



Konnekt's Perspective on Malta's Labour Migration Policy Consultation Document

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1. The Maltese Labour Market (2013-2023)

Over the past decade, Malta has undergone a significant transformation, particularly between 2013 and 2023, with the country achieving remarkable economic growth, consistently outpacing the European average. During this period, Malta's GDP grew at an annual average rate of 6.6%, compared to the EU average of 1.6%.

Economic growth was supported by an ever evolving buoyant labour market. The proportion of non-Maltese nationals in the workforce increased sharply from 9.9% in 2013 to 36.5% in 2023.

Over these ten years, Malta's workforce expanded from 189,049 to 316,133 - a total increase of 127,084 individuals. 76.1% of this growth (96,670 individuals) was driven by foreign nationals, including EU citizens and Third Country Nationals (TCNs), while Maltese nationals accounted for the remaining 23.9%. This underscores the vital role foreign talent plays in Malta's economic and social fabric.

The economic outlook for Malta remains strong. While employment growth rates may moderate, they are still expected to surpass the [European average](#). Given that Malta has the lowest fertility rate¹ in Europe, this growth will undoubtedly continue to rely on foreign talent.

2. Feedback on Key Policy Gaps

We acknowledge and applaud this effort in crafting Malta's Labour Migration Policy Consultation Document. This policy is a vital and timely initiative.

The recommendations outlined in the Consultation Document reflect a tangible commitment by the authorities, it also benefits from hindsight and incorporates several improvements.

Our feedback focuses on those areas where we believe the policy could be further strengthened. Specifically, we highlight aspects that:

- may have been completely overlooked,
- require more comprehensive development, or
- fail to fully address the significant labour market shifts expected in the coming decade.

Furthermore, through our daily engagement with Third-Country Nationals (TCNs), we want to highlight the significant challenges they face while working in Malta. For many, the system fosters an environment of uncertainty, indignity, and

¹ The fertility of 1.08 reported includes births to foreign nationals

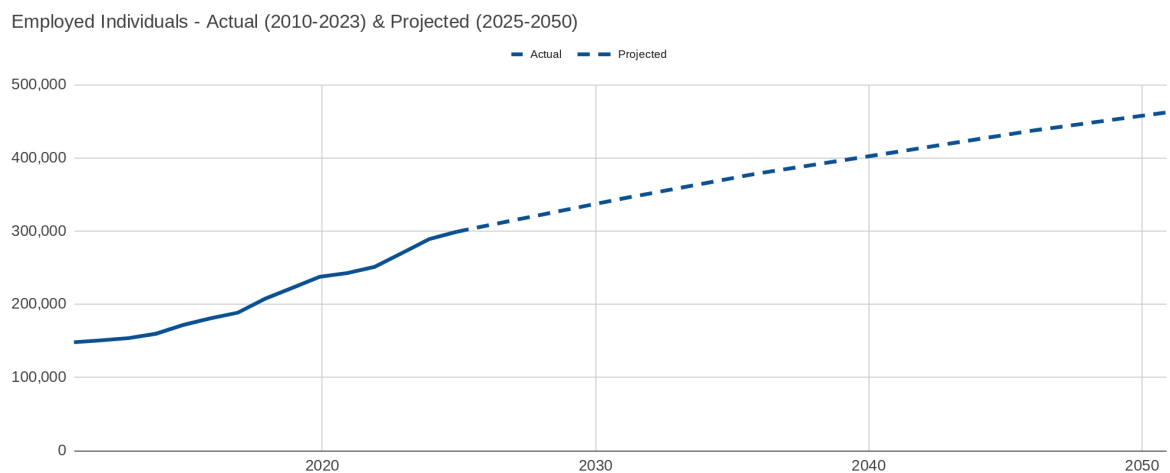
hardship, adding to the everyday struggles of balancing work and family. From their perspective, the system often feels insurmountably stacked against them.

2.1. Moving Beyond a Retrospective Approach to Migration Policy

The policy document appears focused on addressing past migration policy deficiencies. This retrospective approach risks leaving us unprepared for the challenges and opportunities of 2030 or even 2050.

