

**NATIONAL REPORT ON STRATEGIES FOR
SOCIAL PROTECTION AND SOCIAL
INCLUSION 2006-2008**

SEPTEMBER 2006

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PART 1
COMMON OVERVIEW

1.1. Assessment of the Social Situation

Malta's long-term vision to promote a better quality of life for all persons, social groups and future generations is mapped out in four documents, namely:

1. The Pre-Budget Document 2006-2010 which identifies priorities of action and specific proposals aimed at bolstering Malta's competitiveness and engendering social cohesion.
2. The Pre-Budget 2007 Document.
3. The National Reform Programme addressing Malta's competitiveness in terms of the EU's Lisbon Agenda.
4. The National Strategic Reference Framework. This outlines the strategic priorities for Objective 1 EU structural funds for the period 2007-13.

Building upon Malta's convergence programme objectives, these documents centre the strengthening of social cohesion on the success of a four-tiered macro-economic policy targeting sustainable economic growth and a high and stable level of employment, new foreign direct investment, improving the competitiveness of the Maltese economy, and restoring fiscal balances to sustainable levels¹. Government is committed to advance and secure these goals through a concerted structural reform programme focusing on privatization and the promotion of private investment, port reform, encouraging creativity and innovation, curtailing unwarranted bureaucracy, increasing support to small and medium sized enterprises and increasing labour force productivity².

In its attempts to foster economic growth and stability Government has placed the strengthening and consolidation of fiscal balances at the forefront of its agenda. A plethora of measures are presently underway to this effect, including:

- the restructuring of public entities;
- the control of public sector employment;
- the reduction of abuse of government expenditure;
- control of tax evasion;
- other fiscal measures generating additional Government revenue; and
- a pension system reform³.

Global trends and developments impact Malta's economic climate and the realisation of these goals. Various efforts to dissuade the negative effects of externalities are underway, including attempts to minimise price instability through Malta's participation in the Exchange Rate Mechanism II⁴ (EMR II).

¹ "Malta: Update of Convergence Programme 2005-2008". Ministry of Finance, December 2005. Malta, page 5.

² *ibid.*

³ *ibid.*

⁴ Government's objective is to adopt the Euro on 1 January 2008.

Malta's economic position in relation to the EU25 average stands at 67.6% of GDP per capita in PPS⁵. (*Table 1, Annex 1*). However, the GDP growth rate⁶ in 2005 stood at 2.4% (EU25=1.6% and EU15=1.5%) which is in line with Government's commitment towards facilitating economic growth⁷. The Government's drive towards financial sustainability is showing positive results. Public deficit has been reduced from 10.2% of the GDP in 2003 to 3.3% in 2005 (EU25= -2.3% and EU15= -2.3% in 2005, Eurostat data). In the Budget Speech for 2006, Government confirmed its priority towards fiscal consolidation wherein the general Government deficit is projected to fall below 3% of GDP in 2006, and to continue to decline thereafter to 1.2% of GDP by 2008. General Government debt is expected to decline to 67.3% of GDP by 2008⁸.

Malta, like most EU countries, is going through major demographic changes⁹. These include:

1. a slowdown in population growth where the population grew by 6.9% between 1995 and 2005 as compared to 9.5 % between 1985 and 1995;
2. an increase in average population age, namely a rise from 36 years in 1995 to 39 years in 2005;
3. a significant decline of 16.7% over a 10 year period (1995-2005) in the number of children aged below 15 years of age;
4. a marked increase of 28.2% over a 10 year period (1995-2005) in the number of older persons aged 64 years and over.

Interwoven with gradual secularisation and an increasingly effervescent socio-cultural milieu, these demographic changes are necessitating a transitional phase in Maltese society. Population aging, which may be primarily attributed to a decline in fertility rates and an increase in life expectancy, also holds significant long-term implications¹⁰. Family ties are still strong and Malta actually has the lowest share of single adult households among all MS (4.2%), a very high share of '3 and more adults' households (20.2%) and the highest mean household size (3.1¹¹) in the EU¹². At the same time, the incidence of births outside marriage is on the increase (19.4% in 2005 compared to 4.2% in 2002) with 59.3% of such births involving mothers below the age of 25 years.

In Malta, the incidence of women in formal employment¹³ is still relatively much lower than the employment rate for men (women 33.7%, men 73.8% and total 53.9%, 2005 LFS annual average data (*Table 5, Annex 1*). These formal employment patterns

⁵ Gross Domestic Product per capita in Purchasing Power Standards (EU25=100, Eurostat 2005 data)

⁶ Percentage change on previous year.

⁷ The financial services sector and the IT sector has assumed growing importance over recent years and Government wants to strengthen this sector and to realize its potential for additional growth. Malta National Reform Programme, October 2005.

⁸ Malta: Update of Convergence Programme 2005-2008, Ministry of Finance, Malta, page 17.

⁹ "Census 2005 – Preliminary Report", NSO April 2005, Malta

¹⁰ In 2005 life expectancy at birth stood at 81.39 years and 77.67 years for women and men respectively (*vide Table 3, Annex 1*).

¹¹ Slovakia = 3.1.

¹² *vide Table 4, Annex 1, data Eurostat, the European LFS 2003.*

¹³ Those who during the reference week did any work (or had jobs from which they were temporarily absent) for pay or profit for at least one hour.

can negatively impact women's pension entitlements later on in life although the reduction in the gender pay gap (from 11% in 2000 to 4% in 2004, EU25=15%)¹⁴ should yield considerably positive outcomes. While the figures for men remain unchanged (50.8%), a positive trend in employment rates of older workers (55-64) in general and female older workers in particular were achieved (30.8% and 12.4% for the total population and females respectively in 2005). This factor ties well with pension requirements and poverty prevention initiatives.

The unemployment rate stood at 7.3% in 2005 (women 8.8%, men 6.6% in 2005, LFS annual averages), long-term unemployment stood at 3.4% in 2005, Eurostat data, (*Table 6, Annex 1*). The percentage of people aged 18-59 who are living in jobless households stood at 8.2% in 2005. The unemployment trap stood at 67.4% in 2004 (*Table 8, Annex 1*). The share of children (0-17 years of age) living in jobless households was at 8.9% in 2005. The reversal of these trends presents major challenges in poverty prevention in the coming years, which is why the empowerment of the emancipatory potential of children and young people has been prioritized for the period 2006-2008. Notwithstanding the overall unemployment figures, a positive development in the unemployment rate of young people has been recorded in 2005 (a decline of 2.2% from 19.0% in 2004). This may be partly attributed to education reform efforts that have led to a decrease in early school leaving from 54.2% in 2000 to 41.2% in 2005.

Preventing early school leaving, however, remains an important challenge. Reasons for not completing secondary education are manifold and complex. A concerted attempt to discern related causal factors on an on-going, longitudinal basis, and to identify and institute solutions to deter early school leaving and encourage commitment to the advancement of learning shall constitute a major education reform goal over the 2006-2008 period.

Given present and future demographic projections, Government is currently introducing various reforms, mainly in the pensions, social welfare and health sectors, with a view to achieve greater sustainability of social protection systems, particularly since the current dependency ratio (45.0%) is projected to increase to 64.6% in 2050 (*EPC-AWG projections, 2004-2050*¹⁵, *Table 9, Annex 1*). Due to the fact that the EPC-AWG have adopted a highly optimistic assumption on net-migration to Malta of 2500 immigrants annually, during the forecast period 2002-2050, this has resulted in a significant difference in the demographic ratios, PAYG and health expenditure from the nationally adopted projections of the Pensions Working Group which included an assumption of 650 immigrants annually. Given the differences in other demographic and macro-economic assumptions used by both parties, it is not surprising that the Government of Malta has expressed its reservation towards the outcomes of the EPC-AWG projections. The pressures on social protection expenditure are set to increase

¹⁴ Gender pay gap in unadjusted form as a difference between men and women's average gross hourly earnings as a percentage of men's average gross hourly earnings. Data Eurostat

¹⁵ It is pertinent to note that "the Maltese authorities consider that the national projections provide a more reasonable picture of likely future trends, and have expressed their reservation on the common migration hypothesis of these projections". Citation derived from the EPC document entitled "The impact of ageing on public expenditure: projections for the EU25 Member States on pensions, health care, long-term care, education and unemployment transfers (2004-2050)", Special Report no1/2006, page 24.

until the year 2030, after which point a decline is being anticipated (EPC-AWG projections 2004-2050). The Pensions Working Group Projections show a negative pension system balance during the period 2005-2050, with the following negative balance, expressed as percentage of the GDP: -1.2% in 2005, -2.7% in 2010, -4.4% in 2020, -4.3% in 2030 and -3.3% in 2050¹⁶.

The public pension expenditure in Malta is set to increase from 7.4% of the GDP in 2004 to 9.1% in 2030 and to decline to 7.0% in 2050¹⁷. However, both 'higher employment rate' (1 p.p.) and 'higher older workers employment rate' (5 p.p.) variants, are envisaged to lead to a decrease in the total pension expenditure (*Table 11, Annex 1*).

Public spending on health care as a percentage of GDP is set to increase from 4.2% in 2004 to 5.5% in 2030 and 6.1% in 2050. This will amount to a 1.3% increase from 2004 to 2030 and to a 1.8% increase from 2004 to 2050.

Drawing on the appraisal of the NAP Inclusion 2004-2006 and its 2005 Light Update Report, Malta recognises the need to further strengthen its support for those most in need in the period 2006-2008.

1.2 Overall Strategic Approach

Malta's socio-economic development rests on three major pillars, namely:

- sustaining economic growth and competitiveness through a knowledge-based and service based economy;
- safeguarding the natural and urban environment; and
- ensuring continuous investment in human capital and education.

Although Malta faces a number of challenges it nonetheless recognises the fact that it has also developed a number of strengths over the past few years. These include:

- an increased computer literate population with high Internet and mobile telephony penetration. To further foster such growth, a national ICT Strategy 2004-2006 was drawn up and is being implemented;
- an efficient and integrated financial services sector;
- effective social inclusion policies; and
- relatively low and stable unemployment rates in the labour market.

Government shall continue to shift its role from a key employer in the economy to a facilitator for economic growth generated by the private sector, while also addressing the following issues:

¹⁶ Source: 'Malta: Update of Convergence Programme 2005-2008' Ministry of Finance, December 2005, page 55.

¹⁷ EPC document "The impact of ageing on public expenditure: projections for the EU25 Member States on pensions, health care, long-term care, education and unemployment transfers (2004-2050)", Special Report no1/2006.

- redirection of public expenditure towards growth supporting spending whilst improving service quality and providing better value for money;
- gradual reforms, especially in the areas of pensions, healthcare and long-term care, to ensure the sustainability of the social protection systems, whilst ensuring that they continue to be provided to those in need; and
- enhancing resource mobilisation.

The political, social, cultural and economic developments experienced both in Malta as well as in the EU 25 possess important ramifications for the key pillars of social inclusion policy, namely pensions, healthcare and long-term care. As discussed above, unfavourable international trends and internal factors have deterred economic growth targets. However, notwithstanding this scenario, Government's commitment to social protection and to consolidate and develop social cohesion remains resolute and unwavering.

As emphatically stated in the Government's Pre Budget Document 2007, Government is committed to continue to nurture a caring society where everybody is secured an adequate standard of living and full participation in the social and economic mainstream, and where those in need can turn to and rely on the support and succour of society. A pro-active social inclusion policy moreover requires going beyond a social protectionist vision. Social protection measures must be combined with the vigorous defence and respect for diversity and a solidarity, which must *a priori* privilege the recognition of everyone's right to personal advancement. Within Malta's changing social milieu, characterised by an increasing heterogeneity, autonomy and self-determination, we cannot rely upon traditional methods to alleviate social problems and ensure greater social cohesion. Lessons gleaned through our post-war history have shown us that often, the end-result of blanket "welfare state", measures is increased state-dependence, institutionalisation and de-personalisation. It is within this context that this Report stems from the conviction in a social policy ethos that places the individual and his or her psychological, physical and social needs as the focus of social intervention. It emphasises the importance of flexible yet resolute structures that pool together cross-sectorial commonwealth of expertise that reside in both government and non-governmental agencies in an attempt to ensure a more effective response to the myriad needs of socially emarginated persons and to promote the emancipatory potential of Malta's present and future generations.

To provide an environment for mainstreaming vulnerable groups consideration is being given in this extant Report to: facilitating employment, investment in human capital, enhancing personal development and creativity, building stronger communities, strengthening the voluntary sector; investing in social welfare and professional competence, providing affordable housing, enhancing standards and promoting best practice, raising public awareness, networking and furthering gender mainstreaming.

1.2.1 Social Inclusion

Poverty or risk of poverty impinges on various life aspects including employment, education, culture and leisure, housing and social welfare. As such factors are in turn

likely to influence the level of social inclusion, they need to be addressed effectively and efficiently.

Malta considers employment to be important both in terms of achieving economic growth as well as for promoting social integration. Malta's labour market strategy highlights a number of strategic thrusts to generate economic development and secure inclusion for both males and females through employment. These include:

- investing in human capital through education and lifelong learning to enhance the skills level for the labour market;
- raising the employment rate, particularly of women and those above the age of 55 years;
- addressing labour market distortions, such as labour market mismatches between required and available skills and the black market economy;
- improving quality and productivity at work;
- promoting an inclusive labour market;
- offering equal opportunities by operating and extending employment schemes;
- modernising the public employment sector; and
- deploying/redeploying public sector employees more efficiently.

The main objective of this employment strategy is to increase the overall employment rate through the provision of more flexible and adaptable forms of work organisation such as paid parental leave, optional reduced hours and teleworking to promote work-life balance. Government intends to further promote the concept of virtual or e-working to enhance mobilise labour force participation. Moreover, Government has also committed itself to promote early education and childcare centres to ensure a good start for all children and facilitate increased participation in the labour market. Malta acknowledges the fact that, along with the initiatives undertaken by Government, the second and third sectors also play pivotal roles to promote equality and reduce social exclusion in the labour market.

Education also has a direct impact on the rate of economic growth in all sectors. At a time when prosperity depends on a highly skilled and adaptable workforce, it is particularly crucial for Malta to have an education system that enables it to compete in value-added, knowledge-intensive markets. In the light of this dynamic scenario, Malta is reforming its education system.

Malta's education reform addresses (a) the governance of the education system, and (b) the autonomy and decentralization of State schools. State schools are being networked together to form Colleges that are driven by a collaborative and competitive commitment which can play a vital role in securing better education systems and schools. The Education Division will be restructured into two distinct yet complementary entities; a regulatory body and a service provider. The shift from centralisation to decentralisation should empower schools to take decisions that best suit the needs of their students. Moreover, schools will become more accountable. The thrust of the reform is to involve schools in initiatives for developing a culture of decision-making, shifting the focus away from solely transmitting information towards facilitating participatory learning.

More specifically, Malta's key objectives in the area of education are to:

- a) improve and upgrade the quality of educational experience for both genders so as to enhance educational attainment.
- b) decrease levels of illiteracy and early school leaving.

In view of the foregoing, over the past few years Malta has:

- a) set up the Malta College of Arts, Science and Technology (MCAST);
- b) developed a local matriculation certificate examination system (MATSEC);
- c) included Information and Communication Technology (ICT) in schools curricula; and
- d) introduced a new National Curriculum that demands a paradigm shift in the way society looks at education.

Further measures are being projected for the 2006-2008 period to continue to build on these past successes.

Along with education, culture which may be described as "society's principal socializing, regenerative agent on the one hand and a dynamic instigator of social change"¹⁸ contributes to the development of human capital. Apart from sustaining its cultural heritage, Malta shall promote the contemporary arts (visual and performing) through the setting up of an Academy of Music, which shall:

- a) develop excellence in music performance and understanding;
- b) create a platform for current and future artists;
- c) stimulate society by increasing appreciation and knowledge;
- d) encourage participation in music; and
- e) increase opportunities for persons to take up careers in music.

Affordable housing also plays an important role in promoting better prospects for social inclusion. While the Housing Authority already has in place various schemes that help those most in need and provide affordable housing, Government is considering the amalgamation of the Housing Authority, the Social Housing Department and the Housing Construction and Maintenance Department with a view to rationalise and get better value for money from this sector.

Further to the above initiatives, Malta's social inclusion policy also recognises the need to institute measures to ensure the continued sustainability of its social welfare system. In order to ensure that benefits are awarded only to those who are in need and eligible, Malta is:

- a) considering the introduction of a single means-testing mechanism to determine eligibility for benefits and services;
- b) strengthening its Benefit Fraud and Investigation Directorate; and
- c) reforming its Invalidity Pension and other social benefits systems.

¹⁸ Bell, A. (2003), in *Ministry of Young persons and the Arts*, p.122)

1.2.2 Providing Access to Healthcare and Long-Term Care

Malta's health and long-term care sectors are facing considerable challenges, including the spiralling cost and demand for related services exacerbated by an ageing population and the continuous increase in the cost of emerging treatment modalities. Notwithstanding these realities, Government is committed to (a) continue providing a comprehensive tax-funded health service that is free at point of use for all its citizens, and (b) ensure equal access to quality health services, while directing its efforts at increasing life expectancy. The sustainability, access and quality of health and long-term care services are thus of paramount importance to ensure the feasibility and longevity of this system.

Undoubtedly, a healthy population is crucial for economic growth as it secures adequate labour supply, minimises welfare dependency costs and determines the quality of the labour force, particularly in relation to the employability of older people. Moreover, both health and long-term care are large employers and further expansion is envisaged to meet future demands. New pathways for efficient human resource deployment, the application of new, cost-effective technologies and the development of public-private partnerships are thus requisite considerations for effective care supply management strategies.

The way forward identified in this Report in relation to sustainability in the health care and long-term care sectors also includes an enhanced focus on healthy living and prevention. An effective prevention strategy should ultimately lead to better health and a reduction in the need for curative services. The promotion of a healthy lifestyle together with the protection of the environment provides an enhanced standard of living and a better level of public health.

The sustainability policies and measures identified in this Report in relation to health and long-term care thus aim to boost incentives to providers and users to utilise resources in a rational and cost effective manner while promoting the use of primary care. Competition among providers mitigates in favour of quality of services and the reduction of care costs. However, this requires on-going monitoring and regulation and Government shall take the requisite measures to this effect over the upcoming two-year period. Moreover, health care prevention measures, informal care and community-based formal care have a beneficial impact on public spending and social inclusion, particularly when compared to traditional care methods. The promotion of innovative forms of care shall thus constitute a major priority area for Government for the period 2006-2008.

1.2.3 Pensions Reform

Demographic ageing coupled with modest economic growth, unemployment and fiscal balance challenges are imposing tensions on the sustainability of the social protection system. In raising retirement age, the pension reform directly contributes to economic growth and employment retention. By tightening the link between earned income, contributions and pension rate such reforms also encourage formal activity and declared work across a longer working life cycle. Such work patterns contribute towards more personal savings thus reducing the risk of poverty in old age. Besides

making employment and longer working lives more attractive, the pension reform promotes adequacy and sustainability. The pension reform also contemplates a Second Pillar pension scheme to complement the present Two-Thirds social security pension. The proposed pension reform process shall be phased in gradually with stages targeting different age cohorts. This process shall undergo ongoing structured reviews to ensure that the reformed pensions system is viable and being managed strategically.

1.2.4 Good Governance

In order to ensure transparency in the process of drawing up the National Report on Strategies for Social Protection and Social Inclusion, the Ministries concerned undertook extensive consultation with stakeholders and the general public. This process was followed by the setting up of a working group with a view to bring together and synergise expertise from all three strands (social inclusion, pensions and health care and long-term care). Chaired by an independent academic member of staff from the University of Malta, the working-group was constituted as follows:

- two social inclusion officers from the Ministry for the Family and Social Solidarity;
- the researcher from the Ministry for the Family and Social Solidarity who is responsible for the National Strategy Report for Pensions;
- a representative from the Ministry of Health, Elderly and Community Care;
- the Director Policy Development and Programme Implementation within the Ministry for the Family and Social Solidarity;
- the Policy Coordinator within the Ministry for the Family and Social Solidarity; and
- a representative from the National Statistics Office.

Consultation for the National Action Plan on Inclusion entailed:

- a national consultation seminar in January 2006¹⁹;
- public feedback through a questionnaire-based data collection exercise²⁰;
- service users' feedback through questionnaire style research²¹ designed and administered by EAPN(Malta);
- a seminar for service users, service providers and policy makers²².

¹⁹ *Vide Annex 1.2b* for a list of represented entities.

²⁰ *Vide Annex 1.2c* for details regarding the questionnaire.

²¹ The data collection tool employed here was based upon that endorsed at the 5th European Meeting on Persons Experiencing Poverty.

²² *Vide Annex 1.2d* for a copy of the disseminated questionnaires.

Consultation for the Strategy Report for Pensions took place through:

- the setting up of a pensions working group; and
- public feedback following the launch of the White Paper on Pensions in November 2004²³.

Consultation for the National Strategies for Health and Long-term Care entailed:

- the setting up of a steering committee formed in March 2006;
- awareness through adverts, a website and online feedback;
- the setting up of five focus groups. The five focus groups were organised around specific groups of stake holders and were convened between the 4-10th May 2006²⁴; and
- a national consultation conference in May 2006²⁵.

Once the first draft of the National Report on Strategies for Social Protection and Social Inclusion was compiled, this was submitted to the Cabinet of Ministers for endorsement. Following its subsequent official launch, the report was made available in electronic format on the website of the Ministries concerned to facilitate further public consultation. The report was also forwarded to the Malta Council for Economic and Social Development (MCESD). Once this consultation was completed, this second draft of the National Report on Strategies for Social Protection and Social Inclusion was compiled and submitted to the Cabinet of Ministers for their final endorsement.

1.3 Overarching Messages

In an attempt to spur and empower initiative, excellence, creativity and innovation while fostering economic growth, Government has increasingly shed its hold over service provision in a number of keystone sectors and embraced a paradigm shift towards facilitation and regulation rather than direct intervention. Moreover, concerted attempts have been undertaken to rationalise and de-bureaucratise the public sector and to streamline the size of government while ascertaining modern, user-friendly work practices and quality of services. This rationale permeates Government's vision for the social inclusion sector. Government is equally committed to promoting and steering vital changes to ensure that Malta's social inclusion policy pro-actively responds to emerging needs and nurtures an empowering social milieu. As will be discussed further on in this Report, a number of changes are presently

²³ The Pensions Working Group received 47 formal submissions, following the closure of the consultation and discussion process at the end of April 2005.

²⁴ For a list of focus group participants together with participating organisations, entities and departments, see Annex 4.3

²⁵ Vide Annex 4.3 for a list of represented entities.

taking place and being projected within the education, employment, health, social welfare and social security sectors. These are aimed at strengthening social cohesion, and to secure better regulation, greater accessibility and better quality of services to protect and enhance the dignity, safety and well-being of all service users.

Partnerships and dialogue with stakeholders and social partners are key tools for promoting better governance in the welfare sector. The National Report on Strategies for Social Protection and Social Inclusion 2006-2008 provides an opportunity for the third sector to be an active participant in planning and policy development. Service providers pertaining to the NGO sector crystallise the important role non-governmental, voluntary agencies play in truly building a welfare society. The rich and evocative tradition NGOs in Malta may draw from demonstrates how the tenets of solidarity, subsidiarity and community/individual empowerment may be actualised in concrete and tangible practice and which makes a difference in people's lives. In order to continue strengthening NGOs, Malta is presently working towards the enactment of a legal framework that supports and regulates the voluntary sector.

Networking across sectors is becoming an increasingly more vital need. An efficient networking mechanism is necessary to coordinate responses on different levels, including, policy planning, research and development, service delivery and evaluation, and regulation. In view of the foregoing, a forum is necessary to facilitate networking through the creation of opportunities for dialogue, exchange of data and expertise, sharing of responsibilities and the formulation of a common strategy for the social protection and welfare sector. The involvement of all stakeholders in such a forum should facilitate the dissemination of information about different issues, raise greater public awareness on the aetiology of poverty and social exclusion and co-ordinate efforts to enhance social inclusion.

While identifying new pathways for development in the sector, this ensuing Report also draws from the strengths and challenges arising from previous planning efforts. The thrust of this Report therefore builds upon Malta's (i) National Action Plan against Poverty and Social Exclusion 2004-2006 and its 2005 light update, (ii) National Strategy Report on Pensions 2005, and (iii) National Strategies on Health and Long-term care 2005. This document is entirely guided by the philosophy that social inclusion, pensions, healthcare and long-term care are not for the privileged few but for all individuals, social groups and generations particularly those who find themselves in vulnerable circumstances that expose them to the risk of poverty and social exclusion. It stems from the conviction that it is only through a trans-sectorial, multi-disciplinary perspective that ropes in the ownership of critical parties that we can meet the challenges that lie ahead. This Report has attempted to bring together different experiences and the plethora of expertise that exists in the sector. It is intended to act as a catalyst and a crucial platform for an on-going evaluation, review and development of the field and consequently for our efforts at fostering a more socially-inclusive society. The public expenditure in education, health and social policy which exceeds 60 per cent of all public recurrent expenditure is a statement in itself of the priority and importance Government gives to the social cohesion of Maltese society. Government wants to use the consultation process on this document together with the pre-budget 2007 consultation process to engage in a constructive dialogue with all concerned on what measures are necessary to secure a more inclusive and participatory society.

PART 2

NATIONAL ACTION PLAN ON SOCIAL INCLUSION

2.1 Introduction

Complemented by a social fabric which still values strong community and family ties, Malta thrives from a strongly entrenched social welfare system that actively protects the Island from the risk-of-poverty gap. However, beyond Malta's deep-rooted social consciousness, trends for risk-of-poverty aggregates reveal that population groups (including *inter alia* the long term unemployed, single parents, irregular migrants, drug and alcohol dependents, victims of domestic violence, persons with disability, older persons, children and young people at risk) are vulnerable to varying degrees and different forms of poverty and social exclusion.

Malta's commitment towards safeguarding social cohesion and the well-being and life opportunities of vulnerable groups is set out in the National Action Plan against Poverty and Social Exclusion for the period 2004-2006²⁶. This second National Action Plan maps the way forward for the period 2006-2008. It builds on the 2004-2006 plan's strengths and successes while carving new pathways and policy priorities for the continued and improved entrenchment of social inclusion in Malta. The existent plan also identifies a host of congruent measures aimed at pro-actively responding to the kaleidoscopic shades that permeate the challenges faced by Malta's contemporary socio-cultural fabric.

A two-pillared consultative process was undertaken in an effort to widen and consolidate citizen participation and foster pro-active dialogue with stakeholders in the process of formulating the policy, priorities and supporting measures for the plan for 2006-2008. (i) Keystone stakeholders in the field were invited to produce feedback on the efficacy and effectiveness of the 2004-2006 NAP measures while also identifying lacunae necessitating to be addressed. (ii) The extensive feedback generated by the sector's grassroots supplemented a national consultation seminar on social inclusion aimed at ensuring that the priorities and targets set by this plan actively respond and privilege the social realities permeating the life-world of Maltese citizens.

In view of the foregoing, this national action plan for the period 2006-2008 focuses on four major and over-arching policy priorities, namely:

1. Empowering social cohesion
2. Building stronger communities
3. Strengthening the voluntary sector
4. Networking the social welfare sector

These policy priorities cut across diverse risk-of-poverty population groups. All measures and initiatives indicated in this part of the document have been planned out and designed in the best interest of all vulnerable persons²⁷.

²⁶ Ministry for the Family and Social Solidarity (2004): *National Action Plan on Poverty and Social Exclusion 2004-2006*. Malta.

²⁷ *Vide* Annex 1.2a for a comprehensive index of targeted vulnerable groups.

2.2 Policy Focus 1 – Empowering Social Cohesion

Malta recognises that individual change is fundamental for community development and social change. Individual emancipation is requisite to nurture personal growth and build partnerships and alliances that ensure collective and sustained responses to complex social issues. Exposure to poverty negatively impacts a person's present and prospective life chances. Poverty jeopardises the educational attainment, health status and work prospects of the person concerned thus exposing him/her to a higher risk of being socially excluded. A long-term strategy, focusing principally on the effective and enduring integration of future generations within Maltese society is thus requisite.

In order to safeguard present and prospective generations against poverty, improve their potential and opportunities for betterment, and thereby on a wider, macro and long-term level, to enhance social cohesion, Malta is focusing its strategic actions towards protecting, maximising and empowering the emancipatory potential of children and young persons through various reforms and initiatives by both government entities and voluntary organisations.

2.2.1 Personal development

Personal development relies heavily on effective education, increasing a person's employability and nurturing his/her creative potential. By addressing these key prerequisites, Malta aspires to enhance the social inclusion prospects and general well-being of its younger generations.

Although Malta already provides universal free and compulsory schooling so as to ensure that all children have access to learning opportunities as from a very young age, this is not enough to effectively cater for emerging realities. A reform in education²⁸ has therefore been undertaken with a view to (a) effectively address early school leaving; (b) reduce illiteracy rates; and (c) enhance inclusive and quality education for all.

Within this dynamic change scenario, during 2006-2008 Malta shall seek to:

- further reduce early school leaving and illiteracy rates
- enhance the link between academic education/lifelong learning and employability

(A description of the education measures and initiatives that Malta has already undertaken together with new initiatives that it plans to implement in the coming years is presented in Annex 2.3a)

Social inclusion also relies heavily on a person's employability potential. Young people therefore need to be adequately prepared for the labour market. To this effect,

²⁸ Ministry of Education, Youth and Employment (2005). *School Attendance Improvement*. Malta.
Ministry of Education, Youth and Employment, Young Persons and Employment (2005). *Inclusive and Special Education: Review Report*. Malta.
Ministry of Education, Youth and Employment (2005). *For all Children to Succeed: A new network Organisation for Quality Education in Malta*. Malta
Ministry of Education, Youth and Employment (2004). *National Action Plan for Employment*. Malta

training and career guidance are being accorded importance particularly within the context of a dynamic labour market where changing demands constantly ask for ongoing lifelong skilling and re-skilling. Various programmes have therefore been introduced with a view to facilitate employment and reduce the incidence of unemployment.

The Employment and Training Corporation offers various innovative programmes that enhance the employability prospects of unemployed people with some of these programmes specifically focusing on young people, namely:

- *Job Club* designed for young persons who leave formal education with low basic skills or no skills at all; and
- *Supported Employment Schemes* which are specifically designed for young people with special needs with a view to enhance their capabilities to integrate in the labour market.

In these coming two years, the Employment and Training Corporation will be spearheading new initiatives to target a wider access to employment through the European Social Fund.

(A description of the training and employment initiatives that Malta has already undertaken together with new measures that it plans to implement in the coming years is presented in Annex 2.3a)

Effective education requires both formal and informal/non-formal learning. Children and young people should therefore be encouraged to engage in non-formal learning and leisure settings such as youth organisations, where social and leadership skills, creativity, and cultural production (versus consumption) may be facilitated and ascertained. The importance of enhancing the creative potential of young people and a more deep-seated appreciation of culture and the arts is clearly reflected in Malta's National Youth Policy (2003)²⁹, which among other things recommends that the State should:

- facilitate the use of culture as an agent for social transformation by strengthening the relevant structures and creating space for plurality of expression and tolerance of cultural diversity;
- Minimise the exploitation (financial or otherwise) of young people through profit-making youth-oriented leisure services aimed principally at engendering consumption

Manifold initiatives to promote non-formal learning and cultural creativity among young people are in progress. Various local authorities in collaboration with government have set up youth empowerment centres in different localities. Run by professional youth workers who are able to relate and respond to the actual needs, tastes and aspirations of young persons, these Centres provide young people with a healthy non-profit making environment,

²⁹ Ministry for Youth and the Arts (2003). *National Report on Youth Policy in Malta*. Malta

Moreover, the Ministry for Education, Youth and Employment and the Ministry for Tourism and Culture have also instituted various programmes that seek to promote cultural and artistic creativity among children and young persons. Through its Youth Support Programme for example the Ministry for Education, Youth and Employment issues various grants to encourage and support organisations to participate and undertake cultural programmes/events. Funding for similar initiatives is also procured through the EU Youth programme. These grants provide youth organisations and young persons with the opportunity to participate actively in the performing and visual arts. Such initiatives thus encourage young people to build their cultural capital and to be the principal protagonists of their development and leisure by engaging in activities of their own preference.

2.2.2 Well-being

Good health, adequate housing and effective social welfare services all contribute towards a person's general well being and promote his/her prospects for social inclusion.

In relation to health care, Malta provides a comprehensive and free health service for residents of all ages. However, one can also benefit from specialised services that focus on their physical, emotional and psychological needs. To bolster its health services for children, Malta needs to consolidate existing services with particular focus on those services that cater for children and young persons with mental health difficulties.

Children are exposed to suffering in situations of substandard or inadequate housing. Malta has a number of strategies in place to promote adequate and affordable housing with particular reference to households with children - *repair schemes, subsidies on rent, shared ownership opportunities and Headstart.*

Not all children and young persons are able to live at home with their family and therefore they require alternative shelter. In view of such situations, Malta has a number of government, church and voluntary-run residences that offer shelter to children and young persons who have specific needs that prevent them from living with their family or require them to be placed in foster care. *(A list of these residential homes is in Annex 2.4)*

In order to enhance the well-being of vulnerable children and young persons and promote their prospects for social inclusion Government shall seek to increasingly provide affordable and quality housing particularly for those people who are really in need.

Notwithstanding Malta's commitment to promote the inclusion of all children and young persons, there are still those who, because of their particular circumstances, require support and protection. In fact, various Government and voluntary agencies are providing social welfare services that focus upon children and young persons. *(More information about current children and youth-oriented social welfare services is included in Annex 2.3a)*

A number of these services are now being reviewed and restructured to effectively address emerging needs. One example is the Fostering service where more staff was recruited so as to train, assess and support prospective foster carers. Further developments of consolidation, improving quality of service and expansion to residential homes for children will also be given priority.

2.2.3 Safeguarding the rights of children and young persons

Children and young persons have rights that need to be promoted and observed so as to enhance their social inclusion. Through the setting up of the Office of the Commissioner for Children, Malta has put in place a formal mechanism to monitor, review and promote best practice by related service providers while militating in favour of children's rights and ensuring that there is focused follow-up action that safeguard children's interests.

Children and young persons have also benefited from the recent introduction of the Family Court. Although this mechanism does not specifically focus on children, in addressing the family as a unit, this Court acknowledges and addresses the rights, obligations and needs of all members of the family, which often includes children, thereby fostering the general well-being and social inclusion of all involved.

In relation to curtailment of youth crime and delinquency, Malta recognises that a multi-pronged prevention approach privileging the preferential treatment, community-based re-settlement and the re-kindling of the emancipatory potential of young offenders is required. To this effect, Malta has instituted changes in legal provisions aimed at reinforcing the community-based treatment of minors and young offenders. As a result of the amendments made in 2002³⁰ to the Probation of Offenders Act (1957)³¹, over the past few years Malta has witnessed (a) an increase in non-custodial sentencing practices such as Community service orders and Combination Orders (community service and probation), and (b) the issue of provisional orders of supervision.

More effort however is still required to upgrade ancillary services and prevention programmes in this pivotal sector. At present, our juvenile justice system relies quasi-exclusively on criminal justice sanctions to contain delinquent or criminal conduct by young persons.

The consideration of primary prevention measures focusing on educational programmes aimed at fostering healthy social relationships and aimed at minimizing gender-related violence/discrimination, and violence/discrimination motivated by homophobia and xenophobia shall be a priority over the two-year period in question.

This will be supplemented by the institution of secondary prevention measures aimed at minimising potential or "at risk" youth from engaging in delinquent and criminal behaviour. While recognizing and taking the necessary measures to exclude harmful, indiscriminate practices of early identification programmes, our resources shall be effectively maximized and geared toward the identification of risk categories among our

³⁰ The Laws of Malta, Chapter 446, *The Probation Act*.

³¹ The Laws of Malta, Chapter 152, *The Probation of Offenders Act*.

youth population and to develop projects that deviate or deflect potential delinquent and criminal behaviour toward integrative behaviour.

Moreover, it is imperative in this respect for Malta to come to terms with the reality that youth crime and delinquency are community problems requiring community-based solutions. While individual-treatment programmes for “at risk” adolescents shall be a priority, an *a priori* focus shall be made on area projects fostering community integration and combating the different faces of social malaise in neighbourhoods susceptible to youth crime and delinquency.

The formulation of tertiary prevention programmes truncating the careers of repeat youth offenders in terms of length and frequency of offending shall also receive considerable attention. It is Malta’s intention to ensure that its juvenile justice system is effectively geared toward preventing adjudicated/processed young offenders from re-offending, thereby reducing recidivism for habitual offenders and youthful, first-time offenders from embarking on criminal careers. First-time young offenders for example may be linked with short-term intervention services without referring them to court. The detention, adjudication and institutionalization of young offenders reinforce criminal self-images rather than dissuade them. This is especially the case when an offender is still a minor and charged with less serious offences. For such youthful offenders diversion away from the criminal justice system toward the community may be an even more effective way of controlling and averting unwarranted behaviour.

In the case of “hardened” youth offenders, while recognizing the merits of incapacitation and deterrence in various instances, efforts shall be simultaneously made to improve the possibilities of community re-integration and the restitution (where possible) of the relationship between the offender and the victim. Non-custodial, community-based sentencing for processed criminal acts should thus be re-visited as a fundamental component of a comprehensive delinquency prevention strategy. Pre-release, parole, after-care and prison leave are all mechanisms that assist community-reintegration and reduce recidivism among sentenced youthful offenders.

Thus, during 2006-2008, to enhance the effectiveness of its juvenile justice system³², Malta shall actively consider the:

- development of primary prevention programmes targeting homophobia and promoting social diversity;
- the institution of secondary prevention and “diversionary” services;
- strengthening of the Probation Service Unit and other services ancillary to the juvenile justice system; and
- introduction of victim-offender reconciliation, parole and prison aftercare systems particularly in relation to youth offenders.

2.2.4 Empowering Social Cohesion - the way forward

The foregoing shows that various measures and initiatives are in place with a view to promote the social inclusion of children and young persons. However, all these now

³² Scicluna, S. (2003). The Criminal Justice System in Malta, pages 151-180. In the Ministry for Young Persons and the Arts (2003). *National Report on Youth Policy in Malta*.

need to be strengthened through effective collaboration, co-ordination and networking. During 2006-2008, such objectives shall be partly achieved through:

- On-going reforms in the education sector promoting opportunities for both formal and informal learning, personal development and creativity.
- the recently set up Department for Social Welfare Standards which is specifically responsible for (a) establishing standards and protocols of practice, (b) registering and regulating services and (c) assessing standards of care;
- the planned introduction of adoption and foster care legislation, which should facilitate further the role of various professionals;
- ongoing research and evaluation studies, and information campaigns (such as those carried out by the Foundation for Social Welfare Services and the Commissioner for Children³³) which (a) have increased public awareness on children's and young persons' rights and welfare issues, (b) promoted social cohesion of children and young persons and (c) brought together various people who are working with children, particularly with those at risk of poverty;
- greater emphasis on interdisciplinary approaches that focus on prevention and early intervention programmes; and
- the setting-up of an inter-ministerial task-force on juvenile justice with the remit to identify and map pathways for development in the sector.

2.3 Policy Focus 2 - Building Stronger Communities

The prospects for enhanced and effective social inclusion require a holistic community-based approach. Solely targeting individual social groups (such as children and young persons) may prove rather limiting in scope. Rather, we also require the introduction of initiatives that horizontally focus across various vulnerable groups to promote social cohesion.

Malta's national consultation process has identified several good practices and brought forward various suggestions for the consolidation and expansion of existing initiatives. Feedback shows that the general perception is that the building of stronger communities relies mainly on (a) programmes and services that are interdisciplinary and outreach oriented, (b) prevention programmes that create awareness and provide early intervention, (c) the introduction of new legislation that protects the most vulnerable, (d) the implementation of practical measures that particularly target education as the means for enhancing investment in human capital, (e) the creation of more employment opportunities and (f) the provision of adequate structures to enhance networking.

³³ Office of the Commissioner for Children (2006) *A Fair Deal: A study on Children and Young People with very Challenging Behaviour*. Malta

2.3.1 Community development

Malta's "smallness" together with an ethos of centralised welfare service provision have necessitated that over the years policies and strategies have been developed and implemented on a macro, national level. Such an approach tends to overlook the regional specificity of certain social problems. Whereas health centres and social security offices have, for several years, had their outlets in different regions of the Maltese islands, it was only around ten years ago that Malta saw the setting up of its first community development team run by government even though voluntary organisations were providing community support through organisations like the diaconia groups, Catholic Action, YMCA and Dar it-Tama among others. This community development team eventually expanded into a project under the name of ACCESS³⁴. Bridging together social security, unemployment, housing and social intervention services, ACCESS was established in Cottonera to respond to the high incidence of unemployment and complex social problems in the area. The Centre provides a plethora of welfare services to the local community while also acting as a pivotal point for facilitating and empowering community development initiatives anchored on the involvement of community organisations and public consultation. The next crucial step here is to ensure that NGOs, local authorities and the public at large are not merely seen as service beneficiaries, but as equal partners in service development, monitoring and provision

Apart from ACCESS, there are other social inclusion projects that possess a regional, community based orientation. The various community based lifelong learning centres run by the Foundation for Educational Services (FES) encourage literacy and training skills with the aim of facilitating employment and enhancing the standard of living. The Paolo Freire Institute also offers a literacy, training and social work service in the Zejtun locality. In terms of health and social work, the regional health centres such as the one in Qormi, offer an inclusive support service to persons with mental health problems who require generic social work intervention.

Community based services are increasingly becoming the more acceptable and preferred form of social intervention and support, as such an approach seems to address a wide range of actual and complex needs within a person's immediate and intimate social milieu. Moreover, experience shows that these projects help to promote gender mainstreaming and lead to greater individual empowerment and participation. In view of the benefits that community based services tend to offer, Malta shall (a) develop more community based resource and empowerment centres in other localities with a view to promote prevention and early intervention programmes so as to enhance social inclusion, and (b) continue with its urban regeneration projects so as to refurbish dilapidated housing with a view to increase availability of affordable housing.

2.3.2 Prevention and early intervention

Prevention and early intervention programmes assist people from becoming increasingly vulnerable thus reducing their risk of becoming socially excluded. Prevention and early intervention should therefore help build stronger communities.

³⁴ ACCESS Annual Report, 2002-2003

In its commitment to build stronger communities, Malta, through its voluntary and non-voluntary sectors, is increasingly focusing on prevention and early intervention initiatives with a view to prevent or reduce of the risk of social exclusion. As a result, Malta has embarked on public awareness campaigns that cover a wide range of such social issues as child abuse, addictive behaviour, disability, sexual health and domestic violence. Moreover, through the ongoing provision of programmes that address drug rehabilitation, parental skills and illiteracy, Malta hopes to mitigate or reduce the challenges for inclusion encountered by vulnerable persons.

The foregoing suggests that education is the cornerstone for prevention and early intervention. By promoting personal development through information campaigns and training, education also enhances a person's employability prospects and thus contributes towards the strengthening of the community.

Along with education, health care programmes also contribute to the building of stronger communities. Vaccination and screening programmes facilitate prevention and/or early detection of disease thus promoting the health and well-being of the individual concerned as well as those of the community in which one lives.

(More information about current and planned prevention and early intervention strategies is included in Annex 2.3b)

2.3.3 Social benefits reform

Malta wants to ensure that each social benefit facilitates beneficiaries' social participation and inclusion. Whilst social benefits should seek to help vulnerable individuals, the ultimate aim remains that of ensuring that Maltese society becomes healthier by strengthening the potential of each citizen.

Social benefits should not only provide a safety net for the most vulnerable members of society but should also aim at bringing beneficiaries closer to becoming independent from the State. In this sense, and in the light of ever changing economic realities, social benefits must be tailor-made to facilitate further the entry of beneficiaries into the labour market.

In the recent past Malta has been undertaking a major overhaul in its core economic and social policies. As regards social benefits, Malta has already reformed its Invalidity Pension system. The necessary amendments to the Social Security Act have been passed through Parliament and the required administrative changes will take place.

The Invalidity Pension reform represents the first step towards having a more consistent and comprehensive legislation for the provision of social security benefits. Despite anticipated difficulties, Malta intends to undertake extensive revisions to its Social Security Act³⁵. This will entail the review of current social security benefits, so as to ensure that existing benefits are rationalised to meet present needs so as to

³⁵ The Laws of Malta. Chapter 318, *Social Security Act*.

ensure that all those citizens who are truly in need will continue to benefit from the social welfare safety net.

Every right to a social security benefit brings along with it an obligation to refrain from abuse. For this reason, Malta is committed to continue to ensure that benefits are only awarded to those who truly deserve and are entitled to them. For this purpose, a Benefit Fraud and Investigation Directorate has been established within the Ministry for the Family and Social Solidarity. The results achieved so far have been very encouraging. However, Malta still feels the need to further increase awareness and responsabilise citizens on social security benefit entitlement regimes. Malta's vision is that this Directorate will continue to grow and cover other areas besides social security benefits provided by Government.

