

Anna Borg



 +356 2152 3619  +356 99435761
 anna.borg@um.edu.mt
 <https://www.um.edu.mt/profile/annaborg>
 WhatsApp +356 99435761

Sex: F | Date of birth: 06/04/1961 | Nationality: Maltese

WORK EXPERIENCE

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|----------------|---|
| 2014 - present | Director - Centre for Labour Studies
University of Malta, Malta |
| 2010 - present | Course Coordinator of the Hons. Bachelor Course - Work and Human Resources
University of Malta, Malta |
| 2008 - present | Course Coordinator of the Diploma in Social Studies – Gender, Work and Society
University of Malta, Malta |
| 2008 - present | Tutor and second marker to students from various faculties at Masters, Post Graduate, Undergraduate and Diploma level
University of Malta, Malta |
| 2008 - present | Lecturer at the University of Malta on: <ul style="list-style-type: none"> ▪ Work-life Issues (Work Life Balance) ▪ Gender and Work ▪ Gender and Social Policy ▪ Equality at the Place of work ▪ Social Policy and the Labour Market ▪ The Evolving Labour Market ▪ The Recruitment Process ▪ Research Methods (Qualitative) ▪ Applied Qualitative Research Methods |

Sector: Academic

- 2002 - 2008 **Senior Executive – Gender Equality Unit**
Employment and Training Corporation, Malta
- Managing the Gender Equality Unit at the Employment and Training Corporation (ETC).
 - Overall responsibility for the writing, editing and publication of a bi-yearly Gender Equality Action Plan and the implementation of the proposed work programme.
 - Project leader in various EU funded projects including two major European Social Fund projects and other projects funded directly by the Commission.
 - Project partner in several EU funded projects which included partners from Lithuania, Italy, Denmark, Iceland, Slovenia, Cyprus and Spain.
 - Co-drafting of the Legal Notice for the setting up of a Register for workers seeking Part-Time work.
 - Coordinator and editor of various publications including a Manual for Employers and a Manual for Guidance Teachers.
 - Lobbying policy change with various stakeholders including government.
 - Participation in the Technical Committee which was responsible for drawing up the National Standards for Child Day Care Facilities Regulations.
 - Conference organiser and speaker in local and international settings on various subjects including Gender Issues and Trade Unions, The Role of Men in Achieving Gender Equality, Telework, Quality Childcare and Parental Leave.
 - Delivering training to employers, guidance teachers and union officials, amongst others.
 - Participation in various TV and radio programmes on the subject of gender equality and the labour market.

Sector: Public Employment Services Organisation (PES).

- 2000 - 2002 **Executive Secretary – Leonardo da Vinci Programme - Malta**
The European Union Programmes Unit, Malta
- Setting up, coordinating and managing all aspects of the EU funded Leonardo da Vinci Educational and Vocational Training Programme at the national level
 - Writing of the yearly Operational Plan and the budget
 - Issuing of public calls, coordinating the assessment process and liaising with successful applicants.
 - Representing Malta at European level meetings on issues relating to the Leonardo Da Vinci Programme.

Sector: Public Sector

EDUCATION AND TRAINING

- 2009 - 2014 Ph.D.
Middlesex University, U.K.
▪ **Work-life issues explored through the masculinity lens**
- 2003-2005 M.Sc. (Distinction)
Manchester Metropolitan University, U.K
▪ **Work-life integration**
- 1997-1999 Diploma in Social Studies - Gender and Development (Distinction)

University of Malta, Malta

• **Multidisciplinary aspects of gender**

PERSONAL SKILLS

Mother tongue(s) Maltese

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
IELTS ACADEMIC ENGLISH – Score: 8.5 out of 9					
Italian	C1	C1	C1	C1	C1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Communication skills • **Good communication skills** gained through my experience delivering training, participating in seminars, and conferences and dealing with the printed and audio-visual media.

