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# Activity Report

JULY 2019  
DECEMBER 2019



# Foreword



THE LAST FEW WEEKS OF 2019 HAVE BEEN EXTRAORDINARILY BUSY AT MCESD. DUE TO THE POLITICAL TURBULENCE THE COUNTRY WAS PASSING THROUGH, MCESD'S SOCIAL PARTNERS HELD THREE MEETINGS BETWEEN NOVEMBER AND DECEMBER 2019 TO DISCUSS THE SITUATION THAT WAS AT STAKE, AND THE WAY FORWARD.

The social partners also requested an urgent meeting with the President of the Republic, George Vella, the request having been immediately granted.

During the three-hour meeting with His Excellency, the President, the social partners expressed their concerns and offered the President assistance in a bid to reduce the crisis the country was facing.

During one of MCESD's Council meetings, a unanimous decision was taken to compile a report to be presented to the newly elected Prime Minister on the subject of good governance. At this time of writing, a final draft will be presented to all the social partners at an ad hoc meeting to be held at the earliest. It is expected that this report will be discussed with the new Prime Minister at his earliest convenience.

## National Productivity Report

The National Productivity Report has completed its annual report for 2019. This Board, which was set up in February 2019, fulfilled the objectives of the EU Council recommendation in relation to the National Productivity Boards, as well as the diagnosis and analysis of productivity and competitiveness-related developments in Malta and Gozo.

The MCESD will be organising a conference to present the findings emanating from the annual report to all stakeholders towards the end of February.

I would like to conclude this introduction by congratulating Minister Carmelo Abela as the new Minister responsible for Social Dialogue, Sustainable



*John Bencini*

***“The board... fulfilled the objectives of the EU Council recommendation in relation to the National Productivity Boards...”***

Development and the Implementation of the Electoral Manifesto. MCESD wholeheartedly thanks Minister Edward Zammit Lewis and Minister Aaron Farrugia for their sterling work and for their cooperation during the their previous tenure.

**JOHN BENCINI**  
*Chairperson MCESD*

# MCESD's mission



**“ MCESD plays a vital role  
in promoting social dialogue in Malta ”**



**THE MALTA COUNCIL FOR ECONOMIC AND SOCIAL DEVELOPMENT (MCESD) IS AN ADVISORY COUNCIL THAT GIVES RECOMMENDATIONS TO THE MALTESE GOVERNMENT ON ISSUES WHICH ARE OF ECONOMIC AND SOCIAL RELEVANCE. IN VIEW OF THIS, THE MCESD'S VISION IS ONE OF CONTINUOUS IMPROVEMENT OF SOCIAL DIALOGUE IN MALTA.**

MCESD serves as a catalyst between social partners, civil society, the Gozo Regional Committee and the Government. It's main aim is to ensure that sound and concrete recommendations about socioeconomic matters will be heeded by the Government prior to any reforms or measures of relevance. This is done following a string of consultations within the Council.

## Social dialogue for a better quality of life for all

Discussions that take place are very much influenced by what social partners experience on a day-to-day basis. The social partners agree on the topics that are to be discussed during Council meetings. Thus, the topics up for discussion are determined by the external environment. Since the Government forms part of the Council, it too puts forward subjects to discuss during the Council meetings where national policies are often formulated. The Council is a tool for analysis and, at times, a catalyst for change.

The Council's success lies in the fact that the various representatives are open and ready to receive suggestions and feedback from their counterparts on the Council, while always keeping in mind that it is Government which has the mandate to implement policy.

Membership to the EU has helped to give a better perspective on what is going on in member states within similar areas of interest, and the Maltese representatives on the European Economic and Social Committee have contributed to further developing such a relevant scenario for the Maltese landscape. Such information has also helped, and will continue to help the Council in its deliberations on documents or reports that the EU itself requests from time to time. These reports contribute to the European Economic Semester and the National Reform Programme (NRP).

## MCESD hosts two committees

Under the remit of the MCESD, there are two committees: the Civil Society Committee (CSC) and the Gozo Regional Committee (GRC), both of which, through their respective Chairpersons, have a seat on the MCESD. This ensures that the interests of civil society groups and Gozitan citizens are considered.

The Gozo Regional Committee brings together regional constituted bodies and it aims to promote new ventures for Gozo for it to be able to boost its social, economic and ecological sustainability. Furthermore, through discussions and proposals, the Committee addresses the constraints brought about by the double insularity of Gozo.