2.3.4 Building Stronger Communities – the way forward

The measures for building stronger communities as discussed above complement various other policy measures that address discrimination. However, the building of stronger communities asks for effective regulation and legislation that strongly promote social protection and inclusion. In this regard, Malta is steadily adopting a strategic and legal framework that safeguards the rights of vulnerable people who are most likely to find themselves at risk of social exclusion. The legislation addressing Domestic Violence³⁶ together with the Equal Opportunities (Persons with Disability) Act³⁷ reflect Malta's commitment to enhance its prevention and intervention strategies while at the same time providing redress for vulnerable groups. Similarly, the drafting of policies that focus on drug and alcohol use should eventually provide comprehensive guidelines to ensure that the related strategies and services effectively address emerging trends in the dependency and addiction sector.

Moreover, while endorsing the introduction of the legislative measures outlined above, the public consultation exercise undertaken in the process of formulating the 2006-2008 NAP on inclusion also identified a number of other legislative and policy lacunae - namely the need to:

- evaluate existing legislation concerning family matters;
- control gambling and the consumption of alcohol amongst minors;
- combat discrimination of minority groups;
- promote integration and tolerance for diversity;
- curb human trafficking; and
- strengthen gender mainstreaming.

Besides the foregoing, the consultation process also inferred that although laws and policies are an effective means for helping vulnerable groups and building stronger communities, there is also a need for creating more factual awareness on existing and emerging social issues so as to (a) facilitate informed and coherent public responses towards vulnerable groups and (b) eliminate or reduce the stigma arising from unfounded fears and lack of tolerance.

³⁶ The Laws of Malta. Chapter 481, *Domestic Violence Act*.

³⁷ The Laws of Malta, Chapter 413, *Equal Opportunities (Persons with Disability) Act*.

During the period 2006-2008, Malta shall:

- conclude and implement the drug use and alcohol consumption policies; and
- start evaluating the issues and proposals that arose from the consultation process with the aim of instituting measures which effectively respond to these emerging realities.

2.4 Policy Focus 3 - Strengthening the Voluntary Sector

The effective promotion of social inclusion for those persons, who find themselves at risk of poverty and, as a result become vulnerable to social exclusion, requires the collaboration and co-ordinated input of public, private and voluntary entities. The National Action Plan on Social Inclusion for the period 2006-2008 acknowledges the vital role played by non-government organisations as it specifically focuses on initiatives that should further empower and strengthen the voluntary sector. Government's commitment in the current process of setting up a legal structure that formally recognises and co-ordinates the input of the various voluntary organisations reflects Government's determination to strengthen the voluntary sector in Malta.

2.4.1 The role of the voluntary sector

The voluntary sector may be considered as the heart of civil society. Regardless of size, form or purpose, voluntary organisations provide independent views on politics, culture, use of leisure time, environmental issues and other crucial aspects. The voluntary sector contributes towards political reform, social development and is a vital player in instilling socio-cultural change. On the other hand, on the micro-level, through their educational, health and social programmes, voluntary organisations empower people to take stock and control of their own life. In empowering the individual, the non-governmental sector thus also has a positive impact on the wider community.

Voluntary organisations often interact with Government while maintaining their identity, autonomy and freedom to express their views and opinions, be they incongruent with government policy or not. The voluntary sector is therefore in a position to trigger and promote social change and play a key role in the development and implementation of national policies. The ultimate aim of voluntary organisations may thus be best described as to “act in the public arena at large, on concerns and issues related to the well-being of people, specific groups of people or society as a whole”. (European Union Commission, 2000)³⁸. Moreover, besides promoting the prospects and quality of life of various social groups, voluntary organisations also generate employment. In fact, it is estimated that worldwide 190 million people work

³⁸ European Union Commission (2000) *Discussion Paper. The Commission and Non-Governmental Organisations: Building a stronger partnership*. {Online text file} European Union, 3-4. Retrieved from: http://europa.eu.int/comm/development/body/theme/ngo/ngo_useful-docs_en.htm

within the voluntary sector, (Salomon et al., 2003)³⁹ while non-profit organisations provide 4% of total employment in Europe⁴⁰.

2.4.2 The voluntary sector in Malta

Voluntary organisations have a long and valued tradition in Malta. The country's voluntary sector is presently made up of a vast range of civil society organisations, foundations, associations, pressure groups, clubs and federations. Volunteers operate within formally organised structures focusing on such diverse areas as the promotion of arts and culture, sports, education, research, health, social services, environment, fair trade, religious/spiritual development, advocacy of human rights, and philanthropic work. Some volunteers operate outside official structures by responding to calls for support on specific issues. Moreover, a number of local NGOs are becoming increasingly complex both in terms of structure as well as service provision.

In recognition of the important role played by the voluntary sector, the Maltese Government awards yearly grants and fiscal exemptions to a number of voluntary organisations while it also involves civil society stakeholders in consultation processes. To consolidate this appreciation and recognition, the Ministry for the Family and Social Solidarity, is in the process of introducing new legislation to support and regulate the voluntary sector thus formally, further acknowledging and supporting this valuable sector. The introduction of such legislation, is a practical, local response in support of the European Commission's view that; "The importance of having clear, positive legal and fiscal frameworks for voluntary organisations and foundations to work in, cannot be underestimated." (EU Commission, 1997)⁴¹

(Information about current initiatives within the voluntary sector are included in Annex 2.3c)

2.4.3 The voluntary sector and legal provisions

Notwithstanding the fact that Malta does not as yet have legislation that specifically addresses the voluntary sector, it has a number of laws and regulations that indirectly regulate the sector. When interpreting current laws, Maltese Courts recognise important concepts that relate to this sector and in fact extend the recognition of legal personality to associations. However, since there is no registration system for organisations to prove their legal personality, great ambiguity still prevails as far as the liability of persons involved in voluntary organisations is concerned. Against this scenario, the enactment of a specific legislative framework that deals solely with the voluntary sector is considered crucial for the provision of "the necessary focus for the harmonisation of policies and rationalisation of rules applicable to this sector." (Ministry for the Family and Social Solidarity, 2005)⁴²

³⁹ Salomon, L.M. et al. (2003) *Global Civil Society – An Overview* Centre for Civil Society Studies, USA

⁴⁰ Rutzen, D. (2005) *The Challenges of NGO Legislation* in the seminar *Anti-Discrimination, Inclusion and Equality in Malta*

⁴¹ European Union Commission (1997). Communication Paper. *Promoting the Role of Voluntary Organisations and Foundations in Europe.*

⁴² Ministry for the Family and Social Solidarity (2005). *Strengthening the Voluntary Sector*

In June 2005, the Ministry for the Family and Social Solidarity⁴³ issued the White Paper entitled ‘*Strengthening the Voluntary Sector*’ for public consultation. The proposed legislation deals with (a) Civil Code amendments to cater for the legal personality status of NGOs, and (b) the enactment of the ‘Voluntary Organisations Act’ that defines the relevant sectors and addresses the existing structural lacunae, including the lack of a central supporting and regulatory body. The Bill addresses institutional and organisational developments such as a registration procedure and the setting up of a Commissioner and a National Council for Voluntary Organisations. The Bill also acknowledges the fact that as a result of the humanitarian and social nature purpose of their work, voluntary organisations may be entitled to various privileges, including fiscal exemptions.

This White Paper reflects the Malta Government’s endeavour and commitment to secure a coherent, comprehensive and regulatory legal framework for non-governmental entities with a view to help NGOs become more effective and efficient through the promotion of best practice and increased accountability. Moreover, the proposed legislation is aimed at facilitating active partnerships and securing an effective working relationship between Government and NGOs in relation to policy development and implementation.

While welcoming the draft legislation, in the consultation exercises complementing the publication of the White Paper and the drafting of this extant plan, NGOs expressed the urgent need for the implementation of measures addressing grassroots concerns and forwarded a series of the amendments to the proposed legislative framework. These proposals are presently under review.

Besides the absence of a legal framework, other factors impinge on the voluntary sector in Malta. The need for promoting better partnerships between the State, the private sector and civil society organisations in the implementation of policies is one such key area. Networking, collaboration and co-ordination must be enhanced in order to avoid duplication of work and maximise the deployment of resources. While fully respecting the autonomy of NGOs, Government is set on encouraging the voluntary sector to respond more emphatically to national priorities as identified in the NAP. To this effect, and to mobilise and intensify synergies, Government is committed to act as the principal catalyst for structured dialogue and on-going, meaningful consultation between all the pivotal stakeholders in the social welfare sector. Moreover, although the funding of social welfare initiatives cannot depend entirely on EU funding, better focus and co-ordination should help NGOs make more effective use of such funding and develop cross-sectoral networks with other local, European and international organisations. Government is committed to facilitate an effective, collaborative pan-European platform for local NGOs to enrich the latter’s exposure to best practices in the field.

2.4.4 The Voluntary Sector – the way forward

Malta has acknowledged the need expressed by the EU to prevent poverty and social exclusion with the help of non-governmental organisations. In order to do this Malta

⁴³ *ibid.*

needs to strengthen the role of the voluntary sector. During 2006-2008 Malta shall therefore:

- continue to develop its legislative structures with a view to facilitate the development and active participation of voluntary organisations; and
- promote transparency, accountability, networking and collaboration with a view to enhance the effectiveness and capacity building of the Maltese voluntary sector.

These initiatives complement the Ministry for the Family and Social Solidarity's commitment towards enhancing democratisation and promoting the mobilisation of actors through the involvement of social partners in the area of social policy development and implementation.

2.5 Policy Focus 4 -Networking the Social Welfare Sector

The promotion of social inclusion does not depend only on the range of available services but it also extensively relies on the disposition and ability of all stakeholders to co-ordinate their initiatives and input. Although Malta provides an array of social welfare, health, education and employment services to enhance the overall well-being and prospects of vulnerable people, networking between the agencies providing such services needs to be strengthened.

Against this scenario, the networking of the social welfare sector has been identified as an issue that warrants priority focus in Malta's National Action Plan for the period 2006-2008.

Effective networking asks for collaboration and co-operation based on regular dialogue amongst all stakeholders with a view to achieve common goals and objectives. While collaboration depends on trust, shared vision and open communication, networking requires that all stakeholders acknowledge the benefit of working together, for it is through the identification and sharing of complementary skills, knowledge and expertise that better results can be accomplished. The synergy promoted by networking should help mobilise and streamline efforts to achieve common goals across agencies and in so doing reduce gaps and overlaps so as to ultimately enhance service outcomes. Networking may therefore be considered as a major organisational tool for rendering greater depth and scale to the process of social welfare transformation.

2.5.1 Social welfare networking in Malta

Malta, through its governmental and voluntary sector, offers a host of social welfare initiatives with the objective of promoting social inclusion. Although the country's small size should facilitate co-ordination, Malta's networking system is not as responsive as one would expect it to be. This weakness at times manifests itself in duplication of work, service overlap and territorialism.

Notwithstanding the fact that the culture of information sharing is not deep-rooted in Malta, (Gretchen, K, 2003)⁴⁴, operators in the field cite collaboration and networking as a major determining factor for their success and sustainability. Although local service providers recognise the positive effects of such collaboration, the feedback drawn from the consultation process reflects stakeholders' concern on the difficulties that proscribe lasting and effective partnerships in the sector. Differences in work practices, a sense of competitiveness and territoriality, delays triggered by bureaucratic processes, staff turnover, conflicting interpretation of policies and laws, were all cited as challenges that hinder the promotion of effective networking in service delivery. These concerns appear to actually stem from work experience where sporadic networking takes place on an inter-ministry, intra-ministry, inter-voluntary and inter-sectoral levels. (*Information about current networking initiatives is included in Annex 2.3d*)

In the absence of formally structured networking mechanisms, various social welfare initiatives in Malta significantly rely on *ad hoc* networking arrangements. In the light of this scenario, Malta has identified the need to develop a formal networking mechanism and is in fact setting this as one of its major policy measures for its 2006-2008 National Action Plan on Social Inclusion.

2.5.2 Networking the social welfare sector – the way forward

Networking must take place at all levels of society and include all stakeholders for it to yield effective collaboration and co-operation. Although it is acknowledged that such a measure is a lengthy and taxing process that requires commitment and motivation from all stakeholders, it is also recognised that such an approach will in the long-term produce positive and cost-effective results. As more attention is given to the importance and method of enhancing networking and collaboration, more light is shed upon those practices that we often take for granted but which actually help us build stronger communities, integrate services and strengthen the social welfare sector. Malta therefore aims to tap into this expanding area of interest by formally networking its various priority areas, through for example the creation of a database regarding research, conferences and projects, amongst others.

2.6 Good Governance

The foregoing considerations and discussions are based on the outcome of extensive consultation with all relevant stakeholders.

The consultation process for the National Action Plan on Inclusion 2006-2008 was launched during a National Consultation Seminar that was held in January 2006. All stakeholders (government, public, private and voluntary sector) who are directly or indirectly involved in social inclusion initiatives were specifically invited to participate in this national consultation event. Moreover, in order to ensure that civil society and all those persons who may have an interest in social inclusion are informed about this activity and encouraged to attend and participate, the National

⁴⁴ Gretchen, K. (2003). *Managing the Impersonal in a Personalized Public Service*. Public Administration and Development 23, 197-209. John Wiley and Sons: West Sussex

Consultation Seminar was also advertised on all local Sunday newspapers (in Maltese and English) and on the government intranet.

A total of around 200 representatives from various government departments, voluntary organisations and the general public participated in the National Consultation Seminar (*vide Annex 1.2b for a full list of entities*). These participants were divided into 5 workshops with themes based on the 4 Nice Objectives. All workshops were presented with 5 sub-themes and each workshop was required to discuss these themes and to present recommendations within the context of the topic being dealt with by that particular workshop.

Following the National Consultation Seminar, a further two more focused consultation processes were carried out, namely:

- a) a questionnaire directed towards policy makers and service providers;
- b) a questionnaire directed towards service users.

Policy makers and service providers, coming from government entities as well as from voluntary organisations were invited to participate in this consultation process. They were invited (through personal invitations by email and through a press release on all local newspapers in Maltese and English), to answer a short questionnaire consisting of 3 main questions based on a multi-policy approach across the identified 9 categories of individuals, social groups and generations at risk of poverty and social exclusion (*vide Annex 1.2c for details regarding the questionnaire*). A total of 25 entities (13 government, 11 voluntary and 1 independent) forwarded their responses.

The consultation process with service users was conducted by EAPN Malta in collaboration with the Ministry for the Family and Social Solidarity. The questionnaire adopted for this consultation exercise was the same one used for the 5th European Meeting Persons Experiencing Poverty (*vide Annex 1.2d for details regarding the questionnaire*). Around 90 service users (around 10 service users per category) were interviewed. As a part of this consultation process, a seminar was organised for service users where results of the questionnaire were presented and discussed. This seminar, which was attended by the Parliamentary Secretary within the Ministry of Health, Elderly and Community Care as well as by the Minister for the Family and Social Solidarity, gave service users the opportunity to have an open dialogue with key politicians in the area of social welfare.

In the period 2006-2008, Malta shall base its administration of good governance in the area of social inclusion on the experience and outcomes of the consultation processes described above, namely:

- a) during the January 2006 National Consultation Seminar, all participants were invited to nominate a social inclusion officer as a link between the individual entity and the Ministry for the Family and Social Solidarity, this being the lead ministry in the area of social inclusion. A number of nominations were made both by government entities as well as by voluntary organisations. Periodic meetings shall now be held between the social inclusion office within the Ministry for the Family and Social Solidarity and the social inclusion officers nominated by the various entities so as to monitor progress in the different areas working towards social inclusion;

- b) the Ministry for the Family and Social Solidarity in collaboration with EAPN Malta will consult service users regarding issues pertaining to social inclusion;
- c) Malta shall hold an annual consultation exercise with a view to monitor progress in the area of social inclusion and plan the relative way forward; and
- d) the National Action Plan on Inclusion 2006-2008, will be reviewed and updated yearly by the Social Inclusion Office within the Ministry for the Family and Social Solidarity.

2.7 Conclusion

The promotion of social inclusion is a complex challenge that traverses various social welfare sectors and asks for a comprehensive approach that addresses overarching issues. Malta's National Action Plan for the period 2006-2008 acknowledges the need to effectively and simultaneously address those major areas that directly or indirectly impact the prospects for inclusion. Rather than limiting its focus to vulnerable social groups, Malta shall over the next two years focus also on addressing over-arching policy priorities through measures that strengthen its legislative and administrative mechanisms with a view to combat the various forms of poverty and reduce the risk of social exclusion. As discussed above, Malta aspires to meet this goal through measures that empower the emancipatory potential of children and young people (the cornerstone of any prospects of a more Maltese cohesive society in the future), further mobilise community development, strengthen its voluntary sector and enhance its networking framework.

PART 3

NATIONAL STRATEGY REPORT ON PENSIONS

3.1 Updating the 2005 NSR on Pensions

The National Strategy Report on Pensions (*Hyperlink 1, Annex 3.2*) was drawn up within the context of the implications of Malta's ageing population and a relative consensus on the unsustainability and inadequacy of the country's current pension system. The lengthy consultation and analytical processes that led to the issue of the final report (*Hyperlinks 2 and 5, Annex 3.2*) and the eventual launch of the Pension Reform in March 2006, were guided and ensconced in attempts to find the best solutions to this strategic issue.

The consultation process commenced after the launch of the White Paper "Pensions: Adequate & Sustainable" that was tabled by the Prime Minister at the House of Representatives on the 24th November 2004. By the end of the consultation process in April 2005, the Pensions Working Group had received 47 formal feedback submissions. It was confirmed that the Reform was a matter of paramount importance that warranted early redress so as to secure adequate and sustainable pensions for future generations (*Hyperlink 6, Annex 3.2*).

The primary concerns that emerged from the consultation exercise heightened public sensitivity to the proposed changes, namely: maximum pension income, pension indexation to wages, increase in statutory retirement age, accumulation and calculation parameters of the Two-Thirds Pension, private pensions, and channelling of pensions contributions to the Health Fund. Subsequent to the consultation process, the Pensions Working Group developed various models of reform scenarios.

Two trends that significantly impact the pension situation in Malta are: (i) early exit from the labour force, and (ii) low age-specific employment rates of older workers. In the past few years, a negative trend was observed in the average exit age from the labour force, with a decline from 58.2⁴⁵ years in 2002 to 53.9 years in 2005 (EU25 60.7 years in 2004). This trend is unfavourable *vis-à-vis* the Pension Reform's key objective to stimulate people to work longer so as to ensure eligibility to a full pension. In view of this trend, the National Reform Programme (*Hyperlink 7, Annex 3.2*) recognises that the lowest employment rates are those among 55-64 and 65+ age groups and suggests several policy responses such as personalised employment pathways, the provision of training and revision of fiscal and pension system so as to facilitate the necessary support that older workers need in order to remain employed.

Moreover, several other factors with macro-economic impacts on the sustainability and adequacy of the present pension system rendered the Pension Reform a task of paramount national importance. On 1 March 2006 Government announced the changes that it would implement based on the proposals set out in the Final Report on Pension Reform. These changes include:

- the gradual increase in retirement age to 65 for both genders;
- the new national minimum pension guarantee pegged to not less than 60% of the national median income;
- a new method of pension entitlement calculation, and equal approach for the employed and self-employed;

⁴⁵ Data by gender were considered as unreliable and therefore are not provided here.

- regular five yearly reviews of the pension system;
- flexible retirement for those who choose to stop working before age 65;
- full pension entitlement to those who reach the statutory pensionable age but opt to continue working;
- credits for parents who stop working to raise children and a legal leeway for those who wish to study during their working life, so as not to be penalised pension-wise;
- the introduction of second pension at a later stage and depending on the Government's fiscal targets;
- the voluntary option of private pension schemes; and
- the possibility of introducing tax incentives to promote the accumulation of pension funds.

The Pensions Bill (Bill 76) was presented to Parliament and discussed therein in July 2006.

3.1.1 Adequacy

In order to ensure pension adequacy, one of the measures introduced in the Pension Reform provides for a change in the calculation of the National Minimum Pension (NMP). This will be calculated at a rate of not less than 60% of the national median income (equivalised) instead of 4/5^{ths} of the minimum wage for a married person maintaining the spouse and two thirds for any other person as it presently stands. A revision of the NMP may also be carried out during the five yearly review of the system with a view to preventing such pensioners from lagging behind other types of incomes. However, the proposed law seeks to ensure that the NMP is never lower than that established for the preceding year.

Whereas prior to the Pensions Reform different calculation methods were used for the self-employed and self-occupied⁴⁶, the Pensions Reform introduces the same principle for the calculation of a pension for self-employed/self-occupied (Hyperlinks 8 and 9 in Annex 3.2) and employed persons. This is in line with the requirement for fairness and solidarity across generations.

Periodic reviews will also be introduced to ensure adequacy of pensions. The current Two Thirds Pension capped at the maximum pensionable income (MPI) of Lm6,750 (Euro 15,525), will be raised by the amount equivalent to the increase in the Cost of Living (COLA) until 2010. Thereafter and up to the year 2013, the Maximum Pensionable Income will be raised by 3 tranches to Lm 9000 (Euro 20,700). With effect from 2014, the Lm 9000 Maximum Pensionable Income capping will then be increased annually by such sum corresponding to 70% Wages 30% Inflation. Social Security contribution rates will be adjusted in line with this new MPI.

In Malta's case, if the capping of Lm6, 750 (Euro 15,525) were to remain unchanged throughout the period 2005-2050 Theoretical Replacement Rates (TRR) provide

⁴⁶Following amendments to the related legislation in January 1996, for social security purposes, a 'self-employed' person is defined as a person who is not gainfully self-employed in a business or profession and mainly lives on income derived from investments/rents. On the other hand, a 'self-occupied' is that person who derives income from an economic activity, and hence declares a net profit/loss.

concerted evidence of declining trends both in a base case, pre-reform scenario (net TRR from 0.88 in 2005 to 0.34 in year 2050) and in the case of a ‘some reform’ scenario (from 0.88 in 2005 to 0.52 in 2050)⁴⁷. In other words, while the average income has been adjusted equally for the productivity growth and the inflation rate until 2050, the maximum pensionable income ceiling has been kept at Lm6,750 (Euro 15,525) as introduced in 1981 and adjusted only for the 80% of the inflation rate. This resulted in a decline of the nominal value of income and consequently in very low theoretical replacement rates. The main results indicate that the projected decline appeared to be significantly lower for lower wages (variant 2/3 of the average wage, and the ‘minimum wage’ variant) than for the average wages, or for the rising wages career profiles (Tables 1 and 2, Annex 3.1).

3.1.2 Sustainability

Gradual change in retirement age shall increase from the present 60 and 61 years for women and men respectively to 65 years for both genders. Furthermore, the current employment rates in the 55-59 age group (42.8%) and 60-64 age group (14.0% in 2005, total⁴⁸) (Table 3, Annex 3.1, and hyperlink 10, Annex 3.2) could increase as a consequence of the implementation of the Invalidity Pension Reform aimed at possible rehabilitation/ reskilling of persons who have exited the labour market and curbing the abuse of social benefits. The rise in statutory retirement age also allows for extended work careers between ages 61 and 65 years on the basis of proportionate benefits. The reform will equally affect the retirement ages of women and men as on the 1 January 2007 in the following way:

- persons who on the 1st January 2007 are between 51 and 54 completed years of age will retire at 62 years of age;
- persons who on the 1st January 2007 are between 48 and 50 years of age will retire at 63;
- persons who on the 1st January 2007 are between 46 and 47 years of age will retire at 64 years of age; and
- persons who on the 1st January 2007 are 45 years of age and less will retire at 65 years of age.

Persons who on 1 January 2007 are 55 years of age and over, will not be affected by this reform. Working women who at the beginning of 2007 are 55 years of age and over are given the option to work up to age 61 years instead of up to 60 years. In this regard, the proposed Bill seeks to afford such persons protection from termination of their employment.

Under the new pension system, persons who continue to work beyond pension age but prior to the attaining of 65 years of age shall be entitled to a full Two-Thirds Pension⁴⁹ provided that they are not engaged in any gainful activity. The objectives of

⁴⁷ Vide Tables 1 and 2, Annex 3.1.

⁴⁸ National Reform Programme.

⁴⁹ The Two-Thirds Pension Scheme was introduced in 1979. The insured person is liable to pay 1/10 of his wage, salary per week as a Social Security Contribution and is entitled to Two-Thirds of his Pensionable Income if he satisfies the relevant contribution conditions. The introduction of the Second Pension Scheme (SPS) is a natural evolution of the pensions structure to ensure and guarantee adequacy by allowing for the provision of additional pensions cover, to enable a reasonable degree of

this measure are manifold including (a) on the individual level the possibility of enhancing the longevity of work careers and protracted labour force engagement while ascertaining more adequate levels of disposable income and (b) on the wider, societal level, to encourage labour force participants to partake in efforts to ensure a sustainable pension system through continued social security contributions.

Life expectancy at birth is set to increase to 77.4 and 81.7 in 2010 and further to 80.1 and 83.7 in 2030 to reach 81.8 and 85.0 in 2050 for males and females respectively. Significant increases are expected at older ages. Life expectancy at age 65 years is set to change from 16.7 and 19.8 in 2005 to 16.0 and 19.0 in 2010 and to increase to 18.0 and 20.6 in 2030 (AWG-EPC projections)⁵⁰. Longevity will present momentous pressure on pensions and health care services.

In order to ensure long-term sustainability of pensions, the contribution period will be gradually increased from 30 years to 40 years. The 40 year contribution period will be introduced for all persons who are 45 years of age or younger on 1 January 2007. A 35 year contribution period will be introduced for persons who, on the 1st January 2007, form part of the 46 – 54 age group. Persons who, on the 1st January 2007, have attained 55 years and over will continue to be regulated by the 30 year contribution period rule.

The introduction of the second pension in Malta poses a question of adequacy and therefore the Government is currently analysing ways to find an optimum solution, so as not to impose heavier burdens on workers and employers by increasing the contribution percentage, while at the same time also trying not to decrease the Government's revenue by allotting a percentage of the current social security contribution from the first to the second.

The new pension system also provides for flexibility as those persons who wish to retire before the age of 65 years may do so although early retirement is discouraged.

Given the changes that Maltese society is going through, including the need to attract more women back to work and to encourage life-long learning and continuous personal development, Government will be offering contribution credits for parents with young children, as well as for students and workers who want to further their education and skills. Tax incentives linked to longer contributing periods are also being evaluated, in view of managing increased longevity.

pre-retirement standards of living of each scheme beneficiary. In fact, this is not a new concept to Malta. Prior to the introduction of the Two-Thirds pensions scheme in 1979 there was already a growing section of the population covered both by a First Pension (National Insurance) and a Second Pension (Occupational Pension). The third pension includes private pension and individual retirement provisions. In the case of introduction of the Third Pension Scheme (TPS) regulatory powers would be allocated to the Malta Financial Services Authority (MFSA) which is also entrusted with the SPPS.

⁵⁰ AWG Projections. However, reservation has been expressed towards these projections because of their overly optimistic immigration hypothesis which ultimately brings down the old-age dependency ratio due to age-specific character of international migration (see further 'The impact of ageing on public expenditure: Projections for the EU25 MS on pensions, health care, long-term care, education and unemployment transfers' Special Report no1/2006 European Economy, page 24).

Malta has implemented the Pensions Directive (Hyperlink 11, Annex 3.2) in its framework and is in the process of discussing and appraising the transferability of the Portability Directive. Some issues in relation to the latter require further in-depth scrutiny and consideration.

In order to identify and curtail possible fraud and abuse of benefit claims Government established the Benefit Fraud and Investigation Directorate in May 2005⁵¹. The safeguarding against abuse of government funds reflects Government's resolve to increase and ensure the sustainability and adequacy of provision to those with critical needs.

3.1.3 Modernisation

Although gradually the Maltese are becoming more aware of their rights and obligations, it is evident that in the past some groups of people were not in a position to build up adequate pension rights. Part-time, temporary and seasonal workers for example did not have the opportunity to accrue sufficient pensions due to their non-standard employment. Maltese traditions, sedimentary aspects of the Island's economic structure and the pre-reform pension system framework, did not encourage women and persons engaged in non-standard types of employment to build up sufficient pension rights.

The significant reduction in the gender gap mentioned earlier, did not make a notable impact on women to join the formal labour market. Greater participation of women is expected to be achieved through greater balancing of family and work and through the new Pension Reform proposal to credit social security contributions for the care of children.

The Pensions Directive 41/2003 of the European Parliament and the Council on the activities and supervision of institutions for occupational retirement provision (IORPs) was adopted into the Maltese legal framework on the 30th of March 2006. Its objective is to facilitate cross-border operation by pension schemes. The Pensions Directive (Hyperlink 11, Annex 3.2) stipulates a framework for the regulation of occupational pension schemes that operate on a funded basis and are outside the scope of social security schemes. It establishes minimum regulatory standards ensuring that pension fund members and beneficiaries are properly protected.

The NSR Pensions stresses the need for greater transparency. This has been ensured by the Special Funds (Regulations) Act (SFA) of 2002 (Hyperlink 12, Annex 3.2). Directive B. 2.4.1. states that beneficiaries and contributors should be informed regarding: their contractual rights and obligations, the financial, technical and other risks embedded in the Second Pension Scheme (SPS) and the distribution of risks embedded in the SPS to the contracting parties. This is considered crucial to ensure a positive attitude towards the uptake of these schemes.

⁵¹ Redesignated as the Benefit Fraud and Investigations Directorate since 1 January 2006. The Directorate has identified over 500 cases of social benefits abuse in year 2005 only, as a result of which some 1.2 million Euro were saved. The Directorate is expected to expand in the near future and to cover all social benefits issued by the Ministry for the Family and Social Solidarity.

It is believed that awareness on pension issues should start at a young age⁵² (Hyperlink 13, Annex 3.2). The topic *Consumer Education - Budgeting* (Planning Personal Finances) in the current Personal and Social Development Syllabus could help build such awareness and is in line with Government efforts to promote self-determination and autonomy among future generations.

It has been observed that the contributors to state pension schemes tend to show interest in their entitlements only a few weeks prior to their reaching retirement age thus leaving themselves little chance to improve their financial position in any way. The Department for Social Security has recognised the need to improve awareness and increase dissemination of information on entitlements emanating from the pay-as-you-go (PAYG). This awareness campaign also aims to empower citizens to ascertain their financial independence and to dissuade the sense of helplessness and pessimism that presently seems to prevail in relation to citizens' outlook towards the adequacy of their future income from pension and other investments⁵³.

Various legal amendments to the current Contributory Invalidity Pension have been approved and are being implemented. These include changes to the current medical panel system, to ensure the much needed control over the medical review and establishing specific medical criteria in relation to work related impairments. This reform is aimed at providing further transparency and accountability within the system.

3.2. Focusing on Specific Issues

The Pension Reform has recognised the constraints of the previous pension system, and it made a significant step forward towards recognising the life-cycle approach, as in cases of child rearing and furthering one's education.

In addition, it has been recognised that pegging the NMP against a threshold which is not less than the 60% of the median national equivalised income rather than against 4/5^{ths} of the minimum income for married persons maintaining a spouse and 2/3^{rds} in the case of any other person, maintains adequacy and creates a better safety net against poverty.

A legal framework regulating key issues in the development of private pensions has also been developed. The proposed Bill establishes the framework article for the establishment of such pensions. The Special Funds (Regulations) Act (SFA) of 2002, which will be the regulatory legislation, safeguards the interests of the parties involved through the regulatory framework for SPPS and third pension scheme (TPS). However, the SFA was aimed at the international market and was not enacted as a part of a reform of the local pensions system. The structure stipulated by the SFA

⁵² "Teaching your children how to save and spend" and "Top 10 finance hints for young adults" are two short publications aimed at parents and teenagers explaining aspects of banking, insurance, and investing, available in both English and Maltese and distributed free of charge.

⁵³ This is evidenced by the negative responses produced by all age categories to questions regarding the adequacy of their future income from pension and other investments. *Vide* Survey on Perceptions on Pensions and Retirement (Hyperlink 14, Annex 3.2).

requires that all contributions are invested through a Retirement Fund managed by professional fund managers.

In terms of security, the Schedule of Payments is an important monitoring tool for the defined benefit schemes (DBSs). The SFA which transposes the relevant EU directive⁵⁴ require the Retirement Scheme Administrator to maintain the Schedule of Payments. The latter is to be certified by an actuary at the outset and revised thereafter on a regular basis should the need arise.

The SFA places a statutory obligation on the auditors and actuaries to provide reports to the Malta Financial Services Authority (MFSA) on the financial status of the scheme, and to notify the MFSA of any breach of licensing conditions. This measure helps to ascertain transparency. Actuarial reports are also to be included in the Annual Reports of DBSs⁵⁵. Disclosure is also an essential part of the regime stipulated by the SFA. The Directives require that annual reports must be provided to members, free of charge⁵⁶, to make an informed judgement on the development, management, operation and financial performance of the SPPS. In the case of Defined Contribution Schemes (DCSs), annual reports are required to provide information, amongst other things, about the investment performance of the Retirement Scheme's assets including an assessment of their nature, marketability and valuation⁵⁷. Besides, the Scheme Administrator is required to provide on request any contributor or beneficiary with certain specified information (such as on the target level of benefits and the investment portfolio)⁵⁸. Clear, transparent and consumer friendly information to promote informed choices and decisions by consumers is another important requirement of the SFA⁵⁹.

Alongside the future benefits of the Pension Reform measures announced earlier on this year, it is also hoped that the forthcoming introduction of the SPPS, the recognition of the need for adequacy in pension saving and the understanding of pension choices by younger generations, will contribute further to the adequacy and sustainability of the pension system in Malta. Moreover, these mutually supporting measures should bolster Malta's efforts to ascertain further concerted social inclusion safeguards well into the future.

⁵⁴ SFA Sections 32(1), 33(1) and Directive B.2.3.1

⁵⁵ Directives B.1.5.6 and 3.9.1

⁵⁶ Directive B.1.5.1

⁵⁷ Directives B.1.5.1 and B.1.5.7

⁵⁸ Directive B.2.4.2

⁵⁹ Directive B.2.4.3

PART 4

**NATIONAL STRATEGIES FOR HEALTH AND
LONG-TERM CARE**

4.1 Introduction

The public health care system provides a comprehensive basket of health services to all persons residing in Malta who are covered by the Maltese social security legislation. In addition, the health care system also provides all necessary care for special groups such as irregular immigrants or foreign workers who have valid work permits⁶⁰. No user charges or co-payments apply. A few services including elective dental services, optical services and coverage of formulary medicines are means-tested⁶¹.

Access to medicines required on an out-patient basis is completely free of charge to persons covered by free treatment schemes⁶². Expenditure on medicines that are provided through the public sector has continued to rise relentlessly and now accounts for around 15% of recurrent Government health expenditure, despite the fact that around two thirds of procured medicines are now generics. The private sector acts as a complementary mechanism for health care coverage⁶³. Public health services are considered to be highly cost-effective and provide considerable value for money. It is estimated that around 7.44% of GDP is spent on health care in the public sector. Total health expenditure (that is, also including expenditure in the private sector) amounts to 9.3% of GDP. This is well in line with the EU average (Table 12, Annex 4.1).

One of the main strengths in this sector is the availability of competent and caring qualified human resources and demand for such human resources is currently sharply increasing.

The health care system has always offered a relatively large degree of patient choice. Several private hospitals and clinics supplement the services provided in the public health care sector⁶⁴. Patients can move without restrictions between the public and private sectors. Patients can also choose their private general practitioner and their specialist in both private and public sectors but are not normally able to choose their general practitioner in the public sector.

The state health service and private general practitioners comprise primary health care in Malta. However, the two systems of primary care practice function independently of one another. Secondary and tertiary care are mainly provided by specialised public

⁶⁰ EU citizens are also entitled to free emergency care through the European Health Insurance Card (EHIC). Irregular immigrants are only entitled for formulary medicines only.

⁶¹ With the specific exceptions mentioned above, notably in relation to medicines, the State system covers all Maltese citizens irrespective of income or ability to pay. The voluntary system provides supplementary financing and does not replace any mandatory statutory contributions. State health care is financed through general taxation and is complemented by private financing through out-of-pocket payment and private insurance. The public health care system is funded through general taxation and the system is deemed to be equitable and progressive.

⁶² These schemes are regulated as schedules under the Social Security Act. Access to the Schedule II (Pink Card) Scheme is means tested. In the case of patients suffering from Diabetes Mellitus the Pink Card is issued without means testing. The Schedule V (Yellow Card) Scheme is used to cover persons who suffer from listed chronic diseases and is also issued without means testing.

⁶³ It is estimated that around 25% of the population have some kind of basic private health insurance.

⁶⁴ The bed capacity in the private sector accounts for 12.5% of the total number of acute care hospital beds.

hospitals of varying size and function⁶⁵. The main acute general services are provided by one main teaching hospital incorporating all specialised, ambulatory, inpatient care and intensive care services. Malta has become almost self-sufficient in terms of providing most tertiary care. Patients are sent overseas for highly specialised care required for rare diseases⁶⁶.

Health sector NGOs are mainly self-help and advocacy groups for specific diseases or sectors of the population. Some provide health or support services whilst others serve to raise funds for investment in specific areas.

Universal coverage is also in place for long-term care⁶⁷. Access is linked to need and to capacity within the currently available infrastructure⁶⁸. Services are provided by the state, church and private/voluntary organisations. The mixed market of service providers fosters competition on price and quality⁶⁹. The institutional sector that provides care for the elderly covers a span of needs ranging from custodial to highly dependant care. Homes for the elderly are dispersed across the country thereby often providing residential care closer to home. The infrastructure for residential long-term care is overall of high quality across both public and private/voluntary sectors. Most of the facilities are modern or are undergoing modernisation programmes.

Training of the human resources working within residential long-term institutions ranges from basic care skills to specialised professional training. The quality of human resources in the sector is one of its major strengths.

⁶⁵Although decentralisation of management is underway, there is still considerable input from central administration on the day-to-day running of state institutions. Health care personnel employed by government as salaried civil servants provide state health care services. The competence and commitment of the health care workforce is deemed to be one of the strengths of the health care system.

⁶⁶Patients are referred overseas for treatment overseas for cases such as, bone-marrow transplants, liver transplants, complex major spinal surgery, paediatric cardiac surgery, maxillo-facial surgery, and specialist paediatric cases. To date there have been no strong clinical or economic arguments to develop these services in Malta since the investment cost is too high, the patients are too few and full time professional staff employed to perform this type of service will quickly become de-skilled. This system may be viewed as an extension of local health service provision in the public sector - a tertiary care backup service with centres of excellence abroad. A transparent authorisation process is in place to ensure equity and to balance need with financial and other resources when considering sending patients abroad for treatment. To date this process has passed the test of time and is considered as a prime example of good practice in determining and balancing access rights with individual patient needs.

⁶⁷ For the purpose of this report long-term care services are being defined as institutional and community services provided across a range of settings spanning from primary care to rehabilitation for diverse client groups including the elderly, persons with disabilities, mental health problems, substance abuse problems and chronic debilitating illnesses.

⁶⁸ The facilities for institutional care in the public and church sectors are limited and there are waiting lists for admission both for the elderly as well as for the persons with disability in state and church institutions.

⁶⁹ The long-term care sector has yielded positive experiences in the area of managing the public/private mix of service provision. These services have proven to be very effective and economical while also addressing quality issues. Whilst the Department for the Elderly runs several residential homes for older persons, two of these are operated by a private contractor through a long-term service level agreement. Another scheme that has been adopted is the 'purchase' of beds from the private sector. Again this has proven to be an economically-viable model since government did not have to invest in further infrastructure to gain additional beds.

Financing of state long-term care services is through general taxation and co-payments⁷⁰.

Government policy in the long-term care sector is focusing on keeping persons in their own home and attached to their surrounding community milieu whenever possible. The movement of older persons away from the home and community environment that they are accustomed to, may result in trauma. Thus, the on-going development of community-based services is a main priority area for Government in this field. The development of community day centres for the elderly as well as adult learning centres for the persons with disability exemplify Government's efforts to this effect. The experience with home services⁷¹ has shown that these are also very popular and in great demand. The private sector also provides home care or support against payment.

In the mental health sector persons requiring institutional long-term care have full access to all the required facilities. Community services for mental health have developed in the past decade and include homes that focus on rehabilitation as well as support services from an inter-disciplinary team. The National Commission for Mental Health has been recently renewed and its first main priority is the drawing up of a modern Mental Health Act.

Collaborative initiatives between the private and public sectors in long-term care are yielding positive results. However, the private sector is only affordable to a select segment of the population. Furthermore, the highest dependency categories of patients are almost exclusively cared for by the Government services.

Taking into account these strengths, past accomplishments and the current socio-economic context in Malta, this report presents the measures that have been prioritised by Government to further the policy objectives of accessibility, quality and sustainability in health and long-term care for 2006-2008. These objectives were agreed by Member States for the streamlined open method of coordination in health and long-term care. The report builds upon the Preliminary National Report drawn up in 2005.

⁷⁰ The system of co-payments that is in place ensures that pension contributions are linked to means. Funds collected through co-payments are re-directed into the long-term care sector. The private long-term care sector is financed through out-of-pocket payments and through payment provided by the state for services procured. A large contribution is also made by unpaid informal carers, mostly women. The mixed public and private financing is considered to be a strength to build on for the future sustainability of long-term care financing. In addition, the concept of co-payments and contributions in the public long-term care sector is now well established with broad political consensus.

⁷¹ These include 'home help', 'handy man', 'meals on wheels' and, 'tele-care' schemes. For example, the latter is an innovative approach to retaining elderly in the homes. This is a telecommunications system that links the elderly in their homes with a central 24 hour station, whereby personnel receive automatic distress calls from elderly persons who are on their own and organise an appropriate response, using either state emergency services or relatives, friends and/or neighbours. This project was successfully launched in collaboration with a private telecommunications company whereby all infrastructure, equipment and maintenance are borne by the private sector while the Department provides the staff and premises. Recently a further 1000 users have been added to the system that now covers 9000 persons.

A national consultation was organised to obtain stakeholders views on the priorities for health and long-term care. This employed the use of five focus groups and a national consultative conference to which around 250 people attended. Further details of the process are provided at Annex 4.3. The feedback obtained has been useful in informing the policies and strategies that will be pursued herein. The latter may be grouped within three over-arching policy priorities, namely:

1. Enhancing equity in access to care
2. Promoting quality and excellence
3. Improving governance to safeguard sustainability

4.2 Policy Focus 1: Enhancing Equity in Access to Care

The Maltese health care system is based on the principles of equity and solidarity with universal coverage. Government's commitments to opening a new hospital with 850 beds in July 2007 and a new rehabilitation facility with 280 beds are *inter alia* aimed to enhance accessibility in the health sector. Moreover, over the 2006-2008 two-year period Government intends to address accessibility issues through a concerted action plan centred on the following priority areas:

4.2.1 Patient rights and responsibilities

Work is underway to complete the drafting of a Bill for Health Services and a new Bill for Mental Health. These will introduce better systems of Governance for health and long-term care as well as outlining and consolidating the rights and responsibilities of patients, service providers and the sector's regulator. The draft Bill for Health Services will incorporate a framework for consolidation of patient rights and responsibilities throughout the health system. In addition, it will provide for public representation within the health care system.

This Bill is envisaged to provide for the separation of roles and functions between the funder, regulator and providers of health services. The legislation is also intended to address the concern that to date the public health care services have not been subject to the same legislation regulating the private sector and will create the framework that will ensure uniform standards are applied throughout the health system.

Moreover, the Bill will also provide the legal framework for decentralisation of management. Devolution and decentralisation of management processes that place responsibility on service providers for effective and appropriate utilisation of resources have been introduced in some smaller hospitals⁷². These pilot systems have positively affected patient care and utilisation of resources. Government intends to

⁷² For example, Zammit Clapp Hospital (an acute rehabilitation geriatric hospital) has successfully implemented its mission of incorporating an interdisciplinary team approach within a high quality atmosphere, which is also conducive to learning and continual development. This has been achieved by focusing upon the real needs of patients and their carers through a process of on-going consultation that also involves the whole professional team. The Hospital's autonomous management structure has enabled it to be more responsive to the many different and changing demands of an ageing population.

replicate these processes and systems in the main hospital over the 2006-2008 two-year period.

A number of quality services charters have also been implemented in recent years. The use of charters to ensure that patients will be provided with user-friendly information on services to which they are entitled as well as their rights and responsibilities when receiving such services will be further strengthened.

However, patient empowerment needs to be coupled with civic responsibility for the use of health services. Government will promote this through an information campaign. Relatively simple measures such as informing the hospital or health centre if an appointment is not going to be taken up so that the slot may be passed on to somebody else waiting to be seen, taking good care of the facilities and respect for health professionals will be promoted.

Although Government is not considering the introduction of charges, a system whereby feedback on the cost of services is provided to users will be implemented as an appropriate measure to encourage responsible utilisation of the system.

