

University of Malta
Gender Issues Committee
Annual Progress Report
Academic Year 2014-2015

Members

During the academic year 2013-14 there were little changes to the composition of the Gender Issues Committee (GIC). The Committee Secretary, Ms Anabel Mifsud, resigned at the beginning of the year and was replaced by Ms Colette Caruana s of the 24th March 2015. Mr Gayle Lynn Callus was nominated as KSU Representative on the GIC in lieu of Ms Luke Azzopardi, and was a valuable asset to the Committee. At the end of the year, Mr Callus was replaced by Ms Rebecca Micallef. Ms Tara Giacchino from the Malta Medical Students Association (MMSA) remained on the Committee as another student representative and was actively involved in the work through the year.

The members on the GIC were:

- Prof. M.T. Camilleri Podestà – Chairperson (Faculty of Medicine & Surgery)
- Dr Andrew Azzopardi – Member (Faculty of Education)
- Dr Ruben Paul Borg – Member (Faculty for the Build Environment)
- Ms Patricia Camilleri – Member (Communications and Alumni Relations Office)
- Dr Josette Farrugia – Member (Faculty of Education)
- Dr Ruth Farrugia – Member (Faculty of Law)
- Dr Gorg Mallia – Member (Faculty of Media & Knowledge Science)
- Dr Patricia Micallef – Member (Department of French, Junior College)
- Prof Janet Mifsud – Member (Faculty of Medicine & Surgery)
- Prof Emmanuel Sinagra – Member (Faculty of Science)
- Ms Anabel Mifsud – Secretary (resigned 9th October 2014)
- Ms Colette Caruana – Secretary (started 24th March 2015)

A short profile of the incumbent members has been included in the Appendix of this document.

Meetings

During the academic year 2014-15 the GIC met approximately every month for Committee meetings that were held on the following dates:

- October 9, 2014
- November 6, 2014
- December 4, 2014
- January 22, 2015
- February 24, 2015
- March 24, 2015
- April 28, 2015
- June 4, 2015
- July 10, 2015

Committee meetings start with the reading of the minutes of the previous GIC meeting, followed by a discussion of the items on the meeting's agenda. Salient items on the agenda were:

1. Appointment of Arbitrators to deal with complaints of sexual harassment
2. The GIC seminar in celebration of International Women's Day 2015;
3. Setting up a Wellbeing Clinic on campus for students and staff;
4. The GIC study on work-life balance and career advancement among support staff;
5. Gender related language in Maltese

Other issues that were touched upon were the idea of celebrating other pertinent international days besides Women's Day, involving students more in gender related issues and the possibility of being involved in the Women's Forum taking place at the CHOGM in November.

Apart from the monthly Committee meetings, the Chairperson and the Secretary met for several informal meetings so as to discuss the progress of the initiatives and events organised by the GIC.

Events & Initiatives

The following is a succinct description of the main activities and initiatives undertaken by the GIC during the academic year 2013-14.

1. Appointment of Arbitrators to deal with complaints of sexual harassment

At the beginning of the year the committee approved the following Arbitrators to deal with complaints of sexual harassment:

Dr Marceline Naudi (University of Malta)

Prof. Irene Sciriha Aquilina (University of Malta)

Dr Olivia Galea Seychell (University of Malta Junior College)

Mr Etienne Zammit (University of Malta Junior College)

2. GIC Seminar in celebration of International Women's Day 2015

The GIC Seminar in celebration of International Women's Day 2015 was held on the 4th March 2015 in Gateway Hall E. Madam Justice Lorraine Schembri Orland gave a speech entitled "Breaking through the Glass Ceiling – A Personal Perspective" which was very well received. There were poetry readings from the following Maltese female poets: Ms Marlene Saliba, Dr Lillia Sciberras, Dr Simone Galea and Prof Rena Balzan. The University String Quartet (tutored by Dr Hans-Jürgen Nagel) played three pieces interspersed throughout the programme and the final address was given by H.E. Marie-Louise Coleiro Preca, President of Malta. The event was a great success.

