

Update

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Encouraging people to work voluntarily beyond retirement is an opportunity and a strategic advantage for Malta - Stakeholders

MEEA grouped all national stakeholders at its National Round Table Forum for a multi-disciplinary discussion focusing on Adapting our Labour Market to an Ageing Population, held earlier this month.

Extending work beyond retirement age on a voluntary basis provides opportunities in today's tight labour market. Moreover, it provides a strategic advantage for the Maltese socio-economic development, as it leverages the wealth of experience and skills accumulated by older workers. Stakeholders from both the public and private sector recognised the potential of an ageing workforce as an opportunity to build a more resilient and inclusive labour market that benefits both individuals, employers and society at large.

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The online toolbox for business entrepreneurs

These key messages emerged from a National Round Table Forum hosted by the Malta Employers Association in the run-up to the SME Week, which focused on Adapting our Labour Market to an Ageing Population.



Joanne Bondin, MEA President

Joanne Bondin, President of the MEA called on stakeholders to rethink the role of silver employment in Malta's future. "Promoting silver employment is not just a necessity but a strategic advantage. Senior workers offer a different set of skills, mentorship, and institutional memory, while reducing the dependency on foreign labour. The ageing workforce is not a challenge to overcome but an opportunity to embrace, building a stronger and more resilient labour market", she argued.

Kevin J Borg, Director General of the Malta Employers' Association, shared several proposals which the MEA recently put forward to incentivise work beyond retirement age on a voluntary basis. These include flexible work options, such as part-time roles, job sharing, and telecommuting. He also emphasised the need to discourage early retirement; addressing fiscal anomalies to make work pay for older workers; promote lifelong learning; recognising informal and non-formal learning and implementing workplace adaptations to better suit an ageing workforce.



Kevin J Borg, MEA Director General

Various speakers highlighted the necessity of adapting to significant shifts in required skills within the labour market, emphasizing that both employers and employees must be proactive to remain competitive and foster sustainable economic growth, particularly through life-long learning. A cultural shift regarding ageing in the workforce was called for, with an emphasis on life-long learning and the promotion of a proactive health mindset from an early stage to ensure long-term productivity. Support for business owners wishing to remain active is critical, necessitating policies that accommodate a multi-generational workforce.

Concluding the National Round Table Forum, MEA Consultant Joseph Farrugia called for a cultural shift that encourages individuals to remain in the workforce. "This necessitates a variety of initiatives, including an intergenerational approach in full view of the rights and perspectives of different age groups and the promotion of work as integral to personal well-being, while providing career guidance to support workers who wish to remain active but their jobs are not conducive for older workers".



Joseph Farrugia, MEA Consultant

The discussions and insights shared at the National Round Table Forum will feed into a publication which the Malta Employers' Association will be publishing in the months ahead. This event was hosted in collaboration with the Ministry

for the Economy, Enterprise and Strategic Projects, with the support of the National Statistics Office (NSO), Active Ageing & Community Care, the Family Business Office, the National Skills Council, JobsPlus, and Identità.

Watch [part 1](#), [part 2](#), and [part 3](#) of the entire event.

Click [here](#) to view the theme video.

Click [here](#) to view the post-event video

[Media Coverage](#)





Keith Borg, Director for Economic Statistics at the NSO



Cynthia Formosa - Manager Head Office, Active Ageing & Community Care, Ministry for Health & Active Ageing



Dr Joseph Gerada from the Family Business Office



Celia Falzon, CEO of Jobsplus



Ruth DeBrincat, Senior Director at the National Skills Council



Steve Agius, CEO of Identità Malta



Philip Chircop – Founder President, Nanniet Malta - Grandparents Malta Vojo869



David Spiteri Gingell, the Responsible Expert for the Implementation of Malta's Retirement and Financial Capability



Hon. Paula Mifsud Bonnici, Shadow Minister for Active Ageing



Hon. Malcolm Paul Agius Galea, Parliamentary Secretary for Active Ageing



Kirsten Cutajar Miller, MEA Consultant



Dr Patrick Barbara, Consultant and Psychiatrist



Prof Marvin Formosa - Gerontology and Dementia Studies - Faculty for Social Wellbeing



Centre: Tonio Mifsud Bonnici - Head of HR – Simonds Farsons Cisk plc



Centre: Daniel Borg - CEO - Gozo Business Chamber



Centre: Michael Pace Ross - Administrative Secretary - Archdiocese of Malta



Centre: Paul Abela - President - Malta Chamber of SMEs



First on the right: Josef Bugeja- Secretary General - GWU



Centre: Martin Vella - Chief Officer, Business Processes & ICT - Panta



Centre: Raymond Debattista - Chief People and Culture Officer - BOV



Centre: Kevin Vella - DG Economic Policy Department - Ministry for Finance & Employment



Centre: Grazio Barbara - DG - Social Security



Centre: Adrian J Galea - DG - Insurance Association Malta



Josef Vella - Chief Executive Officer - UHM



Centre: Keith Bartolo - Principal of the Institute for the Public Services - OPM



Third from left: Chairman - MCESD – Perit David Xuereb



Josette Cutajar - Health and Safety Coordinator - De La Rue



Second from left: William Portelli - President - MUBE



Centre: Dianne Vella Muscat - DG Department for Industrial and Employment Relations



Arthur Muscat - Honorary President - MEA



Centre: Kenneth Delia - Chief Executive Officer - Hospice Malta



Jackie Attard Montalto - Chief Human Resources Officer - Atlas Insurance



Chris Attard - General Secretary For.U.M.



Marthese Portelli - CEO - The Malta Chamber



Centre: Dr Luke A. Fiorini - Director - Centre for Labour Studies, University of Malta