4.2.2 Waiting times for specific interventions

A system for better management of hospital waiting lists will be introduced in partnership with medical consultants. Patient choice of consultant will continue to be guaranteed. An analysis of waiting lists and capacity for intervention will be carried out in an effort to set acceptable and feasible waiting times for non-urgent interventions. Government will also explore the possibility of better utilising Gozo General Hospital and the private sector in a bid to bring down waiting times.

4.2.3 Affordability of new medicines

Quality and safety of medicines is now firmly guaranteed with the introduction of a registration system that is up to EU standards. To ensure access to affordable medicines, Government, in collaboration with stakeholders, is working to introduce a system that ensures availability of medicines with fair and transparent pricing mechanisms. Government is also intending to take measures to ensure that generic medicines become more widely available. Discussions are also underway to pilot 'a pharmacy of your choice' scheme. Such a scheme would enhance access to medicines within the community.

4.2.4 Community-based responses to health care needs

In addition to the extensive services offered by health centres, work is underway to further promote services in the community⁷³. The success of a pilot project on

⁷³ For example, the community-based model has also been successfully implemented in a multi-disciplinary mental health services pilot project. Over the past 18 months a Primary Care Team has evolved into an independent team that has developed sophisticated roles for each individual team member. The results of this work practice have been extremely encouraging, and patients express a deep sense of satisfaction with the way the team operates. Moreover, to date, none of the Primary Care Team's patients have required admission to Mount Carmel Hospital, and there have been several cases where patients' medication has actually been reduced with considerable success.

diabetes care implemented with local councils provides a basis for actively exploring a greater role for local councils and other community-based, third sector organisations as partners in offering services within the community.

Professional services within the community need to be improved to better reach residents in their local community and where possible in their own homes. A directorate to coordinate stakeholder input into the provision of community services will be set up in the 2006-2008 period. Liaison between central and local government, the church, the private sector and NGOs working in this field will take place. The legal framework for voluntary organisations, shortly to be enacted, will also act as a stimulus for the further development of NGOs in the health and long-term care sectors. Government intends to provide physical space for the running of NGO services. This will support NGOs to expand their range of services. Government encourages the creation of an umbrella organisation for NGOs active in the health sector.

These measures will ensure better integration and networking to occur at community and local levels and will enable Government and service providers to have an active partner representing the views of patients and their families when consulting on future health policy and strategy.

4.2.5 Equitable access to long-term care

Improving equitable access to long-term care requires a coherent policy response supported by all stakeholders in the field (including the church, private sector, local councils and NGOs) to bolster capacity, address service gaps and develop services that are more responsive to changing and emerging needs. Government is also committed to undertake a plethora of specific measures to this effect between 2006 and 2008 in the following main priority areas:

- Bed capacity

Capacity in providing institutional long-term care needs to increase in order to match increasing demand. For this reason Government has decided to increase capacity within St Vincent de Paule Residence (SVPR) by a further 100 beds.

- Community-based public-private partnerships

A Community nursing home in Mellieha providing for varying needs and dependency levels will be developed through a public private partnership project. This home will accommodate 108 residents and is expected to be opened in 2008.

It has long been felt that state community homes should gradually be transformed into nursing homes that cater for the needs of dependant persons. This requires the re-orientation of state community homes from institutions that provide custodial care to ones in which nursing care takes place in response to new and emerging needs of elderly residents. Changes to this effect are thus being studied. This will also entail a

concomitant change in the skill mix of personnel working in these homes and therefore needs to be planned carefully.

Government is seeking to work with other partners in addressing demand for residential places in long-term care facilities. Capacity needs to meet current and future changing population trends. A strategy to increase and match capacity for residential long-term care will be developed together and in agreement with the private/NGO and church sectors. An integrated and consultative approach is crucial to address the needs of Malta's ageing population since the solutions are multifactorial, complex and costly. Moreover, an evaluation of community services for older persons will be effected and a plan for the provision of community services to support long-term care in the local community will be drawn up.

- Admissions Criteria

Terms of reference for admission into state institutional facilities for long-term care have been established. The criteria will continue to be further refined in order to enhance the needs-based dimension and will be published on the department website to foster transparency.

- Population-wide needs assessment

The development of long-term care services has long been associated almost exclusively with the elderly population. The needs and aspirations of non-elderly persons who may require long-term care have not been mapped out on a national level. A needs assessment for groups needing long-term care other than the elderly will be carried out in order to better understand their requirements and identify the existent gaps in provision of services and facilities. Innovative models of providing individualised management for long-term care will be explored.

4.2.6 Enhancing Equity in Access to Care - the way forward

The Maltese health care system is based on the principles of equity and solidarity. While bolstering service capacity through the opening of Mater Dei hospital and new rehabilitation facilities, the focus in enhancing access will be that of placing the patient at the centre of all initiatives. More specifically this will be ensured by creating a legislative framework for patient rights and responsibilities and service charters that promote sensible use of services, curtailing waiting times for specific interventions, ensuring affordability of new medicines and technology and developing community-based responses to care needs. Vulnerable groups need special attention to ensure that they enjoy full access to all health care services especially since they often have greater health needs than the remainder of the population. The health needs of vulnerable groups as well as barriers that limit access to care will be researched.

In the long-term care sector energies will be synergised and directed toward increasing bed numbers at long-term care institutions to address demand and capacity constraints. While the infrastructure for institutional care is relatively well developed, more investment is required widening patient/client choice. The development of community-based services and public-private partnerships in the long-term care sector will thus be a major priority area in the forthcoming two-year period. Increasing

accessibility to long-term care also necessitates an on-going review of service admissions criteria and a comprehensive needs assessment of non-elderly groups requiring long-term care, thereby facilitating a scientific understanding of related trends and service demand patterns and moreover an informed, evidence-based response to emerging needs.

4.3 Policy Focus 2: Promoting Quality and Excellence

Surveys have repeatedly confirmed that the Maltese public is highly satisfied with the quality of clinical care offered by both the public and private sector. However, demographic and socio-cultural changes, including most notably the growth in the aging population, are expected to pose added pressures on both Malta's health and long-term care systems. Government is committed to continue to promote and advance the quality and excellence of Malta's health care services and is targeting a plethora of measures to this effect as follows:

4.3.1 Opening new "state-of-the-art" hospital/rehabilitation facilities

A substantial improvement in the quality of acute care services will be achieved when migration to the new 850 bedded Mater Dei Hospital takes place during 2007. This project has been the principal Government investment in health care over the past decade. Mater Dei Hospital offers a top quality health care environment and is equipped with the latest medical equipment and information systems technology.

A new cancer treatment facility will be developed in the Zammit Clapp Hospital. Modern equipment for treatment of cancers will be procured over the next two years. All cancer therapy will be provided through this centre, thereby doubling the existing capacity. Zammit Clapp Hospital will be purposely refurbished and fitted to offer better quality service for more cancer patients since these are expected to increase in number due to increasing longevity. A strategy for cancer prevention and treatment will be drawn up.

The decision to build a new rehabilitation facility with 280 beds will both expand and enhance service provision for rehabilitation and intermediate care beds and will serve to complement the services offered in the acute care hospital settings. The investment in rehabilitation facilities is intended to improve quality of life and to continue to foster the independent living concept.

Earlier this year, a step down facility was opened at Mount Carmel Hospital to facilitate the transition from acute to long-term care. This initiative was successful and it is planned that a second ward will be converted into a step down facility in the coming months. This initiative serves to provide care that is appropriate for the individual concerned in the right environment and also promotes quality of care in acute hospitals by addressing hospital overcrowding.

4.3.2 Developing new information technology systems to improve health care delivery

A tendering process to install IT systems within the new Mater Dei hospital is underway. It is envisaged that these systems will be rolled out to the entire public

health care system and will incorporate an electronic patient record over the next seven years. This should facilitate linkage between primary care and hospitals.

Moreover, Government will launch an e health strategy in the coming months. This will continue to develop the work that has been undertaken in the creation of the e health portal. The e health strategy will enable better access to health information for patients, thereby empowering them as health care consumers. It will also improve access to information for health care professionals. E health has been included as a priority in the National Strategic Reference Framework and structural funds will be utilised to assist the implementation of the e health strategy.

4.3.3 Assuring quality

Health professionals are the cornerstone for promotion of quality health care. Building on the success of the “Quality Assurance Adjudication Initiative”⁷⁴, health care providers will be encouraged to further set up systematic patient care protocols with a view to enhancing patient safety and promoting the best possible clinical outcomes.

Quality in modern health care systems requires that the systems have an inherent capability to respond to the changing needs and demands of the population they are serving. Health care providers will be required to seek the in-depth views of service users. In addition, population surveys will be used to monitor population satisfaction on the nature and quality of health services provided.

Research and development initiatives will be encouraged including participation in clinical trials. Action research will be encouraged in order to keep developing new systems and policies to deliver care that meets and exceeds patients’ expectations and quality standards.

The value of the work of the open method of co-ordination is closely linked to the quality of the information provided to guide policy makers. In this respect, it is felt that further work on the harmonisation of health information indicators to enhance comparability and to streamline data collection is an important area of activity.

Legislation regulating institutional and community long-term care is rudimentary. Although administrative standards have been formulated and are being applied, legislation needs to be urgently updated, incorporating the developed standards within it. This will be incorporated in the Bill for Health Services. The regulatory capacity for licensing and monitoring of long-term care services and facilities will be strengthened in order to enforce the approved quality standards across the public and private sector

⁷⁴This entails a Merit Award Scheme whereby senior doctors may submit up to two quality initiatives or projects (depending on grade) for consideration by a Quality Assurance Initiative Adjudicating Committee. This scheme has proven to be very popular. Doctors are encouraged to make clear recommendations in their quality reports and to follow these up by involving the appropriate stakeholders and instituting change. This not only encourages individual doctors to take up quality initiatives on a personal basis but also generates considerable benefits to the health system.

4.3.4 Promoting Quality and Excellence – the way forward

The opening of new hospital and rehabilitation facilities will provide a quality leap in the environment within which care is delivered. This measure will be supported by increasing bed numbers in step down facilities to address overcrowding in the acute care hospital and thus ensure a more concerted approach to meeting patient needs and expectations on service delivery. Government also aims to develop and implement new information technology systems and an e-health strategy to improve health care delivery. In terms of quality assurance Government shall promote the development and application of care protocols while widening the knowledge-base of the sector by enhancing research and development capabilities.

Promotion of quality in long-term care will be further consolidated through the development of the appropriate legislative framework. The policy response will emphasise preventive activities and promote care outside institutions wherever possible. Where this is not possible, quality of care within institutions will be pursued by ensuring that services are in line with needs.

4.4 Policy Focus 3: Improving Governance to Safeguard Sustainability

Health systems sustainability has been identified worldwide as the health policy objective requiring most attention in the coming years. Malta is no exception in this regard and the local policy response envisages efficient utilisation of all resources, including human resources, together with the creation of a national health fund. A long-term approach involving a mechanism of consultation with a wide array of stakeholders will frame the discussion on sustainability. In parallel, sustainability will be pursued by focusing on health promotion and healthy lifestyle initiatives aimed at increasing life expectancy. This is also a crucial part of the national strategy for sustainable development.

More concerted effort is requisite to address the problems relating to sustainability of health and long-term care systems. The ubiquitous problem facing EU health systems is the exponentially increasing demand for care. This is amply manifested in the Maltese system through the increasing activity in all areas of health and long-term care services, increasing numbers of (high cost) elderly patients and increasing expenditure on medicines and devices⁷⁵.

On the other hand there are limitations to further increasing public financing and certain specialised health professionals are in short supply across the EU. These problems are not resolvable simplistically. Moreover, consequential events such as bird flu pandemic or sudden massive influxes of irregular immigrants may significantly derail health systems or put them under an enormous strain, thereby also constraining sustainability. In an attempt to enhance sustainability in both the health and long-term care sectors over the 2006-2008 period, Malta has prioritised the following areas⁷⁶:

⁷⁵ *Vide* Table 12, Annex 4.1

⁷⁶ These priority areas correspond to WHO objectives for effective performance of health systems.

4.4.1. Prevention and health promotion

A shift of focus from institutional to community care is slowly taking place especially in the mental health sector. This will be further promoted in the entire health sector. Partnership with the educational sector will continue to be secured so as to ensure that the curriculum for health professionals and for young people also reflects the importance of primary care and disease prevention.

In the area of immunisation, the positive results achieved will be further enhanced by increasing coverage of influenza vaccination as well as further rolling out immunisation against Hepatitis B.

Initiatives will be taken to work towards a policy framework for early diagnosis and screening for important diseases. In doing so, account will be taken of all recent trends and evidence including the challenging concept of genomics based medicine that will enable better targeting of preventive and diagnostic activities.

People will continue to be encouraged to overcome the culture of dependency and become empowered to look after and take more responsibility for their own health. A national platform will be set up to tackle obesity through a holistic approach, including the promotion of healthy diets and exercise. Obesity has been identified as the main health threat for the coming years due to its direct link with cardiovascular disease and diabetes.

A total smoking ban in public places including workplaces and leisure places was successfully introduced in 2005. Curbing tobacco smoking particularly in young women will remain a priority. A national alcohol strategy will be published to build further on the initiatives undertaken such as the change in legislation to prohibit alcohol drinking under the age of 16 years. An educational campaign to tackle under-age drinking will also take place. Initiatives are also being drawn up in collaboration with the educational sector to prevent mental health problems in children and adolescents.

A shift of focus from institutional to community care is slowly taking place especially in the mental health sector. This will be further promoted in the entire health sector. Partnership with the educational sector will continue to be secured to ensure that the curriculum for health professionals and for young people also reflects the importance of primary care and disease prevention. A dementia clinic will also shortly be launched to provide specialist services that can cater for this disease that is sharply increasing in incidence as a result of the increasing numbers of older persons and longer life expectancies⁷⁷.

In respect of the long-term care sector, the elderly need to move away from a culture of dependency to one of greater awareness and involvement in the decision-making processes involving their health and social needs. A health promotion and information strategy will be formulated to address the health needs of older persons and to empower them to look after their health needs, in collaboration with health care professionals.

⁷⁷ *Vide* Table 2 & 6, Annex 4.1.

Older persons have an increased need for preventive interventions in order to stay in good health. These need to be developed at community level, in close liaison with their primary health carer. In collaboration with primary care practitioners, guidelines for preventive assessment of older persons in the community will be drawn up. Older persons require social and personal motivation and have been known to benefit tremendously from social, religious and other activities. These are usually organised at local level. Social networking will be further encouraged through initiatives with local organisations and NGOs.

4.4.2 Human resource development

A human resources strategy for health care professionals and supporting staff in the health care workforce will be drawn up. This strategy will aim to ensure the continued availability of a highly trained health care workforce that can deliver the services required by changing population needs. It will focus on the need for training, re-training, continuous education, the appropriate deployment of scarce skilled resources and the development of new career pathways. In pursuing these objectives, use of the European Social Fund will be utilised.

It is recognised that health care workers are subject to stress and burnout. Psychological and emotional support systems for staff and for carers have been introduced and will be further developed. This will initially be carried out through the implementation of a staff enhancement system and staff support programme.

A distinct national man-power plan for long-term care is required as the needs of this sector are different to those of the health care sector. The European Social Fund may be used to develop such a plan. The plan will focus upon aspects of human resource development and management including training and re-training initiatives for carers, recommendations on the staff and skill mix in institutions to respond to changing needs, community health needs and the involvement of the informal and voluntary sector. The plan will also identify the mix, number and quality of human resources required to implement the long-term care strategy for the future.

4.4.3 Sustainable financial management and control systems

A central system of financial management, monitoring and control will be set up within the Ministry of Health. The successful implementation of financial management systems in Mount Carmel⁷⁸ and Zammit Clapp hospitals will be replicated in Mater Dei and all the other public health service providers. This will enable information on expenditure to be collected in line with the parameters required by the *System of Health Accounts* required by Eurostat. It will also improve performance management and cost control.

⁷⁸ This entails a decentralised ward budgeting system where ward managers are pivotal actors in the decision-making processes. This assists ward managers to build and sharpen strategic planning skills and to foster a sense of ownership and pride in their departments. Besides bringing about a culture of accountability and efficiency, this project has been favourably received by patients and staff.

Moreover, to engender more effective governance practices in the health sector, Government has declared its intention to establish a national health fund. This will be set up in such a way as to earmark and pool together all the funding for health care collected through various mechanisms. The mainstay funding will continue to be General Taxation with 3% of income from VAT being directly linked to funding for health care. This will render funding and financial management of health care transparent and allow for better financial planning and projections.

Building on the experience already gained in the health care sector, systems to better manage human and financial resources in the long-term care sector are starting to be set up. The aim is to allow the collation of management information that can enable appropriate financial control mechanisms to ensure value for money in this sector.

Public expenditure on long-term care is not clearly streamed and identifiable. The related funds are dispersed across various cost-centres. Moreover, the debate on the future financing of the long-term care sector has yet to gain momentum. Presently, it is subsumed under the umbrella discussion of sustainability of the health sector in general. A policy for the distinct financing of long-term care needs to be established and has been prioritised for the 2006-2008 period. This will enable policy makers and funders to better understand this area and hence to address its specific needs in a more coherent and structured manner.

The Pensions Reform is expected to impact positively on the sustainability of the long-term care sector as it will ensure adequate pensions in the years to come. However, the decision to expand residential long-term care for the elderly, the need to address service gaps in long-term care for other categories of beneficiaries and the need to strengthen the network of services in the community will place financial pressures on the long-term care sector. These pressures will be intensified by the steep rise in the numbers of older persons anticipated in the coming years (see Table 3, Annex 4.1) and other socio-demographic changes including changing traditional care-related family roles. Ensuring that high quality long-term care remains affordable and sustainable requires incentives for persons to live in the community for longer as well as to encourage efficient provision and utilisation of residential and community services. For example, Government is exploring the possibility of introducing incentives for persons eligible for long-term care admission and who opt to take up private sector care. Government also recognises that there is a need to augment direct or indirect assistance to families who retain individuals that are eligible for residential care within the community setting.

4.4.4 Improving Governance to Safeguard Sustainability - the way forward

As examined in the foregoing pages Malta shall attempt to enhance sustainability by:

- implementing concerted health promotion and disease prevention campaigns to ensure that people live longer and healthier lives;
- continuing to ensure a cadre of highly trained and competent health care workers;
- improving financial management and control systems to ensure value for money and efficient utilisation of all resources; and
- establishing a dedicated health fund.

In terms of long-term care, as an over-riding measure, Government is currently working on a policy document for long-term care services that will seek to provide options for discussion on the future organisation and delivery in this sector.

However, actions at EU level, specifically geared towards prevention and health promotion, are required to ensure a pan-European (and thus a more concerted) approach toward encouraging healthier lifestyles and thus more sustainable health systems. Promoting healthy lifestyles and healthy environments to prevent illness and disability requires actions in policy areas outside the health sphere. The EU is in a stronger position to bring about certain policy developments than Member States acting alone. The successful measures taken in the field of tobacco control will have a positive impact on the sustainability of health and long-term care systems. Similar initiatives should be undertaken in other areas where illness and disability can be largely prevented.

European actions can support national policy developments by taking the necessary corrective actions in those areas where the market is functioning in a distorted manner. Examples of such policy issues include ensuring the availability of medicines in all Member States irrespective of market size and monitoring/intervening to ensure that human resources for the health and long-term care sectors are equitably distributed across the European Union. Unless these two basic health care inputs (human resources, medicines) are available in Member States, access to health and long-term care services cannot be ensured.

The successful work of the European Medicines Agency (EMA) could be replicated in the area of health technology assessment. New interventions should be assessed for their quality and safety profile as well as their cost-effectiveness.

4.5 Conclusion

Over the past decade, Government efforts in the health and long-term care sectors have resulted in the institution and overseeing of changes in line with EU requirements for accession. The national project for the construction of the new hospital and reforms for better management of public hospitals have also been crucial priority areas for Government's health policy. Considerable headway has been registered in both fronts. Other concerted measures to enhance accessibility, quality and sustainability of services have also been undertaken. In an attempt to bolster citizen participation in related decision-making processes, Government has secured public representation on all councils regulating health care professionals. In terms of acute health care delivery, the introduction of transplant programmes and other high-tech activities has been another notable achievement. The technological developments in the sector have led to a decrease in the average length of stay with more interventions being carried out on a day or ambulatory basis⁷⁹. Within the mental health sector, a programme of community support has gradually been implemented and this resulted in a reduction of institutional beds for mental health patients⁸⁰. In terms of services for older persons, capacity in the public sector has grown

⁷⁹ The average length of stay is now stable at *circa* 4.5 days (see Table 9, Annex 4.1).

⁸⁰ *Vide* Table 9, Annex 4.1

considerably while a number of residential facilities in the private sector have also opened. The rapid growth of the private sector in the provision of both health and long-term care has been another notable development in the field. Consistent and sustained improvements have been registered in health and long-term care outcomes. The increased life expectancy⁸¹ of the Maltese population attests to the effectiveness of the health systems in Malta.

The policy objectives and strategic measures delineated in the foregoing pages are aimed at consolidating the myriad strengths that are deep-rooted within Malta's health and long-term care sectors. The socio-economic changes that Malta has undergone over recent years also necessitate an ever-vigilant, pro-active and dynamic policy practice in health and long-term care. This report thus also presents pathways for the development and advancement of health and long-term care services for 2006-2008. Government's vision for these sectors is based on the keystone precepts of subsidiarity, decentralisation, de-institutionalisation, citizen participation and empowerment. By strengthening sustainability, improving access and continuously striving for excellence in health and long-term care Malta can continue to realize these goals.

Malta contends that cross-sectorial efforts at enhancing social cohesion should be knowledge-based and characterised by flexibility and openness for change. Social inclusion, health and long-term care policies must combine the respect for and active defence of diversity and should foster a solidarity that protects both the dignity and autonomy of the person and the collective good. At this stage of Malta's societal development, characterised with increasing heterogeneity and complexity, we cannot merely rely upon institutionalisation and financial assistance to alleviate social problems and ensure greater social integration. The socially inclusive society that we all aspire to cannot be nurtured through myopic solutions where persons confronted with social or health problems are either institutionalised or isolated to the margins society. The past decade has seen the growing consciousness at all levels of government and society for personalised, professional, evidence-based, quality and sustainable services that empower individual change and privilege the health and psycho-social needs of the person. Malta has embraced and is committed to the full realisation of this vision.

⁸¹ *Vide* Table 6, Annex 4.1

ANNEXES

PART 1 - ANNEX 1

Part 1 covers an assessment of the social situation, overall strategic approach as well as an overarching message. The annexes attached to Part 1 substantiate the main text found in this part. Annex 1 is divided into 2 sections, namely Annex 1.1 and Annex 1.2

Annex 1.1 gives a detailed statistical overview of context indicators that include information about:

- GDP growth;
- Public debt as a percentage of the GDP;
- Life expectancy at birth and at age 65;
- Distribution of population by household type;
- The rate of employment and unemployment by year, age and gender;
- Jobless households by main household types;
- Making work pay indicators, unemployment trap;
- Old age dependency ratio;
- Social protection expenditure; and
- Pensions adequacy.

Annex 1.2 is subdivided into 6 sections. Annex 1.2a gives detailed information about the target population (those persons identified as being at highest risk of poverty). Annex 1.2b gives detailed information about those entities (governmental, voluntary organisations and independent persons), who participated in the Consultation Seminar regarding the National Action Plan on Inclusion help in January 2006 and those service providers (governmental, voluntary organization and independent persons) who forwarded their responses to the questionnaire in Annex 1.2c according to the target populations. Annex 1.2c gives detailed information about the questionnaire disseminated amongst service providers. This questionnaire was answered according to the target populations highlighted in Annex 1.2a, and each entity could give their views about more than one target group. Annex 1.2d gives detailed information about the questionnaire disseminated amongst service users. This questionnaire was also used for the 5th European Meeting People Experiencing Poverty.

ANNEX 1.1
STATISTICAL OVERVIEW

Table 1

| GDP growth | | | | | | | | |
|------------------------------|--------|--------|--------|--------|--------|--------|----------|----------|
| | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
| GDP per capita in PPS | | | | | | | | |
| EU 25 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 |
| Malta | 78.6 | 74.50 | 75.20 | 73.20 | 69.70 | 69.2 | 68.4 (f) | 67.6 (f) |

(f) forecast

Source: Eurostat

Table 2

| Public debt, current and projected, as % of GDP | | | | |
|--------------------------------------------------------|------|----------------|------|--------|
| | 2005 | 2006 (f)** | 2030 | 2050 |
| Malta | | | | |
| Programme scenario* | 76.7 | 60.6 (2010) | -1.8 | -106.3 |
| 2005 Budget scenario* | | 80.2 (2010) | 92.9 | 79.6 |
| EPD** | 74.7 | 68.92 | n.a. | n.a. |

Source: * Commission service, 2005/6 updated stability and convergence programmes

** Forecast produced by the Economic Policy Division, Ministry of Finance, Malta.

Table 3

| Life expectancy at birth in 2005 | | |
|-----------------------------------------|---------|-------|
| | Females | Males |
| Malta | 81.39 | 77.67 |
| Life expectancy at age 65 | | |
| | Females | Males |
| Malta | 16.4 | 18.8 |

Source: NSO, unpublished data

Table 4

| Distribution of population by household types, including collective households, 2005 (percentage of total population) | | |
|------------------------------------------------------------------------------------------------------------------------------|-------|-------|
| | EU-25 | Malta |
| Single adults no children: | 14.6 | 4.2 |
| of which | | |
| single men | 6.1 | 1.6 |
| single women | 8.5 | 2.6 |
| Under 65 | 8.8 | 1.6 |
| 65 and over | 5.9 | 2.6 |
| Single parents | 4.5 | 1.8 |
| 2 adults below 65, no children | 14.4 | 7.1 |
| 2 adults at least one aged 65+, no children | 11.5 | 8.3 |
| 3 or more adults, no children | 14.9 | 21.3 |
| 2 adults, 1 child | 12.4 | 10.1 |
| 2 adults, 2 children | 17.1 | 18.4 |
| 2 adults, 3 or more children | 7.4 | 8.5 |
| 3 or more adults, no children | 12.4 | 20.2 |

Source: Context indicators, of 04/09/06

Table 5

| Employment rate, by sex | | | | |
|--------------------------------|-------|-------|-------|-------|
| | 2000 | 2002 | 2004 | 2005 |
| Total | | | | |
| EU25 | 62.40 | 62.80 | 63.30 | 63.80 |
| Malta | 54.20 | 54.40 | 54.00 | 53.90 |
| Females | | | | |
| EU25 | 53.60 | 54.70 | 55.70 | 56.30 |
| Malta | 33.10 | 33.90 | 32.70 | 33.70 |
| Males | | | | |
| EU25 | 71.20 | 71.00 | 70.90 | 71.30 |
| Malta | 75.00 | 74.70 | 75.10 | 73.80 |

Source: Eurostat

Table 6

| Long term unemployment rate, by sex and by key age groups | | | | | |
|------------------------------------------------------------------|--------|------|--------|------|------|
| | 2001 | 2002 | 2003 | 2004 | 2005 |
| Total | 2.9 | 3.4 | 3.9 | 3.5 | 3.4 |
| Females | 1.7(u) | 2.6 | 3.2(u) | 2.8 | 3.2 |
| Males | 3.3 | 3.6 | 4.2 | 3.9 | 3.5 |

(u) - under-represented, NSO News Release 073/2005 of 18 April 2005.

Supporting data for national reports: common indicators, sent on 05/07/06

Table 7

| Jobless households by main household types | | | | | |
|---------------------------------------------------|-----------------------------------------|------|------|------|------|
| | People aged 18-59 in jobless households | | | | |
| | 2001 | 2002 | 2003 | 2004 | 2005 |
| Malta | 7.8 | 7.2 | 7.9 | 8.6 | 8.2 |
| Alone without children | | | | | 7.3 |
| Alone with child(ren) | | | | | 7.2 |
| Couple without children | | | | | 22.3 |
| Couple with child(ren) | | | | | 24.2 |
| Other households without children | | | | | 29.3 |
| - without elderly (65+) | | | | | 13.8 |
| - with \at least 1 elderly (65+) | | | | | 15.5 |
| Other households with chil(ren) | | | | | 9.7 |
| - without elderly (65+) | | | | | 5.4 |
| - with at least 1 elderly (65+) | | | | | 4.3 |
| Total number in 1000 | | | | | 18.3 |

Source: Eurostat and European Labour Force Survey 2005 Spring results.

Table 8

| Making work pay indicators, unemployment trap | | | | |
|------------------------------------------------------|-------|-------|-------|-------|
| | 2001 | 2002 | 2003 | 2004 |
| Unemployment trap in % | 65.16 | 65.09 | 63.59 | 67.43 |

Source: NSO

Table 9

| Old age dependency ratio current and projected | | | |
|-------------------------------------------------------|------|------|------|
| | 2003 | 2025 | 2050 |
| Malta | 19 | 34 | 41 |

Source: Ageing Working Group p. 52

Table 10

| Social protection expenditure , by function (ESPROSS) | | | | |
|--------------------------------------------------------------|-------------|-------------|-------------|-------------|
| SOCIAL PROTECTION EXPENDITURE | 2001 | 2002 | 2003 | 2004 |
| Lm thousands | | | | |
| Total Social Protection Expenditure | 300,366 | 313,830 | 331,418 | 350,069 |
| Administration costs | 4,301 | 4,374 | 4,211 | 4,283 |
| Other Expenditure | 669 | 452 | 259 | 0 |
| Social Protection Benefits | 295,395 | 309,004 | 326,948 | 345,786 |
| Sickness | 75,373 | 78,472 | 84,912 | 93,471 |
| Disability | 17,287 | 18,544 | 21,245 | 23,016 |
| Old Age | 154,128 | 158,264 | 164,877 | 170,946 |
| Survivors | 5,420 | 5,918 | 6,063 | 6,236 |
| Family/Children | 19,327 | 19,464 | 18,443 | 18,001 |
| Unemployment | 17,866 | 20,410 | 21,896 | 23,948 |
| Housing | 2,281 | 4,260 | 5,326 | 5,753 |
| Social Exclusion n.e.c. | 3,713 | 3,673 | 4,188 | 4,415 |

Source: NSO

Table 11

| Pensions adequacy | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|--------|--------|--------|
| Change in projected theoretical replacement rates for base case 2004-2050 and change in projected public pension expenditure 2004-2050 | | | | |
| | 2005 | 2010 | 2030 | 2050 |
| Base case 'no reform' scenario* | | | | |
| Gross | 0.7224 | 0.7224 | 0.532 | 0.3149 |
| Net | 0.8792 | 0.88 | 0.6116 | 0.3429 |
| Base case 'some reform' scenario** | | | | |
| Gross | 0.726 | 0.742 | 0.5953 | 0.4412 |
| Net | 0.8834 | 0.9331 | 0.7435 | 0.5171 |
| Projected public pension expenditure*** | | | | |
| Malta | 7.5 | 8.8 | 9.1 | 7 |
| EU25 | 10.6 | 10.3 | 11.9 | 12.8 |
| Malta (total expenditure, gross) | | | | |
| Higher employment rate (1 p.p.) | 7.5 | 8.7 | 9.1 | 7.0 |
| Higher older workers employment rate (5 p.p) | 7.5 | 8.8 | 9.1 | 7.1 |

Notes:

*The Two-Thirds Pension Scheme is obtained as an average yearly salary on which the relevant contribution has been paid, of the best three consecutive calendar years, during the last 10 calendar years prior to retirement.

**The 'some reform' scenario includes the introduction of the SPPS with pension income as from year 2030, however the Government has announced that the introduction of this funded scheme will be postponed. The rate of return on SPPS investments was set at 5%, which is much higher than the 3% (-0.5% administrative costs) assumption suggested by the Commission.

***AWG projections, Annex, Table 1-2, page 8. However, Malta has expressed reservation towards these projections because of their overly optimistic immigration hypothesis which ultimately bring down the old-age dependency ratio due to age-specific character of international migration (see further 'The impact of ageing on public expenditure: projections for the EU25 MS on pensions, health care, long-term care, education and unemployment transfers' Special Report no1/2006 European Economy, page 24).

ANNEX 1.2a
TARGET POPULATION

Target Population: Children

| | |
|------------------------------------------------------------------|--------------------------------------------------------|
| Looked After Children | Children living with parents who abuse substances |
| Children of prostitutes | Children living in a mental health institution |
| Children with illness | Children with parental access under supervision |
| Low achievers | Children suffering from trauma |
| Young carers | Children undergoing parental separation |
| Children of drug users | Children who do not attend school |
| Abused children | Children in child care facilities |
| Immigrant children | Children of Prisoners / Ex-Prisoners |
| Children with disability | Children living in jobless households |
| Under age employed | Children witnessing domestic violence |
| Children who are bullied | Children with literacy/numeracy difficulties |
| School drop out children | Children living in large families |
| Single parents' children | Children living with lone parents |
| Children in bereavement | Children victims of paedophilia |
| Children with eating disorders | Children with emotional and mental health difficulties |
| Children with Challenging and/or Delinquent Behaviour | |
| Children living with parents who have mental health difficulties | |

Target Population: Young Persons

| | |
|---------------------------------------------------------------------------------------------|----------------------------------------------|
| Early school leavers | Young people with mental health difficulties |
| Homeless young people | Young people with criminal behaviour |
| Teenage parents | Young people living in jobless households |
| Young people in prison | Young people living in violent environments |
| Young people leaving care | Young people with unstable home situations |
| Young people in prostitution | Young people with addiction difficulties |
| Young people with a disability | Young people who themselves are violent |
| Young people who lack social skills | Young people from racial and ethnic origins |
| Young people with literacy/numeracy difficulties | |
| Young people living in a mental health institution | |
| Young people living in inadequate accommodation | |
| Young people with Challenging and/or Delinquent Behaviour | |
| Young people (between 16 and 18) who are unemployed or inactive | |
| Young people harassed by pushers even when still undergoing a programme | |
| Young people with dual diagnosis of mental health and intellectual challenges | |
| Young couples preparing for marriage and pressurized with loans due to unaffordable housing | |

Target Population: Families and Other Significant Relationships

| | |
|--------------------------|---------------------------------------------|
| Unemployed | Families with low income |
| Lone Parent | Families as carers of disabled |
| Disability | Families as carers of elderly |
| Mental Health | Parents requiring parental skills |
| Prostitution | Families with over indebtedness |
| Inactive families | Families as carers of terminally ill |
| Immigrant families | Families undergoing court proceedings |
| Domestic Violence | Families as carers of mental health |
| Ex-Prisoners/Prisoners | Families as carers of substance misusers |
| Victims of usury (uzura) | Families in the informal economy |
| Parents who work abroad | Parents with literacy/numeracy difficulties |

Target Population: Domestic Violence

| | |
|-----------------------------------------------------------------|----------------------------------------------------------|
| Traumatic persons | Women who are not financially independent |
| Physically ill | Women drug addicts, gambling, alcohol |
| Disability | Women in need of shelter and security |
| Bullying | Gay men, as victims of domestic violence |
| Unemployed | Women going through court proceedings |
| Mental Health | Re-victimised survivals of Domestic Violence |
| Women asylum seekers | Lesbian women, as victims of domestic violence |
| Women who are inactive | Women in need of Legal Aid |
| Women in need of child care | Victims and perpetrators in need of Therapeutic Services |
| Women with multiple discrimination, especially in the workplace | |

Target Population: Addictive Behaviour

| | |
|----------------------------------------------------------------------------------|-------------------------------------------------------|
| Unemployed | Addicts with dual diagnosis |
| Gambling | Female users with children |
| Homeless | Young or First time Offenders |
| Pregnant users | Mother of new born babies and their babies |
| Families of Users | Sentenced users (not necessarily incarcerated) |
| Drug Dependent | Prisoners/Ex-Prisoners with addictive behaviour |
| Alcohol Dependent | Addicts with problematic social and family background |
| Users suffering from infectious diseases such as Hep C and HIV | |
| Shopaholics: addiction that will later result in further problems and addictions | |

Target Population: Disability

| | |
|------------------------------------------------------------------------|---------------------------------------------------|
| Unemployed or inactive | Persons lacking access to adequate transportation |
| Persons without next of kin | Persons lacking access to lifelong learning |
| Persons with multiple disabilities | Persons with an intellectual disability |
| Persons without family support | Persons with a visual impairment/blind |
| Persons with a physical disability | Persons with a hearing impairment/deaf |
| Persons who lack adequate housing | Persons with an intellectual impairment |
| Persons who lack access to services or leisure | |
| Persons with dual challenge of disability & mental health difficulties | |

Target Population: Mental Health

| | |
|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| Unemployed | Service for family support mental health |
| Single parents | Persons without family support |
| Persons living in Community | Persons lacking social/coping skills |
| Persons with Chronic Anxiety or related disorder who need regular ongoing medication | |
| Persons with mental health problems who are living in shelters because of homelessness | |
| Person with serious mental illness which is disabling them to an extent that they are unable to work | |
| Persons with mental health problems who are living in mental health institutions because of lack of community mental health services | |

Target Population: Older Persons

| | |
|------------------------------------------------------------------------------------------------|---------------------------------------------|
| Older persons in new neighbourhoods | Older persons living alone involuntarily |
| Older persons with very low income | Physically Dependent who are mentally clear |
| Older persons suffering abuse | Mentally Dependent (Psycho geriatrics) |
| Older persons with literacy/numeracy difficulties | |
| Older persons living voluntarily alone who are physically dependent | |
| Older persons living alone involuntarily who are physically dependent | |
| Older persons spouses or siblings living together with one dependent and the other independent | |

Target Population: Irregular Migration

| | |
|------------------------------------------------------------------------|------------------------------------------------------|
| Families | Rejected immigrants |
| Pregnant women | Minor and juvenile immigrants |
| Single Women | Immigrants with Disability |
| Single Mothers | Transsexuals diagnosed with gender identity disorder |
| Unaccompanied Minors | Lesbian, gay, bisexual and transgender youth |
| Elderly Immigrants | Persons with chronic health problems |
| Children who are carers | Unemployed or inactive migrants |
| Immigrants in detention | Migrants living with substance misusers |
| Immigrants (minors and adults) who are victims of torture and violence | |
| Immigrants (minors and adults) with mental health difficulties | |

ANNEX 1.2b

**LIST OF PARTICIPANTS IN THE
CONSULTATION PROCESS**

Adult Training Centre - Resource Centre, Swatar

Conservatorio Vincenzo Bugeja - Jean Antide & Fejda

Employment and Training Corporation

Gender Unit
General Manager - Operations
Head Office

Foundation for Educational Services

Head Office
Heads of Programmes
Training, Development and International Projects Unit

Foundation for Social Welfare Services

ACCESS
Agenzija Appogg
Agenzija Sapport
Agenzija Sedqa
Head Office

Housing Authority - Head Office

Malta College of Arts, Science and Technology

Counsellors
Inclusive Education Unit
National Youth Information Centre
Professional Development Centre

Ministry of Education, Youth & Employment

Education Division
Further Studies & Adult Education
Student Services & International Relations
Secretariat
Youth Section

Ministry for the Family & Social Solidarity

Benefit Fraud Investigation Directorate
Children and Young Persons Advisory Board
Commissioner for Children
Corporate Services
EU and International Affairs Directorate
Information Management Unit (IMU)
Permanent Secretary
Policy Development & Programme Implementation Directorate
National Commission for the Promotion of Equality for Men and Women
National Commission for Persons with Disability
National Commission on the Abuse of Drugs, Alcohol and Other Dependencies
Secretariat
Social Housing
Social Security
Social Welfare Standards
Social Work Profession Board
SPIC

Ministry of Finance

Budget Office
Economic Policy Division

Ministry of Health, the Elderly & Community Care

Department for the Elderly & Community Services
Department of Health
Department of Health Information
Department of Institutional Health
Directorate Nursing Services
EU Affairs Directorate
Policy Development & Programme Implementation Directorate
Mount Carmel Hospital
Primary Health Care
SW Office - Mount Carmel Hospital

Ministry for Investment, Industry & Information Technology - Policy Development & Programme Implementation**Ministry for Justice & Home Affairs**

Department of Local Government
Refugee Commission

Office of the Prime Minister

Management Efficiency Unit
Planning and Priorities Co-ordination Team

Political Parties - Nationalist Party**Unions**

Confederation of Malta Trade Unions (CMTU)
General Workers' Union (GWU)
GWU - Kumitat Haddiema b'Dizabilita'
Malta Union of Teachers (MUT)

University of Malta

Department of Accountancy
Department of Social Work
Faculty of Laws
Social Work and Psychology Students

Voluntary Organisations

Al-Anon Family Groups
Alcoholics Anonymous
Ananda Marga Yoga Society Malta
Arka Foundation
Association for Men's Rights (Malta)
Augustinian Priory
Caritas Gozo
Caritas Malta
Catholic Action
Centre for Faith and Justice
Dar Guzeppa Debono
Dar Qalb ta' Gesu
Dar Merhba Bik

Deaf Association
Down Syndrome Association
Ej Jew Ghandi - Djar tat-Tfal
Equal Partners Foundation
Emigrants' Commission
European Anti Poverty Network
Friends of the Little Sisters of the Poor
Good Shepherd Sisters (Merhba Bik)
Is-Samaritani
Jesuit Refugee Services
Kummissjoni Diaconia - Naxxar
Kummissjoni Hidma għall-Morda u Persuni b'Dizabilità
Kunsill Nazzjonali ta' l-Anzjani
Living Ability Not Disability Group
Malta Association of Social Workers
Malta Federation of Organisations Persons with Disability
Malta Society for the Blind
Moviment Azzjoni Soċjali
Moviment Favur id-Drittijiet Persuni b'Dizabilità
National Association of Pensioners
National Council for the Elderly
National Council of Women
National Council of Pensioners
National Parents' Society for Persons with Disability
OASI Foundation
Paulo Freire Institute
Razzett tal-Hbiberija
Richmond Foundation
Segretariat Assistenza Soċjali
Sisters of Charity
SOS Malta
St. Joseph Home - St. Venera
Sureway International Christian Ministry
The Malta Hospice Movement

A number of participants attended on a personal basis and were not representing any Government entity or voluntary organization.

