



# Satisfying labour demand through migration in Malta

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This report is provided solely for the purpose of completing an EMN synthesis report on satisfying labour demand through migration. The views expressed in this report do not necessarily reflect those of the authors, the Maltese National Contact Point or that of the Maltese Government.

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## 1 Executive Summary

This report describes the strategies that are being implemented in Malta to address labour market needs and shortages, including skills shortages. It also analyses the effectiveness of these strategies and make recommendations for changes.

The Maltese Government's vision and national employment policy is shaped by the need for Malta to achieve the EU's targets in terms of overall, female and older workers employment rates and the need for the Maltese workforce to increase its level of skills to be able both to increase the flexibility of workers and to take up jobs in higher value-added sectors. In this regard, the Government has made use of European Social Fund (ESF) financing by investing in upgrading the educational and training infrastructure, while also offering more training opportunities for companies and workers to increase lifelong learning. In parallel, the Government has also taken various measures in order to make work pay so that illegal employment can be turned into formal employment. In terms of migration policy, the Government has focused on trying to stop the huge influxes of irregular migrants from North Africa on the one hand, on upgrading and increasing the capacity of local authorities to manage irregular migrants while in Malta, and on trying to re-settle the highest number of irregular migrants in other countries. More recently, given the ageing of the population combined with a low fertility rate, the Government has started taking into account that migrant workers might be a necessary option in order to sustain the growth of the economy.

Currently, the policy followed by the government in order to address labour shortages is first to tap the inactive or unemployed population, then to tap into the population of beneficiaries of protection/asylum seekers which have the right to work in Malta and EU nationals simultaneously. The former category is particularly the case for low skilled jobs, seasonal and other short-term jobs. If shortages have not been solved, then employers are encouraged, through the assistance of the Malta EURES office, to try to recruit EU nationals, particularly for skilled and highly skilled jobs, and as a last resort, to recruit third-country nationals. Companies are also coping with shortages through outsourcing work or training the workforce by using the numerous ESF training programmes and schemes. Such training programmes can be set up in a few months and respond rapidly to changes in the labour market, particularly when new economic sectors come to the island in the form of FDI.

In Malta, the Immigration Act and legislation there under is the main legal instrument regulating immigration. Immigration policy is coordinated by the Ministry for Justice and Home Affairs (MJHA) in consultation with other Ministries while economic migration is implemented by the Employment and Training Corporation (ETC) for work permits, the Department of Citizenship and Expatriates Affairs for the implementation of legislation and policies related to migration and the issue of residence documents and the Central Visa Unit for entry visas.

All foreigners, except spouses and dependents of citizens of Malta, working in Malta require a work permit. While the work permit is automatic for EEA/Swiss nationals and their family members, except for Romanian and Bulgarian nationals, who are still subject to transitional arrangements, work permits are subject to a labour market test for third-country nationals. Self-employment for third-country

nationals is only allowed for large investors. In the last year, while the processing of work permits for EEA/Swiss Nationals has been simplified, the requirements as well as the fees for work permit for third-country nationals have increased making it more difficult to employ such workers. With regards to highly skilled workers, the EU Blue Card directive has not yet been transposed into Maltese legislation and, currently, there is no fast track system for such workers. Such work permit applications tend to be authorized by the ETC, although indeed all applications from third country nationals go through the same rigorous procedure. There is an administrative set up for the recognition of qualifications but no organized system for the integration of migrants though third-country nationals wishing to obtain the long-term resident status are, since 2010, required to take up an assessed integration course and provide proof of proficiency in the English or Maltese language.

There are employer surveys which give a qualitative indication of short-term employment trends but these give neither a quantitative indication nor the type of occupations which are in demand or surplus. On the other hand, there are no medium to long-term forecasts of future labour or skills shortages, except for a few sectoral ad-hoc studies. The stakeholders, unions and organizations representing employers, though consulted on labour and social policy measures are not consulted on migration issues.

Over the period 2004-2010, the Maltese economy has grown positively, except for short periods of negative growth during the 2008-09 financial crisis. This has contributed to an increase in the labour market, particularly in new forms of flexible employment. The vast majority of additional posts of work have been created by the private sector while the public sector has overall declined as a result of privatization, restructuring or dismantling in the case of loss-making enterprises. As a result the unemployment rate has remained stable and is one of the lowest in Europe.

There are various sectors for which Malta is currently experiencing labour shortages. With regards to highly skilled shortages, these exist in the medical, accountancy, ICT, on-line gaming and to a certain extent the legal sector. With regards to skilled workers, there are shortages for workers in the new high-end manufacturing sector, for technically skilled persons in the new jobs being created in the environmental sector and specialized construction workers (form work erectors, concrete shutterers and steel fixers). With regards to unskilled occupations, there are shortages in the cleaning, catering, security and hospitality industry (housekeeping and Food & beverage), notably due to unattractive conditions of work being offered for such jobs. Most of the jobs in the last category are being taken up by migrants who have the right to work in Malta. Developments in the occupation of care worker are also interesting in this regard.

Migrant workers have contributed to fill in the shortages in all sectors of the economy but foreigners still represent a small part of the labour force (less than 5%) though their portion in the overall labour force has increased since 2004. While up to 2008 the population of third-country nationals was increasing at a faster rate than the increase in the population of EEA/Swiss nationals, in the last two years, the population of third-country nationals has decreased and been replaced by EEA/Swiss nationals.

Malta does not have cooperation agreements with third countries for economic migration and most of the government's efforts in this area have been dedicated to cooperation to stop irregular migration or re-settling persons granted international protection to other countries or other irregular migrants to their countries of origin through assisted voluntary return schemes.

## **2 Introduction**

### **2.1 Study Objectives**

The aim of this study is to understand the strategies that are being implemented in Malta to address labour market needs and shortages, including skills shortages. The study also aims at assessing whether these strategies are being effective and to study the impact of the recent economic recession on these strategies.

The objective of this study is also to provide information to policymakers and analysts about the various policy options that can be implemented to address future medium to long-term labour demand in terms of skill needs and as a result of structural changes in the economy. This study will give a broad overview of legislation and practice with regards to immigration of third-country nationals in addressing all labour shortages within the Maltese labour market. This is the first time that the Malta NCP will participate in such a study given that it was not yet a member of the Network for the 2007 EMN study on “Conditions of Entry and Residence of Third Country Highly-Skilled Workers in the EU” nor in the 2006 EMN study on “Managed migration and the Labour Market – the Health Sector”.

As per the specifications of this study and the EMN’s remit, the study will focus on third country national migrants covering the period 2004 to 2010. However, the study will also refer to the impact of intra-EU mobility following the 2004 and 2007 enlargements and to the impact of irregular migration given that these two aspects are of particular relevance to the Maltese labour market.

### **2.2 Study Specifications**

The objectives, questions to be researched and terminology of this report have been determined by the Malta National Contact Point (NCP) after consultation with the European Commission and the other EMN NCPs.

The structure of this report follows as closely as possible the format outlined in the study specifications in order to ensure close comparability between the reports produced by each Member State NCP. However, in cases where it was not possible to follow the exact study specifications, this report will explain and justify the use of a different format.

### **2.3 Target Audience**

This study is primarily intended for Government officials working within Ministries and other Government entities involved with economic migration. It is also intended for stakeholders, mainly employers and unions which are being or could be impacted by labour shortages. This report is also intended for stakeholders in the educational and training sectors which have a role in producing the skilled workforce that is required in today’s and Malta’s future labour market. Finally, this report should also be of interest to NGO’s and researchers operating in the field of migration.



### **3. Methodology**

#### **3.1 Definitions and understanding of terms used**

In order to improve comparability, the terms used in this report should be understood to be in accordance with the definitions given in the EMN Glossary. Throughout the report, migrant workers are defined on the basis of their nationality and not on the basis of country of residence in the previous year. The study will also use the following five broad categorizations of economic migrants: highly skilled, skilled, low skilled, researchers and seasonal workers. The study also uses the International Labour Organisation ISCO-88 classifications<sup>1</sup>. More detailed information about each category is provided below.

##### **3.1.1 Highly skilled (Highly Qualified Migrant)**

For the purpose of this study, this category includes persons falling within Classes 1, 2 and 3 of the ILO ISCO-88 classification. Class 1 represents legislators, senior officials and managers, while Class 2 represents professionals and Class 3 represents technicians and associate professionals.

##### **3.1.2 Skilled**

For this study, Classes 4 to 8 of the ILO ISCO-88 Classification will be included in this category. Class 4 represents clerks, while Class 5 represents service workers and shop and market sales workers, while Class 6 represents skilled agricultural and fishery workers, while Class 7 represents craft and related trades workers, and Class 8 represents plant and machine operators and assemblers

##### **3.1.3 Low skilled**

Class 9 of the ILO ISCO-88 Classification which represents elementary occupations will be used for this category.

##### **3.1.4 Researcher**

This category is based on the definition provided in the Third Country Nationals for Scientific Research Purposes (Specific Admittance Procedure) Regulations (Legal Notice 102 of 2008). The latter transposed into Maltese legislation the provisions of Council Directive 2005/71/EC.

##### **3.1.5 Seasonal Worker Migrant**

For this category, the Maltese Authorities do not produce specific data and cases of seasonal workers would be reported under categories 3.1.1 to 3.1.3 above.

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<sup>1</sup> A detailed explanation of this classification is provided in the following website:  
<http://www.ilo.org/public/english/bureau/stat/isco/index.htm>

Throughout the study the term *work permit* was used although the Maltese legislation uses 'employment licences'. The term *labour market test* was used instead of the Employment and Training Corporation's *labour market considerations*.

### **3.2 Sources of Information**

The information used to produce this study was collated primarily from Government departments and other Government organizations. We reviewed the annual reports produced by Ministries and Government departments as they provide a detailed account of the operations and achievements accomplished as well as outline the challenges faced by these departments. We also reviewed ad-hoc policy documents which describe the vision and policy approach of these various departments. Most of this information is available on the websites of the Ministries/Departments or from documents published on these websites, such as annual reports of activities or ad-hoc documents which describe policy. Interviews were also conducted with officials of the relevant Ministries and Government bodies in order to clarify the information already publicly available and to complement the report with relevant information not directly available in their official literature. These officials also had the opportunity to report the latest policy developments which had not been yet reported in activity reports.

The report sourced all its statistical data from Malta's official data sources, namely the National Statistics Office (NSO). Data from other Government agencies/departments was used in compiling the statistics - data on work permits from the Employment and Training Corporation (ETC) and data on residence permits from the Department for Citizenship and Expatriate Affairs (DCEA). Data published with Parliamentary Questions was also used.

In order to compile the report, we consulted other stakeholders such as unions, employers association, and private employment agencies.

We also consulted other academic studies, parliamentary debates and local newspaper articles, particularly to compile the section on political debate.

A full list of all entities interviewed for the study is provided in Annex 3.

### **3.3 Caveats**

When other studies/literature have been mentioned, no quality check was done on the evidence on which these studies/literature was based. Furthermore, some sections relied on the little sources of material available thus findings should be interpreted with caution. This applies particularly to section 2.3 on political debate and involvement of stakeholders as the literature might not be representative of the Maltese or migrant population. Moreover, some of the findings of the newspaper articles quoted might be either based on small-scale studies or no research at all thus no check on reliability is possible. This was mitigated by referring such information with practitioners in the field or statistics.

### **3.4 Problems**

There were no particular problems encountered in producing this study except for the unavailability of data for certain categories of workers (see tables in Annex 2 for full details).

## **4. Approach to Economic Migration Policy in Malta**

### **4.1 National Vision and Policy**

#### **4.1.1 The Maltese Government's vision on the (possible) future role of migration in combating labour shortages**

Since Malta's membership into the EU, the government has published several documents that outline its medium-term vision for the country and how it intends to develop policy in the coming years to achieve this vision. The development of these policy documents took into account Malta's employment situation as a starting point and were also greatly influenced and shaped by the EU's own vision and targets, namely the 2010 Lisbon Strategy and more recently Europe 2020. These policy documents also took into account that as a result of Malta's membership into the EU, the island would start benefitting from Structural and Cohesion Funds. In the context of migration policy, Malta has also had to take into account the arrival of large numbers of irregular migrants since 2002, a new phenomenon for the island at that time.

The 2010 Lisbon Strategy set out an overall vision of making Europe the most dynamic and competitive knowledge-based economy in the world. For this purpose, it set out a number of targets that had to be achieved by each member country by 2010. In terms of employment, the targets consisted of achieving an overall employment rate of 70%, a female employment rate of 60% and an employment rate of 50% for older workers (55-64)<sup>2</sup>.

Malta as all the other EU member states has had to draft a national reform programme (NRP) outlining, with concrete measures, how it intends to achieve those targets. When drafting the first NRP, covering the period 2005-2008, Malta's employment situation was below those targets, given that the overall employment rate amounted to 54% and the female employment rate amounted to 33.5% (Labour Force Survey December 2004)<sup>3</sup>. As a result, Malta had identified raising the overall, female and older workers employment rates as key challenges. Indeed, given that Malta had and still has a very low unemployment rate, the only solution to increase the employment rate was to draw on the reserve pool of inactive workers. The low female employment rate, partly explained by traditional and cultural factors, represented the biggest challenge given that Malta had one of the lowest female employment rates in the EU in spite of a high rate of female graduates. With regards to the older workers, the low employment rate was partly explained by the low legal retirement age in Malta, a number of early retirement schemes introduced to downsize the public sector and invalidity pensions<sup>4</sup>.

The government's response consisted of introducing a number of fiscal incentives aimed at attracting more females into the labour market while removing fiscal disincentives aimed at encouraging older workers to continue working beyond retirement age combined with a pension reform. These were also complemented by the introduction of several family friendly measures, the introduction of a part-time

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<sup>2</sup> The Maltese targets as set out in the National Action Plan for Employment (2004) were respectively of 57%, 41% and 35%.

<sup>3</sup> [http://www.nso.gov.mt/statdoc/document\\_file.aspx?id=978](http://www.nso.gov.mt/statdoc/document_file.aspx?id=978)

<sup>4</sup> Malta National Reform Programme Annual Progress Report 2007

unemployment register as well as the introduction of pro rata social security contributions and benefits for persons working on a part-time basis. Incentives were also provided to employers and operators in the private sector to develop child-care centres<sup>5</sup>.

As a result of EU membership, Malta also started benefitting from the EU's Structural and Cohesion Policies. Malta's Single Programming Document (SPD) 2004-2006<sup>6</sup> and the National Strategic Reference Framework (NSRF) 2007-2013<sup>7</sup> together with the two Operational Programmes<sup>8</sup> are the documents that outline the activities on which the Maltese Government intends to spend the Structural and Cohesion Funds<sup>9</sup>. In the areas of employment, the policies and objectives set were consistent with what had been already identified in the NRP, namely increasing the overall employment rate, with an emphasis on female and older workers employment. Other major objectives consisted of targeting specific vulnerable groups in order to ensure that no one is left behind and that Malta has an inclusive society. These groups included youth, particularly early school leavers, unemployed, in particular long-term unemployed and other disadvantaged persons. For these purposes, ETC launched a wage-subsidy scheme (Employment Aid Programme) together with a number of training programmes tailor made to the needs of each of the groups mentioned above<sup>10</sup>. Another objective is also to adopt policies in order to make work pay and transform undeclared work into legal employment.

Furthermore the restructuring of the Maltese economy has led to a shift from traditional labour intensive industries towards the knowledge economy and higher valued activities. These industries require a higher skilled labour force which is also flexible and adaptable. Furthermore, the shift in economic activity requires re-training of the workforce to enable the transition from traditional sectors to the new growth sectors. This has to be complemented by life-long learning in order to enable workers to update and upgrade their skills throughout their professional life. The latter is particularly important in a knowledge based economy which is what Malta is aiming to achieve. As a result, various schemes, such as the ETC's Training Aid Framework<sup>11</sup> aimed at training the Maltese workforce to acquire or upgrade their skills have been introduced. With the help of ESF funding, the Government has also started awarding scholarships for post-graduate specialization studies in order to produce highly skilled workers. The Government has also invested in upgrading the educational infrastructure of post-secondary institutions in order to be able to cope with a larger number of students. In this regard, substantial resources were dedicated to develop Malta's vocational post-secondary institution<sup>12</sup>. Additionally, the Education authorities have increased the number of career advisors within State-run colleges.

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<sup>5</sup> These measures were introduced as Budget measures over the years 2006 to 2008.

<sup>6</sup> <http://www.ppcd.gov.mt/file.aspx?f=238>

<sup>7</sup> <http://www.ppcd.gov.mt/file.aspx?f=19>

<sup>8</sup> <http://www.ppcd.gov.mt/op1> and <http://www.ppcd.gov.mt/op2>

<sup>9</sup> A similar document was drawn up for the agricultural sector (National Rural Development Strategy for the Programming Period 2007-2013) available at <http://www.agric.gov.mt/file.aspx?f=676>

<sup>10</sup> The Employability Programme aimed primarily at jobseekers and inactive persons; the Youth Employment Programme aimed at young people; and the Social Inclusion Partnership Programme aimed at other vulnerable groups.

<sup>11</sup> Under this scheme, employers are provided financial assistance for training their own workforce.

<sup>12</sup> The Maltese College of Arts, Science and Technology (MCAST).

The Government's vision outlined so far is also re-affirmed on a yearly basis when publishing the Pre-Budget document. The latter is a consultative document published in the run-up to the yearly budget which re-affirms short-term priorities and measures that the government intends to implement in order to achieve those short-term goals. This process has started in 2005 with the latest such publication being the Pre-Budget document for 2011.

The latest document that continues to outline the Government's vision is the Vision 2015 and Beyond<sup>13</sup>. This document, launched in 2010, outlines the national strategy that needs to be followed in order to achieve the government's vision of achieving excellence in seven sectors<sup>14</sup>. This document recognizes that, though significant improvements have been registered since 2000, Malta still faces various challenges in the area of employment. These include the limited labour force participation among women, the low upper secondary and tertiary educational attainment, the projected higher retirement age population in 10 to 15 years<sup>15</sup> and a low interaction between educational providers and industry.

The various documents that have been published by the Ministry for Justice and Home Affairs, which is the lead Ministry on migration issues, refer almost exclusively to irregular migration. These documents describe the various difficulties that this phenomenon is creating in Malta and the various efforts and initiatives that have been implemented in order to stop the influx of irregular migrants<sup>16</sup> together with re-settling as much of these migrants to other countries. While these documents acknowledge that beneficiaries of protection and asylum seekers who are recognized as such under the Refugees Act are entitled to work legally in Malta, they do not discuss the possibility of using these workers as a possible source to alleviate labour shortages.

However, none of these policy documents discuss migration as a possible solution to tackling future labour or skills shortages. Usually, migration is mentioned briefly, if not at all, discussed in very generic terms and when reference is made to migration and Malta, it concerns irregular migration. For example the NSRF and the Sustainable Development Strategy for the Maltese Islands 2007-2016 documents mention the challenges being faced by the Maltese Government due to the large influxes of irregular migrants. Even when, these documents recognize that there are areas where labour shortages exist, migration is not conceived as a possible solution. In such cases, it is advocated that local human capital is developed to ensure that labour or skills shortages do not arise. At the same time, the various Government policy documents also mention that if foreign labour is imported due to shortages, it should be first sourced within the EU<sup>17</sup>. Furthermore, these documents add that the Public Employment Services should study the work permits currently issued to third-country nationals so that these skills are transferred to the local labour force via training.

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<sup>13</sup> <http://vision2015.gov.mt/library>

<sup>14</sup> The Government had identified these seven sectors in 2008 when Vision 2015 was officially launched. These sectors are Financial Sector, Information and Communication Technology (ICT), Tourism, Manufacturing Sector and Related Services, Health, Education, and Gozo.

<sup>15</sup> This is due to the fact that the percentage of population in the age gap 50 to 64 (23.6%) is higher than the percentage of population in the age gaps 0 to 14 (18%) and 15 to 24 (15.7%).

<sup>16</sup> This seems to have worked given that arrivals of irregular migrants have almost stopped.

<sup>17</sup> Giving priority to EU nationals is normal as it is required under Community preference.

However, there has been a small evolution over the last few years. For example, while the NRP 2005-2008 document mentioned that economic migration needs to be better managed, the NRP 2008-2010 recognised that in other EU countries migration can provide a significant support to the growth process. This document also mentions that given Maltese demographic developments, namely the ageing of the population combined with a low fertility rate<sup>18</sup>, “imported labour can provide an important contribution to meet the growing demand in certain sectors and to ensure that any labour shortages do not lead to undue wage pressures”<sup>19</sup>. Finally, the 2011 pre-budget document<sup>20</sup>, which was published in July 2010, indicates that given Malta’s current population projections, the working age population will decline in future unless there are higher immigration flows into Malta. This suggests that the Government is taking into consideration that migration might be needed in future to sustain the current working age population but has not yet translated this awareness into an active economic migration policy.

#### **4.1.2 Malta’s policy in addressing labour shortages**

As already outlined in section 4.1.1, the current government’s policy in addressing labour shortages is first to tap the inactive or unemployed population, then simultaneously to tap into the population of beneficiaries of protection/asylum seekers allowed to work in Malta and EU nationals and, as a last resort, to recruit third-country nationals.

