

NATIONAL STRATEGY

2025-2035

for Poverty Reduction and Social Inclusion.



Strategic Foresight and Uncertainty Dashboard

Working Paper to the Poverty Reduction and Social Inclusion Strategy: 2025-2035

Appendix 03

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Glossary

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INDIGO	Innovation, Digital and Open Division
MSPC	Ministry for Social Policy and Children's Rights
OPM	Office of the Prime Minister
OPSI	Observatory for Public Sector Innovation
OECD	Organisation for Economic Cooperation and Development
PDIAD	Policy Development and International Affairs Directorate
PSRI	Strategy for Poverty Reduction and Social Inclusion 2025-2035
SID	Strategy and Implementation Division
TOR	Terms of Reference

01. Introduction

The Ministry for Social Policy and Children's Rights (MSPC) was invited to participate by the Office of the Prime Minister (OPM) in a pilot titled LIMinal: a multi-country project funded by the European Commission's Technical Support Instrument, which in 2022-2024 sought to strengthen strategic foresight and anticipatory governance practices in the public sector in Lithuania, Italy, and Malta.

The MSPC accepted the invitation to participate in this pilot. On the recommendation of the Strategy and Implementation Division (SID), it was agreed that the pilot would be conducted within the context of the new Strategy for Poverty Reduction and Social Inclusion 2025-2035 (PSRI), on which work by Policy Development and International Affairs Directorate (PDIAD) initiated in July 2023.

The priorities established by SID for this pilot were:¹

- **Strategic outcomes:** Applying strategic foresight approaches will enable the Policy Development and International Affairs Directorate (PDIAD) drafting team to anticipate future trends, risks, and opportunities related to poverty and inclusion. The objective is to integrate this anticipatory intelligence into the strategy to ensure more robust and adaptive policies.
- **Innovation outcomes:** The use of foresight approaches augments the consultation process, supports the modelling of different options and scenarios to assess the possible impact of policy decisions and identifies indicators to monitor and evaluate the strategy's effectiveness.
- **Learning outcomes:** This pilot is an opportunity to increase PDIAD's understanding of future thinking and methods. With this foundation, PDIAD aims to generate insights about potential scenarios that will inform poverty reduction policies.
- **Governance lessons:** Creating a cross-governmental Steering Committee for strategy development presents an opportunity to improve coordination and sharing of expertise and information. PDIAD's objective is for the pilot to help better integrate relevant government parts.
- **Participatory outcomes:** Stakeholder participation was identified as a key element of PDIAD's strategy development. PDIAD emphasised the need to go beyond current practices to develop solutions focused on longer-term outcomes. PDIAD considered strategic foresight as bringing more anticipatory and evidence-based rigour to the strategy development process.

SID teamed up with the Observatory for Public Sector Innovation (OPSI) at the Innovation, Digital and Open Division (INDIGO) of the Organisation for Economic Cooperation and Development (OECD) to pilot the application of strategic foresight as a strategy and policy design tool. The terms of reference (TOR) established by the pilot were established as follows:²

01. Collaborative exploration of critical uncertainties that may disrupt the design and implementation of the renewed National Strategy for Poverty and Social Inclusion (2025-2035).

The objective set under this TOR is for MSPC to work with OPSI to review the analysis from the pre-consultation process and, together with stakeholders, identify critical uncertainties that may disrupt the design and implementation of the new PSRI. These activities would comprise both capacity building and the participatory generation of anticipatory intelligence – to apply these to inform the strategy and make it more resilient and adaptable to unexpected change.

OECD supported MSPC in collectively brainstorming and mapping contextual factors beyond the MSPC's control that can affect the MSPC's immediate strategic environment and possibly day-to-day operations. The objective is to challenge PDIAD's assumptions related to factors and trends and identify critical uncertainties. The specific outputs established under this TOR were:

¹ Anticipating trends to lay foundations for a robust approach to address poverty and social inclusion in Malta: Pilot Case Proposal for work with Ministry of Social Policy and Children's Rights, Observatory for Public Sector Innovation, OECD, 17th October 2023.
² Ibid.

