

# **GIC Annual Report 2005**

**Chair: Dr Irene Sciriha**

According to its terms of reference, the GIC strives to promote a policy of equal opportunities for both men and women. Issues dealing with possibly discriminatory treatment are frequently referred, by individuals and organisations, to the GIC, that gives its recommendations for redress, after carefully studying the circumstances.

In 2005, the GIC implemented schemes planned in 2004 and started a number of new ventures. Various members represented the university on national committees and at conferences, on a number of occasions, particularly when asked by the university council or senate.

*The GIC is taking part in a number of on-going projects. During 2005 the following events were organised:*

## **CHOGM: Gender and the Digital Divide – The People’s Forum:**

The GIC together with NCW and WILDAF, organized the well-attended seminar, chaired by Dr I. Sciriha on the 21<sup>st</sup> November at the Mediterranean Conference Centre. The British High Commission and the European Commission (EC) sponsored the travel and accommodation expenses for the main speakers from Oxford Brookes University, UK, from the Science and Society Directorate (EC) and from the Ministry for Competition and Consumer Rights (Malta). <http://staff.um.edu.mt/isci1/myRep2.doc>

## **Mentoring Scheme (University of Malta)**

After several preparatory and training sessions, the mentoring scheme at the University was officially launched in October 2005. The purpose is to provide students with the support needed to proceed smoothly through their studies and to be directed towards a rewarding career. Dr M. Naudi chairs the subcommittee that monitors this scheme. <http://staff.um.edu.mt/isci1/mentor1.pdf>

## **Science Careers**

The GIC sponsored the seminar “Exciting Prospects for Science Graduates”, held on the 22<sup>nd</sup> December 2005 and organised by the Department of Mathematics, Faculty of Science. The event attracted a wide spectrum of society. Representatives of the student body, the academia, the ETC, the MATSEC department, the NCPE (Commission), NCW and GIC (University of Malta) participated actively in the discussions that followed each talk. The theme focused on the various careers that rely on a strong background of

mathematics in areas such as bio-informatics, on-line betting, game companies and teaching. <http://staff.um.edu.mt/iscil/flyer3.doc>

### **UNESCO Project**

The GIC, represented by Dr I. Sciriha, is a co-manger of a UNESCO project “The Gender Gap in Science and Technology in Malta – Tackling the Issues”, together with NCPE and ETC. Funds for UNESCO were received in December 2005 and following a call for applications, interviews for science graduates, who may be subcontracted to carry out the project tasks, were held. <http://staff.um.edu.mt/iscil/unescobj.doc>

### **Civil Society Project**

The European Documentation Centre, The Jean Monnet Eur. Centre of Excellence and the EDRC of the UoM carried out a project Anti-Discrimination, Inclusion and Equality in Malta. On behalf of the GIC, Dr I. Sciriha carried out the study “The Lisbon Goals and Gender Gaps in Employment”. A full project report: “Anti-Discrimination Inclusion and Equality in Malta” edited by Professor P. Xuereb is published (2005). <http://home.um.edu.mt/edrc/about.html>

### **ReferNet** [ Consultant: Dr Ronald Sultana]

[http://www.education.gov.mt/edu/studies\\_adult\\_vepd.htm](http://www.education.gov.mt/edu/studies_adult_vepd.htm)

*ReferNet* is a structured, decentralised, networked system of information collection and dissemination. It provides high quality information on a wide range of developments in vocational education and training, and learning in the European Union by bringing together the expertise of key organisations. It has been established by Cedefop to meet the growing demand for information that makes comparisons possible between Member States, on their developments and policies. It carries out its task ‘... to compile selected documentation relating in particular to the present situation, the latest developments and research in the relevant fields, and to matters of vocational training structures...’<sup>(1)</sup> more effectively.

*ReferNet* comprises a national consortium in each Member State made up of organisations representative of vocational education and training institutions. Since its launch in 2005, the GIC has been a member of the Maltese Consortium managed by Ms Margaret Ellul of the Education Division.

### **NCPE/University Action Committee for the promotion of Science.**

Dr I Sciriha represents the UoM on this committee. Regular meetings with stakeholders in the media, ETC personnel, Government Department directors, trade union

representatives (GWU, UHM, MUT) are carried out to promote women and men in science. <http://msp.gov.mt/ministry/content.asp?id=717>

### **Femmes de tête**

Dr Gorg Mallia helped to organise the viewing of and discussions on the DVD on prominent women scientists in the EU produced by the EC. <http://www.womeninthelead.ca/>

### **Progetto Incubatore Impresa Donna**

Dr Jackie Azzopardi represented the Maltese partners in the ELIS project. The GIC gave its support and suggestions on request. The aim was to train trainers with Italian partners. All 15 women taking part are now gainfully employed in different places. However, they still meet regularly as a group supporting each other through their lives. Although the incubator for women entrepreneurs never materialized, all the participants claim that if it were not for the course, they would not have found a job.