3. Setting up a Wellbeing Clinic on Campus

Much of the year was taken up with planning and launching the Wellbeing Clinic in Students' House which was launched on 13th April 2015. There was an article in the Sunday Times which published some inaccurate information about the purpose of the clinic through the Director of Health Promotion. As a result, the GIC's vision for Wellbeing Centre to be a place where students and staff could receive information and be advised and referred to specialists in specific fields had to be limited to offering services as a breastfeeding and showering facility. The GIC is very grateful to KSU and MMSA for their help in this initiative as, without them, the launching of this room would have been impossible.

The room is available at all times between 08:00 and 17:00 and the key for its use can be retrieved from the KSU Office in Students' House. The Committee has been informed that the room is currently in use further promotion of the facility is planned for next year.

4. GIC Study on Work-life Balance and Career Development among Support Staff

During the academic year 2014-5, the GIC finalised the questionnaire about work-life balance and career advancement opportunities among administrative and technical staff together with Ms Jacqueline Fenech – Director, Human Resources Management and Development. The questionnaire is being launched in the summer with a further effort to gather data at the beginning of the next academic year.

5. Gender related language in Maltese

The GIC wrote a letter to the Department of Linguistics about the lack of vocabulary available for gender related terminology in Maltese. Following this, Prof. Ray Fabri (Department of Linguistics) and Mr. Thomas Pace (Kunsill tal-Malti) attended a GIC meeting so as to discuss the issue. language in Maltese. The discussion centred around the challenges related to developing vocabulary and the care that needs to be taken when doing so. The process of establishing terminology within the Kunsill tal-Malti was explained to members. One of the ideas of the Kunsill is to create glossaries of different topics and to publish them on their website. It was agreed to start moving in that direction for gender related language as well. The collaboration will continue over the next year.

Participation at Meetings & Seminars / Conferences

The following is a list of initiatives undertaken and seminars / conferences attended by members on the GIC:

- Meeting with Prof. Ray Fabri and Mr. Thomas Pace on the 10th July 2015 at the University
- Prof Camilleri attended the Women's Leadership Conference on the 13th of February 2015 at The Palace, Siema.
- Prof Camilleri attended the conference Gender in Medicine from the 20th – 23rd September 2015 in Berlin.

Appendix

Profiles:

Prof. Marie Therese Camilleri Podestà is the Chairperson of the Gender Issues Committee. She has been working in the Department of Anatomy for the past 40 years, starting as a research assistant and currently occupying the post of professor. She has also held the post of head of department for several years. She has conducted numerous studies both locally and abroad, which have contributed to the knowledge on diverticular disease of the colon, bile acid secretion, as well the effects of plant products on cancer cell lines. Her work includes collaboration with other faculties within the University of Malta and the University of Pisa. She has also supervised several M.Phil. and Ph.D. students.

She was Chairperson of the National Commission of Mental Health. She is also a member on various other committees, including the ACCESS Committee and the University Research Ethics Committee, and is chairperson of the Faculty Admissions Committee. She also carries out forensic autopsies as requested by the courts.

Dr Andrew Azzopardi is a Senior Lecturer at the University of Malta. His lecturing & research focus on inclusive education, sociology, critical pedagogy, disability politics, youth & community studies. He has published extensively in the field of disability studies and inclusive education. He is a Member of the Editorial Panel of the highly acclaimed International Journal of Inclusive Education and has edited a special edition called Creating Inclusive Communities. He has contributed extensively in a number of other applauded journals. Azzopardi has published the following texts; Career guidance for persons with disability (2008) (JP Advertising), Reading stories of inclusion – Engaging with different perspectives towards an agenda for inclusion (2009), Understanding disability politics in Malta (2009) (VDM Verlag Dr. Müller), Young people in Gozo – A study 2 (2011) (Artwork Publications) and Roots to Inclusive Education – A Question of Wellbeing (2012) (LAP Lambert Academic Publishing, Germany). He is the Co-Editor of Inclusive communities: A critical reader (2012) (Sense Publishers). Azzopardi has also edited Youth: Responding to lives - An international reader (2013) (Sense Publishers).

