

Report
“Revealing European Values In Volunteering in Europe” #REVIVE Seminar
Malta

Date and Venue:

16th September 2023 – Urban Valley – San Gwann

On the 16th of September 2023 MCVS welcomed 43 participants at the Urban Valley hotel San Gwann for the seminar regarding inclusive volunteering in Malta.

The session started with an MCVS official introducing the session. Ms Mandy Portelli, an active volunteer and officer at the Malta Council for the voluntary sector explained to the participants the importance of harnessing inclusivity values within various aspects of volunteering.

The points which were covered included the following;

- Inclusive volunteering includes; volunteering opportunities that are available to all people regardless of age, culture, gender, sexual orientation, ethnicity, religion, social status or disability.
- The value of having diverse group of volunteers on all levels within a voluntary organisation bring on new perspectives and ideas.
- All volunteers, the organisation, and the communities they are supporting will feel the positive impact of inclusive volunteering. These apply to both those who are receiving the help, care and support from the volunteers, and the volunteers themselves.

McvS highlighted the importance of having an inclusion review as follows:

- 1. Analyse the coherence between your mission and values as an organisation or initiative and the type of volunteering opportunities you offer.*
- 2. Gain a better understanding of the inclusiveness of the opportunities you offer and assist in providing guidance to become more inclusive in the future.*

Lastly MCVS gave a number of useful tips how to help a voluntary organisation be more inclusive within its mission, aims and activities.

MS Joanne Spiteri from CRPD Malta continued the session with a lecture regarding inclusion and disability. Ms Spiteri included the following points in her presentation.

- Policies in Malta
- History with regards disability regulations in Malta
- Key Legislative Frameworks
- The Laws in Malta

Chapter 413 of the Laws of Malta - The Equal Opportunities (Persons with Disabilities) Act (EOA)

Chapter 627 of the Laws of Malta - The United Nations Convention on the Rights of Persons with Disability Act

Chapter 210 - Persons with Disability (Employment Act)

- Ms Spiteri explained what actions an organisation can take to ensure that they are more inclusive in their approach.

Ms Joana Micallef from NCPE continue the session outlining inclusion with regards gender within entities and organisations.

Ms Micallef highlighted how gender affects many aspect of our lives;

“ Gender affects all aspects of our lives, and makes a significant contribution to defining roles and responsibilities.

Gender construction has deep, historical origins and is manifested and reinforced by multiple institutions, organisations and societies.

Yet, we know from some positive experiences that gender construction can be changed through thoughtful methods and processes that challenge gender rigidities in the different contexts of our lives: Homes; workplaces; leisure activities and volunteering.”

- The history with regards gender equality in Malta
- Legislative Frameworks concerning gender equality
 - “no law shall make any provision that is discriminatory either of itself or in its effect.” Article 45 of the Constitution of Malta
 - ... the State shall in particular aim at ensuring that women workers enjoy equal rights and the same wages for the same work as men.” Article 14 of the Constitution of Malta - “ as a violation of human rights, a type of discrimination against women through acts of physical, sexual, psychological or economic suffering or harm to women.” In 2014, Malta ratified the Istanbul Convention, which defines violence against women
- Latest data about gender representation in volunteering in Malta

➤ Societal perspective on gender inclusion

96% deem that promoting gender equality is important to ensure a fair and democratic society (EU28 – 91%)

95% (highest ranking across the EU) deem that promoting gender equality is important for companies and the economy (EU28 – 87%)

90% deem that promoting gender equality is important for them personally (EU28 – 84%)

In conclusion, a discussion was held to see the views of the participants regarding the topics discussed.

Lastly Ms Alexis Milne, an MCVS Officer, highlighted the VOPS funding line of which Action 4 includes the premise of inclusion with regards health and disability.