ANNEX 1.2c

QUESTIONNAIRE – SERVICE PROVIDERS

Category:

Target Population

| | | |
|--|--|--|
| | | |
| | | |
| | | |

Do you propose any other group/s within this category besides those indicated above? Yes No

If yes, please specify?

| |
|--|
| |
|--|

Key Questions

The following 3 key questions are to be answered for the multi-policy approach listed below:

1. What is working?
2. What is not working?
3. How should things be done differently?

| Multi-Policy Approach | |
|-------------------------------------------------------------------|--|
| Facilitating Employment | |
| Investing In Human Capital | |
| Building Stronger Communities | |
| Strengthening The Voluntary Sector | |
| Investing In Social Welfare Services | |
| Providing Affordable Housing | |
| Enhancing Standards Of Social Welfare Services | |
| Providing Access To Health Care And Long-Term Care | |
| Raising Public Awareness On Social Welfare Issues | |
| Networking In The Social Welfare Sector | |
| Investing In Professional Competence In The Social Welfare Sector | |

ANNEX 1.2d

QUESTIONNAIRE – SERVICE USERS

EAPN MALTA

Participation Of Persons Experiencing Social Exclusion – Information For The Fifth European Meeting Regarding Persons Experiencing Poverty 2006 / National Action Plan On Poverty And Social Exclusion 2006-2008

Questionnaire April 2006

| | | | | | | |
|---------------------------|---------|-------------------------|-------|------------------------|-------|---------|
| Sex: | Female | | | Male | | |
| Where do you live? | Village | Rural environment | | City | | |
| Status: | Single | Family with two parents | | Family with one parent | | |
| Age: | 12-18 | 19-29 | 30-40 | 41-50 | 51-60 | 60 over |

1. Housing

| | | | | |
|--------------------------------------------------------------------------------------------------------------|-----|-----|------------|-----------|
| 1.1 Do you have a house? | Yes | | No | |
| 1.1.1 If yes, how many rooms do you have? | 1-2 | 3-4 | 5-6 | 7 or more |
| 1.1.2 How many persons live in this house? | 1-2 | 3-4 | 5-6 | 7 or more |
| 1.2 How many rooms would you need to have? | 1-2 | 3-4 | 5-6 | 7 or more |
| 1.3 Before you have access as a tenant, do you have to prepay a guarantee? (if applicable) | Yes | | No | |
| 1.4 Is it possible to divide this amount in small payments? (if applicable) | Yes | No | Don't know | |
| 1.5 Is it possible to borrow money at good conditions in order to face this expense? (if applicable) | Yes | No | Don't know | |
| 1.6 Are you aware of housing benefits or facilities to access social housing or to have access to ownership? | Yes | No | Don't know | |
| 1.6.1 If yes, do you have access to such benefits or facilities? | Yes | No | Don't know | |
| 1.7 Are the following guaranteed in your house: | Yes | | No | |
| - Water | Yes | | No | |
| - Electricity | Yes | | No | |
| - Gas? | Yes | | No | |

2. Shopping And Payment Means

| | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------|-----------------------------------------------------------------|-------|
| 2.1 At what frequency do you do your main shopping (food and basic products)? | Everyday | Every week | Every month | Other |
| 2.2 Are the shops/supermarkets near your home? | Yes | | No | |
| 2.3 Do you need transport to go to the shops? | Yes | | No | |
| 2.4 Is it possible to buy with credit? | Yes | No | Don't know | |
| 2.5 Do you cope when you have to buy more expensive goods such as clothes, shoes, sheets, blankets or equipment (fridge, washing machine, furniture...)? | Often | Rarely | Never | |
| 2.6 For what kinds of goods do you open credits (s)? | - For basic necessities (like food, detergents) - To buy a house - Appliances | | - To buy a car - To go abroad - To buy clothes - Other | |
| 2.7 Have you ever borrowed money with a higher rate than that of banks? | Yes | | No | |

3. Healthcare

| | | | |
|----------------------------------------------------------------------------------------------------|------|-------|-----------------|
| 3.1 During the last 5 years, did you modify your expenses for healthcare? | Yes | No | Don't know |
| 3.2 Are you free/Do you feel free to choose your general practitioner/hospital? | Yes | | No |
| 3.3 How long do you have to wait to fix a date/appointment for tests or interventions in hospital? | Days | Weeks | Months Years |
| 3.4 Are you aware of any services that guarantee free access to healthcare? | Yes | No | Don't know |
| 3.4.1 If yes, are these services easy to access? | Yes | No | Don't know |
| 3.5 Do healthcare services exist in you area? | Yes | No | Don't know |

4. Schools For Children And Educational Services For Adults

| | | | |
|----------------------------------------------------------------------------------------------------------------------------|----------|---------|------------|
| 4.1 Did you have absolute freedom to choose the school of your children? | Yes | No | A little |
| 4.2 Is the school easy accessible? | Yes | | No |
| 4.3 Does the school provide quality lunches at reasonable prices? | Yes | No | Don't know |
| 4.4 Is your timetable compatible with school timetables? | Yes | | No |
| 4.5 Does the school organise care services for your children early in the morning, late in the afternoon, during holidays? | Yes | | No |
| 4.6 Are/were you able to help/support your children in their homework? | Yes | No | A little |
| 4.7 Are there training centres (public or NGOs) for adults in your area? | Yes | No | Don't know |
| 4.8 Have you ever attended a course/courses? | Yes | No | Don't know |
| 4.8.1 If yes, what type of courses? | Computer | Maltese | English |

5. Transport And Mobility

| | | |
|-----------------------------------------------------------------------------------------------------|--------------|-------------------------|
| 5.1 Do you have easy access to mobility in you locality? | Yes | No |
| 5.1.1 If yes, for everyone or for categories (school transport for children, elderly, disabled...)? | For everyone | For specific categories |

6. Leisure And Personal Development

| | | | |
|------------------------------------------------------------------------|-------|--------|-------|
| 6.1 Do you dedicate time to leisure activities or time for relaxation? | Often | Rarely | Never |
| 6.2 Do you go to parties at home or outside? | Often | Rarely | Never |
| 6.3 Eat outside | Often | Rarely | Never |
| 6.4 Go to the cinema | Often | Rarely | Never |
| 6.5 Practise a sport, dancing, playing an instrument... | Often | Rarely | Never |
| 6.6 Read a book (books) | Often | Rarely | Never |
| 6.7 Go on holidays | Often | Rarely | Never |

7. Public Services (Like Housing, Etc, Security And Social Services)

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------|-----|----|------------|
| 7.1 Are you informed about the public services in your locality? | Yes | No | A little |
| 7.2 Are the services in your locality? | Yes | | No |
| 7.2.1 If not, do you have to repeat your difficulties to several persons until you find out where you have to go to get served? | Yes | | No |
| 7.3 Regarding social services, is it (almost) the same public official who follows your request? | Yes | | No |
| 7.4 Is it difficult to obtain contact with social services? | Yes | | No |
| 7.5 Is your relationship with public services good? | Yes | | No |
| 7.6 Do you feel heard and respected? | Yes | | No |
| 7.7 Do free consultancy, mediation and lawyers services exist? | Yes | No | Don't know |
| 7.7.1 If yes, are they easy to access? | Yes | | No |
| 7.7.2 Are they efficient and understandable? | Yes | | No |
| 7.8 Do the police frequently circulate in your area: by car, motorcycle, walking? | Yes | No | Don't know |
| 7.9 Is the public's relationship with the police good? | Yes | | No |

8. Environment And Citizenship

| | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|------------|
| 8.1 Do consultations take place when new projects that will modify your environment such as new urban or traffic planning, changes in public services, building or renovation of housing...are going to be implemented? | Yes | No | Don't know |
| 8.2 Does the consultation process influence the planning of the project? | Yes | No | Don't know |
| 8.3 Do questions asked by the public get answered? | Yes | No | Don't know |

9. Relationships

| | | | |
|--------------------------------------------------------------------------------------|-------|----------|---------|
| 9.1 How much time do you dedicate to family? | A lot | A little | Nothing |
| 9.2 How much time do you dedicate to friends? | A lot | A little | Nothing |
| 9.3 How much time do you dedicate to offer support to family, neighbours friends...? | A lot | A little | Nothing |
| 9.4 How much time do you dedicate to get involved in nGOs or other organisations? | A lot | A little | Nothing |

10. Informations Means

| | | | | | |
|----------------------------------|----|-------|----------------------|----------|-------|
| 10.1 How do you inform yourself? | TV | Radio | Newspapers/magazines | Internet | Other |
|----------------------------------|----|-------|----------------------|----------|-------|

11. Technology

| | | | | |
|--------------------------------------------------------------|-----------|-----------------|----------|----------|
| 11.1 Do you use these at home?: | Telephone | Mobile | Computer | Internet |
| 11.1.1 If not, do you have access to them from other places? | Yes | | No | |
| 11.1.2 If yes, who provides them? | NGOs | Public Services | Friends | Family |

PART 2 – ANNEX 2

Part 2 – Annex 2

Part 2 discusses in detail the National Action Plan on Inclusion for the years 2006 to 2008. The annexes attached to Part 2 substantiate the main text found in this part and give further detailed information as explained below. Annex 2 is divided into 4 sections, namely Annex 2.1, Annex 2.2, Annex 2.3 and Annex 2.4.

Annex 2.1 is subdivided into 4 sections, namely Annex 2.1a, Annex 2.1b, Annex 2.1c and Annex 2.1d. These 4 sections deal with examples of good practice from the Foundation for Educational Services, the Housing Authority, Richmond Foundation and the Social Policy Information Centre.

Annex 2.2 gives detailed information about the Implementation Report on the 2004-2006 National Action Plan on Poverty and Social Exclusion.

Annex 2.3 is subdivided into 4 sections. Annex 2.3a gives detailed information about initiatives that substantiate the policy focus Enhancing Social Cohesion. These initiatives are child and young persons focused, and cover those initiatives that are both in progress and those awaiting approval for EU funding. The initiatives that are in progress are further divided between those that are EU funded and those that are locally funded. Annex 2.3b gives detailed information about initiatives that substantiate the policy focus Building Stronger Communities. These initiatives cover the target populations including Employment, Education and Housing, and they are divided between those in progress and those awaiting approval for EU funding. Initiatives that are in progress are further divided between those that are EU funded and those that are locally funded. Annex 2.3c gives detailed information about initiatives that substantiate the policy focus Strengthening the Voluntary Sector. These initiatives cover the services provided by the voluntary sector in Malta, and they are all in progress and locally funded except for one that is EU funded. Annex 2.3d gives detailed information about initiatives that substantiate the policy focus Networking the Social Welfare Sector. These initiatives cover the services provided to client groups through the collaboration of a number of service providers (governmental and/or voluntary organizations), and are divided between those in progress and those awaiting approval for EU funding. Initiatives that are in progress are further divided between those that are EU funded and those that are locally funded.

Annex 2.4 gives a detailed list of residential facilities available for children and young persons in need of protection.

ANNEX 2.1
EXAMPLES OF GOOD PRACTICE

ANNEX 2.1a

FOUNDATION FOR EDUCATIONAL SERVICES

Good Practice – NWAR Programme

| Name of Policy/Project | | Member State | |
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| The Nwar Programme | | Malta | |
| End Purpose of the Initiative | | | |
| <p>Nwar (Late Blossoms) is a secondary prevention family literacy programme set up by the Foundation for Educational Services in 2003 with the aim of significantly reducing the prevalence of illiteracy in Malta. In order to approach this broad aim, an integrated multi-pronged approach is being adopted by the Foundation for Educational Services. The Nwar Programme is but one element of this integrated approach.</p> | | | |
| Main Results | | | |
| <p>Teachers engaged by the FES as Nwar Tutors receive intensive initial training in differentiated teaching methodologies with a special emphasis on synthetic phonics, mentoring and on-going support in the form of monitoring visits and on-going training. This experience has a multiplier effect in schools through the application of these methodologies by these teachers in their classroom settings. Colleagues become interested and a wider interest generated leading to requests for teacher training and support by schools.</p> <p>The basic skills assessment tool (BSA) which started out as an in-house development by the Foundation for Educational Services, has been transformed into a basic skills assessment tool that can be used by all state primary schools.</p> <p>Another key contribution of the Nwar Programme to the state education system is the dissemination of the synthetic phonics methodology which, as from the 2005-2006 scholastic year, is being adopted by a number of schools as another key differentiated teaching methodology. The dissemination of this teaching and learning methodology takes place through a number of ways. These include in-school early years teacher training, in-school support to classroom teachers, training of Complementary Teachers, official In-Service courses for teachers and courses for parents.</p> <p>Another key outcome is the development of 'Attainment Targets in Maths, English and Maltese' for use at secondary level of education by state centres for low achieving students. These attainment targets for students with low basic skills at secondary level of education will be reviewed for wider application by State Colleges.</p> | | | |
| Targeted Beneficiaries | | Policy Focus | |
| General Population | <input type="checkbox"/> | Social Exclusion | <input checked="" type="checkbox"/> |
| Children | <input checked="" type="checkbox"/> | Healthcare | <input type="checkbox"/> |
| Single-Parent Families | <input checked="" type="checkbox"/> | Long-Term Care | <input type="checkbox"/> |
| Unemployed | <input type="checkbox"/> | Governance | <input type="checkbox"/> |
| Older People | <input type="checkbox"/> | | |
| Young People | <input checked="" type="checkbox"/> | Geographical Scope | |
| People with disabilities | <input type="checkbox"/> | National | <input checked="" type="checkbox"/> |
| Immigrants / Refugees | <input type="checkbox"/> | Regional | <input type="checkbox"/> |
| Ethnic Minorities | <input type="checkbox"/> | | |
| Homeless | <input type="checkbox"/> | | |

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| Specific Illness/Disease Other (Please Specify): particularly vulnerable groups | <input type="checkbox"/> <input type="checkbox"/> | Implementing Body |
| | | Foundation for Educational Services (FES) |
| Context/Background to the Initiative | | |
| <p>The number of students in compulsory education who grapple with the acquisition of literacy skills is significant in Malta. A number of causal factors are systemic in nature and include the lack of differentiated teaching competencies of teachers and the tenuous links between the school and home teaching and learning processes. Launched in February 2003 following a three-month pilot project targeting 22 students and their parents, the Nwar Programme attempts to redress some of these systemic and other factors by:</p> <p>(1) supporting the basic literacy skills acquisition of students at risk of educational failure (secondary prevention measure) on an afterschool twice weekly basis;</p> <p>(2) actively involving and supporting parents in the on-going learning support process thus positively influencing the informal curriculum of the home (primary and secondary prevention); and enabling the capacity building of parents;</p> <p>(3) providing on-going technical assistance to school teachers in the application of differentiated teaching and learning methodologies so as to create a multiplier effect within school communities (primary prevention measure).</p> <p>(4) training a large number of teachers in differentiated teaching methodologies through in-school professional development sessions, In-Service courses at national level; and</p> <p>(5) making recommendations to the Ministry of Education, Youth and Employment and Policy Unit at the Ministry on measures that would ensure basic skills acquisition by students at risk of educational failure.</p> <p>In September 2005, the Ministry for Education, Youth and Employment directed the FES and the Education Division to construct and deliver a basic skills assessment (BSA) to all students entering the new St. Benedict's Boys' Secondary School. This school is part of the St. Benedicts' College, which is one of the four pilot Colleges that have launched the reform in the state compulsory education entitled For All Children To Succeed – a new network organisation for quality education in Malta. The Maltese and English components of this assessment were adapted from the Nwar assessment tool. The Maths component was developed by the Department Curriculum of the Education Division.</p> <p>After this exercise, the basic skills assessment tool was further reviewed, refined and tested. In June 2006, it was administered again, this time to all identified Year 6 pupils in the state primary schools feeding into secondary schools within the three pilot state Colleges of St. Benedict's, Cottonera and Gozo. The pupils were identified as having failed to reach pre-determined benchmarks in their Primary Year 6 annual exams.</p> | | |
| Details of the Initiative | | |
| | | |
| 1. | Specific Objectives | |
| | (1) providing an afterschool family literacy service to families whose children are at severe risk of educational failure due to significant deficits in basic reading and writing skills. Service is provided on a twice weekly basis to both children and their parents; and | |

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| | <p>(2) disseminating within the education system, through teacher training and follow-up support, those differentiated teaching methodologies that are found to be effective.</p> |
| 2. | How did the initiative address these objectives? |
| | <p>Seven after-school Nwar Centres have been opened in strategic localities around Malta, including one in Gozo. Centres are based in state schools in order to create a preparedness by the education system to transform schools into hubs of community learning. 7 small teams of 7 teachers have been engaged on a part-time basis and intensively trained in differentiated teaching and learning methodologies and parental participation strategies.</p> <p>Applications for the Nwar afterschool family literacy service are received through a number of routes, the main ones being referral from day-schools and the Statementing Moderating Panel. Following initial screening and admission into the programme, a tailor-made educational programme for each and every child is prepared. This program includes the participation of the family during and between sessions. The target age group is 8 to 13.</p> <p>The selection of prospective Nwar participants is made through a basic literacy assessment tool that considers the learner's competence and needs in listening, reading and comprehension skills, oracy, writing conventions and sentence fluency, in English and/or Maltese according to the referral.</p> <p>A 'Multi-Sensory Literacy Acquisition Programme' was introduced in 9 state schools. A Phonics Programme was also carried out in two other state schools to determine the most effective method of introducing and disseminating this methodology within a school community.</p> <p>State secondary level Centres for low-achieving students were supported in the development of Attainment Targets in Maths, English and Maltese for Forms 1 and 2.</p> <p>Courses for both parents and teachers on Synthetic Phonics are delivered at both school and national levels. These include compulsory in-service training courses for teachers that are an integral part of their continuing professional development.</p> <p>A Basic Skills Assessment tool developed for application by Nwar Programme personnel has been refined for adoption, on a wider scale, by the new state Colleges that form part of the reform process of the state compulsory education system being implemented by the Ministry of Education, Youth and Employment.</p> |
| 3. | What is/was the timescale for implementing the initiative? |
| | <p>The Nwar Programme (Late Blossoms) was initially set up in the year 2003. It is now being implemented as an ongoing basis.</p> |

| Monitoring and Evaluation | |
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| | How is/was the project monitored/evaluated? |
| | <p>The Basic Skills Assessment has been constructed in such a way as to provide detailed information on the basic skills attainment and needs of the learner both to the secondary school administration for classification purposes, as well as to teachers to adapt their teaching and learning accordingly. This BSA tool considers the learner's competence and needs in listening, reading and comprehension skills, oracy, writing conventions and sentence fluency, in English and/or Maltese has been tried, tested and refined over application with hundreds of families. It has been successfully submitted for external evaluation by Prof. Sheila Wolfendale of the University of East London.</p> <p>The BSA assessors for the June 2006 exercise were the Complementary Teachers already deployed in state primary schools to assist in basic skills attainment, and who have already been involved in other forms of national assessments. Training in the administration of the BSA was provided to these teachers during late May 2006. The organisation of the administration of the BSA was taken care of by the individual schools, whilst organisation at central level was done by a joint FES-Education Division team. This means that the BSA is self-sustaining: it can keep on being administered with the present resources within schools.</p> <p>In June 2006, an assessment shall be undertaken to determine the fulfilment of the attainment targets of a 'Multi-Sensory Literacy Acquisition Programme - the synthetic Phonics Programme'. This programme was implemented in 9 state primary schools, seven of which form part 2 Pilot state Colleges.</p> |
| Outcomes | |
| 1. | To what extent have the objectives been met? |
| | <p>What is particularly interesting about the BSA is that an assessment tool that started out as an in-house development to address specific needs within an after-school family literacy programme organized by the FES, has now been transformed into a basic skills assessment tool that can be used by all state primary schools at one of the key transition points in pupils' educational journey, just before secondary school. In helping secondary school teachers to identify the basic skills needs of each learner, it will give a significant contribution to the paradigm shift that is necessary to reduce the numbers of early and/or unqualified school leavers: from teaching the syllabus to teaching the child.</p> |
| 2. | What obstacles/risks were faced in implementing the initiative? |
| | <p>(1) Funding for afterschool service extension. (2) Lack of full-time personnel to be able to provide technical assistance to a large number of schools. Such assistance includes teacher training and on-going follow-up support; helping schools integrate a multi-sensory literacy acquisition component into their School Development Plan (SDP) and Performance</p> |

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| | Management Plans (PMP) of teachers. |
| 3. | How were these obstacles and risks addressed? |
| | FES plans to apply for ESF funding in the next programme cycle and is currently limiting its technical assistance provision to schools forming part of the three pilot state Colleges that are spearheading reforms in the compulsory education system. |
| 4. | Were there any unexpected benefits or weaknesses? |
| | Weaknesses: lack of full-time personnel. Unexpected benefits: mentioned above in point '1' of the OUTCOMES section above. |

ANNEX 2.1b
HOUSING AUTHORITY

Good Practice – Care and Repair Service

| Name of Policy/Project | | Member State | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------|-------------------------------------|
| Care and Repair Service | | Malta | |
| End Purpose of the Initiative | | | |
| The Care and repair scheme was launched as a new initiative by the Housing Authority (HA), with the aim of offering an individualised housing ‘repairs’ service, within a framework of other services, hence the ‘care’ aspect. | | | |
| Main Results | | | |
| Main results of this initiative include a more individualised approach to service provision, a decrease in bureaucratic forms filling and the liaison with contractors from the HA’s end to facilitate work of service users. When offering such an individualised service in an outreach framework the HA is ensuring that the vulnerable target groups in society are receiving adequate assistance. | | | |
| A Care & Repair unit has been set up with the intention of offering a more individualised service when it comes to housing repair works and HA staff are now carrying out home visits in order to target those people who were finding it difficult to obtain the necessary assistance through schemes. | | | |
| Targeted Beneficiaries | | Policy Focus | |
| General Population | <input checked="" type="checkbox"/> | Social Exclusion | <input checked="" type="checkbox"/> |
| Children | <input type="checkbox"/> | Healthcare | <input type="checkbox"/> |
| Single-Parent Families | <input type="checkbox"/> | Long-Term Care | <input type="checkbox"/> |
| Unemployed | <input type="checkbox"/> | Governance | <input type="checkbox"/> |
| Older People | <input type="checkbox"/> | Geographical Scope | |
| Young People | <input type="checkbox"/> | National | <input checked="" type="checkbox"/> |
| People with disabilities | <input type="checkbox"/> | Regional | <input type="checkbox"/> |
| Immigrants / Refugees | <input type="checkbox"/> | Implementing Body | |
| Ethnic Minorities | <input type="checkbox"/> | Housing Authority | |
| Homeless | <input type="checkbox"/> | | |
| Specific Illness/Disease | <input type="checkbox"/> | | |
| Other (Please Specify): particularly vulnerable groups | <input type="checkbox"/> | | |
| Context/Background to the Initiative | | | |
| The background of this initiative resides in the observed need for providing easier access to this type of services to individuals, who are considered as most vulnerable in society. The primary users of this service are in fact those on low income, older people living on their own, single mothers with children, other client groups with social problems and those living in properties which are in a very poor state of repair and/or ill adapted to their physical needs. These people often do not know that help exists and they are usually the ones that are mostly in need of our help. | | | |
| Details of the Initiative | | | |
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| 1. Specific Objectives | | | |

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| | <p>The objectives of this outreach initiative reside in offering a more individualised service; this is because the schemes are not tailored to suit everyone's needs in the same way. Thus, in this way the Housing Authority can offer a more personalised and individualised approach. Apart from this, the care and repair service should lessen some of the bureaucracy, which might hinder a person from applying for a scheme.</p> |
| 2. | How did the initiative address these objectives? |
| | <p>A Care & Repair unit has been set up with the intention of offering a more individualised service when it comes to housing repair works. HA staff are now carrying out home visits in order to target those people who were finding it difficult to obtain the necessary assistance through schemes. Furthermore, under the care and repair initiative, it is HA staff who liaise with contractors on behalf of beneficiaries. This is done to avoid unnecessary worry to clients who are in a vulnerable position. This client-oriented approach is proving to be very beneficial in the assistance being offered to different client. This outreach service could be incorporated in a number of services offered by different entities, thus ensuring that particular target groups are receiving adequate assistance.</p> |
| 3. | What is/was the timescale for implementing the initiative? |
| | <p>The Care & Repair initiative started of as a pilot project with a few cases, which were referred from social workers. Following this as advertising campaign was launched with the aim of offering this service for a specified period of time. This campaign proved to be beneficial and a number were interested in this service. Thus the aim was to keep on offering this outreach service. The number of requests for this service increased substantially and thus a decision was taken to set up the Care & Repair unit, which would handle cases under this initiative which is now one of the Housing Authority's main ongoing services.</p> |
| Monitoring and Evaluation | |
| | How is/was the project monitored/evaluated? |
| | <p>A qualitative research analysis was carried out with the aim of interviewing the beneficiaries of this service. this yielded yielded positive information on the way this service was reaching out to the vulnerable target groups in society</p> <p>Ongoing monitoring goes on it terms of the time taken to carry out the necessary repair works as well as the number of clients benefiting through this service.</p> |
| Outcomes | |
| 1. | To what extent have the objectives been met? |
| | <p>The care and repair service is reaching out to those that live in the worst housing conditions. Thanks to this service such persons' individual needs are being catered for and they have been enabled to start living comfortable in their own home. This initiative was found to have many</p> |

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| | positive elements and the methods adopted under this service were then used as best practices in the delivery of other services by the HA in particular repair schemes. |
| 2. | What obstacles/risks were faced in implementing the initiative? |
| | Difficulties were encountered in terms of preparing the tendering documents which were necessary. Other difficulties were encountered when clients requested repair works which required application forms to be submitted at MEPA. |
| 3. | How were these obstacles and risks addressed? |
| | In order to deal with these difficulties a Care and Repair Unit was set up with a team of people working solely on this initiative. In this way a team concentrated on the necessary tendering documents and MEPA application forms which facilitated the process of the delivery of this service. |
| 4. | Were there any unexpected benefits or weaknesses? |
| | This service has yielded unexpected benefits due to the fact that it has provided the Housing Authority a new approach in the delivery of its services. Clients have reacted positively to this new initiative and this has encouraged the Housing Authority to adopt this outreach client based approach in the delivery of other repair schemes. |

ANNEX 2.1c

RICHMOND FOUNDATION

Good Practice – Home Support Service

| Name of Policy/Project | | Member State | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------|-------------------------------------|
| Home Support Service | | Malta | |
| End Purpose of the Initiative | | | |
| <p>The aim of the Home Support Service offered by Richmond Foundation is to help persons with mental health problems gain and or maintain autonomy to live in the community by providing support within their own home, depending on their needs. Furthermore the service promotes care in the community for persons with mental health problems.</p> <p>This service is provided to adults, males and females, (over 17yrs), who have a mental health difficulty which is impinging on their daily functioning and who need support to be able to live a good quality of life in the community.</p> | | | |
| Main Results | | | |
| <p>The service helps clients maintain their accommodation and employment, teaches them and assists them in the activities of daily living, helps them develop and maintain relationships and a social network; helps them manage their mental and physical health and provides them with emotional support. The service also focuses on helping persons to manage their illness without resorting to institutional care.</p> <p>The Home Support Service is currently being provided to 56 clients by a team of 5 people, a team leader and 4 home support workers (social work and psychology graduates) and around 20 volunteers.</p> | | | |
| Targeted Beneficiaries | | Policy Focus | |
| General Population | <input type="checkbox"/> | Social Exclusion <input type="checkbox"/> | |
| Children | <input type="checkbox"/> | Healthcare <input type="checkbox"/> | |
| Single-Parent Families | <input type="checkbox"/> | Long-Term Care <input type="checkbox"/> | |
| Unemployed | <input type="checkbox"/> | Governance <input type="checkbox"/> | |
| Older People | <input type="checkbox"/> | | |
| Young People | <input type="checkbox"/> | Geographical Scope | |
| People with disabilities | <input type="checkbox"/> | National | <input checked="" type="checkbox"/> |
| Immigrants / Refugees | <input type="checkbox"/> | Regional | <input type="checkbox"/> |
| Ethnic Minorities | <input type="checkbox"/> | | |
| Homeless | <input type="checkbox"/> | Implementing Body | |
| Specific Illness/Disease | <input checked="" type="checkbox"/> | Richmond Foundation | |
| Other (Please Specify): particularly vulnerable groups | <input type="checkbox"/> | | |
| Context/Background to the Initiative | | | |
| <p>Richmond foundation operates another service, which is a rehabilitation facility for persons with mental health problems and which started operating in 1996. In 1998 the first group of users left this rehab facility after completing their program. On their termination most of these clients were requesting that they are followed up and provided with support once they were living at home. This request was met and the home support service started to be provided, initially by the team of the rehabilitation facility themselves. By 2002 the number of clients leaving the facility and requesting the service had grown and thus in 2002 it was inaugurated as a separate service.</p> | | | |

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| Details of the Initiative | |
| 1. | Specific Objectives |
| | The primary function of the Home Support Service is the care management of clients, however it also provides other complimentary activities including: the running of a movie group where a movie with a mental health theme is shown and discussed for educational purposes; the facilitating of a support group for family members and families; the organizing of various social activities for the users of the service, the running of a family educational program; responding to calls from the general public requesting information related to mental health and the setting up of a leisure center for persons experiencing isolation or social exclusion. |
| 2. | How did the initiative address these objectives? |
| | Prospective clients are referred to the service by mental health or medical professions. Upon receipt of the referral an assessment is carried out by a home support worker in collaboration with the client himself/herself, his/her significant others and his/her supporting professionals. If the service is deemed to be able to meet the client's needs the client is offered the service, whence s/he is assigned a key worker. In the initial phase of the service, the key worker together with the client formulate a care plan to identify the areas that the client wishes to work on and the mechanism of how this will be achieved including the frequency of the visits needed and the interventions needed to help the client. After a month of service a planning review is held where this care plan is consolidated. In the planning review the client and his key worker are present together with any significant others and supporting professionals the client might want to invite. Regular case reviews are held to review and plan the client's care plan. This process of care planning implementation and evaluation is done by the key worker and client together with feedback from family members and significant others. For the benefit of the client and his/her recovery, the Home Support Service staff always aims to remain in close collaboration and cooperation with these people and are ready to take on their suggestions and feedback. |
| 3. | What is/was the timescale for implementing the initiative? |
| | The Home Support Service has been in operation for the last 8 years. It is a service in demand and currently has a waiting list of 30 people. The Richmond Foundation aims to further develop this service by increasing its caseload and further improving its practices, mainly through: continuous staff development, the further involvement of users, their families and volunteers in the policy and administrative aspect of the service and empowering clients more in the management of their care. The service is offered to clients on a long term basis and there is no time limit. |
| Monitoring and Evaluation | |

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| | How is/was the project monitored/evaluated? |
| | With regards to the evaluation of the service, clients are regularly asked for feedback through 2 mechanisms; on an individual basis they are asked to fill in a confidential questionnaire with feedback and suggestions for improvement; on a group level, once a year, users are invited to meet the Home Support Service staff so that together they discuss various aspects of the service and how these can be improved. Volunteers are also invited for an evaluation meeting with staff where they are asked for feedback with regards to the running of the service. The feedback received from these mechanisms is implemented in the operational plan of the service. Furthermore, home support workers are recruited on consultation with users of the service. Service users form an integral part of the interviewing panel when a vacancy arises in the service and this in line with the policies of Richmond Foundation. |
| Outcomes | |
| 1. | To what extent have the objectives been met? |
| | The objectives of the home support service have been largely met especially when considering that most of the clients of the home support service are people who had been in institutional care for a long time or had had many admissions in the psychiatric hospital and are now living in the community leading a better quality of life. |
| 2. | What obstacles/risks were faced in implementing the initiative? |
| | Stigma is an obstacle which all initiatives regarding mental health go through, and the home support service is no exception. At times it is difficult to find both staff and volunteers to work in the sector and besides at times clients who receive the service are not willing to be involved with the organisation, both because of stigma and because of their own personal difficulties. At times lack of cooperation from other professionals and bureaucratic systems can be an obstacle too. Funding obstacles limit the extent of service provision. |
| 3. | How were these obstacles and risks addressed? |
| | In order to be successful the Home Support Service always involves the clients and other parties in its various activities. This is done on both the individual level and service level. On the individual level, service users are actively involved in their own care plan, whereby they identify the goals and how they can achieve them and what they want the Home Support Service to help them in so as to maintain a good quality of life. In their regular case reviews, which are attended also by people they decide to invite, besides reviewing their care plan, users and their families are asked for feedback on the key worker's work with them. People are encouraged to take responsibility for their own lives, choices and their own care and recovery. |

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| | <p>Campaigns to raise awareness about mental health and mental illness are carried out regularly on the national media in order to address the issue of stigma. Furthermore the Foundation also opens its rehabilitation service once a year to the general public.</p> <p>Lack of collaboration by other professionals is tackled by keeping an open channel of communication and by keeping professionals in contact with the service informed of developments. Systems are set up to ensure dialogue.</p> <p>With meeting with bureaucratic systems, the Foundation proposes more customer friendly systems that are beneficial to mental health service users.</p> <p>The Foundation carries out fund raising events to raise money in order to sustain the service and to compliment to funding received from Government.</p> |
| 4. | Were there any unexpected benefits or weaknesses? |
| | <p>After its commencement there was a strong, rather unexpected response for the home support service with referrals for the service coming in regularly. This can be viewed as both a benefit and a weakness: it can be viewed as a benefit because it showed that there was actually a need for the service and that this service was moving in the right direction: it can be viewed as a weakness since due to limited resources we were not able to offer the service to all the people who were requesting it.</p> |

ANNEX 2.1d

SOCIAL POLICY INFORMATION CENTRE

Good Practice – SPIC 159

| Name of Policy/Project | | Member State | |
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| SPIC 159 | | Malta | |
| End Purpose of the Initiative | | | |
| <p>The Social Policy Information Centre (SPIC) offers a 24 hour telephone and internet service by providing clients with generic and personal information regarding their Social Security account in addition to information on other related social services. The automated services are backed by a Call Centre operating between Monday and Saturday from 8am to 8pm.</p> <p>SPIC strives to offer services with a difference to the general public as it follows internationally recognized standards of Call Centre Service Provision in order to offer the best possible service to clients.</p> <p>SPIC strives to offer an equal opportunity for access to information to all those who are homebound or resident within a nursing home. In this regard, SPIC is offering eID registration services even though it is not the registration organisation with the aim of adding further value to the service.</p> <p>The e-ID is a national government service whereby Maltese citizens can access various telephone and online government services by retrieving their personal data available within the government departments.</p> | | | |
| Main Results | | | |
| <p>SPIC strives to satisfy these four main objectives in order to maintain a quality service:</p> <ol style="list-style-type: none"> 1. Offering an equal opportunity to all Maltese citizens to correct and adequate information; 2. Maximizing customer satisfaction; 3. Maximizing employee satisfaction; 4. Reduce costs within the Ministry by offering the best service and enabling employees to focus on their core duties <p>The above objectives are achieved through sound and structured collaboration between SPIC and the various Departments both within the same Ministry and other Ministries in order to offer the best and the most correct information possible to customer expeditiously.</p> | | | |
| Targeted Beneficiaries | | Policy Focus | |
| General Population | <input checked="" type="checkbox"/> | Social Exclusion | <input type="checkbox"/> |
| Children | <input type="checkbox"/> | Healthcare | <input type="checkbox"/> |
| Single-Parent Families | <input type="checkbox"/> | Long-Term Care | <input type="checkbox"/> |
| Unemployed | <input type="checkbox"/> | Governance | <input checked="" type="checkbox"/> |
| Older People | <input type="checkbox"/> | Geographical Scope | |
| Young People | <input type="checkbox"/> | National | <input checked="" type="checkbox"/> |
| People with disabilities | <input type="checkbox"/> | Regional | <input type="checkbox"/> |
| Immigrants / Refugees | <input type="checkbox"/> | | |
| Ethnic Minorities | <input type="checkbox"/> | | |
| Homeless | <input type="checkbox"/> | | |

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| Specific Illness/Disease Other (Please Specify): particularly vulnerable groups | <input type="checkbox"/> <input type="checkbox"/> | Implementing Body |
| | | Ministry for the Family and Social Solidarity |
| Context/Background to the Initiative | | |
| <p>The Ministry for Family and Social Solidarity conceived the idea of establishing a state-of-the-art Customer Service in line with the Government policy to make accessible as much as possible most services online and through telephony creating a hassle free need to go to a front office and wait or abide within the normal working hours. The conception of this service was threefold service:</p> <ol style="list-style-type: none"> 1. Using technology to facilitate accessibility to personal information which before used to be difficult to retrieve and keep oneself updated; 2. A fully fleshed service from the comfort of the home extended to 24x7 service for basic information and for further information from Monday to Saturday from 8am to 8pm instead of Monday to Friday from 8am till 4pm; and 3. A service which is highly standardised according to international recognized standards putting excellence as the first priority. | | |
| Details of the Initiative | | |
| | | |
| 1. | Specific Objectives | |
| | The same as above | |
| 2. | How did the initiative address these objectives? | |
| | <p>SPIC during these last two years has provided the following to achieve the above mentioned objectives:</p> <ol style="list-style-type: none"> 1. Every year the service conducts a Customer Satisfaction Survey (Voice of the Customer) in order to analyse how much the service is achieving its objectives and thus also measuring customers' satisfaction. In 2004, this resulted to 98% of satisfaction (between good and very good). In 2005 this was reconfirmed when 92.2% answered that they have been satisfied or very satisfied whilst the rest were little satisfied. 2. During the first six months of 2006, SPIC marketed the service with the Elderly population by presenting the service in the Elderly Day Centres. Though elderly people might feel that technology could be a barrier to accessing the service, these sessions helped in stimulating this category of the population to try the service. SPIC managed also to register 200 elderly persons during these presentations. Though no surveys have been conducted amongst this audience, the presentation helped in getting awareness of the service and satisfactorily many have used the service after the session. 3. A satisfaction survey has been conducted with the employees of the Department of Social Security to measure the SPIC's effect on the workload. Satisfaction in view of the service was low since this did not highly effect their workload. Henceforth, this motivated SPIC to increase and standardize the collaboration procedures between the two departments. | |

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| | 4. Cost reduction is reflected in striving to collaborate with other departments and effectively resolve customer difficulties as the core objective of the service whilst allowing more space for the Departments' core operations to focus on assessments and their products, thus maximising human resource allocation and reducing wastage on general public's queries. |
| 3. | What is/was the timescale for implementing the initiative? |
| | The service was fully implemented by March 2004. |
| Monitoring and Evaluation | |
| | How is/was the project monitored/evaluated? |
| | <p>The project is continuously evaluated by gathering of statistical data, customer and employee satisfaction surveys, ongoing training of staff and continuously close supervision.</p> <p>The staff within the service are continuously striving to provide the best service expediently as much as possible, even if the information to customer mostly depends on other departments.</p> <p>SPIC through collaboration with a private company as adopted Six Sigma Methodology to continuously improve its processes.</p> |
| Outcomes | |
| 1. | To what extent have the objectives been met? |
| | <p>The objectives were fully met where it depended on SPIC especially with regards to customer satisfaction and equal opportunity of information to customers.</p> <p>With regards cost reduction and employee satisfaction of other departments these were not highly met due to unclear procedures between SPIC and other related departments before SPIC operations have started. These are being created so as the monitoring of these two important drivers is highly met.</p> |
| 2. | What obstacles/risks were faced in implementing the initiative? |
| | <p>1. SPIC is ICT based. Thus, those who are not ICT literate might have been discouraged to use the service. These included the elderly population and illiterate persons.</p> <p>2. SPIC system is also based on the e-ID system which an automated personal identification system. The e-ID registering process is an cumbersome process since it requires that the person personally applies for the e-ID. This might have discouraged many who even if they are ICT literate would have found it long to register for the process.</p> <p>3.SPIC was also the first service to use the e-ID and though many might have found it helpful in the long-term, it was difficult for them to perceive</p> |

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| | such benefits until other new services were launched. |
| 3. | How were these obstacles and risks addressed? |
| | <p>1. This year SPIC has embarked on a programme to increase the level of awareness amongst the elderly population. SPIC staff have visited all the Elderly Day Centres in Malta whereby residents were introduced to the functionalities of the services as well as offered with the possibility to register for their eID (electronic identity). Moreover, SPIC is currently discussing with St Vincent De Paule Residence on how the residents within this nursing home can access the service and thus bring such a service to persons who due to their illness are bound within the institution. Moreover, SPIC with the authorisation of the e-ID responsible agency still conducts registrations for those who are homebound so as to give access to these persons that might be easily socially excluded also through ICT technology from precious services.</p> <p>2. To hasten the process, otherwise the process would have been limited to generic information, the e-ID process registration was initially done by the Customer Relations Officers of SPIC only and later on this was handed over to some of the Local Councils. At the initial stages, SPIC was the service that marketed the e-ID, even if the service is the owner of the business so as would increase its customers using e-ID. Registration to e-ID remains limited. SPIC still offers this service to facilitate it for those who cannot go to a Local Council during working hours.</p> <p>3. Since March 2004, various other Ministries' online services have been launched with the use of the e-ID, though SPIC remains the only service that uses the e-ID for telephony services.</p> |
| 4. | Were there any unexpected benefits or weaknesses? |
| | <p>Although SPIC offers a quality information service through the application of ICT technologies thus enabling more citizens to access their own personal data from the comfort of their home, it is believed that certain customer groups may be excluded from using this service due to the digital divide that exists within today's society. Research suggests that highly innovative and technical systems may repel certain groups of customers (e.g elderly, disabled, homebound and computer illiterate persons) from using such services.</p> |

ANNEX 2.2

IMPLEMENTATION REPORT 2004-2006

2.2.1 Implementation Report Introduction

The economic performance of Malta has been characterised in recent years by a slowdown due to the unfavourable international economic trends and the internal restructuring process. Malta is showing a slow increase in activity and employment rates, but still decidedly low compared to the EU25 averages when participation of women in the labour market is considered. Although relatively low, the unemployment rate has been slowly rising with the female unemployment rate exceeding that of men. The need to reduce the public deficit and the likely growing demand for social expenditure cannot but put conflicting pressures on the social protection system in Malta.

In terms of fighting poverty and promoting social exclusion, the National Action Plan on Poverty and Social Exclusion 2004-2006, and its 2005 light update identify 12 key priorities that cut across 3 out of the 4 Nice Objectives, and 9 categories of individuals, social groups and generations that can be at any point in their life at risk of poverty. This plan, in order to achieve the stated priorities and objectives, highlights 70 original policy measures and an additional 21 policy measures.

2.2.2 Implementation Report Areas of Focus

Employment

The possibility of generating employment is primarily dependent upon improving jobs. In this context, employment needs to provide an acceptable balance and reconciliation between work and family life, as this establishes how far persons participate in the labour force, e.g. suitable care services for children and dependent persons. This concept builds upon the concept of creating a family friendly working environment in the National Action Plan on Poverty and Social Exclusion 2004-2006. Already in the National Action Plan on Poverty and Social Exclusion 2004-2006, the aim of promoting an inclusive society was highlighted as there are policy measures that provide equal opportunities to everyone in society, including the integration of persons with disability and disadvantaged groups, by operating and extending employment schemes.

Education

Preventing early school leaving is a major challenge within the educational sphere. Some reasons for not completing secondary education included peer influence, problems at school, a lack of interest in school, to search for work and family problems. A common feature in early school leaving, is the apparent non insistence of parents for their children to attend school, due to a lack of interest in the child's educational attainment or a perception that education will not better the life opportunities for their children. In fact, young persons who leave school early are more likely to stay on the unemployment register for a longer time than young persons who have some form of qualification. Often early school leaving associated with low status occupations, less stable career patterns, unemployment in adulthood, criminal behaviour, and drug & alcohol abuse.

Besides the challenge of helping children and youths remain in school, Malta is facing the challenge of creating a knowledge-based economy. The National Action Plan on Poverty and Social Exclusion 2004-2006 maps out the investment made in the field of life-long learning by aiming at instilling such a culture for the creation of a knowledge-based society. Furthermore there is a move towards co-ordination in efforts within the educational and economic sectors so as to ensure a close match between labour supply and demand, thus improving the adaptability and employability of workers.

Housing

An important aspect of social inclusion is adequate and affordable housing for all. The National Action Plan on Poverty and Social Exclusion 2004-2006, highlights the commitment from Housing Authority for the allocation of a large number of residential units and various housing schemes to assist those in need of decent and affordable accommodation. However, the challenge for the housing sector is the current rapid growth on the price of housing as the ever-increasing discrepancy between average incomes and house prices is making it difficult for house seekers, especially first-time buyers such as young persons who want to form a family and to buy their own property. The situation is exacerbated by the shortage of low rent property on the market

Children

A number of projects in Malta focus on the protection and well-being of children. The main social work agency in Malta provides services that are focused on children, namely the Child Protection Service, Looked After Children, Fostering and Supervised Access Visits. Whilst the first 3 services registered an increase in case turnover during the period 2004-2006, a decrease in case turnover was registered in Supervised Access Visits over the same timeframe.

Young People

Young People are also offered practical help so that they can better their quality of life. The Adolescent Outreach Programme was set up to deliver a comprehensive and sensitive service to promote the physical, emotional and social well-being of young people with emotional and behavioural difficulties. However, young people are also helped to find employment and equip themselves with practical knowledge about how to go about applying for a job and attending an interview. They are also offered the opportunity for traineeship and apprenticeship schemes.

Families and persons in significant relationships

Unemployment and illiteracy effect, directly and/or indirectly, families that are at risk of poverty. A number of initiatives target these families to make them more employable through increasing their skill and knowledge base. The Employment and Training Corporation offer a number of courses that target unemployed persons 40 and 55 years and over. Lone mothers are also targeted through an ESF Project. These projects aim at skilling them appropriately so that they would be in a position to find employment. Other initiatives target illiteracy and ongoing education like, NWAR Programmes and Programme Id f'Id.

Victims of Domestic Violence

Apart from the social work service offered to victims of domestic violence, together with the emergency shelters, this area has been consolidated through the enforcement of the Domestic Violence Act on the 16th December 2005. A further development is the Domestic Violence Commission constituted in March 2006.

Persons with Addictive Behaviour

A number of services target persons with addictive behaviour, from training towards employability to community and rehabilitative services. One major step forward in this area is a National Drug Policy from the Ministry for the Family and Social Solidarity that is due to be submitted to the Minister of the above-mentioned Ministry by the end of May 2006.

Persons with Disability

This plan focuses on persons with disability from education to employment, rehabilitation and rights. An initiative through the Supported Employment Scheme, offered by ETC through ESF funds, targets registered unemployed persons with disability and in fact has placed 12 severely disabled persons in employment. Children with disability are also offered the possibility of inclusive education, and this initiative is targeting 1,308 students with a statement for special educational needs across kindergarten, Primary and Secondary schools. At the same time the National Commission Persons with a Disability will be organising a conference in June 2006 regarding the Equal Opportunities (Persons with Disability) Act.

Persons with Mental Health Difficulties

An established voluntary organisation in Malta offers a number of initiatives that target the inclusion of persons with mental health difficulties. 2 such initiatives are the Supported Employment Programme and the Supportive Housing Scheme. The former initiative targets 24 persons with mental health difficulties who are unemployed and are actively looking for work. The latter initiative targets persons aged between 18 and 60 years who have chronic mental health difficulties but are fit to live independently in the community with the appropriate support. In fact, an average of 6 persons with mental health difficulties (males and females) per year benefit from this initiative.

Older Persons

The National Action Plan 2004-2006 focuses on the Pension Reform as a means of minimising the risk of poverty following retirement. Ensuring adequate and sustainable pensions, and thus a better quality of life for older persons, is an important step in this direction. One indirect step to ensure adequate and sustainable pensions is the setting up of the Directorate Benefit Fraud and Investigation which aims to curb abuse of benefits offered through Malta's social protection system.