- A replicable process tailored to the working practices of MSPC to review trends and drivers of change, question assumptions about trends, and identify critical uncertainties.
 - An output on key critical uncertainties for MSPC explores how these uncertainties might impact the future and affect strategy implementation.
 - Options for further strategic foresight work, e.g. developing a matrix of possible future scenarios and stress-testing strategies.
02. Co-design of a participatory foresight exercise to be undertaken with the final pre-drafting consultation event in February or March.

The objective for this TOR was for OPSI to work with PDIAD to co-design a participatory foresight exercise to be undertaken as part of the final pre-consultation event to which key government and NGO stakeholders are invited. This would be achieved by applying scenarios developed by exploring critical uncertainties to stress test the strategic objectives of the National Strategy for Poverty and Social Inclusion with this broader group. The outcome of this workshop could inform the development of policy actions to address critical uncertainties by PDIAD. The specific outputs established under this TOR were:

- A replicable design for a participatory futures exercise will be undertaken in the pre-consultation phase for future MSPC strategies.

02. Strategic Foresight Methodology Applied for the National Strategy for Poverty Reduction and Social Inclusion

The OPSI team recommended that the appropriate methodology to be applied was an '**Uncertainty Scan**'. The purpose of the Uncertainty Scan was to:³

- Uncover uncertainties in current trends and developments in the surrounding environment.
- Clarify available data and indicators to track and categorise uncertainties.
- Identify and review capabilities to address and tackle uncertainties.

The Uncertainty Scan has a few basic use cases:⁴

- It can be seen as a roadmap to create a new Uncertainty Dashboard (term explained in the next section) on a specific topic or area of policy, such as in the MSPC pilot.
- A roadmap to update an existing Uncertainty Dashboard (such as the MSPC Uncertainty Dashboard),
- A separate process is to be performed regularly as part of a sense-making activity for horizon scanning that can feed into continuous policy development.

The Uncertainty Scan was designed to create collective intelligence, building on outcomes from previous sessions. This is presented in **Figure 01**. Each session had the following focus:⁵

01. Horizon scanning – from trends and signals to uncertainties:

- The process of translating and reframing trends into uncertainties.
- Identification and perception of the level of impact and knowledge for each uncertainty.⁶

³ Anticipating trends to lay foundations for a robust approach to address poverty and social inclusion in Malta: Summary of the LIMinal pilot case in strategic foresight with Ministry of Social Policy and Childrens' Rights, October 2023.

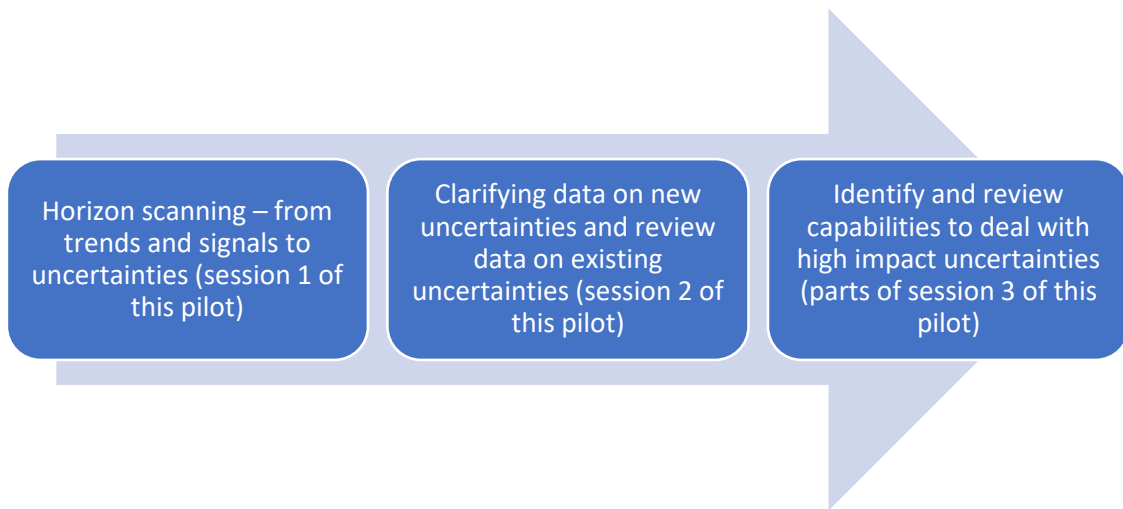
⁴ Ibid.

⁵ Ibid.