For labour shortages where unemployed persons seem to have similar skills, such as cleaning and room attendants, the ETC has organized various recruitment drives in conjunction with employers. However, these are not always effective in filling up all the vacancies for various reasons, notably the make-work pay issue.

When skilled or highly skilled workers are needed, given that the inactive, unemployed, persons granted protection and asylum seekers will not have the skills requested, most employers will have to resort to foreign workers as the only available option. Indeed, given the small size of the labour market, poaching local staff will quickly lead to wage inflation and being ineffective in solving shortages in the medium to long-term. In this case, given that almost all EU workers have freedom of movement within the EU<sup>21</sup>, Maltese employers will be competing with other EU countries which are experiencing similar shortages but where wage levels are, in most cases, higher compared to Malta. This makes it difficult to find suitable candidates unless they are ready to accept a lower wage but a higher quality of life<sup>22</sup>. For these reasons, third-country nationals are sometimes the only option available for the recruitment of highly skilled workers. However, while EU self-employed can operate in Malta the government policy is not to allow third-country self-employed unless they are investing substantial amounts in Malta and creating

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<sup>18</sup> The fertility rate is currently 1.4.

<sup>19</sup> NRP 2008-2010 p 51.

<sup>20</sup> [http://www.finance.gov.mt/image.aspx?site=MFIN&ref=2011\\_Pre%20Budget%20Doc%202010](http://www.finance.gov.mt/image.aspx?site=MFIN&ref=2011_Pre%20Budget%20Doc%202010)

<sup>21</sup> Most EU-15 countries applied transitional arrangements vis-à-vis the EU-8 countries which acceded to the EU in 2004. However, these arrangements have been relaxed with respect to certain economic sectors and professions and will be phased out in May 2011. Most EU-25 countries applied transitional arrangement vis-à-vis Bulgaria and Romania which joined the EU in 2007. These will have to be phased out in 2014 at the latest.

<sup>22</sup> We are referring to a warmer climate, more sunshine, less commuting time to work and a good level of amenities at cheaper prices.

employment opportunities. However, no programmes currently exist that facilitate the return of economic migrants<sup>23</sup>.

The ETC which also runs the EURES Malta office has been very effective in promoting the EURES network. The EURES office has also made various seminars for sectors experiencing shortages to explain how the EURES network tool could be used to recruit EU nationals. The EURES office has also assisted employers in organizing recruit drives in other EU countries, mostly Central and Eastern European countries due to the lower wages in these countries.

When faced with shortages, employers are also resorting to contracting out certain of their functions, such as cleaning or IT functions. Besides solving shortages problems, the advantage also lies in gaining flexibility, which is particularly important for operators in the tourism sector given the cyclical nature of their activity.

There were also instances where investment by new companies operating in the IT sector did not materialize due to the inability of finding enough skilled workers (Pentasia). Another company already operating in Malta decided to open an office in a third-country when they faced difficulty recruiting third-country nationals. However, the fact that more than half of the staff working with the online gaming industry in Malta is foreigner proves that Malta based companies can not only attract foreign skilled workers but also solve local labour shortages by employing foreign workers. This is particularly important when it comes to attract investment to Malta from new industries, such as aircraft maintenance, or from companies operating in a sector where labour shortages already exist<sup>24</sup>.

The government is also very effective in setting up training programmes with a very short timeframe. These are usually linked to new investment in Malta, in particular in economic sectors where no other operator exists and which requires specific skills. Examples of such cases in the recent past would be the pharmaceutical manufacturing, call-centres and aircraft maintenance. Malta Enterprise which is the agency responsible for attracting Foreign Direct Investment (FDI) would liaise with the ETC and other educational providers, notably MCAST, the vocational post-secondary training institution, to create ad-hoc courses for the industry. This strategy helps to provide the necessary labour by the time the companies investing are ready to operate.

The strategy explained in the previous paragraph has also been extended for ICT skills where training skilled workers takes several years. Indeed, the Government has promoted ICT and provided various incentives for students taking up courses in this sector so that the island has a large pool of skilled workers by the time the SmartCity project is fully operational<sup>25</sup>.

However, so far no strategies have been put forward to deal with the projected demographic decline.

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<sup>23</sup> Assisted return or re-settlement programmes exist for irregular migrants.

<sup>24</sup> Mr Choi, country director of SmartCity Malta, confirmed that prospective investors have reduced fear when they hear about the example of the online gaming industry in Malta.

<sup>25</sup> SmartCity is a technology park similar to Dubai Internet City and Dubai Media City which should employ when completed 5800 persons. The project was launched in 2007 and will open its first offices in October 2010.



## **4.2 Legislative and institutional framework**

### **4.2.1 Institutional Framework**

The Ministries which are mostly involved in the management of legal immigration in Malta are the Ministry for Justice and Home Affairs (MJHA), the Ministry of Foreign Affairs (MFA), the Ministry of Education, Employment and the Family (MEEF), and the Ministry of Finance, the Economy and Investment (MFEI).

The Ministry for Justice and Home Affairs (MJHA) is responsible for immigration policy, the Malta Police Force's immigration section which is responsible for the control of border points and the Immigration Appeals Board which hears and determines any grievances against decisions taken by the Principal Immigration Officer<sup>26</sup>. The Board also deals with other decisions taken by the Director, Citizenship and Expatriate Affairs such as on family reunification, long term resident status, and issues pertaining to foreign students and EU nationals.

The Ministry of Foreign Affairs (MFA) is responsible through the Central Visa Unit for processing visa requests and via the Department of Citizenship and Expatriates Affairs for processing applications for Maltese citizenship and residence documents. The latter Department is also involved in the implementation of the provisions of subsidiary legislation, with regard to migration, family reunification, long term resident status and such.

The Ministry of Education, Employment and the Family (MEEF) is responsible for issues related to work permits, employment, education and training, and recognition of qualifications<sup>27</sup>.

The Office of the Prime Minister, through the Department of Industrial and Employment Relations is responsible for conditions of work.

The Ministry of Finance, the Economy and Investment is responsible for collecting statistics on migration via the National Statistics Office (NSO).

### **4.2.2 Legislative Framework**

The Immigration Act (Chapter 217 of the Laws of Malta) and the subsidiary legislation enacted there under is the legislative framework which regulates migration in Malta. This legislation outlines the procedures for admittance and residence of third country nationals as well as procedures related to the issuance of visas and work permits. It also provides features related to illegal immigration, including the expulsion of such immigrants as well as an Immigration Appeals Board.

The Immigration Regulations 2004 (Legal Notice 205 of 2004) now only include immigration provisions applicable to third-country nationals given that the immigration provisions applicable to EU nationals and their family members, including third-country nationals, have been removed from these Regulations

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<sup>26</sup> This Ministry also has extensive responsibilities in the management of irregular immigration.

<sup>27</sup> Work permits are not issued directly by the MEEF but by the Employment and Training Corporation (ETC) which falls under the remit of this Ministry.

to the Free Movement of European Union Nationals and their Family Members Order 2007 (Legal Notice 191 of 2007). The latter transposed into Maltese legislation the provisions of EC Directive 2004/38 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States.

Since Malta became a member of the European Union, the immigration legislation has been amended or complemented with new regulations in order to reflect developments in EU legislation. In this regard, Malta has introduced the Status of Long-term Residents (Third-Country Nationals) Regulations 2006 (Legal Notice 278 of 2006) transposing the provisions of EC Directive 2003/109, the Family Reunification Regulations 2007 (Legal Notice 150 of 2007) transposing the provisions of EC Directive 2003/86, the Permission to reside for Victims of Trafficking or Illegal Immigration who co-operate with the Maltese Authorities Regulations 2007 (Legal Notice 175 of 2007) transposing the provisions of EC Directive 2004/81, the Conditions of Admission of Third-country Nationals for the purpose of Studies Regulations 2008 (Legal Notice 29 of 2008) transposing the provisions of EC Directive 2004/114, and the Third Country Nationals for Scientific Research Purposes (Specific Admittance Procedure) Regulations 2008 (Legal Notice 102 of 2008) transposing the provisions of EC Directive 2005/71.

This immigration related legislation does not regulate or provide for any mechanisms for identifying labour demands nor does it include measures for the return of economic migrants once their employment has been terminated, apart from the requirement to leave the country.

Malta has not yet transposed the provisions of EC Directive 2009/52 providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals<sup>28</sup> and has not yet transposed the provisions of EC Directive 2009/50 on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment<sup>29</sup>.

Maltese citizenship is regulated under the Maltese Constitution and the Maltese Citizenship Act (Chapter 188 of the Laws of Malta). This Act describes the mechanism for the acquisition of Maltese citizenship by naturalization, renunciation and deprivation of Maltese citizenship. It also outlines how Maltese Citizenship can be acquired through registration. It is only possible to acquire Maltese citizenship through marriage after 5 years of marriage. In 2007 amendments were made to citizenship legislation in order that persons of Maltese descent would acquire Maltese citizenship by registration, that is, of right. Although it is possible to apply to acquire Maltese citizenship by naturalization after 5 years of residence, the grant of citizenship is discretionary and in practice it is only granted after the person can prove that he/she has been living in Malta for a period ranging from 15 years to 20 years, as the case may be.

### **4.3 Political debate and involvement of stakeholders**

#### **4.3.1 Political debate**

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<sup>28</sup> Member States have till 20 July 2011 to transpose the provisions of this directive.

<sup>29</sup> Member States have till 19 June 2011 to transpose the provisions of this directive.

Migration related debate in Malta has passed through three distinct phases over the past decade. Pre-EU accession in 2004, the debate tended to focus on the perceived threat to local job security presented by European immigrants coming to work in Malta. These concerns were largely allayed by a transitional arrangement agreed on accession, in terms of which Malta could restrict the inflow of foreign European workers over the next seven years should this cause a serious disturbance to the local labour market. For the six years following 2002, when large boatloads of irregular migrants and asylum seekers departing from North Africa started to arrive,<sup>30</sup> political and social debate has tended to focus almost exclusively on issues of border control, security, Malta's relationship with the EU and neighbouring states and asylum.

The dominant discourse propagated by politicians, journalists, experts and public officials and reproduced at the grass roots level, constructed irregular migration as a serious problem representing a threat to Maltese security and well-being. The gravity of the problem was emphasised by statistics on the large numbers of boat people in terms of Malta's miniscule size and population density, by emphasising Malta's vulnerability in relation to migration flows across the Mediterranean and by stressing the lack of local resources, be they economic, institutional or diplomatic, needed to cope with the "burden" represented by these migrants. The irregular migrants themselves tended to be represented either as persons attempting a form of illegal competition on the local job-market or as humanitarian cases deserving of pity and compassion.<sup>31</sup> In either case it was emphasised that they were mostly in Malta as a result of a mistake as they "did not want to come here" and that their future lay elsewhere in the European continent or in some form of return, whether voluntary or not, to their home countries.<sup>32</sup>

What is noteworthy for our purposes about this debate is that the possible role of migrants in addressing the needs of the Maltese labour market was effectively marginalised and mainly took the form of a concern to prevent illegal work by irregular migrants; in turn justified both in terms of protecting local jobs/working conditions and of avoiding exploitation of vulnerable migrants. This reflected popular anxieties, which at times approached a moral panic regarding the issue<sup>33</sup> and pre-

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<sup>30</sup> Figures released by the National Statistics Office show that 1686 boat people landed in 2002, compared to 55 in 2001.

<sup>31</sup> See in this regard Carmen Sammut, 2007. "The Ambiguous Borderline between Human Rights and National Security: The Journalist's Dilemma in the Reporting of Irregular Immigrants in Malta", in *Global Media Journal*: <http://globalmedia.emu.edu.tr/spring2007/index.htm>. See also: Mark Thomson, 2006. *Migrants on the edge of Europe Perspectives from Malta, Cyprus and Slovenia*, Sussex Migration Working Paper no. 35, Sussex Centre for Migration Research: <http://www.sussex.ac.uk/migration/documents/mwp35.pdf>

<sup>32</sup> Implicit in this discourse is an order of priorities which is captured by the title of the Government issued policy document on "Irregular Immigrants, Refugees and Integration (my italics)". Only 2 pages of this 35 page long document actually deal with integration and these are ambivalent as to whether integration will occur in Malta or elsewhere. The policy document was published in 2005 and is linked here: <http://www.wix.com/btrcameron/migrationmalta>. It must be remarked that the policy document cited concrete measures for integration and was, given the situation at the time, courageous and long-sighted in including the prospect of integration.

<sup>33</sup> Basing itself on Eurobarometer survey data, The Migrant Integration Policy Index observes that: "Malta is one of just four countries where only a minority thinks that ethnic diversity enriches the national culture (31.7%). The Maltese are consistently the least supportive of migrants' rights in the EU-27, whether polled about equal social

empted much discussion of possible economic or social benefits of migration or even of the very possibility of long-term legal migration to Malta by third party nationals.<sup>34</sup>

The third and most recent phase started in 2008 and was reinforced by two factors: (1) the fact-finding visit carried out in March 2009 by Jacques Barrot, the EU Justice, Freedom and Security Commissioner, as a consequence of which increased EU funds were made available to manage the situation as regards the irregular migrants; (2) Italy's change in policy from May 2009, when it started to return refugees, asylum-seekers and migrants intercepted in international waters in the Mediterranean to Libya, significantly reducing the number of landings of "boat people" on Maltese shores.<sup>35</sup> This phase is characterised by a clear reduction in the level of anxiety expressed at a popular level<sup>36</sup> regarding irregular migrants and a new readiness on the part of state and non-state actors to confront, in a more positive spirit, the challenges of managing migrant work and integration. Various initiatives were undertaken in 2008 and 2009, which clearly indicate how the debate on migration, while still focusing on irregular migrants, is now evolving in the direction of a more realistic discussion which addresses the possible benefits of migrant employment and explores the policy changes needed to regularise it.<sup>37</sup>

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rights, family reunion rights or facilitated naturalisation. And the Maltese are the most supportive in the EU-25 of deporting all legally-established third-country nationals (35%), especially if they are unemployed (63.6%)", see: <http://www.integrationindex.eu/integrationindex/2466.html> This echoes the findings of a survey conducted by sociologist Mario Vassallo in July 2005, which found that 97.3% of respondents did not believe that everybody should have a right to come and settle in Malta and that the Maltese are generally very unwilling to accept neighbours who are not Maltese or European (see: <http://www.maltatoday.com.mt/blogs/carmen-sammut/migrants-need-to-be-seen-and-heard-too>).

<sup>34</sup> See in this regard Katia Amore's chapter on Malta in Anna Triandafyllidou and Ruby Gropas, 2007. *European immigration: a sourcebook*, England: Ashgate Publishing Limited, pp.237-248.

<sup>35</sup> The scale of the reduction in migrant landings is reflected in this extract from a *Times of Malta* report, published on the 19<sup>th</sup> July 2010, which stated that: "A group of 28 migrants, the first in almost a year, were brought ashore by an Armed Forces of Malta patrol boat."

<sup>36</sup> Two surveys conducted after a gap of little more than a year by the same Maltese weekly, *Malta Today*, clearly bring out the reduction in concern about migration. On the 5<sup>th</sup> April 2009, 84% of respondents thought that Malta was facing a national crisis in relation to immigration. 32% of respondents thought that immigrants are taking Maltese jobs. This concern was highest among skilled workers (54%) and unskilled workers (37%). 5.3% claimed that a family member has lost his job because an illegal immigrant was employed in his or her place. The perception that Malta is facing a crisis on immigration was also highest among the occupational groups at the lower end of the labour market. By the 22<sup>nd</sup> August 2010, the number of respondents who consider immigration as one of their two main concerns had dropped sharply from 27% in March 2009, to less than 3% now. See James Debono: "Utility bills emerge as top concern for Maltese", *Malta Today*, 22<sup>nd</sup> August 2010.

<sup>37</sup> Among these developments, one could mention the seminar organised by the Church's Commission for Pastoral Activities among Workers on the 23<sup>rd</sup> February 2008, dealing with the challenges arising from the presence of irregular migrants in the workplace. In September 2008, the GWU – Malta's largest union - issued a policy document on immigrant work outlining principles for equal treatment of third country nationals (see: <http://www.gwu.org.mt/pdf/Haddiema%20Immigranit%20booklet.pdf>), deciding shortly afterwards to actively recruit members who are third country nationals and to organise, on the 2<sup>nd</sup> May 2009, a national conference entitled "Fair Pay, Fair Play: Equal Rights," which dealt with the phenomenon of migrants on the labour market. Similarly, in July 2008, the GRTU, Malta's retailers union, claimed that it was pushing the government to establish an Immigrant Worker Recruitment Agency. Once such an agency is established: "Employers who seek casual labour and prefer to employ the immigrant worker will contact the Agency and make a formal request identifying what kind of jobs they have to offer. The Agency sends the workers and the Agency gets paid by the Employer while the

### 4.3.2 Involvement of stakeholders

With regards to migration policy, there is a limited dialogue with the relevant stakeholders. MEUSAC<sup>38</sup> which is a forum where upcoming European legislation is discussed with social partners have consulted the latter on the EU Blue Card directive. Other discussions on the immigration situation were held within MEUSAC's Core Group<sup>39</sup> with Minister Carmelo Mifsud Bonnici (Minister for Justice and Home Affairs) and with Dr. Simon Busuttil as the European Parliament's rapporteur on the Common Immigration Policy were held throughout the latter part of 2008. Given that MEUSAC is relatively new, it is possible that no consultation was held before because the administrative set-up was not yet in place.

However, stakeholders are consulted on wider issues in the employment and social field. A major forum where stakeholders are consulted on such issues is the Malta Council for Economic and Social Development (MCESD). The MCESD is a forum where government, employers, trade unions and civil society organizations are consulted and advise the Government on social and economic issues. This forum discusses the yearly cost-of-living increases in salaries to be paid by employers (COLA). For this purpose, the MCESD sets up working groups whose aim is to prepare a technical document which will form the basis for discussion. Currently, the demographic working group is analyzing the impact of population ageing on the sustainability of the pension system.

The Malta Employers Association which is the main stakeholder in the social and labour field gets consulted on an ad-hoc basis on issues that have a social or labour impact such as the EU Blue Card directive.

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Employer abides by the rules of the agency. Social contribution, food and drink, if so requested are deducted and employers pay the minimum wage" (See:

[http://grtu.net/data/index.php?option=com\\_content&task=view&id=577&Itemid=44](http://grtu.net/data/index.php?option=com_content&task=view&id=577&Itemid=44)) In November 2008, the Today Public Policy Institute, a respected independent think-tank, published a report entitled: "Managing the Challenges of Irregular Immigration in Malta", arguing for a longer term perspective on the management of irregular migrants, which promotes integration and also facilitate migrant access to the national labour market, while introducing measures to combat illegal employment (see: <http://www.tppi.org.mt/cms/reports/Irregular-Migration/Report.pdf>). On the 25<sup>th</sup> November 2008, Dr George Attard, Director of the University's Institute of Agriculture, in his address to graduating students observed that: "Rationality and knowledge are absent from the debate on illegal immigration and the University should be leading the debate" (see: <http://www.timesofmalta.com/articles/view/20081125/local/rationality-knowledge-missing-from-migration-debate>). On the 25<sup>th</sup> January 2010, *The Times* reported that the Ombudsman had decided to investigate migrant employment, in order to: "look into whether there should be special set-ups to help migrants find employment; whether migrants were or should be paying national insurance; if employed migrants were being monitored sufficiently to ensure there was no abuse and whether working conditions were adequate, and whether the current structures helped their integration" (see: <http://www.timesofmalta.com/articles/view/20100125/local/ombudsman-to-probe-migrant-employment>)

<sup>38</sup> Malta-EU Steering and Action Committee

<sup>39</sup> Chaired by the Parliamentary Secretary responsible for public dialogue, the Group encompasses the major employers' and workers' organizations and civil society representatives together with Government officials at the highest level.

The General Workers Union (GWU) and the UHM which are the two major unions are not consulted on migration issues. However, these have been consulted on a Legal Notice on temping agencies<sup>40</sup>.

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<sup>40</sup> To enter into force on the 5<sup>th</sup> December 2011.

## **5 Approach to Implementing Economic Migration Policy**

### **5.1 Implementation of economic migration policy/legislation**

#### **5.1.1 Work Permit Procedures**

The Immigration Act and its subsidiary legislation only mentions that foreigners wishing to work in Malta need a work permit but this legislation does not designate neither the institution which should be responsible for issuing work permits nor the basis for issuing such work permits. As a result, the Government retains flexibility both in terms of changing the institution responsible for issuing work permits and in terms of the criteria applied in deciding which work permits to grant or refuse. In fact, since August 2005, the ETC is the legal body responsible for issuing work permits, a responsibility previously falling under the Department of Citizenship and Expatriates Affairs. As explained by Suban (2009), this was due to the fact that after Malta's accession to the EU, the ETC, being Malta's public employment service, would be in a better position to administer the safeguard clause with regards to EU workers. In this regard a legal notice transferred the authority to issue work permits to ETC.

The ETC's website has published in April 2010 guidelines for clients, being both prospective workers and employers, explaining ETC's policy in issuing work permits. However, the policies indicated in this document have been followed by ETC since August 2005.