The Civil Society Committee within MCESD is unique in terms of its identity since it brings together various NGOs representing a wide range of sectors. It engages in timely and effective debates and discussions on matters that are of interest to the various groups involved.

# Themes Discussed During Council Meetings

DURING THE YEAR JULY 2019 TO DECEMBER 2019,  
7 COUNCIL MEETINGS WERE HELD WITH THE FOLLOWING THEMES:



Philip von Brockdorff

- **Reactions by Social Partners to CSR's** - presentation by Mr Philip Von Brockdorff

The social partners received a questionnaire on the country specific recommendation and the presentation summarised their feedback

Parliament. External auditors were also appointed, and financial statements comply with IFRS reporting even though it was not a legal requirement. The financial statements are also available on the website.



David Curmi

- **Update on the Activities of the NDSF** - presentation by Mr Raymond Andrew Ellul and Mr David Curmi

Mr David Curmi explained that the National Development and Social Fund was scrutinized at various levels. The financial statements were presented to

- **Introductory presentation: A Visibly Effective MCESD** – presentation by GRTU

The GRTU gave a presentation on this EU-funded project. MCESD is a partner of this project. EMCS were appointed Project Managers. Through in-depth consultations, EMCS was to assess

the wishes and aspirations of the stakeholders of MCESD and, in liaison with the MCESD Council, emerge with recommendations for MCESD to be more visibly relevant, and effective as a result. The project's aim was for MCESD to learn from stakeholders, leading to an overall improvement in terms of its visibility. The objective of the project was to build trust between MCESD and its stakeholders. To achieve this EMCS needed to identify the most effective engagement approach. In this way, the functions of MCESD are strengthened and MCESD becomes more visible and relevant.



GRTU meeting

- **Healthy Minds Work** - presentation by Ms Dimech Sant, Richmond Foundation

The paper stresses that mental illness is a cost to the individual, to the family, to society, to the businesses and to the nation. Every €1 invested in mental health training and support at the workplace translates into a return of up to €7. Healthy Minds Work is a comprehensive programme that helps organisations safeguard the overall well-being of their workforce and creates an inclusive and supportive working environment.



Healthy Minds Work meeting

- **The Cost of Living in Malta based on EU Statistics** - presentation Mr Marco Bonnici, Forum Unions Maltin

FORUM was concerned by the media report that food staples in Malta were 12% more expensive than in Europe. By means of the presentation, Forum brought the relevant statistics to the attention of MCESD members. They suggested that statistical information should be analysed with the aid of respective Ministry officials during

dedicated MCESD meetings. The paper delved into the implications of the statistical information on the cost of living and Malta's Competitiveness. The Council discussed the effectiveness of mechanisms to control directly/indirectly the increase in prices



Marco Bonnici



Pre-Budget 2020 meeting



Malta's demographic challenges discussion



Joe Farrugia

- **MEA's position on Malta's demographic challenges** - presentation by MEA

The paper presented examined the relationship between economic growth and population increase. The report assessed, the potential threat of a vicious circle whereby the country's economic growth could be dependent on population increase. The paper asserts that there was the need for policies and strategies to manage the transition needed to support an increase in population. The sustainability of such a demographic change is also examined.

- **Pre-Budget submissions**

The social partners were asked to make their pre-budget submissions to government. Their suggestions were compiled in a report prepared by MCESD which was presented to the Minister for Finance.

- **Joint MCESD-GRC meeting**

This meeting was held in Gozo and statistics were presented by the National Statistics Office which gave an overview of the social and economic trends in Gozo. The report delved into the demography, education, economy, transport, agriculture, resources sectors, and the labour market.



Joe Muscat, Chairperson of the GRC Committee

## Themes discussed in the Civil Society Committee

- STAR003 project 'Research – An Effective MCESD Social Partner' research by EMCS Ltd
- CSC Election process

## Themes discussed in the Gozo Regional Committee

- **Standing item on agenda: Updates about MCESD Council Meeting and OHSa by GRC representative**

Mr Michael Galea, GRC member, who is also the GRC representative on the OHSa, as observer status, updated those present about the visions of this authority and their main aim to involve and to collaborate with other bodies in order to gather feedback on policies, bring about commitment and obtain consensus. The only way by which health and safety in the workplace will improve is if the employers themselves recognise that it is in their best interests to provide their workforce with a healthy and safe environment.