Rather than waiting to reflect on what could have been done, we have the advantage of taking action now by implementing policies based on robust future projections. This is especially relevant to Malta, which stands out in Europe due to its contrasting labour market dynamics - experiencing one of the highest **economic growth** rates in the EU while also facing the sharpest decline in **fertility**, the lowest across the Union.

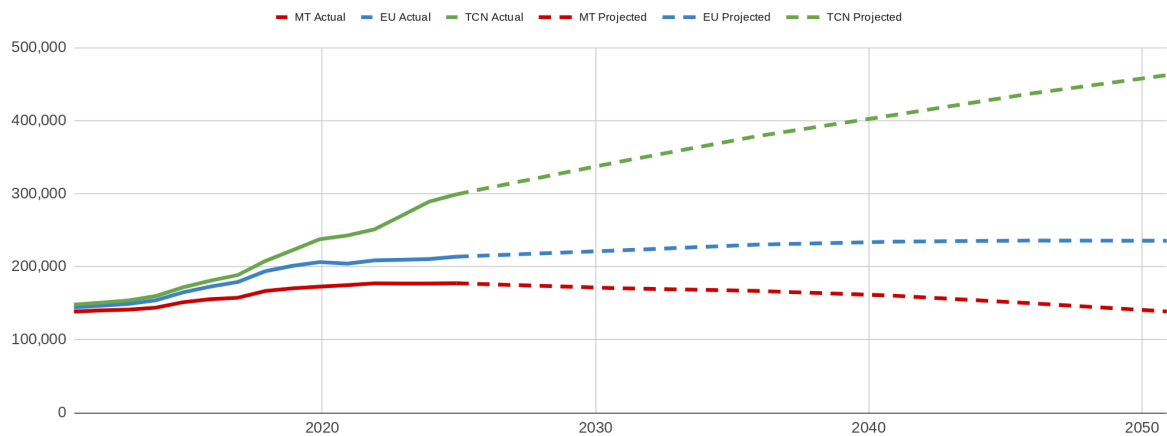
Figure 01 provides projections of labour market growth from 2025 to 2050, underscoring the urgency of forward-looking planning.



According to our assumptions (see [Data](#) section below) the total number of individuals in the labour market should be in the region of 462K compared to the 295K reported by Eurostat for 2023.

Figure 02 breaks down the growth in the working population by Citizenship. It also takes into account the collapsing fertility rate in Malta.

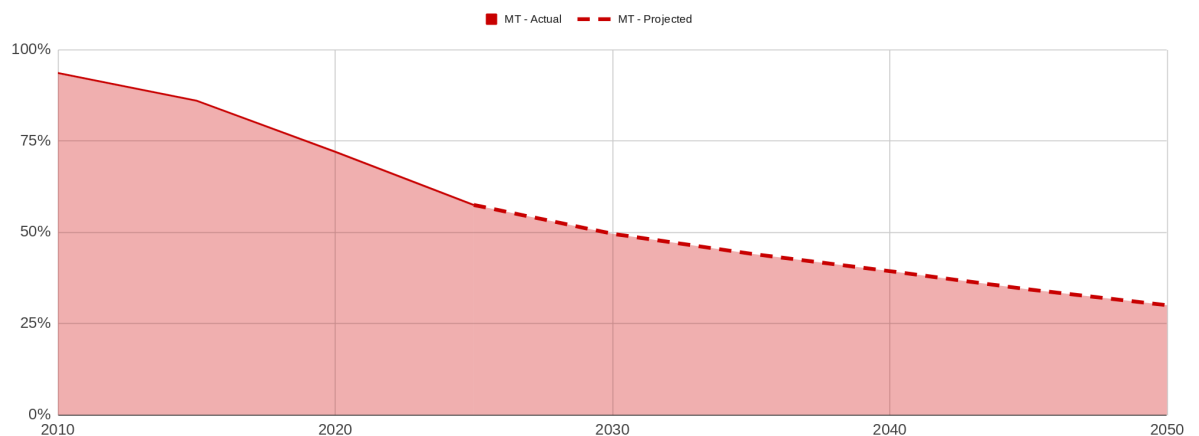
Employed Individuals by Citizenship- Actual (2010-2023) & Projected (2025-2050) - Stacked graph



Foreign workers are expected to outnumber Maltese nationals in the work place. Out of 462K individuals employed in 2050, 139K will be Maltese while 323K will be foreigners. Generally speaking one out of three workers will be Maltese.

