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| **European Semester 2018/2019 country fiche on disability** |
| **Malta** |  |
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| With comparative data provided by the ANED core team |

The [Academic Network of European Disability experts](http://disability-europe.net/) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network support the development of the European Disability Strategy 2010-2020 and implementation of the United Nations Convention on the Rights of Persons with Disabilities in the EU.

This country report and statistical annex have been prepared as input for the European Semester from a disability perspective.

 

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# Summary and recommendations

## Key features of the disability situation and challenges in 2018-19

Malta’s 2018 NRP gives attention to disability policies but disabled people in Malta continue to be at a disadvantage in all three areas: employment, education and risk of poverty.

According to EU-SILC estimates the employment rate of disabled people in Malta is the lowest in the EU, as it is also for women with disabilities. The rate of activity of disabled people is also the lowest (31.3%) compared to the general rate of activity in Malta (72%). Several reasons might account for this, including disabled people’s lack of qualifications, lack of accessibility or reasonable accommodation in the workplace, lack of willingness and awareness on the part of the employers, and sometimes overprotection from families, particularly in relation to persons with intellectual impairment. Current strategies and programmes to combat this situation include the law enforcing the 2% quota for companies employing 20 or more employees and schemes supporting the transition of people with disabilities from unemployment to employment (including subsidies to employers and exemptions from national insurance contributions). Other initiatives include pre-employment training, job coaching and sheltered employment training. A pilot project was also launched in 2016, which includes the offer of job opportunities as well as training. Disability-specific statistics are lacking for some schemes, rendering the analysis of their efficacy difficult (although a ‘substantial increase’ in quota employment is claimed in the NRP). Of note is that sheltered employment training is incompatible with article 27 of the UNCRPD: the Committee on the Rights of Persons with Disabilities, in its Concluding Observations on Malta’s initial report in September 2018, also notes this and recommended measures to support persons with disabilities to work in the open labour market.

Estimated early school leaving (ESL) rates for young disabled people are consistently the highest in Europe, accentuating the high rate for Malta in general and compounded by the fact that disability status influences learning outcomes. This indicates that the inclusive education policy introduced in Malta in 1995, and the 2005 reform of the special education system, have not had the desired results. On the other hand, the numbers of disabled students at the University of Malta and the Malta College of Arts, Science and Technology (MCAST) are increasing,[[1]](#footnote-1) suggesting that support provided to disabled students is reaping benefits. However, lack of data makes it difficult to assess the results of specific strategies targeting ESL and disabled students. The Committee on the Rights of Persons with Disabilities, in September 2018, recommended that Malta, among other measures: ensures the implementation of laws on education and accelerates the process of the UNCRPD Bill; adopts measures to ensure that students with all kind of disabilities are provided with reasonable accommodation at all levels of education; and carries out research to understand fully the barriers people with disabilities face in the education system, and the relevant solutions required.

The risk of relative poverty among working age disabled people in Malta is moderated to a larger extent by social transfers than in many other Member States, but less so for those with more severe impairments. In the absence of educational opportunity and employment income there is a high degree of long-term dependency on disability benefits and other social transfers. Despite disability pension reforms some uprated benefits, such the Increased Severe Disability Allowance, continue to exclude groups with severe psychosocial, sensorial and intellectual impairments. The NRP measure to develop residential homes for disabled people as a response to exclusion also raises barriers to choose and independence in community living. Indeed, the Committee on the Rights of Persons with Disabilities stated its concern, in September 2018, that Malta continues to institutionalise persons with disabilities and has not yet adopted a national legislation incorporating the legal provisions of article 19 of the UNCRPD. The same Committee also noted the limited financial support to persons with disabilities to employ personal assistance which would allow them to live independently, as well as the lack of skills training personnel to support persons with disabilities in the community.

A commendable measure is one ensuring that disabled people are represented on major public boards, committees and commissions, although their presence is still absent on certain key committees.

## Recommendations

* Conclude the National Disability Strategy, existing in draft since 2016, in light of the 2018 UNCRPD Recommendations and support its implementation with an Action Plan and a framework of relevant disability data collection, indicators and outcome targets.
* Strengthen targeted employment activation measures and employment support services to ensure that disabled jobseekers are not left behind in a strengthening labour market.
* Challenge: More open dialogue with employers (by agencies working with disabled people) to dispel negative attitudes and lack of knowledge on employing disabled people; and lack of provision of reasonable accommodation.
* Gather more disability-specific statistics on schemes and initiatives aiming at increasing the employment of disabled people. This also means that disability status should be identified routinely in Malta’s national Labour Force Survey.
* Challenge: Gauging the effect of such schemes and their efficacy.
* More disability-specific initiatives aimed at increasing the accessibility of higher education and lifelong learning education to disabled students in mainstream institutions and initiatives.
* Challenge: Decreasing the high Early School Leaving rate of disabled students.
* Address the exclusion of groups with severe psychosocial, sensorial and intellectual impairments from eligibility for Increased Severe Disability Allowance, and the exclusion of persons whose disability is not severe from the Disability Assistance.
* Challenge: Current state of disability pensions exclude certain people with disabilities.
* Specific evaluation outcome studies of poverty reduction measures including the pension reforms.
* Challenge: In order to reduce poverty risks for disabled people, a more holistic picture is needed.
* Review the existing survey question methodology of official surveys with regards to disability.
* Challenge: Existing survey question methodology misses a substantial number of people who are disabled.
* Greater synergy among disability-specific measures and mainstream strategies aimed at increasing education and employment opportunities and reducing poverty.
* Challenge: To maximise the benefits for disabled people emanating from different strategies, and to ensure that mainstream strategies like those mentioned in the National Reform Programme take into account the particular needs of disabled people.
* Strengthening of services enabling disabled people to live in the community, including more personal assistance funding.
* Challenge: To ensure that disabled people are able to live independently in the community if they so wish, and to prevent the segregation and exclusion of people with disabilities.

## The EU2020 targets in relation to disability strategy and rights

As part of Member State commitments to the EU2020 strategy, the targets shown in Table 1 were established for the general population. Disability policies are highly relevant, and it is unlikely that the EU targets can be achieved without actions and investments to mainstream disability equality in these three areas. This country report shows where the main disability equality gaps exist, at the national level. It assesses the main policies in place to address these gaps and identifies the opportunities to mainstream disability equality in the semester review process.

Table 1: Europe 2020 and agreed national targets for the general population

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| --- | --- | --- |
|  | **Europe 2020 targets** | **National targets[[2]](#footnote-2)** |
| **Employment** | 75% of the 20-64 year-olds to be employed | 70% |
| **Education** | Reducing the rates of early school leaving below 10% | 10% |
| At least 40% of 30-34–year-olds completing third level education | 33% |
| **Fighting poverty and social exclusion** | At least 20 million fewer people in or at risk of poverty and social exclusion | 6,560 fewer |

The statistical annex to this country report provides comparative indicators of the disability equality gaps existing in these target areas (based on ANED’s annual analysis of EU-SILC microdata since 2008).[[3]](#footnote-3)

### Recommendations from the UN CRPD Committee relevant to EU2020

In its September 2018 concluding observations on the initial report of Malta,[[4]](#footnote-4) the Committee on the Rights of Persons with Disabilities made the following recommendations:

**Work and employment (p.10)**

Noting its concern regarding ‘the low level of employment of persons with disabilities in the public and private sector’, the Committee recommended that Malta:

* ‘Adopts further enforcement mechanisms and incentives to ensure the implementation of the quota system’ and ‘other measures to support persons with disabilities to work in the open labour market and ensures the achievement of full and productive employment and decent work for all’. Amends article 17 (3) of the Constitution – that states that “disabled persons and persons incapable of work are entitled to education and vocational training” – ‘to bring it in line with article 27’ of the UNCRPD.
* Reviews the quota system ‘in order to make it applicable to enterprises with less than 20 employees’, since the current quota system seems to be ‘ineffective’.
* Replaces ‘any assessment of suitability to work with an assessment that considers the needs and requirements for reasonable accommodation at work for persons with disabilities’. Currently, Malta ‘uses medicalised criteria to assess the suitability of persons with disabilities to work’, which is in violation of article 1 of the UNCRPD.
* Steps up ‘efforts to raise awareness among employers on the rights of persons with disabilities to work in the open labour market’ (particularly the provision of reasonable accommodation), ‘and on the benefits of employing persons with disabilities’. This recommendation comes in view of the ‘high number of employers who do not employ persons with disabilities irrespective of their ability to work’.

**Education (p.9)**

Noting its concern that ‘the concept of inclusive education is not fully applied’ in Malta, the Committee recommended that Malta:

* Ensures ‘the implementation of laws on education’ and accelerates ‘the adoption process of the UN CRPD Bill, to ensure that the violations of all rights under article 24’ of the UNCRPD ‘become justiciable’.
* Since the number of Learning Support Educators (LSEs) ‘is insufficient’ and ‘resources are lacking to ensure their replacement, in case of absence’, the Committee recommended that Malta adopts measures to ensure that students with all kinds of disabilities ‘are provided with reasonable accommodation at all levels of education and allocates the resources necessary to guarantee’ this accommodation. This should be done according to the individual requirements and ‘in consultation with the person concerned’.
* Ensures ‘accessible mechanisms for accountability and redress in cases where educational institutions’ (e.g. childcare centres and summer schools) ‘or teachers, discriminate against students on the basis of their disability’.
* Reviews ‘the curriculum of students with disabilities through Individualised Education Plans (IEPs) to ensure that the curricula allow them to learn the skills required to access the job market on an equal basis with others’. This recommendation comes in view of the fact that many ‘students with disabilities attend skills training at Resource Centres during their secondary education’ or after its completion: this secludes them ‘from their peers’ and they ‘are often distant from their school and home’.
* Conducts ‘research on the extent to which accessibility standards are being complied’ to in Malta, in order ‘to obtain a full understanding of the barriers that persons with disabilities face in the education system’ and the solutions required to enable their full participation. The ‘research findings on the socio-economic and cultural benefits of inclusive education’ should be made ‘available to all relevant stakeholders’.

