



GOVERNMENT OF MALTA
MINISTRY FOR THE ECONOMY,
EUROPEAN FUNDS AND LANDS



17 November 2022

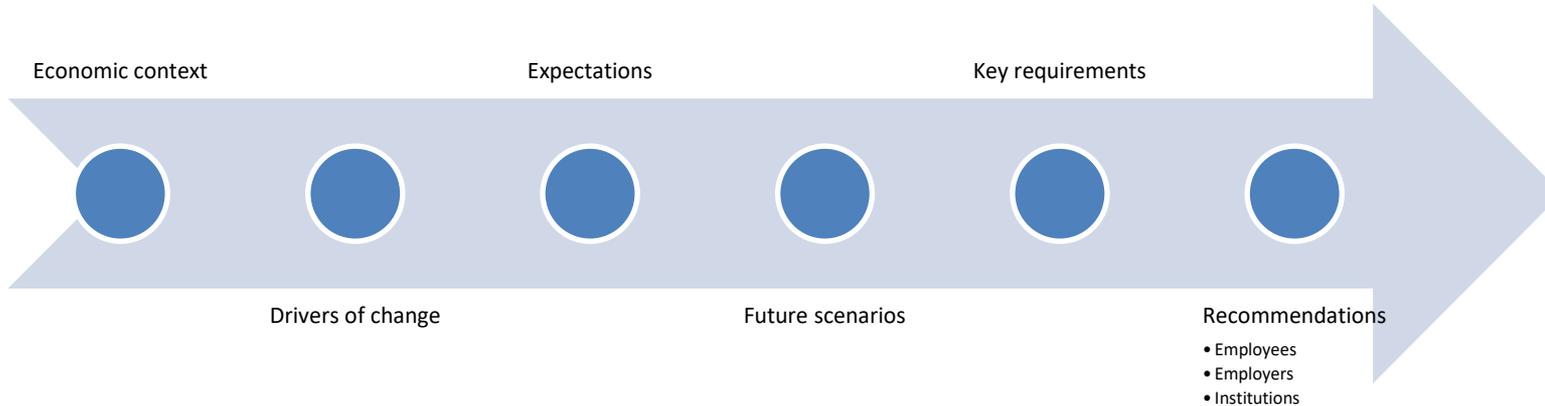
Ensuring the Skills 
for Future Competitiveness

“Supply and skills – labour challenges facing hospitality, tourism and retail”

JP Fabri

Partner, Seed Consultancy

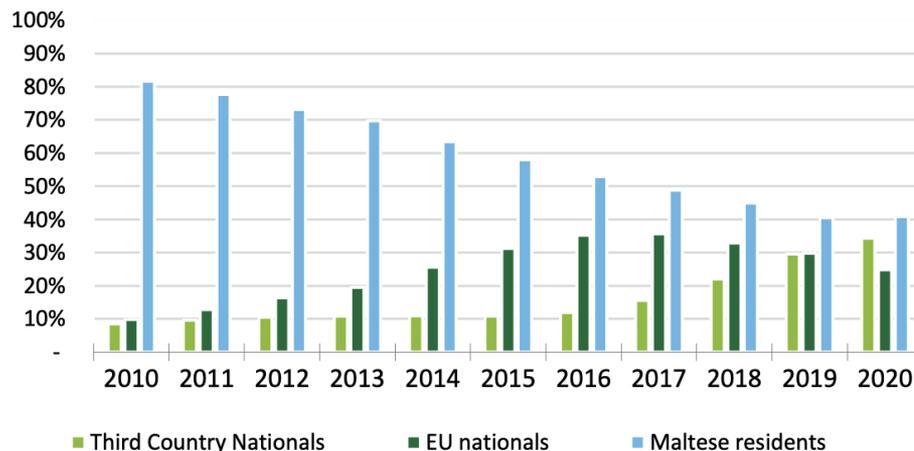
Logical framework for discussion



Tourism labour force analysis

The difficulty in finding interested Maltese workers has made the sector reliant on expats – the key draw back is that population growth aggravates the satisfaction issues noted earlier

Composition of the labour workforce in the tourism sector



Keeping all else equal, and considering direct, indirect and induced impacts, an 80% increase in the 2019 workforce is required to sustain the expected growth in bed stock supply

- Whilst tourism growth leads to increases in the work force, locals are becoming less willing to be involved in the sector. This was noted as a trend throughout Europe and not only in Malta and the sector is becoming increasingly reliant on 3rd country nationals. Stakeholders commented that foreign workers lack local context and offer tourists a less authentic experience. The need for a stable core knowledgeable workforce is also acknowledged in the MTA tourism strategy for Malta.
- Foreign workers contribute to population increases, thereby considerably elevating the sector's development footprint. Malta is already one of the most densely populated countries in the world and overdevelopment has been noted as a key issue impacting the satisfaction of both tourists and residents.

Population increases also add pressure on Malta's infrastructure, which appears stretched in certain areas (e.g. the sewage network, traffic infrastructure and waste management).