As per article 11 of the Immigration Act, all foreigners seeking to work in Malta need a work permit. However, in the case of EEA<sup>41</sup>/Switzerland and their dependents, the work permit is granted automatically. The work permit will be required until the end of April 2011 when the period of the safeguard clause as negotiated in the Accession Treaty will end. In the case of Bulgaria and Romania, the Maltese Authorities have elected to apply transitional arrangements and, as a result, applications from Bulgarian or Romanian nationals are still subject to a labour market test. For these nationals, this procedure will continue, at least, till the end of December 2011. The Government may also decide to make use of the third phase of the transitional arrangements for these two countries. Work permits are also needed for all third-country nationals. However, third-country nationals who have acquired the long-term residence status are automatically entitled to a work permit. Furthermore, persons who have acquired Refugee Status, subsidiary protection status, temporary humanitarian protection status or are asylum seekers are also entitled to an automatic work permit which is not subject to a labour market test. For all other third-country nationals, the issue of a work permit is subject to a labour market test<sup>42</sup>.

All work permits are issued for a period of one year which is renewable. In the case of third-country nationals, work permits could only be renewed a maximum of three times up to the publication of Legal Notice LN 370 of 2010. All persons applying for a work permit renewal must provide evidence that they paid all taxes and social security contributions due. Furthermore, employers applying to renew third-country nationals' work permits will have to provide evidence, via contracts of works, that their

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<sup>41</sup> EEA nationals are all EU nationals (except Bulgaria and Romania) together with Norway, Iceland and Liechtenstein.

<sup>42</sup> Refer to Suban (2009) for a more detailed explanation of work permits.

employment is still justified. However, such applications will still be subject to labour market considerations.

In the case of third-country nationals, work permits are only issued for full-time employment, with a specific employer and for a specific job<sup>43</sup>. Part-time work is only possible for third-country nationals if such employment pays at least twice the minimum wage. It is the employer who applies for the work permit and the work permit is not transferable (neither employer nor job type). The ETC's standard policy for third-country nationals is to refuse such applications and the onus is on the employer to prove that he/she is needed. As a result, applications for work permits for third-country nationals must be complemented by several other documents aimed at assessing whether no other Maltese or EEA national can perform the job, whether the applicant is really qualified/skilled and that such qualifications are recognised in Malta, if the applicant is already in Malta that he/she has a valid visa. It is only if the applicant satisfies to the above conditions and that its application gets clearance from the Immigration and Health Authorities<sup>44</sup> that the work permit will be issued, subject to satisfying labour market considerations. Other stakeholders may be involved in this process. It must also be noted that whilst screening by Immigration authorities is required for all instances, screening by the health authorities is not. Once the work permit is approved, the employer will also have to provide a private medical insurance for the third-country national.

With regards to proving that no Maltese or EEA national can perform the job, the employer must provide evidence of efforts to locate such workers, such as adverts, interviews, etc. In this regard, all applications for work permits of third-country nationals are automatically advertised on the ETC's website and if Maltese or EEA nationals apply, the employer will have to provide proof that they were not adequate in order to employ the third-country national. The ETC will also check its own database on employment related issues, such as number of employees employed, number of foreigners already employed, recent redundancies, etc. The latter is particularly important as if the company has appointed workers in the same post or similar post in the past twelve months then the work permit will be automatically refused. As per ETC guidelines, a work permit will also be refused in case of history of illegal employment.

Certain occupations have a special treatment. For example, applications for work permits for home-based carers are not subject to a labour market test but the prospective employer must provide a medical certificate that states that the employer needs a full-time carer to meet his/her daily needs. With regards to cleaners and room attendants and construction workers (steel fixers, form work erectors and concrete shutterers), prospective employers must provide evidence of work contracts and must be ready to participate in ETC's recruitment drives. The latter would usually consist of requesting all unemployed persons registering with ETC for such occupations to attend an interview with such employers organised on ETC premises and supervised by ETC staff.

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<sup>43</sup> Part-time employment is allowed for EEA/Swiss Nationals and their family members, third-country nationals with long-term resident status and persons with refugee, subsidiary or temporary humanitarian protection status as well as asylum seekers.

<sup>44</sup> While screening by police is required in all instances, screening by the Health Department is not always required.



### 5.1.1.1 Recent Changes to Work Permit Procedures

Since 2009, the employment of EEA/Swiss nationals has been rendered easier for employers. Indeed, whereas EEA/Swiss nationals had to wait until they received the work permit in order to be able to start working, now such nationals get a provisional work permit upon submitting the application. Work permits can also be issued retrospectively for such workers. However, this will not make a big difference since such work permits used to be processed within a few working days. This change was implemented as a result of an infringement procedure instituted by the European Commission.

On the other hand, since 2010, the checks and evidence required for applications from third-country nationals have increased. To mention a few examples, construction companies applying for third-country nationals would have to provide project contracts as justification, restaurants besides showing the number of covers would also have to show their audited accounts, etc. Furthermore, new third-country national applications to work in take-away or fast food companies are refused. There has also been an increase in the work permit fee for third-country nationals (see section on Fees for work permits). Employers must also produce evidence of purchase of private medical insurance within three months from date of issue of the employment licence. With regards to renewals of work permits, the employer will also have to show that training was being provided to EEA/ Swiss nationals.

Moreover, the ETC has published in April 2010 guidelines for clients. Although the ETC was already following these guidelines and these would be explained to prospective clients, the publication of such guidelines makes the whole process more transparent and outcomes more predictable in the case of third-country nationals..

### 5.1.1.2 Fees for work permits

The fees for work permits have been increased two times since 2004. First they were increased in 2005 when ETC took over from the Department of Citizenship and Expatriates Affairs and in 2009. Table 5.1 provides the latest fees applicable. One should note that the increase in fees that took place in 2009 only concerns third-country nationals. The latter's fees were increased from a total of €139.76 to a total of €230. The work permit fee is waived in the case of applications for home-based carers.

**Table 5.1. Work Permit Fees**

Category of Worker	Fee From 29/09/2009
EEA/Swiss national and family members	€58 and €34 for renewal
Refugee, Person with Subsidiary or temporary humanitarian protection and asylum seeker	€58 and €34 for renewal
Third-country national with long-term resident status	€58 and €58 for renewal
Third-country nationals	€150 payable on application and €80 payable on issue (same fees apply for renewals)

Source: ETC

### **5.1.1.3 Highly Skilled Workers**

The EU Blue Card directive has not yet been transposed into Maltese legislation. The current work permit system does not provide for a special treatment or fast track for such applications. However, applications for work permits for such posts are usually considered favourably as long as the applicant holds qualifications at ISCED levels 5a, 6 or above and that the employer is paying a salary which is at least 1.5 times the average gross annual salary as per the latest NSO Labour Force Survey.

### **5.1.1.4 Salary Requirements**

Although there are no minimum salary requirements, apart from paying the minimum wage, all applications for third-country nationals must indicate the remuneration. Such applications will be considered more positively if such remuneration reflects the average wages in the relevant sector or occupation. These figures are published by the NSO in the quarterly Labour Force Survey. Furthermore, in the case of highly skilled workers, salaries are expected to be at least 1.5 times the average gross annual salary as per the most recent NSO Labour Force Survey.

### **5.1.1.5 Self-employment**

Self-employment is allowed to EEA/Swiss nationals, including Romanians and Bulgarians and their Third-country national family members. Self-employment is also allowed to persons with Refugee status, persons with subsidiary or temporary humanitarian protection status or third-country nationals who have acquired the long-term resident status. For other third-country nationals, self-employment will be granted on an exceptional basis if certain conditions are met. For example third-country nationals who invest a substantial amount (€100,000 or €40,000 if an EEA/Swiss partner is involved), if their project is approved by Malta Enterprise, if they wish to open a branch in Malta to represent an overseas company or if they are highly skilled innovators who commit to employ at least three EEA/Swiss nationals within eighteen months of establishment.

### **5.1.1.6 Quotas and change of employer**

Malta does not have a system of quotas with regards to work permits. With regards to the third-country national changing employer, this is in principle possible except for work permits which are “formally limited”, such as in the case of a specific project or a caring relationship.

## **5.1.2 Mechanisms to identify labour or skills shortages**

### **5.1.2.1 Short-term labour or skills shortages**

The National Statistical Office publishes a quarterly labour force survey which is based on international methodologies and criteria. The latter provides detailed information on the current labour market situation, such as total employment, employment and remuneration for each major category of ISCO-88 Classification. The NSO labour market statistics also provide the ETC's employment-related administrative data. However, this instrument, though providing a good picture of the current situation,

does not provide any forecasts of labour or skills shortages although analyzing several successive labour force surveys might provide a wider perspective enabling policy makers to identify trends.

Information on short-term labour shortages or skills is gathered, on a regular basis, via survey of employers. These are conducted by the Central Bank of Malta and the Malta Chamber of Commerce. In this regard, the latter conduct on behalf of the European Commission the Joint Harmonised EU programme of Business and Consumer Surveys. Some employer surveys cover only a specific economic sector, such as the survey conducted by the Malta Hotels and Restaurant Association (MHRA) which covers the hospitality and catering sector. However, these surveys enquire about labour developments during the last three or six months and what is expected in the next three or six months. However, employers just give a qualitative indication in the form of whether they expect to increase, maintain at the same level or decrease employment. These surveys do not give a quantitative indication in terms of number of persons. Furthermore, no indication is given with regards to the occupations.

Up to 2006, the ETC used to conduct an employer survey (the Employment Barometer) twice a year<sup>45</sup>. The Employment Barometer used to provide a picture about labour market developments in the preceding six months and forecast employment prospects for the next six months. Contrary to the current employer surveys already mentioned, the Employment Barometer used to provide more detailed information. For each major occupation of the ISCO-88 Classification, the survey provided information in the form of whether the occupation was in surplus, balance or shortage. It also provided information on the reasons of labour shortages, how employers solved the shortages, and the reasons why employers did not manage to solve their shortages. It also provided information on areas where staff training was needed. The survey also sought the feedback of stakeholders.

Apart from employers surveys, there are currently no other formal mechanisms in place to identify short-term labour or skills shortages whether at the Government, the public employment service, the national statistical office, the stakeholders level or any body where the two sides meet, such as the MCESD. However, the ETC is in the process of setting up a Labour and Skills Shortage Committee to identify and discuss such issues. Such a body would involve other stakeholders, notably Malta Enterprise and Training Institutions.

However, there are a number of informal mechanisms through which the ETC gets information about labour or skills shortages. For example, cross membership in several boards of directors of relevant institutions enable a rapid exchange of information. The ETC offers an employment agency service for free to employers by publicizing vacancies and matching such vacancies with the unemployed. Furthermore, the ETC collects all the vacancies published in the newspapers. Finally, the ETC is in constant dialogue with employers who contact it to use the numerous services or schemes offered. Through such means the ETC is able to monitor trends in the labour market and react accordingly. To mention two examples of this feedback system one can use the training for call centre staff programme or the opening up of certain sectors (construction) for work permits in 2007 and 2008.

#### **5.1.2.2 Medium to Long-term forecast of labour or skills shortages**

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<sup>45</sup> The ETC stopped conducting these employer surveys due to lack of funding.

One of the reasons why the Employment Barometer did not try to forecast labour needs for the medium to the long-term is that a period extending more than six months might be too long for most Maltese employers. Indeed, the vast majority of Maltese enterprises are micro or small enterprise where medium to long-term staff planning is very difficult.

Furthermore, the exact forecasting of the number of persons needed for each occupation and when they are needed is very difficult. The reason is that even though Malta Enterprise is implementing the government's policy of attracting foreign direct investment in the higher value added sector, this agency cannot predict exactly in which sector and by when will investment materialize. Therefore, they advocate that training and education should be at providing good generic skills which can then be adapted to the needs of each specific sector. As an example, one can mention the recent investment by two companies in the aviation maintenance sector (Lufthansa Technik and more recently SR Technics). Although this sector already existed on a small scale in Malta (Medavia), no one could have predicted such a growth in this area. This example could be applied to the Pharmaceutical manufacturing sector which has expanded from a couple of plants to more than 10 in a matter of a few years.

There are no publicly funded institutions whose role is to forecast the future labour market needs. The National Commission for Higher Education (NCHE) whose role, as the name suggests, is more concerned with education organized a Skills conference in 2008 in order to try to predict future labour market needs and to influence policy makers to plan education and training accordingly. The NCHE had also initiated a collaborative project with the Economics Department of the University in order to try to predict future labour market needs. However, this project had to be halted due to lack of funding and staff at the NCHE.

As a result of not having organized regular research in this area, the only studies which aimed at forecasting labour market needs were one-off ad-hoc studies (Debono 2008)<sup>46</sup>. These studies usually dealt with a specific sector of the economy and were part of a policy or strategy formulation exercise (Debono 2008). As illustrations, one can mention the ICT sector study conducted by the Ministry of Industry, Investment and Information Technology (MIIT)<sup>47</sup> or the study published in November 2008 by the Chamber for SMEs (GRTU General Retailers and Traders Union) on the construction industry. Another study was also commissioned in relation to the SmartCity project. Given the scale of the project this study was necessary in order to predict how many jobs would be created by this project and how to fill up all the anticipated labour needs. The study predicted 5600 new jobs to be created by completion of the project and that most of these jobs would be in the ICT sector. The most recent document that outlines future labour market needs is the government's "Vision 2015". However, this outlines the sectors where Malta is expected to expand and attract investment but does not give labour market forecasts.

The Government has identified as a priority to upscale the skills level of the working age population and to make the latter more flexible by using ESF funds. In this regard, a study, financed by ESF funds, was

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<sup>46</sup> Consult Manwel Debono contribution to the Autumn 2008 European Employment Observatory review.

<sup>47</sup> Scoping Study on the Demand and Supply of ICT Skills in Malta, 2007  
(<http://www.pim.com.mt/pubs/Scoping%20Study%20%20ICT%20skills%20in%20Malta.pdf>)

commissioned in 2008 by the ETC aimed at assessing the potential for employment in the environmental sector<sup>48</sup>. The study aimed at forecasting future employment needs in the sector so that the ETC and other training institutions could produce the future skilled labour needed for this sector. In relation to future training, the Government has also initiated in 2010 a skills survey among all public sector employees.

However, since EU membership, the Maltese Government has felt the need to upgrade or create structures aimed at forecasting labour market needs. Indeed, this is not only needed in order to plan how Malta is going to reach the various employment related goals set by the Lisbon and 2020 Strategy but also in order to plan how most effectively to spend the substantial ESF funds dedicated to training the workforce. Furthermore, such planning is even more required given that most jobs created will be skilled or highly skilled and such workers cannot be trained in a short period of time hence the need to plan a few years ahead the future needs. In this regard, as already mentioned the ETC is in the process of creating a Labour and Skills Shortages Committee and the University of Malta has initiated a project aimed at forecasting future labour market needs.

### **5.1.2.3 Involvement of stakeholders**

Currently, there are no fora aimed at forecasting labour market needs at Government level which involves the stakeholders or social partners<sup>49</sup>. The MCESD which is the entity which groups the government, employers and employers representatives does not do any work on labour forecasts. However, it has recently set up a working group on demographics aimed mainly at looking how demographic changes are affecting the labour market and the sustainability of the pension system. The main objective of this working group is to analyse and explore possible options on further reforming the pension systems. However, the work of this group could also be extended to forecasting labour market needs and exploring at how migration could contribute more to the Maltese labour market.

Although local councils have been in place for more than 15 years, their role is confined to cultural and environmental issues.

### **5.1.3 Job-matching**

With regards to employment of foreigners, it is up to the employer to ensure that the migrant fits with the employment offered. However, with regards to the employment of third-country nationals, given that such applications are subject to a labour market test, the ETC requests the employer to provide a document entitled “position description”<sup>50</sup> which provides a detailed description of the duties together with conditions of work. These posts are then advertised on the ETC website for prospective EEA/Swiss nationals and any candidates would have to be interviewed by the employer. Furthermore, very recently

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<sup>48</sup> Employment in the Environmental Goods and Services Industry in Malta and Gozo, 2007 (<https://www.eures.com.mt/HomeDir/Documents/Green%20Jobs%20Report%20-%20Dec%202007.pdf>)

<sup>49</sup> The social partners do not conduct any work on forecasting future labour market needs.

<sup>50</sup> [http://etc.gov.mt/docs/position\\_description\\_employmentlicences.doc](http://etc.gov.mt/docs/position_description_employmentlicences.doc)

the ETC has engaged a company whose objective is to check that third-country nationals to whom a work permit was granted is really performing the duties for which the work permit was delivered<sup>51</sup>.

#### **5.1.4 Skills assessment and recognition of qualifications**

The Mutual Recognition of Qualifications Act (Act XVIII of 2002 Chapter 451 of the Laws of Malta) is the legislation that regulates the recognition of qualifications in Malta. This Act is further complemented by regulations. The Mutual Recognition of Higher Education Qualifications in the European Region Regulations 2005 (Legal Notice 280 of 2006) implements the Lisbon Convention on the Recognition of Qualifications concerning Higher Education while the Recognition of Professional Qualifications Regulations (Legal Notice 422 of 2007) implements the provisions of the European Commission Directive 2005/36 EC. However, the latter Regulations only apply to EU Nationals and third-country nationals who have either acquired the status of long-term resident or who are family members of an EU citizen who has exercised the right to free movement in Malta.

The Mutual Recognition of Qualifications Act set-up the Malta Qualification Recognition Information Centre (MQRIC) as the body responsible for recognizing local and international qualifications, both academic and vocational, at all levels of qualifications. MQRIC was originally set up in 2002 and has been part of the Malta Qualifications Council since August 2008. The schedule of the Mutual Recognition of Qualifications Act lists all the regulated professions and the designated authorities which can award a licence, permit or warrant to practice regulated professions in Malta. The schedule also lists the legislation under which each designated authority and regulated profession falls. The legislation also provides for a Mutual Recognition Coordinator, who is currently the CEO of the Malta Qualifications Council, whose role is to coordinate the activities of the designated authorities and promote a uniform application of the Mutual Recognition of Qualifications Act.

Article 4 of the Mutual Recognition of Qualifications Act stipulates that the designated authorities have up to four months to take a decision once an application has been submitted together with all the relevant documents. Article 7 of the Act also provides for the possibility to lodge with MQRIC an appeal against a decision if the designated authority does not have its own means of appeal.

In Malta there are 72 regulated professions and 26 designated authorities. The MQRIC website provides information about each of these designated authorities, including contact details. For most designated authorities, information about them is directly available on the internet. Most of the designated authorities also provide information about the recognition process, including the documents required, application forms, duration, names of all persons authorized to practice in Malta, and appeals system. While the designated authorities might have a full-time executive secretariat, the boards assessing applications for recognition are usually made up of persons exercising the profession full-time in their own capacity.

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<sup>51</sup> <http://www.etc.gov.mt/docs/Microsoft%20Word%20-%20PR-81-100621-ETC%20steps%20up%20fight%20against%20irregular%20employment.pdf>

### 5.1.5 Integration Measures

There is no migrant integration agency in the form of a “one-stop shop” in Malta although indeed such a concept in itself contradicts the very essence of integration, namely mainstreaming. The fact that there is no such agency is no surprise given that the phenomenon of immigration in “relatively large numbers” is fairly new in Malta. The two organizations which are on the frontline, namely the ETC, which issues the work permit, and the Department of Citizenship and Expatriates Affairs, which issues the residence permit, do not require prospective migrants to attend integration, orientation or language courses as part of the admission procedures. Moreover, the policies are the same regardless of the country of origin or the skills level of the immigrants.

However, if third-country nationals want to be eligible to apply for long-term resident status, the Maltese Authorities require prospective applicants to prove that they have complied with the following integration measures:

- a. in the last twelve months immediately prior to the application for long term resident status he/she has attended a course organised by the public employment service or any other competent authority of at least one hundred hours having as its subject matter the social, economic, cultural and democratic history and environment of Malta, and that he/she provides evidence certifying that he/she has attended at least one hundred hours of the lessons of these courses with satisfactory attention and that he/she has achieved an examination pass mark of at least seventy five percent;
- b. has obtained a pass mark of at least seventy five percent after being assessed by the competent authorities to have achieved the equivalent of Malta Qualifications Framework Level 2 in either Maltese or English; and
- c. provides evidence that the necessary fees charged in relation to the courses, examinations and certificates referred to above have been paid.

The integration measures which are compatible with article 5(2) of the EC Directive became effective on 1 August 2010 ((Status of Long-Term Residents (Third-Country Nationals)(Amendment) Regulations (Legal Notice 370 of 2010)). It is still too early to assess how this measure is going to be implemented and its possible effects on integration.

Since EU membership, given that Malta has been affected by huge influxes of irregular migration, the priority of the Maltese Government has been to deal with the issue of irregular migration. As a result, it has started participating in EU funding programmes falling under the area of migration, but such participation has been so far limited to programmes concerned with irregular migration. As a result, Malta has not submitted any proposals under the EU INTI funding programme though Maltese entities have participated in INTI funded programmes (see paragraph on NGOs). This is a funding programme specifically aimed at the integration of third-country nationals. Projects financed under the European

Fund for the Integration of Third Country Nationals (IFTN) have been implemented for these past years by several entities and non-governmental organizations.<sup>52</sup>

With regards to integration, Malta has nominated a national contact point on integration but no information or the name of this person is directly available on the Ministry for Justice and Home Affairs website. Furthermore, there is no section of the website which provides a link to the “Handbook on integration for policy-makers and practitioners” although a copy of this document is available in the Maltese language<sup>53</sup>.

