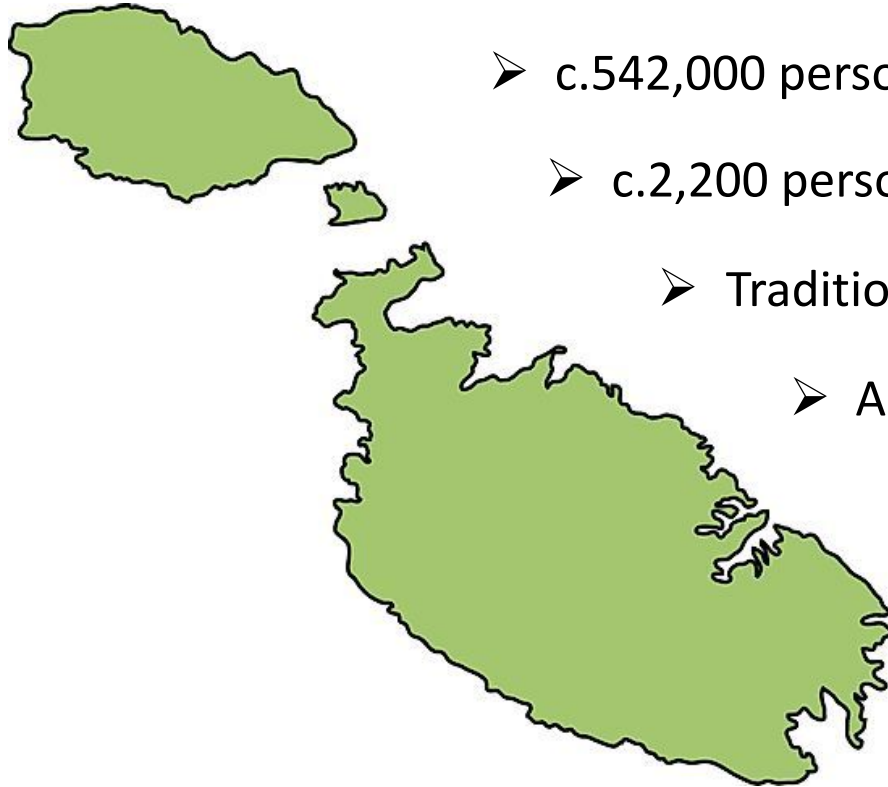


Experiences of migrant workers in Malta: Career guidance implications

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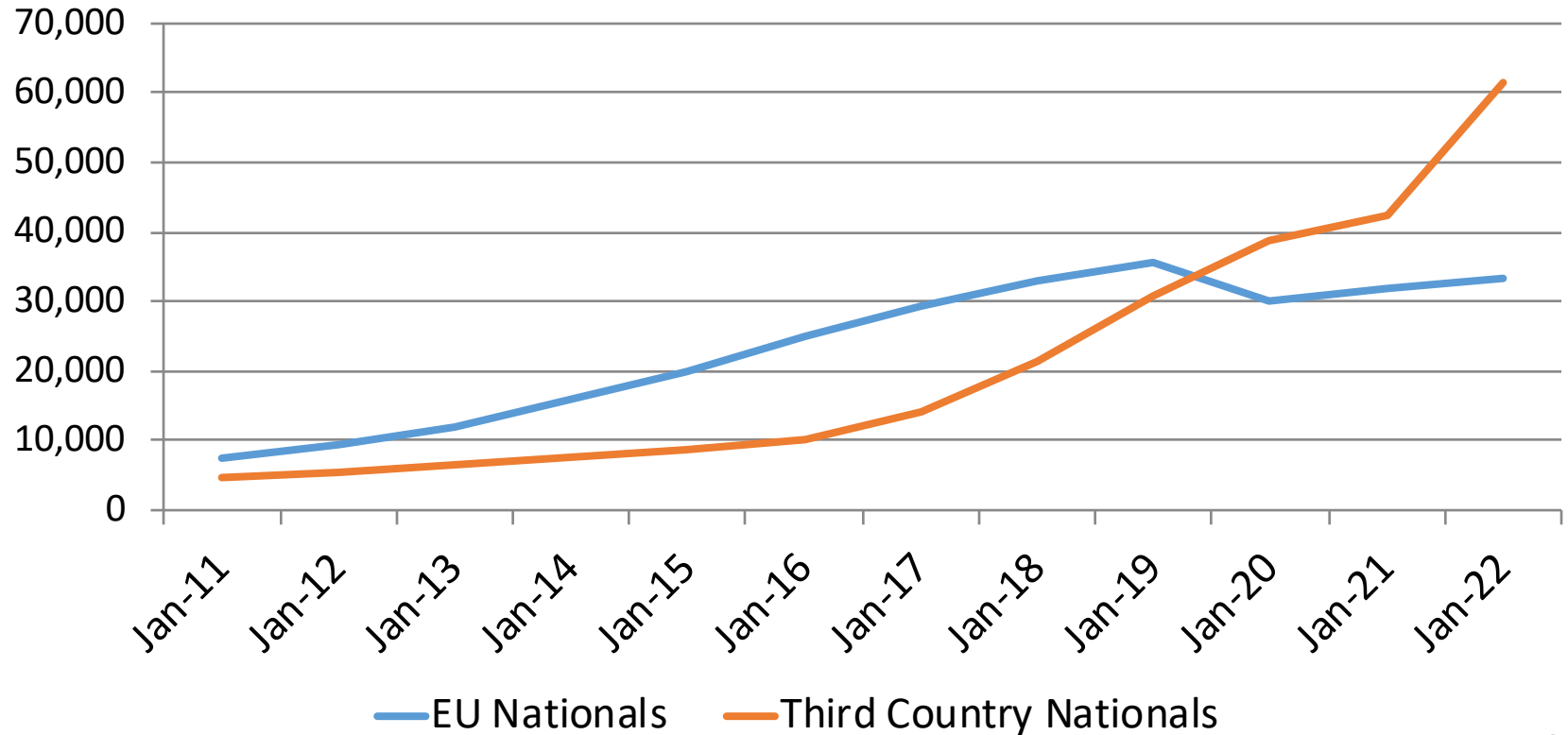


