,
- **"Good Practices by NGOs"** with Ms. Claudia Taylor-East (CEO, SOS Malta), Mr. Maurice Sleyphen (President, Dr. Klown), Ms. Katherine Azzopardi (Director, Centru Tbexbix) and Mr. Saviour Grima as guests on the panel
- **"The Voluntary Sector – Moving forward through young volunteers"** with Ms. Miriam Teuma (CEO, Aгенzija Zghazagh), Mr. Gilmour Borg (SIGA Ambassador for Special Olympics Athletes) and Mr. Jorge Grech (Active Member, Banda San Mikiel Zabbar) as guests on the panel
- **"Celebrating 10 years of Voluntary Organisations"** with guests on the panel: Dr. Ugo Mifsud Bonnici (H.E President Emeritus), Fr. Alexander Cauchi (Gesu fil-Proxxmu) and Mr. Robert Farrugia (MCVS Council Member and Chair of the Events and Activities Sub-Committee) and moderated by Mr. Damian Attard (MCVS Council Member).

The National Council of Women would like to congratulate the Council for the Voluntary Sector for their very valid contribution to society during these last ten years.

The National Volunteer Awards

5th December 2018

The National Volunteer Awards was organised for the seventh consecutive time by the Malta Council for the Voluntary Sector. This year the Awards was held under the patronage of H.E. the President Marie Louise Coleiro Preca and in the presence of the Hon. Dr. Clifton Grima, Parliamentary Secretary for Youth, Sport and Voluntary Organisations.

The National Volunteer Award is aimed to award individual volunteer who has contributed in any field, such as social, humanitarian, health, ecological, cultural, education, sports, etc. The voluntary work must have had a positive contribution towards a particular field and should ideally have served as an inspiration to others. This year's National Volunteer Award went to **Ms. Marjoe Abela from the Malta Girl Guides**.



The Volunteer Organisation Award which is awarded to a Voluntary Organisation who has been outstanding in the sector in which it operates, being both innovative in its approach and services within the community as well as in its way of recruiting and supporting volunteers, was awarded to Dr. Klown.

The Youth Volunteer Award which is awarded to a Volunteer between the age of 16 and 30 years and is aimed to promote volunteering amongst young people was awarded to Mr. Kyle Mifsud, a volunteer with the Malta Red Cross.

For the first time the Malta Council for the Voluntary Sector decided to present a **Special Award for voluntary work** undertaken by an individual within the community. This award was given to **Mr. George Agius, also known to many as Gorg tal-Muzew or Gorg l-Ghannej tal-Mulej**, who has dedicated his life to care for the less fortunate by visiting and supporting individuals both in hospitals and in prison.

Malta Republic Day Honours

The National Council of Women would like to congratulate

DR JOAN ABELA

The National Order of Merit as Honorary Member



For more than 14 years, Dr Abela was actively engaged as a volunteer, and spearheaded the rehabilitation process at the Notarial Archives by establishing the Notarial Archives Foundation. Over the years, she managed to create more awareness of Malta's invaluable paper heritage, and worked tirelessly to attract funding from the private sector in order to kick-start the professional conservation of historical manuscripts, especially through a scheme called 'Adopt a Notary'.

Dr Abela's vision for the Notarial Archives is to preserve them and make them accessible, as well as to set up an international centre of excellence in conservation and scientific research. Through her efforts, students have been sponsored by Government to follow specialised courses in book and paper conservation, and she has also managed to set up various innovative multi-disciplinary research projects which saw the collaboration of the Office of the Chief Notary to Government and the University of Malta.

MS JOSEPHINE MAHONEY

Midalja għall-Qadi tar-Repubblika



Ms Mahoney is a renowned Maltese actress who, for more than 70 years, took part in various radio, stage, and television productions. She started her career in drama on Rediffusion in 1947, and in 1949, she began acting on stage with the Sliema Dramatic Company. Amongst her early performances there are Anastasia, Id-Dar tas-Soru, Meta morna sal-Mellieha, and Bizzilla u Velenu.