Irregular Migrants

Malta is experiencing a considerable increase in irregular immigration mainly from the sub-Saharan African countries when heading towards Europe. In January 2004, government published its policy document on Irregular Immigrants, Refugees and Integration. As a follow-up to this policy document, during 2005, the Ministry for the Family and Social Solidarity appointed 2 officers to focus on the issue of irregular immigration. Furthermore, in 2006, one of the social inclusion officers within the same Ministry was appointed so that, as part of her duties, she will keep abreast with what is happening in the field.

Update Report

To implement the 4 Objectives and 12 Key Priorities described in the National Action Plan 2004-2006, 70 original policy measures and an additional 21 policy measures (listed in the 2005 National Action Plan light update) target those individuals, social groups and generations who may be at risk of poverty and social exclusion at any point in their life.

This implementation report is based upon a consultation process to further update the National Action Plan 2004-2006, which took place between March and May 2006. All project managers were invited to update the policy measures pertaining to their entity, whether governmental or voluntary, listed in this document. A total of 63 out of the 70 original policy measures and 21 out of the 21 additional policy measures were updated, that is a response rate of 90% and 100% respectively. This update only includes the responses of those policy measures that have been updated.

Objective 3.1 - Facilitating Participation in Employment

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| 1a | Policy Measure | Empowerment Skills Programme |
| | Policy Description | To help women who wish to return to the labour market acquire skills that are necessary to re-enter the world of work |
| | Lead Organisation | Employment and Training Corporation |
| | Update | The ongoing project funded by the local government targets women aged between 25 to 59 years, who are in active and wish to re-enter employment. Between October 2004 and September 2005, 59 females participated in this programme. |
| 2 | Policy Measure | Part-Time Employment Register |
| | Policy Description | To assist individuals (mainly women) who seek Part-Time Employment by means of an automated register to be set up by law |
| | Lead Organisation | Employment and Training Corporation |
| | Update | The project started in 2002 targets unemployed persons, mainly women, seeking employment on the basis of part-time or reduced hours and match them with vacancies notified to Employment and Training Corporation (ETC) by employers who are seeking part-time workers. |

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| 3a | Policy Measure Policy Description Lead Organisation Update | Gender Equality Action Plan Outlines initiatives that target female employment in a comprehensive way. Employment and Training Corporation The project which started in 2005 is funded by local government outlines initiatives that target female employment in a comprehensive way. Thus the project is the advancement of women through the promotion of equal opportunities in employment and training both within and beyond the Corporation; and the promotion of family friendly measures and work-life balance. |
| 3b | Policy Measure Policy Description Lead Organisation Update | Increasing Female Participation through Childcare Services at the Workplace To prevent loss of human potential and undue family stress as well as unemployment especially women with young children. Employment and Training Corporation The 2 year project funded by the European Social Funded initiated in January 2005 and offered its services to 85 employed women, 12 single parents, 6 fathers and 10 employers. |
| 4a | Policy Measure Policy Description Lead Organisation Update | Technical Committee on Child Day Care The committee's role is to develop and implement a national child day care policy and draw up regulations and standards for child day care centres. Ministry for the Family and Social Solidarity The Department for Social Welfare Standards has over the past months undergone a gap analysis exercise with facilities catering for children under the age of 3. The information gathered was analyzed, a report drawn up and recommendations put forward by the Department to the Ministry for the Family and Social Solidarity regarding a programme of priorities and timescales for the phasing-in of the implementation of the proposed standards. |
| 4b | Policy Measure Policy Description Lead Organisation Update | Early Childhood Education Policy To draw up an early childhood education policy Ministry for Education, Youth and Employment The policy was finalised in June, 2005 following a consultation process with various social partners. |
| 6 | Policy Measure Policy Description Lead Organisation Update | Promoting Equal Opportunities through Empowerment MT3 To help reconcile work and family life. National Commission for the Promotion of Equality for Men and Women This two year EQUAL funded project, is one of six components that make up the Gender Mainstreaming initiative. This component aims at helping persons reconcile work and family life, and in fact, a total of 30 women and human resource managers benefited from this component. |

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| 7 | Policy Measure Policy Description | Gender Mainstreaming – The Way Forward ESF No. 23 This project aims to research into the introduction of family-friendly measures at the workplace, carry out a gender pay review, a tracer study to follow the career path and conditions of work of graduates in the labour force and set up a tele-working pilot project. |
| | Lead Organisation | National Commission for the Promotion of Equality for Men and Women |
| | Update | This is a two year project funded by European Social Funds, targeting Maltese women and human resource managers. There were 30 individuals who benefited from their participation in the project, of which 17 were males and 13 were females. |
| 8 | Policy Measure Policy Description | Bridging the Gap This project is designed to support a trainee in the transition period between unemployment to employment. It allows the employer to evaluate the performance of the trainee in the workplace, prior to proper engagement. |
| | Lead Organisation | Employment and Training Corporation |
| | Update | This project is locally funded and helps financially around 61 employers and 61 registered unemployed persons from disadvantaged groups for a range of 13 to 52 weeks. |
| 9 | Policy Measure Policy Description | Supported Employment Scheme for Persons with Disability To provide incentives to employers to recruit disabled persons through financial assistance. |
| | Lead Organisation | Employment and Training Corporation |
| | Update | The 2 year project funded by the European Social Fund is aimed at incentivising employers to recruit persons with disability through financial assistance. The beneficiary target is around 50 persons out of which 15 are females and 35 are males. During October 2004 to September 2005, 12 persons with severe disabilities were employed. |
| 10 | Policy Measure Policy Description | On-the-job-training Provides individualized training to workers who have specific problems in finding employment. |
| | Lead Organisation | Employment and Training Corporation |
| | Update | Funded by local government this ongoing project targets, long-term unemployed individuals; apprentices who participate in post-secondary vocational training programmes; persons in traineeship schemes; young persons who have no work experience; persons over 40 years of age; redeployment schemes, active young persons schemes; and bridging the gap. 700 individuals took part in this programme, 400 under apprenticeship schemes and 300 under traineeship schemes. |
| 12 | Policy Measure Policy Description | Supported Employment Programme The programme aims to provide on-going support to persons with mental health problems at the place of work; introduce the concept of diversity at the place of work and help reduce |

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| | | dependency of persons with mental health problems on social benefits. |
| | Lead Organisation Update | Richmond Foundation This ongoing project, offered by a voluntary organisation, targets persons with mental health difficulties who are currently employed, employers with the aim of educating them regarding the value of having a diverse work force and persons with mental health difficulties who are actively seeking employment through ETC. The programme targets a minimum of 24 persons per year. |
| 13 | Policy Measure Policy Description Lead Organisation Update | Business Promotion Act Grants tax incentives for the recruitment of persons employed with particular enterprises which fit certain criteria. Employment and Training Corporation This ongoing project funded by local government targets enterprises approved by Malta Enterprise. It provides cash grants for the training and/or retraining of employees in the manufacturing industry, biotechnology, pharmaceuticals and aircraft maintenance. |
| 14 | Policy Measure Policy Description Lead Organisation Update | Youth Outreach Programmes / Job Club To provide training in job-searching to youths living in deprived areas Employment and Training Corporation This locally funded, ongoing project was initiated in August 2002, and provides training in job-searching to young persons living in deprived areas. The project targets new unemployed registrants who amount to around 2,600 per year. |
| 15a | Policy Measure Policy Description Lead Organisation Update | Courses for over the redeployment of mature persons. To offer incentives to both employers and inactive older persons Employment and Training Corporation Funded by local government, this ongoing project targets employers and inactive persons over 40 years by offering them incentives to widen their opportunities in finding gainful employment through training courses. 2,416 individuals have participated in this project out of which 60.8% were between 40-49 years. |
| 15b | Policy Measure Policy Description Lead Organisation Update | Training Employment Exposure Scheme The scheme is aimed at assisting persons 40 years and over to enter the labour market to prevent long-term unemployment. Employment and Training Corporation Funded by the European Social Fund, this 2 year project aims to retrain 400 unemployed persons aged 40 years and over out of which 90 are female and 310 males, who have been seeking employment for over six months. |
| 16 | Policy Measure Policy Description | Profiling System To identify the aptitude and motivations of the registered |

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| | Lead Organisation Update | unemployed Employment and Training Corporation This ongoing, locally funded, project was initiated in 2003 and helped to identify the aptitude of registered unemployed persons, and the matching between a jobseeker's profile and the vacancy for which s/he has applied. |
| 17 | Policy Measure Policy Description Lead Organisation Update | Personalised Action Plan The project aims to target all socially excluded groups, to set up a working group to define the disadvantaged groups in the labour market, offer preventive measures to youths and adults at an earlier stage, target unemployed youths for up to 4 months and target unemployed adults for up to 8 months. Employment and Training Corporation The ongoing project is funded by the local government, and is targeting 864 persons (12.3% of those registered as unemployed) of which 288 (17.7%) are females and 576 are males (10.6%). By the end of September 2005 a total of 802 Personal Action Plans were drawn up. |
| 18 | Policy Measure Policy Description Lead Organisation Update | Training and Support for Labour Market Integration of Socially Excluded Persons The project aims to target adolescents and vulnerable persons, including victims of domestic violence, single parents, and mental health service users, train staff in support services, integrate in the labour market young unemployed at their 4th and 5th month of unemployment and encourage unemployed to take up traineeship or apprenticeship. Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) This project was initiated in April 2006 and scheduled to finish in December 2006. It is an ESF project which targets a total of 195 trainees of which 75 are males and 120 are females. 45 females and 45 males are meant to benefit from this project. |
| 19 | Policy Measure Policy Description Lead Organisation Update | Headstart Project aims to meet the employability and housing needs of young persons leaving institutional care. Housing Authority in collaboration with the National Commission for the Promotion of Equality for Men and Women The 2 year project scheduled to finish in 2007 is funded through EQUAL. A total of 15 youths, who have spent years in residential care or foster care, will be the end beneficiaries of this project, |
| 20i | Policy Measure Policy Description Lead Organisation Update | The Development of a National Basic Skills Strategy and Plan To strengthen the forum of basic skills providers in Malta. Ministry of Education, Youth and Employment – Education Division A document “Level Descriptors” was published by the National |

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| | | Curriculum Division. This document sets a baseline for skills acquisition according to academic level (primary or secondary school) and by subject. |
| 20ii | Policy Measure | The NWAR Programme targets students of educational failure aged 8 to 13 |
| | Policy Description | To target students at risk of educational failure |
| | Lead Organisation | Ministry of Education, Youth and Employment - Foundation for Educational Services |
| | Update | The NWAR Programme is a locally funded, ongoing programme which provides literacy support to students aged from 8 to 13 years who are at risk of educational failure. The parents of these students are also supported. Since October 2002, 418 students and 418 adults/guardians were targeted for this programme. |
| 20iii | Policy Measure | A Parents-in-Education Programme (Programm Id f'Id) |
| | Policy Description | To target women wishing to gain skills to support their children's learning, unemployed/underemployed adults lacking basic skills. |
| | Lead Organisation | Ministry of Education, Youth and Employment - Foundation for Educational Services |
| | Update | The aim of Id f'Id Programme is to promote and enhance parents' lifelong learning as well as their social and economic integration. Furthermore, parents are self-empowerment so that they become more capable of recognizing their own strengths and potentials, more skilled in nurturing their child's and their own learning and growth, more actively involved as members of the school and the local community as well as agents of change among other parents. |
| 21 | Policy Measure | Lone Parents Pilot Project |
| | Policy Description | To co-ordinate provision and purchase of services to enable 12 lone mothers to train and work. |
| | Lead Organisation | Employment and Training Corporation |
| | Update | This 3 year ESF project was initiated in 2004 and targets 12 lone mothers (0.5% of the whole population of single mothers' households). Due to the multiple problems single mothers' face the take up rates are low. |

Objective 3.2 – Promoting Access To Resources, Rights, Goods and Services

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| 1a | Policy Measure | Contributory and non-contributory social benefits and allowances |
| | Policy Description | Available to the most needy persons and families |
| | Lead Organisation | Ministry for the Family and Social Solidarity – Department for Social Security |
| | Update | This ongoing project provides social benefits and allowances to Maltese citizens in need. The targeted population stands at approximately 100,000 unique beneficiaries, which target group is expected to increase. At present approximately 60% of |

beneficiaries are male and 40% females. Minimum benefit rates are normally 80% of the Minimum Wage in the case of married couples and 66% of the Minimum Wage in the case of single beneficiaries.

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| 1b | Policy Measure Policy Description Lead Organisation Update | <p>Ensuring sustainable adequate pensions.</p> <p>White Paper to be published with the aim of fostering a national discussion on the issue</p> <p>Ministry for the Family and Social Solidarity – Department for Social Security</p> <p>The project was completed in June 2005. The aim of the White Paper was to foster a national discussion on ensuring sustainable adequate pensions. The White Paper effects the whole population of Malta however it refers specifically to the targeted population of retirees between 2004 and 2015 amounting to 68,468 out of which 55.6% are males and 45.4% are females. The potential impact of the White Paper is both economic (pension economic) and social (adequate and sustainable pensions).</p> |
| 2 | Policy Measure Policy Description Lead Organisation Update | <p>Training Activity</p> <p>This project aims to ensure that persons registering for work do not abuse of system and facilitate the transfer towards formal (official) employment</p> <p>Ministry for the Family and Social Solidarity – Department for Social Security</p> <p>This activity was aimed at training staff regarding benefit fraud investigation</p> |
| 3 | Policy Measure Policy Description Lead Organisation Update | <p>The NWAR Programme</p> <p>To target students at risk of school failure and youth dropouts needing a second chance.</p> <p>Ministry of Education, Youth and Employment - Foundation for Educational Services</p> <p>The NWAR Programme is a locally funded, ongoing programme. It provides literacy support to students aged between 8 to 13 encountering difficulties in reading and writing and are at risk of educational failure. The parents of these students are also supported. Since October 2002, 418 students and 418 adults/guardians were targeted for this programme. However since there are only 6 centres (each catering for 26 families per semester) 312 families have benefited from this programme</p> |
| 4 | Policy Measure Policy Description Lead Organisation Update | <p>National Literacy Numeracy Programme</p> <p>1) To provide schools with indicators of their students' attainment 2) To provide a national benchmark</p> <p>Ministry for Education, Youth and Employment - Education Division</p> <p>The ongoing project is targeted towards children between 5 and 16 years which attend compulsory schools to provide them with at least basic reading and writing skills</p> |

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| 5a | <p>Policy Measure</p> <p>Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>Literacy for Employment Programmes</p> <p>1. To provide individualized training to illiterate persons at different locations in Malta.</p> <p>2. Training to be geared towards finding suitable employment, so as to make the effort productive</p> <p>Employment and Training Corporation</p> <p>This locally funded, ongoing project was set up to provide individualized training to illiterate persons in different locations. 226 individuals (20.6% from the registered unemployed), 51 females and 175 males are benefiting from this programme.</p> |
| 5b | <p>Policy Measure</p> <p>Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>Literacy Programme for those Seeking Employment</p> <p>1. To provide individualized training to illiterate persons at different locations in Malta.</p> <p>2. Training to be geared towards finding suitable employment, so as to make the effort productive</p> <p>3. Targeted to those unemployed lacking basic literacy and numeracy skills</p> <p>Employment and Training Corporation</p> <p>The 2 year project scheduled to finish in December 2006 is being funded by the European Social Fund. 384 individuals have been trained as at February 2006 out of which 90 are females and 294 males.</p> |
| 6a | <p>Policy Measure</p> <p>Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>Initiating and Managing Community-based life-long learning Centres</p> <p>An innovative way of tackling Malta's illiteracy problems through outreach centres that will be established in the local communities.</p> <p>Ministry of Education, Youth and Employment - Foundation for Educational Services</p> <p>This project targeted to launch 5 community-based centres and has, by March 2006, launched a total of 7 centres. By March 2006, 94.8% of the training target has been reached with a total of 214 completed courses run in 7 localities.</p> |
| 6b | <p>Policy Measure</p> <p>Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>The setting up of a cadre of Inclusion Co-ordinators to educate children with special needs at Primary School level</p> <p>To produce specialized teachers who may identify and assist vulnerable students from an early stage to be integrated with the least difficulty into society</p> <p>Ministry of Education, Youth and Employment – Education Division</p> <p>The 2 year project started in March 2005 is funded by the European Social Funds and targets children with special educational needs in primary schools (17,659 children). 15 inclusion co-ordinators have co-ordinated the education of 803 pupils (6%) in primary school, out of which 35% are girls and 65% are boys.</p> |

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| 7 | Policy Measure Policy Description Lead Organisation Update | The Assist Programme To offer technical assistance to secondary schools in order to develop effective in-school literacy strategies and resources. Ministry of Education, Youth and Employment - Foundation for Educational Services The Assist Programme is a locally funded, ongoing project. The project targets teachers of forms 1, 2 and 3 in Ex-Opportunity Schools (approximately 30) and basic skills teachers working with in state secondary schools (approximately 70). |
| 8 | Policy Measure Policy Description Lead Organisation Update | Inclusive Education and Special Education 1) To provide classroom learning support by facilitators to students with disability 2) To promote inclusion in the mainstream education Ministry for Education, Youth and Employment - Education Division The project funded by the local government, started in February, 2006 and is scheduled to finish in December, 2006. It is targeting all students (1,308) with a statement for special educational needs. 96 students in kindergarten and Primary School and 846 students in Secondary school are benefiting from this programme. |
| 9 | Policy Measure Policy Description Lead Organisation Update | Information Technology and Communication Technology Training Programme To focus on the ICT educational skills training and certification for teachers throughout the Maltese Islands Ministry for Education, Youth and Employment - Education Division This 2 year project started in December 2004 and focuses on the ICT educational skills training and certification for teachers (population 7,626). 450 teachers (6% of the whole targeted population) of which 67% females and 33% males are benefiting from this project. |
| 10 | Policy Measure Policy Description Lead Organisation Update | Edukate To provide an employment, training and information centre for disadvantaged women in the south of Malta Ministry for the Family and Social Solidarity - Foundation for Social Welfare Services (ACCESS) This is an ESF project but never got off the ground due to various complications. |
| 11 | Policy Measure Policy Description | Programme "Ghozza" 1. Provides specialized programmes for young mothers who still attend school 2. Provides a support service and educational programme to single, pregnant young minors. 3. To help service users adopt a positive attitude towards motherhood whilst empowering them to pursue their education and career path. |

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| | Lead Organisation | Ministry of Education, Youth and Employment – Education Division |
| | Update | The aim of the programme is to increase the number of returnees to the educational system or the workforce as the average age bracket is between 13 and 18 years |
| 12 | Policy Measure | Publication of Career Policy for Schools |
| | Policy Description | To create an operative and conceptual framework in the area of career guidance |
| | Lead Organisation | Ministry of Education, Youth and Employment – Education Division |
| | Update | The project has not yet started. However, Career Seminars organized for Form IV and Form V state school students have been extended to students of Church and Private School. |
| 13 | Policy Measure | Encouraging Entrepreneurship among the unemployed in Malta |
| | Policy Description | To assist the start-up of businesses by vulnerable groups, particularly women |
| | Lead Organisation | Ministry for Investment, Industry and Information Technology - Malta Enterprise |
| | Update | The 2 year project funded through EQUAL in June 2005 and assists the start-up of businesses by vulnerable groups, particularly women and youths (up to 29 years old). 45 persons who are unemployed are benefiting from this project out of which 56% are females and 44% males. It is estimated that there would be 6 start ups of enterprises with an increase in employment of 8 to 10 people. |
| 14 | Policy Measure | Asylum Seekers Partnership |
| | Policy Description | The aim is to integrate asylum seekers into the Maltese labour market. |
| | Lead Organisation | Ministry for the Family and Social Solidarity - Foundation for Social Welfare Services |
| | Update | This project funded by EQUAL started in July 2005 and is scheduled to finish in December 2006. 30 asylum seekers are targeted for this project, but services are being extended to reach twice the amount. The project targets 20 males extending to 40 and 10 females extending to 20. |
| 15 | Policy Measure | A number of Housing Schemes and Initiatives |
| | Policy Description | To provide a more holistic service to its clients. |
| | Lead Organisation | Ministry for the Family and Social Solidarity - Housing Authority |
| | Update | The project funded by the Housing Authority provide grants under various schemes (subsidized newly build units for sale, rental subsidy, care and repair scheme) to persons on low income and at risk of poverty which amount to 57,390 (14.9% of the Maltese population). A number of changes in the schemes have been introduced over the past two years. |

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| 16 | Policy Measure Policy Description Lead Organisation Update | Rent Subsidy Scheme Utilised by a number of vulnerable clients who cannot purchase property. Ministry for the Family and Social Solidarity - Housing Authority The rent subsidy grant is mainly used by families with children living on a low income and are currently renting from the private market (22.4% of the Maltese population). A total of 332 applicants requested assistance under rent subsidy in 2005. |
| 17 | Policy Measure Policy Description Lead Organisation Update | Headstart A holistic project to be delivered by Housing Authority in collaboration with ETC Ministry for the Family and Social Solidarity - Housing Authority This EQUAL funded 2 year project scheduled to finish in 2007 targets to meet the housing needs of young persons leaving institutionalized care at the age of 18. A total of 15 youths, who have spent years in residential care or foster care, will be the end beneficiaries of this project. These youths receive training in a particular skill and are assisted in finding employment in order to have access to affordable accommodation. The project aims to serve as a blueprint for future projects that offer assistance to young people leaving institutionalized care. |
| 18 | Policy Measure Policy Description Lead Organisation Update | Community Services Individualised personalized assistance and intervention services allow service users greater levels of support and independence Ministry for the Family and Social Solidarity - Foundation for Social Welfare Services (Agenzija Sapport) This is a project locally funded and targets disabled children, adolescents and adults and their families, carers or significant others through supporting them to engage in employment, educational pursuits and leisure activities. Presently, 70 disabled individuals are benefiting from such service. Whole target population is that of 4618 individuals with disability (of whom 1862 are male and 2756 are female) who are registered with the National Commission Persons with Disability. |
| 18b | Policy Measure Policy Description Lead Organisation Update | Residential Services Alternative accommodation with individualized support Ministry for the Family and Social Solidarity - Foundation for Social Welfare Services (Agenzija Sapport) This is a locally funded project which targets disabled adults particularly person with challenging behaviour, high needs, or at-risk of institutionalization by restoring their right to live in a safe and secure community based environment through individualised continuous support. At present 46 persons are receiving the service, while 3 other persons are going start receiving such service within the next 3 months. Whole target population is that of 4618 individuals with disability (of whom 1862 are male and 2756 are female) between the ages of 0 and 59 who are registered |

with the National Commission Persons with Disability.

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| 19 | Policy Measure | Forum to co-ordinate services that are provided by NGO's working in the field of asylum seekers |
| | Policy Description | To draw up a policy and co-ordinate operational activities with asylum seekers |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity The Policy Document was finalised in January 2005. In September 2004, the relevant NGO's working in the area of asylum seeking were invited to set up a Forum. This Forum which became operational in October 2004, meets on a monthly basis to discuss issues of concern and promote better coordination between stakeholders. Further initiatives will be taken to consolidate services in open centres so as to facilitate the integration of asylum seekers. |
| 20 | Policy Measure | Youth @Risk Project |
| | Policy Description | To target young persons in the Inner Harbour Region re employment and social services |
| | Lead Organisation Update | Ministry of Education, Youth and Employment – Youth Section This project was not initiated due to lack of staff and funds. |
| 21 | Policy Measure | Campaign to increase the awareness of children's rights |
| | Policy Description | Increasing awareness of children's rights, giving children a voice, and enhancing children's participation |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity – Commissioner for Children The Children's Rights Campaign was launched in 2004 and is an ongoing project which includes the the drawing up of 2 annual reports, the involvement of the Commissioner for Children in consultation meetings, media campaigns and other awareness raising activities. |
| 25 | Policy Measure | Restructuring of the social housing sector |
| | Policy Description | The project aims to rationalize the services already offered and provide a more flexible structure to respond to emerging needs.. |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity - Housing Authority Discussions are underway regarding the merging of the Housing Authority, Department of Social Housing and Department for Housing Construction and Maintenance. |

3.2 – New Policy Measures

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| NPM 01 | Policy Measure Policy Description Lead Organisation Update | Setting up of a Social Inclusion Team The aim is to monitor the progress of the policy measures included in the National Action Plan Ministry for the Family and Social Solidarity The Social Inclusion Office has been established since March 2005 through the recruitment of a social inclusion officer. In January 2005, the social inclusion office was included within the Directorate Policy Development and Programme Implementation, and in April 2006 another social inclusion officer was recruited. |
| NPM 02 | Policy Measure Policy Description Lead Organisation Update | Setting up of Benefit Fraud Unit / Directorate To curb people who abuse from social benefits Ministry for the Family and Social Solidarity The Directorate was set-up in May 2005, and aims to curb abuses of social benefits by acting as a deterrent and by taking redress. Those caught abusing have to repay the amount for which they were not entitled, thus resulting in more social justice. |
| NPM 05 | Policy Measure Policy Description Lead Organisation Update | National Policy on the Family The aim is to give a current view of the changing family structure in Malta Ministry for the Family and Social Solidarity - National Family Commission Experts in various fields related to family issues have been appointed to contribute towards specific measures related to the family policy. |
| NPM 06 | Policy Measure Policy Description Lead Organisation Update | National Policy on Drug Use, Misuse and Abuse The aim is to standardize a National approach toward the provision of services in the area of drug use, misuse and abuse Ministry for the Family and Social Solidarity – National Commission of the Abuse of Drugs, Alcohol and Other Dependencies The final draft of the Drug Policy has been submitted to the Minister for the Family and Social Solidarity in May 2006. Following such submission, the policy will be issued for consultation among the various government entities. |
| NPM 12 | Policy Measure Policy Description Lead Organisation Update | Supportive Housing Scheme The aim is to support persons with mental health difficulties within their own homes Richmond Foundation This ongoing project provides supportive community based housing arrangements to 6 persons (18 to 60 years, both male and female) who suffer from chronic mental difficulties. |

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| NPM 14 | Policy Measure | Psychological Support |
| | Policy Description | This project targets the holistic development of pupils in primary and secondary school by enabling the School Psychological Services to utilize preventive measures rather than crisis intervention. |
| | Lead Organisation | Ministry of Education, Youth and Employment – Education Division |
| | Update | The project has not yet been implemented |
| NPM 16 | Policy Measure | Truancy from School |
| | Policy Description | The project aims to establish the necessary means for reducing school absenteeism by targeting pupils exhibiting such truant behaviour. |
| | Lead Organisation | Ministry of Education, Youth and Employment – Education Division |
| | Update | The project which has not yet initiated is envisaged to take place on an ongoing basis. |
| NPM 19 | Policy Measure | Harm Reduction Shelter |
| | Policy Description | To target persons with a drug-addiction difficulty who are homeless or who are not in a position to quit drug taking in the short term. |
| | Lead Organisation | Caritas Malta |
| | Update | The Shelter/Drop-In centre has been in operation since the end of January 2005. During 2005, 214 drug addicts made use of the service of which 185 were male and 29 were female. |

Objective 3.3 – Preventing The Risk Of Exclusion

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| 1 | Policy Measure | Gender Mainstreaming – The Way Forward |
| | Policy Description | Project entails a national media campaign on the Act for the Promotion of Equality for Men and Women. |
| | Lead Organisation | National Commission for the Promotion of Equality for Men and Women |
| | Update | The media campaign is presently in progress and is deemed to finish on time in September 2006. |
| 2 | Policy Measure | School Social Work Service |
| | Policy Description | The project aims to provide individualized and professional service to students who are in need of guidance, care, protection and support by professionals that facilitate home-school link. |
| | Lead Organisation | Ministry of Education, Youth and Employment – Education Division |
| | Update | The service which is in operation employs 14 social workers who are assigned duties with over 1000 habitual absentees per year. |

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| 4 | Policy Measure | In-house vocational training, education and guidance service for drug users in residential rehabilitation |
| | Policy Description | The project aims to increase knowledge and awareness of drug users, particularly through the importance of employment for social inclusion. |
| | Lead Organisation | Caritas |
| | Update | During 2005, a total of 80 clients (66 were males and 14 were females) received such training. |

3.3 – New Policy Measures

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| NPM 10 | Policy Measure | Rehabilitation Services |
| | Policy Description | The aim is to help persons with mental health difficulties integrate into the community |
| | Lead Organisation | Richmond Foundation |
| | Update | This ongoing project targets 24 persons with mental health difficulties (aged between 17 and 59) by helping them in their rehabilitation and integration. |
| NPM 11 | Policy Measure | Home Support Service |
| | Policy Description | The aim is to help persons with mental health difficulties to live in the community |
| | Lead Organisation | Richmond Foundation |
| | Update | This ongoing project targets 56 people (out of which 26 are females and 30 are males) by improving their quality of life on social, functional, financial and health level through practical and emotional support. |
| NPM 15 | Policy Measure | Anti-Bullying Service |
| | Policy Description | This project aims at minimizing the incidence of bullying in Primary and Secondary schools to provide students with better self-esteem to be able to stand up to bullying and later on to harassment. |
| | Lead Organisation | Ministry of Education, Youth and Employment – Education Division |
| | Update | This local funded project initiated in 2002, and has resulted in a decrease in school absenteeism |

Objective 3.4 – Helping The Most Vulnerable

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| 1 | Policy Measure | Child Protection Service |
| | Policy Description | To provide a procedural framework for the protection of children who are suffering, or are in danger of suffering from child abuse and neglect. |
| | Lead Organisation | Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) |
| | Update | This service is an ongoing local funded service. The case turnover of this service in 2005 was of 995, an increase of 103 cases from 2004. Referrals are made by different organisations as well as |

relatives and professionals. These include other services provided by Appogg, the Education Department, the Health Department and various NGOs.

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| 2 | <p>Policy Measure Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>Looked After Children Service</p> <p>To enhance the welfare of children in care, whether in foster or residential placements through assessing the individual needs of children and intervene in their best interest.</p> <p>Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg)</p> <p>This service is an ongoing local funded service. In 2005, there were 443 cases at the Looked After Children Service, which constitutes an increase of 18 cases from 2004.</p> |
| 3 | <p>Policy Measure Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>Fostering</p> <p>The aim of this service is to promote the need of fostering, to train and license potential foster carers and to assist foster carers in their requirements whilst providing the fostering service, thus creating opportunities for children requiring short or long-term care to be placed in safe and nurturing families that will address their needs.</p> <p>Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg)</p> <p>This service is an ongoing local funded service with a turnover of 169 cases in 2005, an increase of 13 cases from 2004.</p> |
| 4 | <p>Policy Measure Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>Supervised Access Visits</p> <p>The aim of this service is to provide supervised access visits to non-custodial parents and relatives.</p> <p>Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg)</p> <p>These visits are held on a regular basis and are very often regulated by a Court decree or requested by the Children and Young Persons Advisory Board. In 2005 there were 112 cases, a decrease of 58 cases from 2004.</p> |
| 5 | <p>Policy Measure Policy Description</p> <p>Lead Organisation</p> <p>Update</p> | <p>Supportline 179</p> <p>To provide 24 hours information and professional support services through referrals made to units within Appogg and other agencies.</p> <p>Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg)</p> <p>The Supportline 179 has been operating since 1996, where it has dealt with 145,000 callers through 78, 430 hours of voluntary work, carried out by a team of 240 volunteers. Supportline 179 started off as a helpline to victims of child abuse and domestic violence, evolving into a national helpline dealing with around 60 various presenting problems.</p> |
| 6 | <p>Policy Measure Policy Description</p> | <p>Coordinated Response Team</p> <p>The aim of the project is to co-ordinate better the existing services available to victims of domestic violence and to identify other</p> |

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| | Lead Organisation Update | services that may be needed. Ministry for the Family and Social Solidarity The Coordinated Response Team has no projects in hand and is now superseded by the Domestic Violence Commission constituted in March 2006. |
| 7 | Policy Measure Policy Description Lead Organisation Update | Coordinated Response Team Research related to the prevalence of domestic violence in Gozo Ministry for the Family and Social Solidarity The research project has not yet started. |
| 8i | Policy Measure Policy Description Lead Organisation Update | Domestic Violence Offers social work services to victims of domestic violence. Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) This service is an ongoing local funded service, A total of 998 cases made use of this service in 2005 a decrease of 14 clients from 2004. |
| 8ii | Policy Measure Policy Description Lead Organisation Update | Emergency Shelter, Ghabex A shelter for victims of domestic violence. Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) This service is an ongoing local funded service which provides an emergency shelter to women and their children. In 2005, 75 women, as opposed to 87 women in 2004 were offered shelter. |
| 8iii | Policy Measure Policy Description Lead Organisation Update | Legislation regarding Domestic Violence Parliament to discuss the legislation. Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) The Legislation regarding Domestic Violence passed through Parliament and came to force on the 16 th December 2005. |
| 9 | Policy Measure Policy Description Lead Organisation Update | Adolescent Outreach Programme Aimed at adolescents with behavioural difficulties. Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) The Adolescent Outreach Programme was set up with the aim of delivering a comprehensive service in a sensitive fashion in order to promote the physical, emotional and social well being of adolescents with emotional and behavioral difficulties. There were 203 active cases throughout the year 2005. |
| 10 | Policy Measure Policy Description Lead Organisation | Homestart A new community based prevention project for families with children (0-5yrs) at risk who require support in parenting to help improve their social and personal skills, in the Cottonera region. Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) |

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| | Update | A total of 60 families will be targeted during the duration of the project. (2005-2007). The project is co-funded between Malta Government and the private sector. |
| 11i | Policy Measure Policy Description Lead Organisation Update | Community based interventions Social acceptance and reintegration of clients experiencing problems related to substance misuse Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Sedqa) This is an ongoing, locally funded project. A total of 508 individual substance abusers were assisted in 2005, out of which 67 were females. Within the Naltrexone Programme (9 month programme) 23 male individuals benefited from the service. |
| 11ii | Policy Measure Policy Description Lead Organisation Update | Santa Maria residential rehabilitation programme Social acceptance and reintegration of clients experiencing problems related to substance misuse. Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Sedqa) This is an ongoing, locally funded project. In 2005, a total of 45 individuals, out of which 4 were female, followed this residential rehabilitation programme. |
| 12a | Policy Measure Policy Description Lead Organisation Update | San Blas residential rehabilitation programme Programme for persons with substance abuse difficulties Caritas During 2005 an average of 80 clients, of whom 66 were males and 14 were females, followed this residential rehabilitation programme. |
| 12b | Policy Measure Policy Description Lead Organisation Update | Prison Inmates Programme Caters for the rehabilitation of substance misuse of persons who are undergoing a prison sentence at the Corradino Correctional Facility. Caritas During 2005 an average of 18 clients followed this programme of which all clients were males. |
| 13 | Policy Measure Policy Description Lead Organisation Update | Information regarding the Equal Opportunities (Persons with Disability) Act (EOA) To improve on the efficiency of information giving to disabled persons and their families about their rights. National Commission for Persons with Disability The awareness campaign regarding the Equal Opportunities (Persons with Disability) Act was carried out in June 2006. |
| 14 | Policy Measure Policy Description Lead Organisation Update | Report regarding more accessibility to affordable rental housing To increase accessibility to affordable rental housing Ministry for the Family and Social Solidarity - Housing Authority The report which was completed in October, 2004 focused on |

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| | | increasing accessibility to affordable rental housing, and ways of assisting tenants and future tenants that may request rent subsidy. |
| 15 | Policy Measure Policy Description | Shelter for the homeless, Dar Niki Cassar Provides shelter and support to a individuals who would otherwise be homeless |
| | Lead Organisation Update | YMCA In 2005 this shelter had an average of 578 bed nights per month. |
| 16 | Policy Measure Policy Description | Setting up of Regulatory body for Welfare Services To address existing lacunae in regulations, establishing care standards in welfare services, licensing, monitoring and inspecting services. |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity - Department of Family Welfare In August 2005 the 'Department of Family Welfare' was renamed as the 'Department for Social Welfare Standards' where it expressed in a better way the ongoing regulatory role. In 2004 and September 2005, a Junior Legal Officer and a Research and Standards Development Officer joined the department respectively. The filling of two senior positions within the Welfare Services Assessment Unit is expected to strengthen the management of the Welfare Assessment. |
| 17 | Policy Measure Policy Description | A Social Work Profession Board and enactment of an Act To regulate the social work profession and ensure the necessary professional standards and ethics |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity 169 social workers were warranted in the first part of year 2006, and it is envisaged that 19 new applications will be awarded with further warrants in the present year. |
| 18 | Policy Measure Policy Description Lead Organisation Update | The Regulation of the Psychology Profession through legislation A bill discussing the regulation of the psychology profession. Ministry for the Family and Social Solidarity The Psychology Profession Board is in the process of issuing warrants for all qualified psychologists. |
| 19a | Policy Measure Policy Description Lead Organisation Update | Promotion of involvement of NGOs in social welfare services Financial support to NGOs who provide social welfare services Ministry for the Family and Social Solidarity - Department for Social Welfare Standards The project funded by the local government provides financial support to NGOs working in the social welfare field which enables them to continue delivering their services efficiently. In 2004 out of 31 projects presented, 30 (97%) projects were funded, in 2005 out of 35 projects, 30 (86%) were funded and in 2006 out of 42 projects presented, 27 (64%) projects were funded. |

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| 19b | Policy Measure | Drawing up of proposals for legislative measures to support and regulate NGO's |
| | Policy Description | To register and regulate the operations of NGOs |
| | Lead Organisation | Ministry for the Family and Social Solidarity |
| | Update | The White Paper was published for consultation in summer 2005. The consultation phase was concluded later in 2005. |

3.4 New Policy Measures

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| NPM 03 | Policy Measure | Government Policy on Irregular Immigrants, Refugees and Integration |
| | Policy Description | The aim is to standardize a national approach towards asylum seekers, refugees and integration |
| | Lead Organisation | Ministry of Justice and Home Affairs and Ministry for the Family and Social Solidarity |
| | Update | In 2005, 2 officers were appointed within the Ministry for the Family and Social Solidarity to focus on the situation of irregular immigrants. In 2006, the Directorate Policy Development and Programme Implementation appointed one of the social inclusion officers so that, as part of her duties, she will keep abreast with what is happening within this area. |
| NPM 04 | Policy Measure | Policy Document – Social Welfare of unaccompanied Minor Irregular Immigrants |
| | Policy Description | The aim is to standardize a national approach towards the social welfare of unaccompanied irregular immigrant minors. |
| | Lead Organisation | Ministry for the Family and Social Solidarity |
| | Update | This document was approved and is being implemented according to the published policy. Dar is-Sliem (a residence for unaccompanied minor irregular immigrants) has benefited from European Refugee Funds. |
| NPM 07 | Policy Measure | Children's Legislation |
| | Policy Description | The aim is to update the present approach toward services provided for children in need of protection |
| | Lead Organisation | Ministry for the Family and Social Solidarity |
| | Update | The Fostering and Adoption Act are drafted and to be discussed in Cabinet in the coming weeks. Amendments within the Criminal Code to facilitate the giving of evidence by children within criminal proceedings are also being discussed in Parliament. |
| NPM 08 | Policy Measure | Alcohol Policy |
| | Policy Description | The aim is to update the current situation regarding use and misuse of alcohol. |
| | Lead Organisation | Ministry for the Family and Social Solidarity |
| | Update | The final draft of the Alcohol Policy is due to be submitted to the Minister for the Family and Social Solidarity by the end of September 2006. Following such a submission, the |

policy will be issued for consultation among the different government partners.

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| NPM 09 | Policy Measure | Children and Young People with Very Challenging Behaviour |
| | Policy Description | The aim of the project is to carry out research and offer recommendations towards meeting the needs of children and young persons with very challenging behaviour. |
| | Lead Organisation Update | Commissioner for Children The Research project was concluded in 2005 and findings and recommendations were grouped into a user friendly book for both adults and children. The project was concluded through a National Conference that took place in April 2006 |
| NPM 13 | Policy Measure | Child Education regarding Mental Health |
| | Policy Description | The aim is to educate children from a young age on mental health issues to help them become more resilient. |
| | Lead Organisation Update | Richmond Foundation The programme was launched in November 2005. The full implementation of the project took place with children between the ages of 9-10 yrs between March and May 2006. This programme was implemented in 40 different schools across Malta and Gozo and more than 2,000 students benefited. The programme is at present being evaluated. |
| NPM 17 | Policy Measure | Substance Abuse |
| | Policy Description | The aim of the project is to raise awareness on the Substance Abuse Policy and its implementation so as to decrease substance abuser among the student population. |
| | Lead Organisation Update | Ministry of Education, Youth and Employment – Education Division This project is being implemented by targeting students in secondary schools (state and non-state) their parents and teachers. |
| NPM 18 | Policy Measure | Commonwealth Training Programme regarding Children |
| | Policy Description | A training programme for professionals working with children at risk |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity – Foundation for Social Welfare Services (Agenzija Appogg) This training programme, sponsored through the Commonwealth, is in progress through the organisation of a number of seminars and supervision sessions. |
| NPM 20 | Policy Measure | Open Centre Marsa |
| | Policy Description | To manage and operate an Open Centre for 224 asylum seekers and irregular immigrants |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity The operational contract was awarded to an NGO and the centre is fully operational. |

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| NPM 21 | Policy Measure Policy Description | Working Group on Residential Care and Foster Care The aims of the working group is to implement a number of recommendations as highlighted in a report titled “Care System in Residential and Foster Care” in order to bolster the quality of services delivered to children in residential or foster care. |
| | Lead Organisation Update | Ministry for the Family and Social Solidarity This working group have to date completed half the policies that needed to be developed. Some policies are also in their piloting phase. |

Conclusion

A close look at the 63 out of 70 different policy measures shows that 32 are ongoing and the remaining 31 updated policy measures are scheduled to be completed within timeframes. Furthermore, 46 out of the 63 updated policy measures are locally funded, 16 are funded through EU funds, 12 through ESF and 4 through EQUAL.

Objective 3.1 maps out 21 policy measures in the area of facilitating employment, and a total of 19 out of the 21 policy measures were updated, that is a response rate of 90.5%. Out of the updated 19 policy measures, 9 started prior to 2004, 1 started in 2004 and 9 started in 2005. Of these updated policy measures 8 are ongoing, 4 are targeted to finish in 2006, 6 are targeted to finish in 2007 while 1 was concluded between 2005 and 2006. All 19 policy measures are working to schedule within their set timeframes. 11 out of 19 policy measures are locally funded while 8 are EU funded 6 through ESF and 2 under EQUAL.

Objective 3.2 maps out 25 policy measures in the area of promoting access to resources, rights, goods and services, and a total of 21 out of 25 policy measures were updated, that is a response rate of 84%. Out of the updated 21 policy measures, 9 started prior to 2004, 2 started in 2004, 7 started in 2005, 1 started in 2006 and another 3 were planned to start within the timeframe set by the National Action Plan 2004-2006. Of these updated policy measures 3 have not started, 9 are ongoing, 1 was targeted to finish in 2005, 5 were targeted to finish in 2006, 2 are targeted to finish in 2007 and 1 was concluded in 2004. All policy measures are working to schedule except the 3 that did not start. 15 out of 21 policy measures are locally funded while 6 are EU funded 4 through ESF and 2 under EQUAL.

Objective 3.3 maps out 4 policy measures in the area of preventing the risk of exclusion, and a total of 3 out of 4 policy measures were updated, that is a response rate of 75%. Out of the updated 3 policy measures, 2 started prior to 2004 and the other started in 2004. Of these policy measures 2 are ongoing while the other is targeted to finish in 2006. All 3 policy measures are working to schedule and in fact, 2 are locally funded while the other is EU funded through ESF.

Objective 3.4 maps out 20 policy measures in the area of helping the most vulnerable, and a total of 19 out of 20 policy measures were updated, that is a response rate of 95%. Out of the updated 19 policy measures, 13 started prior to 2004, 5 started in

2004 and 1 started in 2005. Of these policy measures 1 did not start, 13 are ongoing, 2 were concluded in 2004, 1 was concluded in 2005, 1 is targeted to be concluded in 2006 and 1 in 2007. All policy measures are working to schedule except for 1 that did not start. 18 out of 19 policy measures are locally funded while 1 is EU funded through ESF.

Furthermore, the additional 21 policy measures are categorised within the above objectives. No policy measures fall within Objective 3.1, however, 8 fall within Objective 3.2, 3 fall within Objective 3.3 and 10 fall within Objective 3.4. Through the 2006 updating consultation process, all additional 21 policy measures were updated, that is a response rate of 100%. Out of the updated 21 policy measures, 8 started prior to 2004, 2 started in 2004 and 5 started in 2005. Of these policy measures 2 did not start, 8 are ongoing, 1 is in progress, 2 are targeted to finish in 2006 and 2 were concluded between 2005 and 2006. All policy measures are working to schedule except for 2 that did not start. 19 out of the 21 additional policy measures are locally funded while 1 is EU funded and another is funded through the Commonwealth.