- **Updates on the Gozo General Hospital by Dr Nadine Delicata**

During this meeting, Dr Nadine Delicata, Chief Operating Office, Steward Healthcare Malta, updated members regarding the state of play of the Gozo General Hospital. She informed them that infrastructural projects are being carried out and the construction works on Barts Medical School is now terminated

making it a state-of-the art building. The curriculum will be taught in conjunction with London and local academics. She also spoke about the introduction of new services being offered by the hospital. Members expressed their concerns about the needs of the Gozitans with regards to the health sector. It is planned that the works on the hospital are completed by the end of 2020.

- **Updates on the Gozo Regional Governance Conference**

The GRC chairperson updated members regarding the upcoming Regional Governance Conference. During the working group which was set up for this purpose the members discussed the programme and agreed that the title shall be The Future of the Governance of Gozo. MCESD secretariat suggested that Prof Godfrey Baldacchino should be the main rapporteur. Date for this conference will be set at a later stage



*Barts Medical School within the Gozo General Hospital*



Jonathan Mintoff

- **Revision of workplan**

The Council discussed which issues should feature in the revised work plan.

- **Info session on NSO presentation prior to MCESD-GRC joint meeting, by Mr Manuel Tabone and Ms Marice Grech from NSO Gozo Office**

During the September meeting, officials from the NSO, Gozo Office were requested to give an overview of the social and economic trends in Gozo prior to a MCESD Council meeting on same subject. The discussion focused on statistics by sector regarding Gozo, mainly tied to population, education, employment, business demography, Regional Gross Domestic Product, tourism, transport and renewable

energy through the use of photovoltaic panels. NSO officials also referred to the recent NSO Publication – Regional Statistics Malta 2019 Edition.

- **Legal explanation on the GRDA Act by Dr Jonathan Mintoff (GRC member)**

In the view of the GRDA Act and the representation of the GRC on the Board, the members wished to discuss the Act together and a legal explanation was given by a lawyer who is also a GRC member.

As standing item on agenda, GRC Chairperson updated members with MCESD agenda of previous meeting.

- **Joint MCESD – GRC Meeting**

Overview of economic and social trends in Gozo (presentation by Ms Marice Grech, Head of Unit, NSO Gozo Office)

- **Updates on MCESD Council Meeting**

- **Establishing a Procedure to nominate the GRC Representative on the GRDA**

Members discussed the establishment of an internal procedure regarding the nomination of the GRC representative on the GRDA. They resolved that the person should be selected by a simple majority vote.



Gozo Regional Committee meeting

# Working Groups at MCESD

At the bureau level, two working groups have been set up:

## Working Group 1

### **The participation of the social partners in the process of the European Semester**

Members are aiming to exert more influence on the European Semester as of 2020.

Members of this working group agreed on the following:

- The Working Group on Country Specific Recommendations (CSRs) would be the focal point of the Government and of the European Commission in relation to the European Semester and the CSRs.
- Members agreed that once the CSRs are issued, it would be too late to contribute to the process. Not enough weight was being given by the Commission to the social partners at MCESD which represented the bulk of civil society, employers and trade unions. Unfortunately, fringe organisations which did not represent the majority of the sector were invited to attend meetings and expressed their views which did not have the backing of the sector they were talking about. They agreed that there was need for a formal and structured approach in the consultation that takes place that feeds into the European Semester process.
- Room should still be left for individual consultations so that the social partners would be in a position to represent their sectorial interests.
- The work of the working group would be ongoing.
- There was a need to convince the Commission that the Social partners were autonomous, answerable to their members and that they represent the interests



of their members in the Council. It was suggested that social partners make a declaration confirming their autonomy.

- A letter was sent by the Council to the Commission and copied to the Minister, requesting that the social partners be consulted in a structured and formal way.
- The letter stressed that Social Partners are autonomous
- In this way the Social Partners could prepare themselves professionally for this consultation with the necessary expert advice.
- The committee resolved to include an invite in the letter to the Commission to attend the next Committee meeting.

The European Commission has reacted favourably to this initiative by MCESD and requested a meeting with MCESD to discuss closer cooperation with MCESD. Following this meeting, the EU representation Office has agreed to attend the first MCESD meeting for 2020.

They have agreed to update Council Members on the European Semester process with special emphasis on feedback required from the social partners. One of the aims of the newly set-up working group, and the presentation planned for the next Council Meeting, is to improve communication between social partners and the European Commission.

MCESD and MEUSAC have agreed to discuss the streamlining of their operations to avoid duplication of work and to increase cooperation between the two organisations.