The Information related to integration which exists has been prepared with EU nationals in mind and is made more easily accessible to EU nationals. The reason is that this information has been compiled by the ETC as the Malta branch of the EURES network and as part of the requirements of EURES. Malta EURES has its own website<sup>54</sup> on which a brochure on Living and Working in Malta can be accessed. This document provides detailed information to prospective immigrants on living and working conditions in Malta. The document is very practically oriented as it provides all the necessary steps which one would go through if he/she wanted to come and live in Malta. It also provides links to other government institutions or private organizations where additional information can be obtained. However, this document is written with an EU immigrant perspective therefore it mentions the legislation that applies to EU citizens and what an EU citizen needs to do. Nevertheless, most of the information contained in this brochure would also be valid for third-country immigrants. This information is also directly accessible through the work permits section of ETC’s website. As part of the EURES activities 2008-2009, an information session was held for EU nationals holding a work permit and their dependents on Maltese culture, ETC and EURES services, residence permits, the Maltese social security system and on conditions of work<sup>55</sup>.

With regard to irregular migrants, the government has set-up in February 2007 a specific agency named Organisation for the Integration and Welfare of Asylum Seekers (OIWAS) to cater for the needs of irregular migrants. OIWAS was renamed AWAS (Agency for the Welfare of Asylum Seekers) in July 2009 after the entry into force of the Agency for the Welfare of Asylum Seekers Regulations (Legal Notice 205 of 2009). Within this Agency’s remit, as defined in the legislation mentioned, it is expected to “provide information programmes to its clients in the areas of employment, housing, education, health and welfare services offered under national schemes”. The clients of AWAS are refugees, persons enjoying international protection and asylum seekers.

There are a number of NGOs (SOS Malta Solidarity Overseas Service, Red Cross Malta, Malta Emigrants Commission, Integra Foundation) which provide integration related services. However, these organizations are not specific to third country nationals and concentrate most of their work on irregular migrants. However, there is an increased awareness that integration of third-country nationals is

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<sup>52</sup> Extensive use has been made of funds under the European Refugee Fund for integration-related initiatives for refugees and beneficiaries of protection.

<sup>53</sup> [http://ec.europa.eu/home-affairs/doc\\_centre/immigration/docs/2007/handbook\\_2007\\_mt.pdf](http://ec.europa.eu/home-affairs/doc_centre/immigration/docs/2007/handbook_2007_mt.pdf)

<sup>54</sup> <https://www.eures.com.mt/>

<sup>55</sup> EURES Malta Annual report 2008-2009



important and such NGOs have participated in projects aimed at capacity-building or learning best practices in the area (EUNET Integration Project 2006-08)

Most immigrants take own initiative with regard to language courses or other integration measures. Such courses are now offered by private tuition providers or the University of Malta. Language classes have been offered in open accommodation centres for years through collaboration between AWAS and non-governmental organisations. The fact that English, besides being also an official language, is widely used and understood in Malta helps the integration process of any prospective immigrant.

## 5.2 Statistics and Trends

### 5.2.1 Current Situation

#### 5.2.1.1 Developments in the Maltese Economy 2004-2010

Since 2004 real GDP has increased in every quarter except for the period third quarter 2004 to first quarter 2005 and the period fourth quarter 2008 to third quarter 2009 where real GDP decreased, with the decline in 2008/2009 being more acute. During this period, the economy was characterized by a shift from the traditional labour-intensive manufacturing sector (textiles) to the services sector and new high value-added manufacturing sector. The services sector now represents three quarters of the Maltese economy. Furthermore, this period was also characterized by fiscal consolidation necessary in order to join abide by the entry criteria of the euro<sup>56</sup> and to keep the Maltese economy positive. In this regard, the government continued to reduce the size of the public sector by privatizing certain enterprises and removing subsidies.

#### 5.2.1.2 Developments in the Maltese Labour Market 2004-2010

As illustrated in table 5.2, the Maltese labour force increased by more than 10% during the period 2004-2010 while unemployment remained stable at around 7.2 % and is one of the lowest in the European Union.

**Table 5.2 Malta working population 2004-2010**

Total number of persons	2004	2005	2006	2007	2008	2009	2010
Employed	148,655	149,736	151,379	153,156	157,777	161,310	164,377
Unemployed	11,528	10,838	12,885	11,995	10,137	11,265	12,758

Source: NSO Labour Force Survey (Jan-March)

Table 5.3 shows that over the period, the working population increased in both the self-employed and employee population while remained stable in government departments and declined in independent statutory bodies and entities with a public majority. During this period, the increase in the working population was much stronger among the full-time reduced hours (+59.5%) and part-time employees

<sup>56</sup> Malta joined the euro in beginning 2008.

(+59.2%) compared to the increase in the full-time population (+5.84%). This suggests that the economy was becoming more flexible and that the measures taken by the government in order to encourage more female participation were having some success. One can also notice that the financial crisis had a marginal impact on the Maltese economy as the number of employed persons continued to increase and unemployment only increase marginally.

**Table 5.3 Summary Characteristics of Maltese Labour Force 2004-2010**

Total number of persons	2004	2010	Percentage Change
Employee	127,227	140,055	+10.08
Self-employed	21,428	24,201	+12.94
Full-time	135,468	143,377	+5.84%
Full-time with reduced hours	2,168	3,458	+59.5%
Part-time	11,019	17,542	+59.2%
Private sector	99,285	118,542	+19.39%
Government Departments	31,781	32,978	+3.76%
Entities with a public majority	5,357	3,110	-41.94%
Independent Statutory Bodies	12,232	9,747	-20.31%

Source: NSO Labour Force Survey (Jan-Mar)

### 5.2.1.3 Impact of Demographic Change and Population Projections

**Table 5.4 Maltese Population 2004-2008**

Total number of persons	2004	2008	Percentage Change
Total population	402,668	413,609	+2.72%
Total Maltese nationals	390,669	395,472	+1.23%
Total Foreign	11,999	18,137	+51.15%
Position of non-Maltese citizens in 2008 was 4.4% of total population while the fertility rate in 2008 was 1.43 per women. Life expectancy at birth was 76.7 years for males and 82.3 years for females in 2008. Net migration in 2008 was 2,436.			

Source: NSO Demographic Review 2008

Table 5.4 provides a picture of the current Maltese population and its evolution during the period 2004-2008. One can notice that there has been a marginal increase in the total population but this was mainly

due to the large increase in the foreign population (+51.15%). Malta similarly to other EU countries is also affected with the ageing of the population and the current fertility rate of 1.43 is not high enough in order to reverse the ageing trend.

Table 5.5 illustrates the expected growth of the total population up to 2050. One can notice that the population is expected to increase and peak around 2025 and then decline in 2050 to the same population level of 2004. However, these projections assume that the fertility rate will increase linearly from the current 1.43 to 1.6 by 2100 and that the expectation of life at birth will also increase linearly to 85 years for both sexes by 2100 and that net migration will also increase linearly to a yearly total of 2200 by 2100. However, Eurostat population projections forecast a total population of 414,781 in 2050 with a fertility rate of 1.52 and net annual migration of 1,000. Eurostat also estimates that if no migration takes place the Maltese population would decline to 362,246 by 2050.

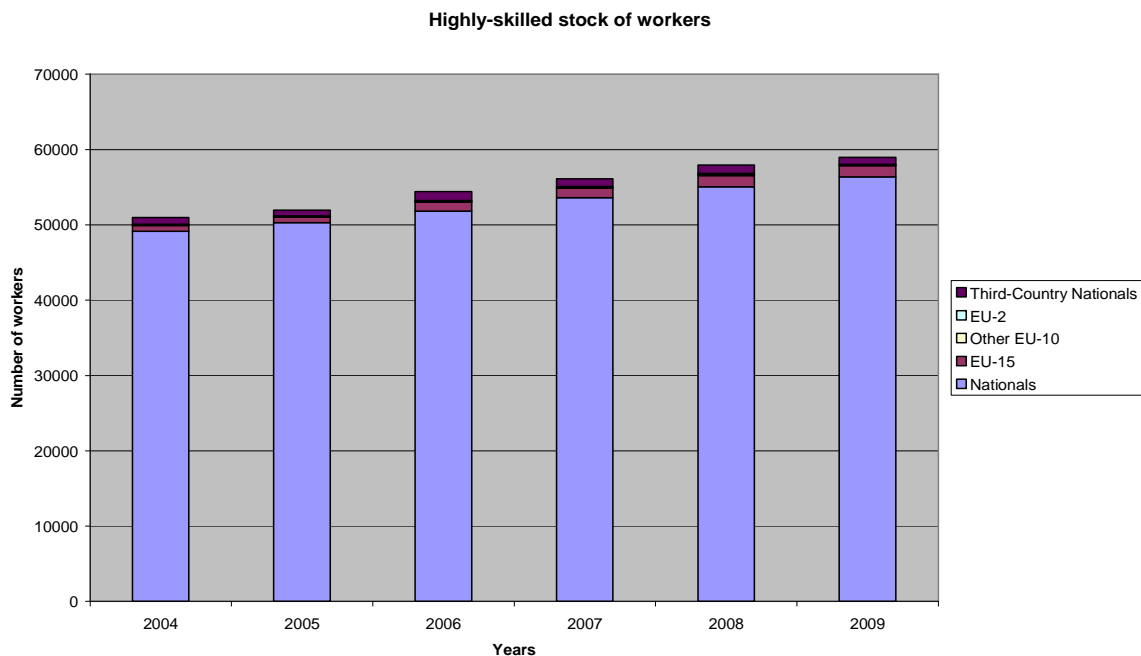
**Table 5.5 Maltese Population Projection 2009-2050**

Total number of persons	2009	2015	2025	2035	2045	2050
Total projected Maltese population	413,900	418,200	423,200	414,600	404,100	400,300

Source: NSO Demographic Review 2008

#### 5.2.1.4 Employment rates/stock

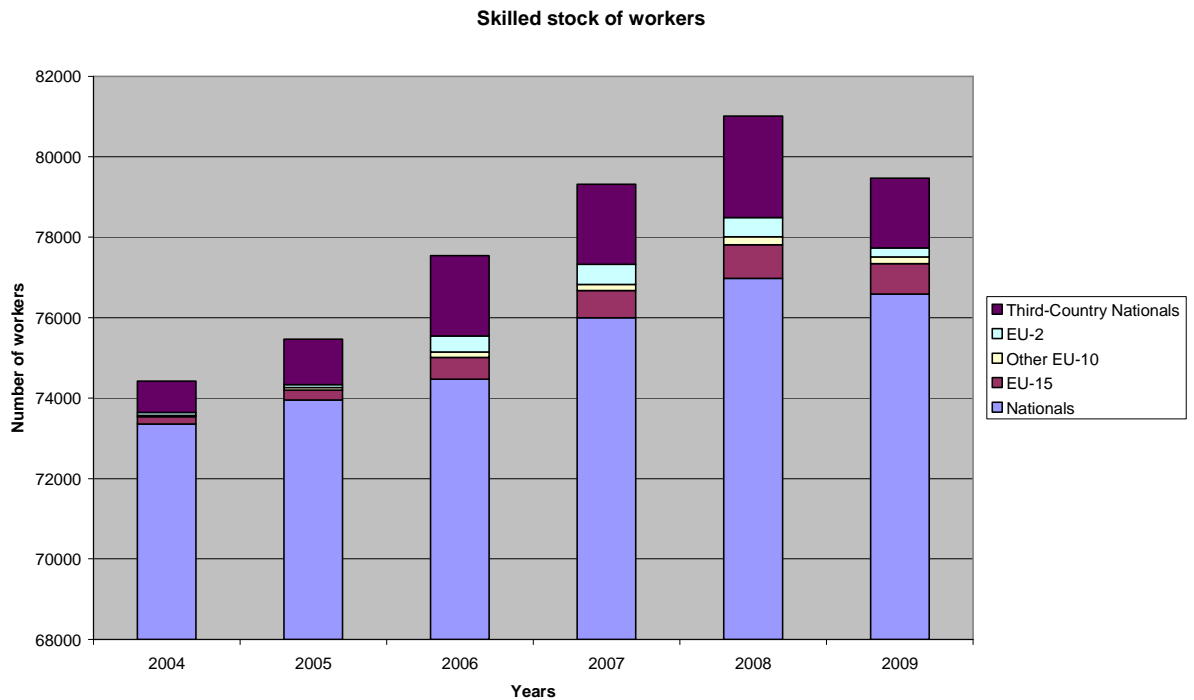
**Figure 5.1 Highly-skilled stock of workers 2004-2009**



Source: ETC Administrative data

Figures 5.1 to 5.4 give a good picture of developments in the Maltese labour market with regards to the main groups of workers. First of all, they show that the number of foreign workers have increased in all categories over the period. Depending on the skills levels, these originated from EU-15, Third-Country nationals and EU-2 respectively. With regards to researchers the picture is more mixed with EU-15 being the most important source of workers.

**Figure 5.2 Skilled stock of workers 2004-2009**

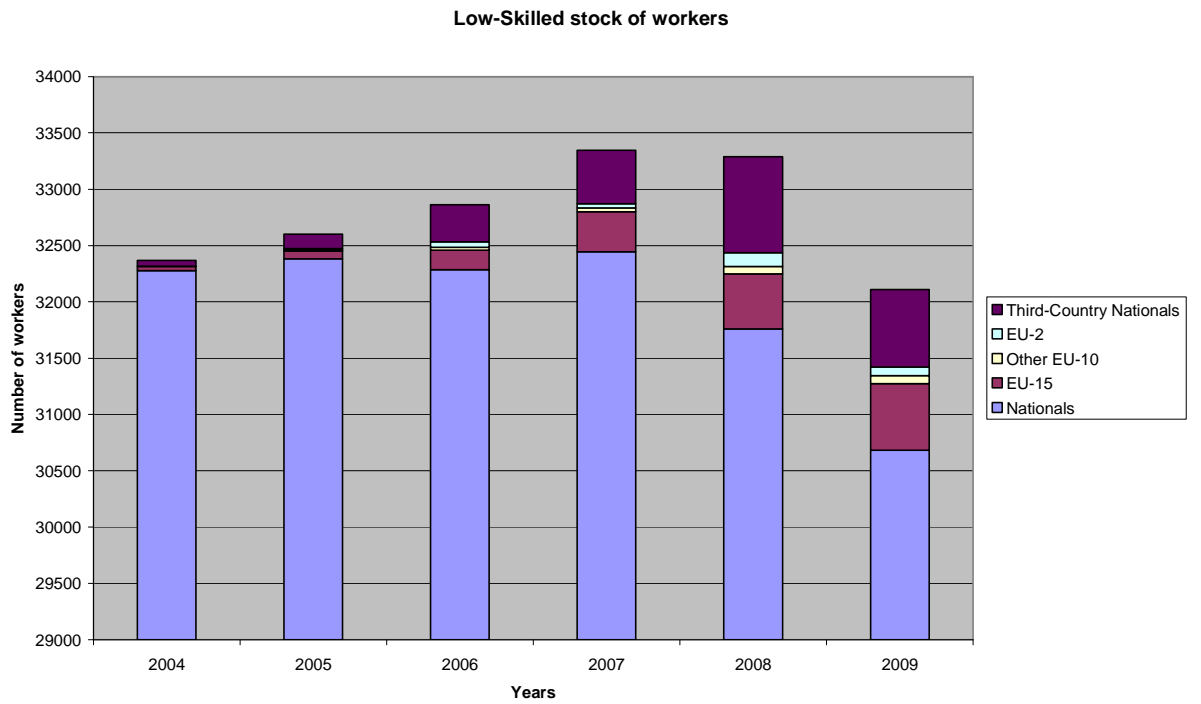


Source: ETC Administrative data

With regards to low-skilled, employers tend to make less use of foreigners and they originate mainly from third-countries though, over the last two years, the latter's number has decreased while the number of EU-15 and EU-2 nationals have increased. This might be the result of the financial crisis which increased unemployment in other EU countries.

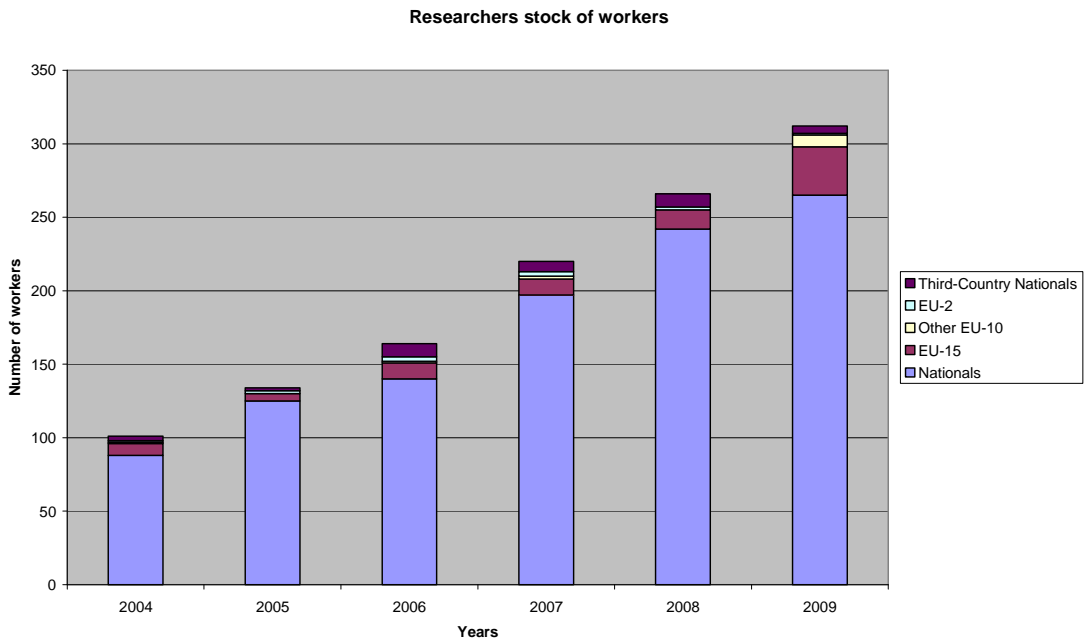
One can also notice that over the last two years the portion of third country nationals has decreased and has been replaced by EU-15 or EU2. This might be explained by the changes in work permit procedures whereby the access for EU-15 was made easier coupled with the EURES Malta promotion on EU mobility while the access of third-country nationals was rendered more difficult. This also illustrates that during the financial crisis, Maltese employers preferred to first shed foreigners, in particular third-country nationals and keep the Maltese. This might also be the result of the ETC's EAP and TAF EU funded programmes which were only available for EEA/Swiss nationals.

**Figure 5.3 Low-skilled stock of workers 2004-2009**



Source: ETC Administrative data

**Figure 5.4 Researchers stock of workers 2004-2009**



Source: ETC Administrative data

### **5.2.1.5 Employment in-flows and out-flows**

With regards to outflows, overall they have tended to increase for EU-15 (in particular) and third-country nationals while they remained constant for Other EU-10 and EU-2. This might be explained by a higher turnover of employees from the former country groups. With regards to inflows, there was an increase in all categories of workers but in particular from EU-15 from 2008 onwards. The latter inflows replaced third-country nationals inflows which declined from 2008 onwards. It is also interesting to note that the inflows from EU-2 and Other EU-10 are very similar.

### **5.2.1.6 Vacancies**

Reliable data on vacancies is not available in Malta. The ETC receives and publishes the vacancies submitted to it by employers. However, not all vacancies are notified to ETC. As a matter of experience employers only advertise through ETC those vacancies for which they know that ETC might have suitable persons or vacancies which might be answered by other persons who make use of the ETC portal. These are mainly vacancies in the unskilled and low-skilled occupations. Furthermore, not all employers submit feedback on the submitted vacancies, thus the ETC has no means to know whether the vacancy was filled or not. Moreover, it is also possible that employers can advertise with the ETC the same post several times. Indeed, vacancies are only valid for a short period of time, therefore if the vacancy still hasn't been filled then the employer would have to re-submit the vacancy in order to keep advertising the vacant post. Therefore, counting the number of vacancies would over-estimate the real number of vacant posts. Finally, a large number of vacancies are never advertised but filled through word of mouth or personal contacts of the employer or its employees. This is notably the case in the micro or small enterprises.

### **5.2.2 Future needs**

As outlined in section 5.1.2.2, there are very limited forecasts of medium to long-term labour needs. The only forecasts that are available provide an idea about the overall population. Sciberras (2008) estimated that Malta needs to train 30,000 skilled people in order to take up the new jobs that need to be created in order to achieve the Lisbon target of reaching an activity rate of 70% by 2020. Furthermore, Sciberras (2008) mentions that by 2020 there is the need to train 20,000 inactive persons to join the 40,000 qualified people who will have exited the educational system to fill the predicted 60,000 vacancies. However, such forecasts rely on a number of assumptions, such as reaching the target of 85% participation rate in post-secondary education. Furthermore, such forecasts do not provide numbers on a sectoral or occupational level.