ANNEX 2.3

INITIATIVES

NATIONAL ACTION PLAN ON INCLUSION 2006-2008

ANNEX 2.3a

EMPOWERING SOCIAL COHESION

Projects in progress:

EU Funded - ESF

Employment

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| 01 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | National Campaign promoting the benefits of Quality Childcare |
| | Project Description | This project aims to increase knowledge and confidence in quality childcare services through an intensive media campaign. |
| | Scheduled Start/Finish Date | May 2006 - September 2007 |
| 02 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Youth Outreach Programme : Job Club |
| | Project Description | This project is aimed at providing training in job-searching to 2,600 young people living in deprived areas. |
| | Scheduled Start/Finish Date | 2005 - Ongoing |

Education

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| 03 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | The setting up of a cadre of Inclusion Co-ordinators to educate children with special needs at Primary School level |
| | Project Description | To train specialized teachers who may identify and assist vulnerable students from an early stage to be integrated with the least difficulty into society |
| | Scheduled Start/Finish Date | March 2005 - January 2007 |
| 04 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Information Technology and Communication Technology Training Programme |
| | Project Description | To focus on the ICT educational skills training and certification for teachers throughout the Maltese Islands |
| | Scheduled Start/Finish Date | December 2004 – December 2006 |

Local Funds

Education

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| 05 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Inclusive Education and Special Education |
| | Project Description | To provide classroom learning support to students with disability with a view to promote their inclusion in mainstream education. |
| | Scheduled Start/Finish Date | February 2006 - December 2006 |
| 06 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Programme "Ghozza" |
| | Project Description | To provide specialised educational programmes and support services for young mothers and pregnant minors to help them adopt a positive attitude towards motherhood. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |
| 07 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | School Social Work Service |
| | Project Description | To provide an individual and professional service to students who are in need of guidance, care, protection and support. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |
| 08 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Psychological Support |
| | Project Description | This project aims at restructuring the School Psychological Services by using preventive measures rather than crisis intervention. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |
| 09 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Truancy from School |
| | Project Description | The aim of the project is to establish the incidence of truancy and work towards reducing its incidence. |
| | Scheduled Start/Finish Date | ongoing |

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| 10 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Anti-Bullying Service |
| | Project Description | This project aims at minimizing the incidence of bullying in schools |
| | Scheduled Start/Finish Date | 2002 - ongoing |

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| 11 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Substance Abuse |
| | Project Description | The aim of the project is to raise awareness on the Substance Abuse Policy, and of its implementation |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 12 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | The Assist Programme |
| | Project Description | To offer technical assistance to secondary schools in order to develop effective in-school literacy strategies and resources. |
| | Scheduled Start/Finish Date | Pre 2004 - Ongoing |

Children

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|-----------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 13 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Ministry for the Family and Social Solidarity in collaboration with Richmond foundation and Ejjew Ghandi |
| | Project Name | Programm Innocenti |
| | Project Description | A therapeutic residential programme for 9 children under the age of 12 years who require specialised care to deal with their traumas and challenging behaviour |
| | Scheduled Start/Finish Date | January 2007 - ongoing |

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| 14 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Child Protection Service |
| | Project Description | To provide a procedural framework for the protection of children (an average of 1,000 children per year) who are suffering, or are in danger of suffering from child abuse and neglect |
| | Scheduled Start/Finish Date | 1993 - ongoing |

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| 15 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Looked After Children Service |
| | Project Description | To enhance the welfare of children in care (an average of 400 children per year), whether in foster or residential placements through assessing the individual needs of the children and intervene in their best interest. |
| | Scheduled Start/Finish Date | 2001 - ongoing |

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| 16 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Fostering |
| | Project Description | To create opportunities for children requiring short or long-term care (an average of 180 children per year) to be placed in safe and nurturing families that will address the child's needs |
| | Scheduled Start Date | 1998 - ongoing |

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| 17 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Weekend Monitoring Service |
| | Project Description | This service supports looked after children who visit their natural family during the weekend and require monitoring during their stay at home. The visits offer security to these children, monitor their behaviour while at home and help them to build a positive relationship with their parents or guardians. The service also aims at ensuring that children are safe during their visits to their families. |
| | Scheduled Start/Finish Date | Ongoing |

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| 18 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | High Support Service |
| | Project Description | This service is offered to children under a care order who due to their emotional and psychological needs require high support within a residential service. The service provides individualised care to these vulnerable children. |
| | Scheduled Start/Finish Date | Ongoing |

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| 19 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To assign Adoption services to a service delivery organisation. |
| | Project Description | The aim of this objective is to retain and consolidate the regulatory functions of the HAGUE Convention on Inter-country Adoption; designate an 'accredited body'; hand over the caseload of adoption files and past records to the designated 'accredited body' and hand over the function of assessing families who host children coming from Russia for short stays. |
| | Scheduled Start/Finish Date | 2006 - ongoing |

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| 20 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Commissioner for Children |
| | Project Name | Campaign to increase the awareness of children's rights |
| | Project Description | Increasing awareness of children's rights, giving children a voice, and enhancing children's participation |
| | Scheduled Start/Finish Date | 2004 - ongoing |

Families

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| 21 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Supervised Access Visits |
| | Project Description | Supervised parent-child (approximately 90 children per year) contacts are carried out where separated parents encounter difficulties related to custody and access arrangements |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 22 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Psychological Services |
| | Project Description | To provide a quality service in the field of psychological assessment, therapeutic intervention and consultation. The primary beneficiaries of the service are service users of Agenzija Appoógg, with particular emphasis on children and families. |
| | Scheduled Start/Finish Date | Ongoing |

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| 23 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To administer the Child Day Care 'Improvement Grant Scheme'. |
| | Project Description | The aim of this objective is to receive applications and carry out assessments for 'provisional registration' of Child Day Care facilities; draw up 'improvement action plans' and enter into an agreement with service providers |
| | Scheduled Start/Finish Date | 2006 - 2007 |

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| 24 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Psychology Services |
| | Project Description | This team is responsible for conducting psychological assessments of clients with addictive behaviour even during the drug residential rehabilitation programme. Psychotherapy and group-psychotherapy to clients and supervision to care services staff is also provided. This service is also concerned with child welfare issues by offering parenting management sessions and individual psychotherapy and support group sessions to children. |
| | Scheduled Start/Finish Date | Ongoing |

Addictive Behaviour

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| 25 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | 'Tfal Favur Ambjent Liberu' (T.F.A.L.) |
| | Project Description | This is a comprehensive programme targeting children from Kinder 2 through to Year 6. T.F.A.L workbooks are distributed to each child and class teacher as they are both age appropriate and regularly updated. It is a skills based programme which amalgamates formation and information based activities. |
| | Scheduled Start/Finish Date | Ongoing |

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| 26 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | BABES |
| | Project Description | This is part of the T.F.A.L primary prevention programme. It targets Year 3 children (7/8 years) and is comprised of six one-hour classroom sessions, with approximately 20 children in each class. Sedqa-trained facilitators deliver the programme once weekly using visual aids such as puppets and flash cards to recount a succession of six stories. The Babes programme is a life skills based programme with the aim of enabling children to learn and practice living/loving skills and make positive early decisions about alcohol and other drugs. |
| | Scheduled Start/Finish Date | Ongoing |

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| 27 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | The BABES Follow-up |
| | Project Description | This programme compliments the BABES programme, by providing continuity and strengthening the skills that the children learn in year 3. The programme runs over three to four sessions each 60-90 minute. Presently this programme is being offered exclusively to Year 5 students in Government schools, and to a small sample of Church and Private Schools. |
| | Scheduled Start/Finish Date | Ongoing |

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| 28 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | 'Skola Sajf' |
| | Project Description | Every year, Sedqa Agency, together with the Skola Sajf coordinators from the Education Division organizes a special three day programme for year 4, year 5 and year 6 children attending Skola Sajf. The programme is delivered by the BABES facilitators. |
| | Scheduled Start/Finish Date | Ongoing |

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| 29 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Special Schools |
| | Project Description | This project aims at reaching out to children with disabilities. Children with disabilities in government, private and church schools, and schools for children with disabilities, including Guardian Angel, Eden Foundation, Wardija School and San Miguel are the target population. |
| | Scheduled Start/Finish Date | Ongoing |

Young Persons

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| 30 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Secondary Prevention Team |
| | Project Description | Young persons at high risk of misusing substances or those who already started experimenting with substances are offered help through individual sessions once they seek help through the helpline or drop-in services. |
| | Scheduled Start/Finish Date | Ongoing |

Projects awaiting approval for EU Funding:

ESF

Employment

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| 31 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Basic Employment Passport |
| | Project Description | This project will provide basic employability skills to school leavers with little or no skills/qualifications. The programme will help trainees develop the knowledge, skills as well as competencies which are required in today's labour market through basic training in Maths, English and IT as well as job tasters in different trade areas. |
| | Scheduled Start/Finish Date | 2007 - 2013 |

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| 32 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Training Programme for Youths in Institutional Care |
| | Project Description | This project aims at providing training programmes for 20 youths in institutional care through providing them with an opportunity to follow their preferred training programmes and attend a series of courses including I.T., literacy, numeracy and life skills. |
| | Scheduled Start/Finish Date | 2006 - 2007 |

Education

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| 33 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Education Division |
| | Project Name | Training for teachers of Numeracy Classes |
| | Project Description | This project will involve the training of teachers of Mathematics who are based in Area Secondary Schools to enable them to cater for students with particular leaning difficulties, namely those that are innumerate. |
| | Scheduled Start/Finish Date | 2007 - 2009 |

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| 34 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Creative Schools, Creative Lives |
| | Project Description | This project proposes the provision of after school creativity programmes to primary school children (approximately 10, 000) so as to encourage greater female work participation, but also to provide stimulating sport, creative arts, dance and innovative programmes through: 1) an after school programme, 2) after school literacy learning for students at risk and 3) Homework clubs for at risk students. |
| | Scheduled Start/Finish Date | 2007 - 2008 |
| 35 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy development and Programme Implementation Directorate |
| | Project Name | Start Smart |
| | Project Description | This project proposes 1) a Pre-school parent programme; 2) early years screening and intervention programme for all children by age 3; 3) early childhood education programme through the training of 250 Kindergarten Assistants; and 4) Inclusive and special education training programme through the training of 50 professionals at Master's degree level, 10 educational psychologists, 20 school counsellors, 30 specialist training courses, and 20 in the education of social, emotional and behavioural difficulties. |
| | Scheduled Start/Finish Date | 2007 - 2013 |
| 36 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Department of Further Studies and Adult Education |
| | Project Name | Systematic research in basic skills and functional literacy deficiencies among early school leavers, training and management of planned intervention. |
| | Project Description | This project aims at mapping out the situation regarding functional literacy and the acquisition of basic skills among early school leavers and young people in general, especially those that do not feature in job seeking registration or learning institutions to create educational policies as well as managerial and pedagogical capabilities. |
| | Scheduled Start/Finish Date | 2007 - 2008 |

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| 37 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Department of Student Services |
| | Project Name | Training of Inclusion Coordinator for Secondary Schools |
| | Project Description | This project will involve the training of 15 teachers to coordinate the education and care necessary for students with special needs in secondary schools and to act as multipliers and support other educators, parents and stakeholders. |
| | Scheduled Start/Finish Date | 2007 - 2009 |

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| 38 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | After school literacy training to students at risk of educational failure including their parents and teachers (Phase 1) |
| | Project Description | Programme tutors shall be trained in synthetic phonics as a key differentiated teaching methodology. 52 courses will be given every semester to students (approximately in 208 families) most at risk of educational failure, with on-going support being offered also to their parents. Technical assistance shall also be provided to schools. |
| | Scheduled Start/Finish Date | 2007 - 2008 |

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| 39 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Development and Implementation of Literacy Acquisition Programmes (LAPs) in all State Primary Schools (Phase 1) |
| | Project Description | The LAP approach will be adopted in all State Primary Schools as a key primary illiteracy prevention measure through: (a) a training and monitoring component for Teachers of Years 1, 2, and 3 to empower teachers to review their classroom teaching and learning practices with respect to literacy acquisition; and (b) a training and support component for families of pupils in these classes. Furthermore parents are empowered to support these changes through home-based reinforcement and sustained home-school links. |
| | Scheduled Start/Finish Date | 2007 - 2008 |

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| 40 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Homework clubs for at risk students (Phase 1) |
| | Project Description | The project initiates homework clubs for children lacking effective and consistent learning support at home whose families have tenuous links with the school, especially latchkey children. |
| | Scheduled Start/Finish Date | Jan 2007 - Jun 2008 |

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| 41 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Malta College of Arts, Science and Technology (MCAST) |
| | Project Name | Employability, Leadership and Entrepreneurial Skills |
| | Project Description | This project will ensure that all MCAST students will gain the MCAST Award in Enterprise, Leadership and Social Awareness to ensure that students have the relevant and appropriate entrepreneurial awareness required by employers. The Award consists of 4 separate modules that will be integrated within the vocational education and training programmes. The MCAST Award will be a compulsory programme undertaken by all MCAST students who embark on a full-time programme of study including apprentices. |
| | Scheduled Start Date | Year 2007 |

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| 42 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Malta College of Arts, Science and Technology (MCAST) |
| | Project Name | Top – Up Degree (Pilot Programmes) |
| | Project Description | This project proposes the expansion of MCAST programmes from Higher Education (level 4) to full first degree level for 80 students in 4 specific subject areas, which include: Information and Communications Technology, Business and Marketing, Art and Design and Electronics Engineering. |
| | | Scheduled Start/Finish Date |

Young Persons

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|-----------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 43 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Semi-independent living for Adolescents |
| | Project Description | This project is aimed at providing young people (around 40 individuals) who have spent a good number of years in residential set up and have reached the age of gaining independence (15-19) with accommodation in a semi-independent and skills development to help them move on to independent living, as well as provide residential homes to prepare them for semi-independent living and provide after care to those who have left the semi-independent set up and are living independently. |
| | | Scheduled Start/Finish Date |

Children

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| 44 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services |
| | Project Name | Smartkids Daycare and Family Support |
| | Project Description | This project aims at improving the life chances of a socio-economically deprived community in Malta. It targets around 210 young children and their families and offers an opportunity for mothers to gain parental and life skills through family support workshops. |
| | Scheduled Start/Finish Date | 2007 - 2013 |

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| 45 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for the Promotion of Equality |
| | Project Name | Activating Female Potential |
| | Project Description | It will provide for longitudinal research components that will assess the effects of childcare on children and their families. |
| | Scheduled Start/Finish Date | 2007 - 2013 |

ERDF

Employment

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| 46 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Youth Employment Centre |
| | Project Description | This project will involve the renovation of the Youth Employment Centre to be better equipped to provide assistance and advice to all young jobseekers. The premises will allow for training to be carried out on site and will include Job Clubs and Job Motivation seminars. |
| | Scheduled Start/Finish Date | 2007 - 2013 |

Disability

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| 47 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija SAPPOR) |
| | Project Name | Residential Service for Disabled Minors at Risk |
| | Project Description | This project proposes the setting up of a residential home with a 24-hour support tailored to the individual needs of 6 minors with a disability, of whom 3 are male and 3 are female, who present challenging behaviour and/or who live in at-risk situations. |
| | Scheduled Start/Finish Date | 2007 - 2013 |

Education

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| 48 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | University of Malta (Department Banking and Finance) |
| | Project Name | Internships of Banking and Finance students in foreign financial institutions |
| | Project Description | The aim of this project is to give the third and fourth year Banking and Finance students practical exposure through internships in foreign financial institutions, so as to provide them with opportunities to pursue full time careers in the area. |
| | Scheduled Start/Finish Date | 2007 |

ANNEX 2.3b

BUILDING STRONGER COMMUNITIES

Projects in progress:

EU Funding - ESF

Employment

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|-----------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Increasing Female Participation through Childcare Services at the Workplace |
| | Project Description | To prevent loss of human potential and undue family stress especially for women with young children. |
| | Scheduled Start/Finish Date | January 2005 - December 2006 |
| 02 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Supported Employment Scheme |
| | Project Description | To provide incentives to employers to recruit persons with a disability and other vulnerable persons including former substance abusers, former offenders and correctional facility inmates on leave, through financial assistance. |
| | Scheduled Start/Finish Date | January 2005 - June 2007 |
| 03 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Literacy Programmes for those seeking employment |
| | Project Description | This project is targeted at those unemployed (1,096 persons on Part1 Register, of whom 1,024 are male and 72 are female) who lack basic literacy and numeracy skills. |
| | Scheduled Start/Finish Date | 2005 - 2006 |
| 04 | Ministry / Entity | Ministry for the Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Personalised Action Plans |
| | Project Description | The project aims to target socially excluded individuals (864 young people of whom 576 are male and 288 are female) by setting up a working group to define disadvantaged groups in the labour market; offering preventive measures to youths and adults at an earlier stage; targeting unemployed youths for up to 4 months; and targeting unemployed adults for up to 8 months |
| | Scheduled Start/Finish Date | 2005 - Ongoing |

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| 05 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Training Employment Exposure Scheme |
| | Project Description | This project is aimed at preventing long-term unemployment by offering training to 40 years and over unemployed registrants (around 2,723) |
| | Scheduled Start/Finish Date | 2004 - 2006 |

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| 06 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Lone Parents Pilot Project |
| | Project Description | To co-ordinate provision and purchase of services to enable 12 lone mothers to train and work. |
| | Scheduled Start/Finish Date | 2004 - 2007 |

Gender

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|-----------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for the Promotion of Equality for Men and Women |
| | Project Name | Gender Mainstreaming – The Way Forward |
| | Project Description | (1) Research into the introduction of family-friendly measures at the workplace; (2) A gender pay review; (3) A tracer study to follow the career path and conditions of work of graduates in the labour force; (4) A tele-working pilot project; (5) A National Media Campaign on the Act for the Promotion of Equality for Men and Women to inform the public regarding the Act and thus safeguard the right to equal opportunities. |
| | Scheduled Start/Finish Date | 2004 - 2006 |

Disability

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|-----------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| 08 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for Persons with Disability |
| | Project Name | Information regarding the Equal Opportunities (Persons with Disability) Act (EOA) |
| | Project Description | To improve on the efficiency of information disseminated to persons with disability and their families about their rights |
| | Scheduled Start/Finish Date | 2004 - 2006 |

EU Funding - EQUAL

Employment

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| 09 | Ministry / Entity | Ministry for Investment, Industry and Information Technology |
| | Lead Organisation | Malta Enterprise |
| | Project Name | Encouraging Entrepreneurship among the unemployed in Malta |
| | Project Description | To assist the start-up of businesses by vulnerable groups, particularly women |
| | Scheduled Start/Finish Date | June 2005 - June 2007 |

Gender

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| 10 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for the Promotion of Equality for Men and Women |
| | Project Name | Promoting Equal Opportunities through Empowerment |
| | Project Description | To help reconcile work and family life |
| | Scheduled Start/Finish Date | 2005 - 2007 |

Commonwealth Funds

Children

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| 11 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Post Qualifying Programme |
| | Project Description | A training programme for professionals working with children at risk |
| | Scheduled Start/Finish Date | April 2005 - October 2006 |

Local Funds

Employment

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|-----------|------------------------------------|------------------------------------------------------------------------------------|
| 12 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Empowerment Skills Programme |
| | Project Description | To help women who wish to return to the labour market acquire the necessary skills |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 13 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Part-Time Employment Register |
| | Project Description | To assist unemployed individuals (mainly women) who seek Part-Time Employment by means of an automated register to be set up by law |
| | Scheduled Start/Finish Date | 2002 - ongoing |
| 14 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Gender Equality Action Plan |
| | Project Description | Outlines initiatives that target female employment in a comprehensive way. |
| | Scheduled Start/Finish Date | April 2005 - December 2006 |
| 15 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Profiling System |
| | Project Description | This project is aimed at identifying the aptitude and motivations of the registered unemployed (7,038 persons on Part 1 Register of whom 5,411 are male and 1,628 are female) |
| | Scheduled Start/Finish Date | 2003 - Ongoing |
| 16 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Course for persons 55 years and over with a particular focus on persons 40 years and over |
| | Project Description | This project is aimed at offering incentives to both employers and inactive older persons. (unemployed persons between 40-49 years stands at 1,529 while unemployed persons 50 years and over stands at 1,194) |
| | Scheduled Start/Finish Date | Ongoing |
| 17 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | On-the-job-training |
| | Project Description | Provides individualized training to workers who have specific problems in finding employment such as long-term unemployed individuals, young persons who have no work experience, and persons over 40 years of age. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |
| 18 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Business Promotion Act |
| | Project Description | Grants tax incentives for the recruitment of previously unemployed persons with particular enterprises. |
| | Scheduled Start/Finish Date | 2002 - ongoing |

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| 19 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Literacy for Employment Programmes |
| | Project Description | To provide individualized training to illiterate persons at different locations in Malta, aimed at helping them find suitable employment. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 20 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Training Programme for Dual Diagnosis Unit, San Blas and Caritas |
| | Project Description | The project provides life skills and job seeking training to persons who are in the process of rehabilitation from addictive behaviour and mental health difficulties. A presentation of ETC supported employment scheme is provided to create awareness on available employment opportunities. |
| | Scheduled Start/Finish Date | 2005 - Ongoing |

Education

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|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 21 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Hilti: A primary prevention family literacy programme |
| | Project Description | The Hilti initiatives enable parents to participate in learning experiences with their children (500 families are targeted of whom 40 are male and 450 are female). 600 children are targeted per year of whom 350 are male and 250 are female, to enhance their literacy through participation in artistic activities. Meanwhile parents are also trained how to effectively support their children's learning |
| | Scheduled Start/Finish Date | Ongoing |

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| 22 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Id f'id programme. Parent empowerment programme. |
| | Project Description | The Id f'Id programme is set to empower parents to take an active role in school life as well as to lead parents to invest in their own life-long learning. The general aim of this programme is to address parental participation and involvement through focused in-home educational discussions with families in order to enhance their children's learning. (1,850 families are targeted of whom 150 are males and 1,700 are females) |
| | Scheduled Start/Finish Date | Ongoing |

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| 23 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Nwar: A secondary prevention family literacy programme for those most at risk of educational failure |
| | Project Description | This project provides literacy training for children (230 children per year of whom 150 are male and 80 are female), and their families (205 families of whom 5 are male and 20 are female) |
| | Scheduled Start/Finish Date | January 2003 - Ongoing |

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| 24 | Ministry / Entity | Ministry of Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Initiating and Managing Community-based life-long learning Centres |
| | Project Description | An innovative way of tackling Malta's illiteracy problems, through outreach centres that will be established in the local communities. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

Housing

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| 25 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Restructuring of the social housing sector |
| | Project Description | The project aims at rationalising services being offered, and provide a more flexible structure to respond to emerging needs, particularly those of vulnerable groups. |
| | Scheduled Start/Finish Date | 2004 - 2008 |

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| 26 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | Shared Ownership |
| | Project Description | This project is aimed at promoting and encouraging home ownership amongst people with lower and middle incomes, particularly families with children, through providing the opportunity to buy one third or two thirds of the residence. |
| | Scheduled Start/Finish Date | |

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| 27 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | Care and Repair Scheme |
| | Project Description | This care and repair service is aimed at offering help to those who cannot manage repair works by themselves. |
| | Scheduled Start/Finish Date | |

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| 28 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | Sheltered Housing Project |
| | Project Description | This sheltered housing project offers self-contained apartments for the elderly. Every new building project consisting of 25 units and over will include a part reserved for Category 1 sheltered Housing. |
| | Scheduled Start/Finish Date | Ongoing |

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| 29 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | A number of Housing Schemes and Initiatives |
| | Project Description | To provide a more holistic service to Housing Authority clients, particularly vulnerable groups |
| | Scheduled Start Date | Pre 2004 - ongoing |

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| 30 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | Rent Subsidy Scheme |
| | Project Description | Utilised by a number of vulnerable clients, particularly families with children, who cannot purchase their own property. |
| | Scheduled Start/Finish Date | 2005 - ongoing |

Social Security

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| 31 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Security |
| | Project Name | Contributory and non-contributory social benefits and allowances |
| | Project Description | To provide social benefits to vulnerable persons and families. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 32 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Benefit Fraud Investigation Directorate |
| | Project Name | Benefit Fraud Investigation |
| | Project Description | To curb abuse of Social Security Benefits. |
| | Scheduled Start/Finish Date | May 2005 - ongoing |

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| 33 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Security |
| | Project Name | Pension Reform |
| | Project Description | Ensuring sustainable and adequate pensions for persons of retirement age. |
| | Scheduled Start/Finish Date | 2004 - ongoing |

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| 34 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Information Management Unit |
| | Project Name | Social Policy Information Centre (SPIC) |
| | Project Description | The aim of the service is that of providing a personalised self-service telephony-web based access to all persons (except for children under the age of 16) in need of information about services offered under the Ministry for the Family and Social Solidarity and specific Ministries having social-related services. |
| | Scheduled Start/Finish Date | 2003 - Ongoing |

Domestic Violence

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| 35 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Domestic Violence |
| | Project Description | Provides social work services to an average of 1,000 victims of domestic violence of which 5% are males and 95% are females. |
| | Scheduled Start/Finish Date | 1994 - ongoing |

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| 36 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Emergency Shelter – Ghabex |
| | Project Description | A shelter for victims of domestic violence which caters for an average of 16 residents (women and children) at any point in time. |
| | Scheduled Start Date | 2000 - ongoing |

Addictive Behaviour

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| 37 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission on the Abuse of Drugs, Alcohol and Other Dependencies |
| | Project Name | National Policy on Drug Use, Misuse and Abuse |
| | Project Description | The aim is to standardize a National approach toward the provision of services in the area of drug use, misuse and abuse |
| | Scheduled Start/Finish Date | 2004 - 2006 |

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| 38 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission on the Abuse of Drugs, Alcohol and Other Dependencies |
| | Project Name | Alcohol Policy |
| | Project Description | The aim is to update the current situation regarding alcohol use and misuse |
| | Scheduled Start/Finish Date | 2005 - in progress |
| 39 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Residential Rehabilitation |
| | Project Description | Provides for the social acceptance and reintegration of around 60 drug abusers per year. |
| | Scheduled Start/Finish Date | 1994 - ongoing |
| 40 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Community based interventions |
| | Project Description | Provides for the social acceptance and reintegration of around 240 drug abusers per month. |
| | Scheduled Start/Finish Date | 1994 - ongoing |
| 41 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Substance Misuse Out-Patients Unit |
| | Project Description | This programme aims to engage individuals with a substance misuse problem in low threshold interventions whereby basic medical, social and psychological needs are assessed and the necessary assistance provided. An integral part of this service is harm minimization and methadone maintenance to individuals with a substance misuse problem. |
| | Scheduled Start/Finish Date | Ongoing |
| 42 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Substance Misuse In-Patients Unit |
| | Project Description | This team is responsible for providing a safe and humane detoxification process to individuals with drug and/or alcohol problems. During this process clients also benefit from the support provided by other members of the multidisciplinary team, including social workers. |
| | Scheduled Start/Finish Date | Ongoing |

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| 43 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Alcohol Day/Residential Rehabilitation Programme |
| | Project Description | This programme provides personalised services to individuals and their significant others who are experiencing some form of alcohol-related problems. The Programme caters for the socio-psychological needs of clients by providing assessments, behaviour modification, individual counselling, group psychotherapy and group work, adult education, occupational activities, and support to families and significant others, all on both day and residential basis. |
| | Scheduled Start/Finish Date | Ongoing |

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| 44 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Gambling Addiction Counselling Services |
| | Project Description | This service provides addiction counselling and support to individuals and their families experiencing a problem with gambling. It offers a wide range of services, including crisis interventions and planning one's finances, employment and housing arrangements. |
| | Scheduled Start/Finish Date | Ongoing |

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| 45 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Family Services |
| | Project Description | This service offers family assessments, family therapy, couple therapy and support to families with addiction-related difficulties. The interventions aim to strengthen and teach communication skills to the families of substance abusers. |
| | Scheduled Start/Finish Date | Ongoing |

Disability

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| 46 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Support) |
| | Project Name | Social Work Services |
| | Project Description | This service promotes the recognition of persons with disability as full members of society. The principle aim is to assist persons with disability gain all their rights and exercise such rights as active citizens in their community. This service also works with persons with disability and their families/carers to deal with their social problems in an effective way through assessment, short-term and/or long-term interventions. |
| | Scheduled Start/Finish Date | Ongoing |

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| 47 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sapport) |
| | Project Name | Community Services |
| | Project Description | Individualised personalized assistance and intervention services to allow around 70 persons with disability per year greater levels of support and independence |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 48 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sapport) |
| | Project Name | Residential Services |
| | Project Description | Provides alternative accommodation for an around 44 persons with disability per year, with individualized support. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

Families

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| 49 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Court Services |
| | Project Description | Presently, Court Services through a team of professionals appointed by the Agency assist Family Court in the assessments, recommendations and monitoring mainly in cases of separation. |
| | Scheduled Start/Finish Date | Ongoing |

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| 50 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Family Therapy Service |
| | Project Description | This service aims to create a therapeutic environment for the families who seek help using systemic thinking and family therapy. |
| | Scheduled Start/Finish Date | Ongoing |

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| 51 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Health Services - Benniena Specialised Service |
| | Project Description | This service aims to ensure that women or any other individual who experience a crisis due to pregnancy have somewhere to turn for support as long as they need it. |
| | Scheduled Start/Finish Date | Ongoing |

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| 52 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Health Services - Boffa Hospital |
| | Project Description | The Social Work Unit at Boffa Hospital in Floriana, works closely with other professions in the holistic care and treatment of service users, and provides on a daily basis the necessary support, as well as to the users' families in their traumatic experience of facing the illnesses of their loved ones. |
| | Scheduled Start/Finish Date | Ongoing |

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| 53 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Health Services – St Luke’s Hospital |
| | Project Description | Social work service at ST. LUKE'S HOSPITAL/MATER DEI & KAREN GRECH is a holistic service to inpatients of all ages suffering from psychosocial difficulties due to their medical condition and situation. |
| | Scheduled Start/Finish Date | Ongoing |

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| 54 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Generic Social Work Service |
| | Project Description | This service aims to deliver a comprehensive social work service in a sensitive fashion that is able to meet the diverse needs of any individuals or families that may require social work intervention but whose needs cannot be met by a specialized service. |
| | Scheduled Start/Finish Date | Ongoing |

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| 55 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Cottonera Community Team |
| | Project Description | The mission of the Cottonera Community Service is to work closely with the local community in order to facilitate and encourage a process of change within the community through local participation. The Unit strives to enhance the local potential, to offer optimal individual and family social work services that are aimed especially at the most vulnerable in the community, whilst taking into consideration the context, culture and everyday life of the residents. |
| | Scheduled Start/Finish Date | Ongoing |

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| 56 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Initial Response Service |
| | Project Description | The Initial Response Service aims towards providing a short term social work service to individuals and families who are either seeking help from the Agency for the first time, or who had sought help in the past and are in need of help again. |
| | Scheduled Start/Finish Date | Ongoing |

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| 57 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Customer Care Service |
| | Project Description | This service aims to treat every service user as the first customer, and to see the person behind the presenting problem or request, by treating each service user with respect and dignity. |
| | Scheduled Start/Finish Date | Ongoing |

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| 58 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Prison Social Work Service |
| | Project Description | This service aims at providing and facilitating social work services for inmates, and their families, to support them during their stay in prison and to prepare them for release from custody and to assist them in their reintegration in the community. |
| | Scheduled Start/Finish Date | Ongoing |

Older Persons

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| 59 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Health Services – St Vincent de Paule |
| | Project Description | The service offers residential social work focusing on the social needs of the residents while assuring their well-being. |
| | Scheduled Start/Finish Date | Ongoing |

Mental Health

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| 60 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Health Services – Qormi Health Centre |
| | Project Description | This social work service offers a comprehensive package of psycho-social care to service users suffering from mental health difficulties who reside in Zebbug, Siggiewi and Qormi, so as to enhance their quality of life. |
| | Scheduled Start/Finish Date | Ongoing |

Irregular Migrants

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| 61 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Liedna House |
| | Project Description | A new accommodation centre for vulnerable refugees and asylum seekers including families and unaccompanied minors |
| | Scheduled Start/Finish Date | January 2007 - ongoing |

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| 62 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Refugee Services |
| | Project Description | To provide social welfare services to irregular immigrants in order to help them meet their basic needs with dignity and respect and enhance their quality of life, to prioritize the most vulnerable cases, and assist their integration in to Maltese society where appropriate, in accordance with Government Policy. |
| | Scheduled Start/Finish Date | Ongoing |

Social Welfare Standards

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| 63 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | A Social Work Profession Board |
| | Project Description | To regulate the social work profession and ensure professional standards and ethics. |
| | Scheduled Start/Finish Date | July 2004 - ongoing |

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| 64 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | The Psychology Profession Board |
| | Project Description | To regulate the psychology profession and ensure professional standards and ethics |
| | Scheduled Start/Finish Date | January 2005 - ongoing |

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| 65 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To build capacity of staff |
| | Project Description | The aim is to proceed with practical placements; provide staff supervision; obtain formal recognition of competences; and periodically carry out a training needs analysis and review the department's human resource development plan. |
| | Scheduled Start/Finish Date | 2006 - ongoing |

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| 66 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To make available the required resources |
| | Project Description | The aim is to draw up a plan of the human resources that are required to register, assess and regulate envisaged welfare service areas; engage staff in middle management; redeploy staff to the Welfare Services Assessment Unit; set the basis for the eventual recruitment of a pool of sessional 'associate' and 'lay' assessors; compile a directory of all social welfare services on offer in Malta and Gozo; develop a database to keep records related to registration, monitoring, assessment, complaints, enforcement and research. |
| | Scheduled Start/Finish Date | 2006 - ongoing |

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| 67 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To develop and communicate a positive image of the department |
| | Project Description | The aim is to be accessible to those who require information, and/or services from the Department; draw up and implement a communications strategy to promote a positive image of the department; update and promote the department's website on an ongoing basis; publish official documents and an annual report; adopt an appropriate dress code for staff; upgrade the service provided at reception; introduce a signage for directing the public in the building; proceed with the refurbishment of premises and operate a 'Quality Service Charter'. |
| | Scheduled Start/Finish Date | 2006 - ongoing |

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| 68 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To develop a strategic plan for the registration of the workforce in the sector. |
| | Project Description | The aim is to seek technical assistance for developing a strategic plan and relevant system for the registration of the social welfare workforce; carry out a mapping exercise of the workforce; liaise with the relevant entity to set a national occupational standards; co-ordinate professional bodies and boards; and develop, adopt and disseminate a Code of Conduct for both employers and employees. |
| | Scheduled Start/Finish Date | 2006 - ongoing |
| 69 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To set up a structure for the central authority functions. |
| | Project Description | The aim is to create a structure that assumes and integrates the functions of the various conventions for which the department is designated as the Central Authority. |
| | Scheduled Start/Finish Date | 2006 - ongoing |
| 70 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To embark on a roll-out programme for the registration and assessment of services. |
| | Project Description | The aim is to propose a roll-out programme of registration and assessment; implement in a phased manner the programme of registration, monitoring and assessment of specified social welfare services; draw up and implement a complaints procedure; and set up a redress mechanism. |
| | Scheduled Start/Finish Date | 2006 - ongoing |
| 71 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To guide service providers to implement standards. |
| | Project Description | The aim is to set up a unit to provide guidance for service providers in developing their services and adopting the set standards; disseminate best practices among service providers; support service providers in developing their own operational policies and procedures; and implement a programme for the phasing in of standards according to established time-frames. |
| | Scheduled Start/Finish Date | 2006 - ongoing |

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| 72 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To support Government in setting national social welfare standards. |
| | Project Description | The aim is to propose a programme for the development and adoption of standards; carry out research that contributes to the development of national standards; offer support in the development and ongoing review of national standards; organise 'focus group' sessions; disseminate and promote standards; formulate draft national standards; and launch operational policies and procedures for Children's homes. |
| | Scheduled Start/Finish Date | 2006 - 2007 |
| 73 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To formulate Quality indicators for Standards adopted. |
| | Project Description | The aim is to make arrangements for technical assistance; set up and convene 'writing groups'; share the contents with stakeholders in the specific area, get their feedback and review the Quality Indicators accordingly and carry out a pilot project to test the Quality Indicators drawn up. |
| | Scheduled Start/Finish Date | 2006 - ongoing |
| 74 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To draft and propose to Government a 'Regulation of Welfare Services Act'. |
| | Project Description | The aim is to draw up a first draft of the act; seek the view of related regulatory bodies; consult departmental staff and other key players in the field; draw up a revised draft; and draft the pertinent regulations. |
| | Scheduled Start/Finish Date | 2006 - ongoing |
| 75 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To develop operational systems |
| | Project Description | The aim is to draw up on foreign and local technical assistance to develop and put in place operational systems; finalise a staff manual of operational policies, procedures, guidelines and position descriptions; develop templates, tools and database for implementing the procedures in place; develop a code of standards of conduct and practice for department staff and pilot, evaluate and review the developed policies, processes and procedures. |
| | Scheduled Start/Finish Date | 2006 - ongoing |

Projects awaiting approval for EU Funding:

ESF

Employment

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| 76 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | ESF 31 |
| | Project Description | This programme provides for, a traineeship for 60 women returnees, the employability of 10 lone mothers, a redeployment scheme and basic employment training for 250 school leavers who are coming out of the present educational system with little or no skills or qualifications |
| | Scheduled Start/Finish Date | 2006 - 2007 |
| 77 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training corporation |
| | Project Name | Training and Employment Exposure Scheme for Long Term Unemployed. |
| | Project Description | This project provides combination of core skills training, training in a specific skill area and work exposure, to increase the employability of participants and the employment rate of both older men and women and the long term unemployed. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |
| 78 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Capacity and administrative building within ETC |
| | Project Description | This project includes an accelerated staff training programme, particularly among front-line staff that provides services to clients in the fields of registration, profiling, guidance, training needs analysis, and vacancy capture. The project will also involve the subcontracting of business process re-engineering on ETC's job matching function; the sourcing of expertise on an improved labour market information program, and the development of career paths in various occupations for use by all educational and training entities. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2008 |

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| 79 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Supported Employment Scheme for persons from disadvantaged groups. |
| | Project Description | This scheme involves training, work placement, job coaching and mentoring to raise the employment levels of 25 persons from disadvantaged groups, such as persons with substance abuse problems and those leaving correctional facilities. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

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| 80 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Household Services Scheme |
| | Project Description | The development of a Household Services Scheme, whereby 30 persons offering sporadic household services within the informal economy are given assistance and incentives to organise into the formal sector and are given training to offer quality services and organise into a co-operative. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

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| 81 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Gozo Centre of Excellence Project |
| | Project Description | To create the labour supply necessary to enable Gozo to become a Centre of Excellence in IT and back-office operations. The project would involve the training of 100 persons, the setting up of simulator workshops, and the potential search for Maltese and other companies, which may be encouraged to subcontract certain IT/back office work to Gozo. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

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| 82 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Training in Construction Industry Scheme |
| | Project Description | To create a pool of qualified and skilled employees in the construction industry. This will take place through training 250 participants in various construction-related skills and will also entail the creation of a traineeship programme, which will include on-the-job training with an employer and off-the-job training. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

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| 83 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation |
| | Project Name | Life Long learning provided to SME's |
| | Project Description | This project aims to promote life long training for employees in micro-enterprises through disbursement of 450 grants in order to lead to the acquisition of transferable vocational skills. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

Education

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| 84 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Occupational Health & Safety Authority |
| | Project Name | OHSA Capacity Building |
| | Project Description | The aim of the project is to strengthen the OHSA's complement to establish an effective operational training function within the Authority to offer training and result in a more learned and informed labour force. The main target groups who will benefit from this project will be workers, health and safety representatives, employers, unions and employers' organisations. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2012 |

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| 85 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Occupational Health & Safety Authority |
| | Project Name | Grant to Assist Industry |
| | Project Description | The aim of this project is to enhance occupational health and safety at workplaces by assisting micro-enterprises, craft trade workers and the self-employed to undergo necessary infrastructural amendments to meet higher levels of OHS standards. This will enable them to be more competitive and offer a higher quality of life at the workplace. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2009 |

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| 86 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Occupational Health and Safety Authority |
| | Project Name | Information campaign on Occupational Health and Safety |
| | Project Description | The aim is to raise awareness about OHS in a bid to continue decreasing the number of occupational injuries, fatalities and ill-health; and to instil a health and safety culture in school children, through the production and distribution of information material in various media. |
| | Scheduled Start/Finish Date | Year 2007 |

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| 87 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Smart Kids |
| | Project Name | HANDS – Education and training in Health and Safety Measure for Disadvantaged Women |
| | Project Description | To establish a centre to support the education, training and information on Health & Safety, for disadvantaged women. The project intends to enhance, promote and motivate their active participation in the labour market and public life while being aware of health and safety hazards. |
| | Scheduled Start/Finish Date | Year 2007 |

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| 88 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate & FES |
| | Project Name | Career Guidance, Capacity Building |
| | Project Description | This project will involve the training of 210 individuals that work in educational and training institutions at post-graduate advanced diploma and Master's degree level. The course will include a hands-on practical approach to career guidance in the various sectors of society. |
| | Scheduled Start/Finish Date | 2007 - 2010 |

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| 89 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Incentives for Higher Participation in Courses at a Masters and Doctoral Level Education |
| | Project Description | The objectives of these programmes is to provide incentives to sustain students in participating beyond graduate level education, at a Masters and Doctoral Level to complement the strategy for research, development and innovation. |
| | Scheduled Start/Finish Date | 2007 - ongoing |

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| 90 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Promotion of Malta's further and higher education abroad |
| | Project Description | The project will assist MCAST, ITS and UoM in their efforts to promote the respective institution and its programmes internationally to fee-paying students in education fairs. |
| | Scheduled Start/Finish Date | Year 2007 |

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|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 91 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Analysis, Research and Planning Resources for Policy Unit |
| | Project Description | The recruitment of two to three full-time consultants will be complemented by adequate training and policy oriented resources, materials and analytical/statistical support in this area. |
| | Scheduled Start/Finish Date | Year 2007 |

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|-----------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 92 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | National Commission for Higher Education |
| | Project Description | The establishment of the national commission for higher education and it's Secretariat will have a consultative and advisory role on all aspects of further and higher education policy. |
| | Scheduled Start/Finish Date | 2007 |

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| 93 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Zero based costing/Budgeting and Formula Funding System. |
| | Project Description | To improve the accountability framework of further and higher education public institutions, through developing the necessary financial software platform for internal costings, controls, authorizations and zero based costing and budgeting systems necessary to determine the efficient use of public funds and assist in optimal planning for future expansionary requirements. |
| | Scheduled Start/Finish Date | Year 2007 |

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| 94 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Approval, Evaluation and Accreditation of Institutions and Programmes provided by Private Further and Higher Education Institutions. |
| | Project Description | The aim of this project is to develop and execute periodic external evaluations of institutions operating in the field of further and higher education under a license in Malta |
| | Scheduled Start/Finish Date | 2007 |

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| 95 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Malta Qualification Council |
| | Project Name | Futurvet |
| | Project Description | An impact study of the change on all vocational education and training sectors in order to develop people for future needs and demands. |
| | Scheduled Start/Finish Date | Year 2007 |

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| 96 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Teacher Training for New Competencies: Parental Capacity Building and Building Home-School-Community Links |
| | Project Description | Current teachers and those of long parental leave shall be trained and employed to work with schools to develop their competence, enable schools to develop home-school-community links, and run adult education courses built around the learning needs of parents, thus ensuring that schools are transformed into hubs of community learning. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2008 |

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| 97 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Training Educators in the Writing Process Methodology (Phase 1) |
| | Project Description | The aim is to up-skill educators as reflective practitioners in differentiated learning settings and lead to significantly enhanced results in literacy attainment, entrepreneurial and learning-to-learn skills. Three intensive teacher training courses will be held. |
| | Scheduled Start/Finish Date | 2007 - 2008 |

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|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 98 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Establishing of a National team of Trained Parent Leaders for Educational Service Provision |
| | Project Description | A cadre of parents shall be trained as 'Parent Leaders' by preparing and empowering them to take a more active and dynamic role in school and local community life, as well as enable them to find opportunities for occasional paid work that is intrinsically linked to their own educational role within the family. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2008 |

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| 99 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Malta College of Arts, Science and Technology |
| | Project Name | Training and re-skilling for Adults |
| | Project Description | MCAST is proposing to train to a maximum of 888 mature candidates in a variety of disciplines that are related to the needs of the local economy and that will enhance employability prospects for both Maltese and Gozitan citizens. |
| | Scheduled Start/Finish Date | Year 2007 |

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| 100 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | National Library of Malta |
| | Project Name | Training and Research towards a Digitisation Strategy and Framework for the National Library of Malta (2007-2008) |
| | Project Description | A digital strategy will provide direction for the library to successfully establish a digitisation framework to start digitizing the library's collection, ensuring the long-term storage and preservation of Malta's heritage and providing enhanced access to digital. |
| | Scheduled Start/Finish Date | 2007 - 2008 |

