



Malta Country Report on the Posting of Third-Country Nationals (TCNs)

Prepared for: EU Social Dialogue and Labour Mobility Project

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Executive Summary

This report examines Malta’s evolving role in the EU labour market as a predominantly receiving country for third-country nationals (TCNs). It synthesises evidence on migration flows, legal and policy frameworks, social dialogue arrangements, and practical challenges faced by workers and social partners. The analysis culminates in a focused set of policy recommendations aimed at strengthening fair and sustainable labour mobility and ensuring the inclusion of TCNs in Malta’s social dialogue.

Methodological Note

Findings are based on desk research of Maltese and EU legal instruments, the most recent National Statistics Office (NSO) data on population and labour (2014–2024), and outputs from EU projects, including Posting.STAT, Postcare, and MobileCARE. The report is further informed by planned stakeholder interviews with government, unions, employer associations, and NGOs to capture practical insights and lived experiences relevant to social dialogue.

Key Findings

- Malta’s share of foreign residents rose from 6.5% (2014) to 29.4% (2024), according to NSO, reflecting sustained labour demand across services, construction, care, and hospitality.
- Legal instruments exist for residence/work (Single Permit), posting (S.L. 452.82), and agency oversight (L.N. 270/2023), but enforcement and inter-agency coordination can be strengthened.
- Social dialogue is institutionally embedded (MCESD, DIER) yet TCN representation remains limited; promising practices are often project-based and not scaled.
- Persistent barriers for TCNs include permit processing delays, high housing costs/standards concerns, and limited access to rights information in multiple languages.
- Data on posted TCNs (PD A1) is sparse and insufficiently disaggregated; better transparency would support evidence-based policy.

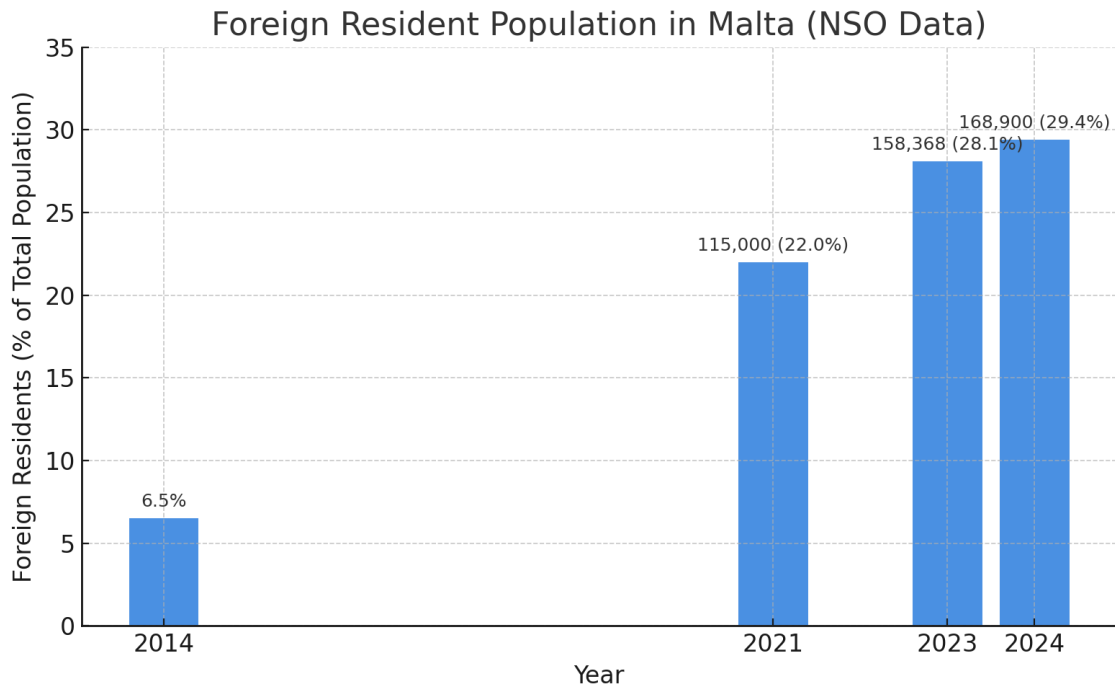






1. Migration Flow Directions & Mobility Trends

Malta is primarily a receiving country for TCNs. NSO indicates the foreign resident share grew from approximately 6.5% in 2014 to 22.0% in 2021 (~115,000 persons), 28.1% in 2023 (~158,368 persons), and 29.4% in 2024 (~168,900 persons). This four-fold rise over a decade underscores structural reliance on migrant labour and the need for robust, fair governance of mobility.