**Social exclusion (p.8)**

Noting its concern that Malta ‘continues to institutionalize persons with disabilities and has not yet adopted a national legislation incorporating the legal provisions of Article 19’ of the UNCRPD so that these provisions ‘become directly justiciable’ and tools for their enforcement are provided; and noting also its concern at the limited ‘financial support to persons with disabilities to employ personal assistance that would allow them to live independently and the lack of skills training personnel to support persons with disabilities in the community’, the Committee recommended that Malta:

* Ensures ‘that existing residential institutions that contribute to the seclusion of persons with disabilities are closed and that the provision of appropriate community-based services is strengthened’.
* Ensures ‘that all projects supported by public funds are carried out in a community setting, do not contribute to seclusion of persons with disabilities, are monitored by organizations of persons with disabilities, and are provided with sustainable continuous funding’.
* Adopts ‘legal and other necessary measures, such as the planned Personal Autonomy Bill and the UN CRPD Bill, that will make article 19 of the Convention justiciable’.
* Ensures that ‘financial and other measures are in place that allow persons with disabilities to be provided with personal assistance and that personnel supporting persons with disabilities in the community are appropriately trained, if necessary’.

### National disability strategies, plans and targets relevant to EU2020

There are no specific disability targets. but the present government published The National Policy on the Rights of Persons with Disability[[5]](#footnote-5) in December 2014 with the intention of having some of its measures act as a basis for a National Disability Strategy Framework. A consultation document of the National Disability Strategy,[[6]](#footnote-6) drawing from the above-mentioned policy, was launched at the beginning of May 2016. The draft National Disability Strategy was open for public consultation until 30 May 2016. Employment and education are specifically listed as objectives of the draft National Disability Strategy. To date, in 2018, the National Disability Strategy still remains a draft and has not been finalised.

# Disability and employment - analysis of the situation and the effectiveness of policies

According to EU-SILC estimates, Malta has the lowest disability employment rate in the EU and the widest gap between the employment (and activity) of those with disabilities and those without. In fact, the employment rate of people with disabilities in Malta is reported at just 29% (see Table 5 in annex). Likewise, the employment rate of women with disabilities in Malta is also the lowest in the EU: while the rate of employment for women without disabilities is around 55%, the rate of employment for women with disabilities is estimated at less than 20%. The employment rate for men with disabilities in Malta is also one of the lowest in the EU: while for men without disabilities, the employment rate is above 80%, it is less than 35% for men with disabilities, which is one of the highest gender gaps regarding employment rates of people with disabilities in the EU (Grammenos, 2018).[[7]](#footnote-7)

Meanwhile, the general employment rate in Malta during the last quarter of 2017 was on average 69% for those aged 15-64 years (an increase of 5.1% when compared to the corresponding quarter of 2016), based on the Labour Force Survey. The average rate of activity in Malta is 72% (NSO, 2018);[[8]](#footnote-8) while the SILC estimate of the activity rate of persons with disabilities was only 33.9% in 2016 (see Table 11 in annex), indicating that the number of people declaring disabilities and seeking employment is also very low. Malta’s 2018 NRP (Annex p. 2) claims that ‘a substantial increase in the number of persons with a disability in employment has been noted’ but notwithstanding the number of schemes available, as well as the 2% quota (elaborated on below), according to the National Statistics Office, there was only a decrease of 35 persons with disability who were registering for work between January 2017 and January 2018.[[9]](#footnote-9)

The reasons for the low participation rate for persons with disability in the labour market are various, including a strong level of over-protection from parents, particularly towards persons with intellectual disability,[[10]](#footnote-10) lack of accessible and safe transportation for persons with disability, employers’ lack of awareness regarding engaging disabled people,[[11]](#footnote-11) and lack of reasonable accommodation at the workplace (not only for people with physical disabilities, but with other types of disabilities as well). Disabled persons may also find it difficult to work because they lack the necessary qualifications (a subject which is dealt with in the next section) or due to a lack of willingness on the part of employers to recruit disabled people. Negative attitudes of employers towards engaging disabled people have been documented in various local studies.[[12]](#footnote-12)

As stated in Malta’s National Reform Programme (NRP) 2018,[[13]](#footnote-13) the government is committed to integrate persons with disability in the labour market. It also states that there are now more opportunities for people with disabilities to find work. Among the relevant initiatives, which are explored more in details below, are the: (1) policy measures which continued to be enforced in 2018; (2) initiatives to enhance the work readiness of persons with disability and to train employers to adapt the workplace accordingly; and (3) a budgetary measure through which persons with disability joining the labour market continue receiving the disability pension in full. The approach represents a mix of supply-side and demand-side policy measures.

**Enforcement of the disability employment quota** provided for under article 16 of the Persons with Disability (Employment) Act 1969,[[14]](#footnote-14) and requiring companies with 20 or more employees to employ a 2% quota of persons with disabilities, will certainly aid the target set out in the NRP to increase the rate of employment of persons with disabilities. However, according to the Persons with Disability (Employment) Act 1969 and Act XXII of 2015, in order for the employer to be formally recognised as acceding to the 2% quota, the disabled employee has to be registered on the Persons with Disability Register held by the Employment and Training Corporation (now known as Jobsplus). When the measure was initially introduced, the Malta Employers’ Association claimed that a number of large companies were encountering problems when requesting their employees to register on the Persons with Disability Register and that they were not consulted prior to government’s enforcement of this legislation.[[15]](#footnote-15) The fact that employers were encountering problems when requesting employees to register may reflect the broader view that disabled people in Malta do not seem to declare their status in surveys either (reporting rates are very low). This might be due to social stigma or lack of public disability awareness. If more people with moderate levels of impairment were to declare their status and register then it would increase the population estimate. On the other hand, it would also make it easier for employers to cherry pick the ‘least disabled’ people in order to fulfil the quota.

On 28th April 2016, a Memorandum of Understanding[[16]](#footnote-16) was signed between Jobsplus (the national employment agency), the Malta Employers Association and the Malta Chamber of Commerce, Enterprise and Industry. The Memorandum of Understanding acknowledges the financial and tax incentives granted to employers to favour the employment of persons with disability.[[17]](#footnote-17) The Memorandum of Understanding should hopefully aid in raising awarness about the employment rights of persons with disability amongst employers, as well as aid in increasing the number of eligible companies to reach the 2% quota. It is also hoped that it increases the incentive for disability disclosure. Non-complying companies with the 2% quota are asked to make an annual contribution of € 2,400 for every disabled person the company should be employing on a full-time basis (a rising level of penalty from €800 per person in 2015 and €1600 in 2016).

The Jobsplus (the national employment agency) 2017 Annual Report[[18]](#footnote-18) states that as at end 2017, over 400 employers who were not in line with the law in 2015/2016 paid the contribution due. The NRP confirms this: “As at January 2018, 142 companies have been issued with a credit note for the total value of € 419,200 whilst 419 companies have paid the amount of € 1,315,600 in contributions. It has to be noted that 135 companies have not yet settled the invoices issued for a total of € 423,600. A substantial increase in the number of persons with a disability in employment has been noted.” However, 150 companies did not align themselves with this legislation, regarding which, the report states, Jobsplus will be taking legal action against them. The income coming from these contributions in 2017 amounted to € 1,431,400 (€ 896,785 of which went towards the Lino Spiteri Foundation (LSF, a partnership between Jobsplus and the private sector); € 215,707 to the fiscal incentive; and € 223,258 towards inclusive support).

Jobsplus offers two schemes targeted at persons with disability. The first one, **Bridging the Gap Scheme** (targeted also at registered persons with disability who are registered as unemployed persons), supports people in the transition period from unemployment to employment. Under this scheme a person with a disability is placed with an employer for a work exposure period and receives 80% of the minimum wage from Jobsplus (plus Social Security benefits). If the period lasts more than 28 weeks, then social security benefits must be given up. In 2017, 75 persons with a disability benefited from this scheme. Jobsplus reports that out of the 127 participants (including 52 other vulnerable jobseekers), ‘68% were employed upon conclusion of the scheme’.[[19]](#footnote-19) However, the report does not disaggregate this statistic for the disability group.

The second one is the **Access to Employment Scheme** (targeted at various groups of jobseekers furthest from employment) provides employment subsidy to enterprises to promote recruitment. This scheme is co-financed by the European Social Fund, the Maltese government and the employers.[[20]](#footnote-20) The total budget was established at €12 million with an expected annual spend not exceeding € 2.4 million. Within this budget, grants are available to employers on a first-come first-served basis to subsidise the recruitment of legally registered disabled persons, at €125 per week for a maximum of 156 weeks (which is more generous than the rate and duration for other targeted groups in the scheme). The Jobsplus 2017 Annual Report states that of the 769 persons recruited into employment during the period 2014-2017, 225 (29%) were registered disabled persons. At the end of 2017, the number of registered jobseekers amounted to 2,167 persons, out of which 282 were registered disabled job seekers.

There is also the **exemption of the employer’s share of the national insurance** contribution, for which Jobsplus processed 207 applications during 2017; and the fiscal incentive scheme mentioned above, for which 46 applications were received by Jobsplus by different employers for the reimbursement of 25% of the basic wage up to a maximum of € 4,500 of 101 employees registered as persons with disability.[[21]](#footnote-21)

In August 2017, Jobsplus and LSF launched the VASTE project, an €11 million project which is part funded through ESF 2014-2020. The project comprises activities aimed to facilitate persons with disabilities’ (and vulnerable persons) entry into employment. The activities include professional assessments and specific training such as Sheltered Employment Training and Pre-Employment Training. Through the former, 45 persons with disability received work-related training under the supervision of job coaches in 2017 and 138 vulnerable jobseekers, including persons with disability, were offered pre-employment training.[[22]](#footnote-22) It is important to point out that continued investment in Sheltered Employment, supported by EU Structural Funds, that is segmented specifically for persons with mental, physical and/or intellectual impairment may be interpreted as incompatible with the principle of article 27 of the UNCPRD to support opportunities for work freely chosen in an open labour market. Thus, we encourage the European Commission to continue monitoring developments in this regard.