Social Security

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| 101 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department of Social Security |
| | Project Name | Work Rehabilitation of persons on invalidity pension or social assistance |
| | Project Description | The aim of this project is to increase the employment and employability for vulnerable groups (8,831 invalidity ,12,675 social assistance beneficiaries and 15 persons in the Department of Social Security and ETC); increase the current low female employment rate; and raise the current, low employment rate of persons aged 55 and over. Main targets include |
| | Scheduled Start/Finish Date | Year 2006 - Year 2010 |

Disability

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| 102 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Ability Centres) |
| | Project Name | ME2 |
| | Project Description | ME2 is an interactive Training Project for 42 persons with disability per year within the Ability Centres aimed specifically in enhancing one's capabilities and skills for employability. The project includes work placements and facilitation of further integration of persons with disability within their own local context. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |
| 103 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija SAPPORT) |
| | Project Name | Community Services |
| | Project Description | This project aims to provide support to 100 persons with a disability within their own homes and environments in order to ensure; the provision of service to address personal assistance needs that may be required for them to pursue employment, training, and/or education; the imparting of skills that need to be acquired or strengthened to engage in the world of work and the provision of support and personal assistance which should allow carers, most of whom are women to engage in employment or educational ventures. |
| | Scheduled Start/Finish Date | 2007 |
| 104 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Kummissjoni Nazzjonali Persuni b'Dizabilita' |
| | Project Name | Supporting the Employment of Disabled People |
| | Project Description | This project is aimed at creating a supported employment scheme through which persons with a disability who find employment continue to receive a certain amount of benefit to cover the extra costs of disability. The project will entail: assessing the needs of around 300 persons with a disability who are seeking employment; working with employers to find suitable employment; and providing a financial incentive for employers to cover the loss of production. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

Gender

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| 105 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for the Promotion of Equality |
| | Project Name | Diversity : Knowledge and Understanding |
| | Project Description | This project will develop and promote knowledge and understanding on the six equality grounds (gender, racial and ethnic origin, religion or belief, sexual orientation, disability and age) through an open air exhibition that will tour various localities around Malta. Research will be conducted to establish the pros and cons of diversity, the practice of equality policies at the workplace and explore the difficulties faced by disadvantaged groups and make recommendations for their redress. A TV series will be designed to discuss diversity issues. |
| | Scheduled Start/Finish Date | 2008 - 2011 |
| 106 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for the Promotion of Equality |
| | Project Name | Promoting Equal Opportunities through Empowerment Phase 2 |
| | Project Description | This project aims to integrate persons of a socially disadvantaged racial or ethnic origin into the Maltese workforce. It will provide training sessions into the Maltese and English language, Maltese culture and the legal framework with particular emphasis on the employment and Industrial Relations Act. The persons trained will also be financially supported to take additional training opportunities that will be made available by MCAST and ETC. It will also endorse a research component. |
| | Scheduled Start/Finish Date | 2007 - 2009 |
| 107 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for the Promotion of Equality |
| | Project Name | Equal Access to Entrepreneurship - the way forward |
| | Project Description | This project intends to implement a scheme which is aimed at improving and facilitating entrepreneurship for women. It is therefore hoped that inactive or unemployed females will be able to create work for themselves through start-up businesses run by women and employing women. 50 women per sector are targeted to benefit from this project. |
| | Scheduled Start/Finish Date | 2007 - 2010 |

Social Security

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| 108 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department of Social Security |
| | Project Name | Upgrading of district offices to make them more accessible |
| | Project Description | To carry out refurbishment works at the District offices of the Department of Social Security, so as to improve the services at regional offices and ensure accessibility for persons with special needs. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

Domestic Violence

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| 109 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | GHABEX Shelter |
| | Project Description | The emergency Shelter for victims of domestic violence and their children, <i>Ghabex</i> , offers emergency accommodation. The Shelter comprising of 4 bedrooms, kitchen/dining area, common room, office and playroom has long outgrown its capacity. There is a need for the extension of 2 rooms at the Shelter. One, to be used as a 'counselling' room for the female residents (victims of abuse), when their field social workers visit them, or the key-worker at the Shelter need to conduct an individual session. A separate room for this purpose is essential for respecting the privacy and confidentiality of the service user. The project will also cover the refurbishment of three counseling rooms to cater for Supervised Access Visits by the non-custodial parent, at APPOGG Head Office as such visits could not be held at the Ghabex Centre. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2008 |

Housing

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| 110 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | Urban Regeneration - Senglea |
| | Project Description | <p>The aim is to re-develop premises, which are in a poor structural state. Thus enhancing this locality for the community.</p> <ul style="list-style-type: none"> - Reconstructing dangerous property, which has collapsed, thus improving the safety in the neighborhood. - Enhancing the environment in this locality - Providing units for young people leaving institutionalized care. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

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| 111 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | Urban Regeneration - Cospicua |
| | Project Description | <p>The background for this project is the need to carry out urban renewal projects in areas where families are living in substandard housing and housing with dangerous structures. There are a number of families living in these substandard housing units and these urban renewal projects will help to refurbish the worst affected area and to provide better affordable housing to families living in these localities.</p> |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

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| 112 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority |
| | Project Name | <i>Urban Regeneration – Msida, Valley Road (Phase 5)</i> |
| | Project Description | <p>This urban renewal project is being carried out in an area where families are living in substandard housing. Those living in Msida are suffering due to the effects of heavy flooding. This project involves the reconstruction of sub-standard dwellings in an area prone to heavy flooding. This is the area (phase 5) which is mostly hit by heavy flooding problems. By means of such an urban renewal project the Housing Authority would be solving the flooding problems whilst providing better housing for the community.</p> |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

Education

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| 113 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Quality Assurance Process for Public, Further and higher Education Institutions |
| | Project Description | The project aims at the development of an embedded quality assurance programme for MCAST, ITS and UoM which includes external consultancy for the development of the processes, policies and procedures, reporting structures, and possibly software systems to integrate this workflow and facilitate its ongoing management and operation. |
| | Scheduled Start/Finish Date | Year 2007 |
| 114 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Policy Development and Programme Implementation Directorate |
| | Project Name | Further and Higher Education Student Web Portal for Enrolment Form and Pathway Support |
| | Project Description | The main aim is to inform students and making it easy and attractive for them to follow a broader range of educational pathways. It is also aimed at providing the means for allowing institutions and policy makers to hasten the process of administration and provide tools to determine eligibility criteria for different courses through external consultancy for system specification and design, software procurement /development and implementation, system-operating staff recruitment and training, institution staff/management training on usage/compliance and ongoing development and refinement of initial specification and design. |
| | Scheduled Start/Finish Date | 2007 |
| 115 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Malta Qualification Council |
| | Project Name | Vetventure |
| | Project Description | The project is primarily aimed at exploring the investment capacity of industry in all vocational education and training sectors in Malta with a view to create statutory joint ventures between VET institutes and related industries and small businesses. |
| | Scheduled Start/Finish Date | 2007 |

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| 116 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | University of Malta |
| | Project Name | Amplifying Malta's Human Resources in Engineering Based on Research, Development and Innovation |
| | Project Description | The objectives of this project are to increase the number of personnel trained at several engineering levels including doctoral graduates, thus enhancing Malta's R&D capacity; to enhance the current level of engineering education and training provided by the University of Malta; to encourage more young people in taking up engineering and science education; to network further with local industries and overseas research centres of excellence in engineering and technology; and to increase and support the capacity of the University of Malta. |
| | Scheduled Start/Finish Date | 2007 |

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| 117 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | ACCESS Complex. |
| | Project Name | Community Access |
| | Project Description | Extension of the already existing services at ACCESS complex in Cottonera through the development of another wing within the complex which will serve as a multipurpose hall to be mainly utilised for training purposes and for supporting initiatives carried out by all partners within the complex. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

Disability

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| 118 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Ability Centre Mtarfa) |
| | Project Name | Ability Park |
| | Project Description | The transformation of an adjacent piece of land within the Mtarfa Ability Centre into an Ability Park is targeted so that it will cater for various ability needs of persons availing of this Centre, along with their families and friends. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

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| 119 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission for Persons with Disability |
| | Project Name | Setting up an Independent Living Centre in Malta |
| | Project Description | The Independent Living Centre (ILC) will include a Mobility Centre (Wheelchair and Seating Clinic and Adaptive Driving Assessment and Training Unit) and an Equipment Demonstration Centre. The aim of the ILC is to act as a one stop shop for persons with disability by providing advice, information and training in aspects of independent living such as mobility and assistive technology. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

ANNEX 2.3c

STRENGTHENING THE VOLUNTARY SECTOR

Projects in progress:

EU Funding – EU Commission, Direct Funding

Education

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| 01 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | OASI Foundation together with Richmond Foundation, Integra Foundation and Jesuit Refugee Service |
| | Project Name | EU Citizenship on Wheels / Tal-Linja ghal Cittadinanza Ewropea |
| | Project Description | This project aims to provide an opportunity for EU citizenship values to be addressed and promoted via a combination of education, the involvement of disadvantaged youths, cultural elements and open dialogue. It shall focus on promoting the EU citizenship values of human dignity, equality and solidarity. |
| | Scheduled Start/Finish Date | 2006 - 2007 |

Local Funding

Legislation

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| 02 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Drawing up of proposals for legislative measures to support and regulate NGO's |
| | Project Description | To register and regulate the operations of NGOs |
| | Scheduled Start/Finish Date | 2005 - 2008 |

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| 03 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Voluntary Organisations Act |
| | Project Description | The development of legislative measures with regards to the voluntary sector for providing the necessary focus with regards to the harmonization of policies and rationalisation of rules applicable to this sector. This legislation aims to help the sector become more effective and efficient, whilst enabling it to become a more active partner with Government in shaping policy and implementing delivery. Presently, the 'Voluntary Organisations Act' is in its White Paper stage. |
| | Scheduled Start/Finish Date | 2005 - 2008 |

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| 04 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | SOS Malta |
| | Project Name | Malta Resource Centre |
| | Project Description | The main aim of the Malta Resource Centre for Civil Society Non Governmental Organisations is to provide capacity building as a means to help NGOs and groups working for social change, development, health, environment and the fight against poverty and social exclusion become more effective and efficient and better equipped to operate and participate within the European Union specifically to influence policies and plans and access EU funds. |
| | Scheduled Start/Finish Date | ongoing |

Education

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| 05 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Dar it-Tama |
| | Project Name | Community School |
| | Project Description | Teach literacy and social skills to 15 children and 15 young people, of whom around half will be males and half will be females, who drop out of school early or are at risk of dropping out as a result of their disadvantaged family position in the Cottonera region. Students are given individualized academic and social support according to their particular needs. |
| | Scheduled Start/Finish Date | 2003 - Ongoing |

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| 06 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Social Assistance Secretariat (SAS): Catholic Action |
| | Project Name | Training course for persons undergoing difficulties |
| | Project Description | This initiative aims at providing training courses based on real life situations for persons and families undergoing difficulties. |
| | Scheduled Start/Finish Date | Ongoing |

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| 07 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Social Assistance Secretariat (SAS): Catholic Action |
| | Project Name | Training to Volunteers |
| | Project Description | The Catholic Action aims to continue providing ongoing training to its volunteers so as to enhance their skills and potential. |
| | Scheduled Start/Finish Date | 2003 - Ongoing |

Children

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| 08 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Social Assistance Secretariat (SAS): Catholic Action |
| | Project Name | Protection of the Unborn Child |
| | Project Description | This initiative is aimed at creating further awareness on the rights of the unborn child and the importance of promoting a healthy pregnancy environment, free from domestic violence, alcohol abuse and other factors that might harm the wellbeing of the unborn child. |
| | Scheduled Start/Finish Date | Ongoing |

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| 09 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | |
| | Project Name | Fondazzjoni ghad-Drittijiet ta' l-Adoloxxenti u t-Tfal |
| | Project Description | The setting up of a new voluntary organisation with the aim of creating awareness and advocate regarding the rights of children and young persons |
| | Scheduled Start/Finish Date | 2006 - ongoing |

Social Welfare Services

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| 10 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Social Assistance Secretariat (SAS): Catholic Action |
| | Project Name | Central SAS Social Work Service |
| | Project Description | The aim of this service is the provision of professional social work and voluntary service both centrally and parish based. A lot of importance is given to home visits and follow up of cases and collaboration with other agencies both governmental and private. |
| | Scheduled Start/Finish Date | Ongoing |

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| 11 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Social Assistance Secretariat (SAS): Catholic Action |
| | Project Name | Minibus Service |
| | Project Description | The aim of this service is the provision of minibus service for those persons who are housebound (around 5,500 per year). This service is to be enhanced so as to reach a wider range of disadvantaged groups. |
| | Scheduled Start/Finish Date | Ongoing |

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| 12 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Social Assistance Secretariat (SAS): Catholic Action |
| | Project Name | Maltese Cross Corps (MCC) |
| | Project Description | This initiative provides for the 'Meals on Wheels' initiative which provides meals for disadvantaged people, particularly the elderly which are not in a position to prepare their own food. |
| | Scheduled Start/Finish Date | Ongoing |

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| 13 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | YMCA |
| | Project Name | Dar Nicky Cassar |
| | Project Description | The setting offers residential services for homeless people of all ages, including young people and families with children. It also provides residence to refugees and asylum seekers. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

Domestic Violence

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|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 14 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Dar Qalb ta' Gesu |
| | Project Name | Second Stage Shelter (Domestic Violence) |
| | Project Description | This project helps women and their children overcome issues of domestic violence. Through a structured programme the families can work on their emotional, psychological and social needs to become independent and move on with their lives. |
| | Scheduled Start/Finish Date | ongoing |

Mental Health

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| 15 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Richmond Foundation |
| | Project Name | Supported Employment Programme |
| | Project Description | This project aims to provide on-going support to persons with mental health problems at the place of work; introduce the concept of diversity at the place of work; and help reduce dependency of persons with mental health problems on social benefits. |
| | Scheduled Start/Finish Date | 2001 - ongoing |

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| 16 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Richmond Foundation |
| | Project Name | Supportive Housing Scheme |
| | Project Description | The aim of the project is to support persons with mental health difficulties within their own home environment. |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 17 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Richmond Foundation |
| | Project Name | Rehabilitation Services |
| | Project Description | The aim is to help persons with mental health difficulties integrate into the community |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 18 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Richmond Foundation |
| | Project Name | Home Support Service |
| | Project Description | The aim is to help persons with mental health difficulties to live in the community |
| | Scheduled Start/Finish Date | Pre 2004 - ongoing |

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| 19 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | Thursday Club (Mental Health Aftercare) |
| | Project Description | The aim of this group is to help young persons with mental health difficulties reintegrate into society. The activities consist of teaching social skills and engaging in social activities. The Club provides its services to around 20 young persons of whom 10 are male and 10 are female. |
| | Scheduled Start/Finish Date | ongoing |

Addictive Behaviour

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| 20 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | New Hope Project (San Blas Programme) |
| | Project Description | This programme offers a holistic and residential drug rehabilitation service to around 80 drug abusers per year of whom 66 are male and 14 are female. |
| | Scheduled Start/Finish Date | Around 1988 - ongoing |

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| 21 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | New Hope Project (Harm Reduction Programme) |
| | Project Description | The project comprises a residential setting for homeless drug users, a support service that addresses the bio-psycho-social needs of clients and a daily Drop-In Service that offers food, shelter and support. An average of 214 drug abusers of whom 185 are male and 29 are female make use of this service. |
| | Scheduled Start/Finish Date | 2005 - ongoing |

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| 22 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | New Hope Project (Community Services) |
| | Project Description | This project provides for the non-residential rehabilitation of around 399 drug abusers of whom 323 are male and 76 are female. |
| | Scheduled Start/Finish Date | ongoing |

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| 23 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | New Hope Project (Prison Inmates Project) |
| | Project Description | This project provides for the residential rehabilitation of 18 drug abusers in the last two years of their prison sentence. |
| | Scheduled Start/Finish Date | ongoing |

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| 24 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | New Hope Project (Family Service) |
| | Project Description | The family service aims to encourage the families of drug abusers to involve themselves in the rehabilitation process in order to promote a favourable outcome for all. |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|-----------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 25 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | A.A and AL Anon (Alcoholics Anonymous) |
| | Project Description | AA is a support group that is run on a weekly basis and alongside a support group for co-dependents (the partners of alcoholics). Around 15 individuals attend this group. The primary message of these groups is to convey a message of hope to those seeking help and of helping the alcoholic to achieve and retain sobriety. |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|-----------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 26 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | G.A. and GAM-Anon (Gamblers Anonymous) |
| | Project Description | Gamblers Anonymous (GA) is a support group helping persons with gambling problems (an average of 8 families) through social and psychological work. This group works in parallel with GAM-Anon for the gamblers family and friends who attend meetings to help them cope with the situation and learn to deal with compulsive gambling. |
| | Scheduled Start/Finish Date | ongoing |

Older Persons

| | | |
|----|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 27 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | HelpAge Unit |
| | Project Description | The project aims to bring better quality of life to older people at parish level (an average of 760 older persons of whom 65 are male and 695 are female). This is done through awareness regarding the elderly and their needs among people in parishes in what are called Social Clubs, as well as focus groups among children in schools (an average of 260 children of whom 80 are male and 120 are female). |
| | Scheduled Start/Finish Date | ongoing |

Families

| | | |
|----|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 28 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | Counselling and Social Work Unit |
| | Project Description | This service, by responding to phone-ins and drop-ins, is offered to approximately 500 individuals/families in difficulty and/or with social problems and special needs. |
| | Scheduled Start/Finish Date | ongoing |

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|----|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 29 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | Epilepsy Support Group |
| | Project Description | The aim of this group is to help persons with epilepsy (an average of 250 families) to enjoy a better quality of life and to promote public awareness and education about epilepsy and the needs of people who suffer from this condition. The group encourages and promotes research as well as the exchange of information with other organisations and co-operates with other persons wishing to form other organisations for the welfare of persons with epilepsy and/or their families. |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|----|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 30 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | Foundation for Victims of Usury |
| | Project Description | The unit provides a holistic approach through awareness raising regarding usury as well as provides counselling and social work intervention to both victims and their family. |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|----|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| 31 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | Huntington's Family Support Group |
| | Project Description | The Huntington Chorea support group is a self-support group where members can share their problems and experiences and vent off their feelings. |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|----|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 32 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | RoSe (Widows and Separated) |
| | Project Description | The aim of this group is to offer support and provides a social opportunity for around 200 persons who are separated or widows. Its aim is that of empowering its members and provides support regarding their loss also by inviting different speakers and professionals to address different issues that concern the members during their meetings. |
| | Scheduled Start/Finish Date | ongoing |

Young Persons

| | | |
|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 33 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | Xefaq (Pre and Post HIV-Test Counselling) |
| | Project Description | This service run by a team of trained volunteer-counsellors offers individual support, information, advice and counselling to persons concerned with HIV and AIDS (around 300 young persons per year). Pre and post HIV-test counselling is offered on a regular basis when required. Total confidentiality is guaranteed. One can phone for an appointment and a date and time will be given. No details will be requested |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|----|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 34 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | 21+ (for young adults who lack social skills) |
| | Project Description | The aim of this group is to offer an opportunity to disadvantaged young persons to build friendships in a friendly atmosphere, while also empowering group-members to integrate with others more effectively and to find support in their efforts for socialising |
| | Scheduled Start/Finish Date | ongoing |

ANNEX 2.3d

NETWORKING THE SOCIAL WELFARE SECTOR

Projects in progress:

EU Funding - ESF

Employment

| | | |
|-----------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation in collaboration with Local Councils and Paulo Freire Institute |
| | Project Name | Literacy for Employment Programmes |
| | Project Description | The project is aimed at providing individualized training to illiterate persons (Unemployed on Part 1 Register) at different locations in Malta. 1,096 individuals of whom 1,024 are male and 72 are female benefit from this project. |
| | Scheduled Start/Finish Date | 2003 - Ongoing |

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|-----------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 02 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agencija Appogg in Collaboration with ETC) |
| | Project Name | Training and Support for Labour Market Integration of Socially Excluded Persons |
| | Project Description | To train 195 members of staff in monitoring and support services for social welfare and community services including: youth work, disabled and abused workers domestic violence, addicted persons, correctional inmates, case management, evaluation systems and persons in care who need social work support in order to integrate in the labour market. The project will lead toward the employability of around 90 persons of whom 45 are male and 45 are female. |
| | Scheduled Start/Finish Date | January 2005 - December 2006 |

EU Funding - EQUAL

Employment

| | | |
|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| 03 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services in collaboration with leading NGOs in the refugee sector |
| | Project Name | Asylum Seekers Partnership |
| | Project Description | To integrate around 115 irregular immigrants of whom 88 are male and 27 are female into the Maltese Labour Market |
| | Scheduled Start/Finish Date | March 2005 - December 2006 |

Young Persons

| | | |
|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 04 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Housing Authority and the Employment and Training Corporation |
| | Project Name | HeadStart |
| | Project Description | The project is directed towards unemployed, young people, people in institutional care and homeless persons to provide training and certification as well as providing work placements. It also provides a range of affordable housing options to certified trainees. |
| | Scheduled Start/Finish Date | January 2005 - January 2006 |

EU Funding – ESF / EQUAL

Irregular Migration

| | | |
|----|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 05 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services in collaboration with the Employment and Training Corporation, Red Cross and General Workers Union |
| | Project Name | Integration of Asylum Seekers into Maltese Society |
| | Project Description | The project consists in training courses for 30 asylum seekers so that participants can obtain working knowledge of the English language, since this is an official language of the country and with which asylum seekers would have much greater opportunities in Europe. Life Skills Course including communication, health and hygiene, nutrition, culture, decision making and preparation for employment; Course for writing a 'curriculum vitae' and preparing for an interview and Information Sessions and Workshops on various topics: education, social, political systems and history of Malta. |
| | Scheduled Start/Finish Date | 2004 - 2006 |

Addictive Behaviour

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|----|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| 06 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | National Commission on the Abuse of Drugs, Alcohol and other Dependencies |
| | Project Name | Reinforcement of the Drugs National Focal Point in Malta |
| | Project Description | To put in place a sustainable and manageable network that provides the evidence base for policy formulation in the drug field. |
| | Scheduled Start/Finish Date | May 2006 - January 2007 |

Local Funds

Education

| | | |
|-----------|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services in collaboration with the Curriculum Management Department |
| | Project Name | Basic Skills assessment of Year 6 Pupils in the Pilot Colleges |
| | Project Description | The BSA is administered to all yr 6 pupils (900 children per annum out of whom 600 are male and 300 are female) in the Colleges who in their annual examination do not obtain a certain mark in Maltese, English and Maths. The threshold mark is decided upon after a statistical analysis of the annual exams results. |
| | Scheduled Start/Finish Date | Ongoing |

Irregular Migration

| | | |
|-----------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 08 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation in collaboration with INTEGRA Foundation |
| | Project Name | Integration of Refugees |
| | Project Description | The project provides life skills training to 30 refugees and asylum seekers and is divided into two schemes; refugee orientation and cultural orientation and employment. |
| | Scheduled Start/Finish Date | |

| | | |
|-----------|------------------------------------|--------------------------------------------------------------------------------|
| 09 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Unit to co-ordinate services that are provided by NGOs working in the field. |
| | Project Description | To draw up a policy and co-ordinate operational activities with asylum seekers |
| | Scheduled Start/Finish Date | September 2004 - ongoing |

| | | |
|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Inter-Ministerial Meetings |
| | Project Description | Ongoing liaisoning between the Ministry responsible for Justice and Home Affairs and the Ministry responsible for the Family and Social Solidarity regarding matters concerning asylum seekers and irregular migration. |
| | Scheduled Start/Finish Date | ongoing |

Families

| | | |
|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| 11 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation in collaboration with Dar Guzeppa Debono |
| | Project Name | Single Mother's Training |
| | Project Description | This project offers training to single mothers based on three major themes; financial budgeting, child caring and family relationships. |
| | Scheduled Start/Finish Date | April 2006 - July 2006 |

| | | |
|----|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services in collaboration with Probation Services and the Ministry of Education, Youth and Employment |
| | Project Name | Homestart Project |
| | Project Description | A new prevention Project for around 60 families with children at risk under the age of 5 years and requiring support in parenting, in the Cottonera region. |
| | Scheduled Start/Finish Date | February 2006 - February 2008 |

Domestic Violence

| | | |
|----|------------------------------------|--------------------------------------------------------------------------------------------------------|
| 13 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation with Merhba Bik |
| | Project Name | Empowerment Skills for Women in Refuge |
| | Project Description | The project provides basic life skills training to female domestic violence victims at Dar Merhba Bik. |
| | Scheduled Start/Finish Date | May, 2006 - August, 2006 |

Children

| | | |
|----|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 14 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Intra-Agency Meetings |
| | Project Description | The establishment of such working groups as the Working Party of the Care Review System; and meetings with Children's and Young Persons' Advisory Board. |
| | Scheduled Start/Finish Date | ongoing |

Young Persons

| | | |
|----|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 15 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services in collaboration with Probation Services and the Ministry of Education, Youth and Employment |
| | Project Name | Adolescent Outreach Programme |
| | Project Description | Aimed at around 8 young persons at any one point in time with behavioural difficulties – male and female adolescents between the age of 13 and 18 years with behavioural difficulties. |
| | Scheduled Start/Finish Date | 2006 - ongoing |

Governance

| | | |
|----|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 16 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Social Inclusion Team |
| | Project Description | The aim is to monitor the progress of the policy measures included in the National Action Plan, while also create a network of social inclusion contact persons within both government entities and voluntary organisations. |
| | Scheduled Start/Finish Date | March 2005 - ongoing |

| | | |
|----|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 17 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Working Group regarding National Reports on Strategies for Social Protection and Social Inclusion |
| | Project Description | A working group composed of representatives from the Ministry for the Family and Social Solidarity, the Ministry of Health, Elderly and Community Care and the Ministry of Finance (National Statistics Office), which is entrusted with the compilation of the National Reports on Strategies for Social Protection and Social Inclusion. |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|----|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 18 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | An inter-ministerial networking group |
| | Project Description | To co-ordinate regular meetings among stakeholders involved in EU funded projects with the aim of enabling service providers to share experiences, collaborate in areas of common concern and discuss projected initiatives. |
| | Scheduled Start/Finish Date | ongoing |

| | | |
|-----------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 19 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | |
| | Project Name | Networking and collaboration between government and voluntary organisations |
| | Project Description | A networking example that specifically relates to the area of social inclusion is the ongoing collaboration between the Ministry responsible for the Family and Social Solidarity and the Malta branch of the European Anti-poverty network (EAPN), an umbrella organisation that encompasses various NGOs working in the voluntary social welfare sector |
| | Scheduled Start/Finish Date | ongoing |

Social Welfare

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|-----------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 20 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | Improving Social Welfare Standards through dialogue and regulation |
| | Project Description | The Department will promote the achievement of standards in welfare services with a view to protecting and enhancing the dignity, safety and welfare of all persons using these services. The overall objective for the years 2006-2007 is to assume legal responsibility and start implementing the functions of a regulator of Social Welfare Services. |
| | Scheduled Start/Finish Date | Ongoing |

| | | |
|-----------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 21 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Department for Social Welfare Standards |
| | Project Name | To implement an ongoing process of dialogue and consultation with stakeholders |
| | Project Description | The aim of this objective is to: draw up a programme for dialogue and structured consultation; communicate to those concerned the responsibilities, vision and approaches to be adopted by the Department; establish partnerships and maintain regular links with service users, service providers and other stakeholders; and embark on a process of regular user involvement. |
| | Scheduled Start/Finish Date | 2006 - 2007 |

| | | |
|-----------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 22 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Appogg) |
| | Project Name | Supportline 179 |
| | Project Description | To provide information and support services to around 17,000 persons at risk per year, and the option of seeking professional help through referrals made to units within Appogg and other agencies. |
| | Scheduled Start/Finish Date | 1996 - ongoing |

| | | |
|-----------|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 23 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services (Agenzija Sedqa) |
| | Project Name | Information and Advice Service Helpline 151 |
| | Project Description | Helpline 151 is a 24-hour telephone service providing information, support, crisis interventions and referrals to sedqa and/or other agencies to persons who have a drug/alcohol/gambling problem and their significant others |
| | Scheduled Start/Finish Date | Ongoing |

| | | |
|-----------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| 24 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Catholic Action |
| | Project Name | Networking between religious entities. |
| | Project Description | The Catholic action presently undertakes a lot of networking within Church based services and institutions for a more effective output of its services. |
| | Scheduled Start/Finish Date | 2006 - 2007 |

| | | |
|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 25 | Ministry / Entity | Voluntary Organisation |
| | Lead Organisation | Caritas Malta |
| | Project Name | Diaconia-Community Outreach Unit |
| | Project Description | The aim of this group is to co-ordinate, develop and train voluntary groups in parishes who compose the Diaconia Commission. These social voluntary groups work in the community with people in need such as the sick, the lonely, older persons, persons with special needs, drug abusers, children and families |
| | Scheduled Start/Finish Date | ongoing |

Projects awaiting approval for EU Funding:

ESF

Employment

| | | |
|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 26 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation & YMCA Malta. |
| | Project Name | Promoting the re-integration of homeless persons |
| | Project Description | The aim is to enhance the employability of homeless persons, providing guidance and counselling, training and work placement for around 40 trainees. While ETC will refer the clients to the partner (YMCA), YMCA will undertake to organise the training and work placement of these persons. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |
| 27 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment Training Corporation & Caritas Malta |
| | Project Name | Employability for Persons with Serious Social Difficulties. |
| | Project Description | Since at present, it is not possible for ETC to provide the in-depth therapy and support required by the most serious social problems, especially ex-substance abusers and ex-convicts, these cases are referred to Caritas Malta who provides the training, guidance, support, placement and follow-up services to clients. It also involves the payment of an induction allowance for the first eight weeks of placement. The project caters for around 50 trainees and 30 placements |
| | Scheduled Start Date | Year 2007 |
| | Scheduled Finish Date | Year 2013 |
| | Source of Funding | EU Funding - ESF |
| | Targets of Project | Fifty trainees and thirty placements |
| 28 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation & Apex |
| | Project Name | Green Jobs Project |
| | Project Description | This project is intended to stimulate the growth of green jobs, achieving both environmental and job creation aims. The project will involve a study to determine sources of possible green jobs and identify of potential 40 local and foreign trainers, and jobseekers that would be assisted to form a cooperative and would receive ongoing support for the first two years of start-up. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2010 |

Education

| | | |
|----|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 29 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Department of Technology in Education in conjunction with the Faculty of Engineering at the University of Malta and the Information Technology section at the National Commission on Persons with Disability |
| | Project Name | Development of a speech output software (in Maltese) for students with special needs |
| | Project Description | This project will involve the development of software which would be able to offer a speech output in Maltese to be used in state and non state schools to students with special needs overcome social disadvantages. ICT support teachers will be trained in the use of such software. |
| | Scheduled Start/Finish Date | 2007 - 2010 |
| 30 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Communications Office |
| | Project Name | Effective Networking |
| | Project Description | The aim of this project is to provide continuous upgrading of the education website, use of TV and radio promotion of key services and campaigns, compliment communications with additional trained staff in the promotion of education services, promote education internationally and increase funding for Education 22. |
| | Scheduled Start/Finish Date | 2007 |
| 31 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Foundation for Educational Services |
| | Project Name | Action-Research Course for Basic skills Teachers in Area Secondary Schools (phase 1) |
| | Project Description | The FES shall provide technical support to the Educational Services Directorate in the development of professionally networked secondary level Literacy Support Unites in state colleges and would provide on-going technical assistance and training to 18 Literacy Support Unit teams across state secondary level provision. |
| | Scheduled Start/Finish Date | January 2007 - June 2008 |

| | | |
|-----------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 32 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | University of Malta |
| | Project Name | Mediterranean Centre for Innovation and Entrepreneurship |
| | Project Description | The Centre will provide for an extensive range of Executive Training Programmes, a Masters Degree in Innovation and Entrepreneurship, Undergraduate units in Innovation and Entrepreneurship and a series of Open Seminars on Innovation and Entrepreneurship. |
| | Scheduled Start/Finish Date | 2006 - 2010 |

| | | |
|-----------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 33 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Institute of Tourism Studies |
| | Project Name | Improving employability skills within the Hospitality Industry |
| | Project Description | The ITS and the Malta Tourism Authority have set up a working group to put forward recommendations on how shortcomings should be addressed. It is also proposing to organise, in collaboration with ETC, basic skills courses for unemployed persons related to the hospitality industry |
| | Scheduled Start/Finish Date | 2007/2008 - 2010/2011 |

| | | |
|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 34 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Institute of Tourism Studies in collaboration with the Malta Tourism Authority and the Malta Hotels and Restaurants Association |
| | Project Name | Training and Certification of people working in the Hospitality Industry |
| | Project Description | This project aims at offering 500 employees in the hospitality industry the opportunity to upgrade their basic technical skills. Furthermore the Industry Qualification Scheme – Basic Technical Skills will be introduced to ensure that employees within the Hospitality Industry would have the necessary skills and qualifications in order to offer a service which meets the expected standard. |
| | Scheduled Start/Finish Date | 2008 - 2011 |

| | | |
|-----------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 35 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Media Education and Broadcasting Centre, Department of Further Studies and Adult Education. |
| | Project Name | Non-formal adult learning through television |
| | Project Description | The main purpose of the project is to develop an ‘adult television school’ through a programme of non-formal adult learning through television. The programme aims at providing training in education television management and experience of good practise by providing opportunities to visit educational television stations in member states as well as providing training in script writing and development of pilot television programmes and the acquisition of key competencies in languages; Mathematics, Science and Technology; Entrepreneurship Cultural expression; and Civic competence and interpersonal, intercultural and social skills. |
| | Scheduled Start/Finish Date | Year 2007 |

| | | |
|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 36 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Malta Qualifications Recognition Information Centre Department of Further Studies and Adult Education |
| | Project Name | Data-base of Learning Institutions and Qualifications |
| | Project Description | The aim of this project is the setting up of an on-going data base of recognized international learning institutions, programmes, courses, qualifications and diplomas, accessible on-line to the public as a working tool for lifelong learning and employability. The objectives are those of empowerment and facilitating employability through the availability of information. |
| | Scheduled Start/Finish Date | 2007 - 2008 |

| | | |
|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 37 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Heritage Malta in conjunction with the Education Division |
| | Project Name | Heritage Malta Interactive Educational Programme |
| | Project Description | The objectives of these educational programmes is to enhance the learning experience in Heritage Malta’s museums and sites though the provisions of innovative learning experiences, so as to ensure that school children are provided with an unforgettable experience during their visit and nurture an inherent affinity to cultural heritage. The project also aims to facilitate coordination of all cultural-oriented educational programmes being undertaken by schools and undertake evaluation assignments of the said education programmes. |
| | Scheduled Start/Finish Date | 2007 - Ongoing |

Young Persons

| | | |
|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 38 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation and Housing Authority |
| | Project Name | Youths leaving Institutional Care |
| | Project Description | This project involves a holistic service aimed to help around 15 young persons leaving institutional care through career guidance, personal counselling, personalized training, private tuition and a rent subsidy for the first two years after leaving care, a training allowance and a work placement. |
| | Scheduled Start/Finish Date | 2007 - 2013 |

| | | |
|----|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 39 | Ministry / Entity | Ministry for the Family and Social Solidarity |
| | Lead Organisation | Foundation for Social Welfare Services – Agenzija Sedqa and Agenzija Appogg |
| | Project Name | Youth@Risk |
| | Project Description | This project is aimed at offering a mentoring service for 200 young people per year with serious behavioural and emotional problems who are socially excluded or at high risk of exclusion. The mentoring service consists of personalised attention which would lead to social and practical skills development, aimed at increasing the young people's employability. |
| | Scheduled Start/Finish Date | 2007 - 2013 |

Mental Health

| | | |
|----|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 40 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation & Richmond Foundation |
| | Project Name | Integration of persons with mental health difficulties. |
| | Project Description | This project provides for the guidance and counselling, training, placement and job coaching of 50 persons with serious mental health difficulties, as well as follow-on support after the placements are made. It also involves an induction allowance payable to the employer for the first eight weeks of the placement. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

Domestic Violence

| | | |
|-----------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 41 | Ministry / Entity | Ministry for Education, Youth and Employment |
| | Lead Organisation | Employment and Training Corporation & Merhba Bik |
| | Project Name | Lone Parents' Empowerment Project |
| | Project Description | This project is intended to provide pathways to independence for lone parents, including guidance, counselling, training (empowerment, and specific training), training allowance, childcare allowance and work placement. It will assist those clients referred through Merhba Bik, whether unmarried, separated or women emerging from domestic violence. |
| | Scheduled Start/Finish Date | Year 2007 - Year 2013 |

ANNEX 2.4

**LIST OF RESIDENTIAL HOMES FOR
CHILDREN AND YOUNG PEOPLE**

| | |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | Ursoline's Creche and Homes |
| Description | The Ursoline Creche provides shelter and care to children (both boys and girls) from the age of birth to three years. The Ursoline Homes provide shelter for children (boys from the age of 3 to 11 and girls from the age of 3 to 18). |

| | |
|--------------------------|----------------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | Holy Family Home |
| Description | The Holy Family home provides shelter for children (boys from the age of 3 to 11 and girls from the age of 3 to 18). |

| | |
|--------------------------|--------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | St. Joseph Home, Hamrun |
| Description | St. Joseph Home provides shelter and care for boys (from the age of 11 to 17). |

| | |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | St. Joseph Home, Zabbar |
| Description | St. Joseph Home provides shelter and care for children (boys from the age of 3 to 11 and girls from the age of 3 to 18). |

| | |
|--------------------------|------------------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | Fra Diegu Home |
| Description | Fra Diegu Home provides shelter and care to children (boys from the age of 3 to 11 and girls from the age of 3 to 18). |

| | |
|--------------------------|-----------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | St. Rita Home |
| Description | St. Rita home provides residence for children (boys from the age of 3 to 11 and girls from the age of 3 to 18). |

| | |
|--------------------------|--------------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | St. Theresa Home |
| Description | St. Theresa Home provides residence for children (boys from the age of 3 to 11 and girls from the age of 3 to 18). |

| | |
|--------------------------|------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | Jesus of Nazareth Institute |
| Description | The Jesus of Nazareth Institute provides accommodation for young working girls from the age of 18 upwards. |

| | |
|--------------------------|-----------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Central Office for Children's Homes of the Archdiocese of Malta |
| Name of Residence | Fatima House |
| Description | Fatima House provides accommodation for young working girls from the age of 18 upwards. |

| | |
|--------------------------|----------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Salesians |
| Name of Residence | St. Patricks Home |
| Description | The St. Patrick's Salesian home provides residence and care for boys between the ages of 9 and 16 years. |

| | |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Caritas Gozo : Dominican Sisters |
| Name of Residence | Lourdes Home |
| Description | This home caters for women, children and young girls who cannot continue to reside in their home environment due to family problems and physical abuse. |

| | |
|--------------------------|---------------------------------------------------------------------------------------|
| Entity | Ministry for the Family and Social Solidarity |
| Lead Organisation | Committee Management |
| Name of Residence | Dar is-Sliem |
| Description | Dar is-Sliem provides residence to male and female child refugees and asylum seekers. |

| | |
|--------------------------|-------------------------------------------------------------------------------|
| Entity | Ministry for the Family and Social Solidarity |
| Lead Organisation | Conservatorio Vincenzo Bugeja |
| Name of Residence | Fejda Programme |
| Description | Fejda caters for the residential setting of girls with challenging behaviour. |

| | |
|--------------------------|--------------------------------------------------------------------------------------------------------------|
| Entity | Ministry for the Family and Social Solidarity |
| Lead Organisation | Conservatorio Vincenzo Bugeja |
| Name of Residence | Jean Antide Home |
| Description | Jean Antide home caters for the residential setting of adolescent girls between the ages of 11 and 18 years. |

| | |
|--------------------------|----------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Salesian Youth Hostel |
| Name of Residence | Osanna Pia |
| Description | The Osanna Pia hostel is an open house residential setting for young males aged between 18 and 25. |

| | |
|--------------------------|---------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Suret il-Bniedem |
| Name of Residence | Dar Leopoldo |
| Description | Dar Leopoldo provides accommodation for homeless males, including young people. |

| | |
|--------------------------|-----------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Suret il-Bniedem |
| Name of Residence | Dar Teresa Spinelli |
| Description | Dar Teresa Spinelli provides accommodation for homeless females, including young women. |

| | |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| Entity | Voluntary Organisation |
| Lead Organisation | Sisters of Charity of St. Joan Antide Thouret |
| Name of Residence | Dar tal-Providenza (Villa Mgr. Gonzi, Villa Papa Giovanni, Villa Papa Luciani, Zernieq) |
| Description | Dar tal-Providenza offers residential respite care services and therapeutic, medical and educational care to disabled persons, including young people. |

PART 3 – ANNEX 3

Part 3 discusses in detail the National Strategy on Pensions for the years 2006 to 2008. The annexes attached to Part 3 substantiate the main text found in this part. Annex 3 is divided into 2 sections, namely Annex 3.1, Annex 3.2.

Annex 3.1 gives a detailed statistical overview of the streamlined indicators regarding the pensions strand, that include the:

- Total current pension expenditure in Malta Lira;
- Total current pension expenditure as a percentage of the GDP;
- Employment rate in 2005;
- Effective labour market exit age;
- Projections of gross public pension expenditure as a share of the GDP between 2004 and 2050;
- Total social protection expenditures as a percentage of the GDP;
- Decomposition of the projected increase in public pension expenditure;
- Old age dependency ratio;
- Evolution of life expectancy at birth at ages 60 and 65 by gender;
- Pension system dependency ratio; and
- Contribution to public and private pension schemes.

Annex 3.2 gives a detailed list of hyperlinks that include:

- National Strategy Report on Pensions
- Final Report and White Paper: Pensions: Adequate and Sustainable
- Actuarial Study of Key Recommendations made in the November 2004 Pensions White Paper
- Economic impact assessment White Paper “Pensions-Adequate and Sustainable”
- Social impact assessment White Paper “Pensions-Adequate and Sustainable”
- National Strategic Reference Framework 2007-2013
- National Reform Programme: Malta’s strategy for growth and jobs, Addressing the Lisbon Strategy
- Social Security Act
- Social Security in Malta – A Synopsis, Department of Social Security Publication, Director’s Office, 2005
- Malta: Convergence Programme 2004-2007 and Update Convergence Programme 2005-2008
- The Pensions Directive
- Special Funds (Regulations) Act
- “Teaching your children how to save and spend” and “Top 10 finance hints for young adults”
- Survey Perceptions on Retirement and Pensions, NSO

ANNEX 3.1

STREAMLINING INDICATORS (PENSIONS)

Table 1**Theoretical replacement rates, summary table, “pre-reform” scenario**

| <i>Malta</i> | | | | | | <i>2/3 of average earnings</i> | | <i>Concave pro.</i> |
|-----------------------------------------------------------------------------------|-------------|-------------|-----------------------------|-------------|-------------|--------------------------------|-------------|---------------------|
| | <i>2005</i> | <i>2010</i> | <i>in 10 years 2015</i> | <i>2030</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>2005</i> |
| Gross replacement rate 1st pillar | 0.7224 | 0.7224 | 0.7223 | 0.5320 | 0.3149 | 0.7224 | 0.4837 | 0.7224 |
| Gross replacement rate 2nd pillar | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Total gross replacement rate | 0.7224 | 0.7224 | 0.7223 | 0.5320 | 0.3149 | 0.7224 | 0.4837 | 0.7224 |
| Total net replacement rate | 0.8792 | 0.8800 | 0.8760 | 0.6116 | 0.3429 | 0.822 | 0.5214 | 0.8831 |
| of which means tested benefits in percentage points of total net replacement rate | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

| | <i>Rising earnings 80-120%</i> | | <i>Rising earnings 100-200%</i> | | <i>20 years working career</i> | | <i>Self-employed case</i> | | <i>M</i> |
|-----------------------------------|--------------------------------|-------------|---------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|-------------|
| | <i>2005</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>2005</i> |
| Gross replacement rate 1st pillar | 0.7224 | 0.2628 | 0.4948 | 0.1560 | 0.4898 | 0.2135 | 0.7018 | 0.3281 | 0.7224 |
| Gross replacement rate 2nd pillar | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Total gross replacement rate | 0.7224 | 0.2628 | 0.4948 | 0.1560 | 0.4898 | 0.2135 | 0.7018 | 0.3281 | 0.7224 |
| Total net replacement rate | 0.8943 | 0.2918 | 0.6511 | 0.1897 | 0.5994 | 0.2325 | 0.9389 | 0.3676 | 0.8111 |
| of which means tested benefits | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

Source: NSR Pensions 2005

Table 2

Theoretical replacement rates, summary table, “some-reform” scenario

| <i>Malta</i> | | | <i>in 10 years</i> | | | <i>2/3 of average earnings</i> | | <i>Con</i> |
|-----------------------------------------------------------------------------------|-------------|-------------|--------------------|-------------|-------------|--------------------------------|-------------|------------|
| | <i>2005</i> | <i>2010</i> | <i>2015</i> | <i>2030</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>200</i> |
| Gross replacement rate 1st pillar | 0.7260 | 0.7420 | 0.7425 | 0.5543 | 0.3225 | 0.7260 | 0.5018 | 0.72 |
| Gross replacement rate 2nd pillar | nil | nil | nil | 0.0410 | 0.1187 | nil | N/A | |
| Total gross replacement rate | 0.7260 | 0.7420 | 0.7425 | 0.5953 | 0.4412 | 0.7260 | 0.5018 | 0.72 |
| Total net replacement rate | 0.8834 | 0.9331 | 0.9348 | 0.7435 | 0.5171 | 0.8280 | 0.5754 | 0.88 |
| of which means tested benefits in percentage points of total net replacement rate | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N |

| | <i>Rising earnings 80-120%</i> | | <i>Rising earnings 100-200%</i> | | <i>30 years working career</i> | | <i>Self-employed case</i> | | <i>Minimu earnings</i> |
|-----------------------------------|--------------------------------|-------------|---------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|------------------------|
| | <i>2005</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>2005</i> | <i>2050</i> | <i>2005</i> |
| Gross replacement rate 1st pillar | 0.7260 | 0.2562 | 0.4956 | 0.1577 | 0.5445 | 0.2090 | 0.6592 | 0.3099 | 0.7260 |
| Gross replacement rate 2nd pillar | nil | N/A | nil | N/A | nil | N/A | nil | N/A | nil |
| Total gross replacement rate | 0.7260 | 0.2562 | 0.4956 | 0.1577 | 0.5445 | 0.2090 | 0.6592 | 0.3099 | 0.7260 |
| Total net replacement rate | 0.8992 | 0.3049 | 0.6529 | 0.2071 | 0.6678 | 0.2443 | 0.7779 | 0.3569 | 0.8170 |
| of which means tested benefits | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

Source: NSR Pensions 2005

Primary Indicators

Table 3

| Employment rate in 2005 | | | | | | |
|--------------------------------|---------------|-------|-------|-------|-------|-------|
| 2005 | total (15-64) | 25-54 | 55-64 | 55-59 | 60-64 | 65-69 |
| Total | 53.70 | 62.80 | 29.40 | 42.80 | 14.00 | u |
| Males | 74.10 | 90.00 | 50.90 | 69.30 | 25.50 | u |
| Females | 32.80 | 35.10 | 9.70 | 18.90 | 3.2u | u |

u=under-represented

Source: NSO, News Release No. 147 of 3 July 2006.

