



PRESS RELEASE:

More than 200 women registered on the Directory of Professional Women

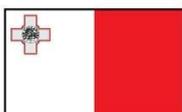
More than 200 women are now registered on the Directory of Professional Women that was developed by the National Commission for the Promotion of Equality (NCPE). This Directory aims to give visibility to professional women and their competences in various sectors and includes information about their qualifications, experience and skills. It provides a pool of professional women in different sectors, who can be considered for boards, committees and other decision-making positions.

This was announced during a Conference concluding an EU co-funded project on gender balancing in decision-making that was being implemented by NCPE throughout the past two years.

Opening the Conference, NCPE's Commissioner Renee Laiviera, emphasised that the under-representation of women on boards and at senior management level is an issue that needs to be continuously addressed at the highest levels. Ms Laiviera explained that the objectives of the project *Gender Balance in Decision-Making* include the empowerment and enabling of women to take up decision-making positions and to tangibly support and advise policy makers on gender-balance in decision-making. This Directory will also address concerns expressed by various sources indicating a lack of professional women in the different spheres.

Annalise Frantz, Senior Projects Executive at NCPE outlined the activities that were carried out as part of this initiative. The Directory of Professional Women that can be accessed online for registration from NCPE's website – www.equality.gov.mt. A Mentoring Programme was implemented with the aim of mentoring women aspiring to hold decision-making positions. 30 women were guided by mentors in high-level jobs coming from different backgrounds on a one-to-one basis. Prior to the commencement of the mentoring exercise, a training programme was organised for the 30 mentees. This training covered topics such as leadership and supervisory skills, decision-making, assertiveness and communication skills. The Certificates of participation in the Mentoring Programme were presented to the 30 mentees during this Final Conference.

An overview of the research carried out as part of '*Gender Balance in Decision-Making*' was delivered by Equinox Advisory Ltd. The first study focused on gender-based representation in the boardrooms in Malta and Gozo as well as in political decision-making positions. The



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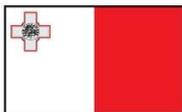




second study focused on gender quotas in the boardrooms and gender electoral quotas. It explored Malta's readiness for the introduction of gender quotas (and/or any other related measures); how Malta compares to other European countries and whether other measures would be needed to register an increase in the participation of women in boardrooms or politics to bring about a balanced representation.

Concluding the Conference, NCPE's Commissioner Renee Laiviera, reiterated the importance of increasing the number of women in decision-making positions and the fact that initiatives like these will contribute to this increase thus benefitting not only the women themselves but also the country and its economy as a whole. NCPE will continue to monitor progress in the coming years.

Friday 4th December 2015



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