There has been a substantial and continuing drop in the number of registered jobseekers in Malta (declining by more than 70% since 2013) and, in its annual report of 2017, Jobsplus confirms that the number of persons with a disability who were registering for work also decreased (which they choose to attribute to policy measures rather than general labour market conditions). In fact, EU-SILC estimates suggest that the disability unemployment rate has not improved in line with trends for the general unemployment rate (see Table 8 in annex). In this sense, disabled job seekers risk being left behind in the economic recovery. During 2017, Jobsplus conducted several visits to employers, as a result of which ‘23 employers showed interest in employing persons with a disability’ (p. 17). During 2017, the LSF - which has been in operation since 2015 – continued to provide support to both companies and individuals, with the aim of facilitating disabled people’s employment. This was done through three different services: ‘profiling and guidance, corporate relations, and job coaching’ (p. 42). By the end of 2017, LSF had been ‘directly responsible for the employment of 92 individuals and indirectly responsible for more than another 120 individuals’ (p.42). LSF also provided job support to around 300 persons with disabilities. In general, LSF focused on retention of employment during 2017.[[23]](#footnote-23)

It should also be noted that according to a Budget 2015 measure disabled people can continue to receive a disability pension despite the fact that they are in employment. This has decreased the benefits trap and may have encouraged more disabled people to seek employment.

In 2016, *Aġenzija Sapport*, the national disability agency, started operating the **Job Enhancing Skills Scheme** (JESS – a pilot project),[[24]](#footnote-24) aiming at strengthening the abilities of persons with a disability by offering job placement opportunities and training to develop new skills to increase the possibilities of seeking gainful employment. However, to date there no statistics or other research about how persons with disabiltiy are making use of or benefitting from these schemes.

The NRP reports that addressing skills and labour shortages and upskilling of the labour force are important priorities for the Government. Ongoing programmes, such as the Youth Guarantee NEET Activation Scheme II, the LEAP Education Project and the National Apprenticeship Scheme aim to facilitate the progression from education or inactivity to employment. In 2017, the Skills Aid Scheme was introduced to promote the training of persons that are already active within the labour market (although it is unclear if / how persons with disabilities are included in this scheme and other mentioned programmes). In general, the evaluation of all employment activation and support schemes would benefit from greater availability and analysis of disaggregated disability data concerning participation and outcomes.

# Disability, education and skills – analysis of the situation and the effectiveness of policies

The NRP 2018 does not present any education targets and measures specifically related to disability.

The EU-SILC educational data indicators for Malta need to be treated with some caution, considering the small sample sizes, but consistently suggest that early school leaving rates for young disabled people are the highest in Europe and with a relatively wide disability gap compared to other Member States. The indicative data also places Malta close to the bottom of the scale for tertiary educational attainment. These indications present a considerable concern that should be confirmed and monitored from national data sources, if possible.[[25]](#footnote-25)

The 2018 European Semester Country Report for Malta[[26]](#footnote-26) reports that in spite of improvements in recent years, the early school leaving (ESL) rate in Malta is still far from reaching its ambitious Europe 2020 national target of 10%. In 2016, Malta had one of the highest ESL rates (19.6 %) in the EU. In 2017, it was 18.6%, remaining the highest in the EU and showing little improvement, according to the EU-LFS data. The rate is especially high for people with disabilities (39.5% compared to the EU average of 22% in 2015, according to the available estimates provided by ANED from SILC). Furthermore, disability status (along with socioeconomic background and type of school) strongly influence learning outcomes.[[27]](#footnote-27) Collection and disaggregation of data about disability status in Malta’s Labour Force Survey and in pupil/student data systems would greatly assist in verifying or contextualising the headline indicators.

Disabled students who attend special schools do not feature among the early school leavers as they continue to attend school until the age of 23 (and sometimes even longer). However, the rate of disabled children who attend special schools in Malta is very minimal and include mainly disabled children with very severe to profound disabilities. According to the European Agency for Special Needs and Inclusive Education, it is estimated that in Malta only 0.12% out of the total pupil population attend special schools.[[28]](#footnote-28)

The high rate of early school leaving indicated for disabled pupils suggests that the success of the inclusive education policy, which was introduced in Malta in 1995 to include the vast majority of disabled children in mainstream primary and secondary schools, has not yet been translated into increased progression to the higher levels of education. This is also despite the 2005 Inclusive and Special Education Review and the reform of the special education system based on the review, which aimed at enabling disabled students who attend special schools to experience different phases of school life in mainstream education.[[29]](#footnote-29)

On the other hand, there are encouraging indications that the number of registered disabled students at the University of Malta (the only university in the country) is steadily increasing, by at least 500 students in the past five years (see Table 17 in annex). This may be due to the fact that an increasing (but still small) number of disabled students are reaping the benefits of more inclusive schooling. Another reason could be attributed to the fact that since the University is providing more support (namely through the Disability Support Unit),[[30]](#footnote-30) more students with disability are coming out and asking for such services, as well as encouraging more students to enrol. Other encouraging indications show a general increase, over the years, in the number of disabled students attending the Malta College of Arts, Science and Technology (MCAST) which offers foundation, technical, lifelong learning and degree courses (see Table 18 in annex).

The alignment of educational sectors and policies in Malta was launched in the Education Strategy for Malta 2014-2024. This includes implementing a range of measures outlined in the **Strategic Plan for the Prevention of Early School Leaving**[[31]](#footnote-31) published in 2014 (as well as the Lifelong Learning Strategy). The document wholly supported educational reform for mainstreaming at all levels but acknowledged the need to also provide quality ‘second chance’ education for persons with disability having left school without qualifications or employment. In fact, Strategic Action 5.2 states:

“This strategic plan recommends that the proposed ESLU and its supporting networks (the IMC and the ESLWG) facilitate concerted efforts to identify young persons with a disability who are neither in education and training nor in employment. This effort will aim at addressing their educational and training needs in order to facilitate their integration in the labour market. Facilitating the passage from compulsory school to second chance education and into employment will ensure that more students with a disability get their entitlement to an education that leads to better life chances and independent living.”

Second chance programmes for young persons with disability are offered, under the auspices of the Ministry for Education and Employment (MEDE), but to date there is no specific national data with regards to this strategic action. According to the Youth Guarantee Implementation Plan,[[32]](#footnote-32) second-chance educational programmes provide early school leavers and low-skilled youths with the opportunity to either continue or re-enter education. The EACEA National Policies Platform[[33]](#footnote-33) reports that a minimum of 3 entities which belong to the MEDE offer second chance programmes to youth with disabilities. Aġenzija Żgħażagħ[[34]](#footnote-34) (the national Youth Agency), which is a strategic partner of the MEDE, offers Youth.Inc, an inclusive second-chance education programme,[[35]](#footnote-35) offering training to young adults aged 16-21, and facilitating their transition to employment for youth. The Foundation for Social Welfare Services[[36]](#footnote-36) of the Ministry for the Family, Children’s Rights and Social Solidarity also offers a second chance programme which targets vulnerable youths.[[37]](#footnote-37) It is also noteworthy that the MCAST implements the Pathway to Independent Living Programme for students with intellectual disabilities. The programme aims at helping these students obtain the skills needed to work and maintain a job.[[38]](#footnote-38)

The implementation and evaluation of such strategies would be assisted by target setting and appropriate disability data collection on educational transitions and outcomes. In the 2015 Youths NEET Census study, 12% (34) respondents agreed with the statement that among the barriers they faced to work and education ‘I have a learning difficulty or disability’, and 6% (17) that ‘I have a mental health condition’.[[39]](#footnote-39)

In the absence of data, it can be assumed that some of the Early School Leavers and other individuals benefitting from general policies might also be disabled people. It is hoped that through the Government’s commitment to reduce the rate of Early School Leavers and to improve basic skills across a number of strata, disabled people will also benefit. In addition, it is also hoped that the investment made in lifelong learning programmes meets the specific needs of persons with disability who would like to pursue such courses. One of the positive outcomes of the investment in Lifelong Learning, and in the investment in mainstream education, is the steady increase in the number of disabled students attending and graduating from the University of Malta and the Malta College for Arts, Science and Technology, mentioned earlier.[[40]](#footnote-40)

Another way of reaching disabled people who might be early school leavers is through the **Alternative Learning Programme** (ALP) which was launched in January 2014 (now entering its fifth year). This programme was targeted to students, including disabled students, reaching the end of compulsory schooling who are more oriented towards practical vocational learning rather than academic learning, and for students who had marked absenteeism or were not aiming to sit for the end of the secondary education examinations. The programme was initially criticised by the Malta Union of Teachers for lacking a clear curriculum and sufficient resources for learning support assistants.[[41]](#footnote-41) More than 260 students completed ALP in 2014 and 180 in 2016/17, although we cannot confirm how many were disabled. An Alternative Learning Programme Plus (ALP+) was also introduced in 2016/17, with a monthly student grant. Notwithstanding the launch of the ALP and other initiatives aimed at improving basic skills and reducing early school-leaving, disabled students still face challenges in terms of access to learning, whether academic or vocational. Thus, these strategies on their own might not be enough to combat the challenges faced by disabled students.[[42]](#footnote-42)

The Ministry for Education and Employment has recently embarked on the setting up of a **National Skills Council** in 2016.[[43]](#footnote-43) The Council is one of the initiatives of the National Lifelong Learning Strategy for Malta 2020.[[44]](#footnote-44) One of its first aims is to review past and present skills within Malta’s labour force and evaluate the changes that are required to meet current and future needs. The main aim of this exercise is to minimise the skill gaps that exist in different sectors. However, according to the very little information available about this Council so far, including the subsidiary legislation, there is no specific mention of persons with disability. In addition, there is no specific requirement for appointment of a person with a disability on the Council (contrary to legislative provisions made for several other similar public bodies).[[45]](#footnote-45)

# Disability, poverty and social exclusion – analysis of the situation and the effectiveness of policies

Malta’s NRP 2018 states that the reduction of poverty and the promotion of social inclusion are key issues: Malta has committed to lift 6,500 people out of poverty and social exclusion by 2020. The high risk of poverty and social exclusion among disabled people means that many of them also fall within the targeted group. To this end, the Government has implemented specific programmes and initiatives addressing unemployment, low income, retirement and disability or sickness. As confirmed by the European Semester Country Report for Malta, people with disabilities depend to large extent on social transfers (which, in the case of disability benefits, are minimal).

