



Giving Visibility: NCPE's Online Directory to Tap Professional Women

A report issued by the European Commission in March 2014 bring to light the under-representation of women in senior positions in the EU and confirms that Malta, at just 2.1% sits at the lower ranks in percentages of women occupying decision making positions among the Member States.

The European Commissioner for Justice, Fundamental Rights and Citizenship, Ms Reding, called on Member States to set themselves a target to voluntarily increase the number of women on boards. These voluntary initiatives include governance codes, charters, training, mentoring and databases promoting female candidates.

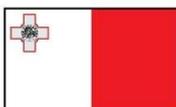
In order to address the present situation of gender imbalance on boards, the National Commission for the Promotion of Equality (NCPE) embarked on a project entitled '*Gender Balance in Decision-Making*', which is co-financed by the European Social Fund. The aims are to increase the number of women in decision-making positions and to empower and enable women to take up top level positions. In this context, an online Directory of Professional Women is being developed as one way to reach such targets.

What is the Directory of Professional Women?

This Directory shall be an online database with profiles of professional women from various fields and backgrounds. It will include information about the qualifications, experience, skills and areas of interest. The main aim of the Directory is to enhance the opportunities of women to assume decision-making positions. Moreover, the Directory aims to highlight the women's achievements in the various fields of specialisation and occupations as well. This initiative is being developed in line with government policy.

Who can benefit from the Directory?

- This Directory shall empower and give more opportunities to women to be appointed to senior positions in the public and private sectors or to assume decision-making positions in



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the labour market and elsewhere. In addition, the Directory can also provide a window for women to contribute and participate in politics.

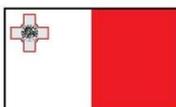
- The Directory is a service for all those who are looking for a qualified and experienced female professional. This could be a very useful tool for the employer to find a fully qualified professional to appoint on a decision-making board/committee. The online Directory will give the possibilities to locate a professional woman in the relevant field by saving both time and money as this service is free of charge.
- The Directory can be a powerful networking tool for women to identify and find other professionals in Malta and Gozo.
- The Directory is accessible to the general public and can be used by every company, business and enterprise.

Who is eligible to apply?

Since the Directory is aimed at professionals, women with the below criteria will be eligible to register as users on the Directory:

- Have five (5) years experience in a decision-making/management position AND/OR
- Have ten (10) years specialised expertise in a particular field/s

Those interested to be included in the 'Directory of Professional Women' are invited to register their interest and send their contact details together with the area/s of expertise to NCPE by sending an email on equality@gov.mt or by contacting our offices on 2590 3862.



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