⁶ Impact refers to the potential effect an uncertainty may have on the strategy or the future of poverty reduction. Knowledge concerns the participants' awareness of the available information on an uncertainty and their understanding of it.

02. Clarifying data on new uncertainties and reviewing data on existing uncertainties:⁷
 - Review phrasing, framing and scope of uncertainties.
 - Further identification of impact and knowledge concerning indicators and variables.
03. Identify and review capabilities to deal with high-impact uncertainties:⁸
 - Identify capabilities and actions to deal with uncertainties.
 - Understand and explore possible future developments of uncertainties and scenarios, learn how to scan change, and pay extra attention to critical uncertainties through civic intelligence.

Figure 01: Uncertainty Scan Methodology⁹



The Uncertainty Scan is supported by an Uncertainty Dashboard – a prototype tool designed during the pilot case to empower PDIAD to navigate and respond effectively to uncertainties. The Dashboard offers a quick but comprehensive overview of the most significant uncertainties, prompting policy designers to adopt a more proactive approach to stay ahead of emerging trends and challenges. The Uncertainty Dashboard depends on the Uncertainty Scan to find and understand uncertainties and capabilities, either to create a new Uncertainty Dashboard on a specific topic or policy area or to update an existing Uncertainty Dashboard.¹⁰

The overall goal of the Uncertainty Dashboard is to:¹¹

- Identify responses to address uncertainty on either impact, cause, or trend.
- Identify uncertainties that are not adequately addressed or are changing and need new responses.

The Uncertainty Dashboard can be used to inform:¹²

- Strategy and policy development on critical uncertainty.
- Stress-testing of strategy.

⁷ Ibid.

⁸ Ibid.

⁹ Ibid.

¹⁰ Ibid.

¹¹ Ibid.

¹² Ibid.

- Foresight and anticipatory research.
- Prioritisation or sunseting of initiatives.

Figure 02: Unique Jobs of the Uncertainty Dashboard¹³



03. Outcomes

The pilot consisted of the application of several tools. As the first part of the process, OPSI identified uncertainties around different topics and systems. The uncertainties were drawn up on the PESTEL analysis methodology. The OPSI analysis was based on international and Malta-specific trends affecting poverty and social inclusion collated by the OPSI through desk research interviews and analysis of the supporting document PDIAD had drawn up at the time. **Table 01** presents the outcome of this analysis.

Table 01: Global and Local Uncertainties that may impact poverty and social inclusion between 2025-2035¹⁴

Global		
Trend		Uncertainty
Technology: The adoption of AI in the labour market		
<ul style="list-style-type: none"> ○ Adopting AI is likely to improve job quality for some groups of workers, but it could worsen it for others, affecting labour market inclusiveness. ○ At the same time, AI systems can help reduce bias in the workplace and strengthen fairness, but only if bias is addressed in AI's development and implementation. 		<ul style="list-style-type: none"> ○ AI can improve inclusiveness for some disadvantaged groups but not for others. ○ AI may systematise or worsen existing human biases if poorly designed and implemented. What processes are needed to ensure ethically reviewed algorithms that use reliable registries with accurate and representative data? ○ What is the labour market approach to the use and direction of AI? Will AI serve, or will it dictate?

¹³ Critical uncertainties in long term planning for poverty reduction and social inclusion in Malta, Observatory of Public Sector Innovation, OECD, 6th March 2024.

¹⁴ Critical uncertainties in long term planning for poverty reduction and social inclusion, Pilot strategic foresight, Workshop #1, Observatory of Public Sector Innovation, OECD, 6th December 2023.