The NRP notes that the general at-risk-of poverty or social exclusion (AROPE) indicator[[46]](#footnote-46) registered a decrease of 2.3 percentage points when compared to 2015 levels, which now stands at 20.1%. However, the European comparative data from EU-SILC shows that, concerning the age group 16-64, the disability gap (in the percentage of people living in households at risk of poverty) is relatively high in Malta. Concerning the age group 65 and over it appears non-existent, which might be due to the protective influence of old age pensions or/and low levels of income for all pensioners.

People with disabilities (16-64 years) in Malta face a greater risk of poverty or social exclusion (41.3 %, 2016) compared to EU averages (37.6 %, 2016) while the national average for non-disabled people in the same age group is less than the EU average (see Table 21 in annex). The same data indicates that trends in AROPE for non-disabled people of working age increased from 2010 until 2013 and started to decrease from 2014. The trend is more difficult to interpret from year to year for disabled people, due to low reporting of disability in this age group, but what is notable is that while for non-disabled people the risk dropped from 19.8% in 2011 to 15.7.% in 2016), for disabled people it increased from 36.4% in 2011 to 41.3% in 2016 (see table 24 in annex). An apparent seven-point increase in risk between 2011 and 2012 requires some explanation. Similarly, the recent improvement for non-disabled people age 16-64 appears more rapid than for disabled people (the disability gap widens to 25.6 points in 2016).

Although Malta’s welfare system protects people with disabilities to some extent, and the disability in-work poverty rate is not high, the lack of inclusion in education and the labour market creates a high degree of out-of-work benefit dependency (see previous sections). People who mainly depend on social transfers do not immediately benefit from labour market improvements, and the impact of recent measures to upgrade disability benefits cannot yet be seen in available income data. Furthermore, the risks of poverty before social transfers are not corrected for disabled people in Malta to the same extent as most countries, after social transfers.[[47]](#footnote-47) This suggests a relatively weak system of social protection against these risks for the large proportion of working age disabled people who are not in work.

The NRP outlines a number of financial measures the government took, including the extension of the renewal period of **free medical aid for disabled pensioners** to one year instead of three months. The measure, which was completed during the first quarter of 2017, had 846 beneficiaries up to the end of 2017.

Another measure pertains to the **disability pension reform** in the 2017 Budget, which focused on strengthening the three-tier payment system in which payment varies according to the degree of disability, by increasing the allowance in certain tiers and extending eligibility. As from January 2018, the eligibility for the Increased Severe Disability Allowance (ISDA),[[48]](#footnote-48) the pension awarded to persons having a severe disability, increased from a score of 0-4 on the Barthel Index to a score of 0-8.[[49]](#footnote-49) However, the Barthel Test focuses on the physical aspect and thus tends to exclude persons with psychosocial, intellectual or sensorial impairments that are also severe. It is also worthwhile noting that other disability pensions also tend to be exclusionary: the DA, the disability pension that is given to persons who have total paralysis or permanent total severe malfunction or permanent total disability of one of the upper or lower limbs, tends to exclude persons whose disability is not severe; while the SDA tends to exclude people with hearing and psychosocial impairments since the eligibility for this pension is based on the Social Security Act[[50]](#footnote-50) which is based on the medical aspect, rather than the UNCRPD.[[51]](#footnote-51) Finally, people with visual impairments (whether mild or severe) have a separate pension, which they can start receiving at 14 years of age. Meanwhile, all other pensions are granted at 16 years of age.

The Budget for 2018 introduced a **stamp duty refund** (of up to € 3,010 for a non-disabled person and up to € 5,250 for a disabled person) for those selling their first residence to buy another one (if they do not own any other residential property). Parents who purchase a property suitable for a disabled person can also benefit from this scheme, under certain criteria.[[52]](#footnote-52)

The NRP also states that the Government continued to address the exclusion challenges of disabled persons, through supported independent living policies including: 1) the launch of **residential services for persons with disability**. This project, which was spread over 3 years and expected to be completed in May 2018, opened the first 20 residential homes for disabled people in the community; 2) schemes to support **home adaptations** works, through which financial aid and technical assistance are provided to persons with disability to carry out the necessary adaptations to their place of residence; and 3) a **Personal Assistant Fund** which was launched in 2016. This package of three measures is consistent with the Policy on Independent Supported Living for Disabled Persons in Malta, launched in 2016,[[53]](#footnote-53) which recommended investment in a mix of community and residential based services. This mix needs to be considered also in light of Malta’s obligations under UNCRPD article 19 and General Comment number 5.[[54]](#footnote-54) Indeed, with regards to article 19, the Committee on the Rights of Persons with Disabilities voiced its concern, in its concluding observations in September 2018, on the limited financial support to disabled people to engage personal assistants, as well as the fact that Malta has not yet adopted national legislation which incorporates the legal provisions set out in article 19.

The intention in developing a National Disability Strategy was to ‘provide a spectrum of residential services’ as part of the mix and ‘in the spirit of the UNCRPD’.[[55]](#footnote-55) This was interpreted as providing small homes organised and managed on a person-centred approach, rather than a medical one, and compliant with National Standards for Residential Services for Persons with Disability.[[56]](#footnote-56) The National Policy on the Rights of Persons with Disability requires that residential homes ‘should be of sufficient size to allow them to provide quality services which conform to national residential standards, but at the same time allowing them to be located within an active community’.[[57]](#footnote-57)

However, residential services for disabled people in the community had started in 2002, when *Aġenzija Sapport* started opening small community homes for persons with an intellectual disability and possibly with other disabilities. Up till 2015, it had 7 homes in 6 different communities. These housed from 4 to 16 persons in each home. This agency also supervised agreements Government had with non-governmental organisations to provide residential services to persons with disability mainly for persons with intellectual disability and possibly with other disabilities. Up till 2015, there were similar agreements with *Fondazzjoni Wens*, *Fondazzjoni Arka* and *Dar tal-Providenza*. These homes housed from 4 to 12 persons in each home. It is to be noted that one home run by *Dar tal-Providenza* served three persons with physical impairment only and each person had a separate bedroom. In 2015, the present administration launched a new three-year programme called *Soċjetà Ġusta* (Just Society) to open twenty small residential homes in the community for persons mainly with intellectual disability and possibly with other disabilities. Up till September 2018, six community homes were opened, five runs by *Agenzija Sapport* and the other run by *Dar tal-Providenza* with Government financial backing. In the meantime, two community homes of *Aġenzija Sapport* in Marsascala closed for refurbishment. No EU funds were used to run these homes. Hence the aim of opening twenty homes in three years was not met and there is still a waiting list of persons with disabilities asking for this service.

In 2015, the Department for Social Welfare Standard adopted the National Standards for Residential Services for Persons with Disabilities[[58]](#footnote-58) (mentioned above) which were also adopted by the Malta Competition and Consumer Affairs Authority. The Standards were introduced in order to ensure that these services are run according to Article 19 of the UNCRPD, in a person-centred approach. This Department “will promote” these standards, “encourage the best way to implement them”, “supervise how these services are provided,” and until a legislation and a regulatory system are in force, it fulfils these functions “in an administrative manner”. These Standards cover all types of accommodation of all sizes. However, the document states that new homes have to be small ones in order to succeed within the community. Inter alia, these Standards state that these homes had to draw up a personalised support plan for each resident with his or her involvement, each resident is assigned a key support worker, the residents are involved in the planning and informed choice of everyday activities, communication is fully accessible to the residents, residents are support to receive the best health care possible including the taking of medicine, palliative care and healthy food, residents are not forced to practise any religion but are supported to do so if so they wish, and residents have every right to leave the residence to go and live in another facility. Furthermore, the facility has to address quickly and effectively complaints raised by the residents, and, if so they decide, appoint a consultative residents committee, ensure residents’ safety through risk evaluations and have a policy on sexuality and sexual health whilst providing an educational programme on these issues.

*Agenzija Sapport* also supports persons with disability in their homes either by providing them with the service of a carer or else by supporting financially in employing such carers. This can be for a limited number of hours a week or a full-time live-in carer according to individual needs. These are funded by the Agency’s Personal Assistance Fund. There is also a similar scheme for elderly persons who are financially supported when employing a live-in carer.

These three measures: small community homes, financial support to adapt one’s house according to individual needs and the services of personal assistants, offer a spectrum of services so that disabled persons will be in a position to choose his or her place of residence. However, disabled persons in Malta, in this area, are not being supported in a holistic and individualised manner. A more beneficial solution might be one where a life plan is drawn up between disabled persons (with support, if necessary) and the government for each disabled person, establishing the support needed for the person to live independently.[[59]](#footnote-59) Other services, such as those targeted at the elderly,[[60]](#footnote-60) which include carers at home, home help and meals on wheels, also include elderly people with disabilities. Furthermore, the Strategy for Retirement and Financial Capability 2017-2019,[[61]](#footnote-61) which aims at improving the quality of life during retirement, takes into account the cost of disability and long-term care.