### 5.3 Analysis of trends and relevant developments

#### 5.3.1 In which sectors are there shortages and what are the causes of shortages ?

There are various sectors for which Malta is currently experiencing labour shortages. With regards to highly skilled shortages, these exist in the medical sector (medical doctors, nurses<sup>57</sup>, pharmacists, occupational therapy, live-in carers), accountants, ICT sector, notably for programmers, on-line gaming and to a certain extent for lawyers. The causes of these shortages are the relatively low number of skilled professionals being trained on a yearly basis compared to demand which has increased at a faster pace. Furthermore, some skilled workers in these areas went working in other EU countries experiencing shortages in these professions and offering higher salaries. In this regard, no studies are being done to try to quantify the real number of skilled persons emigrating to other EU countries and whether these persons are coming back after a few years. So far such information is based on anecdotal evidence. Nevertheless, the government has reacted to these developments by offering incentives to encourage persons to get qualifications in the ICT sector and thus increase the supply of skilled persons. The Educational and training institutions have also reacted by increasing the supply of courses both in numbers and flexibility in course provision (part-time, evening, and on-line provision). For example, local medical doctors have, since 2009, the possibility of following post-graduate specialization from Malta. This has contributed in keeping newly graduate doctors locally and stopped doctors from resigning to pursue further studies abroad. The nursing course has also increased its intake to more than 200 per year. The nursing course has also been rendered more attractive by shortening it from four to three years for the University degree and from three to two years for the diploma course. Given that the nursing profession is also largely dominated by women, a number of family friendly measures have been introduced in order to retain workers. In the case of live-in carers, it is difficult to recruit Maltese nationals who would be willing to live-in and recruitment is even made more difficult given that the wages offered are not high compared to other jobs.

There are also shortages for skilled persons in the new high-end manufacturing sector, such as the pharmaceutical sector (lab analysts) or for technically skilled persons in the new jobs being created in the environmental sector. Given the recent growth in these sectors, the shortages are due to a lack of available pool of workers having received the relevant training though courses have been set up to remedy to these shortages. There are also shortages for construction workers (form work erectors, concrete shutterers and steel fixers) though these have diminished as a result of lower work in the local construction industry over the last two years. However, demand in this sector is expected to increase as a result of the launch of numerous large government or private sector projects, such as the Valletta City Gate project, the Hospital oncology centre, the power station extension and SmartCity to name a few.

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<sup>57</sup> See following articles that describe the situation for nurses (<http://www.timesofmalta.com/articles/view/20100821/local/foreigners-queue-up-for-nursing-vacancies> and <http://www.timesofmalta.com/articles/view/20100820/local/300-nurses-apply-to-work-in-public-sector> and <http://www.timesofmalta.com/articles/view/20100820/local/nurses-council-processes-467-applications-since-january> and <http://www.maltatoday.com.mt/news/national/government-recruiting-foreign-nurses-to-alleviate-shortage-in-public-health-sector> and <http://www.timesofmalta.com/articles/view/20100820/local/nurses-shortage-at-mater-dei-contributing-to-long-waiting-time>).

The causes of shortage in this sector are the availability of trained skilled construction workers as the methods of construction have evolved over time. Furthermore, the perception of heavy work combined with the conditions of work being offered by employers is not deemed to be attractive enough for Maltese nationals.

With regards to unskilled occupations, there are shortages in the cleaning, catering, security and hospitality industry (housekeeping and Food & beverage). The causes of shortages in this sector is that Maltese nationals find this sector unattractive compared to the other sectors of the economy, due to the low wages<sup>58</sup>, unsociable hours, and shift work. Furthermore, given that some of the employment in this sector (for example, room attendants) tends to be female dominated, the low female participation rate together with the cultural factor that females are still perceived to take care of the family and children renders recruitment even more difficult.

### **5.3.2 Which shortages are aimed to be filled with migrant workers ?**

As outlined in other sections, employers only resort to engaging foreign workers, especially third-country nationals as a last resort. However, recruitment of foreigners and third-country nationals is being resorted to for all the professions mentioned in section 5.3.1. Sometimes, foreigners also have to be recruited because employers are looking for specialized/high-end skills which do not exist in Malta, or need persons to work on a proprietary technology which does not yet exist in Malta. In the case of SmartCity, given that most firms' intentions are to use Malta as a base to service other European and North African countries, they will need to employ nationals from these countries as it renders communication with clients easier.

### **5.3.3 Have the shortages been successfully filled by migrant workers ?**

The fact that more than 50% of workers in the online gaming industry are foreigners is evidence that Malta based companies can attract enough foreign workers even though such companies cannot offer the same wages as in other wealthier EU countries which are experiencing similar shortages. However, it seems that the higher quality of life that one can experience in Malta is a factor that mitigates the lower wages. Furthermore, highly skilled foreigners tend to stay in Malta for a few years and then move on to other countries to advance their careers. This is also why most of our foreign workers come from new member states, in particular Bulgaria and Romania where wages are lower compared to Malta. However, there have been cases where firms in the ICT sector could not meet their labour needs either due to the numbers required<sup>59</sup> or the skills required<sup>60</sup> (Pentasia, SmartCity Malta). There have also been cases when one firm wishing to employ a number of workers in a very short period of time had to resort to huge wage inflation which has had detrimental effects on other local ICT firms. Furthermore, the fact

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<sup>58</sup> See following articles on low conditions of work published in local newspapers (<http://www.timesofmalta.com/articles/view/20100812/local/security-companies-exploiting-the-guards> and <http://www.maltatoday.com.mt/news/gwu/gwu-calls-on-government-to-address-working-conditions-for-private-security-guards-in-malta>).

<sup>59</sup> For example firms which wanted to recruit 20 developers would not receive enough applications both in numbers and quality.

<sup>60</sup> For example, there are not a lot of SAP developers which is one of the main language programmes in Europe.



that skilled workers<sup>61</sup> have to be recruited mainly from third-countries means that if Malta wants to be competitive, it might have to facilitate or simplify its procedures vis-à-vis such nationals in future.

#### **5.3.4 Are there occupations which are dominated by certain nationals ?**

The live-in carers profession is made up predominantly of Philippines nationals<sup>62</sup> while the skilled construction workers originate from Bulgaria, Romania and ex-Yugoslavia nationals (Serbia, Croatia, Bosnia).

#### **5.3.5 Are economic migrants returning to the country of origin when shortages cease to exist ?**

Most of the shortages mentioned in section 5.3.1 are still prevalent in the Maltese labour market therefore there has not been the need for economic migrants to return to their country of origin. However, economic migrants who were brought over to work specifically on the Mater Dei Hospital in the beginning of the decade had their work permit formally limited to that project. Once that project was completed in 2008, most of these workers who tried to get a work permit with other employers had their requests refused. Furthermore, since 2008 the ETC was not renewing work permits more than twice brought to three times in 2009. Therefore, all these workers have to return back to their country of origin.

#### **5.3.6 Illegal employment of foreign workers**

The law compliance unit of ETC is responsible for enforcing the labour legislation which falls under the Employment and Training Services Act of 1990 (chapter 343 of the Laws of Malta) and legislation there under, notably the Manpower Records (Commencement or Termination of Employment) Regulations 1993 (Legal Notice 110 of 1993). This legislation obliges every employer to send in an engagement form each time an employment relationship is initiated and to send a termination form each time an employment relationship is modified or terminated. Since the ETC took over the issuing of work permits, the inspectors of the law enforcement unit also have to check that foreigners working in Malta have a valid work permit.

Table 5.6 illustrates the work of the ETC's Law Enforcement Unit. One can notice that most infringements concern Maltese persons for which no engagement form would have been submitted. One can also notice that the number of persons caught working while registering has decreased over the years due to the number of registered unemployed having declined over the same period. On the other hand, the number of foreigners caught working without a valid work permit has increased over the same period. However, this does not necessarily mean that illegal employment of foreigners has increased as the Law Enforcement Unit has improved their methods of inspection by targeting sectors where illegal employment of foreigners tend to take place. The sectors where most infringements take place are the construction, cleaning, refuse collection, retailing, hospitality and catering establishments.

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<sup>61</sup> There is a very large pool of ICT workers in India and Pakistan.

<sup>62</sup> See article published in Malta Today of 10/08/2010 (<http://www.maltatoday.com.mt/news/national/filipino-workers-thriving-in-maltese-homes>).

In conjunction with the government's effort of transforming illegal work into regular employment, the ETC has also stepped up its efforts in terms of illegal employment by improving its inspection strategy, increasing the number of inspections and taking more employers to court. The ETC has also embarked on a campaign to publicise all the work being done to curb illegal work<sup>63</sup>. Publicity was also done through a media campaign and billboards advertising the free phone number where individuals can report illegal work anonymously. However, the fines for employers caught employing illegal workers are not dissuasive given that they are relatively low and that court cases take long to be concluded. Indeed, employers caught employing Maltese nationals without an engagement form are given a chance to regularize their position and pay a small fine of €58.25 while if employers are caught employing foreign workers the fine increases up to a maximum of €1,165.

**Table 5.6 Number of infringements by Category 2003-4 to 2009**

Infringement Category	October – September			Oct-Dec	Jan-Dec
	2004-5	2005-6	2006-7	2007-8	2009
Working and registering <sup>64</sup>	334	219	197	145	171
Employment of minors	30	20	26	12	15
Employment of foreigners <sup>65</sup>	71	195	302	291	365
Employment not reported to ETC <sup>66</sup>	1,643	1,831	1,589	1,727	1,498
<b>Total</b>	<b>2,078</b>	<b>2,265</b>	<b>2,114</b>	<b>2,175</b>	<b>2,049</b>

Source: ETC Annual reports 2006-07, 2008-09 and 2009

### 5.3.7 What has been the impact of intra-EU mobility ?

As explained in section 5.2, intra-EU mobility has enabled the Maltese market to solve some of its labour shortages particularly in the skilled and highly-skilled professions. Furthermore, the fact that most new

<sup>63</sup> See Press releases of 16 November 2009 and 28 June 2010 (<http://www.etc.gov.mt/docs/Curbing%20Illegal%20Work.pdf> and <http://www.etc.gov.mt/docs/Microsoft%20Word%20-%20PR-81-100621-ETC%20steps%20up%20fight%20against%20irregular%20employment.pdf>)

<sup>64</sup> This type of infringement concerns Maltese persons registering for work and caught working at the same time.

<sup>65</sup> This type of infringement concerns foreigners caught working without a valid work permit.

<sup>66</sup> This type of infringement concerns employment for which no engagement form would have been submitted to ETC.

member states, particularly the EU-2 have a lower standard of living than Malta has helped in attracting such migrants to Malta as Maltese conditions of work combined with the quality of life are still seen attractive compared to conditions of work in their respective countries. Furthermore, given that Malta is an English speaking country, it competes with the UK and Ireland for EU labour. In this regard, the fact that these two labour markets have been hardly hit by the recent financial crisis has also helped Malta to be considered as a possible work destination.

### **5.3.8 What has been the impact of irregular migrants ?**

Given that Malta is at the southern border of the EU, Malta has been particularly affected by the phenomenon of irregular migrants coming from North Africa, mainly Libya. The arrival of such migrants in large numbers (fluctuating around 2000), by Maltese standards, has had an impact on both the political and economic level. On the political field, the government has had to dedicate all its efforts at stopping such migration and trying to re-settle these migrants in other countries. The government seems to have achieved both of them as only 28 persons have landed so far in 2010 and by the end of 2010, approximately 1000 migrants will have been re-settled in other EU countries or the USA since 2005. From a political viewpoint, the government cannot promote a policy of managed economic migration until the problem of irregular migration has been solved. It seems that we are at this stage now.

From an economic point of view, irregular migrants have provided employers with a more flexible labour market. Indeed, Malta's labour market is considered to be relatively rigid and forms of flexible work are very limited though these have developed over the last few years. However, Malta still does not have authorized temping agencies. Therefore, the irregular migrants were providing an informal temping market for certain sectors of the economy, mainly construction. Furthermore, irregular migrants have lowered the conditions of work of certain jobs rendering them unattractive for other Maltese nationals. There is also evidence that irregular migrants have engaged in irregular employment (See ETC Annual Reports and Maltese Parliament Parliamentary Questions).

## **6 Co-operation with Third Countries for Economic Migration**

### **6.1 Malta co-operation with third countries on economic migration**

Malta does not have an active policy of seeking co-operation agreements with third countries on economic migration. The principal reason is that it does not seem worthwhile for the Maltese Authorities to engage into such a dialogue. Indeed, given the relatively small number of third-country migrants that come to Malta on a yearly basis, coupled with the fact that there is no single sector or profession that dominates the arrivals and that third-country migration does not originate from a few countries but is rather widespread among several countries attests to this. Furthermore, the Ministry of Foreign Affairs and diplomatic representations abroad are limited both in terms of representations in third countries.

In fact, since Malta's EU membership in 2004, the Ministry of Foreign Affairs has entered into representation agreements with Austria, France, Italy and Spain, so that prospective travelers to Malta can apply to visas for Malta through the representations of these countries. This was necessary in order to facilitate the application for visas to enter Malta as a result of Malta being part of the Schengen Area (since March 2009) and given that Malta's own network of diplomatic representation is very limited (24 embassies or consulates<sup>67</sup>). However, these agreements were more motivated to facilitate visa application rather than facilitate economic migration. As a matter of fact, if an economic migrant applies for a travel visa, the acquisition of the latter is conditional on the applicant already having obtained a work permit to work in Malta.

However, as outlined in section 2.1, the main reason why no co-operation with third countries on economic migration has been initiated is that the main priority of the Maltese Government in terms of migration was the fight against irregular migration. Therefore, most of the efforts and initiatives of the Maltese Government since 2002, the year when large influxes of irregular migrants started, have concentrated on actions aimed at stopping such arrivals, managing irregular migrants population once they are in Malta and repatriating or re-settling such migrant populations in the country of origin or other destination countries.

For this purpose, Malta first sought the assistance of international organizations, namely the UNHCR (United Nations High Commissioner for Refugees) and IOM (International Organisation for Migration). Malta became a member of IOM in 2003 and has assisted the Maltese Government in managing the irregular migrant population once in Malta and in re-settling migrants to other destination countries. For this purpose, IOM has implemented projects to re-settle migrants in the US and EU countries, to assist voluntary return of migrants to their country of origin (RESTART I & II), to provide cultural orientation

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<sup>67</sup> In countries like Switzerland, the USA or the Russian Federation, even though Malta might have an embassy or consulate, it would still make use of the representation agreements in order to cover the whole territory of these countries.

and recreational activities in closed centres (COPE)<sup>68</sup>. Other assisted return projects particularly those named DAR I and II were conducted in collaboration with other NGOs.

Malta has also made several proposals at the EU level in order to seek assistance to stop irregular migrant arrivals on the one hand and to re-settle such migrants into other EU countries through a system of burden sharing on the other hand. Malta has managed to arrange a voluntary re-settlement programme (burden-sharing) with ten other EU member states (2010), notably following Jacques Barrot's, the then EU Commissioner for Justice, Freedom, and Security, visit to Malta (March 2009). On the front of arrival of irregular migrants, these seem to have stopped (only 44 arrivals in 2010 up to end September compared to 1475 in 2009 and 2775 in 2008<sup>69</sup>) mainly as a result of an Italy – Libya bilateral agreement signed in June 2009 that provides for Italy to re-send back to Libya any irregular migrants caught on the high seas as well as enhanced border control of the Libyan coast.

The Maltese Government has also made use of the EU's European Return Fund<sup>70</sup> (ERF) 2008-2013 to finance forced return of irregular migrants (2008-2010), to finalise readmission agreements with countries of origin (Sudan) (2009), to strengthen the administration's capacity in managing return (MAREMCA Project 2009-2010), and to cooperate with African countries to enhance migration dialogue and development (2010). In this regard, Malta has also been an active participant of regional fora such as the Ministers of the Interior of the Western Mediterranean Forum, also known as the 4 + 5 CIMO, and the Cooperation Process in the Western Mediterranean Forum, also known as Dialogue 5+5.

Given that the vast majority of irregular migrants coming to Malta depart from Libya, Malta has held an intense bilateral dialogue with Libya on this situation.

## 6.2 Malta and Brain Drain

Given the small number of migrants originating from third-countries migrating to Malta on a yearly basis, Malta does not really contribute to brain drain. Furthermore, given that the vast majority of Maltese companies are micro or small enterprises<sup>71</sup>, the recruitment of third-country nationals often involves recruiting one or a couple of individuals. In fact, even when we consider the 2010 tender issued by the Government's health department to recruit nurses, pharmacists and occupational therapists, the numbers although large by Maltese standards are still very small when compared to other EU countries or third-countries of origin. Finally, given that the Maltese Government's current migration policy limits

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<sup>68</sup> Additional details about these programmes are available on IOM Malta website (<http://www.iom.int/jahia/Jahia/malta>). Information on DAR project is available at the following website ([http://www.sosmalta.org/dar\\_project](http://www.sosmalta.org/dar_project)) while the projects undertaken under the ERF and the amounts allocated to each programme and its description are available at the following website (<http://www.mjha.gov.mt/page.aspx?pageid=99>).

<sup>69</sup> Data Source: Office of the Refugee Commissioner.

<sup>70</sup> Since 2007, Malta has also made use on a yearly basis of the EU's External Borders Fund and European Refugee Fund. The former has been mainly used to build or reinforce the capacities of the Armed or Police Forces to protect the EU's External Borders while the latter has been mainly used by AWAS and other organisations of NGO's involved in the reception of refugees and other displaced persons.

<sup>71</sup> Based on the EU definition.

the stay of third-country nationals to a maximum of 4 years, this provision by itself encourages brain circulation rather than brain drain.

### **6.3 Cooperation for recognition of skills and educational qualifications**

There are no specific mechanisms for recognition of skills or educational qualifications of third-country nationals apart from those described in section 5.1.4. In fact, given that third country nationals would only get a work permit for skilled or highly skilled occupations means that this would tend to eliminate the potential for brain waste. However, there is no guarantee that employers, which apply for work permits on behalf of third-country nationals, in order to maximize their chances of securing the work permit mention a skilled occupation even though the migrant would still perform an unskilled job. Since 2010, the ETC has closed this possible loophole as they have sub-contracted inspection services to an outside contractor. The latter's job is to check that all third-country migrants to whom a work permit was granted are performing the job for which the work permit was granted otherwise the work permit would be revoked.

## **7 Analysis and Conclusions**

Migration flows is one means by which Malta has been able to fill in skills shortage and labour demands. Migration of both EU and third-country nationals is also likely to continue in order to fill in shortages in specialized areas either as a result of insufficient supply of adequately trained Maltese workforce in the short to medium term or as a result of the economic activity being new to Malta. Furthermore, given the demographic changes (ageing of population together with low fertility rate), a positive net migration will be needed to keep stable the level of the population and sustain economic growth. Moreover, given the drive of the government to increase the overall skills and educational level of the Maltese population, there will be a need for low skilled migrants, especially if certain low-skilled jobs remain unattractive to the local population due to poor working conditions.

Although the migrant population has grown over the last few years, it is still relatively small compared to the indigenous population therefore the Maltese labour market will still continue to rely heavily on the Maltese workforce to fill in labour and skills shortages.

### **7.1 To what can we attribute the success in meeting labour shortages**

Various factors in the overall economic and migration policy framework have contributed to the success in meeting labour shortages.

First of all, the fact that the Immigration Act does not have a detailed economic migration policy but empowers the Minister to decide on what policies are deemed fit provides a lot of flexibility to the Maltese Authorities. Indeed, the latter can decide to change the entity responsible for delivering work permits and the detailed implementation policy by a decision of the government without having the need to amend legislation through Parliament.

Secondly, the operational framework makes it possible to relay information very rapidly. For example, the cross-membership of various government officials on their respective board of directors enables a rapid and effective informal feedback system. This can serve to provide key policy makers feedback about, amongst others, labour shortages, new investment, particular administrative problems. These authorities can then react quickly or several entities be mobilized in a short period of time to act in the same direction. One can mention the relative short lead time between new investors contact the inward FDI agency and new tailor made courses set-up to train adequate staff (pharmaceutical, call-centres and aviation maintenance companies). Furthermore, given that our labour market is relatively small, even an investment project which employs for example 200 persons is deemed to be very large. The number of such investment projects per year is less than 20. As a result our authorities are able, to a certain extent, to tailor made policies to the various requisities of these investors. Policies are not cast in stone and are flexible. For example, in the case of the SmartCity project the government established the government services unit (GSU)<sup>72</sup>, a one-stop shop which signed several service agreements with government entities in order to guarantee a turnaround time for their respective services. One such agreement was

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<sup>72</sup> This unit which was originally housed in the Ministry responsible for investment has been transferred to Malta Enterprise. The services of this entity should also be extended to all prospective investors and Maltese enterprises.

signed with the ETC to guarantee a maximum turnaround time for work permit applications, even those of third country nationals.

Thirdly, all the measures and incentives that the government has put in place over the last few years to encourage inactive, particularly women, and older workers were relatively successful as the overall employment rate has increased. These have helped to solve shortages and to increase the flexibility of the labour market.

## **7.2 Problems and obstacles in meeting labour shortages**

With regards to third-country nationals, the work permits system, besides being more expensive for the latter nationals is seen to be unpredictable in terms of outcome, burdensome in terms of documents to submit and evidence to provide and too lengthy compared to employing EEA/Swiss nationals, especially since the latter will not require a work permit from May 2011 onwards. One could explore the possibility of adapting the UK points based system given that such a system would enable employers to know beforehand whether an application for a third country national will be accepted or refused.

