



**FIDEM**  
Foundation

## WOMEN'S DAY CONFERENCE 2026

**“Give to Gain”**

**Building a Balanced Future for 21<sup>st</sup> Century Work and Life**

*Exploring real stories, real struggles, and real solutions to create a workforce that works for everyone.*

**FRIDAY 6<sup>TH</sup> MARCH, 2026**

**The Xara Lodge**

### DRAFT AGENDA:

8:30 – 9:00	Registration
9:00 – 9:15	<p>Opening Session</p> <ol style="list-style-type: none"> <li>1. Dr. Sabine Agius Cabourdin Founder of FIDEM Foundation</li> <li>2. Judith Valletta Managing Director of FIDEM Foundation</li> <li>3. Coryse Borg 2025 Conference Rapporteur (Recap of Last Year's Conference: Initiatives, completed actions, and ongoing progress)</li> </ol>
Moderator: Prof. Anna Borg	<b>Panel 1: The Visible Struggle: Malta's Work-Life (im)balance</b>  Prof. Anna Borg from the Malta Women's Lobby 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. ----
9:15 – 9:30	
9:30 – 10:45	<p>This panel will bring together workers from diverse backgrounds to share first-hand experiences of balancing work and family life in Malta.</p> <p>Policymakers and experts will reflect on the experiences shared, assess their implications for Malta's workforce, and identify practical, evidence-based actions that can better support work-life balance for both employees and employers.</p>
10:45 – 11:15	Questions from the Floor (Q&A)
11:15 – 12:00	BREAK

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12:00 – 13:00	<b>Panel 2: The Invisible Load: Unseen Pressures Shaping the Modern Workforce</b>
Moderator: Ariadne Massa	<p>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.</p> <p>Discussions will address how domestic violence, eldercare responsibilities, single caregiving roles, and other pressures that influence employees' mental health, productivity, and participation in the labour market.</p> <p>Policymakers, social partners, and experts will examine how workplaces and national policies can adapt to recognise and relieve these hidden burdens.</p>
13:00 – 13:20	Questions from the Floor (Q&A)
13:20 – 14:05	<p>Workshops</p> <ol style="list-style-type: none"> <li>1. The Visible Struggle: Malta's work-life (im)balance</li> <li>2. The broader spectrum: The invisible load</li> </ol> <p>Through these workshops, the aim is to identify the changes needed at national and organisational levels and to develop concrete recommendations for future planning. The workshops will be led by professionals in their respective fields.</p> <p>Alongside this policy focus, life coaches will guide participants in exploring practical, personal strategies for improving work-life balance, helping them reflect on what changes they would like to see at a personal level, what is within their control, and where broader structural action is needed.</p>
14:05 – 14:15	Closing remarks and future projects by FIDEM Foundation

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