The NRP also reports that progress was made with respect to the better representation of persons with a disability on Government boards / committees / commissions. This measure was introduced in a legislative Act in 2015 to ensure that persons with a disability can contribute to Government policy direction and that the best interests of persons with a disability and their families are safeguarded in the policy process through mainstreaming.[[62]](#footnote-62) The government boards / committees / commissions to include a person with disability include, the Housing Authority Board, the National Commission for Further and Higher Education, Jobsplus (the national employment and training corporation), the Broadcasting Authority, the Commission for Refugees, the Malta Statistics Authority, the National Commission for the Promotion of Equality, the Commission of Domestic Violence, the Commission for Voluntary Organisations, and the Transport Authority.

# Opportunities to mainstream disability equality in the European Semester review documents

*Employment*

The 2018 Country Report (CR) refers quite extensively to employment in the context of disability, highlighting the fact that although Malta continues to implement policies addressing labour market and social exclusion, notably through its ‘make work pay’ policies, the participation of people with disabilities in the labour market remains low and thus needs attention. The report refers to the employment rate of disabled people in 2015, compared to the EU average, ‘potentially reflecting the lack of effectiveness of the measures to support their employment’. This is also linked to education, as mentioned below.

The CR notes that measures aimed at improving access to employment for disabled people are showing results, namely the 2% quota enforcement and programmes increasing disabled people’s readiness to work and training employers to adapt the workplace. National data indicate an increase from 11% in 2014 to almost 60%, or 820 employers, employing people with disabilities in 2017. However, as the CR notes, the latest available statistics on disability do not yet give a full understanding of the labour market impacts. While Jobsplus and the NSO gather statistics on employment, recommendations from the Commission could include the gathering of more disability-specific and regular data on this, in order to obtain a fuller picture on which policies and practice can then be based.

The Country Specific Recommendations (CSR), in turn, reiterates that in spite of strong economic growth, the low labour market participation of disabled people persists, and recommends that inclusion needs ‘to be informed by outcome-based monitoring and evaluation’. However, the CSR does not specify recommendations to increase the employment of disabled people, nor does it specify specifically what might hinder and aid disabled people’s participation in the labour market (as it does with the gender employment gap). In this regard, the CSR could take into consideration the need for (and thus recommend) more awareness raising and training to employers, not only about disability issues but also about the benefits of employing disabled people. The Commission could also encourage the collaboration of different entities working towards the facilitation of disabled people in the labour market, in order to maximise the benefits of initiatives regarding the employment of disabled people.

Our findings and analysis in Chapter 2 show that despite the 2% quota, a large number of companies choose to pay the fine or not abide by the law. This may indicate a lack of awareness / willingness on the part of employers to employ disabled people or to reasonably accommodate workers with disabilities. As was noted in the same chapter, this might also relate to lack of accessible infrastructure and safe transportation for persons with disability in general. In this sense, paragraph 11 of the Council’s Recommendation calls attention to the infrastructure and long-term sustainability challenges that the road transport sector faces and could make reference to the challenges faced by disabled people in accessing public transport; the lack of accessibility in building and road infrastructure.

*Education*

The CR strongly links education (with regards to disability) to employment, stating that despite some improvements in educational outcomes and participation, the participation of disabled people in the labour market remains low. The report suggests that challenges in the labour market ‘could be linked to the gap in educational attainment between people with and without disabilities’, which reflects our assessment and the obstacles disabled children encounter in ‘reaching their full education potential’. Disability is not analysed in the learning outcomes section of the CR, where socio-economic background and type of school were noted as being major influencers but is then mentioned in the CSR as one of these factors determining learning outcomes. In this regard, the CSR recommends that Malta develops a comprehensive strategy to improve educational quality and reduce inequalities in educational outcomes between social groups and different school types. It is assumed that ‘disability status’ is included in these ‘social groups’ (this might be clarified to say, ‘including people with disabilities’).

The CR also comes down quite strongly on the high early school leaving (ESL) rate (and acknowledging that it is especially high for disabled people), noting that while improvements might be seen in the longer term, progress has not been remarkable. The CSR does not provide recommendations to reduce Malta’s ESL, besides the comprehensive strategy mentioned above. As we mention in Chapter 3, this is of particular importance to disabled students on two counts. First, there are still a great number of disabled students segregated in special schools. Second, disabled students have a much higher rate of ESL. While disabled people are mentioned in the strategy aimed at preventing ESL, there needs to be concrete action as well as hard data on which to base future endeavours. Recommendations by the Commission could highlight the need for the specific mainstreaming of disabled learners in all educational policies at all levels.

The CR also points out that Malta has one of the lowest shares of tertiary level graduates in the EU, although it acknowledges that this is rising steadily. Disabled people are not mentioned in this respect, nor is this phenomenon mentioned in the CSR. This merits attention if a consistent assessment of disability as a persistent factor in employment and poverty outcomes is to be sustained.

*Poverty and social exclusion*

The CR notes that higher risks of poverty affecting children and the lower-skilled population, together with low tertiary educational attainment and skills levels, hinder efforts to reach overall sustainable and inclusive growth’. While disabled people are not mentioned here, as noted above, they are more likely to be poor, have lower skills for the labour market, and lower educational attainment. Disabled people often require the use of adapted technology, equipment, transport and personal assistance in order to maintain a decent standard of living, especially in educational and workplace settings. It is of utmost importance then, that such needs are taken into consideration in poverty and social exclusion policies. This is significant in light of the fact that there has been a greater reduction in average poverty risks for the general population in Malta than for disabled people who risk being left behind in the recovery. The CSRs do not mention this aspect specifically but paragraph 7, which deals with pension system reform, needs to take consider the impact pension reforms have on disabled people and on people with specific disabilities, as mentioned in Chapter 4.

The same recommendation also calls for better access to innovative medicines, which remains a major challenge. Although not specifically mentioned, this impacts disproportionately on some groups of disabled people.

# Implementation of the European Structural and Investment Funds (ESIF) in relation to disability

With reference to the programming period 2014-2020, disabled people were identified as specific target groups at risk of poverty and social exclusion in both operational programmes. One of the funding priorities which could have a direct effect on disability challenges is Funding Priority 3: Creating Opportunities through investment in human capital and improving health and well-being.

Investment within this priority focuses on the following four thematic areas:

* Employment and labour mobility;
* Social Inclusion and Combating Poverty;
* Education and Training;
* Institutional Capacity and Public Administration.

Thematic Objective 09 under the Partnership Agreement seeks to promote inclusion, combating poverty and any discrimination. Under this objective Government is committed towards integrating vulnerable groups, which include amongst others disabled people, into the labour market. Furthermore, disabled people are amongst the target groups which require specific interventions in relation to social inclusion.

Under Thematic Objective 09 the Government is also committed towards creating an integrated active inclusion policy with the aim of combating all forms of discrimination

The following are a number of projects targeting disabled people specifically that are currently being carried out or that will be carried out through structural funds:

**ESF 02.048: The VASTE Programme**

This project, implemented by Jobsplus, aims at developing the first official Vocational Multi-Disciplinary Assessment Centre to provide holistic assessments to persons with vulnerability seeking employment through the creation of multiple training options leading to several employment options. Opportunities for training include: pre-employment training and sheltered employment training (SET). Different employment routes involve: sheltered work, supported employment and employment in the open market. The activities include a comprehensive assessment, training and development options aiming at offering alternative employment for persons with different disabilities and other vulnerable individuals.

This project has the benefit of offering training to disabled people in facilitating their entry into the labour market. However, it is noteworthy that the project is offering sheltered work, which, as noted before, goes against article 27 of the UNCRPD. Furthermore, as has been mentioned before, training to disabled people is only one side of the coin, with the other being the much-needed training and awareness raising with employers on disability issues and the benefits of employing disabled people.

**ESF 02.054: INK - Person-Focused Inclusion project[[63]](#footnote-63)**

This project is run by Aġenzija Sapport. The aim of the project is to enhance disabled people’s abilities and facilitate their inclusion in the labour market. It also aims at enhancing disabled people’s ‘social engagement’. Thus, the project provides: ‘training and support, skills and site audits (firms/companies/departments); certification and recognition; research and innovative measures; continuation of the National Database of persons with disability and transnational cooperation’. Training will also be provided through at six independent-living training centres. Finally, the project provides a placement scheme that will serve as an opportunity for some of the project beneficiaries to be integrate into the mainstream labour market.

It is not clear what initiatives this project offers that Jobsplus, through its schemes mentioned earlier in this report, and through its VASTE programme, does not already provide. While parts of the INK project might be ones which are not being implemented already by others, it would seem to be beneficial that, rather than replicating initiatives, entities involved in supporting and facilitating the employment of disabled people, work in conjunction with each other, not only to maximise the use of resources, but also for consistency to be applied in initiatives which benefit disabled people.

**ESF 02.063: Knowledge, Training, Communications and Support Measures in Support of Vulnerable Groups**

This is an umbrella project, which will seek to combat poverty and to enhance active inclusion by creating equal opportunities for all. Through this operation, the Ministry for the Family, Children’s Rights and Social Solidarity (MFSS), in collaboration with entities that fall under MFSS and entities from other Ministries and transnational partners, will provide training of persons working with disadvantaged groups; Financial Literacy and Retirement Education, Awareness and Pilot Project; Research, Pilot Project and Awareness on Disability; and Enhancing the Social Security Services Support Measure. The Commission for the Rights of Persons with Disability (CRPD), as one of the project partners, will be implementing three research studies: one about employment and disabled people; one about intervention services; and another one about formal and informal education to professionals working with or for disabled people.