Incoming mobility is concentrated in accommodation and food services, construction, health and social care, cleaning/security, logistics, and segments of the digital economy. Outbound postings remain limited overall, with maritime employment accounting for the bulk of PD A1 certificates historically.



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2. Legislation & Policies on TCN Labour Mobility

Malta regulates TCN labour mobility through a combination of national laws and EU instruments. The Single Permit framework provides a combined residence and work authorisation administered by Identità. Posting to Malta is governed by the Posting of Workers in Malta Regulations (S.L. 452.82)[FN1], while recruitment and outsourcing agencies operate under the Employment Agencies Regulations (L.N. 270 of 2023)[FN2]. Core immigration provisions are set out in the Immigration Act (Cap. 217)[FN3], and employment relations fall under the Employment and Industrial Relations Act (Cap. 452)[FN4]. EU social security coordination for outbound postings is applied via the PD A1 mechanism (Regulations 883/2004 and 987/2009).

Identified gaps and areas for improvement include:

- Administrative burden and limited digitalisation in parts of the Single Permit process.
- Fragmented oversight across Identità, Jobsplus, DIER, and social security, complicating enforcement.
- Insufficient monitoring of agency chains (housing standards, contracts, health coverage) for posted/subcontracted workers.
- Limited public transparency and disaggregation in PD A1 statistics.

Residence requirement for postings >90 days

A TCN posted to Malta for more than 90 days must hold a valid residence authorisation. In practice, employers secure a Single Permit through Identità's Expatriates Unit, with a statutory maximum processing time of four months and an average processing time of approximately two months for complete applications. The current fees are €300 for both the application/renewal. Non-registration can lead to irregular status (for workers) and administrative or licensing sanctions (for employers or agencies) under Section 452.82 and Law Notice 270/2023. Absent or improper A1 documentation for a worker posted from another EU Member State may trigger reclassification as locally employed, with full Maltese obligations.





Outbound posting from Malta

There is no dedicated recruitment track for posting TCNs from Malta to another Member State. Outbound postings generally rely on standard Maltese employment, with PD A1 issued by the Department of Social Security (subject to prior contributions, an active employment link with a Maltese employer, and an intention to return).

3. Social Dialogue Structures and Practices

Social dialogue is anchored in Malta's tripartite structures, principally the Malta Council for Economic and Social Development (MCESD) and the Department for Industrial and Employment Relations (DIER). Collective bargaining at the sectoral level encompasses a significant portion of the hospitality, construction, healthcare, and other service sectors. While the framework allows inclusive consultation, TCN representation is limited in practice. Barriers include language, information gaps, fear of retaliation, and precarious employment relations.

Promising practices and constraints

Promising practices include collective agreements that cover all staff irrespective of nationality, and collaborations between unions and NGOs to provide legal aid and rights training. However, these efforts are often project-based and lack durable funding. Social partners report resource constraints, complex recruitment chains that hinder outreach, and a need for stronger legal/technical capacity in transnational posting rules.

4. Challenges and Barriers for TCN Inclusion

- Permit processing delays and appointment bottlenecks (legal cap four months; ~two months typical for complete files).
- High housing costs and cases of substandard shared accommodation arranged by employers or intermediaries.
- Limited multilingual information on rights and complaints; low unionisation among TCNs.





- Occupational segregation with concentration in low-wage segments; risks of undeclared work and excessive hours in some chains.

5. Data Gaps & EU Project Findings

Despite substantial administrative data, analysis is constrained by limited disaggregation (EU vs TCN in PD A1), minimal visibility of short-term postings (<90 days), and the absence of routine public breakdowns by nationality, sector, and duration. Posting.STAT highlighted comparability issues across Member States and noted that most Maltese PD A1 certificates are concentrated in maritime. Postcare identified needs for structured training of social partners, multilingual materials, and NGO–union coordination; MobileCARE emphasised enforcement of housing standards, under-reporting of exploitation, and integrating posted TCN monitoring into DIER inspections and MCESD agendas.

