

NCPE Feedback

Strategic Review on the Adequacy, Sustainability and Social Solidarity of the Pensions System 2010 Pensions Working Group Final Report

Recommendations of the New Pensions Working Group:

02. NCPE agrees with recommendation number 2. The importance of continuously calibrating the pensions system in relation to developments and needs of society is imperative.

04. The child rearing credit must be studied further to ensure that it is having the intended desired effect. After such a study, there will be a stronger base upon which to base suggestions for amendments to the child rearing credit.

06. To achieve work/life balance and also increase the fertility rate, there must be the support structures in place which will allow carers with family responsibilities to continue working knowing that their dependants are taken care of during their working time. As stated in the pensions reform, this would balance ‘the responsibility of raising a family with the aspiration to remain an active participant in the labour market.’ There also needs to be promotion of an equal sharing of responsibilities between genders.

Temping agencies are one of the structures that can be used to support work/life balance measures – this needs to be legislated for.

10. NCPE supports the strengthening of social services which would aid in taking care of dependants.

11.12. NCPE agrees with making childcare services more affordable and also with the need for increased before/after school care programmes. Such programmes could include a variety of activities that children would enjoy doing.

13. NCPE reiterates the immense importance of training for management on the implementation of family friendly measures, to ensure their correct working.

14. Ensuring that ‘black market’ work is replaced with working within the formal economy is a step which is imperative to ensure a true understanding of the labour market in Malta. This would also lead to individuals gaining working rights and long term benefits of pensions etc. However, relevant research needs to be done in order to ‘make work pay’. It must make financial sense to be in the formal economy, and this point links directly to the need for further research into the success of policies etc in point 16, which NCPE believes is very important.



15. This is the way that *de facto* equality will be reached, but promoting a more egalitarian family and social model, this is one of the many aims of NCPE's awareness raising and training campaigns.

18. Part time work is also a gender issue, and as such, the trends in Malta need to be looked into to identify vulnerability of specific groups and sectors. In fact, through a project titled 'Unlocking the Female Potential', NCPE is researching vulnerable groups in the labour market in order to understand their situation.

19. NCPE states that in relation to all migration policies, there needs to also be awareness raising and integration initiatives in order to ensure that migrant groups are not discriminated against.

22/ 23/ 24. NCPE supports these recommendations. However, in relation to recommendation 23, the reference to the widow is followed by a 'she'. This term should be gender inclusive, referring to he/she or they. Recommendation 24 should also include carers who take time off from work because of family responsibilities.

27. NCPE agrees that inviting different stakeholders to such discussions is imperative, however, civil society should also be included in such discussions.

30. The availability of such a 'default' scheme needs to be analysed and researched to ensure that there is no gender discrimination in its working. Issues related to gender and poverty must be taken into consideration.

34/ 35/ 36. Any incentives being proposed to aid in saving for retirement, as well as revision of the relevant legislation and the like must include a gender impact assessment to ensure that there are no negative effects etc on individuals based on their gender.

40. It is a positive measure to incentivise parents to save for their children's retirement.

38/ 41. NCPE agrees with the need for further research in the area.

42/ 43/ 44. In order to ensure the equality dimension is considered throughout the whole reform process, the suggested task force include an expert/ experts on equality.