



GOVERNMENT OF MALTA
MINISTRY FOR SOCIAL POLICY
AND CHILDREN'S RIGHTS



European
Social
Charter

Charte
sociale
européenne



PROGRAMME

The European Social Charter in Malta organised by the Department of Social Rights, DG I Council of Europe and Ministry for Social Policy and Children's Rights of Malta 25th – 26th September 2025

Venue: The Phoenicia Hotel, Floriana, Malta

Working language: English

Logistics: laptop, projector, screen

- 1. Meeting with the Director General, Strategy and Implementation Division & Director General, Social Security, Ministry for Social Policy and Children's Rights**
- 2. Meeting with Department for Industrial and Employment Relations (DIER) & Occupational Health and Safety Authority (OHSA)**
- 3. Meeting with the Malta Council for Economic and Social Development (MCESD)**
- 4. Meeting with Ministry for Home Affairs, Security, and Employment; Identity Malta; Jobsplus**
- 5. Meeting with Human Rights Directorate**
- 6. Meeting with civil society organisations**

This programme is organised within the framework of the procedure provided for by Article 22 of the 1961 Charter on "non-accepted provisions". It will consist of an exchange of views and information on the provisions not accepted by Malta with a view to evaluating the prospects for acceptance of additional provisions of the revised Charter. In addition, there will be an exchange of views on the system of collective complaints, which has not yet been accepted by Malta.

DAY 1: 25th September 2025

9:00 AM – 10:00 AM

Meeting with the Director General, Strategy and Implementation Division & Director General, Social Security, Ministry for Social Policy and Children's Rights

Discussion Themes:

- Welcome address to the ECSR delegation and an overview of the European Social Charter system.
 - *Alexia Vella, Director General, Strategy and Implementation Division, MSPC*
 - *Justin Facciol, Director Policy Development and International Affairs, MSPC**
 - *Trudy Jo Stellini, Assistant Director Policy Development and International Affairs, MSPC**
 - *Michelle Tabone, Senior Manager, Policy Development and International Affairs, MSPC **
 - *Tatiana Puiu, Vice-President, European Committee for Social Rights*
 - *Loreta Vioiu, Programme Manager, Department of Social Rights*
- Update from DG on Malta's intent to accept several provisions by the end of 2025, following consultations with relevant stakeholders.
 - *Alexia Vella, Director General, Strategy and Implementation Division, MSPC*
- Discussion on Article 30 – Right to Protection Against Poverty and Social Exclusion: Malta's commitment to acceptance, exceeding the Charter's requirements, with notification to the Secretary General via official channels.
 - *Alexia Vella, Director General, Strategy and Implementation Division. MSPC*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
- ECSR presentation on the Collective Complaints Mechanism – Malta to observe and consider¹.
 - *Tatiana Puiu, Vice-President of the European Committee of Social Rights*

9:30 AM – 10:00 AM – Meeting with the Minister for Social Policy and Children's Rights, Hon. Michael Falzon

10.15 AM – 10.30 AM Coffee break

¹ In relation the Collective Complaints Procedure, Malta maintains a strong and effective legal framework that upholds social rights, with well-established judicial and institutional mechanisms that provide adequate avenues for addressing concerns related to the European Social Charter. The Ministry also remains actively engaged with the European Committee of Social Rights through regular reporting and constructive dialogue, ensuring that developments in social rights are continuously monitored and assessed within a cooperative framework. We consider this to be a robust and effective approach to addressing compliance-related matters. Given these existing safeguards, we believe that our national system already ensures effective protection without the need for additional external procedures. That said, we obviously remain open to continued dialogue and look forward to welcoming the committee members of the European Committee of Social Rights to Malta for further discussions.