6. Recommendations and Strategic Priorities

- Create a PD A1 transparency dashboard (Department of Social Security) with disaggregated breakdowns.
- Embed TCN issues as a standing item in MCESD working groups; pilot a migrant liaison function in DIER/Jobsplus.
- Scale multilingual rights information and helplines; co-develop induction with unions/NGOs.
- Deliver posting-specific training for unions/employers; strengthen oversight of agency chains (housing, contracts, health coverage).
- Accelerate digitalisation of Single Permit processes and inter-agency data-sharing for enforcement.





7. Policy Recommendations Summary (1 page)

Priority actions for the next 12 months:

- Launch PD A1 data dashboard (monthly updates; breakdowns by nationality, sector, duration).
- Establish MCESD task group on TCN inclusion and posting; appoint a migrant liaison officer.
- Roll out multilingual rights campaign and induction pack for new TCN hires (with unions/NGOs).
- Issue DIER guidance on housing standards for agency-housed workers; integrate checks into routine inspections.
- Provide joint training on posting rules and due diligence in subcontracting chains.
- Fast-track digital upgrades to Single Permit workflow and cross-agency verification.





Stakeholder and TCN Interview Findings: Social Dialogue and Labour Mobility in Malta

Purpose and placement

This section consolidates and analyses qualitative evidence from stakeholder and third-country national (TCN) interviews to complement the desk research and statistical review in the main report. It deepens understanding of (i) capacity-building and employee-involvement needs in social dialogue, (ii) effective practices, and (iii) challenges faced by social partners in the evolving context of TCN mobility and posting. Findings are triangulated against the report’s desk analysis of law, policy and trends to indicate areas of convergence, nuance, or tension

1) Analytical framework and method

Design. A qualitative, semi-structured interview approach was adopted with two streams of participants: (a) institutional and social-partner stakeholders; (b) TCNs. Interview guides were aligned to the report objectives and EU posting definitions to ensure comparability across actors (interview guides are attached)

Sample & data.

- **Stakeholders (illustrative set):**
 - CEO, multi-company group in health & social care (recruitment/outsourcing/home-care/catering)
 - CEO, multi-company group (recruitment/outsourcing/temping; ~2,700–3,000 employees across hospitality, manufacturing, retail, security, front-office)
 - Secretary-General, of a major Union in the country.
- **TCNs:** one focus group and one interview set (students and early-career workers in hospitality, retail, care trajectories).

Procedures. Interviews (30–60 minutes) were recorded with consent and anonymised. A thematic analysis was undertaken in four steps: (1) open coding; (2) axial coding around pre-agreed domains (mobility trends; legal/policy implementation; employment conditions; social





dialogue; capacity; practices; barriers; prospects); (3) theme consolidation; (4) triangulation with desk research and EU project evidence in the main report.

Limitations. The current set is purposive rather than representative; some stakeholder excerpts are paraphrased due to audio artefacts; TCNs skew towards students/early-career profiles. Results should be read as analytically illustrative rather than statistically generalisable.

2) Thematic findings

A. Migration & mobility trends

Receiving-country dependence continues, but pathways evolve. Employers confirm ongoing reliance on TCNs across care, hospitality, manufacturing, security and catering—mirroring desk-based sectoral patterns.

One CEO describes “competing for staff” in the context of ageing populations and global shortages, with a sustained reliance on Asian labour markets. Another notes a two-step pathway—initial earnings and savings in Gulf states, followed by a move to English-speaking EU destinations, with Malta often a phase destination rather than an end-point.

TCN micro-trajectories show arrival via study routes, agency mediation, and peer referrals; none reported being *posted* in the strict EU sense, aligning with the desk finding that outbound postings from Malta are limited.

Triangulation. Converges with the report’s depiction of Malta as predominantly receiving, with maritime historically dominating PD A1 for outbound (“PD A1 for outbound” = the number of certificates Malta issues for workers temporarily posted to another EU/EEA country, who remain under Maltese social-security coverage.)





The interviews provide richer detail showing that Malta often serves as a *transit point* for many third-country nationals, who use their time in Malta to gain experience before moving on to other EU destinations such as Germany, Portugal, or Cyprus—countries that actively compete with Malta for migrant labour.

B. Legal & policy implementation in practice

Single Permit and cost-time frictions. Stakeholders corroborate administrative frictions (processing time, renewal cadence, and fees). One CEO highlights differentiated fee structures and exemptions (e.g., health/social care vs. hospitality/cleaning) and how renewal periods shape retention incentives—nuancing the desk analysis of administrative burden and fragmented oversight.

