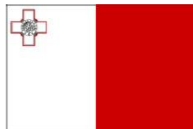


SPD7/2021/021 Provision of Evidence-Based Research and Delivery of Training for MCESD

Final Presentation

15th December 2022



1 Introduction



Terms of Reference

- To develop specialised factual and scientific research
- To promote capacity building of the MCESD in social dialogue through the provision of training of MCESD officials on communication and outreach of stakeholders
- To disseminate the research results, conclusions and recommendations to the relevant stakeholders

The research focused on four (4) thematic areas, as follows:

- i. Enhancing female participation in social dialogue
- ii. Improving the technical capacity of social partners
- iii. Expanding investments in R&D and in the new economy and
- iv. Reduction of greenhouse gases

2 Methodology

Methodology used in the Research:

Desk research

Questionnaires

Interviews & Focus groups

Workshops



3 Research Findings

Enhancing Female Participation in Social Dialogue

Analysis of Initiatives to Enhance Female Participation in Social Dialogue around the World

Malta's ranking in Key Gender Gap Areas

Key Gap Area	Malta's Rank	Malta's Score (% of Gap Closed)
Political Empowerment	80th	19.2%
Economic participation and opportunity	94th	65.6%
Health and survival	116th	96.5%
Educational attainment	1st	100%

Research Findings

- 1 Majority (**62%**) of respondents were nominated to be representative in social dialogue fora by their peers and members
- 2 A large number stated that they have taken on representation because of their current position (**50%**) or because of their involvement and/or exposure in various relevant groups (**35%**)
- 3 However, very few stated that they are participants due to their qualifications (**8%**) or expertise (**19%**)
- 4 Majority (**76%**) of all respondents believe that the member selection process is fair and effective
- 5 More than half of female respondents (**56%**), and **41%** of all respondents feel that female participation is not being given due importance during social discussions
- 6 There is a strong opinion from interviewed social partners against the introduction of quotas, because it is seen as a hindrance to the preferred merit-based approach

Enhancing Technical Capabilities of Social partners

Desk Research Findings

- 1 The International Labour Organisation is a firm supporter of **capacity building** for the benefit of both employers'
- 2 Issues exist in relation to the capacity and capabilities to **negotiate**
- 3 **Exchange visits** between social partners from different countries are a useful means to share good practices and experiences
- 4 **40%** of respondents feel that they are provided with adequate resources and tools to contribute effectively to social dialogue
- 5 Only **20%** feel there is no need to upskill social partners in any area

Questionnaire Findings

Skills Gap

- The largest skills gap relate to the topics of:
 - Policy Making and Advocacy **(88%)**
 - Research Methods and Analysis **(84%)**
 - Marketing, PR, Communication and New Service Development **(80%)**
 - Industrial Relations and Negotiations **(52%)**
- The most prominent issue encountered by **91%** of respondents was lack of human and financial resources

Questionnaire Findings

Gaps in Technical Capacity – Key Topics

- Collective bargaining
- Communication
- Conflict resolution
- Drafting of social policies
- Economics
- EU Affairs
- Leadership and Decision Making
- Legal matters
- Lobbying skills
- Negotiation skills
- Public policy
- Research and Analysis

