

AGENDA

 Date:	6th March, 2026
 Time:	08:30 - 14:15
 Location:	The Xara Lodge, Rabat



“GIVE TO GAIN”: Building a Balanced Future for 21st Century Work and Life

AGENDA	TIME
QUESTIONS FROM THE FLOOR (Q&A)	12:55 - 13:20
WORKSHOPS 1. The Visible Struggle: Malta’s work-life (im)balance Facilitated by: Daphne Grech Cumbo; Executive Trainer & Coach Stephanie Galea; Business Trainer 2. The Broader Spectrum: The invisible load Facilitated by Dragan Donkov; Senior Coach Practitioner & Team Coach Through these workshops, the aim is to identify the changes needed at personal, national and organisational levels and to develop concrete recommendations for future planning. The first workshop will focus on the practical and structural challenges of balancing professional responsibilities with parenthood. The second workshop will explore the invisible load, addressing the often-unseen pressures that extend beyond parenthood and impact overall wellbeing and professional engagement. Alongside this policy focus, the coaches will guide participants in exploring practical, personal strategies for improving work-life balance. Participants will be encouraged to reflect on the changes they would like to see at a personal level, what is within their control, and where broader structural action is needed.	13:20 - 14:05
CLOSING REMARKS	14:05 - 14:15

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OPENING SESSION

09:00 - 09:20



DR. SABINE AGIUS CABOURDIN

FOUNDER
FIDEM FOUNDATION



JUDITH VALLETTA

MANAGING DIRECTOR
FIDEM FOUNDATION



CORYSE BORG

2025 CONFERENCE
RAPPORTEUR

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PANEL 1 THE VISIBLE STRUGGLE: MALTA'S WORK-LIFE (IM)BALANCE

INTRODUCTION 09:20 - 09:30

This panel will bring together workers from diverse backgrounds to share first-hand experiences of balancing work and family life in Malta. It will assess the implications of this on Malta's workforce and identify practical, evidence-based actions to better support work-life balance.

Prof. Anna Borg will open the session by introducing the theme of Malta's work-life (im)balance, highlighting the country's high work-family conflicts, the fact that studies show that only 1% of men take the largest share of caregiving, and the resulting impacts on work-life outcomes and fertility.



MODERATED BY PROF. ANNA BORG

Prof. Anna Borg is a leading researcher and lecturer at the University of Malta. Her work explores how gender shapes work, careers, and everyday life.

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PANEL 1 THE VISIBLE STRUGGLE: MALTA'S WORK-LIFE (IM)BALANCE

09:30 - 10:45



DR. STEPHANIE MIFSUD
ASSISTANT GENERAL COUNSEL



CAROLINE ZAMMIT
HEAD OF HR, AX GROUP



FABIAN DEMICOLI
HEAD OF COMMS &
BUSINESS DEVELOPMENT,
MALTA CHAMBER OF SMEs



JOSEF BUGEJA
SECRETARY GENERAL, GWU



ANTHEA MARIA ELLUL
PHYSIOTHERAPIST

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QUESTIONS FROM THE FLOOR

10:45 - 11:10

BRUNCH BREAK

11:10 - 11:55



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PANEL 2

THE INVISIBLE LOAD: UNSEEN PRESSURES SHAPING THE MODERN WORKFORCE

11:55 - 12:55

This panel looks at the broader spectrum of pressures facing Malta's workforce and explores the less visible challenges affecting workers' wellbeing and performance in Malta.

Discussions will address pressures that influence employees' mental health, productivity, and participation in the labour market. It will examine how workplaces and national policies can adapt to recognise and relieve these hidden burdens



MODERATED BY
ARIADNE MASSA

Ariadne Massa is a former Times of Malta Head of News and award-winning journalist with 20 years' experience.



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PANEL 2 THE INVISIBLE LOAD: UNSEEN PRESSURES SHAPING THE MODERN WORKFORCE

11:55 - 12:55



ELAINE COMPAGNO
GENERAL MANAGER
WOMEN FOR WOMEN FOUNDATION



YOLANDE SPITERI
HEAD OF CORPORATE
COMMUNICATIONS
HUDSON GROUP



PROF. MARCELINE NAUDI
ACTIVIST, ACADEMIC &
SOCIAL WORKER



PETER GATT
SENIOR EMPLOYER
BRANDING MANAGER
APS BANK



DANIELA CALLEJA BITAR
CEO
RICHMOND FOUNDATION

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WORKSHOPS

13:20 - 14:05

The workshops will aim to identify the changes needed at personal, national, and organisational levels, and to develop concrete recommendations for future planning.

Workshop 1 will focus on the practical and structural challenges of balancing professional responsibilities with parenthood, while workshop 2 will explore the invisible load, addressing the often-unseen pressures that extend beyond parenthood and impact overall wellbeing and professional engagement.

Alongside policy focus, the facilitator will guide participants in identifying practical, personal strategies to improve work-life balance.

Participants will be encouraged to reflect on the changes they would like to see in their own lives, what is within their control, and where broader structural action is needed.

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WORKSHOP 1 THE VISIBLE STRUGGLE: MALTA'S WORK-LIFE (IM)BALANCE



DAPHNE GRECH CUMBO
EXECUTIVE TRAINER & COACH

Daphne is a coach, trainer, and speaker specializing in mindset, emotional intelligence, wellbeing and resilience for performance.

She is committed to helping individuals and teams excel in professional environments. Her passion is in guiding people to reach their personal and professional goals, elevate their performance, and enjoy a quality of life that aligns with their values and purpose.



STEPHANIE GALEA
BUSINESS TRAINER

Stephanie holds a Diploma in Hotel Management and began her career with leading international brands.

She later transitioned into the meetings and incentives sector, progressing into senior sales and leadership roles.

Stephanie is a certified PRISM Practitioner and is committed to developing individuals to achieve both personal and organisational success.

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WORKSHOP 2 THE BROADER SPECTRUM: THE INVISIBLE LOAD



DRAGAN DONKOV SENIOR COACH PRACTITIONER & TEAM COACH

Dragan is a professional and Accredited (EMCC) Senior Coach Practitioner and Team Coach specialising in helping executives build awareness, gain clarity and confidence, and focus on what's most important to them!

Before starting Carob Consult, Dragan spent more than 10 years in a leadership position in the Mental Health at the Workplace field, leading the largest EAP in Malta.



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CLOSING REMARKS

14:05 - 14:15



THANK YOU

Financial Sponsors



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APS is an active member of FEBEA - The European Federation of Ethical and Alternative Banks and Financiers.

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Brown's is a prominent Maltese pharmacy chain offering a wide range of health-care, wellness and beauty services across the island.

They stock both prescription and over-the-counter medicines alongside nutritional supplements and premium cosmetic brands. With numerous branches in localities across Malta, they aim to provide convenient access and extended opening hours for customers.

Beyond the traditional pharmacy role, Brown's also offers additional services at select locations — such as gut care tests, laser hair removal and a variety of body sculpting, toning and rejuvenating treatments - enhancing its wellness focus. Their positioning blends everyday pharmacy provision with a more elevated “health & beauty” experience, making them a one-stop destination for both medical and wellness needs.



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As the longest established agent of Mapfre Middlesea plc, it combines strong institutional backing with immediate and individual client attention. The agency is firmly committed to confidentiality, prompt claims settlement, and delivering a full range of quality-oriented insurance solutions at competitive prices with added benefits. With convenient online payment options and a dedicated client portal, MyInsurance, Bonnici Insurance ensures that managing coverage is simple, secure, and accessible.

Its mission is to put clients' minds at rest by selecting the best possible solutions with all the protection they need.

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