Posting compliance. Both employer interviews reveal **episodic** rather than systemic posting, where it occurs; climate, language, and client location matter (e.g., the Hungary project).

TCN rights information gaps. TCNs reported that recruitment agencies provided them with little or no clear information about their employment rights or working conditions before they arrived in Malta. Agencies tended to promote only the positive aspects (“pros-only” marketing), leaving migrants to discover the real challenges and conditions only after their arrival. Interview with Third Country Na...

Triangulation. The interview findings reinforce the report’s recommendation to provide multilingual information and structured induction for TCNs, as well as to digitalise administrative processes further. They also highlight additional issues—such as how permit fees and renewal cycles influence recruitment and retention (“signal effects”)—and reveal apparent information gaps and inconsistencies in how agencies communicate with prospective workers.





C. Employment conditions & rights awareness

Conditions vary by chain position. Stakeholders describe diversified chains (direct hire, temping, subcontracting) with uneven standards. The union leader stresses the importance of equal pay for work of equal value, irrespective of contractual arrangements, and warns that outsourcing can depress wage equality if not regulated, referencing recent policy moves to close gaps.

TCN experiences. Early-career TCNs described their jobs—such as receptionist, cashier, or kitchen helper—as generally manageable, but they had limited knowledge of their rights before starting work and relied heavily on informal networks of friends to find employment and progress in Malta.

Triangulation. This finding mirrors the report’s concerns about the precarious employment relationships that arise within complex subcontracting chains and the low levels of union membership and rights awareness among TCNs. It reinforces the need for structured induction programmes and targeted outreach to improve worker inclusion and protection.

D. Social dialogue: structures and inclusion

Institutional architecture is strong, but TCN inclusion remains uneven. The GWU outlines a robust, multi-level structure for social dialogue that spans organisational collective bargaining, national tripartite bodies such as the MCESD, and participation in EU and ILO-level confederations. It highlights social dialogue as a key stabilising mechanism in Malta, citing examples such as the predictability of the COLA system and well-established conciliation practices.





Representation gaps. Despite Malta’s strong social dialogue structures, significant gaps remain for TCNs employed through outsourcing, posting, or recruitment agencies, where their representation and voice in workplace matters are often weak or uncertain.

Employer perspectives. Employers take a pragmatic view, acknowledging Malta’s reliance on migrant labour and calling for migration policies that are competitive and predictable. At the same time, they warn that weak enforcement allows some non-compliant operators to exploit the system, underscoring the need for stronger monitoring and licensing mechanisms.

Worker voice. TCNs report limited invitations to formal participation and hesitation to raise issues (language, status insecurity, time constraints).

Triangulation. Confirms the report’s assessment that TCN representation in dialogue remains limited despite robust national structures, due to language, information and contractual distance.

E. Capacity-building needs for social partners and employee involvement

For unions and employer associations:

- **Strengthen understanding of transnational posting**—including PD A1 procedures, chain liability, due diligence, and subcontracting risks—to move beyond surface-level engagement. The union noted that limited capacity often prevents in-depth analysis of these complex areas.
- **Enhance data use and workforce intelligence** by systematically analysing trends in labour flows and staff turnover to anticipate shortages and improve retention. Some employers already draw on Eurostat and national administrative data on an ad hoc basis.
- **Develop mediation and intercultural communication skills** to manage diverse workplaces better, improve language accessibility, and handle grievances through more inclusive and effective bipartite dialogue.

For workers.





- **Provide multilingual induction on workers' rights upon arrival**, along with practical guidance to help TCNs navigate key institutions such as DIER, Jobsplus, and Identità.
- **Strengthen union outreach efforts** by adapting them to the realities of agency-based and subcontracted employment arrangements, ensuring these workers are not excluded from representation and support.

F. Challenges & barriers

- **Administrative burdens and costs**—such as high application fees and frequent permit renewals—make it harder to attract and retain workers.
- **Strong competition from other EU countries** and the typical two-step migration pattern (Gulf → EU) reduce Malta's appeal as a long-term destination.
- **Complex contracting chains** involving outsourcing and temping hinder the enforcement of equal-treatment rules and weaken workers' ability to voice concerns, unless explicit equal-pay and coverage safeguards are in place.
- **Information gaps** before departure and upon arrival—particularly when recruitment occurs through agencies—leave workers poorly informed about their rights and conditions.
- Barriers of language, time, and fear limit TCNs' participation in unions and formal social dialogue structures.