Political: Escalation of conflicts and violence around the world	
<ul style="list-style-type: none"> ○ The escalation of conflict in recent years has been marked by rising geopolitical competition in an increasingly multipolar world. ○ Dominant drivers of conflict: Unresolved regional tensions, a breakdown in the rule of law, absent or co-opted state institutions, illicit economic gain, and the scarcity of resources exacerbated by climate change 	<ul style="list-style-type: none"> ○ The evolving nature of threat and conflict: How will emerging technologies enhance cyber, physical, and biological attacks? ○ What are the possibilities for global stability? Will there be continued backtracking on established arms control agreements?
Environmental: Increased frequency and intensity of weather and climate extremes	
<ul style="list-style-type: none"> ○ Record-breaking heat waves on land and in the ocean, drenching rains, severe floods, years-long droughts, extreme wildfires, and widespread flooding during hurricanes are all becoming more frequent and intense. ○ Climate change threatens the objective of sustainably eradicating poverty. ○ Observed climate change is already affecting food security. 	<ul style="list-style-type: none"> ○ The potential impacts of climate change on poverty, development and welfare. How will global climate change translate into local changes in environmental conditions? ○ What are the consequences for agriculture, food security, households and access to healthcare?
Economic: Rise of income and wealth inequalities	
<ul style="list-style-type: none"> ○ Income and wealth inequalities have been rising nearly everywhere since the 1980s. ○ As the World Inequality Report (2022) emphasises, the current distribution of wealth and inequality may be considered a political choice. 	<ul style="list-style-type: none"> ○ The level of public awareness and understanding of the root causes of income and wealth inequality. <ul style="list-style-type: none"> • How do we determine the social and political acceptability of changes in taxation policies and the socialisation of wealth?
Local	
Social: Increase of migration in Malta	
<ul style="list-style-type: none"> ○ The growing migrant population in Malta raises concerns about their vulnerability, especially regarding employment, health services and cultural differences, such as vaccination mindsets. ○ Integrative initiatives for impoverished migrants are proposed to address their lack of understanding of Maltese public health, benefit entitlement, rights, and the labour system. 	<ul style="list-style-type: none"> ○ Will national human capital supply meet the demand for careers in the longer-term care industry? ○ The potential impact of migrating poor men and women to Malta to take advantage of job opportunities. <ul style="list-style-type: none"> • Will the skills and competencies of migrants substitute or complement those of existing Maltese workers?
Political / Economic	
<ul style="list-style-type: none"> ○ Tapering of benefits in Malta was developed to encourage persons into work from inactivity and social benefits and to provide them with greater security when landing a job. 	<ul style="list-style-type: none"> ○ How can changes in the economy and societal needs affect the capacity to monitor labour market developments and further tailor public support to benefit recipients?

<ul style="list-style-type: none"> ○ In 2014 there were 15,000 beneficiaries; currently, there are 5,600 beneficiaries. 	<ul style="list-style-type: none"> ○ What is the level of impact on compensation and benefits if collective agreements are not made mandatory in Malta?
<p>Social: Children living in poverty and dysfunctional environments lead to social and economic issues in adult life</p>	
<ul style="list-style-type: none"> ○ Children living in poverty tend to have lower educational attainment and low skills and productivity, which, in the wider picture, limits the nation's economic growth and social inclusiveness. ○ Children experiencing trauma and abuse attend schools without receiving adequate help, raising concerns about the long-term impact on their future, potentially leading to poverty and substance use. 	<ul style="list-style-type: none"> ○ How can Malta ensure educational attainment as a key policy mechanism to tackle future economic deprivation and low income? ○ Will policies focus on equity of access or equity of outcomes?
<p>Technology / Regulatory: Acceleration of digital transformation and expansion of platform business models</p>	
<ul style="list-style-type: none"> ○ A lack of clarity about employment status increases the vulnerability of labour actors. ○ The data gaps make it difficult for Malta to measure the impact of labour actors. ○ The information deficit caused by data gaps leads to ill-informed political and public discourse. 	<ul style="list-style-type: none"> ○ How will Malta determine the relationship of the labour actors with the platform operator: whether they are employees or persons providing a service to the platform operator? ○ Responding to growing pressure at the EU level, will Malta be able to bring legal clarity to the employment classification of labour actors with platform operators?
<p>Social: Shortage of qualified social workers</p>	
<ul style="list-style-type: none"> ○ There is rising concern about the state of the social worker profession in Malta and the shortage of qualified social workers. ○ Continued delay in addressing the situation could discourage prospective students from pursuing social work as a profession. 	<ul style="list-style-type: none"> ○ Potential changes in policies and funding could either alleviate or exacerbate the shortage. ○ What is the adequate support from government and organisations to address the shortage of qualified social workers in the long term?
<p>Economic: Increasing costs of an ageing population</p>	
<ul style="list-style-type: none"> ○ Given the ageing population, long-term growth will hinge on productivity gains, failing which increased migration, ○ An ageing population will gradually put more pressure on public finances. ○ Population ageing is driven by three principal forces: declining fertility, increasing longevity, postponed childbearing, and the progression of large-sized cohorts to older ages. 	<ul style="list-style-type: none"> ○ With an ageing population, what are the workforce shortage prospects as retirees outnumber new entrants? ○ Will increased longevity translates into years of misery or improved quality of life to continue contributing to society?