Figure 03 below illustrates the trend from 2010 to 2050.

Percentage of Maltese nationals in employment - Actual (2010-2023) & Projected (2025-2050)



This stark demographic transformation will not only impact the labour market but also have a profound impact on Malta's broader social and cultural identity.

This trend is driven not only by the limited number of Maltese nationals entering the workforce. Simply put, there are not enough Maltese nationals to sustain the country's economic growth.

These changes require both courage and foresight. Without a **strong** and **clear** policy response, Malta risks fostering social tension and widening economic disparities.

For those who oppose continued economic migration, the only alternatives are either significantly reducing migration or substantially increasing the fertility rate.

However, both objectives are unrealistic and unattainable. A reduction in the number of foreign workers in the Maltese labour market (and for what reason!!) would lead to a severe contraction in household and government revenues, threatening the economy's stability. Such an outcome would be neither desirable nor viable, making economic migration an indispensable element of sustaining Malta's economic and social well-being.

While the consultation document correctly identifies labour migration as a key driver of growth, it falls short of addressing the deeper societal implications of this transformation - it even fails to spell out the transformation as illustrated in the figures above.

A comprehensive response must prepare all residents of the Maltese Islands for the changes ahead, fostering resilience and shared understanding across the different segments of the population. Shielding the public from these realities risks creating a dangerous mismatch between expectations and outcomes, potentially fueling unrest and polarisation.

We strongly **recommend** initiating a national dialogue that engages the widest possible audience to discuss Malta's demographic and economic future. This dialogue should

- Highlight the long-term implications of labour market shifts on our economy, society, and culture.
- Foster collaboration among policymakers, industry leaders, civil society, and the general public.
- Create a framework for ongoing, transparent discussions to guide Malta through the next 25 years and beyond.

This policy document is a step in the right direction, but the dramatic changes of the last decade underscore the urgent need for consistent, forward-looking dialogue. Malta cannot afford to delay these discussions further.

2.2. Citizenship by Investment vs. Citizenship by Contribution

The policy document makes only a fleeting reference to Citizenship, specifically regarding Citizenship by Investment (page 28). While this program serves as a financial instrument, it stands in stark contrast to the lack of a clear path to citizenship for hard-working foreign residents. These individuals and their families contribute significantly to Malta's economy, often making efforts to speak the language, identify as Maltese, and demonstrate deep integration into the community.

It is both ironic and inequitable that Malta extends citizenship to those who meet financial thresholds yet neglects those who have shown long-term commitment through their labour, cultural assimilation, and active participation in Maltese society. Addressing this imbalance is not just a matter of fairness - it is a strategic necessity.

In the coming years, Malta's economic success will be even more dependent on the contributions of its foreign workforce, yet the current framework does little to ensure their long-term integration. Establishing a clear and timely path to citizenship is not merely a gesture of inclusion - it is an economic imperative.

2.2.1. Generational Benefits of Migration

The benefits of migration are well documented in numerous academic papers and books. Zeke Hernandez in *The Truth About Immigration - Why Successful Societies Welcome Newcomers* gives compelling data-driven arguments. Countries that embrace this reality and provide a clear path to citizenship reap long-term rewards in economic stability, social cohesion, and innovation. Without this, Malta risks losing out on the compounded contributions that second and third generation migrants could offer.

2.2.2. Global Competition for Talent

Highly skilled and economically active migrants have options. Countries like France, Germany, Sweden, and Spain offer clear pathways to citizenship that recognise the value of migrants' contributions. Without a comparable system, Malta risks positioning itself as a transitional stop rather than a destination of choice. Malta will be paying the costs while other countries reap the benefits. Many foreign workers, if not granted a reason to stay, will simply move to more accommodating countries. The need to compete globally for talent will be put more into focus by the development of AI and Robotics.