## Working Group 2

### Statement of Principles

This working group was set up to deal with the fallout of the crises which erupted at the end of 2019. Three meetings were held, and the following press release was issued:

#### Press release issued on 2<sup>nd</sup> December 2019

All representatives from employers, unions, and civil society, members from MCESD, met to discuss the recent extraordinary events which have brought the country close to a standstill. The social partners voiced their concerns that the political crisis and the developments related to the brutal murder of journalist Daphne Caruana Galizia have created an atmosphere of unrest and uncertainty among Maltese society. The social partners are also concerned with the extent of the actual and potential aggravation of reputational damage on the Maltese social and economic wellbeing.

To this end, the social partners also recognise that:

- progress has been made in the ongoing investigation with this murder;
- a number of suspects have been arraigned and charged with such murder.

Furthermore, political responsibility is being shouldered at the highest political level.

The social partners have called on MCESD to suspend its regular schedule in order to urgently discuss the current crisis, and its serious repercussions on the economy, business and jobs. MCESD resolved that:

- the national institutions responsible for the Rule of Law must continue to be strengthened;
- nobody should be considered above the law and justice must prevail and must be seen to prevail in a timely manner;
- national unity and stability should be prioritised by all stakeholders.

For the Maltese economy to continue to prosper, it is essential that social and political stability should be restored as soon as possible.

Through its Chairman, the MCESD has organised an urgent meeting with the President of Malta to express its concerns and to commend and support his initiatives. Moreover, MCESD will live up to its mission, and through social dialogue propose tangible actions, including institutional reform where required so as to:

- promote increased independence of regulatory institutions from the executive;
- enable institutions to function without fear and/ or favour;
- ensure that every citizen, irrespective of role and position, is held accountable for his/ her actions.

#### MR JOHN BENCINI

*MCESD Chairman*

The working group resolved to formulate a Statement of Principle. The Statement of Principle will evolve around the following themes:

- MCESD's Role,
- Good Governance,
- Transparency and Accountability,
- Separation of Powers,
- Rule of Law,
- Meritocracy,
- Malta's International Reputation.

Dr Michael Frendo has been commissioned by the Council to compile a report with the above terms of reference after consulting individually with all Council Members. He has been asked to submit the report by 15<sup>th</sup> February 2019.

# National Productivity Board

AS MENTIONED EARLIER, THE NATIONAL PRODUCTIVITY BOARD WAS SET UP IN 2019 TO DIAGNOSE AND ANALYSE PRODUCTIVITY AND COMPETITIVENESS IN MALTA.

The analysis takes into account euro area and EU aspects and addresses the long-term drivers and enablers of productivity and competitiveness, including innovation, and the capacity to attract investment, businesses and human capital. It also addresses cost and non-cost factors that can affect prices and quality content of goods and services including those relative to global competitors in the short term.

Such an analysis is based on transparent and comparable indicators. The Board will engage in the independent analysis of policy challenges in the field of productivity and competitiveness and assess the effects of policy options, making trade-offs of policy explicit. The Board is composed of 11 members, comprising of a Chairperson and 10 other members. The Chairperson of the Malta



**“Such an analysis is based on transparent and comparable indicators”**

Council for Economic and Social Development (MCESD) is ex officio and acts as the Chairperson of the Board. The other 10 members comprise of a senior official nominated by the Minister for Finance, a member nominated by the Governor of the Central Bank of Malta, four members nominated by the workers' organisations constituted bodies sitting in the Council, and four members nominated by constituted bodies representing national employers' organisations forming part of the Council.

The National Productivity Board is also tasked with the preparation of the annual report.



# Executive Summary of the Annual Report of the National Productivity Board

**PRODUCTIVITY IS A KEY FACTOR OF NATIONAL COMPETITIVENESS TO SUPPORT SOCIO-ECONOMIC DEVELOPMENT. THE AIM OF THIS REPORT IS TO DETERMINE MALTA'S COMPETITIVENESS POSITION AND TO IDENTIFY FACTORS THAT ARE DETERMINING ITS EVOLUTION.**

This report analyses Malta's productivity and competitiveness from the macro and meso-economic perspectives. It also assesses in further depth specific factors of economic competitiveness that determine Malta's current economic performance and its position internationally, namely human capital, innovation and infrastructural conditions. The analysis of these factors leads to the identification of the needs and proposals of policy measures.