With regards to highly skilled occupations, given that Malta has the shortages in the same sectors as other EU countries, Maltese employers have to compete with other EU countries, particularly the UK and Ireland being English speaking countries. However, the salaries offered in Malta are lower compared to those offered in these countries. However, the better quality of life and milder climate together with the fact that these two countries have been negatively affected by the financial crisis has mitigated the negative effects of this problem over the last two years. Having said that, the implementation of the EU Blue Card will render the mobility of such workers easier in Europe. Lately, Malta has lowered the taxation for short-term workers so as to render the island more attractive for such workers.

A possible barrier to labour mobility of skilled and highly skilled migrants, particularly those who must have a warrant or similar authorization to practice their profession, is the length of the recognition of qualifications process.

Another problem is the lack of structured research to forecast labour demand and shortages in the medium to long-term. Indeed, accurate forecasting could enable the authorities to fulfill the vision of training the local workforce to have the skills to take up the jobs created in Malta and rely less on migrant's willingness to come to Malta. Furthermore, such research could also identify the migrants which contribute most to the Maltese economy thus focus on attracting such migrants. In this regard, the authorities have recognized the need for medium to long-term forecasting, especially in order to make up a better use of ESF funding.

The study also highlighted the need for a better dialogue between educational and training institutions on the one hand and industry on the other hand, especially in the ICT sector where skills and training requirements change very rapidly. Currently, there is a risk that given the lack of dialogue, workers are being trained in skills which are not longer required by industry. Furthermore, training might have to be at a higher end level rather than just a basic level.



The study also highlighted that there is a need for a forum where employers, unions and government entities discuss migration related issues. One could also think of integrating the private employment agencies given that these are currently in constant contact with industry and have a very accurate snapshot of labour shortages, in particular skills shortages in the highly-skilled and skilled professions. This could be done within the MCESD or through the creation of a specific forum.

### **7.3 Need for further consolidation of National and EU Policies**

At the national level, if Malta wants to attract economic migrants, it must understand that it should try to provide the most attractive environment possible given that we are competing mostly with the UK and Ireland which have much more visibility and larger labour markets thus offering better long-term career prospects. Furthermore, these countries already have cooperation agreements with third-countries besides historic ties and a long tradition of economic migration. Given that, by international standards, the numbers of economic migrants that Malta will need will be small, it will not be viable for Malta to establish cooperation agreements with third-countries and will have to rely on employers taking the initiative to fill up their shortages. But the Maltese government can certainly contribute to create the most attractive climate by promoting the integration of such migrants into our society and adapting its legislation and practice to that effect.

At the EU level, whenever, economic migration legislation is being discussed, Malta should aim to ensure that such legislation is not biased towards large labour markets in the sense of making such labour markets more attractive to economic migrants compared to smaller labour markets. At the same time, Malta should also voice its particular circumstances and ensure that these are taken into account.

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## Annex 2 Statistics

### 1) Stock of Workers by main category of Employment

2004

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	31347	17788	49135	520	261	781	1.53	34	32	66	0.13	67	31	98	0.19	608	290	898	1.76	50978
<b>B. Skilled</b>	46069	27288	73357	111	74	185	0.25	17	11	28	0.04	48	19	67	0.09	607	175	782	1.05	74419
<b>C. Low Skilled</b>	25296	6979	32275	20	18	38	0.12	0	3	3	0.01	0	1	1	0.00	34	18	52	0.16	32369
<b>D. Researchers</b>	45	43	88	4	4	8	7.92	0	1	1	0.99	0	1	1	0.99	2	1	3	2.97	101
<b>TOTAL</b>	102757	52098	154855	655	357	1012	0.64	51	47	98	0.06	115	52	167	0.11	1251	484	1735	1.10	157867

2005

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	31780	18523	50303	481	236	717	1.38	34	29	63	0.12	58	35	93	0.18	538	242	780	1.50	51956
<b>B. Skilled</b>	46150	27807	73957	143	95	238	0.32	51	14	65	0.09	53	18	71	0.09	921	208	1129	1.50	75460
<b>C. Low Skilled</b>	25213	7169	32382	38	30	68	0.21	1	8	9	0.03	11	4	15	0.05	103	26	129	0.40	32603
<b>D. Researchers</b>	70	55	125	2	3	5	3.73	0	0	0	0.00	0	2	2	1.49	2	0	2	1.49	134
<b>TOTAL</b>	103213	53554	156767	664	364	1028	0.64	86	51	137	0.09	122	59	181	0.11	1564	476	2040	1.27	160153

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

**2006**

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	32325	19491	51816	784	399	1183	2.17	49	53	102	0.19	84	64	148	0.27	813	337	1150	2.11	54399
<b>B. Skilled</b>	46059	28410	74469	316	221	537	0.69	96	45	141	0.18	354	42	396	0.51	1621	381	2002	2.58	77545
<b>C. Low Skilled</b>	24929	7356	32285	97	76	173	0.53	11	15	26	0.08	24	26	50	0.15	256	74	330	1.00	32864
<b>D. Researchers</b>	81	59	140	6	5	11	6.71	1	0	1	0.61	0	3	3	1.83	8	1	9	5.49	164
<b>TOTAL</b>	103394	55316	158710	1203	701	1904	1.15	157	113	270	0.16	462	135	597	0.36	2698	793	3491	2.12	164972

**2007**

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	33150	20479	53629	831	428	1259	2.24	47	52	99	0.18	67	38	105	0.19	699	346	1045	1.86	56137
<b>B. Skilled</b>	46873	29123	75996	384	295	679	0.86	83	68	151	0.19	453	44	497	0.63	1570	423	1993	2.51	79316
<b>C. Low Skilled</b>	24509	7935	32444	189	166	355	1.06	11	25	36	0.11	14	22	36	0.11	350	124	474	1.42	33345
<b>D. Researchers</b>	105	92	197	6	5	11	5.00	1	1	2	0.91	1	2	3	1.36	4	3	7	3.18	220
<b>TOTAL</b>	104637	57629	162266	1410	894	2304	1.36	142	146	288	0.17	535	106	641	0.38	2623	896	3519	2.08	169018

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

**2008**

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	33680	21374	55054	1013	493	1506	2.60	58	75	133	0.23	81	48	129	0.22	737	372	1109	1.91	57931
<b>B. Skilled</b>	46928	30049	76977	494	339	833	1.03	104	91	195	0.24	408	76	484	0.60	1992	530	2522	3.11	81011
<b>C. Low Skilled</b>	23648	8113	31761	274	212	486	1.46	17	49	66	0.20	25	98	123	0.37	614	239	853	2.56	33289
<b>D. Researchers</b>	120	122	242	9	4	13	4.89	0	0	0	0.00	0	2	2	0.75	5	4	9	3.38	266
<b>TOTAL</b>	104376	59658	164034	1790	1048	2838	1.65	179	215	394	0.23	514	224	738	0.43	3348	1145	4493	2.60	172497

**2009**

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	34218	22179	56397	999	441	1440	2.44	47	64	111	0.19	57	43	100	0.17	612	330	942	1.60	58990
<b>B. Skilled</b>	46494	30091	76585	457	305	762	0.96	79	82	161	0.20	133	95	228	0.29	1267	467	1734	2.18	79470
<b>C. Low Skilled</b>	22617	8067	30684	324	267	591	1.84	21	48	69	0.21	21	57	78	0.24	528	160	688	2.14	32110
<b>D. Researchers</b>	141	124	265	26	7	33	10.58	5	3	8	2.56	0	1	1	0.32	4	1	5	1.60	312
<b>TOTAL</b>	103470	60461	163931	1806	1020	2826	1.65	152	197	349	0.20	211	196	407	0.24	2411	958	3369	1.97	170882

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.



## 2) (In-/Out-) Flow ) of Workers by main category of Employment

### 2004 INFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	242	102	344	N/A	10	12	22	N/A	27	7	34	N/A	203	106	309	N/A	709
<b>B. Skilled</b>	N/A	N/A	N/A	56	29	85	N/A	9	6	15	N/A	19	6	25	N/A	190	41	231	N/A	356
<b>C. Low Skilled</b>	N/A	N/A	N/A	7	9	16	N/A	0	0	0	N/A	0	0	0	N/A	17	10	27	N/A	43
<b>D. Researchers</b>	N/A	N/A	N/A	4	1	5	N/A	0	1	1	N/A	0	0	0	N/A	0	1	1	N/A	7
<b>TOTAL</b>	N/A	N/A	N/A	309	141	450	N/A	19	19	38	N/A	46	13	59	N/A	410	158	568	N/A	1115

### 2005 INFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	177	75	252	N/A	12	13	25	N/A	15	11	26	N/A	186	67	253	N/A	556
<b>B. Skilled</b>	N/A	N/A	N/A	75	34	109	N/A	33	7	40	N/A	15	7	22	N/A	329	74	403	N/A	574
<b>C. Low Skilled</b>	N/A	N/A	N/A	12	14	26	N/A	1	0	1	N/A	3	1	4	N/A	43	11	54	N/A	85
<b>D. Researchers</b>	N/A	N/A	N/A	0	1	1	N/A	0	0	0	N/A	0	1	1	N/A	2	0	2	N/A	4
<b>TOTAL</b>	N/A	N/A	N/A	264	124	388	N/A	46	20	66	N/A	33	20	53	N/A	560	152	712	N/A	1219

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

## 2006 INFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	283	153	436	N/A	20	21	41	N/A	25	22	47	N/A	267	86	353	N/A	877
<b>B. Skilled</b>	N/A	N/A	N/A	155	99	254	N/A	46	17	63	N/A	216	13	229	N/A	671	109	780	N/A	1326
<b>C. Low Skilled</b>	N/A	N/A	N/A	27	33	60	N/A	8	3	11	N/A	7	10	17	N/A	125	24	149	N/A	237
<b>D. Researchers</b>	N/A	N/A	N/A	2	2	4	N/A	0	0	0	N/A	0	0	0	N/A	5	1	6	N/A	10
<b>TOTAL</b>	N/A	N/A	N/A	467	287	754	N/A	74	41	115	N/A	248	45	293	N/A	1068	220	1288	N/A	2450

## 2007 INFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	309	168	477	N/A	20	17	37	N/A	23	7	30	N/A	223	102	325	N/A	869
<b>B. Skilled</b>	N/A	N/A	N/A	174	129	303	N/A	46	29	75	N/A	326	19	345	N/A	701	146	847	N/A	1570
<b>C. Low Skilled</b>	N/A	N/A	N/A	70	56	126	N/A	5	8	13	N/A	1	5	6	N/A	181	54	235	N/A	380
<b>D. Researchers</b>	N/A	N/A	N/A	2	2	4	N/A	1	0	1	N/A	1	1	2	N/A	2	3	5	N/A	12
<b>TOTAL</b>	N/A	N/A	N/A	555	355	910	N/A	72	54	126	N/A	351	32	383	N/A	1107	305	1412	N/A	2831

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

## 2008 INFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	733	352	1085	N/A	41	54	95	N/A	65	36	101	N/A	560	291	851	N/A	2132
<b>B. Skilled</b>	N/A	N/A	N/A	369	243	612	N/A	83	64	147	N/A	362	59	421	N/A	1495	403	1898	N/A	3078
<b>C. Low Skilled</b>	N/A	N/A	N/A	177	151	328	N/A	14	37	51	N/A	22	75	97	N/A	477	188	665	N/A	1141
<b>D. Researchers</b>	N/A	N/A	N/A	5	3	8	N/A	0	0	0	N/A	0	1	1	N/A	3	3	6	N/A	15
<b>TOTAL</b>	N/A	N/A	N/A	1284	749	2033	N/A	138	155	293	N/A	449	171	620	N/A	2535	885	3420	N/A	6366

## 2009 INFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	563	251	814	N/A	19	32	51	N/A	20	17	37	N/A	213	102	315	N/A	1217
<b>B. Skilled</b>	N/A	N/A	N/A	314	201	515	N/A	52	58	110	N/A	59	70	129	N/A	431	171	602	N/A	1356
<b>C. Low Skilled</b>	N/A	N/A	N/A	238	202	440	N/A	20	39	59	N/A	7	30	37	N/A	338	76	414	N/A	950
<b>D. Researchers</b>	N/A	N/A	N/A	23	4	27	N/A	5	3	8	N/A	0	0	0	N/A	2	1	3	N/A	38
<b>TOTAL</b>	N/A	N/A	N/A	1138	658	1796	N/A	96	132	228	N/A	86	117	203	N/A	984	350	1334	N/A	3561

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

## 2005 OUTFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	37	23	60	N/A	5	10	15	N/A	12	6	18	N/A	83	42	125	N/A	218
<b>B. Skilled</b>	N/A	N/A	N/A	37	15	52	N/A	8	4	12	N/A	35	12	47	N/A	317	64	381	N/A	492
<b>C. Low Skilled</b>	N/A	N/A	N/A	1	12	13	N/A	3	1	4	N/A	5	31	36	N/A	64	25	89	N/A	142
<b>D. Researchers</b>	N/A	N/A	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0
<b>TOTAL</b>	N/A	N/A	N/A	75	50	125	N/A	16	15	31	N/A	52	49	101	N/A	464	131	595	N/A	852

## 2006 OUTFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	119	83	202	N/A	13	15	28	N/A	15	51	66	N/A	257	126	383	N/A	679
<b>B. Skilled</b>	N/A	N/A	N/A	58	47	105	N/A	20	10	30	N/A	32	15	47	N/A	817	164	981	N/A	1163
<b>C. Low Skilled</b>	N/A	N/A	N/A	11	23	34	N/A	1	4	5	N/A	9	8	17	N/A	93	41	134	N/A	190
<b>D. Researchers</b>	N/A	N/A	N/A	1	0	1	N/A	1	0	1	N/A	0	1	1	N/A	0	3	3	N/A	6
<b>TOTAL</b>	N/A	N/A	N/A	189	153	342	N/A	35	29	64	N/A	56	75	131	N/A	1167	334	1501	N/A	2038

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

## 2007 OUTFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	114	53	167	N/A	5	11	16	N/A	10	15	25	N/A	159	107	266	N/A	474
<b>B. Skilled</b>	N/A	N/A	N/A	40	40	80	N/A	13	10	23	N/A	80	18	98	N/A	552	184	736	N/A	937
<b>C. Low Skilled</b>	N/A	N/A	N/A	22	27	49	N/A	4	7	11	N/A	4	13	17	N/A	91	46	137	N/A	214
<b>D. Researchers</b>	N/A	N/A	N/A	0	0	0	N/A	1	2	3	N/A	0	0	0	N/A	1	0	1	N/A	4
<b>TOTAL</b>	N/A	N/A	N/A	176	120	296	N/A	23	30	53	N/A	94	46	140	N/A	803	337	1140	N/A	1629

## 2008 OUTFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	255	141	396	N/A	9	8	17	N/A	6	13	19	N/A	170	94	264	N/A	696
<b>B. Skilled</b>	N/A	N/A	N/A	117	101	218	N/A	32	32	64	N/A	35	32	67	N/A	665	161	826	N/A	1175
<b>C. Low Skilled</b>	N/A	N/A	N/A	94	59	153	N/A	7	18	25	N/A	10	22	32	N/A	104	91	195	N/A	405
<b>D. Researchers</b>	N/A	N/A	N/A	1	0	1	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	1
<b>TOTAL</b>	N/A	N/A	N/A	467	301	768	N/A	48	58	106	N/A	51	67	118	N/A	939	346	1285	N/A	2277

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

## 2009 OUTFLOWS

Main Categorisation	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5.Third-Country Nationals				TOTAL
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	
<b>A. Highly Skilled</b>	N/A	N/A	N/A	329	151	480	N/A	8	16	24	N/A	11	12	23	N/A	253	99	352	N/A	879
<b>B. Skilled</b>	N/A	N/A	N/A	240	174	414	N/A	61	61	122	N/A	74	44	118	N/A	605	188	793	N/A	1447
<b>C. Low Skilled</b>	N/A	N/A	N/A	177	158	335	N/A	16	19	35	N/A	11	40	51	N/A	135	98	233	N/A	654
<b>D. Researchers</b>	N/A	N/A	N/A	13	2	15	N/A	1	1	2	N/A	0	0	0	N/A	0	0	0	N/A	17
<b>TOTAL</b>	N/A	N/A	N/A	759	485	1244	N/A	86	97	183	N/A	96	96	192	N/A	993	385	1378	N/A	2997

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

### 3) Stock of Workers by Country of Nationality and by Main Categorization

2004 Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Nationals</b>	102757	52098	154855	31347	17788	49135	46069	27288	73357	25296	6979	32275	45	43	88
<b>EU-15 Nationals</b>	655	357	1012	520	261	781	111	74	185	20	18	38	4	4	8
<b>(Other) EU-10 Nationals</b>	51	47	98	34	32	66	17	11	28	0	3	3	0	1	1
<b>EU-2 Nationals</b>	115	52	167	67	31	98	48	19	67	0	1	1	0	1	1
<b>Third country nationals</b>															
SERBIA & MONTENEGRO	206	35	241	75	25	100	130	10	140	1	0	1	0	0	0
CHINA	122	115	237	30	37	67	92	78	170	0	0	0	0	0	0
LIBYA	134	7	141	118	6	124	16	1	17	0	0	0	0	0	0
INDIA	127	11	138	28	5	33	98	5	103	0	1	1	1	0	1
RUSSIAN FEDERATION	57	72	129	45	63	108	9	8	17	3	1	4	0	0	0
BOSNIA & HERZEGOVINA	88	11	99	21	8	29	67	2	69	0	1	1	0	0	0
PHILIPPINES	34	40	74	25	16	41	8	24	32	1	0	1	0	0	0
YUGOSLAVIA	53	12	65	24	11	35	29	0	29	0	0	0	0	1	1
TURKEY	49	15	64	17	12	29	30	3	33	2	0	2	0	0	0
UKRAINE	28	21	49	24	13	37	3	6	9	1	2	3	0	0	0
<b>Others</b>	353	145	498	201	94	295	125	38	163	26	13	39	1	0	1
<b>Total</b>	104829	53038	157867	32576	18402	50978	46852	27567	74419	25350	7019	32369	51	50	101

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on spouses and family is not available.

2005 Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Nationals</b>	103213	53554	156767	31780	18523	50303	46150	27807	73957	25213	7169	32382	70	55	125
<b>EU-15 Nationals</b>	664	364	1028	481	236	717	143	95	238	38	30	68	2	3	5
<b>(Other) EU-10 Nationals</b>	86	51	137	34	29	63	51	14	65	1	8	9	0	0	0
<b>EU-2 Nationals</b>	122	59	181	58	35	93	53	18	71	11	4	15	0	2	2
<b>Third country nationals</b>															
INDIA	324	14	338	33	2	35	287	12	299	3	0	3	1	0	1
SERBIA & MONTENEGRO	295	38	333	80	23	103	208	12	220	7	3	10	0	0	0
CHINA	121	113	234	27	28	55	93	83	176	1	2	3	0	0	0
LIBYA	139	9	148	115	7	122	23	2	25	1	0	1	0	0	0
RUSSIAN FEDERATION	49	69	118	36	56	92	9	9	18	4	4	8	0	0	0
BOSNIA & HERZEGOVINA	89	10	99	21	6	27	68	2	70	0	2	2	0	0	0
PHILIPPINES	23	46	69	12	14	26	10	32	42	1	0	1	0	0	0
TURKEY	50	13	63	23	10	33	25	3	28	2	0	2	0	0	0
ERITREA	55	6	61	2	0	2	14	3	17	39	3	42	0	0	0
UKRAINE	32	23	55	23	14	37	8	7	15	1	2	3	0	0	0
<b>Others</b>	387	135	522	166	82	248	176	43	219	44	10	54	1	0	1
<b>Total</b>	105649	54504	160153	32891	19065	51956	47318	28142	75460	25366	7237	32603	74	60	134

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on spouses and family is not available.



2006 Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Nationals</b>	103394	55316	158710	32325	19491	51816	46059	28410	74469	24929	7356	32285	81	59	140
<b>EU-15 Nationals</b>	1203	701	1904	784	399	1183	316	221	537	97	76	173	6	5	11
<b>(Other) EU-10 Nationals</b>	157	113	270	49	53	102	96	45	141	11	15	26	1	0	1
<b>EU-2 Nationals</b>	462	135	597	84	64	148	354	42	396	24	26	50	0	3	3
<b>Third country nationals</b>															
SERBIA & MONTENEGRO	528	75	603	153	39	192	353	24	377	22	12	34	0	0	0
INDIA	365	20	385	43	2	45	313	18	331	5	0	5	4	0	4
CHINA	178	183	361	45	46	91	131	132	263	2	5	7	0	0	0
LIBYA	271	9	280	129	6	135	128	3	131	14	0	14	0	0	0
PHILIPPINES	167	87	254	26	14	40	139	66	205	2	7	9	0	0	0
RUSSIAN FEDERATION	71	94	165	53	65	118	14	19	33	4	10	14	0	0	0
BOSNIA & HERZEGOVINA	123	16	139	23	11	34	98	3	101	2	2	4	0	0	0
EGYPT	112	3	115	41	1	42	52	1	53	19	1	20	0	0	0
TURKEY	89	22	111	39	14	53	44	6	50	6	2	8	0	0	0
UKRAINE	68	40	108	31	20	51	30	13	43	7	7	14	0	0	0
<b>Others</b>	726	244	970	230	119	349	319	96	415	173	28	201	4	1	5
<b>Total</b>	107914	57058	164972	34055	20344	54399	48446	29099	77545	25317	7547	32864	96	68	164

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on spouses and family is not available.