Table 4

| Total current pension expenditure (ESPROSS) as a % of the GDP | | | | |
|----------------------------------------------------------------------|---------|---------|---------|---------|
| | 2001 | 2002 | 2003 | 2004 |
| Total | 176835 | 182726 | 192185 | 200198 |
| GDP | 1737695 | 1796821 | 1829068 | 1830406 |
| % | 10.18 | 10.17 | 10.51 | 10.94 |

Source: NSO

Table 5

| Total current pension expenditure (ESPROSS) in 000 Lm | | | | |
|--------------------------------------------------------------|--------|--------|--------|--------|
| | 2001 | 2002 | 2003 | 2004 |
| Disability | 17287 | 18544 | 21245 | 23016 |
| Old age | 154128 | 158264 | 164877 | 170946 |
| Survivors | 5420 | 5918 | 6063 | 6236 |
| Total | 176835 | 182726 | 192185 | 200198 |

Source: NSO; Exchange rate 1Lm=2.33Euro

Table 6

| Effective labour market exit age | |
|-----------------------------------------|------|
| 2005 | |
| Total | 57.7 |
| Males | u |
| Females | u |

u-unreliable data

Source: Supporting data for national reports sent on 05/07/06

Table 7

| Projections of gross public pension expenditure as a share of GDP between 2004 and 2050 | | | | | | |
|------------------------------------------------------------------------------------------------|------|------|------|------|------|------|
| | 2004 | 2010 | 2020 | 2030 | 2040 | 2050 |
| Malta | 7.4 | 8.8 | 10.2 | 9.1 | 7.9 | 7.0 |

Source: AWG projections, p. 71

Table 8

| Total social protection expenditure (% of the GDP) | | | | |
|-----------------------------------------------------------|-------------|-------------|-------------|-------------|
| Social protection expenditure | 2001 | 2002 | 2003 | 2004 |
| Lm thousands | | | | |
| % of the GDP | 17.29 | 17.47 | 18.12 | 19.12 |
| Total Social Protection Expenditure | 300,366 | 313,830 | 331,418 | 350,069 |
| Administration costs | 4,301 | 4,374 | 4,211 | 4,283 |
| Other Expenditure | 669 | 452 | 259 | 0 |
| Social Protection benefits | 295,395 | 309,004 | 326,948 | 345,786 |
| Sickness | 75,373 | 78,472 | 84,912 | 93,471 |
| Disability | 17,287 | 18,544 | 21,245 | 23,016 |
| Old Age | 154,128 | 158,264 | 164,877 | 170,946 |
| Survivors | 5,420 | 5,918 | 6,063 | 6,236 |
| Family/Children | 19,327 | 19,464 | 18,443 | 18,001 |
| Unemployment | 17,866 | 20,410 | 21,896 | 23,948 |
| Housing | 2,281 | 4,260 | 5,326 | 5,753 |
| Social Exclusion n.e.c. | 3,713 | 3,673 | 4,188 | 4,415 |

Source: NSO

Table 9

| Decomposition of the projected increase in public pension expenditure (2005-2050) in percentage points | | | | | | | |
|---------------------------------------------------------------------------------------------------------------|------------|------------------------|------------------|-----------------|---------------|---------------|-------------------------------|
| Malta | 2005 level | Change 2005-2050 (p.p) | dependency ratio | employment rate | take up ratio | benefit ratio | Interaction effect (residual) |
| | 7.5 | -0.5 | 7.3 | -1.2 | -1.0 | -5.0 | -0.6 |

Source: Supporting data for national reports sent on 05/07/06

In percentage points, change in the public old-age and early pensions relative to GDP

Table 10

| Old age dependency ratio (current and projected) | | | |
|---------------------------------------------------------|------|------|------|
| | 2003 | 2025 | 2050 |
| Malta | 19 | 34 | 41 |

Source: AWG projections, p. 52.

Table 11

| Evolution of life expectancy at birth at ages 60 and 65 by gender, current and projected | | | | | | |
|-------------------------------------------------------------------------------------------------|------|------|------|------|------|------|
| | 2004 | 2010 | 2020 | 2030 | 2040 | 2050 |
| Malta | | | | | | |
| Males | 76.2 | 77.4 | 79 | 80.1 | 81 | 81.8 |
| Females | 80.7 | 81.7 | 82.9 | 83.7 | 84.4 | 85.0 |

Source: AWG projections, p.170

Table 12

| Pension system dependency ratio* | | | | | | |
|-----------------------------------------|------|------|------|------|------|------|
| | 2004 | 2010 | 2020 | 2030 | 2040 | 2050 |
| Malta | 38 | 43 | 54 | 59 | 61 | 63 |

Source: AWG projections, p.98

Table 13

| Contribution to public and private pension schemes | | | | | | |
|-----------------------------------------------------------|------|------|------|------|------|------|
| | 2004 | 2010 | 2020 | 2030 | 2040 | 2050 |
| Malta | 7.1 | 6.8 | 5.9 | 4.8 | 3.9 | 3.3 |

Source: AWG projections, p. 101

ANNEX 3.2
LIST OF HYPERLINKS

1. National Strategy Report on Pensions
http://ec.europa.eu/employment_social/social_protection/pensions_en.htm
2. Final Report and White Paper: Pensions: Adequate and Sustainable
<http://www.mfss.gov.mt/pensions>
3. Actuarial Study of Key Recommendations made in the November 2004 Pensions White Paper
<http://www.mfss.gov.mt/pensions/documents/hewitt-report.pdf>
4. Economic impact assessment White Paper “Pensions-Adequate and Sustainable”
<http://www.mfss.gov.mt/pensions/documents/>
5. Social impact assessment White Paper “Pensions-Adequate and Sustainable”
<http://www.mfss.gov.mt/pensions/documents/>
6. National Strategic Reference Framework 2007-2013
<http://www.mfin.gov.mt>
7. National Reform Programme: Malta’s strategy for growth and jobs, Addressing the Lisbon Strategy
http://www.mcmp.gov.mt/pdfs/National_Reform_Programme_Malta.pdf
8. Social Security Act
<http://www.msp.gov.mt/documents/laws/chapt318.pdf>
9. Social Security in Malta – A Synopsis, Department of Social Security Publication, Director’s Office, 2005
http://www.msp.gov.mt/documents/dss/synopsis_dss.pdf
10. Malta: Convergence Programme 2004-2007 and Update Convergence Programme 2005-2008
http://ec.europa.eu/economy_finance/about/activities/sgp/country/malta_en.htm
11. The Pensions Directive
http://europa.eu.int/comm/internal_market/pensions/index_en.htm
12. Special Funds (Regulations) Act
<http://www.mfsa.com.mt.mfsa/default.asp>
13. “Teaching your children how to save and spend” and “Top 10 finance hints for young adults”
http://www.mfsa.com.mt/consumer/educational_material.htm
14. Survey Perceptions on Retirement and Pensions, NSO
http://www.nso.gov.mt/docs/pensions_survey2005.pdf

PART 4 – ANNEX 4

Part 4 discusses in detail National Strategies for Healthcare and Long-term care for the years 2006 to 2008. The annexes attached to Part 4 substantiate the main text found in this part and give further detailed information as explained below. Annex 4 is divided into 3 sections, namely Annex 4.1, Annex 4.2 and Annex 4.3.

Annex 4.1 gives a detailed statistical overview that includes information about:

- Total population by broad age groups and gender
- Total Population Projections for 2020 and 2050 Malta for 65+ and 80+ age groups by gender according to Baseline Scenario (based on Economic Policy Committee assumptions)
- Total Population Projections for 2020 and 2050 Malta for 65+ and 80+ age groups by gender according to the Pensions Working Group
- Age-dependency ratio (Census, 2005) and Old-Age dependency ratio (2005 and projected to 2020 and 2050)
- Live births by year and gender and total fertility rates by year, 2000-2004
- Infant mortality rates
- Life expectancy and Disability free life years
- Standardised death rates, per 100,000
- Self-perceived health by gender (Health interview surveys; Maltese survey performed in 2002)
- Hospital Activity
- Professional Medical and Nursing Human resources
- Vaccination coverage in children*, % for 2003
- Trends in health and long-term care expenditure
- Projections in health and long-term care expenditure

Annex 4.2 gives an overview of 5 examples of good practice that include:

- Ward Budget Holders at Mount Carmel Hospital (sustainability)
- Zammit Clapp Hospital – a multidisciplinary approach within an autonomous management framework (quality and good governance)
- Flexibility in Community Services – The Qormi Primary Care Team (quality and sustainability)
- Quality Assurance Initiative – Merit Award Scheme (quality)
- Treatment Abroad Policy for Maltese patients (Access)

Annex 4.3 gives a detailed overview of the consultation process including a list of entities who participated in the National Conference and the Focus Groups

ANNEX 4.1

STATISTICAL INFORMATION

Table 1: Total population by broad age groups and gender as at 27 November 2005 (Census date)

| Age groups | Females | % | Males | % | Total | % |
|------------|---------|-------|--------|-------|--------|-------|
| 0-14 | 33716 | 16.6 | 33716 | 17.6 | 68963 | 17.1 |
| 15-24 | 28342 | 13.9 | 29898 | 14.9 | 58240 | 14.4 |
| 25-49 | 68152 | 33.5 | 71378 | 35.6 | 139530 | 34.5 |
| 50-64 | 41248 | 20.3 | 40577 | 20.2 | 81825 | 20.3 |
| 65-79 | 24417 | 12.0 | 19181 | 9.5 | 43598 | 10.8 |
| 80+ | 7449 | 3.7 | 4434 | 2.2 | 11883 | 2.9 |
| Total | 203324 | 100.0 | 200715 | 100.0 | 404039 | 100.0 |

Source: Census of Population and Housing 2005, Preliminary Report – National Statistics Office, Malta (2006)

Table 2a: Total Population Projections for 2020 and 2050 Malta for 65+ and 80+ age groups by gender according to Baseline Scenario (based on Economic Policy Committee assumptions) *

| Age groups | 2005 (Census) | | | 2020 | | | 2050 | | |
|------------|---------------|--------|--------|---------|--------|--------|---------|--------|--------|
| | Females | Males | Total | Females | Males | Total | Females | Males | Total |
| 65+ | 31866 | 23615 | 55481 | 48219 | 40034 | 88253 | 66486 | 59010 | 125496 |
| 80+ | 7449 | 4434 | 11883 | 11688 | 7087 | 18775 | 21736 | 16558 | 38294 |
| Total | 203324 | 200715 | 404039 | 228247 | 225773 | 454020 | 256807 | 251461 | 508268 |

Source: Ageing Working Group, Economic Policy Committee (2005)

* Malta has reservations with the population projection figures. These population projections include the assumption that the workforce will increase annually by an average of around 2,500 during the forecast period, thus leading to a higher influx of immigrants than under the local population projections. This influx is leading to a significantly higher growth in Malta's population by the year 2050 under the EPC projections.

Table 2b: Total Population Projections for 2020 and 2050 Malta for 65+ and 80+ age groups by gender according to the Pensions Working Group

| Age groups | 2005 (Census) | | | 2020 | | | 2050 | | |
|------------|---------------|--------|--------|---------|--------|--------|---------|--------|--------|
| | Females | Males | Total | Females | Males | Total | Females | Males | Total |
| 65+ | 31866 | 23615 | 55481 | 46445 | 37340 | 83785 | 58648 | 51227 | 109875 |
| 80+ | 7449 | 4434 | 11883 | 10371 | 5336 | 15707 | 17492 | 11917 | 29409 |
| Total | 203324 | 200715 | 404039 | 204805 | 203513 | 408318 | 192598 | 194474 | 387073 |

Source: Final Report of Pensions Working Group (June 2005)

Table 3: Age-dependency ratio (Census, 2005) and Old-Age dependency ratio (2005 and projected to 2020 and 2050)
[Old Age dependency ratio(current and projected)– Context Indicator 4: Overarching portfolio]

| Age-dependency ratio¹ | | | |
|------------------------------------------------------|------|--------------------------|------|
| Malta (2005) ² | 30.8 | EU25 (2004) ³ | 48.9 |
| Old-Age dependency ratio⁴ | | | |
| Malta (2005) ^{5*} | 19.2 | EU25 (2005) ⁵ | 24.9 |
| Malta (2010) ^{5*} | 20.4 | EU25 (2010) ⁵ | 26.3 |
| Malta (2020) ^{5*} | 30.0 | EU25 (2020) ⁵ | 32.1 |
| Malta (2030) ^{5*} | 36.0 | EU25 (2030) ⁵ | 40.3 |
| Malta (2040) ^{5*} | 35.9 | EU25 (2040) ⁵ | 48.5 |
| Malta (2050) ^{5*} | 40.6 | EU25 (2050) ⁵ | 52.8 |
| Malta (2020) ⁶ <i>Maltese projections</i> | 41.4 | | |
| Malta (2050) ⁶ <i>Maltese projections</i> | 66.1 | | |

¹ Age-dependency ratio = ratio of the population aged 0-14 and 65+ to the 15-64 year age group

² Source: Census of Population and Housing 2005, Preliminary Report – National Statistics Office, Malta (2006)

³ Source: ECHI - Demographic and Socio-economics factors indicators, http://ec.europa.eu/health/ph_information/dissemination/echi/echi_1_en.htm#2 [June 2006]

⁴ Old-Age dependency ratio = 61 years and over as a share of the 16-61 year old population

⁵ Source: Health data July 2006 – Supporting data for National Reports (received 24 July 2006)

⁶ Source: Pensions Working Group (2000)

* Malta has reservations with the population projection figures. These population projections include the assumption that the workforce will increase annually by an average of around 2,500 during the forecast period, thus leading to a higher influx of immigrants than under the local population projections. This influx is leading to a significantly higher growth in Malta's population by the year 2050 under the EPC projections. This has the effect of diluting the projected old-age dependency ratio for Malta.

Table 4: Live births by year and gender and total fertility rates by year, 2000-2004

| Year | 2000 | 2001 | 2002 | 2003 | 2004 |
|--------|------|------|------|------|------|
| Female | 2206 | 1903 | 1845 | 2013 | 1877 |
| Male | 2180 | 2032 | 2061 | 2023 | 2010 |
| Total | 4386 | 3935 | 3906 | 4036 | 3887 |
| TFR* | 1.69 | 1.72 | 1.46 | 1.48 | 1.37 |

Source: National Obstetrics Information System, Department of Health Information, Malta – Annual Report 2005 (2006)

*TFR = Total fertility rate is defined as the mean number of children that would be born alive to a woman during her lifetime if she were to pass through her childbearing years conforming to the fertility rates by age of a given year.

(Eurostat Glossary on Demographic Statistics – 2000 edition)

Source: Demographic Review of the Maltese Islands, 2003 – National Statistics Office – Malta (2005)

Table 5: Infant mortality rates***[Primary indicator 3: Access and inequalities in outcomes (Health Portfolio)]**

| | 1960 | 1970 | 1980 | 1990 | 1995 | 2000 | 2001 | 2002 | 2003 | 2004 |
|-------|------|------|------|------|------|------|------|------|------|------|
| Malta | 38.1 | 27.9 | 15.2 | 9.1 | 8.9 | 6.0 | 4.4 | 6.1 | 5.7 | 5.9 |
| EU25 | Na | 23.9 | 14.8 | 9.2 | 6.7 | 5.2 | 5.0 | 4.8 | 4.6 | 4.5 |

Source: Health data July 2006 – Supporting data for National Reports (received 5 July 2006)

* The ratio of the number of deaths of children under one year of age during the year to the number of live births in that year. The value is expressed per 1000 live births.

N.B. Termination of pregnancy is illegal in Malta

Table 6: Life expectancy and Disability free life years**[Disability free life expectancy - Indicator 3: Overarching portfolio]****[Primary indicators 4 & 5: Access and inequalities in outcomes (Health Portfolio)]**

| | Year | Malta | | EU25 | |
|-------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|
| | | Females | Males | Females | Males |
| Life expectancy at birth ¹ | 2003 (1995) | 80.7 (79.5) | 76.7 (74.9) | 81.2 (79.7) | 75.1 (72.8) |
| Life expectancy at 45 years ¹ | 2003 (1995) | 36.7 (35.6) | 33.4 (32.4) | 37.4 (na) | 32.3 (na) |
| Life expectancy at 65 years ¹ | 2003 (1995) | 18.4 (17.5) | 15.8 (15.3) | 19.6 (na) | 16.1 (na) |
| Disability free life expectancy at birth ¹ | 2002 | 65.7 | 65.1 | 66.0** | 64.5** |
| Projected life expectancy at birth ^{2*} | 2010 | 81.7 | 77.4 | | |
| Projected life expectancy at birth ^{2*} | 2030 | 83.7 | 80.1 | | |
| Projected life expectancy at 65 years ^{2*} | 2010 | 19.0 | 16.0 | | |
| Projected life expectancy at 65 years ^{2*} | 2030 | 20.6 | 19.0 | | |

¹ Source: Health Data July 2006 – Supporting data for National Reports (received 24 July 2006)² Source: Ageing Working Group, Economic Policy Committee (2005)

* Malta has reservations with the population projection figures. These population projections include the assumption that the workforce will increase annually by an average of around 2,500 during the forecast period, thus leading to a higher influx of immigrants than under the local population projections. This influx is leading to a significantly higher growth in Malta's population by the year 2050 under the EPC projections.

** Figures relate for EU 15. Data for EU25 is not available.

Table 7: Standardised death rates, per 100,000*

| | Gender | | 1999 | 2000 | 2001 | 2002 | 2003 |
|--------------------------|---------|-------|-------|-------|-------|-------|-------|
| All causes of death | Males | Malta | 921.3 | 871.0 | 813.6 | 853.4 | 830.3 |
| | | EU25 | 876.4 | 901.3 | 887.9 | Na | Na |
| | Females | Malta | 639.0 | 585.5 | 552.2 | 537.8 | 568.8 |
| | | EU25 | 509.8 | 534.7 | 530.1 | Na | Na |
| Cancer | Males | Malta | 236.0 | 202.8 | 217.2 | 211.8 | 192.0 |
| | | EU25 | 244.5 | 252.5 | 252.8 | Na | Na |
| | Females | Malta | 136.3 | 149.1 | 122.6 | 128.4 | 135.0 |
| | | EU25 | 129.8 | 141.5 | 141.6 | Na | Na |
| Ischaemic heart diseases | Males | Malta | 236.1 | 228.1 | 203.6 | 190.2 | 189.4 |
| | | EU25 | 149.8 | 151.5 | 147.4 | Na | Na |
| | Females | Malta | 146.6 | 129.7 | 125.2 | 116.7 | 117.8 |
| | | EU25 | 74.2 | 75.6 | 74.6 | Na | Na |
| Suicides | Males | Malta | 11.8 | 8.9 | 11.7 | 5.4 | 8.3 |
| | | EU25 | 18.5 | 18.6 | 18.5 | Na | Na |
| | Females | Malta | 2.5 | 3.2 | 2.8 | 3.6 | 1.5 |
| | | EU25 | 4.8 | 5.3 | 5.1 | Na | Na |
| Motor vehicle accidents | Males | Malta | 5.0 | 6.4 | 7.4 | 7.7 | 6.2 |
| | | EU25 | 18.8 | 17.5 | 17.1 | Na | Na |
| | Females | Malta | 3.0 | 1.7 | 1.9 | 0.5 | 0.7 |
| | | EU25 | 5.1 | 5.1 | 5.1 | Na | Na |

Source: ECHI - Demographic and Socio-economics factors indicators,
http://ec.europa.eu/health/ph_information/dissemination/echi/echi_1_en.htm#2 [June 2006]

* The standardised death rates used here are calculated on the basis of the Standard European Population from the World Health Organisation.

Table 8: Self-perceived health by gender (Health interview surveys; Maltese survey performed in 2002)
[Context indicator 7: Access and inequalities in outcomes (Health Portfolio)]

| | | Very good | Good | Fair | Bad | Very bad |
|---------|-------|-----------|------|------|-----|----------|
| Males | Malta | 18.5 | 54.2 | 23.9 | 2.7 | 0.7 |
| | EU25 | 25.3 | 40.0 | 25.6 | 6.7 | 1.8 |
| Females | Malta | 16.0 | 50.2 | 30.3 | 3.0 | 0.6 |
| | EU25 | 21.8 | 38.0 | 29.2 | 8.7 | 2.3 |

Source: ECHI - Demographic and Socio-economics factors indicators,
http://ec.europa.eu/health/ph_information/dissemination/echi/echi_1_en.htm#2 [June 2006]

Table 9: Hospital Activity

[Acute care beds - Context indicator 4: Access and inequalities in outcomes (Health Portfolio)]

| Year | | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|-----------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
| Acute care hospital admissions per 100 ¹ | Malta | Na | 10.7 | 11.2 | 10.9 | 11.0 | 10.8 | 10.7 |
| | EU 25 | 18.3 | 18.1 | 18.0 | 17.8 | 17.6 | 17.5 | Na |
| ALOS days, acute care hospitals only ¹ | Malta | 4.5 | 4.2 | 4.6 | 4.3 | 4.3 | 4.6 | 4.6 |
| | EU 25 | 7.3 | 7.2 | 7.1 | 7.0 | 7.0 | 6.9 | Na |
| Bed Occupancy rate in %, acute care hospitals only ¹ | Malta | 78.0 | 79.3 | 75.5 | 79.7 | 83.0 | 83.4 | 85.4 |
| | EU 25 | 77.6 | 76.7 | 76.9 | 77.2 | 77.8 | 77.5 | Na |
| Acute care beds per 100 000 inhabitants ² | Malta | 385.9 | 374.7 | 372.7 | 354.4 | 286.1 | 343.1 | 300.3 |
| | EU 25 | 450.6 | 441.7 | 430.6 | 424.9 | 419.8 | Na | Na |
| Psychiatric hospital beds per 100 000 inhabitants ² | Malta | 176.9 | 172.4 | 171.5 | 143.8 | 139.6 | 143.9 | 161.6 |
| | EU 25 | 94.2 | 99.2 | 90.1 | 85.7 | 85.3 | Na | Na |
| Long-term beds per 100 000 inhabitants ² | Malta | Na | Na | Na | 261.6 | 261.3 | 263.3 | 286.3 |
| | EU 25 | Na |
| Number of hospital beds per 100 000 inhabitants ³ | Malta | 562.8 | 547.1 | 544.2 | 759.8 | 687.0 | 750.3 | 748.2 |
| | EU 25 | 677.4 | 656.1 | 651.9 | 641.6 | 639.1 | Na | Na |

¹ Source: WHO Health for All Database, <http://data.euro.who.int/hfad/> [June 2006]

² Source: ECHI - Demographic and Socio-economics factors indicators, http://ec.europa.eu/health/ph_information/dissemination/ecchi/ecchi_1_en.htm#2 [June 2006]

³ Source: Health Data July 2006 – Supporting data for National Reports (received 5 July 2006)

Table 10: Professional Medical and Nursing Human resources
[Physicians, nurses/ midwives - Context indicators 5 & 6: Access and inequalities in outcomes (Health Portfolio)]

| | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|-----------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|
| Licensed physicians per 100 000 inhabitants* | 261.3 | 263.7 | 269.3 | 311.9 | 268.1 | 315.6 | 346.1 |
| Licensed dentists per 100 000 inhabitants* | Na | Na | Na | 40.4 | 40.3 | 42.0 | Na |
| Licensed pharmacists per 100 000 inhabitants* | Na | Na | Na | Na | 205.0 | 201.4 | Na |
| Total number of qualified nurses and midwives per 100 000 inhabitants | Na | Na | Na | 552.9 | 553.7 | 565.2 | Na |

Source: ECHI - Demographic and Socio-economics factors indicators,
http://ec.europa.eu/health/ph_information/dissemination/echi/echi_1_en.htm#2 [June 2006]
 AND Health Data July 2006 – Supporting data for National Reports (received 5 July 2006)

* Physicians/Doctors and Dentists and Pharmacists licensed to practice: include professionals irrespective of whether they are active, retired, unemployed or abroad. Mostly, numbers refer to a recording in a Professional Orders.

Table 11: Vaccination coverage in children*, % for 2003
[Childhood vaccinations - indicator 1: Quality (Health Portfolio)]

| Diphtheria | Tetanus | Pertussis | Poliomyelitis | Rubella |
|------------|---------|-----------|---------------|---------|
| 94.0 | 94.0 | 94.0 | 94.5 | 49.5 |

Source: ECHI - Demographic and Socio-economics factors indicators,
http://ec.europa.eu/health/ph_information/dissemination/echi/echi_1_en.htm#2 [June 2006]

* the % of infants reaching their first birthday in the given calendar year who have been fully vaccinated against the above diseases

Table 12: Trends in health and long-term care expenditure
[Primary indicators 1-4: Sustainability (Health Portfolio)]

| | | 2000 | 2001 | 2002 | 2003 | 2004 |
|-------------------------------------------------------|--------|-------|-------|-------|-------|-------|
| Total Health Expenditure, PPP\$ per capita | Malt a | 1380 | 1057 | 1596 | 1635 | Na |
| | EU2 5 | 1934 | 2064 | 2198 | 2266 | Na |
| THE, % GDP | Malt a | 7.99 | 8.03 | 9.05 | 9.27 | 9.21 |
| | EU2 5 | 8.30 | 8.49 | 8.66 | 8.81 | Na |
| Total Public health expenditure, PPP\$ per capita | Malt a | 925 | 1073 | 1133 | 1150 | 1319 |
| | EU2 5 | 1445 | 1551 | 1657 | 17.6 | 1816 |
| TPHE, %GDP | Malt a | 6.1 | 6.2 | 7.3 | 7.4 | 7.2 |
| | EU2 5 | 6.2 | 6.4 | 6.6 | 6.7 | 6.7 |
| TPHE, % THE | Malt a | 76.6 | 77.8 | 79.7 | 80.1 | 78.2 |
| | EU2 5 | Na | Na | Na | Na | Na |
| TPHE, % Total Government Expenditure | Malt a | 14.2 | 13.8 | 15.3 | 15.5 | 14.1 |
| | EU2 5 | 13.6 | 13.7 | 13.9 | 14.0 | 14.2 |
| Private health expenditure, % GDP | Malt a | 1.9 | 1.8 | 1.8 | 1.9 | 2.0 |
| | EU2 5 | 2.08 | 2.07 | 2.11 | 2.16 | 2.15 |
| Private Out-of-Pocket health payments, % THE | Malt a | 21.2 | 19.9 | 18.2 | 17.9 | 19.7 |
| | EU2 5 | 17.6 | 17.1 | 16.8 | 16.8 | 16.7 |
| Salaries, % of TPHE | Malt a | 59.2 | 57.3 | 69.7 | 40.2 | 50.1 |
| | EU2 5 | Na | Na | Na | Na | Na |
| Total capital investment on medical facilities, % THE | Malt a | 11.21 | 12.38 | 19.02 | 18.95 | 15.45 |
| | EU2 5 | Na | Na | Na | Na | Na |

Source: WHO Database in Health Data July 2006 – Supporting data for National Reports (received 5 July 2006).

TPHE = Total Public Health Expenditure

THE = Total Health Expenditure

Table 13: Projections in health and long-term care expenditure
[Context indicators 1 & 2: Sustainability (Health Portfolio)]

| | Projected spending as % of GDP | | | | Change 2004- 2050 | Difference as % of GDP compared to pure ageing scenario | | |
|-----------------------|--------------------------------|------|------|------|-------------------------|---------------------------------------------------------------|------|------|
| | 2004 | 2010 | 2030 | 2050 | | 2010 | 2030 | 2050 |
| Health | | | | | | | | |
| Malta | 4.2 | 4.5 | 5.5 | 6.1 | 1.8 | 0 | 0 | -0.1 |
| EU25 | 6.4 | 6.6 | 7.4 | 7.9 | 1.6 | 0 | 0 | -0.1 |
| Long-term care | | | | | | | | |
| Malta | 0.9 | 0.9 | 1 | 1.1 | 0.2 | Na | Na | Na |
| EU25 | 0.9 | 0.9 | 1.1 | 1.5 | 0.6 | Na | Na | Na |

Source: DG ECFIN calculation in Health Data July 2006 – Supporting data for National Reports (received 5 July 2006).

ANNEX 4.2
EXAMPLES OF BEST PRACTICE

The following brief case studies provide a quick glance at a number of successful best practice models in Malta. They are taken from a diverse array of services and settings and serve to link past achievements with Government's future commitment towards promoting quality, access and sustainability.

Ward Budget Holders at Mount Carmel Hospital (sustainability)

Mount Carmel Hospital has adopted a system whereby each department is deemed a cost centre and therefore is responsible for its own budget and is accountable for judicious procurement and subsequent savings or deficits. This system allows management to assess the departmental costs of the hospital. A direct benefit from this system is that one can now compute quite easily how much each category of patients is costing.

Budgets are prepared before the year starts and are based on cost per bed night. Budgets are allocated according to the type of patients in the wards, their gender, their age and any type of special condition prevalent in the ward. For instance, young males in general consume more food than females, therefore the food budget of male wards is slightly more than those of the females. One ward may have a higher percentage of incontinent patients and merits a higher budget for laundry and nappies.

Monthly reports and assessments are made by management and any deficits discussed with the nursing officers. Modifications are made either to the budget itself or to the systems in the errant wards. Surpluses are 'saved' by the ward and are spent at the discretion of the nursing officer on any goods/services beneficial to the patients or staff, such as an extra television or a DVD player for the patients. Through the savings resulting from this scheme, all wards now have air conditioning units. Many facilities in the wards have also been upgraded without incurring additional cost to the hospital.

This system involves the ward managers in the decision making process helping them to cultivate strategic planning and a sense of ownership and pride in their departments. Furthermore this translates into patient comfort and better quality of care.

Zammit Clapp Hospital – a multidisciplinary approach within an autonomous management framework (quality and good governance)

Zammit Clapp Hospital is an acute rehabilitation geriatric hospital which has successfully implemented its mission of incorporating an interdisciplinary team approach within a high quality atmosphere, conducive to learning and to continual development, in its rehabilitation for the older persons.

This has been achieved by focusing upon the real needs of its patients and their carers through a process of consultation, and assisted by the whole team of professionals,

which includes doctors, nurses, therapists, social workers and administrators. Its autonomous management structure enables it to quickly adapt and accommodate to the many different and changing demands of an ageing population. It strives to provide a service of excellence through an interdisciplinary practice that involves the intervention by individual professionals and a process of shared practice, team consultations and joint decision taking that encourages rehabilitation for the older persons to regain maximal independence for reintegration into society.

Flexibility in Community Services – The Qormi Primary Care Team (quality and sustainability)

In issues of mental health, professionals help patients fight the rigidity imposed upon them by their mental illness and flexibility is their greatest ally.

In the community, patients receive holistic care from multi-disciplinary teams which work together to provide a quality service. Over the past 18 months the Qormi Primary Care Team has evolved into an independent team which, although governed by an established Operating Protocol, has on its own accord, developed sophisticated roles for each individual team member. These roles are still harmonised the overall vision and mission of such community services. The teams are composed of general practitioners, nurses, social workers and psychologists.

Despite their differing professional backgrounds, each professional's primary role is that of a community worker, and their aim is to work in synergy in a client-centred environment. In spite of overlapping roles, communication is maintained constantly in order to avoid duplication of work, leading to the development of unique individual roles, tailor-made for the needs of each and every patient they serve. The team holds regular team meetings to discuss each case they are handling, and every community worker aligns his/her work with that of the rest of the team.

The results of this work-practice have been extremely encouraging, and patients express a deep sense of satisfaction with the way the team operates. Moreover, no patient being currently followed by the Primary Care Team has so far required admission to Mount Carmel Hospital, and there have been several cases where patients' medication has actually been reduced with considerable success.

Quality Assurance Initiative – Merit Award Scheme (quality)

Following an agreement between government and the Medical Association of Malta (MAM) in February 2002, a Merit Award Scheme was introduced whereby all state employed doctors may submit up to two quality initiatives or projects (depending on grade) for consideration by a Quality Assurance Initiative Adjudicating Committee. The committee considers proposals for initiatives which are planned to be undertaken during the course of the current year for the committee's approval.

The spirit of the Merit Award Scheme is that of rewarding good practice as stated in the Government-MAM agreement which "recognizes the need for specialists to keep abreast of the rapid progress made in the various fields of medical and health

specialisation and the effort it takes for such specialists to keep themselves abreast of developments, to improve professional standards and to provide quality assurance in the health system.”

A set of criteria have been agreed and set for doctors to be guided and to follow when submitting their proposals. Inclusion criteria comprise post-graduate teaching (not as part of their university obligation), publications in peer reviewed journals, medical audit, development of evidence based clinical or operational protocols and guidelines or any other initiative which promotes quality in general within their work place.

This scheme has proven to be very popular and to date an average of one hundred and eighty reports have been submitted yearly for the past four years. In their reports, doctors are encouraged to draw conclusions and make clear recommendations when appropriate, and then follow these up by involving the appropriate stakeholders and instituting change. This not only encourages individual doctors to take up quality initiatives on a personnel basis, hence contributing to their professional development but also generates considerable benefits to the health system as a whole in its endeavours to continuously improve the quality and standards of its services. Furthermore a multi-disciplinary training programme on medical audit has been set up to complement this Initiative.

Treatment Abroad Policy for Maltese patients (Access)

A bilateral health care agreement between the United Kingdom and Malta (in place for 30 years) provides for the referral of a number (quota) of Maltese patients for treatment in the United Kingdom National Health Service. Figure 1 shows the number of patients referred from the Maltese public health care system for treatment in the UK between 1990 and 2004. This represents around 0.06% of the Maltese population. The profile of cases that are currently referred for treatment abroad consists mainly of bone-marrow transplants, liver transplants, complex major spinal surgery, paediatric cardiac surgery, maxillo-facial surgery, and specialist paediatric cases. All these cases exhibit the features of high cost and low patient volumes. To date there have been no strong clinical or economic arguments to develop these services in Malta since the investment cost is too high, the patients are too few and full time professional staff employed to perform this type of service will quickly become de-skilled. Hence this scheme has allowed access for patients requiring highly specialised care to care in centres of excellence in the UK. This system can be viewed as an extension of local health service provision in the public sector, a tertiary care backup service with centres of excellence abroad.

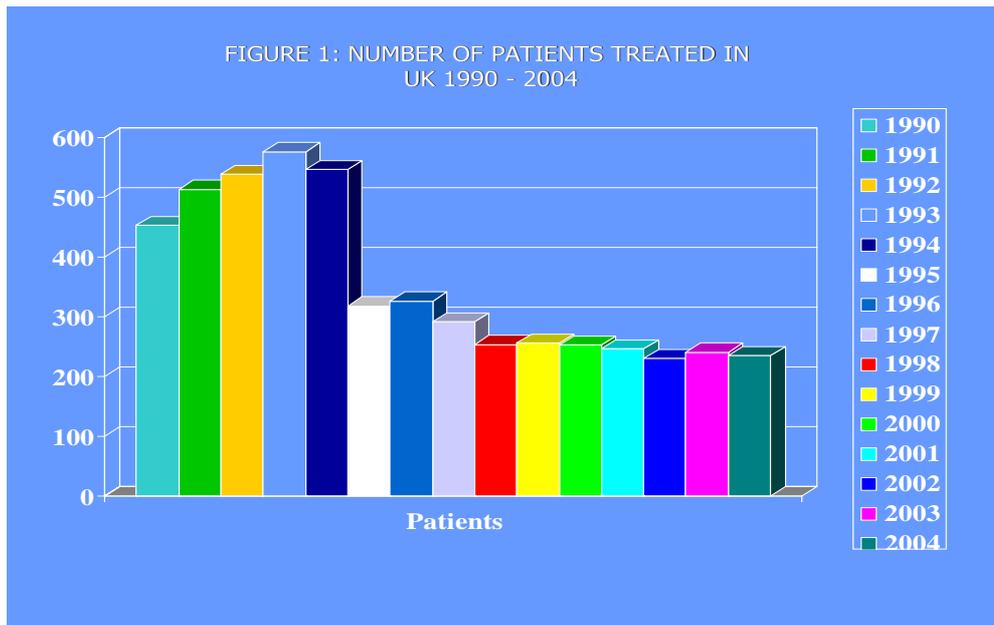


Figure 1: Number of patients treated in the United Kingdom 1990-2004 Source: Department of Institutional Health 2005

A Treatment Abroad Advisory Committee is responsible for regulating patient mobility and for putting forward recommendations to the health authorities based on a number of clear explicit criteria. These are:

- A proven, non-experimental treatment for the disease exists
- The treatment is unavailable locally
- There is evidence-based benefit for the patient
- The financial impact of sending patients abroad would not be prohibitive for the system

A transparent authorisation process is in place to ensure equity and to balance need with financial and other resources when considering sending patients abroad for treatment. To date this process has passed the test of time and is considered as a prime example of good practice in determining and balancing access rights with individual patient needs.

The Elderly – Partnerships with the Private Sector (access and sustainability)

The Department of the Elderly and Community Care has established several working partnerships with operators in the private sector for the provision of services in the community. These have proven to be very effective and economical whilst focusing upon quality issues. Whilst the department runs several residential homes for the elderly, two of these are operated by a private contractor through a long term service level agreement. The private operator is responsible for the care provided and for all the hotel services whilst, in this case, the department only acts as the regulator.

Another scheme that has been adopted is the 'purchase' of beds from the private sector. Around 110 beds in private homes are taken up by residents 'sponsored' by the Department. Again this has proven to be very economical since government did not have to invest in further infrastructure to gain additional beds.

The Telecare System is another innovative approach to retaining elderly in the homes. This is a telecommunications system that links the elderly in their homes with a central 24 hour station, whereby personnel received automatic distress calls from elderly persons who are on their own and organise an appropriate response, using either state emergency services or relatives, friends or neighbours. This project was successfully launched in collaboration with a private telecommunications company whereby all infrastructure, equipment and maintenance are borne by the private sector while the Department provides the staff and premises.

ANNEX 4.3
THE CONSULTATION PROCESS

One of the main principles and aims of the Open Method of Coordination is to increase the involvement and participation of all stakeholders of a particular sector in the development and monitoring of policies that need to be designed and implemented in that field.

The development of the first National Action Plan for Health Care and Long-term Care in Malta involved a number of co-ordinated initiatives that sought to elicit the widest possible consultation within the available timeframe.

A Steering Committee was formed in mid-March 2006. It was decided that two main methods will be employed for this consultation process. These included the organization of five focus groups and a National Conference with workshops.

To help publicise these initiatives a dedicated website was set up. This site contained information on the process that led to the involvement of the Health and Long-term care sector in the National Action Plan for Social Inclusion and the preliminary report that was submitted by Malta to the Social Protection Committee of the European Union in April 2005. A poster with information about the National Conference was launched and distributed to several public sites, such as the offices of the Local Councils and around several health care facilities. Adverts for the conference were also posted on the newspapers, while members of the Steering Committee attended a number of radio and television programmes to help encourage the participation of the general public. Over 240 people, organizations, and government departments were also individually invited to attend the conference and participate in this consultation process. A dedicated e-mail was also made available to allow for communications from individuals and entities that preferred to use this facility.

The five focus groups were organized around specified groups of stakeholders and were convened between the 4-10 May. Each member of the Steering Committee was entrusted with the organization of this group and with the reporting of its proceedings. A person who was independent from any of the invitees in a particular focus group was chosen to act as the facilitator. The list of each focus group together with the invited organizations, entities and government departments includes:

A. Service Users and patient representatives

Daniel Delicata Memorial Foundation
Eden Foundation
HelpAge Caritas
Life Cycle
Maltese Diabetes Association
National Commission for Persons with Disability
National Council for the Elderly
National Council of Women
National Youth Council
Malta Council for Disabled Persons
Malta Hospice Movement
Malta Resource Centre
Programme Fejda
Richmond Foundation
Transplant Support Group

B. Private sector

Malta Memorial District Nursing Association
Malta Insurance Association (Health Sector)
General Retailers and Traders Union (Health Sector)
Association of Private Family Doctors
Chamber of Commerce (Pharmaceutical Sector)
St. Philip's Hospital
St. James' Hospital
Malta Hospice Movement
Care Malta
Federation of Industries
Office of Church Homes for the Elderly

C. Partners in government

National Commission for Children
National Commission on Domestic Violence
National Commission for the Elderly
National Commission for Persons with Disability
National Commission for the Promotion of Equality
Employment and Training Corporation
Education Division
Ministry for the Family and Social Solidarity
Ministry of Finance
Ministry for Gozo
Ministry for Investment and Information Technology
Ministry of Tourism
Malta Police
Foundation for Social Welfare Services
Health and Safety Authority
Housing Authority
Malta College of Arts, Science and Technology
University of Malta

D. Policy makers and service providers

Clinical Directorates: Accident & Emergency, Anaesthesia, Dentistry, Dermatology & Venereology, Geriatrics, Medicine, Obstetrics & Gynaecology, Orthopaedics, Paediatrics, Pathology, Psychiatry, Radiology, Surgery
Permanent Secretary, Ministry of Health, Elderly and Community Care
Director General, Health
Department of Corporate Services
Department of the Elderly and Community Care
Department of the EU and International Affairs
Department of Finance and Administration
Department of Health Information
Department of Health Promotion
Department of Institutional Services
Department of Nursing Services
Department of Policy & Planning
Department of Primary Health Care
Department of Public Health
Mater Dei Hospital
Mount Carmel Hospital
Sir Paul Boffa Hospital
St. Vincent de Paule Residence
Zammit Clapp Hospital
National Blood Transfusion Centre
Government Pharmaceutical Services
Medicines Authority

E. Health care workers and unions

Representatives of Health Care workers from the following clinical departments:

Geriatrics, Medicine, Psychiatry

Representatives of the following professional groups:

Dentists, Nurses, Occupational therapists, Pharmacists, Physiotherapists,
Podologists, Primary health care workers, Speech language therapists

Representatives of Health Care workers from the following private health care organizations:

Care Malta Group Ltd., St. James' Hospital, St. Philip's Hospital

Institute of Health Care

General Workers' Union

Malta Union of Midwives and Nurses

Medical Association of Malta

Union Haddiema Magħqudin

The National Conference was held on the 16 May. It included five workshops that centred on a number of selected themes. These themes were:

1. Long-term care
2. Primary and Community Care Services
3. Effective resource utilization
4. Financial sustainability of Health and Long-term care
5. Involving patients and civil society

Overall, this consultation process has received very positive feedback and coverage by all interested parties. The majority of invitees participated with great enthusiasm and the feedback received was extensive and very significant.

It was recognized that there is a great need for enhanced overall inter-organisational networking and collaboration. Further outreach needs to be achieved in the future to foster dialogue and more involvement by all the stakeholders, and especially by the clients (actual and potential) of health and long-term care services themselves.