Ms Mahoney also wrote an autobiographical book, Oh Żmien Helu, where she portrayed in detail the theatrical scene, the elegant and rich costumes and also the different types of acting and the terminology used at that time. Her numerous performance choices reflect the most popular elements in the Maltese cultural scene. In fact, this is visible throughout her acting career on Rediffusion, radio, and soap operas on television.

NCW Gozo Outing – a regular event

This year, as in previous years, the National Council of Women organised a Gozo outing for its members and friends, which was held on Saturday 10th November 2018. The event included a visit to the Interpretation Centre, the Gozo Cathedral and other places of interest within the Citadel fortifications.

The group had the opportunity to visit the Gozo Citadel, where Mr Stephen Cini, Manager of the Citadel Administration Office, Gozo Ministry gave a thorough overview of the restoration works. Mr Cini explained how works on site began in May 2014 where the architect Martin Xuereb set about applying the approved plan.

We were then directed towards the main square, where we could notice that the gradient of this square was reduced substantially to make the main square more practical for locals, who may want to host cultural activities. The large archway as the Citadel entrance was only being used on special occasion or for deliveries. Visitors were encouraged to use the original entrance which gave an added attraction as one gets a glimpse of what is inside rather than seeing the main square with the cathedral at once.

Mr Cini went on to tell us that the work involved many challenges as it was important to respect the old historical constructions while making way for the new. In the case of structural elements, fair-faced concrete was selected so that a slender version of what our fore-fathers would have been able to use was achieved. The aim of the restoration works was to use local materials and the existing stone that was in good condition were cleaned up and restored while other soft stone blocks that had eroded were replaced by local hard stone.

Towards the end, we were led towards the reservoirs which were originally built by the British in the ditch below the main entrance. The reservoirs were identified as a suitable location for an Interpretation and Visitors' Centre. Construction and completion of this site were slowed down by the many and frequent archaeological findings, which resulted in the re-design of most of the new elements of the structure.

Discoveries included Bronze Age silos – these silos confirmed the use of habitation around 1.200BC. The visit came to an end with an eight minute video in an area which was converted into a surround theatre. All the members of our group were so elated and enjoyed feeling part and also proud of the salient moments of the millenarian history of the Cittadella.

Due to the inclement weather we could not proceed with our itinerary so we finished at Marsalforn for a warm and cosy lunch and after got the ferryboat back to Malta.

Marie Demicoli

Environment Committee Coordinator



Gender Equality in European Labour Markets

This European Economic and Social Committee (EESC) opinion has been drafted in response to a request from the European Parliament for an exploratory opinion on “Gender equality in European labour markets”. At the request of the Parliament, this opinion considers the impact of the measures outlined in the Commission’s Recommendation on *strengthening the principle of equal pay between men and women through transparency*¹ and the need for further action to tackle the gender pay gap.

Conclusions and recommendations

In order to improve gender equality in labour markets, the EESC considers it necessary to draw up an **integrated and ambitious European strategy** to tackle systemic and structural obstacles and lead to adequate policies, measures and EU funding programmes for improving equality between women and men, thus fostering “more equal economic independence of women and men”². This would also contribute to the implementation of the **European Pillar of Social Rights**.

This opinion reiterates the need to **further tackle some well-identified challenges**, such as the gender pay gap and work-life balance, and on which the EESC has already issued opinions.³

The EESC believes that further efforts are required to address the persistent gender pay gap. It fully supports the objectives of the Equal Pay International Coalition⁴ to work towards closing the gender pay gap by 2030. It regrets the low rate of implementation of the European Commission’s 2014 Pay Transparency Recommendation, and urges Member States and the EU to take the appropriate measures to step up implementation.

The EESC recalls that pay transparency has an important part to play in combating the gender pay gap.⁵ It recommends gender neutral pay systems as a means to foster an unbiased approach to remuneration and recruitment.