The second part of the process consisted of applying methodologies to manage uncertainty dimensions for poverty reduction and social inclusion. This methodology applied was a **Knowledge x Impact matrix**. A sample of the analysis carried out is presented in **Figure 03**.

Figure 03: Reframing Trends into Uncertainties¹⁵

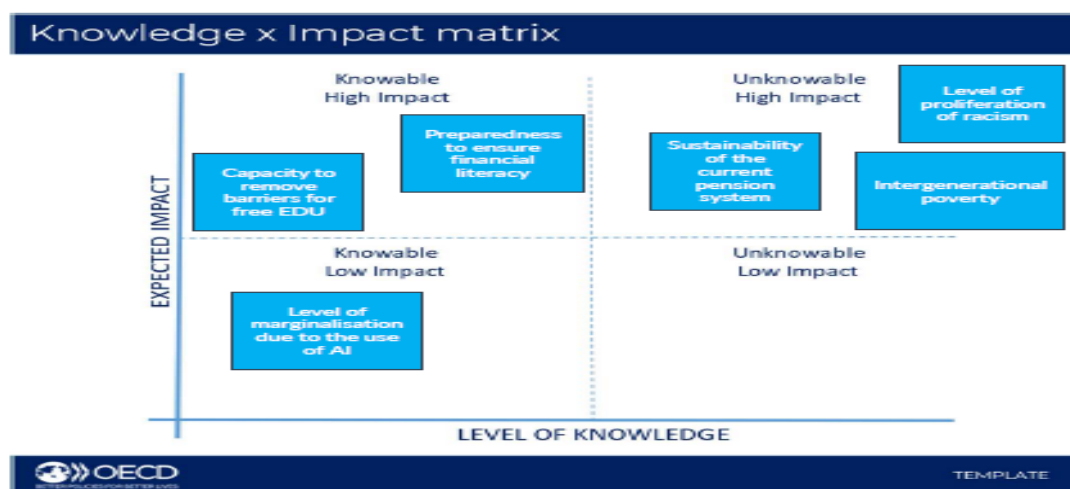


Table 02 presents the outcomes of the Unknowable / Impacts uncertainty workshop carried out by SID and other stakeholders in the welfare sector. OPSI facilitated the workshop.

Table 02: Outcome of the Unknowable / Impacts Uncertainty Workshop¹⁶

<p>Unknowable / High Impacts Uncertainty</p>	<ul style="list-style-type: none"> ○ The type of commitment is needed to maximise children's economic prospects with a holistic approach and responsible and transparent investments. ○ The degree to which children's mental health issues (of those living in poverty) will increase: How will these increasing numbers impact society in the future? ○ The degree of pension sustainability with the third pillar scheme: How will citizen reliance on pension schemes impact replacement rates? ○ The transition of the childcare system to continue supporting female workforce participation and, at the same time, ensure high quality formal care and education for a child's socio-emotional development. ○ Prospects of tackling intergenerational poverty: Are current socioeconomic policies sufficient or insufficient? ○ Questionable housing affordability, especially for the younger generation: Will Malta be able to balance wages affected by inflation?
<p>Knowable / High Impact Uncertainties</p>	<ul style="list-style-type: none"> ○ Financial literacy to low-income citizens: How would we prepare the Maltese educational system? ○ Sustainability and impact of the current pension system on demographics and active workforce participation: How will developing demographics and fertility rates affect the balance between contributors and pension beneficiaries?

¹⁵ Analysis to manage dimensions of uncertainty for poverty reduction and social inclusion, Pilot strategic foresight, Observatory of Public Sector Innovation, OECD, Workshop #2, 17th January 2024.

¹⁶ Ibid.