Dr. Ruben Paul Borg is Senior Lecturer at the Faculty for the Built Environment, University of Malta. He studied Architecture and Civil Engineering at the University of Malta and read for a Specialisation in Structural Engineering and Reinforced Concrete Structures at the Politecnico di Milano, Italy and a Ph.D. in Materials Engineering and Sustainable Concrete at the University of Sheffield, UK. He has also been collaborating on research and lecturing as a visiting academic at the Technical University of Milan (Politecnico di Milano) Italy since 2004. Dr. Borg has participated in and coordinated a number of European funded and International Research

Projects on materials engineering, sustainable construction, structural vulnerability and disaster resilience.

He was appointed chairman of the European Council of Civil Engineers for Knowledge and Technology; board member of the International Initiative for a Sustainable Built Environment; member of the European CEN TC350: Sustainable Construction. He was appointed as Malta's representative of the Institution of Civil Engineers, UK in 2013. He is also a member of the Scientific Committee for the Conservation of the Megalithic Temples of Malta, member of the Executive Board of the Building Industry Consultative Council (BICC) Malta and Coordinator for Research and Innovation in Construction, and member of the Structural Eurocodes Technical Committee, MCCA Malta. He is co-founder and President of Sustainable Built Environment (SBE) Malta, which aims at promoting sustainable development. Dr Borg participates in international research fora on materials engineering, sustainable construction and structural vulnerability and resilience of cultural heritage, and has published widely in these fields.

Ms Patricia Camilleri was born and brought up in the UK and lived in Italy for two years before coming to live in Malta. In 1991 she graduated B.A. in Italian, Communications Studies & Archaeology and immediately joined the University of Malta with the task of setting up the new Communications Office. The Office has grown over the last twenty years to include a team of eight - each with his/her area of expertise in the field of Communications. Alumni Relations was added to Patricia's remit as Director and in the last years the University's Alumni Online Community database has been set up in collaboration with other strategic areas of the University. Patricia has hosted several different radio programmes on campusFM and currently presents 'University Matters' in which she interviews academics about their research as well as Administration staff and students concerning events held on campus.

In 2001, Patricia graduated M.A. with a dissertation on museum theory.

Dr Josette Farrugia holds a B.Ed (Hons) from the University of Malta and a Ph.D from the University of York. She has taught Chemistry at secondary and post-secondary level for a number of years. She has also worked as Principal Subject Area Officer for Sciences with the Matriculation and Secondary Education Certificate Examinations Board of the University of Malta (MATSEC) and is currently a Senior Lecturer in Science Education with the Department of Mathematics, Science and Technical Education of the Faculty of Education at the University of Malta. Her research interests are related to various aspects of science education and educational assessment and include problem solving; practical work and investigations; school-based assessment; students' understanding of scientific ideas and concepts especially those related to chemistry; and inquiry-based learning. She has participated in conferences and published work related to science education and educational assessment.

Dr Ruth Farrugia is an advocate and senior lecturer in the Faculty of Laws at the University of Malta. She studied at the University of Malta, University of Strasbourg and Metropolitan Ecclesiastical Tribunal. She is a former consultant to the deputy Prime Minister and Minister for Social Policy, the Social Affairs Committee in Parliament and United Nations High Commission for Refugees (UNHCR). She has been chairperson of the Children Care Orders Board and drafted the Children Act, Commissioner for Children Act and Gender Equality Act.

Dr Farrugia is currently expert to the Council of Europe Human Rights and Legal Affairs Division, legal advisor to the Malta Commissioner for Children, country expert to the Comparative European Family Law Commission and the Common Core in Family Law Group and has recently been appointed to the PRMIII Experts Group of the European Commission. She has published widely in the field of family law, child law, asylum and human rights.

Dr Gorg Mallia is a senior lecturer at the Faculty of Media and Knowledge Sciences, University of Malta. He has a B.A.(Hons) in English Literature and an M.A. in Communications, both from the University of Malta, and a Ph.D. in Instructional Technology, from the University of Sheffield, UK. He specialises in Print and Presentation Media, Personal Communications, Personal Branding, and Instructional Design and Technology (particularly Transfer of Learning). He has recently also been researching the use of Social Networking in education (The Social Classroom: Integrating Social Network Use in Education, that he edited, was published by IGI Global, of Hershey, PA, USA, in 2014). He is also researching and lecturing in graphic narrative and storytelling. Dr Mallia is also a children's book writer, illustrator and cartoonist. He was the chairman of the National Book Council between 2005 and 2013.