Expanding Investments in R&D and in the new economy

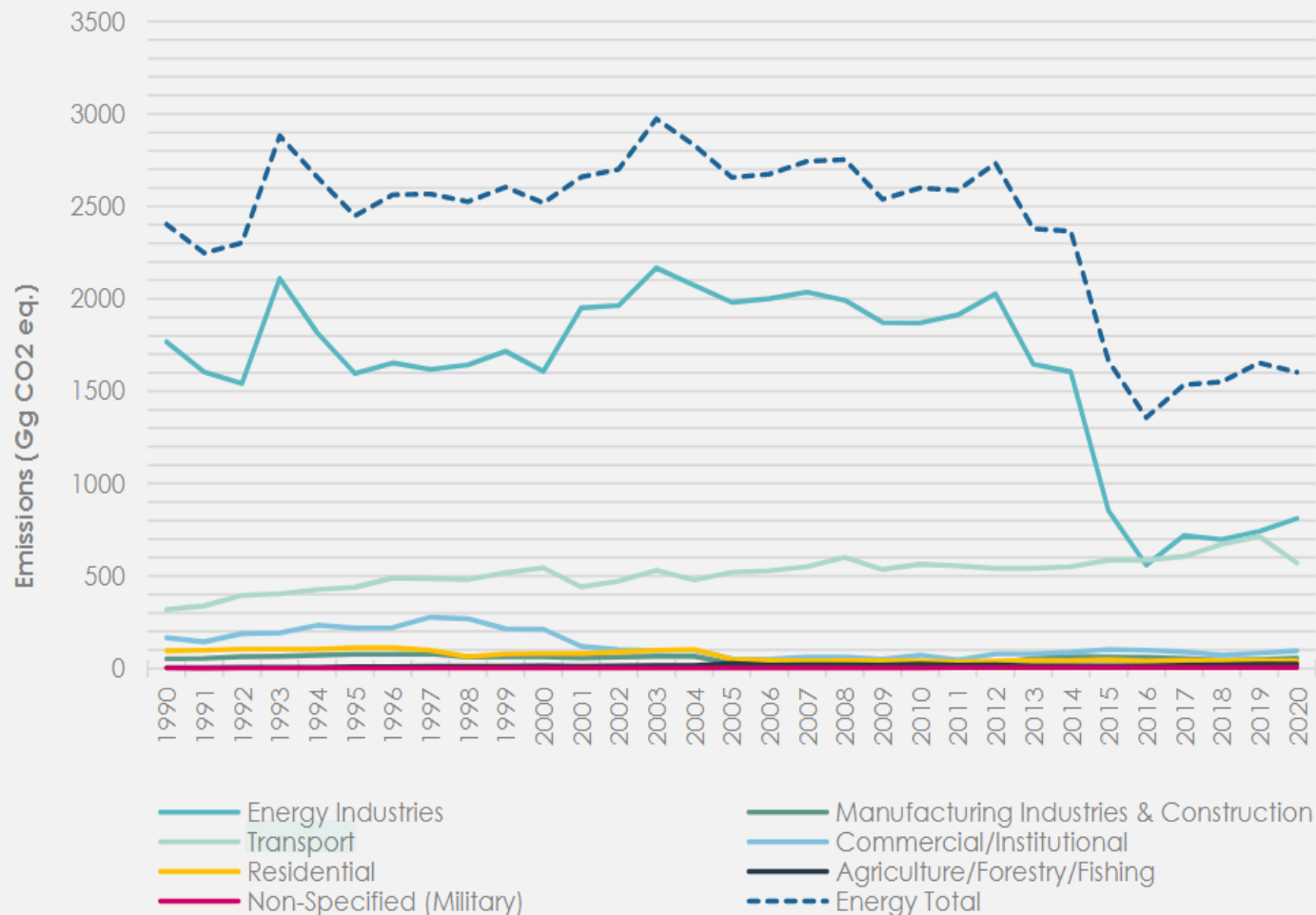
Research findings

- 1 The level of investment for 2020 for Malta was only 0.67% of GDP, meaning €87.188 million, ranking Malta 26th out of 27 EU member states
- 2 The number of engineers and graduates in STEM (Science, Technology, Engineering and Mathematics) are decreasing

Although there are several success stories, investment in R&I remains marginal to Maltese business. Issues relate to;
- 3
 - size of enterprises
 - complicated funding programmes
 - fragmentation of entities and programmes
 - lack of expertise and HR
 - the need for better coordination amongst different service providers
- 4 Overall results shows that whilst the appetite for R&D&I is slowly increasing with local businesses, the Maltese traditional business model does not rely on research and innovation
- 5 Barriers are categorised into 4 types: institutional, market, business model and external factors