	<ul style="list-style-type: none"> ○ To what degree will higher-income individuals assume financial responsibility for autonomously establishing retirement savings? What roles do private and public institutions play in facilitating a smooth transition from employed to retired? ○ The capacity of Malta to remove barriers and facilitate access to free educational services. ○ Addressing low fertility rates: exploring ways to secure substantial evidence and certainty in the potential effectiveness of strategies and policies. ○ Ways Malta can mitigate wage-price inflation: Will increased inequality be affected by a resource shift towards climate change?
Knowable / Low Impact Uncertainties	<ul style="list-style-type: none"> ○ The extent of marginalisation resulting from the implementation of AI.
Unplaced Uncertainties	<ul style="list-style-type: none"> ○ AI may systematise existing human biases: The processes needed to ensure ethically reviewed algorithms that use reliable registries with accurate and representative data. ○ The potential impacts of climate change on poverty: How will global climate change translate into local changes in environmental conditions? ○ The level of public awareness and understanding of the root causes of income and wealth inequality: How to determine social and political acceptability of changes in taxation policies and socialisation of wealth? ○ Migration impacts ensuring necessary skills and competencies for the job market in Malta. ○ Ability to bring legal clarity on labour actors' employment classification with platform operators: Responding to growing pressure at the EU level. ○ Ageing population: Prospects of workforce shortage as retirees outnumber new entrants.

As a further part of the process, OPSI identified two high-impact uncertainties and prompted a **large-language model** to generate the following scenario:¹⁷

"Take on the role of an author and describe, in three paragraphs, a future scenario in 2030 of a day in society in Malta where uncertainties:

01. The degree to which the lack of social values will affect moral poverty and ultimately affect income poverty and
02. The level of effectiveness of free mental health services for children and youth can Malta ensure adequate and timely interventions with long waiting lists [for such services]

have highly impacted, where social issues and poverty are the overall themes, taking into consideration but not limited to the possible impacts of technology, environment, social, and economy."

¹⁷ Development of Uncertainty Dashboard, Pilot Strategic foresight workshop #3, Observatory of Public Sector Innovation, OECD, 24th January 2024.

This model generated the following scenario for the OPSI team:¹⁸

Navigating the Ethical Abyss: Malta's Struggle with Moral and Economic Turmoil in 2030

"In 2030, Malta is grappling with the ramifications of a shifting societal landscape marked by uncertainties. The once-strong foundation of social values that bound communities together is eroding, raising concerns about the potential surge in moral poverty and its subsequent impact on income poverty. As the social fabric frays, disconnection permeates the air, leaving individuals vulnerable to economic instability and ethical erosion. The intertwined nature of these challenges has given rise to a palpable sense of unease, with citizens grappling with the consequences of an increasingly fragmented society.

The echoes of these changes are most resonant in the realm of mental health services for children and youth. Despite the awareness of the pressing need for support, the effectiveness of free mental health services has been compromised by the overwhelming demand and dwindling resources. Long waiting lists have become the norm, leaving vulnerable young minds exposed to the corrosive effects of untreated mental health issues. Recognising the urgency of the situation, Malta grapples with the imperative to devise adequate and timely interventions. The delicate balance between resource allocation and the pressing need for mental health support becomes crucial in shaping the nation's future.

Amidst these challenges, diminishing social solidarity further exacerbates the plight of Maltese society. A weakened support system amplifies the struggles of those facing poverty, creating a breeding ground for unethical behaviour. The once-tight-knit communities now grapple with the erosion of shared values, paving the way for an increase in actions that run counter to the moral compass that once guided the nation."

The drafting team ran the same scenario on **Chat GTP 4.0**. Chat GTP 4.0 was requested to provide two outputs: (a) a balanced output and (b) a slightly pessimistic output.¹⁹