Whilst Stakeholders agree that expatriate workers are vital for the industry, current practices for managing the pace of population growth and residential units needs to be improved in order to **establish a more sustainable vision that;**

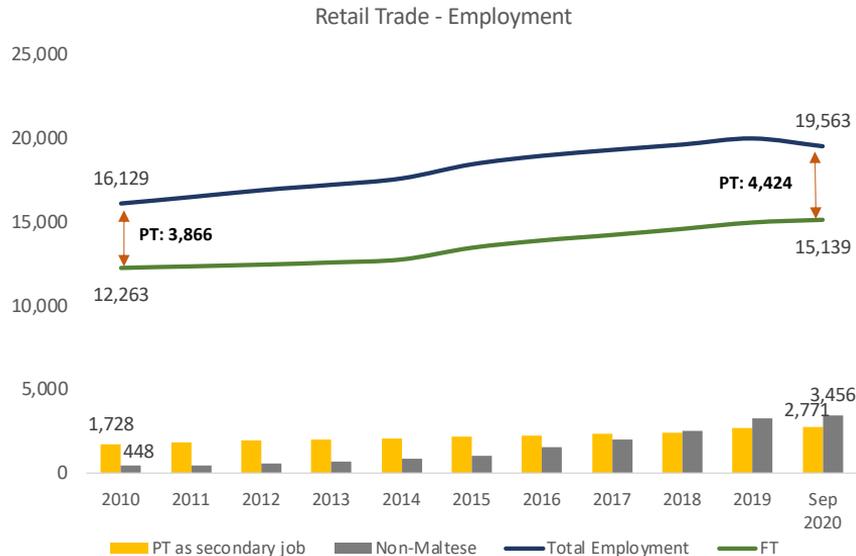
fully considers the socio-economic costs and benefits of growth and achieves the right balance;

Considers the holistic impact of development activity;

Optimises the form and location of growth in order to minimise negative impacts

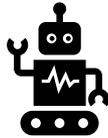
Retail labour market

Challenges relating to shortages remain



- Slow employment growth, although positive
- Increasing percentage of non-Maltese workers within the sector
- An important source of part-time employment opportunities

Drivers of change



Digitalisation &
automation



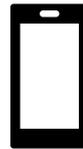
Global competition
for talent



Enhanced quality of
jobs



Sustainability &
greening the
economy



Rise of the platform
economy



The future of work

Key requirements



17 November 2022

Ensuring the Skills
for Future Competitiveness



Skills of tomorrow



Workforce retention

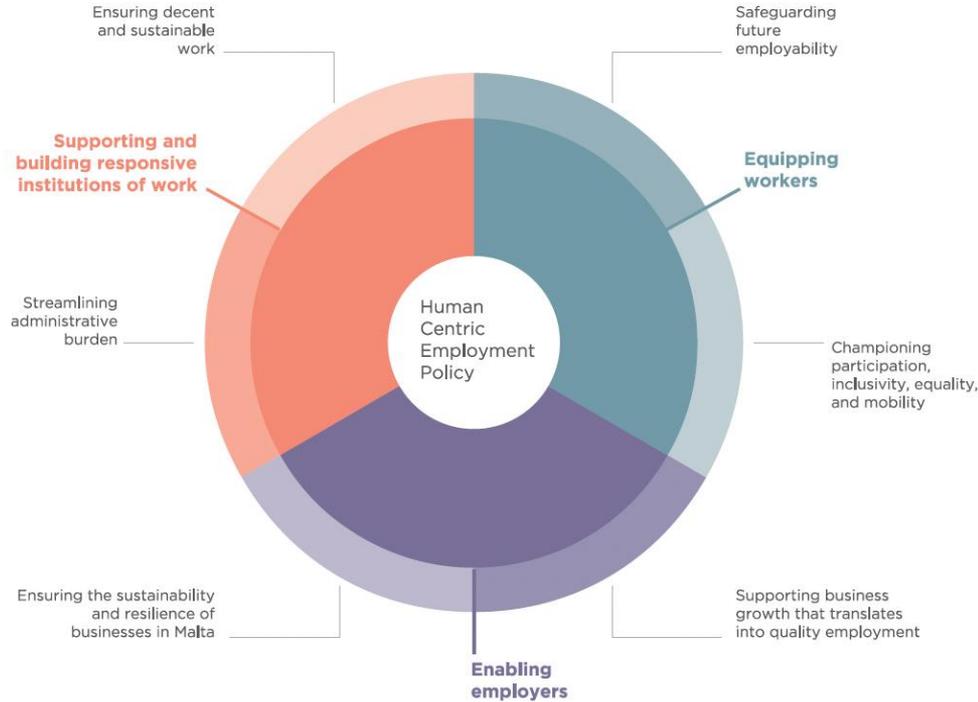


Equal work for equal value



Flexible work arrangements

Recommendations





17 November 2022



Ensuring the Skills
for Future Competitiveness

Thank you.