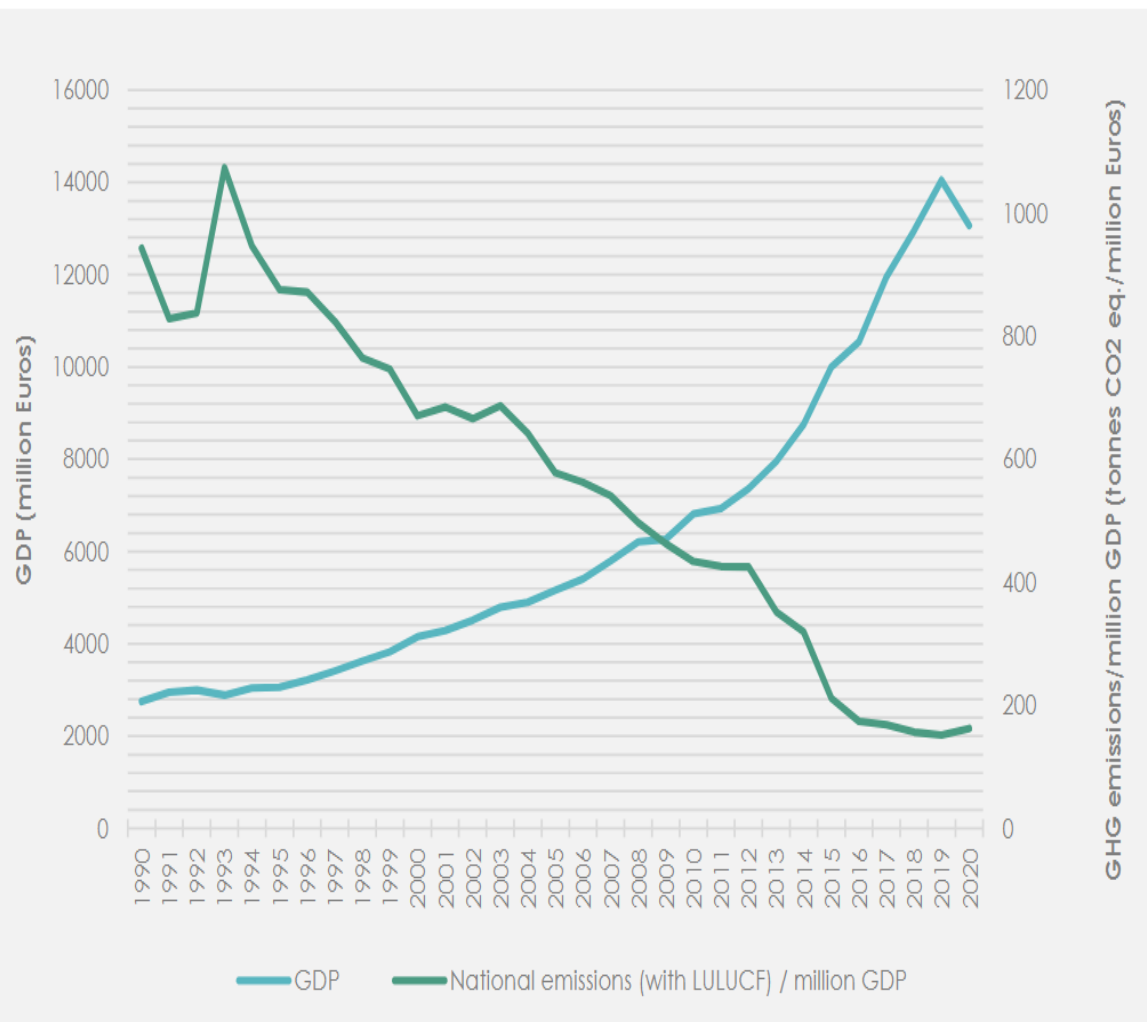
Reduction of Greenhouse gases

Research Findings: Total emissions and emissions by sector for Malta



- From 1990 to 2012, an overall increasing emissions trend is observed
- Followed by a decrease in emissions from 2012 to 2016 at high rates (**24.22%** reduction between 2014 and 2015 emissions in particular)

Research Findings: Trend in emission per GDP compared to GDP trend



- Similar observations can be made on the association between the Gross Domestic Product (GDP) and greenhouse gas emissions
- A decoupling of economic growth from greenhouse gasses emissions occurred and emissions did not increase at the same rate as GDP



Challenges faced by Malta in reducing greenhouse gas emissions:

- The absence of natural gas and heating/cooling networks
- The dependency on imports and exports
- The small size and number of suppliers and market players
- Limited land area
- Rich but fragile natural environment and climatic conditions
- Limited mitigation potential arising from Malta's service-based economy
- The transport, agricultural and waste disposal sectors as well as the legacy effect in solid waste disposal

4 Recommendations



Enhancing Female Participation in social dialogue

- **Establish a Gender Diversity Index (GDI)** as a local measure which is presented regularly and automatically shared with the relevant local and international institutions
- While competence and merit would continue to be considered, consideration of **female candidates may be encouraged**, ensuring that gender is only one of the factors considered in the decision-making process
- Greater encouragement to **incentivise women to apply** in areas of competency where they are underrepresented, or in industries and roles which are normally perceived to be male dominated
- Bring together a **team of experts** in various fields of specialisation, both male and female, which are made available to the social partners for reference as needed
- Introduce **measures to facilitate participation**, such as flexible working times and conditions and use of digital meetings



Improving Technical Capacity

- **Technical Capacity** - recommended training initiatives and information sharing
- **Core Capacity** - flexible and convenient training delivery or sharing of specialised knowledge
- **Enabling environment** - pool of experts available for stakeholders for added capacity and specialist input
 - Social dialogue process improvements and planning provisions



Investments in R&D and in the new economy

- **Strengthen the eco-system** - more synergy between the different parts. The lack of an effective governance structure is hindering the profitable outcome of a stronger whole
- **Increase and showcase funding schemes** - whilst there are several schemes for R&D, the lack of interest from most of businesses signifies that knowledge about their potential is still lacking
- **Incentives for R&D&I** - local business model is not geared for more risk in the form of R&D
- **New direction for the local business model** - Local businesses may not have yet appreciated increased competitive forces
- **Enhance high-value human capital** - Discuss a different type of working permit for knowledge-based workers with the aim of retaining doctoral and post-doctoral expertise after the contract expires



Reducing Greenhouse gases – a socio-technical transition

- **Investment in technology and energy sources** that lead to lower emissions. The role of the government in leading this socio-technical transition is necessary
- **Communicate benefits** arising from measures and support schemes for the uptake of more innovative technologies and behavioural changes (e.g. waste separation, shift towards public transport)
- Continue offering **support measures** in the form of grants, financial tools, and technical assistance, to generate private investment and a greener economy, with lower greenhouse gas emission
- **Innovation** is critical for this socio-technical transition – it can address knowledge gaps and identify context-adapted solutions to this transition goal

5 Training Programme



Training Programmes

Total of 3 modules:

25 hours duration

Assignment

Certificate of attendance

Module 1: Digital Marketing Tools

January – February 2022

Module 2: Research Methods

March – May 2022

Module 3: Training to improve the administrative capacity of MCESD

July – August 2022

Thank you

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