Balanced Output	Slightly Pessimistic Output
<p>By 2030, the Maltese society will grapple with intricate challenges stemming from a decline in social values, visibly impacting moral and income poverty. Though beneficial in many sectors, technological advancements widen the gap between socioeconomic groups. As the technology sector booms, creating a stark disparity in wealth, those left behind struggle more than ever. The erosion of core social values has led to increased moral poverty, where corruption, reduced community cohesion, and a decline in altruism become more frequent, further influencing the economic conditions of the already marginalised populations. The environmental challenges, primarily due to climate change, exacerbate these conditions, leading to higher living costs and reduced accessibility to essential services, thus spiralling many into deeper financial instability.</p> <p>In response to these societal shifts, Malta has invested in enhancing its mental health services for children and youth, a crucial step toward rebuilding the social fabric and addressing the growing mental health crises exacerbated by these economic and social pressures. The government's commitment to provide free, effective mental health services has been ambitious, aiming to mitigate the long-term impacts of prevailing issues. Despite long waiting lists, efforts to integrate artificial intelligence and digital platforms in healthcare delivery have begun to show promise. These technological interventions</p>	<p>By 2030, Malta will face significant societal challenges as a marked decline in social values increasingly contributes to moral and economic poverty. The island's rapid technological advancements have not been inclusive, resulting in a widened wealth gap and an acceleration in societal fragmentation. While boosting the economy on one surface level, this technological growth has unfortunately overshadowed the pressing need for nurturing social cohesion. As moral poverty deepens, incidences of neglect, crime, and exploitation rise, exacerbating the struggles of the lower-income brackets and pushing more families towards financial instability. Environmental issues like increased urbanisation and pollution further strain the lives of these vulnerable groups, creating an unforgiving cycle of hardship and isolation.</p> <p>In the realm of mental health, despite the government's intentions to provide free services for children and youth, the system struggles under the weight of overwhelming demand. The mental health services, intended as a beacon of support, are plagued by long waiting lists and inadequate funding, failing to reach many who are in dire need of timely intervention. The introduction of digital tools and AI for case management has been implemented. Still, these measures have fallen short of expectations, primarily due to a lack of integration with existing health services and</p>

¹⁸ Ibid.

¹⁹ Created on Chat GTP 4.0 Image Generator on 24th April 2024.

help triage cases based on urgency, providing early support through online counselling and digital monitoring tools, which are particularly crucial for remote areas and vulnerable communities. This strategy aims at prevention and ensures a broader reach, slowly improving the accessibility and effectiveness of mental health interventions.

Looking ahead, the dual focus on addressing moral and income poverty through enhanced social values and robust mental health support has set a transformative path for Malta. Community-led initiatives have gained momentum, powered by a resurgence in social responsibility and collective action facilitated by digital platforms that foster transparency and inclusivity. Schools and local councils play pivotal roles, emphasising value-based education and community engagement to instil a sense of belonging and mutual respect among the youth. The economic landscape gradually adapts, with policies geared towards sustainable development and equitable growth, ensuring that technological advancements contribute positively to societal needs. In this balanced approach, Malta strives to heal and thrive, creating a resilient society that can navigate the complexities of a rapidly changing world.

insufficient training for healthcare providers. This shortfall in mental health support not only hinders the psychological development of the youth but also places an additional burden on educational and social services, which are already stretched thin.

Looking forward, the outlook for Malta in 2030 is tinged with pessimism as societal issues continue to mount with inadequate resolutions. The disintegration of social values has led to a frayed social fabric, making collective efforts towards improvement arduous. Economic policies and technological innovations have inadvertently prioritised economic growth over social welfare, neglecting the foundational aspects of community and shared responsibility. While there are pockets of community-driven initiatives aiming to reverse these trends, without a cohesive and comprehensive strategy that addresses both the symptoms and root causes of these issues, Malta may continue to struggle with the dual spectres of moral and income poverty, alongside a generation of youth grappling with unmet mental health needs.

The Chat GTP 4.0 Image Generator provided the following images for balanced and slightly pessimistic outputs.

Figure 05: Chat GTP 4.0 Image of Scenario²⁰

Balanced Output

The scene captures a cityscape where technology meets community efforts, with signs of economic disparity and environmental awareness.



Slightly Pessimistic Output

The scene contrasts technological advancement and social struggles, including environmental and mental health issues.



²⁰ Ibid.

The final part of the process was the design of an Uncertainty Dashboard. This was achieved through a workshop facilitated by OPSI attended by SID and external stakeholders invited for the pre-drafting consultation sessions. The outcome of the work carried out during this process is presented in the Table below.²¹

²¹ Critical uncertainties in long term planning for poverty reduction and social inclusion in Malta, Observatory of Public Sector Innovation, OECD, 6th March 2024.

