

ESF MALTA 2004 – 2006	
MEASURE 2.2	
ESF PROJECT No. 9	
IMPROVE REPRESENTATION OF WOMEN AT MANAGERIAL LEVELS IN MAIN PUBLIC HOSPITAL IN MALTA	
1. Final Beneficiary	Office of the CEO of the St Luke's, Mater Dei and Sir Paul Boffa Hospitals in collaboration with Ministry of Health, the Elderly and Community Care (MHEC)
2. Brief Description	
<p>The project aims to carry out a study on gender equality at St Luke's Hospital which will include an analysis of the senior management and recommendations to introduce job-sharing and flexible work arrangements. Training will then be delivered on management and gender-sensitivity.</p> <p>The objectives of this Project are:</p> <ol style="list-style-type: none"> 1. To have accurate information about the current gender balance, or imbalance within senior management and clinical levels within St. Luke's Hospital. 2. To determine what are the difficulties currently being faced by women in the health service in accessing and/or maintaining senior positions as well as establish whether difficulties related to work arrangements or other gender-sensitive measures have contributed to women leaving the health service before assessing senior grades 3. To identify the practical steps that needs to be taken to introduce measures such as job-sharing and flexible work arrangements in a number of settings and departments across St. Luke's Hospital. 4. To ensure that all persons sitting on Boards which select applicants for a variety of reasons, such as job applications, applicants for study grants/scholarships, etc., are gender sensitive and do not discriminate against women in their actions and deliberations. 5. To ensure that an adequate and permanent structure to monitor and act proactively with regard to gender issues within St. Luke's Hospital and eventually Mater Dei Hospital is set up and functions effectively. 6. To ensure that women currently occupying management roles or on levels feeding into such roles, receive adequate training about management issues as well as gender issues which will be of relevance to them in the senior role or in their interaction with colleagues. <p>This Project consists of the following Activities:</p> <ol style="list-style-type: none"> 1. Gender distribution of senior management and clinical levels within St. Luke's Hospital and of incumbents of levels immediately below senior levels 2. Research Study within: <ol style="list-style-type: none"> (a) Current incumbents of senior positions to determine non-work related difficulties encountered in attaining and maintaining senior position (b) Current incumbents of positions in levels below senior positions to identify factors which discourage them from applying for more senior positions © Ex-employees who have left the health service one level below senior level to establish whether reason to leave was related to work arrangements of more senior position 3. Study to identify steps necessary to introduce job-sharing and flexible work arrangements 4. Gender-sensitivity training for persons who sit/may sit in virtue of their position on Interviewing and/or Selection Boards 5. Establishment of Gender Awareness and Action Structure namely: <ol style="list-style-type: none"> (a) drawing up of terms of reference for Structure, including access points to SLH/MDH admin (b) identification and training of suitable persons from within different sections and levels to serve as Structure members and as Gender Focal Points for their respective sections 6. Organisation and delivery of "Women in Management" training for all female incumbents in management positions or in levels feeding into such positions. 	
3. Target Groups	Women in the health care sector

4. Financial Allocation	Total Amount: €100,000 ESF Co-Financing Rate: 75% Malta Co-Financing Element Rate: 25%
5. Project Leader Contact Details:	Name: Mark Scicluna/Dr Kenneth Grech Organisation Name: Office of the CEO of the St Luke's, Mater Dei and Sir Paul Boffa Hospitals Address: c/o St Luke's Hospital, St Luke's Road, Gwardamangia. Email Address: mark.scicluna@gov.mt Website (if available): www.slh.gov.mt Telephone No.: 2595 2008 Fax No.: 2124 2884
6. Co-Ordinating Body	Name of Ministry: Ministry of Health, the Elderly and Community Care (MHEC) Director, EU Affairs: Dr Natasha Azzopardi Muscat Contact Person: Mario Fava Email Address: mario.fava@gov.mt Telephone No.: 2122 4071-7 Fax No.: 2299 2655
7. Additional Information & Downloads	www.esf.gov.mt www.ppcd.gov.mt