2.2.3. Retention of Educated Talent

As of 2022, 20% of Malta's student population was foreign - a remarkable statistic that highlights the growing importance of attracting and retaining talent. This trend extends beyond education to businesses, which invest significantly in training foreign workers, only to see them leave for other countries. A clear example of this is Malta's reliance on foreign born drivers, who often use their experience here as a stepping stone to opportunities abroad. This however extends to numerous other professionals - IT, healthcare and hospitality to mention a few.

Without a viable path to citizenship, Malta risks being perceived as a temporary stop rather than a destination of choice. Talented students, their families, and highly skilled professionals (those with the greatest potential to become future

leaders and innovators) are more likely to migrate to countries that offer long-term security, stability, and a sense of belonging. This trend threatens Malta's ability to retain the talent necessary to sustain its economic growth and competitiveness.

2.2.4. Social Cohesion and Cultural Integration

Citizenship fosters a sense of belonging, encouraging migrants to integrate into society and actively participate in the community. Citizenship makes migrants think longterm. Countries with well-structured paths to citizenship benefit from a stronger social fabric and greater alignment between migrant communities and national priorities. This reduces the risk of alienation and social fragmentation, which can lead to unrest.

2.2.5. The Moral and Practical Imperative

Malta has long relied on foreign workers to sustain its economic growth, benefitting from their skills and contributions to build a thriving economy. Historically, Malta itself has been a nation of migrants - a melting pot of cultures shaped by generations of individuals who chose to settle here and make it their home. Similarly, Maltese citizens have emigrated to countries such as Australia, Canada, the US, the UK, and beyond, where they built new lives and contributed to their adopted communities.

The absence of a clear and reasonable pathway to citizenship for foreign residents sends an unintended but problematic message - that their contributions are temporary and undervalued. This undermines Malta's standing as a progressive, inclusive economy that values human capital. We **recommend** a reasonable and well-structured citizenship pathway. This is essential not only to honour the contributions of foreign workers and retain them but also to foster a more inclusive society where differences between locals and foreigners are bridged..

2.3. Institutional Accountability

The institutions governing migration in Malta are relatively new and need substantial investment and reinforcement to operate effectively. These improvements are essential to align their functions with the growing number of foreign workers contributing to Malta's economy. While Identità requires strengthening to ensure its processes are efficient and fair, the Immigration Appeals Board requires a complete overhaul to address its systemic shortcomings.

2.3.1. Identità

Identità has made notable improvements in recent years, however more work remains to be done. While the ongoing initiatives are commendable, further reforms are essential to ensure a transparent, fair, and humane migration system.

Our key **recommendations** for enhancing accountability include:

1. **Strengthening Internal Systems** - Implement measures to mitigate irregular practices among officials and close existing procedural loopholes.
2. **Advance Notice for Policy Changes** - Establish protocols to notify stakeholders of process and policy shifts well in advance, reducing uncertainty for applicants.
3. **Increased Transparency** - Enhance the visibility and clarity of processes to build trust in the system.
4. **Improved Applicant Treatment** - Prioritise humane interaction by reducing queuing times and expanding communication channels beyond email, accommodating the complexity of certain individual cases.
5. **Improved Use of Technology** - there is ample scope to increase the adoption of technology to increase speed and efficiency. We discuss this in more detail in 3.5.2 below.

2.3.2. The Immigration Appeals Process

Decisions by Identità may be appealed before the Immigration Appeals Board within three (3) working days. This timeframe is unreasonably short, leaving appellants little opportunity to prepare a meaningful appeal. We **recommend** extending this period to fourteen (14) working days to ensure fairness and accessibility.

2.3.3. Overhauling the Immigration Appeals Board

The Immigration Appeals Board, theoretically tasked with providing oversight and ensuring fair reviews, is in urgent need of reform. While the Board should embody principles of justice and transparency, its current operation falls drastically short:

- **Backlogs and Delays** - Cases face delays exceeding 12 months, during which appellants are prohibited from working yet must sustain themselves and their families.
- **Lack of Transparency** - Decision-making processes lack clarity in decision making (e.g. no reasons are given for refusals) and process, fostering distrust and confusion.
- **Severe Impact on Appellants** - The prolonged uncertainty disrupts the lives of appellants, their spouses, and children, exacerbating emotional and financial distress.