2007 Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Nationals</b>	104637	57629	162266	33150	20479	53629	46873	29123	75996	24509	7935	32444	105	92	197
<b>EU-15 Nationals</b>	1410	894	2304	831	428	1259	384	295	679	189	166	355	6	5	11
<b>(Other) EU-10 Nationals</b>	142	146	288	47	52	99	83	68	151	11	25	36	1	1	2
<b>EU-2 Nationals</b>	535	106	641	67	38	105	453	44	497	14	22	36	1	2	3
<b>Third country nationals</b>															
SERBIA & MONTENEGRO	509	75	584	113	38	151	386	22	408	10	14	24	0	1	1
CHINA	177	167	344	36	49	85	138	115	253	2	3	5	1	0	1
INDIA	260	24	284	38	5	43	222	18	240	0	1	1	0	0	0
PHILIPPINES	101	142	243	34	17	51	66	121	187	1	4	5	0	0	0
LIBYA	186	14	200	91	12	103	92	2	94	3	0	3	0	0	0
ERITREA	159	27	186	3	0	3	42	3	45	114	24	138	0	0	0
RUSSIAN FEDERATION	71	90	161	50	60	110	16	21	37	5	9	14	0	0	0
BOSNIA & HERZEGOVINA	113	18	131	17	11	28	94	4	98	2	3	5	0	0	0
UKRAINE	77	47	124	27	22	49	49	13	62	1	12	13	0	0	0
TURKEY	80	21	101	25	16	41	51	4	55	4	1	5	0	0	0
<b>Others</b>	890	271	1161	265	116	381	414	100	514	208	53	261	3	2	5
<b>Total</b>	109347	59671	169018	34794	21343	56137	49363	29953	79316	25073	8272	33345	117	103	220

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on spouses and family is not available.

2008 Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Nationals</b>	104376	59658	164034	33680	21374	55054	46928	30049	76977	23648	8113	31761	120	122	242
<b>EU-15 Nationals</b>	1790	1048	2838	1013	493	1506	494	339	833	274	212	486	9	4	13
<b>(Other) EU-10 Nationals</b>	179	215	394	58	75	133	104	91	195	17	49	66	0	0	0
<b>EU-2 Nationals</b>	514	224	738	81	48	129	408	76	484	25	98	123	0	2	2
<b>Third country nationals</b>															
SERBIA & MONTENEGRO	438	82	520	99	32	131	334	19	353	5	30	35	0	1	1
CHINA	220	200	420	45	52	97	171	135	306	3	13	16	1	0	1
PHILIPPINES	185	208	393	44	27	71	138	168	306	2	13	15	1	0	1
INDIA	359	19	378	43	4	47	312	13	325	4	1	5	0	1	1
ERITREA	193	31	224	3	0	3	53	4	57	137	27	164	0	0	0
BOSNIA & HERZEGOVINA	181	25	206	14	10	24	165	9	174	2	6	8	0	0	0
RUSSIAN FEDERATION	63	121	184	44	72	116	15	34	49	4	13	17	0	2	2
LIBYA	161	13	174	78	11	89	79	1	80	4	1	5	0	0	0
THAILAND	104	36	140	0	2	2	104	26	130	0	8	8	0	0	0
TURKEY	120	20	140	35	16	51	82	3	85	2	1	3	1	0	1
<b>Others</b>	1324	390	1714	332	146	478	539	118	657	451	126	577	2	0	2
<b>Total</b>	110207	62290	172497	35569	22362	57931	49926	31085	81011	24578	8711	33289	134	132	266

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on spouses and family is not available.

2009 Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Nationals</b>	103470	60461	163931	34218	22179	56397	46494	30091	76585	22617	8067	30684	141	124	265
<b>EU-15 Nationals</b>	1806	1020	2826	999	441	1440	457	305	762	324	267	591	26	7	33
<b>(Other) EU-10 Nationals</b>	152	197	349	47	64	111	79	82	161	21	48	69	5	3	8
<b>EU-2 Nationals</b>	211	196	407	57	43	100	133	95	228	21	57	78	0	1	1
<b>Third country nationals</b>															
SERBIA & MONTENEGRO	294	73	367	74	27	101	215	17	232	5	29	34	0	0	0
CHINA	169	170	339	37	38	75	130	130	260	2	1	3	0	1	1
PHILIPPINES	108	223	331	48	27	75	57	184	241	2	12	14	1	0	1
INDIA	180	18	198	32	7	39	145	10	155	3	1	4	0	0	0
ERITREA	141	22	163	1	1	2	31	2	33	109	19	128	0	0	0
RUSSIAN FEDERATION	55	93	148	41	64	105	10	21	31	4	8	12	0	0	0
TURKEY	109	16	125	29	12	41	78	3	81	2	1	3	0	0	0
BOSNIA & HERZEGOVINA	105	18	123	12	8	20	92	7	99	1	3	4	0	0	0
LIBYA	100	11	111	64	9	73	35	1	36	1	1	2	0	0	0
SOMALIA	93	5	98	2	1	3	17	0	17	74	4	78	0	0	0
<b>Others</b>	1057	309	1366	272	136	408	457	92	549	325	81	406	3	0	3
<b>Total</b>	108050	62832	170882	35933	23057	58990	48430	31040	79470	23511	8599	32110	176	136	312

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31st December of each reference year. For both categories, data refer to actual number of persons.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on spouses and family is not available.

#### 4) (In-/Out-) Flow ) of Workers by Country of Nationality and by Main Categorization

2004 INFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	309	141	450	242	102	344	56	29	85	7	9	16	4	1	5
(Other) EU-10 Nationals	19	19	38	10	12	22	9	6	15	0	0	0	0	1	1
EU-2 Nationals	46	13	59	27	7	34	19	6	25	0	0	0	0	0	0
Third country nationals															
CHINA	43	33	76	14	15	29	29	18	47	0	0	0	0	0	0
YUGOSLAVIA	47	9	56	23	8	31	24	0	24	0	0	0	0	1	1
INDIA	48	4	52	10	3	13	38	0	38	0	1	1	0	0	0
RUSSIAN FEDERATION	21	24	45	19	23	42	2	1	3	0	0	0	0	0	0
BOSNIA & HERZEGOVINA	34	2	36	8	1	9	26	1	27	0	0	0	0	0	0
LIBYA	32	2	34	30	2	32	2	0	2	0	0	0	0	0	0
PHILIPPINES	13	9	22	8	5	13	4	4	8	1	0	1	0	0	0
NIGERIA	15	5	20	15	5	20	0	0	0	0	0	0	0	0	0
TURKEY	16	4	20	6	4	10	10	0	10	0	0	0	0	0	0
SOMALIA	14	2	16	0	0	0	12	0	12	2	2	4	0	0	0
Others	127	64	191	70	40	110	43	17	60	14	7	21	0	0	0
<b>Total</b>	<b>784</b>	<b>331</b>	<b>1115</b>	<b>482</b>	<b>227</b>	<b>709</b>	<b>274</b>	<b>82</b>	<b>356</b>	<b>24</b>	<b>19</b>	<b>43</b>	<b>4</b>	<b>3</b>	<b>7</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

Data on spouses and family is not available.

2005 INFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	264	124	388	177	75	252	75	34	109	12	14	26	0	1	1
(Other) EU-10 Nationals	46	20	66	12	13	25	33	7	40	1	0	1	0	0	0
EU-2 Nationals	33	20	53	15	11	26	15	7	22	3	1	4	0	1	1
Third country nationals															
INDIA	179	4	183	14	1	15	162	3	165	2	0	2	1	0	1
CHINA	36	42	78	10	5	15	26	36	62	0	1	1	0	0	0
SERBIA & MONTENEGRO	58	13	71	16	8	24	40	5	45	2	0	2	0	0	0
LIBYA	65	4	69	58	3	61	6	1	7	1	0	1	0	0	0
RUSSIAN FEDERATION	13	23	36	11	18	29	2	3	5	0	2	2	0	0	0
ERITREA	20	4	24	0	0	0	8	1	9	12	3	15	0	0	0
SOMALIA	19	4	23	0	0	0	7	0	7	12	4	16	0	0	0
TURKEY	16	3	19	11	2	13	4	1	5	1	0	1	0	0	0
BOSNIA & HERZEGOVINA	16	1	17	7	0	7	9	1	10	0	0	0	0	0	0
YUGOSLAVIA	15	2	17	4	2	6	10	0	10	1	0	1	0	0	0
Others	123	52	175	55	28	83	55	23	78	12	1	13	1	0	1
<b>Total</b>	<b>903</b>	<b>316</b>	<b>1219</b>	<b>390</b>	<b>166</b>	<b>556</b>	<b>452</b>	<b>122</b>	<b>574</b>	<b>59</b>	<b>26</b>	<b>85</b>	<b>2</b>	<b>2</b>	<b>4</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

Data on spouses and family is not available.

2006 INFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	467	287	754	283	153	436	155	99	254	27	33	60	2	2	4
(Other) EU-10 Nationals	74	41	115	20	21	41	46	17	63	8	3	11	0	0	0
EU-2 Nationals	248	45	293	25	22	47	216	13	229	7	10	17	0	0	0
Third country nationals															
SERBIA & MONTENEGRO	159	25	184	53	12	65	97	10	107	9	3	12	0	0	0
INDIA	137	7	144	13	0	13	119	7	126	2	0	2	3	0	3
PHILIPPINES	124	16	140	13	1	14	110	14	124	1	1	2	0	0	0
LIBYA	131	3	134	33	1	34	86	2	88	12	0	12	0	0	0
CHINA	41	50	91	15	11	26	26	37	63	0	2	2	0	0	0
EGYPT	64	0	64	22	0	22	24	0	24	18	0	18	0	0	0
RUSSIAN FEDERATION	19	27	46	12	21	33	5	4	9	2	2	4	0	0	0
TURKEY	30	7	37	14	3	17	15	2	17	1	2	3	0	0	0
BOSNIA & HERZEGOVINA	33	1	34	4	1	5	28	0	28	1	0	1	0	0	0
SYRIAN ARAB REP.	32	1	33	2	0	2	26	1	27	4	0	4	0	0	0
Others	298	83	381	86	36	122	135	32	167	75	14	89	2	1	3
<b>Total</b>	<b>1857</b>	<b>593</b>	<b>2450</b>	<b>595</b>	<b>282</b>	<b>877</b>	<b>1088</b>	<b>238</b>	<b>1326</b>	<b>167</b>	<b>70</b>	<b>237</b>	<b>7</b>	<b>3</b>	<b>10</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

Data on spouses and family is not available.

2007 INFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	555	355	910	309	168	477	174	129	303	70	56	126	2	2	4
(Other) EU-10 Nationals	72	54	126	20	17	37	46	29	75	5	8	13	1	0	1
EU-2 Nationals	351	32	383	23	7	30	326	19	345	1	5	6	1	1	2
Third country nationals															
SERBIA & MONTENEGRO	186	21	207	31	9	40	151	7	158	4	4	8	0	1	1
INDIA	129	4	133	11	1	12	118	3	121	0	0	0	0	0	0
ERITREA	89	16	105	2	0	2	26	1	27	61	15	76	0	0	0
CHINA	50	50	100	6	15	21	42	34	76	1	1	2	1	0	1
PHILIPPINES	48	36	84	15	2	17	33	34	67	0	0	0	0	0	0
LIBYA	72	3	75	24	3	27	45	0	45	3	0	3	0	0	0
EGYPT	61	1	62	7	0	7	53	0	53	0	1	1	1	0	1
SOMALIA	48	9	57	0	0	0	12	0	12	36	9	45	0	0	0
UKRAINE	30	22	52	5	10	15	25	6	31	0	6	6	0	0	0
RUSSIAN FEDERATION	22	23	45	17	12	29	5	8	13	0	3	3	0	0	0
Others	372	120	492	105	50	155	191	53	244	76	15	91	0	2	2
<b>Total</b>	<b>2085</b>	<b>746</b>	<b>2831</b>	<b>575</b>	<b>294</b>	<b>869</b>	<b>1247</b>	<b>323</b>	<b>1570</b>	<b>257</b>	<b>123</b>	<b>380</b>	<b>6</b>	<b>6</b>	<b>12</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

Data on spouses and family is not available.



2008 INFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	1284	749	2033	733	352	1085	369	243	612	177	151	328	5	3	8
(Other) EU-10 Nationals	138	155	293	41	54	95	83	64	147	14	37	51	0	0	0
EU-2 Nationals	449	171	620	65	36	101	362	59	421	22	75	97	0	1	1
Third country nationals															
SERBIA & MONTENEGRO	292	66	358	65	24	89	223	13	236	4	29	33	0	0	0
CHINA	178	159	337	39	38	77	136	109	245	3	12	15	0	0	0
PHILIPPINES	148	165	313	36	24	60	109	130	239	2	11	13	1	0	1
INDIA	266	18	284	37	4	41	227	12	239	2	1	3	0	1	1
ERITREA	151	23	174	1	0	1	43	2	45	107	21	128	0	0	0
BOSNIA & HERZEGOVINA	153	16	169	8	6	14	144	7	151	1	3	4	0	0	0
RUSSIAN FEDERATION	49	95	144	35	60	95	11	26	37	3	7	10	0	2	2
LIBYA	114	10	124	56	8	64	57	1	58	1	1	2	0	0	0
THAILAND	91	25	116	0	2	2	91	18	109	0	5	5	0	0	0
SOMALIA	100	10	110	0	1	1	18	1	19	82	8	90	0	0	0
Others	993	298	1291	283	124	407	436	84	520	272	90	362	2	0	2
<b>Total</b>	<b>4406</b>	<b>1960</b>	<b>6366</b>	<b>1399</b>	<b>733</b>	<b>2132</b>	<b>2309</b>	<b>769</b>	<b>3078</b>	<b>690</b>	<b>451</b>	<b>1141</b>	<b>8</b>	<b>7</b>	<b>15</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

Data on spouses and family is not available.

2009 INFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	1138	658	1796	563	251	814	314	201	515	238	202	440	23	4	27
(Other) EU-10 Nationals	96	132	228	19	32	51	52	58	110	20	39	59	5	3	8
EU-2 Nationals	86	117	203	20	17	37	59	70	129	7	30	37	0	0	0
Third country nationals															
PHILIPPINES	61	93	154	29	9	38	32	81	113	0	3	3	0	0	0
ERITREA	86	14	100	1	1	2	12	0	12	73	13	86	0	0	0
SERBIA & MONTENEGRO	73	23	96	20	6	26	52	7	59	1	10	11	0	0	0
CHINA	30	44	74	5	7	12	24	35	59	1	1	2	0	1	1
SOMALIA	60	5	65	2	1	3	11	0	11	47	4	51	0	0	0
TURKEY	63	2	65	9	0	9	54	1	55	0	1	1	0	0	0
ETHIOPIA	46	10	56	0	0	0	6	2	8	40	8	48	0	0	0
NIGERIA	41	10	51	4	2	6	10	1	11	26	7	33	1	0	1
INDIA	42	7	49	8	3	11	32	3	35	2	1	3	0	0	0
RUSSIAN FEDERATION	15	30	45	11	21	32	2	6	8	2	3	5	0	0	0
Others	467	112	579	124	52	176	196	35	231	146	25	171	1	0	1
<b>Total</b>	<b>2304</b>	<b>1257</b>	<b>3561</b>	<b>815</b>	<b>402</b>	<b>1217</b>	<b>856</b>	<b>500</b>	<b>1356</b>	<b>603</b>	<b>347</b>	<b>950</b>	<b>30</b>	<b>8</b>	<b>38</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on inflows is based on work permits issued during the reference year to persons who did not have a valid work permit in the previous year.

Data on spouses and family is not available.

2005 OUTFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	75	50	125	37	23	60	37	15	52	1	12	13	0	0	0
(Other) EU-10 Nationals	16	15	31	5	10	15	8	4	12	3	1	4	0	0	0
EU-2 Nationals	52	49	101	12	6	18	35	12	47	5	31	36	0	0	0
Third country nationals												0			0
INDIA	114	1	115	10	0	10	104	1	105	0	0	0	0	0	0
SERBIA & MONTENEGRO	54	21	75	8	2	10	37	8	45	9	11	20	0	0	0
LIBYA	70	0	70	8	0	8	46	0	46	16	0	16	0	0	0
TURKEY	34	5	39	6	2	8	26	3	29	2	0	2	0	0	0
RUSSIAN FEDERATION	10	22	32	7	11	18	3	9	12	0	2	2	0	0	0
SYRIAN ARAB REP.	29	2	31	3	2	5	24	0	24	2	0	2	0	0	0
UKRAINE	13	16	29	2	7	9	9	7	16	2	2	4	0	0	0
CHINA	13	14	27	6	5	11	7	8	15	0	1	1	0	0	0
MOROCCO	10	8	18	3	1	4	1	3	4	6	4	10	0	0	0
EGYPT	14	2	16	1	1	2	8	1	9	5	0	5	0	0	0
Others	103	40	143	29	11	40	52	24	76	22	5	27	0	0	0
<b>Total</b>	<b>607</b>	<b>245</b>	<b>852</b>	<b>137</b>	<b>81</b>	<b>218</b>	<b>397</b>	<b>95</b>	<b>492</b>	<b>73</b>	<b>69</b>	<b>142</b>	<b>0</b>	<b>0</b>	<b>0</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

Data on spouses and family is not available.

2006 OUTFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	189	153	342	119	83	202	58	47	105	11	23	34	1	0	1
(Other) EU-10 Nationals	35	29	64	13	15	28	20	10	30	1	4	5	1	0	1
EU-2 Nationals	56	75	131	15	51	66	32	15	47	9	8	17	0	1	1
Third country nationals															
INDIA	260	4	264	27	1	28	229	3	232	4	0	4	0	0	0
LIBYA	194	1	195	35	1	36	141	0	141	18	0	18	0	0	0
SERBIA & MONTENEGRO	131	34	165	29	12	41	91	17	108	11	5	16	0	0	0
SYRIAN ARAB REP.	129	6	135	19	2	21	103	3	106	7	1	8	0	0	0
CHINA	53	57	110	12	12	24	39	45	84	2	0	2	0	0	0
UKRAINE	29	32	61	10	20	30	13	8	21	6	3	9	0	1	1
RUSSIAN FEDERATION	16	43	59	10	27	37	6	12	18	0	4	4	0	0	0
TURKEY	51	6	57	17	3	20	33	2	35	1	1	2	0	0	0
MOROCCO	24	29	53	8	11	19	13	13	26	3	5	8	0	0	0
PHILIPPINES	18	18	36	3	1	4	15	16	31	0	1	1	0	0	0
Others	262	104	366	87	36	123	134	45	179	41	21	62	0	2	2
<b>Total</b>	<b>1447</b>	<b>591</b>	<b>2038</b>	<b>404</b>	<b>275</b>	<b>679</b>	<b>927</b>	<b>236</b>	<b>1163</b>	<b>114</b>	<b>76</b>	<b>190</b>	<b>2</b>	<b>4</b>	<b>6</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

Data on spouses and family is not available.

2007 OUTFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	176	120	296	114	53	167	40	40	80	22	27	49	0	0	0
(Other) EU-10 Nationals	23	30	53	5	11	16	13	10	23	4	7	11	1	2	3
EU-2 Nationals	94	46	140	10	15	25	80	18	98	4	13	17	0	0	0
Third country nationals															
SERBIA & MONTENEGRO	151	28	179	17	9	26	124	9	133	10	10	20	0	0	0
CHINA	53	63	116	13	12	25	37	49	86	2	2	4	1	0	1
INDIA	82	9	91	10	1	11	71	8	79	1	0	1	0	0	0
LIBYA	89	2	91	18	1	19	63	0	63	8	1	9	0	0	0
RUSSIAN FEDERATION	30	56	86	22	39	61	7	13	20	1	4	5	0	0	0
UKRAINE	35	20	55	8	7	15	16	9	25	11	4	15	0	0	0
PHILIPPINES	5	48	53	0	6	6	5	40	45	0	2	2	0	0	0
PAKISTAN	38	2	40	4	2	6	34	0	34	0	0	0	0	0	0
TURKEY	33	6	39	10	4	14	21	1	22	2	1	3	0	0	0
EGYPT	35	0	35	5	0	5	27	0	27	3	0	3	0	0	0
Others	252	103	355	52	26	78	147	55	202	53	22	75	0	0	0
<b>Total</b>	1096	533	1629	288	186	474	685	252	937	121	93	214	2	2	4

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

Data on spouses and family is not available.