Organisational / managerial skills • Strong **analytical, organisational, leadership and management skills** gained through my varied work experience

Job-related skills • Expert in **gender equality issues especially those related to the labour market and work life issues including family related leaves.**
• Expert in **inclusion and diversity issues in relation to the labour market**
• Expert in **Gender Mainstreaming and Equality Audits**
• Excellent **report and writing skills**
• **Experienced researcher and editor** in matters relating to the **labour market and Social Policy** via my work experience with the **European Foundation for the Improvement of Living and Working Conditions (EUROFOUND)** and the **European Social Policy Network (ESPN).**
• **Experience** in working with Trans-European partners involving data from several countries on equality and labour market related issues.
• **Experience** with EU procedures *vis-à-vis* project management of EU funded projects

Computer skills • Proficient in the use of Word, Excel, Power Point
• Proficient in use of NVIVO

ADDITIONAL INFORMATION

Additional Work Experience
Publications
Projects
Conferences &
Seminars
Memberships

Additional Work Experience:

- **National Expert** for the European Social Policy Network (ESPN) since 2015
- **Rapporteur** for the *2016 Country Report for Malta* organised by the European Commission Representation in Malta held on the 8th April, 2016 in Malta.
- **Member of the Board of Studies- Master of Gender Studies-** Department of Gender Studies, since 2014
- **Reporter** for the **Work and Family Researchers Network** - Since 2014
- **Roving Reporter** for the Boston College, Sloan Work-Family Researchers Network between 2006 and 2013
- **Member** of an Ad Hoc Academic and Vocational Credentials Evaluations Board within the Malta Qualifications Recognition Information Centre (MQRIC). Work included the evaluation of various Masters Degree Programmes offered by foreign institutions in 2009.
- **Member of the Core Group - Malta EU Steering Action Committee (MEUSAC)** representing NGOs between April 2009 and April 2010
- **Researcher** for the Working Lives Research Institute of the London Metropolitan University (2008).
- **Board member** of the Cooperatives Board in 2008.
- **Board member** of the European Women's Lobby between 2007 and 2010.
- **Founding member** of the Malta Confederation of Women's Organisations since 2005.
- **Government Representative** to the European Foundation for the Improvement of Living and Working Conditions between 2004 and 2008.

Publications:

- Borg, A. & Vassallo, M.** (2018). Country Profile 2017-2018. European Social Policy Network.
- Borg, A. & Vassallo, M.** (2017). *ESPN –European Semester Report Malta 2017-2018*. European Social Policy Network.
- Borg, A. & Vassallo, M.** (2017). *ESPN - Investing in children: Breaking the cycle of disadvantage (Malta)*. ESPN Thematic Report on Progress in the implementation of the 2013 EU Recommendation on "Investing in children: Breaking the cycle of disadvantage". European Social Policy Network..
- Borg, A. & Vassallo, M.** (2017). *ESPN - Country Profile (Malta) 2016*. European Social Policy Network.
- Borg, A.** (2016). *Tackling the Gender Pay Gap*. The EU Mutual Learning Programme in Gender Equality. Comments Paper – Malta. Peer Review , Belgium, 20-12 October.
- Mifsud, A & Borg, A.** Challenging Sexism: Promoting the Rights of Men and Women in Contemporary Societies in C.C. Lee (Ed.) *Counselling for Social Justice*. Alexandria, VA: American Counseling Association.
- Borg, A. & Vassallo, M.** (2016). *ESPN Thematic Report on retirement regimes for workers in arduous or hazardous jobs in Malta*. European Social Policy Network.
- Borg, A. & Vassallo, M.** (2016). *ESPN Thematic Report on work-life balance measures for persons of working age with dependent relatives*. European Social Policy Network.
- Borg, A. & Vassallo, M.** (2015). *ESPN Thematic Report on minimum income in Malta*. European Social Policy Network.
- Borg, A. & Vassallo, M.** (2015). *ESPN European Semester Report (Malta) 2015-2016*. European Social Policy Network.
- Borg, A.** (2015). *Free Childcare – A fix to the family and paid work conflict?* European Commission, Peer Review on 'Making Work Pay for Mothers', Valletta, Malta, 18-19 May. Available from: ec.europa.eu/social/BlobServlet?docId=14011&langId=en.
- Borg, A.** (2014). *A CIAR study in a male dominated ICT Company in Malta which looks at work-life issues through the masculine lens: A case of: if it ain't broke, don't fix it?* (Doctoral dissertation). Middlesex University. UK. Available from: <http://eprints.mdx.ac.uk/14412/>.
- Borg, A. & Fsadni, M.** (2012) *Two Mapping Studies – Gender Mainstreaming in Practice*. Unpublished Report commissioned by the National Commission for the Promotion of Equality (NCPE), Malta.
- Borg, A.** (2011). *Thinking of Going Back to Work? Essential information for Women Returners*. The Employment and Training Corporation (ETC), Malta. Available from: <https://jobsplus.gov.mt/-/publication-statistics-mt-mt-en-gb/policies/fileprovider.aspx?fileId=1262>.
- Borg, A.** (2011). Analysing inactivity from a gender perspective in M. Fsadni (Ed.), *Unlocking the Female Potential*. National Commission for the Promotion of Equality (NCPE), Malta. Available from: https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Unlocking_The_Female_Potential/research_report.pdf.
- Borg, A. & Debono, M.** (2011). *The use of family friendly measures within the Public Sector*. Unpublished report commissioned by the Office of the Prime Minister (Malta).
- Caruana, C., Borg, A., & Debono, M.** (2011). *The price of motherhood*. Unpublished manuscript, Centre for Labour Studies - University of Malta and the Central Office of Statistics, Malta.
- Borg, A.** (July, 2010). *Implementation of the Racial Equality Directive*. European Foundation for the Improvement of Living and Working Conditions. Available from: <http://www.eurofound.europa.eu/ewco/2010/06/MT1006019I.htm>.
from: <http://www.eurofound.europa.eu/ewco/studies/t0911039s/mt0911039a.htm>.