Table 02: Uncertainty Dashboard concerning the National Strategy for Poverty Reduction and Social Inclusion prepared by Stakeholders and the Policy Development and International Affairs Directorate within the Ministry for Social Policy and Children's Rights

Priority level	Uncertainties	Assessment				Actions		
		Impact	Organisational / Subjective Knowledge	Signals / indicators for monitoring the uncertainty	Possible impacts (for discussion)	Agreed actions (for discussion)	Research	What else?
4	The type of commitment needed to maximize children's economic prospects with a holistic approach and with responsible and transparent investments	▶	3	2	Level of skills by age. (Better prospects. Providing the needed n	Build stakeholder engage	Comparative studies on CI	Targeted budgeted meas
	The degree to which the lack of social values will affect moral poverty and ultimately affect income poverty	▶	3	0	Value mapping Social solidarity would be diminished whic		SILC – income.	
	The degree of pension sustainability with the third pillar scheme: How will citizen reliance on pension schemes impact replacement rates?	▶	3	2	Replacement Rates in Standard of living of older persons. Adeq	Facilitate that students rea	Distinguish those who are	Demographic predictions
	Questionable affordability of housing especially for the younger generation: Will Malta be able to balance wages affected by inflation?	▶	3	2	Disposable income vs Homelessness. Lower disposable income	Fiscal incentives to... Grant	Assessing the situation of	Further investment in gov
	Prospects of tackling intergenerational poverty: Are current socioeconomic policies sufficient or insufficient?	▶	3	2	Dependency of social Directing policy actions to alleviate famili		Longitudinal research.Qual	Financial allocation for ta
	Financial literacy to low-income citizens: How would we prepare the Maltese educational system?	▶	3	2	Age at which children h Better financial literacy could lead to beth	Stakeholders > Parenting s	Policy evaluation. Independ	Address mental health. C
	To what degree will individuals with higher incomes assume financial responsibility for autonomously establishing their retirement savings: What roles do private and public institutions play in facilitating a smooth transition from employed to retired?	▶	3	1				
	Level of effectiveness of free mental health services for children and youth: how can Malta ensure adequate and timely interventions with long waiting lists?	▶	3	2		Awareness + community fir	Experiences of service use	Clear definition of mental
	Migration impact on ensuring necessary skills and competencies for the job market in Malta.	▶	3	2	Skill level of migrant workers and Maltese, by employment secto			
	3	The degree to which children's mental health issues (of those living in poverty) will increase: How will these increasing numbers impact society in the future?	▶	3	3	Child Wellbeing. Childn Mental health is one of the determinants		
3	The transition of the childcare system to continue supporting female workforce participation and at the same time ensure high quality formal care and education for a child's socio-emotional development	▶	3	3	Correlation between o Some children are only spending a few ho			
3	Capacity of Malta to facilitate access to free educational services for migrants.	▶	3	3				
2	Level of proliferation of racism in Malta	▶	2	2	Levels of tolerance vs Social exclusion. Lack of social cohesior			
2	Addressing low fertility rates: exploring ways to secure substantial evidence and certainty in the potential effectiveness of strategies and policies	▶	2	1				
2	Ways in which Malta can mitigate wage-price inflation: Will increased inequality be affected by a shift in resources towards climate change?	▶	1	1	Cost of Living, Wages, The economy, environment and society			
2	Ways in which to overcome structural and bureaucratic barriers for migrants' access to employment and health services	▶	2	2				
2	AI may systematise existing human biases: The processes needed to ensure ethically reviewed algorithms that use reliable registries with accurate and representative data	▶	0	0				
2	The potential impacts of climate change on poverty: How will global climate change translate into local changes in environmental conditions?	▶	2	1				
2	The level of public awareness and understanding of the root causes of income and wealth inequality: How to determine social and political acceptability of changes in taxation policies and socialisation of wealth?	▶	0	0				
2	Ability to bring legal clarity on labor actors' employment classification with platform operators: Responding to growing pressure at the eu level	▶	0	0				
2	Extent of marginalisation resulting from the implementation of AI	▶	1	1	AI apps that can report instances of discrimination			
1	Sustainability and impact of the current pension system on demographics and active workforce participation: How will developing demographics and fertility rates affect the balance between contributors and pension beneficiaries?	▶	2	3	Healthy years of pensioners. Older adults of pension age who ha			
1	Ageing population: Prospects of workforce shortage as retirees come to outnumber new entrants	▶	3	3	Stronger workforce in numbers and abiliti			