10:30 AM – 12:00 PM

Meeting with Department for Industrial and Employment Relations (DIER) & Occupational Health and Safety Authority (OHSA)

Discussion Themes:

- Articles 19(4)(a)(b) – Remuneration, employment conditions, and trade union membership: DIER
 - *Mark Micallef Costa, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Anthony Azzopardi, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
- Article 19(5) – Equal treatment of employed persons: DIER
 - *Mark Micallef Costa, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Anthony Azzopardi, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
- Article 21 – Right to information and consultation: DIER
 - *Mark Micallef Costa, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Anthony Azzopardi, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
- Article 22 – Right to participate in improvement of working conditions and environment: DIER and OHSA to confirm agreement.
 - *Mark Micallef Costa, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Anthony Azzopardi, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Silvio Farrugia, Senior Manager, Occupational Health and Safety Authority (OHSA)*
 - *Jurgen Gixti, Manager, Occupational Health and Safety Authority (OHSA)*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
- Article 19(7) to secure for such workers lawfully within their territories treatment not less favourable than that of their own nationals in respect of legal proceedings.
 - *Mark Micallef Costa, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Anthony Azzopardi, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
- Article 2(7) to ensure that workers performing night work benefit from measures which take account of the special nature of the work
 - *Mark Micallef Costa, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Anthony Azzopardi, Assistant Director, Department for Industrial and Employment Relations (DIER)*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*

12:00 PM – 13:00 PM

Lunch with Director General / Director at the Phoenicia Hotel, Floriana, Malta

- *Tatiana Puiu, Vice-President of the European Committee of Social Rights*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
 - *Loreta Vioiu, Programme Manager, Department of Social Rights*
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13:15 PM – 14:30 PM

Meeting with the Malta Council for Economic and Social Development (MCESD)

- Presentation of the European Social Charter system and Collective complaints procedure.
 - *Perit David Xuereb, Chair (MCESD)*
 - *Norma Camilleri, Chairperson for Civil Society Committee*
 - *Tatiana Puiu, Vice-President of the European Committee of Social Rights*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
 - *Loreta Vioiu, Programme Manager, Department of Social Rights*
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14:30 PM – 15:30 PM

Meeting with the Foundation for Affordable Housing and with San Jeanne Antide Foundation

Venue: The Phoenicia Hotel, Floriana, Malta

- Presentation of the European Social Charter system and Collective complaints procedure.

Dr Daniel Gravino, Dr Kurt Xerri, Dr Dylan Cassar and Daniel Bugeja, Executive Officer, Foundation for Affordable Housing

 - *Julie Cortis Apap and Melanie Piscopo, St Jeanne Antide Foundation*
 - *Tatiana Puiu, Vice-President of the European Committee of Social Rights*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
 - *Loreta Vioiu, Programme Manager, Department of Social Rights*

DAY 2: 26th September 2025

9:00 AM – 10:00 AM

Meeting with Ministry for Home Affairs, Security, and Employment; Identity Malta; Jobsplus

- *Justin Facciol, Director Policy Development and International Affairs **
- *Trudy Jo Stellini, Assistant Director Policy Development and International Affairs**
- *Michelle Tabone, Senior Manager **

Discussion Themes:

- Article 18 – Right to engage in gainful occupation in the territory of other Parties: Presentation of available data and discussion on acceptance.
 - *Diandra Pace, Director Migration, Ministry for Home Affairs, Security and Employment*
 - *Graziella Caruana, Department Manager, Jobsplus*
 - *Graziella Cauchi, Department Manager, Jobsplus*
 - *Edric Zahra, CEO, Identita'*
 - *Tania Brown, Chief Policy and Strategy Officer, Identita'*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
- Articles 19(1) and (2) – Rights of migrant workers and their families to protection and assistance: Discussion on procedural framework and potential acceptance.
 - *Diandra Pace, Director Migration, Ministry for Home Affairs, Security and Employment*
 - *Graziella Caruana, Department Manager, Jobsplus*
 - *Graziella Cauchi, Department Manager, Jobsplus*
 - *Edric Zahra, CEO, Identita'*
 - *Tania Brown, Chief Policy and Strategy Officer, Identita'*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
- Article 19(8) – Expulsion only under national security or public interest grounds: Ministry to discuss potential acceptance.
 - *Diandra Pace, Director Migration, Ministry for Home Affairs, Security and Employment*
 - *Graziella Caruana, Department Manager, Jobsplus*
 - *Graziella Cauchi, Department Manager, Jobsplus*
 - *Edric Zahra, CEO, Identita'*
 - *Tania Brown, Chief Policy and Strategy Officer, Identita'*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
- Article 19(9) – Transfers of earnings and savings of workers:
 - *Diandra Pace, Director Migration, Ministry for Home Affairs, Security and Employment*
 - *Graziella Caruana, Department Manager, Jobsplus*
 - *Graziella Cauchi, Department Manager, Jobsplus*
 - *Edric Zahra, CEO, Identita'*
 - *Tania Brown, Chief Policy and Strategy Officer, Identita'*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
- Article 27(1)(c) to develop or promote services, public or private, in particular child daycare services and other childcare arrangements
 - *Diandra Pace, Director Migration, Ministry for Home Affairs, Security and Employment*
 - *Graziella Caruana, Department Manager, Jobsplus*
 - *Graziella Cauchi, Department Manager, Jobsplus*
 - *Edric Zahra, CEO, Identita'*
 - *Tania Brown, Chief Policy and Strategy Officer, Identita'*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*