These issues illustrate the Board as a textbook example of how public entities should **not** function. It is deeply concerning that the Malta Labour Migration

Policy Consultation Document neglects to address the Board or propose any reforms.

2.3.4. A Call for Immediate Reform

The [paper](#) by Alexis Galand and Mireille Boffa, “The Immigration Appeals Board: A Compromised Body and its Unchecked Practice,” published in the 23rd edition of *Id-Dritt* by Għaqda Studenti tal-Liġi (GħSL), offers an incisive critique of the Board. Their analysis highlights systemic failures and provides actionable recommendations for reform. We **recommend** that policymakers integrate the recommendations contained within this paper into the Malta Labour Migration Policy to address this critical point of failure within Malta’s migration process.

Following the reform we strongly urge authorities to strengthen this structure with the necessary leadership, human resources and systems to handle the increased workload.

2.4. Labour Market Abuses

2.4.1. Minimum Termination Rates

Recommendation 1 (Minimum termination rates allowed prior to application) proposes using employee turnover rates as a measure of how employees are treated. This approach is, however, over-engineered and fails to address the core issue effectively. Turnover rates are influenced by external factors such as seasonality, the state of the order book, and competitors aggressively recruiting talent. This makes employee turnover rates an unreliable metric. Allowing market forces to operate freely would naturally solve the issue, rendering such metrics unnecessary.

Recommendation 20 (First employment), and Recommendation 21 (Minimum number of Maltese/EU nationals prior to application for TCNs), support our position on this matter.

2.4.2. Equal Job Mobility Rights for Third Country Nationals

Recommendation 9 (Extension of grace period for TCNs whose employment has been terminated) which extends the time from 10 to 60 days for a TCN to find alternative employment, makes significant progress in addressing the inequality between Maltese and TCNs. This recommendation specifically addresses the issue of terminations.

To address the root issues effectively, we **recommend** granting Third Country Nationals (TCNs) the same rights as Maltese workers when changing jobs. The current burdensome process which requires extensive documentation to change employers, is unnecessary and counterproductive. If a TCN has a valid employment contract, even one reflecting a modest salary increase (e.g., 2%), they

should be allowed to transition without going through the existing “change of employer” procedure.

Our recommendation eliminates the need for additional metrics or exemptions by letting market forces dictate outcomes. Employers who fail to treat their employees well will naturally face higher turnover and find it harder to attract talent.

Additionally, compliance with our recommendation can be managed through technology, utilising existing data on salaries and employer details already collected by the authorities. This approach ensures that all employer changes remain transparent and compliant without imposing unnecessary burdens on the workers.

By adopting this approach, Recommendations 1 (Minimum termination rates allowed prior to application) and 2 (Redundancies) would become unnecessary, achieving the intended objectives in a manner which is simpler, fairer, and more efficient.

2.5. Other Measures

2.5.1. Transparency

The Migration Policy Consultation Document highlights transparency as a core principle, particularly concerning the Labour Market Needs Test (LMNT). This is a positive step, as transparency promotes accountability while offering businesses clarity and predictability. We encourage the expansion of the concept of transparency beyond the LMNT to other critical recommendations to ensure their effectiveness and public trust in their implementation, particularly Recommendation 23 (Assessment of shortages and surpluses) and Recommendation 24 (Skilled occupations).

We strongly **recommend** for the widest possible application of the principle of transparency across all recommendations. This approach will not only enhance trust but also provide the predictability needed for businesses, migrants, and other stakeholders to align with Malta's migration objectives.

2.5.2. Technology

The Migration Policy Consultation Document makes numerous references to the use of technology. Technological initiatives are invaluable for enhancing efficiency and streamlining processes. In this context, we strongly **recommend** that Identità, Jobsplus, and the CFR develop an Application Programming Interface (API) that integrates seamlessly with third-party payroll and HR software.

We understand that the CFR is undertaking projects related to this, and expanding this approach to include all relevant authorities would amplify its benefits. A unified API framework would foster better coordination and dramatically improve efficiencies.