- **Borg, A. (2009).** *Benefit fraud and investigation directorate, Malta.* Information Update Report. Available from: www.eurofound.europa.eu/areas/labourmarket/tackling/cases/mt02.htm.
- **Borg, A. (2009).** *Labour Market inclusion of transgender persons.* European Foundation for the Improvement of Living and Working Conditions, Dublin Update Report. Available from: www.eurofound.europa.eu/ewco/2009/06/MT0906019I.htm...
- **Borg, A. (2009).** *Working Poor.* European Working Conditions Survey. European Foundation for the Improvement of Living and Working Conditions, Dublin.
- **Borg, A. (2009).** *Information, Consultation and Participation of workers concerning Health and Safety in SMEs.* European Working Conditions Observatory. European Foundation for the Improvement of Living and Working Conditions, Dublin.
- **Borg, A. (2009).** *Work-Life Issues in Malta,* Sloan Work and Family Research Network, Boston College. Available from http://wfnetwork.bc.edu/The_Network_news/56/corner.htm.
- **Borg, A. (2008).** *Initiatives to tackle undeclared Work.* European Restructuring Monitor. European Foundation for the Improvement of Living and Working Conditions, Dublin.
- **Borg, A. & Borg R. (Eds) (2006).** *A Manual for Employers - How to Make Work Better for Organisations and Employees.* Employment and Training Corporation, Malta.
- **Borg, A. (2006).** Gendered Roles and Gendered Organisations and their effect on Work and Private Life. In Xuereb, P. (Ed.), *The Family, Law, Religion and Society in the European Union and Malta* (pp.185-203). European Documentation and Research Centre, University of Malta.
- **Borg, A. & Pace Gouder, L. (2006).** *Gender Equality Action Plan 2006-2008,* Employment and Training Corporation, Malta.
- **Borg, A. & Borg, C. (2005).** *A Manual for Gender Sensitive Vocational Guidance.* Employment and Training Corporation, Malta.
- **Borg, A. (2004).** *Gender Equality Action Plan 2004-2005,* Employment and Training Corporation, Malta.