G. Good practices and promising initiatives

- **Inclusive collective agreements** at the organisational level that cover all employees regardless of nationality. These agreements are particularly valuable in sectors with diverse workforces, as highlighted in the union interview.





- **Collaborative initiatives between NGOs, unions, and employers** aimed at improving worker induction and access to rights information. Stakeholders view these partnerships as highly promising, though current efforts remain fragmented and largely project-based.
- **Targeted posting arrangements**, such as EU client projects that involve tailored preparation on climate, language, and logistics, provide valuable models for ensuring proper due diligence and worker support when posting does take place.

H. Future directions identified by interviewees

- Adopt a predictable and competitive migration policy with fair fee structures and renewal cycles to promote ethical recruitment and improve retention in sectors facing labour shortages.
- Increase data transparency, including information on worker attrition, retention, and PD A1 postings, to better support evidence-based planning by social partners.
- Embed TCN representation within social dialogue structures and workplaces by creating dedicated liaison roles and establishing multilingual communication channels.

3) Triangulation with desk research: where interviews confirm, nuance, or challenge

Desk-research proposition (Report)	Interview evidence	Assessment
Malta is predominantly a receiving country; outbound postings limited (maritime salient).	Employers report rare, client-specific postings; TCNs report no posting experience;	Confirmed.





	stakeholders emphasise inbound dependence.	
Administrative burdens (permit processes, fragmented oversight) constrain mobility and inclusion.	CEOs detail fee/renewal effects and processing frictions; TCNs report poor pre-arrival rights information from agencies.	Confirmed, with additional nuance: Interview data reinforce the finding but add new insights on how permit fees and renewal cycles send signals that influence recruitment and retention, and how unequal or unclear information from agencies (“agency asymmetries”) further disadvantages workers.
Social dialogue is institutionalised, but TCN representation is limited.	GWU outlines strong national/EU/ILO structures but highlights voice gaps for outsourced/agency TCNs; TCNs cite language/fear/time barriers.	Confirmed with concrete mechanisms of exclusion.
Data gaps on PD A1 and disaggregation impede evidence-based policy.	Employers call for better statistics to plan recruitment/retention and understand attrition destinations.	Confirmed, with employer-side demand for transparency.
Promising practices exist but are project-based and not scaled.	Stakeholders point to potential in NGO–union–employer collaboration;	Confirmed, need for institutionalisation.





current efforts are fragmented.

4) Implications and targeted recommendations (interview-informed)

- A. Make TCN voice visible in social dialogue.
- B. Establish TCN liaison/observer roles within MCESD working groups and sectoral fora; co-design multilingual participation channels (evening/online formats) to reduce time/language barriers.
- C. Encourage collective agreements to explicitly cover outsourced/agency workers (equal pay/equal conditions clauses), closing representation gaps prevalent in subcontracting chains.
- D. Standardise multilingual induction & rights navigation at entry.
- E. Co-brand government–union–employer induction packs (short videos + checklists) covering permits, contracts, grievance routes, and (where relevant) posting/A1 basics; deliver via employers and agencies as a licence condition.
- F. Build partner capacity on posting and chain due diligence.
- G. Develop micro-credential training for HR/union officers on PD A1, chain liability, equal pay across various contractual forms, and cross-border compliance, utilising Malta-specific case studies.
- H. Align incentives for ethical recruitment & retention.
- I. Review permit fees and renewal cycles, and streamline administrative procedures to enhance the process's efficiency. This would help retain workers, reduce unnecessary turnover, and ensure fair competition by levelling the playing field with non-compliant operators. More vigorous enforcement against rogue intermediaries identified by employers should accompany these measures.
- J. Create a PD A1 transparency dashboard & mobility intelligence.
- K. Publish disaggregated PD A1 issuance and retention/attrition indicators (by sector/nationality/duration) to inform bargaining, workforce planning, and targeted outreach.