We encourage the inclusion of specific recommendations to prioritize API development, which would benefit Recommendation 22 (Renewal verification), Recommendation 17 (Suitability check) and Recommendation 6 (Desk-investigations and possible disqualifications, item 1, and integration across these key agencies).

We also **recommend** widespread implementation of AI chat bots to facilitate the work permit process and handle employer & work permit holder queries. We also see that the application of AI can help in implementing Recommendation 17 (Suitability check) Recommendation 27 (Upskilling and integrating the foreign workforce) Recommendation 26 (Integration courses prior to arrival in Malta) Recommendation 32 (Register of exemplary employers – longer renewal periods)

Such initiatives would significantly:

- reduce administrative burdens
- improve data accuracy &
- increase efficiencies

Using technology will not only modernise operations but also strengthen Malta's appeal as a business-friendly destination that values innovation and efficiency.

2.5.3. Economic Barriers to Integration

We believe a concerted effort is required to reduce inequalities in access to banking facilities. While Maltese citizens already face significant challenges in opening bank accounts, the barriers are even more pronounced for foreign nationals. These delays create downstream issues that hinder the timely implementation of Recommendation 8 (Salary Payment method for newly engaged TCNs). Government intervention is essential to ensure equitable access to financial services for everyone, irrespective of nationality.

Additionally, we **recommend** the government to take action to address the stark inequalities in housing finance. Foreign nationals are often subjected to disproportionately higher requirements for deposits compared to Maltese citizens - without necessarily presenting higher risks. Given the current real estate prices, securing even a 10% deposit is an immense challenge. Those foreign nationals who commit to purchasing property demonstrate a clear intention to stay in Malta long-term. If Malta aims to enhance retention, addressing these barriers through targeted measures would have a positive impact. Simplifying and

equalising access to housing finance for foreign nationals is a practical step with far-reaching benefits.

2.6. Enforcement

Enforcement is crucial for the sustainable functioning of a modern economy. The implementation of the Employment Agencies Regulation in June 2024 has been supported by improved enforcement practices. Similarly, we **recommend** that authorities should prioritise enforceability when introducing measures arising from the Migration Policy.

It is vital to ensure that recommendations are not only well-designed but also feasible to implement, with clear guidelines, adequate resources, and measurable outcomes. Challenges in enforcement should be addressed proactively, recognising that unrealistic or overly complex measures risk undermining the overall objectives of the policy.

3. Over simplification, guiding principles & bipartisan alignment

Migration is an inherently complex issue that demands a strong, long-term vision supported by bipartisan alignment. We urge all stakeholders to look beyond short-term gains and commit to making bold, forward-thinking decisions that will shape a sustainable future.

3.1. Oversimplification

Simplifying migration policies may make them easier to communicate or understand, but this approach comes with significant risks. Migration is a multifaceted challenge with no simple solutions. Oversimplified policies risk being ineffective, failing to address underlying issues, and even creating unintended consequences. Furthermore, political compromises often lead to decisions that do not adequately reflect the nation's real needs.

We call on government officials, businesses, community organizations, and the public to adopt a long-term view. Quick fixes may seem convenient, but they often do not address root causes and exacerbate systemic challenges, therefore intensifying the difficulties faced by foreign nationals.

Malta's success must benefit everyone equitably. Achieving this requires carefully crafted, fair, and comprehensive migration policies that balance the needs of all residents.

3.2. Guiding Principles

We are particularly intrigued by a priority found in the Consultation Document:

As a government, our first priority must always be the people of Malta; the people we serve. They tell us about the pressures they face and the country they want. And it is to them that the benefits should flow.

We stress that this principle should apply to all residents of Malta, not just eligible voters. With approximately 140,000 foreign residents - accounting for over a quarter of Malta's population and expected to grow exponentially - migration policies must be inclusive and address the needs of everyone living in the country, including non-Maltese nationals.

The government's first priority must be to serve all people residing in Malta, ensuring policies are equitable. As the number of foreign residents continues to grow, their inclusion will be crucial for social cohesion and economic sustainability.

3.3. Bipartisan Alignment

Anticipating Malta's future needs and implementing well-informed policies is essential not only for maintaining economic growth but also for preserving the country's social harmony. A proactive, bipartisan approach to integration and social cohesion can mitigate risks such as social unrest and the rise of far-right extremism - issues that Malta has thus far largely managed to avoid.