Projects:

- **Key expert and co-author of report called Two Mapping Studies – Gender Mainstreaming in Practice** for the National Commission for the Promotion of Equality (NCPE) in collaboration with M.Fsadni & Associates (2012) Malta.
- **Author of a manual called: 'Thinking of Going Back to Work? Essential information for Women Returners'** commissioned by the Employment and Training Corporation (ETC). (2012). Malta.
- **Key expert and analyst on a project entitled 'Analyzing inactivity from a gender perspective', commissioned by the National Commission for the Promotion of Equality (NCPE)** in collaboration with M.Fsadni & Associates. Work included drawing up of policy recommendations. (2011). Malta.
- **Co-author and Key expert on a qualitative research study on Family Friendly Measures within the Public Sector in Malta** as part of a study commissioned by the Office of the Prime Minister, in collaboration with Dr Manwel Debono, Centre for Labour Studies, University of Malta. (2011). Malta.
- **Key expert on a project entitled 'A Nationwide Research Study on the Prevalence of Domestic Violence against Women in Malta and Its Impact on the Employment Prospects of The Women'** (2010). The project was commissioned by the National Commission for the Promotion of Equality (NCPE) in collaboration with M.Fsadni & Associates. (2010-11). Malta.

Seminars and Training

- **Key Speaker** during a seminar organised by the UHM Voice of the Workers Union on the Contribution of Workers' Organisations to the EU Pillar of Social Rights. (23rd November, 2017).
- **Chair** in a panel discussion organised by the Malta Employers' Associations on Foreign Workers Impact on Society during a seminar on Skills Mobility and Skills Portability in the Maltese Labour Market (10th November, 2017).
- **Chair** in a panel discussion organised by the Malta Employers' Associations on Conflict Resolution and Industrial Relations (3rd May, 2016).
- **Key Speaker** during a seminar organised by the European Institute of Gender Equality and the National Commission on the Promotion of Equality Malta, on the EIGE Gender Equality Index Malta. (14 June, 2016).
- **Key Speaker** during as seminar organised by the Centre for Labour Studies in collaboration with the

- Times of Malta on the issue of Gender Parity in Boardrooms. (8 April, 2016).
- **Key Speaker** during an event organised by the National Statistics Office in Malta in collaboration with Statistics Estonia on the Gender Pay Gap in Malta (7th April, 2016).
- **Speaker in Panel Discussion** during a seminar on Human Rights and Equality in Practice organised by the National Commission for the Promotion of Equality in Malta. (3 March, 2016).
- **Key Speaker** during a conference organised by the National Commission for the Promotion of Equality on the Gender Wage Gap and its causes. (6 March 2015).
- **Trainer** in the EU Funded project Capacity Building in Care for the Elderly and Persons with Disability (March-August, 2015).
- **Trainer** in an EU Funded project exploring the benefits of paid work to Survivors of Domestic Violence. (August, 2011).
- **Key speaker** during a conference organised by the **Department of International Relations and the European Commission Representation in Malta** on National Responses to European & Global Issues – The role of gender in International Relations. (15 December, 2010).
- **Key speaker** during a Business Breakfast organised by **MEUSAC** on the occasion of Malta's 6th anniversary on joining the EU. (3 May 2010).
- **Speaker** during a seminar organised by the Malta **Confederation of Women's Organisations (MCWO)** – Why Are Women Always Demanding More Rights. (11 December 2010).
- **Speaker during** a seminar organised by the **GWU** – Valorising Rural Women. (21st September 2010).
- **Speaker** during a seminar organised by the Delegation from the European Parliament - on the Situation of Women in the Labour Market in Malta vis-à-vis the EU Directives related to Gender Equality and Work (2007).
- **Speaker** during a seminar organized by the PES Group in the Committee of the Regions on the Perceptions and Use of Childcare in Malta. (2007).
- **Key speaker** at the Malta Employers Association's Annual General Meeting on Innovative Work Practices. (2006).
- **Key speaker during a conference organised by the Malta Olympic Committee** on Gender Equality and Sports (2006).
- **Key speaker** during a conference organised by the **National Commission for the Promotion of Equality** on the Role of Men in Achieving Gender Equality (2005).

NGO Participation :

- **Since 2017** - Chairperson and founder of the Association for Equality (A4E). www.associationforequality.com
- **Since 2004** – Founder member of the Malta Confederation of Women's Organisations (MCWO), past Chairperson and current member of the Executive Committee. www.mcwo.net