Dr Patricia Micallef is a Senior lecturer of French at the University of Malta, Junior College. She also lectures within the Department of Arts and Languages in Education, Faculty of Education, University of Malta.

Prior to this position, she has taught this language at various levels in different institutions. Her main area of study is French literature during the 17th and the 18th century, with particular interest in literature related to the period of the Order of Saint John in Malta.

Dr Micallef has published several papers on the Maltese islands as seen by the 17th and 18th century traveller and has also participated in international conferences on the subject.

Prof Janet Mifsud B. Pharm. (Hons), Ph.D. (QUB) is a member of the Department of Clinical Pharmacology and Therapeutics, University of Malta. She was appointed the Commissioner, National Commission for the Promotion of Equality for Men and Women between 2004 and 2010 and has represented Malta at several gender EU,

UN and EuroMed policy meetings. She has been active in the gender and science field for several years. She has been invited by EU DG Research to attend Women in Science Fora held in Brussels, and she has also been appointed several times expert evaluator for proposals submitted under the Quality of Life and Marie Curie Actions FP5, FP6 key actions and FP7 calls. Locally, she has chaired the Gender Issues Committee for the University of Malta and was previously a member of the Public Service Commission.

Dr Mifsud has published extensively in the area of the therapeutic management of neurological disorders especially epilepsy. She was Secretary for the European Epilepsy Academy and is presently Vice-President for the International Bureau for Epilepsy.

Dr Marceline Naudi received her first degree from University of Malta (1980), her Master's Degree in Women's Studies from University of Bradford (U.K.) (1990) and her Doctorate (in Social Work) from Manchester University (U.K.) (2004).

A social worker by profession, her years of practice (in England, Ireland and Malta) has included work with children and young people in care and their families, ex-offenders, homeless people, persons with mental health support needs and survivors of domestic violence. She is currently Head of the Department of Gender Studies. Dr Naudi also contributes to teaching within several other University departments and Faculties on gender issues, violence against women and other anti-oppressive issues (sexual orientation, race, disabilities) at both Bachelor and Master level.

She is also active in the issues of women's rights, and domestic violence, as well as wider equal opportunity issues, and as such has convened, chaired and presented at many conferences, seminars and meetings, both locally and abroad. She represented Malta at the Council of Europe ad Hoc Committee on Violence against Women and Domestic Violence (CAHVIO) which drafted the Istanbul Convention, and has recently been elected onto its monitoring body, the GREVIO. In a voluntary capacity she has supported and acted as consultant to various agencies in the field of violence against women, gender, LGBTIQ, racism and ethnicity. She also sits on the Women Against Violence Europe (WAVE) Network Board, and the European Women's Lobby (EWL) Observatory on Violence against Women Strategy Group.

Prof Emmanuel Sinagra graduated from the University of Kent at Canterbury in 1986 with a B.Sc. (Hons) degree in Chemistry with Environmental Science. In the same year he was awarded a Science and Engineering Research Council grant to enable him to do a M.Sc. course in Surfaces and Colloids. After obtaining his M.Sc. in 1987, he was awarded a studentship by Exxon Chemicals to assist him in his studies for a Ph.D. which he obtained in December 1992. During 1992, Prof. Sinagra was employed with the University of Bristol as a Research Associate on a project supported by British Nuclear Fuels.

In 1993, Prof. Sinagra joined the Department of Chemistry at the University of Malta as lecturer in 1993, became senior lecturer in 1998 and recently became associate professor in 2011. His teaching interests have been in the areas of physical chemistry, polymer chemistry as well as environmental chemistry. Prof. Sinagra has

tutored a number of students doing research at undergraduate and postgraduate level. He has been head of the Department of Chemistry since 2008 and deputy dean of the Faculty of Science since 2009. Prof. Sinagra is also Chairman of the Faculty of Science M.Sc. Committee as well as the Faculty's Doctoral Committee.