2008 OUTFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	467	301	768	255	141	396	117	101	218	94	59	153	1	0	1
(Other) EU-10 Nationals	48	58	106	9	8	17	32	32	64	7	18	25	0	0	0
EU-2 Nationals	51	67	118	6	13	19	35	32	67	10	22	32	0	0	0
Third country nationals															
INDIA	163	5	168	9	1	10	154	4	158	0	0	0	0	0	0
CHINA	71	73	144	18	19	37	52	48	100	1	6	7	0	0	0
SERBIA & MONTENEGRO	89	22	111	12	6	18	76	7	83	1	9	10	0	0	0
PHILIPPINES	29	50	79	9	3	12	20	46	66	0	1	1	0	0	0
EGYPT	62	2	64	5	1	6	46	0	46	11	1	12	0	0	0
LIBYA	61	2	63	15	1	16	44	1	45	2	0	2	0	0	0
RUSSIAN FEDERATION	16	47	63	10	31	41	5	10	15	1	6	7	0	0	0
BOSNIA & HERZEGOVINA	46	1	47	0	0	0	46	1	47	0	0	0	0	0	0
MOLDOVA	15	30	45	2	1	3	8	1	9	5	28	33	0	0	0
PAKISTAN	38	0	38	4	0	4	31	0	31	3	0	3	0	0	0
Others	349	114	463	86	31	117	183	43	226	80	40	120	0	0	0
<b>Total</b>	<b>1505</b>	<b>772</b>	<b>2277</b>	<b>440</b>	<b>256</b>	<b>696</b>	<b>849</b>	<b>326</b>	<b>1175</b>	<b>215</b>	<b>190</b>	<b>405</b>	<b>1</b>	<b>0</b>	<b>1</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

Data on spouses and family is not available.

2009 OUTFLOWS Country of Nationality	Total			Main Categorisation											
				A. Highly skilled			B. Skilled			C. Low Skilled			D. Researchers		
Category by Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nationals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-15 Nationals	759	485	1244	329	151	480	240	174	414	177	158	335	13	2	15
(Other) EU-10 Nationals	86	97	183	8	16	24	61	61	122	16	19	35	1	1	2
EU-2 Nationals	96	96	192	11	12	23	74	44	118	11	40	51	0	0	0
Third country nationals															
SERBIA & MONTENEGRO	120	26	146	11	7	18	103	3	106	6	16	22	0	0	0
CHINA	80	64	144	19	10	29	61	52	113	0	2	2	0	0	0
INDIA	125	4	129	28	0	28	96	4	100	1	0	1	0	0	0
PHILIPPINES	48	66	114	12	5	17	36	58	94	0	3	3	0	0	0
RUSSIAN FEDERATION	22	42	64	17	23	40	4	12	16	1	7	8	0	0	0
THAILAND	43	16	59	0	2	2	43	13	56	0	1	1	0	0	0
UKRAINE	32	21	53	8	4	12	20	5	25	4	12	16	0	0	0
UNITED STATES OF AMERICA	44	6	50	20	6	26	22	0	22	2	0	2	0	0	0
BOSNIA & HERZEGOVINA	43	6	49	2	1	3	41	0	41	0	5	5	0	0	0
LIBYA	46	1	47	12	0	12	29	1	30	5	0	5	0	0	0
Others	390	133	523	124	41	165	150	40	190	116	52	168	0	0	0
<b>Total</b>	<b>1934</b>	<b>1063</b>	<b>2997</b>	<b>601</b>	<b>278</b>	<b>879</b>	<b>980</b>	<b>467</b>	<b>1447</b>	<b>339</b>	<b>315</b>	<b>654</b>	<b>14</b>	<b>3</b>	<b>17</b>

Data for nationals is not available.

Data for researchers is not double-counted as part of category A.

Data for seasonal workers is not available.

Data for unfilled vacancies is not available.

Data on outflows is based on work permits which were cancelled, revoked or not renewed during the reference year.

Data on spouses and family is not available.

## 5) Stock of Workers employed by specific occupations

2004

Specific occupations	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals			
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total
<b>Housekeeping and restaurant services workers (512)</b>																			
Housekeeper and related workers (5121)	167	420	587	0	1	1	0.2	0	0	0	0.0	0	0	0	0.0	2	2	4	0.7
Cooks (5122)	1441	138	1579	20	9	29	1.6	0	1	1	0.1	20	6	26	1.4	188	42	230	12.3
Waiters, waitresses and bartenders (5123)	2664	1627	4291	6	6	12	0.3	0	3	3	0.1	0	0	0	0.0	4	6	10	0.2
<b>Personal care and related workers (513)</b>																			
Child-care workers (5131)	14	92	106	0	0	0	0.0	0	0	0	0.0	0	2	2	1.8	0	5	5	4.4
Institution-based personal care workers (5132)	229	714	943	1	5	6	0.6	0	0	0	0.0	0	1	1	0.1	1	8	9	1.0
Home-based personal care workers (5133)	24	121	145	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	1	18	19	11.6
Personal care and related workers not elsewhere classified (5139)	4	9	13	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	1	1	7.1
<b>Health professionals (except nursing) (222)</b>																			
Medical doctors (2221)	567	265	832	0	2	2	0.2	2	0	2	0.2	0	0	0	0.0	8	6	14	1.7
<b>Nursing and midwifery professionals (223)</b>																			
Nursing and midwifery professionals (2230)	647	723	1370	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	2	1	3	0.2
<b>Other</b>																			
Skilled Agricultural and Fishery Workers (61)	1523	106	1629	4	3	7	0.4	1	0	1	0.1	1	0	1	0.1	4	0	4	0.2
Architects, Engineers and related professionals (214)	1431	151	1582	36	3	39	2.3	9	4	13	0.8	5	0	5	0.3	29	8	37	2.2
Teaching personnel (23)	3071	5756	8827	16	38	54	0.6	2	1	3	0.0	1	3	4	0.1	45	22	67	0.8
Labourers in Mining, Construction, Manufacturing And Transport (93)	18978	2515	21493	1	0	1	0.0	0	0	0	0.0	0	0	0	0.0	20	1	21	0.1
<b>Total</b>	<b>30760</b>	<b>12637</b>	<b>43397</b>	<b>84</b>	<b>67</b>	<b>151</b>	<b>0.3</b>	<b>14</b>	<b>9</b>	<b>23</b>	<b>0.1</b>	<b>27</b>	<b>12</b>	<b>39</b>	<b>0.1</b>	<b>304</b>	<b>120</b>	<b>424</b>	<b>1</b>

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31<sup>st</sup> December of each reference year. For both categories, data refer to actual number of persons.

Data for unfilled vacancies is not available.



2005

Specific occupations	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals			
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total
<b>Housekeeping and restaurant services workers (512)</b>																			
Housekeeper and related workers (5121)	196	494	690	0	1	1	0.1	0	1	1	0.1	0	0	0	0.0	4	10	14	2.0
Cooks (5122)	1438	146	1584	16	5	21	1.1	1	0	1	0.1	15	8	23	1.3	178	31	209	11.4
Waiters, waitresses and bartenders (5123)	2659	1819	4478	5	6	11	0.2	3	2	5	0.1	0	0	0	0.0	9	8	17	0.4
<b>Personal care and related workers (513)</b>																			
Child-care workers (5131)	15	102	117	0	0	0	0.0	0	1	1	0.8	0	2	2	1.6	0	5	5	4.0
Institution-based personal care workers (5132)	212	650	862	1	2	3	0.3	0	0	0	0.0	0	1	1	0.1	1	9	10	1.1
Home-based personal care workers (5133)	33	194	227	0	0	0	0.0	0	1	1	0.4	0	0	0	0.0	3	30	33	12.6
Personal care and related workers not elsewhere classified (5139)	4	8	12	2	0	2	11.8	0	0	0	0.0	0	0	0	0.0	0	3	3	17.7
<b>Health professionals (except nursing) (222)</b>																			
Medical doctors (2221)	545	266	811	2	3	5	0.6	1	0	1	0.1	0	0	0	0.0	8	5	13	1.6
<b>Nursing and midwifery professionals (223)</b>																			
Nursing and midwifery professionals (2230)	627	703	1330	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	2	1	3	0.2
<b>Other</b>																			
Skilled Agricultural and Fishery Workers (61)	1529	109	1638	0	1	1	0.1	0	0	0	0.0	1	0	1	0.1	7	0	7	0.4
Architects, Engineers and related professionals (214)	1469	154	1623	34	3	37	2.2	7	3	10	0.6	6	0	6	0.4	36	7	43	2.5
Teaching personnel (23)	3045	5879	8924	15	28	43	0.5	2	0	2	0.0	1	2	3	0.0	44	19	63	0.7
Labourers in Mining, Construction, Manufacturing And Transport (93)	18894	2545	21439	3	0	3	0.0	0	0	0	0.0	9	0	9	0.0	63	0	63	0.3
<b>Total</b>	<b>30666</b>	<b>13069</b>	<b>43735</b>	<b>78</b>	<b>49</b>	<b>127</b>	<b>0.3</b>	<b>14</b>	<b>8</b>	<b>22</b>	<b>0.1</b>	<b>32</b>	<b>13</b>	<b>45</b>	<b>0.1</b>	<b>355</b>	<b>128</b>	<b>483</b>	<b>1.1</b>

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31<sup>st</sup> December of each reference year. For both categories, data refer to actual number of persons.

Data for unfilled vacancies is not available.

2006

Specific occupations	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals			
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total
<b>Housekeeping and restaurant services workers (512)</b>																			
Housekeeper and related workers (5121)	214	464	678	0	4	4	0.6	0	3	3	0.4	0	0	0	0.0	6	26	32	4.5
Cooks (5122)	1474	157	1631	40	13	53	2.5	2	1	3	0.1	28	21	49	2.3	297	69	366	17.4
Waiters, waitresses and bartenders (5123)	2599	1822	4421	29	35	64	1.4	5	10	15	0.3	4	4	8	0.2	18	24	42	0.9
<b>Personal care and related workers (513)</b>																			
Child-care workers (5131)	16	101	117	0	1	1	0.8	0	1	1	0.8	0	3	3	2.3	0	9	9	6.9
Institution-based personal care workers (5132)	220	725	945	3	4	7	0.7	0	0	0	0.0	0	1	1	0.1	0	13	13	1.3
Home-based personal care workers (5133)	46	262	308	0	0	0	0.0	0	0	0	0.0	0	2	2	0.5	7	59	66	17.5
Personal care and related workers not elsewhere classified (5139)	3	8	11	1	0	1	6.3	0	0	0	0.0	0	0	0	0.0	0	4	4	25.0
<b>Health professionals (except nursing) (222)</b>																			
Medical doctors (2221)	547	276	823	3	4	7	0.8	2	0	2	0.2	0	0	0	0.0	11	5	16	1.9
<b>Nursing and midwifery professionals (223)</b>																			
Nursing and midwifery professionals (2230)	611	685	1296	0	0	0	0.0	1	0	1	0.1	0	0	0	0.0	2	2	4	0.3
<b>Other</b>																			
Skilled Agricultural and Fishery Workers (61)	1566	113	1679	3	1	4	0.2	0	0	0	0.0	4	0	4	0.2	11	2	13	0.8
Architects, Engineers and related professionals (214)	1491	176	1667	63	5	68	3.7	10	6	16	0.9	8	1	9	0.5	62	9	71	3.9
Teaching personnel (23)	3031	6036	9067	19	38	57	0.6	3	1	4	0.0	1	3	4	0.0	48	21	69	0.8
Labourers in Mining, Construction, Manufacturing And Transport (93)	18537	2459	20996	14	1	15	0.1	6	0	6	0.0	13	0	13	0.1	170	1	171	0.8
<b>Total</b>	<b>30355</b>	<b>13284</b>	<b>43639</b>	<b>175</b>	<b>106</b>	<b>281</b>	<b>0.6</b>	<b>29</b>	<b>22</b>	<b>51</b>	<b>0.1</b>	<b>58</b>	<b>35</b>	<b>93</b>	<b>0.2</b>	<b>632</b>	<b>244</b>	<b>876</b>	<b>2.0</b>

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31<sup>st</sup> December of each reference year. For both categories, data refer to actual number of persons.

Data for unfilled vacancies is not available.

2007

Specific occupations	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals			
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total
<b>Housekeeping and restaurant services workers (512)</b>																			
Housekeeper and related workers (5121)	202	381	583	1	3	4	0.6	0	0	0	0.0	0	3	3	0.5	11	23	34	5.5
Cooks (5122)	1570	172	1742	41	12	53	2.5	1	0	1	0.1	12	6	18	0.8	297	55	352	16.3
Waiters, waitresses and bartenders (5123)	2583	1839	4422	39	57	96	2.1	11	33	44	1.0	3	11	14	0.3	28	35	63	1.4
<b>Personal care and related workers (513)</b>																			
Child-care workers (5131)	14	134	148	0	2	2	1.2	0	0	0	0.0	0	2	2	1.2	0	12	12	7.3
Institution-based personal care workers (5132)	266	937	1203	2	14	16	1.3	1	0	1	0.1	0	2	2	0.2	0	16	16	1.3
Home-based personal care workers (5133)	52	318	370	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	9	102	111	23.1
Personal care and related workers not elsewhere classified (5139)	2	8	10	1	0	1	6.7	0	0	0	0.0	0	0	0	0.0	0	4	4	26.7
<b>Health professionals (except nursing) (222)</b>																			
Medical doctors (2221)	541	278	819	4	4	8	1.0	2	0	2	0.2	0	0	0	0.0	10	5	15	1.8
<b>Nursing and midwifery professionals (223)</b>																			
Nursing and midwifery professionals (2230)	602	685	1287	0	2	2	0.2	2	0	2	0.2	2	0	2	0.2	7	4	11	0.8
<b>Other</b>																			
Skilled Agricultural and Fishery Workers (61)	1649	124	1773	4	1	5	0.3	0	0	0	0.0	4	0	4	0.2	20	0	20	1.1
Architects, Engineers and related professionals (214)	1526	206	1732	24	2	26	1.4	8	3	11	0.6	10	1	11	0.6	48	7	55	3.0
Teaching personnel (23)	3144	6245	9389	26	34	60	0.6	3	0	3	0.0	0	1	1	0.0	14	21	35	0.4
Labourers in Mining, Construction, Manufacturing And Transport (93)	18099	2445	20544	20	1	21	0.1	4	0	4	0.0	10	0	10	0.1	202	0	202	1.0
<b>Total</b>	<b>30250</b>	<b>13772</b>	<b>44022</b>	<b>162</b>	<b>132</b>	<b>294</b>	<b>0.6</b>	<b>32</b>	<b>36</b>	<b>68</b>	<b>0.1</b>	<b>41</b>	<b>26</b>	<b>67</b>	<b>0.1</b>	<b>646</b>	<b>284</b>	<b>930</b>	<b>2.0</b>

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31<sup>st</sup> December of each reference year. For both categories, data refer to actual number of persons.

Data for unfilled vacancies is not available.

2008

Specific occupations	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals			
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total
<b>Housekeeping and restaurant services workers (512)</b>																			
Housekeeper and related workers (5121)	194	378	572	0	1	1	0.2	0	0	0	0.0	1	4	5	0.8	26	28	54	8.6
Cooks (5122)	1562	194	1756	64	16	80	3.6	7	1	8	0.4	20	8	28	1.2	318	64	382	17.0
Waiters, waitresses and bartenders (5123)	2567	1821	4388	57	60	117	2.5	32	40	72	1.5	18	20	38	0.8	29	33	62	1.3
<b>Personal care and related workers (513)</b>																			
Child-care workers (5131)	15	158	173	0	3	3	1.6	0	0	0	0.0	0	2	2	1.1	0	9	9	4.8
Institution-based personal care workers (5132)	320	1221	1541	2	19	21	1.3	0	2	2	0.1	1	7	8	0.5	5	30	35	2.2
Home-based personal care workers (5133)	44	311	355	0	5	5	1.0	0	0	0	0.0	0	0	0	0.0	10	133	143	28.4
Personal care and related workers not elsewhere classified (5139)	2	12	14	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	15	15	51.7
<b>Health professionals (except nursing) (222)</b>																			
Medical doctors (2221)	539	288	827	1	3	4	0.5	3	1	4	0.5	0	0	0	0.0	11	5	16	1.9
<b>Nursing and midwifery professionals (223)</b>																			
Nursing and midwifery professionals (2230)	586	665	1251	1	1	2	0.2	2	0	2	0.2	2	0	2	0.2	11	5	16	1.3
<b>Other</b>																			
Skilled Agricultural and Fishery Workers (61)	1697	129	1826	6	2	8	0.4	2	0	2	0.1	3	0	3	0.2	21	0	21	1.1
Architects, Engineers and related professionals (214)	1505	214	1719	31	3	34	1.9	4	2	6	0.3	6	1	7	0.4	48	5	53	2.9
Teaching personnel (23)	3091	6437	9528	39	54	93	1.0	3	3	6	0.1	1	3	4	0.0	20	33	53	0.6
Labourers in Mining, Construction, Manufacturing And Transport (93)	17378	2449	19827	34	1	35	0.2	4	0	4	0.0	10	0	10	0.1	345	0	345	1.7
<b>Total</b>	<b>29500</b>	<b>14277</b>	<b>43777</b>	<b>235</b>	<b>168</b>	<b>403</b>	<b>0.9</b>	<b>57</b>	<b>49</b>	<b>106</b>	<b>0.2</b>	<b>62</b>	<b>45</b>	<b>107</b>	<b>0.2</b>	<b>844</b>	<b>360</b>	<b>1204</b>	<b>2.6</b>

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31<sup>st</sup> December of each reference year. For both categories, data refer to actual number of persons.

Data for unfilled vacancies is not available.

2009

Specific occupations	1. Nationals			2. EU-15 Nationals				3. (Other) EU-10 Nationals				4. EU-2 Nationals				5. Third-Country Nationals			
	Male	Female	Total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total	Male	Female	Total	% of total
<b>Housekeeping and restaurant services workers (512)</b>																			
Housekeeper and related workers (5121)	173	348	521	3	3	6	1.1	1	0	1	0.2	0	7	7	1.2	17	20	37	6.5
Cooks (5122)	1577	188	1765	67	16	83	3.8	4	1	5	0.2	8	7	15	0.7	250	54	304	14.0
Waiters, waitresses and bartenders (5123)	2454	1795	4249	46	53	99	2.2	20	31	51	1.1	12	17	29	0.7	16	20	36	0.8
<b>Personal care and related workers (513)</b>																			
Child-care workers (5131)	17	169	186	0	3	3	1.5	0	0	0	0.0	0	2	2	1.0	0	8	8	4.0
Institution-based personal care workers (5132)	356	1412	1768	4	28	32	1.7	0	5	5	0.3	10	34	44	2.3	4	23	27	1.4
Home-based personal care workers (5133)	48	383	431	0	3	3	0.5	0	0	0	0.0	0	0	0	0.0	13	154	167	27.8
Personal care and related workers not elsewhere classified (5139)	2	9	11	0	0	0	0.0	0	0	0	0.0	0	1	1	3.2	1	18	19	61.3
<b>Health professionals (except nursing) (222)</b>																			
Medical doctors (2221)	544	322	866	1	3	4	0.5	4	0	4	0.5	0	0	0	0.0	13	6	19	2.1
<b>Nursing and midwifery professionals (223)</b>																			
Nursing and midwifery professionals (2230)	574	638	1212	0	2	2	0.2	1	0	1	0.1	2	1	3	0.2	11	5	16	1.3
<b>Other</b>																			
Skilled Agricultural and Fishery Workers (61)	1739	140	1879	4	1	5	0.3	1	0	1	0.1	1	0	1	0.1	14	0	14	0.7
Architects, Engineers and related professionals (214)	1548	225	1773	26	7	33	1.8	4	2	6	0.3	5	1	6	0.3	39	3	42	2.3
Teaching personnel (23)	3238	6636	9874	38	53	91	0.9	1	5	6	0.1	1	0	1	0.0	16	28	44	0.4
Labourers in Mining, Construction, Manufacturing And Transport (93)	16629	2398	19027	22	1	23	0.1	3	0	3	0.0	12	0	12	0.1	290	0	290	1.5
<b>Total</b>	<b>28899</b>	<b>14663</b>	<b>43562</b>	<b>211</b>	<b>173</b>	<b>384</b>	<b>0.9</b>	<b>39</b>	<b>44</b>	<b>83</b>	<b>0.2</b>	<b>51</b>	<b>70</b>	<b>121</b>	<b>0.3</b>	<b>684</b>	<b>339</b>	<b>1023</b>	<b>2.3</b>

Data for nationals is based on engagement forms whereas data for all other categories is based on valid work permits as at 31<sup>st</sup> December of each reference year. For both categories, data refer to actual number of persons.

Data for unfilled vacancies is not available.

### **Annex 3 Entities interviewed for the study**

#### **Ministries**

- Ministry for Justice and Home Affairs (MJHA)
- Ministry for Health, the Elderly and Community Care (MHEC)

#### **Government Departments or Parastatal Organisations**

- Department of Citizenship and Expatriates Affairs
- Central Visa Unit
- Employment and Training Corporation (ETC)
- National Commission for Higher Education (NCHE)
- Malta Qualifications Council (MQC)
- Malta Enterprise
- Agency for the Welfare of Asylum Seekers (AWAS)
- National Statistics Office (NSO)

#### Unions or Social Partners

- General Workers Union (GWU)
- Union Haddiema Maghqudin (UHM)
- Malta Employers Association (MEA)
- Malta Chamber of Commerce and Industry

**Other Entities**

- University of Malta
- Malta College for Arts, Science and Technology (MCAST)
- Centre for Labour Studies (University of Malta)
- SmartCity Malta
- Pentasia (Private Employment Agency)
- Konnekt (Private Employment Agency)
- International Organisation for Migration (IOM)