The EESC agrees with the need to enhance measures to reduce horizontal gender segregation in education, training and the labour market.⁶ Awareness raising campaigns and other measures should be carried out in order to tackle gender stereotypes and segregation in education, training and career choices, making full use of new technologies. Improved pay and working conditions in female dominated sectors could encourage more men to enter these occupations.

More efforts should be dedicated to the labour-market integration and empowerment of women belonging to vulnerable groups, taking into account an intersectional approach.

The EESC appreciates the efforts deployed by the Commission for closer monitoring of childcare and long-term care as part of the European Semester. This should remain a priority in the medium and longer term. The EESC is in favour of initiating a renewed reflection with Member States on the 2002 Barcelona targets on childcare, with a view to making the targets more ambitious and to extending the approach to care of other dependants.

The EESC calls on the Parliament and Council to introduce **new and adequate indicators** in the future European Structural Funds, to better monitor the EU financial contribution to the various care services and to gender equality.

The EESC welcomes the ESF+ proposal within the Multiannual Financial Framework for 2021-2027, which aims to support equality between men and women and to promote women’s participation in the labour market through measures to improve work-life balance and access to childcare and other care services. It asks the Parliament and the Council to further support such measures.

The EESC also welcomes the InvestEU programme for 2021-2027, which supports investments in social infrastructure. The EESC calls on the Parliament and the Council to strongly support this new opportunity to trigger the necessary investments in childcare (as well as after school care).

Female entrepreneurship is lagging behind and needs to be fostered to exploit the enormous potential of the digital economy and technological innovation. Access to finance has to be improved and transition between job statuses facilitated.

¹ 2014/124/EU.

² Report on equality between women and men in the EU, European Commission 2018.

³ EESC opinions on “Work-life balance for parents and carers” (OJ C 129, 11.4.2018, p. 44) and on “Tackling the Gender Pay Gap” (OJ C 262, 25.7.2018, p. 101).

⁴ <https://www.ilo.org/global/topics/equality-and-discrimination/epic/lang-en/index.htm>.

⁵ EESC opinion on “Work-life balance for parents and carers”.

⁶ In line with the Council Conclusions of 7 December 2017 on Enhanced measures to reduce horizontal gender segregation in education and employment. <http://www.consilium.europa.eu/media/31957/07-08-epsco-provisional-agenda.pdf>.

European Economic and Social Committee

Civil Society Prize 2018 – December 2018

Theme of the 2018 prize: “Identities, European Values and Cultural Heritage in Europe”

5 organisations are awarded the 2018 EESC Civil Society Prize

The EESC is pleased to announce the five winners of the 10th edition of the Civil Society Prize, which rewards initiatives aimed at raising awareness of the multiple layers and richness of European identities, exploiting the full potential of Europe’s cultural wealth, facilitating access to European cultural heritage and promoting European values.

An evaluation panel composed of ten experts chose the winners among the 150 applications received from 27 Member States. The work of the panel was very challenging and rewarding, considering the high level and quality of the applications.

The five winners, who share a prize of 50,000 EUR, are (in alphabetical order)

- **Balkans Beyond Borders short film festival** (Greece), which uses art as an empowering force for overcoming differences embedded in the Balkan region’s history.
- **Eco-Museum by the social cooperative Aria Nuova** (Italy), an initiative which helps mental health patients from residential units to gain new insights into art and culture, thus asserting the universal right to culture.
- **Safe Passage** (UK), which opens up safe and legal routes for refugee children to places where they can start a new life and builds public support for child refugees.
- **SWANS initiative** (Germany), which organises career and leadership seminars for top female university students from immigrant families and for women of colour, thus contributing to empowering this group of women who are often discriminated against.
- **Tastes of Danube – Bread Connects** (Germany), a project which uses the topic of bread as intangible cultural heritage that unites European people in their diversity.

The prize awards ceremony took place on 13 December 2018 during the EESC plenary session.