By fostering bipartisan alignment, the government can build a migration policy framework that ensures Malta remains a vibrant and prosperous nation for all.

4. Conclusion

The Malta Labour Migration Policy Consultation Document represents a vital step toward addressing the complex and evolving challenges of migration in Malta. In our view, the document reveals a cautious approach, sidestepping some of the most pressing and politically sensitive issues that demand immediate attention.

The stark demographic shifts projected over the next 25 years, where foreign workers are expected to outnumber Maltese nationals by a ratio of 2:1, demand urgent, bold, and forward-thinking action.

Delaying these crucial discussions and reforms risks deepening social tensions, heightening economic vulnerabilities, and weakening Malta's ability to position

itself as a competitive hub for global talent. As artificial intelligence transforms every aspect of our lives, retaining top talent will be essential to fully leverage this technological revolution. With Malta's talent pool as its most valuable resource, we must take decisive, strategic action to attract - and, more importantly, retain - the best minds. This is not merely an option; it is imperative for Malta's survival and future prosperity.

We think that:

- the development of a structured and reasonable path to citizenship,
- the development of comprehensive integration frameworks, and
- reforming and strengthening critical institutions

cannot be postponed. These are not merely policy adjustments but moral and economic imperatives that will define Malta's future.

While future social tensions might be easy to dismiss as a far fetched scenario, discounting this possibility would be a serious misstep. When 70% of the workforce lacks a voice in the democratic process, how can we expect them to stay in Malta - especially when other European countries offer a clear path to citizenship? Failing to address this reality risks alienating the very individuals who are the backbone of our economy.

Now is the time for all stakeholders to acknowledge the urgency of addressing these critical issues. We urge political parties to rise above short-term interests and unite on this matter of national importance, avoiding the temptation to politicize it for fleeting gains. Delaying action or deferring responsibility to future legislatures risks irreversible consequences when so much is at stake.

True leadership in this area demands foresight, courage, and a commitment to fostering meaningful dialogue and building consensus across political and societal divides. By embracing this approach, Malta has the opportunity to establish itself as a global leader in migration policy - one that upholds fairness, dignity, and opportunity for all residents while securing sustainable economic growth and preserving social cohesion.

The time for action is now.

5. Data

5.1. Discrepancies

We identified discrepancies in the reported numbers of EU nationals, TCNs (Third Country Nationals), and Maltese citizens within the labour market. These

discrepancies are evident when comparing data from the Labour Migration Policy Consultation Document with Eurostat figures. In our opinion, and considering the broader context and the arguments presented, these discrepancies although large are not significant. Discrepancies could be as a result of different methodologies.

Discrepancies

Employed Workers (15-64 years) 2023

Source	EU	TCN	Matese	Total
Migration Policy Document page 28	36,480	78,881	200,772	316,133
Eurostat	34,000	72,700	188,800	295,500
Discrepancy	2,480	6,181	11,972	20,633

In the introduction, we draw on data from the Migration Policy Document. For the remainder of this document, unless stated otherwise, we reference data from Eurostat and Jobsplus.

5.2. Assumptions for Projections

Labour Market Size Projections

To estimate the number of people working within the Maltese labour market between 2025 and 2050 we used the average of two scenarios

- one based on projected GDP growth and
- the other based on Labour Market participation rates.

Our assumptions are reproduced below

Scenario 1 - Labour Market Size based on Projected GDP

1. GDP Growth Projections
 - o Historical GDP Growth (2014-2023) - Cumulative Growth - 129.6%. Annualised Growth Rate - 8.72% per annum.
 - o 2024 - 2030 - GDP grows at 60% of the historical average annual growth rate (8.72%), resulting in 5.23% per annum.
 - o 2031 - 2040 - GDP grows at 50% of the historical average annual growth rate, resulting in 4.36% per annum.
 - o 2041 - 2050 - GDP grows at 40% of the historical average annual growth rate, resulting in 3.49% per annum.
2. Productivity Improvements
 - o Historical Productivity (2014-2023) - Cumulative Improvement - 37.35%. Annualised Productivity Growth Rate: 3.59% per annum.
 - o 2024 - 2030 Productivity - 3.0% per annum.
 - o 2031 - 2040 Productivity - 2.5% per annum.
 - o 2041 - 2050 Productivity - 2.0% per annum.