**ERDF 08.039: Reach – Fair and inclusive society that promotes and advocates independent living and employment[[64]](#footnote-64)**

Agenzija Sapport will be leading this project to promote and advocate for independent living and employment. This project comprises ‘semi-independent living arrangements’, which are aimed at improving disabled people’s quality of life. It aims at facilitating the integration of disabled people in the community. This will be done through the provision of residential and employment opportunities. Through support and training which will be offered both at the Community Centre and through workshops, it is hoped that disabled people will be better equipped at entering the labour market. This project aims at promoting social inclusion as well reducing vulnerable people’s risk of poverty. Finally, this project will also include the provision of ‘improved social services’. These services include ‘respite, therapeutic treatments, physiotherapy area, gym, pool and other amenities’.

**ERDF 08.045: The establishment of Assistive Technology Centres in Malta and Gozo[[65]](#footnote-65)**

The Malta Communications Authority (MCA) shall implement a project that bridges the gap between people and the technology they require to realise their full potential. This project aims to facilitate the integration of disabled people. It also aims at enhancing the independence of people with all kinds of disabilities through Assistive Technology. This project is financed through the ERDF OP1 – Fostering a Competitive and Sustainable Economy to meet our challenges / PA8 – Investing towards a more socially-inclusive society.

# Statistical annex: disability data relevant to EU2020

Unless specified, the summary statistics presented in this report are drawn from the most recent EU-SILC micro data available to ANED researchers from Eurostat. Where available, estimates based on national data sources should be compared. The EU-SILC sample includes people living in private households and does not include people living in institutions (congregative households). The sampling methods and responses vary in each country.

The proxy used to identify people with disabilities (impairments) is whether ‘for at least the past 6 months’ the respondent reports that they have been ‘limited because of a health problem in activities people usually do’.[[66]](#footnote-66)

Table 2: Self-reported ‘activity limitations’ as a proxy for impairment/disability

Source: EU-SILC UDB 2016 – version of March 2018

*Note: in Malta comparisons with previous year should take into account a large change in reported disability prevalence between 2015 and 2016. The 2016 data tends to under-report activity limitation in all groups, compared to the EU average.*

In subsequent tables, these data are used to estimate ‘disability’ equality gaps and trends for the three target areas in EU2020 – employment, education and poverty reduction – comparing the outcomes for persons who report and do not report ‘limitations’.[[67]](#footnote-67) National estimates are compared with EU28 mean averages.[[68]](#footnote-68)

## Disability and employment data from EU-SILC

Table 3: Employment rates, by disability and gender (aged 20-64)

Table 4: Employment rates, by age group

*Note: It is important to exercise caution in analysis of the youngest disability age groups, where the number of observations is less than 50 in Malta (an average of recent years may be more reliable).*

Table 5: Trends in employment by disability status (aged 20-64)

Source: EU-SILC UDB 2016 – version of March 2018 (and preceding UDBs)

### Unemployment

Table 6: Unemployment rates by disability and gender (aged 20-64)

Table 7: Unemployment rates, by age group

*Note: It is important to exercise caution in analysis of the youngest disability age group, where the number of observations is less than 50 in Malta (an average of recent years may be more reliable).*

Table 8: Trends in unemployment rate, by disability status (aged 20-64)

Source: EU-SILC UDB 2016 – version of March 2018 (and preceding UDBs)

### Economic activity

Table 9: Economic activity rates, by disability and gender (aged 20-64)

Table 10: Activity rates, by age group

*Note: It is important to exercise caution in analysis of the youngest disability age group, where the number of observations is less than 50 in Malta (an average of recent years may be more reliable).*

Table 11: Trends in activity rates, by disability status (aged 20-64)

Source: EU-SILC UDB 2016 – version of March 2018 (and preceding UDBs)

### Alternative sources of national disability employment data

According to administrative data published by the National Statistics Office – Malta,[[69]](#footnote-69) in January 2017, there were 319 persons with disability registering for work, whilst in January 2018 there were 284 persons with disability (78.2% of whom were men) registering for work. This shows that the rate of disabled women registering for work is still relatively low when compared to both disabled men and non-disabled women.

The decrease in the rate of unemployment for disabled people could be partly due to the enforcement of the 2% quota as enshrined in the Employment (Persons with Disability) Act. However, the data do not provide information about the type or quality of the job found (that is, whether the job matches the qualifications and aspirations of the individual, the rate of payment, whether there are opportunities for career progression and whether the employment is on full-time or part-time basis).

The Commission for the Rights of Persons with Disability (CRPD) published data regarding the situation of disabled people in Malta based on the 2011 Census.[[70]](#footnote-70) The table on labour status comparing disabled and non-disabled people shows the following statistics:

Table 12: Labour Status of Disabled and Non-Disabled People (2011 Census)

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Have no disability** | **Have a disability** | **Total** |
| Count | Column % | Count | Column % | Count | Column % |
| Employed | 167276 | 51.0 | 4579 | 16.5 | 171855 | 48.3 |
| Unemployed | 12661 | 3.9 | 567 | 2.0 | 13228 | 3.7 |
| Student or person having an unpaid working experience | 24341 | 7.4 | 1005 | 3.6 | 25346 | 7.1 |
| Retired | 43532 | 13.3 | 8310 | 30.0 | 51842 | 14.6 |
| Cannot work due to illness or disability | 2070 | 0.6 | 3809 | 13.8 | 5879 | 1.7 |
| Taking care of the house and/or family | 72678 | 22.2 | 7815 | 28.2 | 80493 | 22.6 |
| Other inactive persons | 5459 | 1.7 | 1602 | 5.8 | 7061 | 2.0 |
| Total | 328017 | 100.0 | 27687 | 100.0 | 355704 | 100.0 |

Table 13: Labour Status of Disabled Men and Women (2011 Census)

|  |  |  |  |
| --- | --- | --- | --- |
|   | Male | Female | Total |
| Count | Column % | Count | Column % | Count | Column % |
| Employed | 3165 | 23.4 | 1414 | 10.0 | 4579 | 16.5 |
| Unemployed | 382 | 2.8 | 185 | 1.3 | 567 | 2.0 |
| Student or person having an unpaid working experience | 606 | 4.5 | 399 | 2.8 | 1005 | 3.6 |
| Retired | 5537 | 41.0 | 2773 | 19.6 | 8310 | 30.0 |
| Cannot work due to illness or disability | 2478 | 18.3 | 1331 | 9.4 | 3809 | 13.8 |
| Taking care of the house and/or family | 792 | 5.9 | 7023 | 49.5 | 7815 | 28.2 |
| Other inactive persons | 553 | 4.1 | 1049 | 7.4 | 1602 | 5.8 |
| Total | 13513 | 100.0 | 14174 | 100.0 | 27687 | 100.0 |

The following table from the same Census compares disabled people according to age group:

Table 14: Labour Status of Disabled People by age groups (2011 Census)

|  |  |  |  |
| --- | --- | --- | --- |
|   | 15-20 | 21-30 | 31-40 |
| Count | Column % | Count | Column % | Count | Column % |
| Employed | 193 | 15.4 | 679 | 43.6 | 792 | 41.4 |
| Unemployed | 76 | 6.1 | 129 | 8.3 | 109 | 5.7 |
| Student/ unpaid work | 855 | 68.2 | 147 | 9.4 | 0 | 0.0 |
| Retired | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Cannot work due to illness/disability | 82 | 6.5 | 419 | 26.9 | 655 | 34.3 |
| Taking care of house and/or family | 16 | 1.3 | 72 | 4.6 | 243 | 12.7 |
| Other inactive persons | 31 | 2.5 | 110 | 7.1 | 113 | 5.9 |
| Total | 1253 | 100.0 | 1556 | 100.0 | 1912 | 100.0 |
|  |  |  |  |  |  |  |
|   | 41-50 | 51-60 | 61-70 |
| Count | Column % | Count | Column % | Count | Column % |
| Employed | 1138 | 40.3 | 1451 | 28.3 | 233 | 4.4 |
| Unemployed | 117 | 4.1 | 135 | 2.6 | 1 | .0 |
| Student/ unpaid work | 2 | .1 | 1 | .0 | 0 | 0.0 |
| Retired | 0 | 0.0 | 196 | 3.8 | 3235 | 61.3 |
| Cannot work due to illness/disability | 902 | 31.9 | 1750 | 34.2 | 1 | .0 |
| Taking care of house and/or family | 545 | 19.3 | 1341 | 26.2 | 1589 | 30.1 |
| Other inactive persons | 122 | 4.3 | 246 | 4.8 | 222 | 4.2 |
| Total | 2826 | 100.0 | 5120 | 100.0 | 5281 | 100.0 |

There are some discrepancies between the Census 2011 figures and the 2016 EU-SILC figures related to employment. The Census represents the situation on 20 November 2011, which is now 6 years old. Responding to the Census is obligatory in Malta and therefore the data covers the whole population living in Malta on that day and is not a survey. The Census presents labour status statistics for all persons aged 15 upwards and is not comparable with the 16-64 employment rate estimate derived from EU-SILC.

In the Census, the employment rate for disabled people is 16.5% (there is no breakdown between moderate and severe disability as with EU-SILC); in the Census, the employment rate for disabled women is 23.4% (compare to EU-SILC’s 17.2%) and for men it is 23.4% (compared to EU-SILC’s 33.5%). The final Census report for the general population shows that on Census Day, 60.7% of males and 36.2% of females were in employment.[[71]](#footnote-71)

The age range bands are also different and therefore comparison is difficult.

Tables 1, 2, and 3 above (on employment) also show unemployment figures.

The discrepancies between EU-SILC and Census are as follows:

* Disabled women: 11.1% in EU-SILC; 1.3% in Census.
* Disabled men: 20.2% in EU-SILC; 2.8 in Census.
* Non-disabled women: 2.7% in EU-SILC; 2.47% in Census.
* Non-disabled men: 5.4% in EU-SILC; 4.99% in Census.
* Unemployment rates refer to persons who are not in employment and are actively seeking a job.
* According to EU-SILC data, the unemployment rate for disabled men has been the highest in 2010 (30.1%) and has then seen a strong decrease for 2011 (12.8%). It has been relatively similar since 2012.
* According to EU-SILC data, the unemployment rate for disabled women has also been the highest in 2010 (20.6%). The lowest was in 2014 with only 3.0%. However, it has increased again in 2015 with 11.1%.