DIARY OF EVENTS

October

- 3rd The European Pillar of Social Rights: What Implication for Malta Business Breakfast Mary Gaerty and Doris Bingley attended
- 4th General Workers Union 75th Extraordinary Congress The Future is now Mary Gaerty attended
- 4th NCPE Putting the Council of Europe Gender Equality Strategy 2018-2023 into action Doris Bingley, Grace Attard and Marie Demicoli attended
- 7th Presentation of Certificates to participants of the Food Handling Course
- 9th Citizens Consultation "The future of Migration" Grace Attard attended
- 9th National Policy on Volunteering Doris Bingley, Grace Attard and Mary Gaerty attended
- 12th SMART Women Project Closure Event Mary Gaerty and Marie Demicoli attended
- 15th Europa Donna Hilda Schembri Memorial Lecture Mary Gaerty attended
- 16th 3rd National Wellbeing conference Food Rights, Privilege and security Perceptions vs Reality
- 16th Event honouring the memory and legacy of Daphne Caruana Galizia Grace Attard attended
- 18th Employment and Dyslexia Biannual Conference
- 23rd EPALE Awards Ceremony Mary Gaerty, Doris Bingley and Marie Demicoli attended
- 24th MCVS information session on Beneficiary Owner; How will they affect VOs Doris Bingley and Grace Attard attended
- 25th Nisa Qalbisti San Sabastjan Diskussjoni dwar il-marda tal-kancer tas-sider Mary Gaerty attended
- 25th Hon General Secretary Doris Bingley interviewed on the MEUSAC NEW STRATEGY
- 26th Opening of the Human Rights and Integration Directorate premises
- 29th Reception to celebrate the 95th Anniversary of the Republic of Turkey Doris Bingley attended
- 30th EmPower meeting at San Anton Palace Doris Bingley attended

November

- 2nd Citizens' Consultation The Future of Migration, Grace Attard attended
- 2nd American Concert at Robert Sammut Hall Doris Bingley, Therese Cassola, Gertrude Abela and Marie Demicoli attended
- 6th "Women mean Business" Business Breakfast Mary Gaerty, Doris Bingley and Grace Attard attended
- 9th Ghid Tieghek dwar l-Ewropa Consultation with the Hon. Prime Minister Doris Bingley, Grace Attard and Marie Demicoli attended

- 10th Vodafone Malta Foundation Workshop
- 10th NCW Gozo Outing for Members and friends
- 12th Consultative Council on Women's Rights meeting Mary Gaerty and Doris Bingley attended
- 12th Pfws seminar on Gender Pay Gap Grace Attard attended
- 13th Executive and Central Committee Meeting
- 16th The Guardian of Future Generations Seminar
- 19th Women Directors in Malta "Are Directors ready for Blockchain? If not what is required. Mary Gaerty attended
- 20th Malta Union of Teachers Seminar
- 20th Consultative Council on Women's Rights meeting with the Hon Helena Dalli
- 20th Information Meeting on the New VO Act Amendments Therese Cassola and Grace Attard attended
- 22nd Ministry for the Family, Children's Rights and Social Solidarity launch of the Results on Retirement and Financial capability in Malta Doris Bingley attended
- 23rd Europe for Citizens Prog. Closing Conference
- 23rd Full Cooperation: Zero Violence Final Conference
- 23rd Monitoring Committee Doris Bingley attended
- 30th VO Council Conference on Volunteering Doris Bingley and Marie Demicoli attended

December

- 1st VO Council Conference on Volunteering Doris Bingley and Marie Demicoli attended
- 4th SHE Malta and Pippo Foundation presentation of Donation to NCW Malta
- 4th Talk on Blockchain organised by NCW Malta
- 5th MCVS Awards at the Palace Valletta, Doris Bingley attended
- 6th Hospice Fund Raising Activity at Villa Arrigo, Doris Bingley and Marie Demicoli attended
- 6th Reception at the German Embassy
- 6th Christmas Celebrations at NCW Centre for members and guests
- 11th Drinks at the Office of the Prime Minister for Christmas Doris Bingley attended
- President's Foundation EmPowerment Meeting, Grace Attard attended
- 17th Meeting with the Co-chair on the steering committee working on Prostitution
- 21st New Year 2019 Celebrations at the Chinese Embassy, Therese Cassola and Marie Demicoli attended
- 25th Christmas Day