3. Workforce Projections

- o Projected Workforce assumes constant productivity:

$$\text{Projected Workforce} = \left(\frac{\text{Projected GDP}}{\text{Base GDP}} \right) \times \text{Base Workforce}$$

- o Adjusted Workforce discounts for productivity improvements as per note 2 above :

$$\text{Adjusted Workforce} = \frac{\text{Projected GDP}}{\text{Projected Productivity}}$$

Scenario 2 - Labour Market Size based on Eurostat Working Age projections.

1. Working Age Data

- o Baseline projection (Eurostat offers a high migration projection however we opted to be conservative)
- o From 15 to 64 years
- o Discounted by a participation rate of 82%
- o Assumed linear growth between the 5 year interval projections

2. Maltese Demographics - NSO Article - Population and Migration Statistics

- o Projected population growth using a 1.1 Total fertility rate (TFR)
- o Assuming 35 years child bearing years (between the ages 15 to 49)

The total workforce projection is computed by looking at the working age projections and population growth, while assuming the below labour participation rates (kept throughout as 2023 figures)

- o Under 25: 58%
- o 25 - 39: 75%
- o 40 - 54: 71%
- o 55+: 70%

Total Working Population = Projected population × Labour Participation Rate

*Projected Population = (Total women aged between 15 to 49) * $\frac{TFR}{35}$*

Labour Market by Citizenship Projections

After projecting the size of the labour market, we proceeded to segment it by country of origin - Maltese, EU nationals, and third-country nationals (TCNs). To derive these figures, we first calculated Malta's population growth, incorporating fertility rates. We then addressed the gap between the Maltese population projection and the overall labour market projection by maintaining a consistent proportion of EU and TCN nationals (30% EU and 70% TCN, based on 2023 figures).

While we acknowledge the potential for overestimating the number of EU nationals due to the EU's declining population, however, this does not significantly impact the overall proportion of Maltese nationals relative to foreign nationals in the labour market.

5.3. Sources

1. [Migration Policy Document](#) - Ministry for Home Affairs, Security & Employment (MHSE)
2. [Working Population by Citizenship 2014-2023](#) - Eurostat
3. [Working Population by Age Group 2014-2023](#) - Eurostat
4. [Working Age Population Projections 2025-2010²](#) - Eurostat
5. [GDP and main components](#) - Eurostat
6. [Fertility Rates](#) - WorldBank
7. [Education - Selected Indicators Student Statistics](#) - NSO
8. [Maltese Demographics](#) - NSO
9. [Business Demography](#) - NSO

6. About Konnekt

Konnekt is Malta's largest recruitment agency, interviewing over 4,500 candidates annually, managing thousands of open vacancies, and helping hundreds of job seekers secure roles that better align with their career aspirations.

We are predominantly focused on the white-collar segment, operating across three core teams - Finance & Legal, IT & Gaming, and General Recruitment. Konnekt is part of Expedition42, an HR Tech and Services group. With a team of over 90 professionals, we proudly serve thousands of clients, candidates, and users.

Since 2015, Konnekt has been actively lobbying through the Malta Employers Association and the Malta Chamber for stronger enforcement and a more robust legislative framework. It is only during the current legislature that these efforts have led to concrete action. We commend the government for taking meaningful steps in this direction and look forward to continued collaboration in positioning Malta as an attractive destination for foreign talent. This talent is critical to ensure the seamless functioning of essential services and to drive overall economic growth.

Key developments, such as the improvements made at Identità, the introduction of the Employment Agencies Regulation (Subsidiary Legislation 452.130) on 1st June 2024, and the Malta Labour Migration Policy Consultation Document represent significant steps forward. These initiatives aim to improve the lives of over 125,000 foreign workers and positively impact more than 56,000 businesses, including their owners and employees, all of whom are essential to Malta's prosperity.

² Working Age Stats need to be discounted by the participation rate to get to the Working Population.