In recent years, Malta registered significant macroeconomic growth rates mainly owing to a strong performance registered in the services sector. While Malta's open economy makes it relatively more susceptible to external shocks, the diversified economic structure strengthens the resilience in managing macroeconomic shocks. Malta's progress in converging towards the European standard of living can be attributed to the buoyant economic performance and the expansion of its economic potential. In the labour market, the unemployment rate is at an all-time low whilst the participation rate is increasing. Furthermore, the substantial increases in net exports in the services industry have contributed to a current account surplus position. Malta needs to ensure that the factors determining competitiveness, such as the real

effective exchange rate and the quality of the business environment and infrastructure, are supported with a view to ensure that the progress recorded in recent years can be supported over the longer term.

## Identifying new skill sets for workers

From a meso-level perspective, the report analyses the characteristics of key sectors as well as sectoral interlinkages. The analytical report identifies the need to support the creation of clusters that bring together enterprises from different sectors. This should contribute to higher economic resilience since it encourages cooperation and the sharing of knowledge, while allowing for diversification and specialisation. In view of the observation that employment appears to be mostly concentrated in sectors which have a relatively low productivity level, such as the Public Sector, the manufacturing and wholesale sector, higher policy efforts are required to boost employment in highly productive sectors through the setting up of educational programmes to identify new skills. Furthermore, efforts directed at strengthening the regulatory framework as well as anti-money laundering with respect to high productivity sectors exposed to international competition must be intensified. It is recognised that there is a need to support human capital creation and improvement in low productivity services sectors exposed to international competition. Low productivity sectors should be enabled to benefit from interlinkages



*The Economic and Financial Affairs Council (ECOFIN) meet in Luxembourg to endorse the establishment of the National Productivity Boards (NPB)*

with other sectors with the aid of technology. The publication of more disaggregated sectoral productivity data, including at firm level, to assist policymakers in adequately understanding and benchmarking Malta's productivity performance against international competitors and driving informed policy decisions is also called for.

## Addressing rate of early school-leavers

With respect to human capital, the analysis identifies the need to improve educational attainment through more intensified efforts to reduce the early school leaving rate, encourage the social inclusion of migrants within the education system as well as further encourage apprenticeships to ensure that young people, especially low achievers, have the opportunity to obtain the necessary qualifications, while applying the skills acquired in practice with the assistance of experts.

Furthermore, efforts need to be sustained in terms of encouraging participation by low-skilled employees in adult learning, through incentives targeted especially at those persons that have precarious jobs. The need for a holistic approach is identified whereby the creation of skills is mainstreamed within each element of economic and social development policies in Malta. The analysis also identifies a number of needs within the labour market including equal opportunities amongst different categories of workers, ensuring that Malta remains an attractive place to live and work to retain migrant workers as well as better work-life balance to ensure longer working lives, which address not only

the facilities but also the culture in the workforce. Other needs include social integration at the place of work, make use of European Social Funds to tackle in-work poverty as well as introducing the concept of mentoring as well as a knowledge-transfer programme within the workplace.

## R&I key towards productivity and competitiveness

The report focuses on Research and Innovation (R&I) as key towards enhanced productivity and competitiveness. Malta's performance in the area is gauged by the EC Innovation Scoreboard indicators, and the innovation developments in the country's selected smart specialisation areas and its emerging economic niches. The analysis identifies that local framework conditions for R&I investment need to be strengthened further to overcome local specific challenges and facilitate investment that would yield strong competitiveness benefits over the longer term. It is thereby recommended that a greater leadership role is taken by Government in promoting R&I via institutional reforms, as well as increased investment in the field.

Measures that facilitate funding access, support non-R&D forms of innovation and strengthen linkages between R&I stakeholders would support the development of a more productive innovation eco-system. In all of this, the development of a system that comprehensively monitors innovation activity, outputs and impacts in the economy would support in evaluating performance and ensuring that innovation activity is aligned to the competitiveness requirements of the economy.

## Infrastructure and real estate markets

Competitiveness is also analysed within a broader framework that encompasses sustainability. Malta's performance within the sustainable competitiveness concept is analysed in relation to in two key factors – the infrastructure and real estate markets. The results of the 2017 Global Sustainable Competitiveness Index indicate that natural capital and resource management are the strongest challenges for Malta in ensuring competitiveness sustainability.

With regards to infrastructure, data indicates that the country has significant gaps in key infrastructures, in terms of both quantity and quality. These gaps need to be closed in a responsible manner that considers the ramifications on all the dimensions of sustainable competitiveness.

In view of this, measures that strengthen the framework public infrastructure investment management and ensuring its sustainability are recommended. These include measures related to infrastructure investment appraisal/ evaluation and ensuring fiscal sustainability for long-term investment.