### **The GIC Web Site**

Ms Patricia Camilleri updates the web site regularly. <http://home.um.edu.mt/gender/gipolicy.html>

*The members of the GIC represented the committee on various university and national committees, in conferences, workshops as well as on the local radio and TV stations.*

### **Channel 22**

Dr Ruth Farrugia and Dr I Sciriha explained the objectives of the mentoring scheme at the UoM in a TV interview by Ms Annelise Ellul.

### **Insight UoM in-house magazine and Sunday Times of Malta**

A number of articles to disseminate the objectives of the UoM Mentoring Scheme were published.

### **RTK**

Mr Sergio Mallia interviewed Dr I Sciriha in “Wara l-Ahbar” of the 18<sup>th</sup> Nov 6.05pm on the **Gender and the Digital Divide CHOGM** workshop.

### **NCPE-UoM Seminar**

Dr I Sciriha was the main speaker during the first workshop organised by the NCPE-UoM Gender and Science committee chaired by Dr Janet Mifsud. She gave the

presentation “*Science and Society for Equality: The Helsinki Group*” on the role of the European Commission in promoting women in Science both in academia as well as in industry.

### **“Competitiveness and the Lisbon Goals”**

Dr I Sciriha participated in a EU funded conference “Competitiveness and the Lisbon Goals” organised by the Foundation of International Studies and the Ministry for Competitiveness and Communications (Sept 05).

### **Profiles**

Profiles of women researchers have been published regularly on the NCW page of the Sunday Times of Malta and on “Il-Mara”.

### **Conference Participation**

Dr Ruth Farrugia -- Family Law

Dr Marceline Naudi- Women and Employment in Denmark.

Dr Suzanne Gatt—Women in Education

### **“ENWISE Project”**

Dr I Sciriha represented Malta as an observer in a conference on the “ENWISE Project”, held in Tallin, aimed at liaising the enlargement EU ex-communist countries with the original fifteen EU countries.

### **Malta International Conference**

The GIC members participated in the conference “**Women and Men in an Enlarged Europe**” (Malta)

### **Mentor Plus IST**

Dr I Sciriha on behalf of the GIC took part in a training session on mentoring and creating multipliers in Information Society Technologies held at MCST (Bighi) and organised by INNOVA (Italy).

### **Public Debate and Sexual Harassment and Bullying**

organised by Dr Brenda Murphy

- The HUT – Campus

Dr Marceline Naudi was one of the main speakers together with political and trade union personalities. GIC members participated actively.

## Law and Gender

GIC members together with Ms Sina Bugeja and Dr Janet Mifsud were invited and contributed to the discussions on the analysis of dissertations presented by fourth year Law students on legal systems regulating gender issues, under the tutorship of Dr R Farrugia.

### MultiGround Training on Equality PKP 9/2005

Organised at St James Cavalier Conference Hall in Malta by NCPE and the Royal Netherlands Embassy. The chair was invited and negotiated for another GIC member (Dr M. Naudi) to attend.

### Tasks [on-going]

- Study on *Financial Benefits* for Lone Parent/Student [Dr I Sciriha, Dr Josann Cutajar, Mr Alfred Portelli (Social Services)]
- *Feedback* to NAP – amendments that were incorporated
- Collection of titles of *thesis* related to Gender posted on the university website
- *Mentoring Scheme* – strategy, implementation, evaluation and corrective feedback [Subcommittee: Dr M Naudi, Dr G. Mallia, Ms P Camilleri, Dr R Farrugia]
- Analysis of the *strategic policies* of the GIC
- *ReferNet* – Vocational Training
- *UNESCO* – Project
- *GIC website* : Ms Patricia Camilleri

### Documents produced by the GIC

- *Indicators* to measure the efficacy of GIC policies.
- Reactions of GIC to *NAPs* and *White Papers*
- Report on *Gender Mainstreaming* policies in universities discussed at a Helsinki Group meeting in Brussels.
- The *Lisbon Goals and the Gender Gaps in Malta*
- Classification of Benefits for *Lone Parent/Students*
- *CHOGM Gender and Digital Divide*.

### Resources

- GIC website
- Library
- Correspondence
- Minutes