10.00 – 10.30 Coffee break

10:30 – 11:30

Meeting with Human Rights Directorate

Discussion Themes:

- General discussion on the European Social Charter.
- Article 19(11) – Rights of migrant workers and families to protection and assistance: HRD to confirm acceptance.
 - *Annalise Desira, Director, Human Trafficking Unit*
 - *Alexander Tortell, Integration and Anti-racism advisor*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*

11:30 – 12:00

- George Cremona, Director General Social Security, MSPC to address the **Social Security Code**: Further national analysis and discussion required before finalizing stance on Article 12.
 - *Alexia Vella, Director General, Strategy and Implementation Division, MSPC*
 - *Other Social Security Representatives TBC*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*

12:00 PM – 13:15 PM

Lunch Break

13:30 PM – 14:30 PM

Meeting with civil society NGOs

- Presentation of the European Social Charter system and Collective complaints procedure.
 - *Participants tbc*
 - *Tatiana Puiu, Vice-President of the European Committee of Social Rights*
 - *Karin Møhl Larsen, member of the European Committee of Social Rights*
 - *Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights*
 - *Loreta Vioiu, Programme Manager, Department of Social Rights*

END OF PROGRAMME

Council of Europe delegation

- Tatiana Puiu, Vice-President of the European Committee of Social Rights
- Karin Møhl Larsen, member of the European Committee of Social Rights
- Niamh Casey, Head of Reporting Procedure Division, Department of Social Rights
- Loreta Vioiu, Programme Manager, Department of Social Rights

Ministry for Social Policy and Children's Rights (MSPC)

- Alexia Vella, Director General, Strategy and Implementation Division
- George Cremona, Director General, Social Security
- Justin Facciol, Director Policy Development and International Affairs*
- Trudy Jo Stellini, Assistant Director Policy Development and International Affairs*
- Michelle Tabone, Senior Manager *

Department for Industrial relations and Employment Relations

- Mark Micallef Costa, Assistant Director
- Anthony Azzopardi, Assistant Director

Occupational Health and Safety Authority

- Silvio Farrugia, Senior Manager, Occupational Health and Safety Authority (OHSA)
- Jorgen Grixti, Manager, Occupational Health and Safety (OHSA)

Ministry for Home Affairs, Security and Employment

- Diandra Pace, Director Migration

Jobsplus

- Graziella Caruana, Department Manager
- Graziella Cauchi, Department Manager

Identita'

- Edric Zahra, CEO, Identita'
- Tania Brown, Chief Policy and Strategy Officer, Identita'

Human Rights Directorate

- Annalise Desira, Director, Human Trafficking Unit
- Alexander Tortell, Integration and Anti-racism advisor

Meeting with the Malta Council for Economic and Social Development

- Perit David Xuereb, Chair MCESD
- Norma Camilleri, Chairperson for Civil Society Committee

Civil society organisations

- Caritas Malta
- Foundation for Affordable Housing (TBC)
- St Jean Antide Foundation (TBC)