There is no alternative national data on disability and economic activity available.

## Disability and educational attainment data from EU-SILC

National comparisons are more limited in the EU2020 target age groups (a wider range improves reliability, but gender breakdowns are not reliable). The EU level indicator is reliable but there is low reliability at the national level in individual years. The following tables show an average of the three most recent years (2014-2016).

Table 15: Three-year average early leaving rates, by disability status (aged 18-24 and 18-29)[[72]](#footnote-72)

Note: It is important to exercise caution in analysis where the sample size is small in these age groups (there are fewer than 50 observations in the 18-24 disability group in Malta).

Table 16: Three-year average tertiary or equivalent education rate (age 30-34 and 30-39)

Source: EU-SILC UDB 2016 – version of March 2018 (and preceding UDBs)

Note: It is important to exercise caution in analysis where the sample size is small in these age groups (there are fewer than 50 observations in the 30-34 disability group in Malta).

Note: Confidence intervals for the disability group are large and reliability low. An average of several years is needed. National administrative data may provide alternative indications, where available.

### Alternative sources of national disability education data

No alternative sources of data on disability and early school leavers were identified for this report. No additional data on disability and tertiary education were identified at the national level but administrative data were made available by the University of Malta and the Malta College of Arts, Science and Technology (MCAST) regarding the number of disabled students enrolled over the past years. These are as follows:

Table 17: Disabled students enrolled at UoM

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Number of Disabled Students**[[73]](#footnote-73) | **Total Number of Students** | **% Disabled Students** |
| 2012-2013 | 155 | 10,997 | 1.41 |
| 2013-2014 | 157 | 11,202 | 1.40 |
| 2014-2015 | 207 | 11,451 | 1.81 |
| 2015-2016 | 229 | 11,627 | 1.97 |
| 2016-2017 | 265 | 11,500 | 2.25 |
| 2017-2018 | 310 | 11,500 | 2.69 |

*Sources: University of Malta, 2018. Facts and Figures.* [*https://www.um.edu.mt/about/uom/facts*](https://www.um.edu.mt/about/uom/facts)*; Access Disability Support Unit (University of Malta), 2018. Personal Communication.*

Table 18: Disabled students enrolled at MCAST

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Number of Disabled Students** | **Total Number of Students** | **% Disabled Students** |
| 2010-2011 | 348 | 6,072 | 5.73 |
| 2011-2012 | 437 | 6,170 | 7.08 |
| 2012-2013 | 505 | 6,244 | 8.09 |
| 2013-2014 | 632 | 6,417 | 9.85 |
| 2014-2015 | 735 | 6,505 | 11.3 |
| 2015-2016 | 824 | 6,659 | 12.4 |
| 2016-2017 | 834 | 5892 | 14.15 |
| 2017-2018 | 832[[74]](#footnote-74) | 6638[[75]](#footnote-75) | 12.5 |

*Source: Inclusive Education Unit (MCAST). 2018. Personal Communication.*

## Disability and poverty or social exclusion data from EU-SILC

Table 19: People at risk of poverty or social exclusion, by disability and risk (aged 16-59)

Table 20: People at risk of poverty or social exclusion, by disability and gender (aged 16+)

Table 21: Overall risk of household poverty or exclusion by disability and age (aged 16+)

Table 22: Trends in household risk of poverty or social exclusion, by disability and age group

Source: EU-SILC UDB 2016 – version of March 2018 (and previous UDB)

Note: The risks for older people do not include work intensity (Eurostat refers to the age group 0-59 for this measure) and the survey does not distinguish ‘activity limitation’ (the proxy for impairment/disability) for children under the age of 16.

### Alternative sources of national disability poverty data

In general, the EU-SILC data provides the most comprehensive and reliable source concerning poverty or social exclusion rates in the Member States. However, national disability surveys or studies may offer additional information.

The following data was included in the 2014, 2015 and 2016 ANED reports. There is no other recent data to compare with.

Research carried out by the Commission for the Rights of Persons with Disability (CRPD) in 2012 provides indicators of income levels of disabled people. It should be noted that this research is based on a sample of 600 persons from CRPD’s own Register of Disabled Persons. This is a voluntary register and is not necessarily representative of all disabled persons in Malta.[[76]](#footnote-76)

The salient data are as follows:

* 40.3% (242 persons) reported that they had an income of € 500 monthly or less in 2012;
* 27.3% (164 persons) reported that they have an income of € 501-€ 700 monthly;
* 20.7% (124 persons) reported that they have an income of € 701-€ 1000 monthly;
* 5.9% (35 persons) reported that they have an income of € 1001 or more monthly;
* The remaining 5.8% (35 persons) did not wish to answer.

The differences between disabled men and women are as follows:

* 30.7% (98) of males and 51.2% (144) of females reported that they have an income of € 500 or less;
* 30.4% (97) of males and 23.8% (67) of females reported that they have an income of € 501-€ 700;
* 27.3% (87) of males and 13.2% (37) of females reported that they have an income of € 701-€ 1000;
* 9.1% (29) of males and 2.26% (6) of females reported that they have an income of € 1001 or more;
* The remaining 2.5% (8 males) and 9.6% (27 females) did not wish to answer.

In terms of age groups, the following can be noted:

* 100% of disabled people aged 1 to 20 (27 persons) have an income of € 500 or less.
* In the 21-30 age group, 82.8% (29) persons have an income of € 500 or less. The percentages for the other income bands represent very small numbers.
* In the 31-40 age group, 62.2% (23) persons have an income of € 500 or less. The percentages for the other income bands represent very small numbers.
* In the 41-50 age group, 62.5% (30) persons have an income of € 500 or less. The percentages for the other income bands represent very small numbers.
* In the 51-60 age group, 38.0% (30) persons have an income of € 500 or less; 25.3% (20) have an income of € 501-€ 700; 20.3% (16) have an income of € 701-€ 1000; 8.9% (7) have an income of € 1001 or more; 7.6% (6) did not wish to answer.
* In the 61-70 age group, 28.9% (39) persons have an income of € 500 or less; 34.8% (47) have an income of € 501-€ 700; 28.1% (38) have an income of € 701-€ 1000; 16.5% (11) have an income of € 1001 or more; 5.2% (7) did not wish to answer.
* In the 71+ age group, 28.2% (69) persons have an income of € 500 or less; 35.1% (86) have an income of € 501-€ 700; 23.7% (58) have an income of € 701-€1,000; 6.1% (15) have an income of € 1,001 or more 6.9% (17) did not wish to answer.
1. Although the percentage of disabled students at MCAST showed a slight dip in the last academic year. [↑](#footnote-ref-1)
2. <http://ec.europa.eu/eurostat/documents/4411192/4411431/Europe_2020_Targets.pdf>. [↑](#footnote-ref-2)
3. Further explanation and analysis of the comparative data and methodology is included in ANED’s annual statistical reports relevant to the EU2020 goals, available at <http://www.disability-europe.net/theme/statistical-indicators>. [↑](#footnote-ref-3)
4. <https://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CRPD%2fC%2fMLT%2fCO%2f1&Lang=en>. [↑](#footnote-ref-4)
5. <https://activeageing.gov.mt/en/Documents/Book%20design%20english.pdf>. [↑](#footnote-ref-5)
6. <https://activeageing.gov.mt/en/Pages/Malta-National-Disability-Strategy.aspx>. [↑](#footnote-ref-6)
7. European comparative data on Europe 2020 & People with disabilities (January 2018). <https://www.disability-europe.net/theme/statistical-indicators>. [↑](#footnote-ref-7)
8. National Statistics Office (Malta). 2018. Labour Force Survey: Q4/2017. <https://nso.gov.mt/en/News_Releases/View_by_Unit/Unit_C2/Labour_Market_Statistics/Pages/Labour-Force-Survey.aspx>. [↑](#footnote-ref-8)
9. <https://nso.gov.mt/en/News_Releases/View_by_Unit/Unit_C2/Labour_Market_Statistics/Documents/2018/News2018_028.pdf>. [↑](#footnote-ref-9)
10. Callus, A.M. and Bonello, I. 2017. *Overprotection in the lives of people with an intellectual disability in Malta: research findings* <https://www.um.edu.mt/__data/assets/pdf_file/.../Reportonoverprotectionresearch.pdf>. [↑](#footnote-ref-10)
11. KNPD. 2014. *Research on the Situation of Disabled Persons in Malta*. <http://crpd.org.mt/research>. [↑](#footnote-ref-11)
12. Callus, A.M. and Bonello, I. 2017. *Overprotection in the lives of people with an intellectual disability in Malta: research findings*. <https://www.um.edu.mt/__data/assets/pdf_file/.../Reportonoverprotectionresearch.pdf>; Bonello, A.M. 2015. *The human right of persons with disabilities to non-discrimination in the Maltese employment sector: a legal perspective.* <https://www.um.edu.mt/library/oar/handle/123456789/17497>; KNPD (Commission for the Rights of Persons with Disability). 2012. *The Current Situation of Disabled Persons with Challenging Behaviour in Malta: Research and Dissemination.* [www.knpd.org/pubs/20120918ESF3105execsumENG.pdf](http://www.knpd.org/pubs/20120918ESF3105execsumENG.pdf). [↑](#footnote-ref-12)
13. <https://ec.europa.eu/info/2018-european-semester-national-reform-programmes-and-stability-convergence-programmes_en>. [↑](#footnote-ref-13)
14. http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8718&l=1 [↑](#footnote-ref-14)
15. [http://www.maltatoday.com.mt/news/budget\_2015/46277/
employers\_concerned\_over\_disability\_quota#.VjnHECTIyfQ](http://www.maltatoday.com.mt/news/budget_2015/46277/employers_concerned_over_disability_quota#.VjnHECTIyfQ). [↑](#footnote-ref-15)
16. <https://jobsplus.gov.mt/employers-mt-MT-en-GB/employing-persons/fileprovider.aspx?fileId=1719>. [↑](#footnote-ref-16)
17. The EU Joint Employment Report 2018 mentions reduced social security contributions aimed at supporting the employment of disabled people. [↑](#footnote-ref-17)
18. <https://jobsplus.gov.mt/resources/publication-statistics-mt-mt-en-gb/publications/annual-reports>. [↑](#footnote-ref-18)
19. <https://jobsplus.gov.mt/resources/publication-statistics-mt-mt-en-gb/publications/annual-reports> (p. 43). [↑](#footnote-ref-19)
20. <https://jobsplus.gov.mt>. [↑](#footnote-ref-20)
21. <https://jobsplus.gov.mt/resources/publication-statistics-mt-mt-en-gb/publications/annual-reports>. [↑](#footnote-ref-21)
22. <https://jobsplus.gov.mt/resources/publication-statistics-mt-mt-en-gb/publications/annual-reports>. [↑](#footnote-ref-22)
23. <https://jobsplus.gov.mt/resources/publication-statistics-mt-mt-en-gb/publications/annual-reports>. [↑](#footnote-ref-23)
24. <https://sapport.gov.mt/en/Pages/JESS%20Beneficiaries.aspx>. [↑](#footnote-ref-24)
25. Disability status is under-reported in Malta’s EU-SILC survey comapred to other Member States. [↑](#footnote-ref-25)
26. <https://ec.europa.eu/info/publications/2018-european-semester-country-reports_en>. [↑](#footnote-ref-26)
27. <https://ec.europa.eu/info/publications/2018-european-semester-country-specific-recommendations-commission-recommendations_en>. [↑](#footnote-ref-27)
28. The Overview of the research is available on: <https://www.european-agency.org/country-information/malta/national-overview/complete-national-overview>. [↑](#footnote-ref-28)
29. <https://education.gov.mt/en/education/student-services/Pages/Special_Education/Special-Education.aspx>. [↑](#footnote-ref-29)
30. <https://www.um.edu.mt/access>. [↑](#footnote-ref-30)
31. A Strategic Plan for the Prevention of Early School Leaving in Malta is available from <https://lifelonglearning.gov.mt/articles/Strategies.aspx>. [↑](#footnote-ref-31)
32. <https://education.gov.mt/en/resources/News/Documents/Youth%20Guarantee%20Implementation%20Plan%20-%20Malta.pdf>. [↑](#footnote-ref-32)
33. <https://eacea.ec.europa.eu/national-policies/en/content/youthwiki/63-preventing-early-leaving-education-and-training-elet-malta>. [↑](#footnote-ref-33)
34. <http://www.agenzijazghazagh.gov.mt>. [↑](#footnote-ref-34)
35. <https://education.gov.mt/en/resources/News/Documents/Youth%20Guarantee%20Implementation%20Plan%20-%20Malta.pdf>. [↑](#footnote-ref-35)
36. <https://fsws.gov.mt/en/Pages/default.aspx>. [↑](#footnote-ref-36)
37. <https://eacea.ec.europa.eu/national-policies/en/content/youthwiki/63-preventing-early-leaving-education-and-training-elet-malta>. [↑](#footnote-ref-37)
38. <http://www.mcast.edu.mt/154>. [↑](#footnote-ref-38)
39. Ministry of Education and Employment, 2015. *Youth Guarantee: Census on youths NEET. Report on Findings*. <https://education.gov.mt/en/youthguarantee/Documents/Neets%20FINAL%20REPORT_ETC.pdf>. [↑](#footnote-ref-39)
40. <https://www.um.edu.mt/about/uom/facts>. [↑](#footnote-ref-40)
41. <https://www.timesofmalta.com/articles/view/20141114/local/updated-alternative-learning-programme-timebomb-ready-to-explode-mut.544016>. [↑](#footnote-ref-41)
42. <http://www.inclusive-education-in-action.org/iea/index.php?menuid=25&reporeid=283#key>. [↑](#footnote-ref-42)
43. <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=12557&l=1>. [↑](#footnote-ref-43)
44. <https://education.gov.mt/en/Pages/National-Skills-Council.aspx>. [↑](#footnote-ref-44)
45. <https://parlament.mt/media/37392/act-vii-various-laws-personswith-disability-membership-in-various-entities-act-2015.pdf>. [↑](#footnote-ref-45)
46. The AROPE indicator provides the share of persons who are either at-risk-of-poverty, severely materially deprived or residing in a house with low work intensity (applicable only for persons aged 0-59). [↑](#footnote-ref-46)
47. Some of these issues were addressed in the ANED analysis of social protection in 2016 and in the ANED EU2020 synthesis report. [↑](#footnote-ref-47)
48. The non-contributory disability pension consists of 4 types of disability assistances: the ISDA, the Severe Disability Assistance (SDA), the Disability Assistance (DA), and the Assistance for the Visually Impaired (BLD). [↑](#footnote-ref-48)
49. <https://socialsecurity.gov.mt>. [↑](#footnote-ref-49)
50. <http://justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8794>. [↑](#footnote-ref-50)
51. These issues were addressed in the ANED 2017-2018 Malta Country Report on Disability Assessment. [↑](#footnote-ref-51)
52. <https://mfin.gov.mt/en/The-Budget/Pages/The-Budget-2018.aspx>. [↑](#footnote-ref-52)
53. <http://crpd.org.mt/wp-content/uploads/2016/04/001-indsupliv2011rpt.pdf>. [↑](#footnote-ref-53)
54. <http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CRPD/C/GC/5&Lang=en>. [↑](#footnote-ref-54)
55. <https://activeageing.gov.mt/en/Documents/SOCIAL%20POLICY%20WEB.pdf>. [↑](#footnote-ref-55)
56. <https://family.gov.mt/en/DSWS/Pages/Disability/National-Standards-for-Residential-Services-for-Persons-with-Disabilities.aspx>. [↑](#footnote-ref-56)
57. <https://activeageing.gov.mt/en/Documents/Book%20design%20english.pdf>. [↑](#footnote-ref-57)
58. <https://family.gov.mt/en/DSWS/Pages/Disability/National-Standards-for-Residential-Services-for-Persons-with-Disabilities.aspx>. [↑](#footnote-ref-58)
59. Such a proposal was made by the Nationalist Party in its electoral programme for the 2013 General Election, although the proposal here was that the agreement be drawn up between the family of disabled persons and the government: <https://www.um.edu.mt/__data/assets/pdf_file/0017/207350/PNManifesto2013.pdf> / Maltese version: <https://issuu.com/partitnazzjonalista/docs/programm-elettorali>. [↑](#footnote-ref-59)
60. <https://activeageing.gov.mt/Elderly-and-Community%20Care-Services-Information/Pages/default.aspx>. [↑](#footnote-ref-60)
61. <https://family.gov.mt/financial-education/implementation-group/Pages/The-Strategy-for-Retirement-and-Financial-Capability.aspx>. [↑](#footnote-ref-61)
62. <https://parlament.mt/media/37392/act-vii-various-laws-personswith-disability-membership-in-various-entities-act-2015.pdf>. [↑](#footnote-ref-62)
63. <https://sapport.gov.mt/en/About-Us/Pages/EU-Projects.aspx>. [↑](#footnote-ref-63)
64. <https://sapport.gov.mt/en/About-Us/Pages/EU-Projects.aspx>. [↑](#footnote-ref-64)
65. <https://www.mca.org.mt/initiatives/assistive-technology-centres>. [↑](#footnote-ref-65)
66. The SILC survey questions are contained in the Minimum European Health Module (MEHM) [http://epp.eurostat.ec.europa.eu/statistics\_explained/index.php/Glossary:Minimum\_European\_Health\_Module\_(MEHM)](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Glossary%3AMinimum_European_Health_Module_%28MEHM%29). [↑](#footnote-ref-66)
67. The methodology is further explained in the annual statistical reports of ANED, available at <http://www.disability-europe.net/theme/statistical-indicators>. [↑](#footnote-ref-67)
68. A discontinuity in the German disability data due to a definitional change in 2015 (reducing prevalence estimates) and affected the estimation of EU average indicators and trends. A break in the Italian prevalence data in 2016 was also large enough to affect the EU average. [↑](#footnote-ref-68)
69. <https://nso.gov.mt/en/News_Releases/View_by_Unit/Unit_C2/Labour_Market_Statistics/Documents/2018/News2018_028.pdf>. [↑](#footnote-ref-69)
70. The data is available from <http://www.knpd.org/Issues/research.html>. [↑](#footnote-ref-70)
71. Report available from: <https://nso.gov.mt/en/publicatons/Publications_by_Unit/Documents/01_Methodology_and_Research/Census2011_FinalReport.pdf>. [↑](#footnote-ref-71)
72. There was a change from ISCED 1997 to ISCED 2011 qualification definitions in 2014 although some Member States continued to use the older definition in 2015. [↑](#footnote-ref-72)
73. This is the number of students at who were registered as having a disability. The Access Disability Support Unit reports that during the academic year 2017-2018, there were 149 students with disabilities who made use of their services, and these may not be necessarily registered as disabled with the university. [↑](#footnote-ref-73)
74. 832 students were registered with the Inclusive Education Unit at MCAST, 298 of whom are female and 534 male. [↑](#footnote-ref-74)
75. This is the number of students enrolled in October 2017. By the end of May 2018 there were 6107. However, the difference between both figures does not reflect the number of dropouts, since new students were also enrolled after October. [↑](#footnote-ref-75)
76. <http://www.knpd.org/pubs/pdf/Research%20Report%20Pt%202%20Analysis%20Tables.pdf>. [↑](#footnote-ref-76)