Real estate market developments are central to competitiveness sustainability. In the context of the booming phase of the local real estate market, the report recommends continuous monitoring of the alignment of property prices with market fundamentals. The collection of more detailed property market data to support policy is thus being recommended. Furthermore, measures that safeguard against property market overheating, address social affordability issues and promote environmentally sustainable construction activities are encouraged.



## Recommendations that emerged from the report

The report brings together all the recommendations identified across the above thematic areas into an evaluation framework that categorises the recommendations on the basis of their timeframe and the strength to which benefits are proofed against potential risks in the long-term. A Multi-Criteria Decision Analysis technique has been employed to evaluate the expected contribution of each recommendation, as well as any potential adverse risks which it inherently poses, over three criteria:

- **Effectiveness:** Extent of the policy's contribution towards achieving defined objectives, i.e. better synergies between sectors, a more balanced approach to investment, countercyclicality and a socio-demographic balance.
- **Implement ability:** Extent to which a policy is easily implementable in terms of the ability to mobilise social and civil actors and to attract public and private funding.
- **Futureproofing:** Extent to which the benefits emanating from the policy can be sustained over the longer term.

Based on this approach, recommendations have been categorised into six groups based on their implementability horizon (short, medium, long-term) and strength of futureproofing (very strong, strong). The short-term implementability group includes recommendations for more frequent and detailed gathering of data/ information in key economic domains such as sectoral productivity and the real estate market, to support evidence-based policy making.

Measures towards ensuring that Malta remains an attractive place to live and work in are also identified as a priority for sustaining economic competitiveness. Tackling in-work poverty, facilitating R&D funding access and supporting the development of cross-sectoral enterprise clusters are likewise identified as short-term policy efforts that would be expected to generate strong long-term competitiveness benefits.

View full report: <https://bit.ly/36x27lg>

# Conferences held overseas

## Rome –13 -14 June 2019

The Annual Meeting of the Presidents and Secretaries General of the EESC and the Economic and Social Councils of the EU Member States which took place in Rome on the 13 and 14 June, 2019.



*Chairman of MCESD John Bencini, Executive Secretary Adriana Chircop, and Executive Officer Tiziana Castillo participated in the meeting*

## Brussels – September 2019

“European Semester Group – Priorities for the 2020 European Semester, from a Civil Society perspective, and Drivers for Implementation.”

### **Participant**

Adriana Chircop

## Dublin – September 2019

“National Productivity Board of Ireland’s visit”. Talks with the Chairperson and Board members of the Irish National Productivity Board.

### **Participant**

Kearon Bruno

## Bucharest – October 2019

“International Association of Economic and Social Councils and Similar Institutions (AICESIS).”

### **Participant**

John Bencini

## Barcelona – October 2019

“Euromed Summit of Economic and Social Councils and Similar Institutions.”

### **Participant**

Adriana Chircop

## Brussels – November 2019

“National Productivity Boards Annual Research Conference.”

### Participants

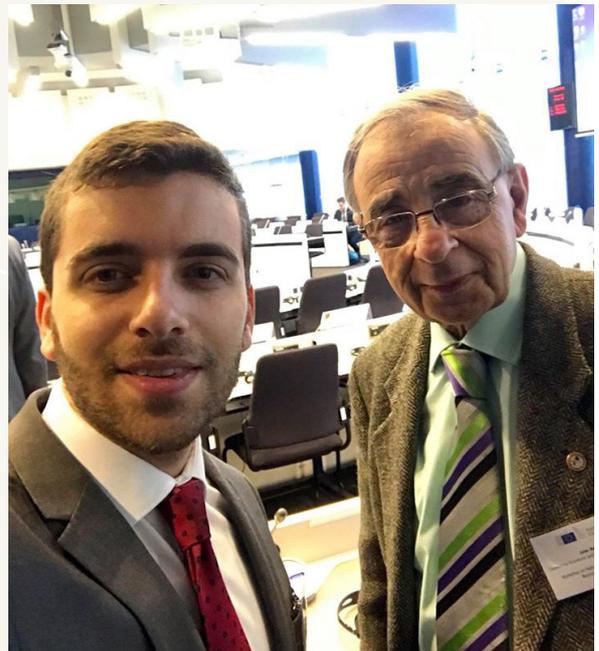
John Bencini & Kearon Bruno

## Brussels – November 2019

“CEEP” Social Dissemination Conference – Social Services in the EU Cross-Industry Social Dialogue.

### Participant

John Bencini



*National Productivity Board (NPB) conference*

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