5) Illustrative vignettes (short, anonymised)

- *Transit or “waypoint” migration patterns.* An outsourcing CEO noted that many TCNs now build their careers in stages—moving first to Gulf countries, then to Malta, and later to Northern European destinations. This pattern is influenced by factors such as the opportunity to save money, the use of the English language, and a favourable climate and cultural familiarity. As a result, Malta should plan for a shorter average stay among these workers.
- *Information asymmetry at source.* TCN students recount agencies emphasising pros over cons, leaving rights and costs unclear until arrival—underscoring the need for standardised pre-departure messaging.
- *Outsourcing and equal treatment.* The union warns that outsourcing and contracting arrangements can undermine equal pay and weaken workers’ ability to be heard. It welcomes recent national measures promoting equal pay for work of equal value but stresses that these safeguards must be closely monitored and consistently enforced.
- *Sectoral exemptions and signals.* A health and social care CEO explained that certain policy exemptions and recent changes in permit fees have had a direct impact on recruitment pipelines. The CEO emphasised that future policy adjustments should strike a careful balance between maintaining necessary safeguards and ensuring Malta remains competitive in attracting workers.

6) Limitations and next steps

The current corpus captures key employer and union perspectives and a slice of TCN experiences (students/early career). Future cycles should purposively include: construction, logistics, and cleaning/security TCNs; smaller employers; labour inspectorate; NGOs providing legal aid; and posted-worker cases explicitly, to enrich the posting-specific dimension suggested by the EU brief.

Conclusion

Interviews corroborate the report’s core claims: Malta remains primarily a receiving country; administrative frictions and information gaps impede fair, efficient mobility; and institutional

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social dialogue is strong but insufficiently permeable to TCN voices, especially in outsourced chains. They also add nuance on competitive labour markets, fee/renewal signal effects, two-step migration pathways, and practical levers for change (liaison roles, multilingual induction, posting literacy, PD A1 transparency). The recommended actions are low-to-medium lift yet system-relevant, and, if institutionalised, can convert project-based good practice into durable inclusion architecture





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Endnotes (National Laws & Regulations)

[FN1] Posting of Workers in Malta Regulations, Subsidiary Legislation 452.82, Laws of Malta.

[FN2] Employment Agencies Regulations, Legal Notice 270 of 2023 (Subsidiary Legislation 452.130), Laws of Malta.

[FN3] Immigration Act, Chapter 217, Laws of Malta.

[FN4] Employment and Industrial Relations Act, Chapter 452, Laws of Malta.





Appendix 1: Stakeholder Interview Guide

Introduction

Thank you for taking the time to speak with me today. This interview is part of a research project examining the role of social dialogue in the labour mobility of third-country nationals (TCNs) in Malta. We are particularly interested in understanding how social dialogue structures function in practice, the challenges they present, and examples of effective and practical initiatives. Your responses will remain confidential and will be used in aggregate form for the project's final report.

Section 1 – Introduction & Context

1. Could you briefly describe your role and organisation, and how it relates to the employment, posting, or mobility of third-country nationals (TCNs)?
2. From your perspective, what are the main trends in TCN mobility and posting affecting Malta in recent years?

Section 2 – Legal & Policy Framework

3. What are the most pertinent legal provisions and policies regulating the labour mobility of TCNs in Malta?
4. Do you see room for improvement in these regulations? If so, in which areas?
5. How do national regulations address the residence requirements for TCNs posted for more than 90 days? Where and how should registration take place, and what are the costs and consequences of non-registration?
6. How does Maltese legislation govern the recruitment of a TCN to post them to another EU Member State?
7. Is Malta predominantly a posting (sending) country or a receiving one? What factors contribute to this?

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Section 3 – Labour Market Access & Mobility

8. What are the primary avenues through which TCNs come to work in Malta?
9. What are the main legal or administrative obstacles TCNs face when trying to work or move between EU Member States from Malta?
10. Which sectors employ the highest number of TCNs, and in what types of roles (highly qualified, mid-qualified, shortage occupations)?
11. Is there a correlation between certain nationalities and particular roles or sectors?
12. In which sectors do most TCNs work as posted workers?

Section 4 – Social Dialogue

13. How is social dialogue institutionally embedded within Malta’s legal and policy framework? Which provisions are most relevant?
14. To what extent does the current system of social dialogue include topics related to TCN employment and mobility?
15. Have TCN issues been raised in national social dialogue forums (bipartite or tripartite)? If so, what outcomes were achieved?
16. What barriers prevent trade unions and employer organisations from addressing TCN-related issues more actively in collective bargaining or dialogue?
17. Are there successful examples of social partner initiatives that have improved the conditions or mobility of TCNs?
18. Who are the key stakeholders shaping both national and EU-level policy in this area?