Request for Membership Renewal 2019

We would like to remind our members to pay their yearly membership fee, if possible before the end of January, and thus be eligible to vote at the AGM. Ordinary membership: €12 Affiliated membership: €20 Life Membership: €95

Payment can be done by cash, cheque (addressed to The Treasurer, NCW) or via NCW's bank account mentioned below:

Bank Details: APS Bank Ltd, APS Centre, Tower Street,
B'Kara BKR4012

IBAN: MT98APSB77046002866912866930013

BIC/SWIFT Code: APSBMTMT

NCW Details: National Council of Women,
Pope Pius XII Flats No 3,
Mountbatten Street, Blata l-Bajda HMR 1579

Payment Ref: (Your name/Affiliated Organisation)
Fee 2019

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Annual General Meeting

Saturday 26 January 2019

Victoria Hotel, Gorg Borg Olivier Street, Sliema
(Draft) AGENDA

- 8.30 Registration & Coffee
9.00 Welcome and Notices
Nomination of Tellers
9.10 Minutes of the last General Meeting
9.20 President's Address
9.30 Annual Report by General Secretary
9.50 Financial Report by Treasurer
10.00 Elections
10.10 **Guest Speaker: Ms Alexandra Zammit, European Semester Officer – Malta's Country report and the European Pillar of Social Rights;**
10.30 *Coffee Break*
11.00 Results of Election
11.00 **Reaffirmation of Policy**
1. Promoting Women's participation in the digital society – making women more visible in the Digital Society, NCW
2. Addressing abuse on the Elderly for a Better Quality of life, NCW
3. Addressing Malta's demographic changes and new forms of work, post 2020, NCW
4. The Role of Women in Sustainable Development from a Maltese perspective, NCW
5. Ensuring a Safer Workplace, Equal Opportunities Committee, GWU
11.15 **Adoption of Resolutions (5 mins each)**
Titles of Resolutions and documents for NCW AGM 2019
1. Work Life balance of working parents and caregivers and the Gender Pay Gap in a Changing Society
2. Challenges and Opportunities for SMEs in future work and digitalization
3. a) A Holistic Approach to Migration
b) Migration and the situation of women asylum seekers
4. The Istanbul Convention – 'Fulfill the promise of a comprehensive response to violence against women'
5. Increase in paid paternity leave for fathers – MUMN
6. Sick Leave in view of Children's illness – MUMN
Documents
7. Consequence of legislation on prostitution – A Study
8. Today's Planning for Tomorrow's Well Being
12.30 **Correspondence ICW, ECICW, EESC**
12.40 **Certificate Award to the best supporting members.**
12.50 **Concluding Address by President**
13.00 End of AGM – LUNCH
Notes:
The full text of the resolutions and documents will be available at the AGM.
Free parking available.
All members and affiliated organisations are urged to attend.
As only paid up members are entitled to vote, subscriptions should be renewed during the month of January or paid before the start of the AGM.

Doris Bingley
Hon. General Secretary
National Council of Women Malta
18th December 2018



Founded 1964

NATIONAL COUNCIL OF WOMEN MALTA
ANNUAL GENERAL MEETING
SATURDAY 26TH JANUARY 2019
VICTORIA HOTEL , GORG BORG OLIVIER STREET, SLIEMA

Registration and Coffee starts at 8.30am

We are pleased to announce that this year's guest speaker is
Ms. Alexandra Zammit, European Semester Officer.
She will give a presentation about
Malta's Country report and the European Pillar of Social Rights

Buffet Lunch will follow after the AGM

Please confirm your attendance by Monday 21st January 2019.
Those wishing to become members can do so during registration.
Only paid up members are entitled to vote.

AGM with coffee breaks €5
AGM, Coffee breaks and lunch €20