Section 5 – Capacity Building & Future Needs

19. What capacity-building measures or resources do social partners need to represent TCNs in social dialogue better?





20. How could national or EU-level social dialogue structures be strengthened to improve policymaking on TCN mobility?

21. What changes to national or EU policy would most effectively improve intra-EU mobility for TCNs?

Section 6 – Closing Reflections

22. Are there other specific issues or examples concerning TCN labour mobility in Malta that you believe are essential for this project?

23. Is there anything else you would like to add that we have not covered in this interview?

NOTE:

In the EU labour context, "posting" means when a worker is sent by their employer in one EU/EEA country to work temporarily in another EU/EEA country, while remaining employed and insured in the home country.

The key points are:

- It is temporary — the worker is expected to return to the home country after the assignment.
- The employment contract is with the original employer, not a new employer in the host country.
- Social security usually continues to be paid in the home country, confirmed through a Portable Document A1 (PD A1).

For example:

A Maltese company sends an employee to France for six months to work on a project. The worker is posted to France, but their employment contract and social insurance remain in Malta.





Appendix 2: Stakeholder Interview Template – Social Dialogue & TCNs in Malta

Project: _____ Interviewer: _____ Date: ____ / ____ / ____

Stakeholder Name & Role: _____ Organisation: _____

Sector: Government / Union / Employer Association / NGO / Other

Section 1 – Institutional Framework

Q1: How is social dialogue embedded in Malta's labour market governance? Which legal provisions/policies are most relevant?

Notes / Key Points:

Direct Quotes:

Section 2 – Barriers & Challenges for TCN Participation

Q2: Main challenges preventing TCN participation in social dialogue?

Notes / Key Points:

Direct Quotes:





Section 3 – Capacity-Building & Employee Involvement

Q3: Capacity-building needs for social partners & employee engagement?

Notes / Key Points:

Direct Quotes:

Section 4 – Effective Practices & Challenges

Q4: Examples of good practices in TCN social dialogue inclusion?

Notes / Key Points:

Direct Quotes:

Q4b: Main challenges faced by social partners?

Section 5 – Key Stakeholders

Q5: Main national & EU stakeholders influencing TCN social dialogue policy?

Notes / Key Points:

Direct Quotes:





Section 6 – Additional Insights

Q6: Other Malta-specific factors affecting TCN social dialogue?

Notes / Key Points:

Direct Quotes:

Follow-Up & Documentation

Suggested Documents / Contacts:

Observations by Interviewer:

Appendix 3: Interview Guide for Third-Country Nationals (TCNs)

(30–45 minutes)

Purpose

To gather practical insights from TCNs about their experiences working in Malta or being posted from/to Malta, including barriers, rights awareness, and participation in workplace or social dialogue structures.

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Section 1 – Background & Work Situation

1. Can you tell me a little about yourself – where you are from, and how long you have been in Malta?
2. What kind of work do you do here? Is it through a direct employer, an agency, or posting from another country?
3. Have you ever been sent (posted) to work in another EU country while based in Malta? If yes, for how long and in what role?

Section 2 – Coming to Malta & Work Permits

4. How did you come to Malta – through an agency, direct job offer, family reunification, or another route?
5. Did you need a work permit or single permit? If yes, how was the process? (easy, slow, expensive, confusing?)
6. Were you given clear information about your rights, working conditions, and what to do if you have a problem?

Section 3 – Working Conditions & Rights

7. How would you describe your working conditions (hours, pay, safety, housing)?
8. Do you know where to go or who to speak to if your employer does not respect your contract or rights?
9. If you are posted to another EU country, were your social security and health coverage explained to you?

Section 4 – Participation in Workplace Decisions & Social Dialogue

10. Have you ever been invited to take part in meetings, unions, or groups that discuss workplace rights and conditions?
11. If not, why do you think that is? (e.g., language, time, fear, not aware it exists)
12. Do you feel comfortable raising issues or concerns at work? Why or why not?

Section 5 – Challenges & Support





13. What are the biggest challenges you face in your work life in Malta? (e.g., permits, pay, housing, safety, discrimination)
14. Have you received help from any union, NGO, or government service? If yes, was it useful?
15. What would make it easier for you and other TCNs to work and live in Malta?

Section 6 – Looking Forward

16. If you could change one thing about how Malta treats TCN workers, what would it be?
17. Is there anything else you would like to share about your experience?