Malta: Context



- c.542,000 persons
- c.2,200 persons per km²
- Traditionally a country of emigration
- Among fastest growing EU economies
- Labour shortages in 30%+ companies (2017)
- Since 2013, Government policy to attract migrant workers

Trend of employed foreign nationals



Some facts about migrant workers

(December 2022)

- 96,970 in total (33% of all workers)
- 35% EU/ 65% TCN
- 62%: Europe; 29%: Asia; 6%: Africa; 3%: Americas & Australia
- Italy (11,215); India (11,010); Philippines (8,257); Nepal (6,695); UK (5,167)

Source: Jobsplus

Case of Jaiteh Lamin (Gambia)

- Undeclared job in construction
- Grievously injured
- Abandoned by employer
- Recurring theme of exploitation
- Intersectionality



Different experiences among migrants groups: The case of Filipino Live-in Carers

“It’s a 24/7 job. When my employer was admitted to hospital, he wanted me by his bedside. When I asked why he wouldn’t call the nurse, he said that he trusted me and no one else. One night, I started feeling like going crazy. I went out of hospital and spent three hours night driving around Malta to feel what is like to be out. [To be] Free!”

- higher levels of precariousness
- lack of separation between work/personal life
- psychological obligations
- contractual agreements not honoured by employers

Career guidance implications

- Research-based interventions

Legal & institutional barriers

- Fraudulent recruitment agencies
- Discriminatory laws
- Services based on status
- Unclear administrative system

Career Guidance Implications

- Gain trust
- Advocacy



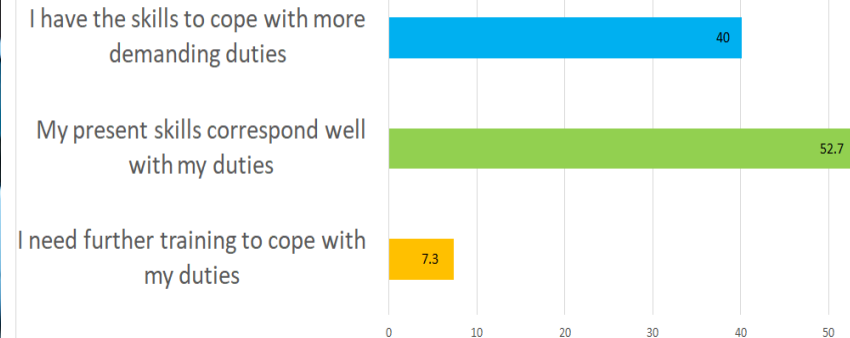
Labour market segregation

- Over-represented in specific sectors
- Non-unionised
- Depending on nationality
- Underemployed
- Undeclared work

Career Guidance Implications

- Access
- Break the mould

Work-related skills of Filipino workers in Malta (%)



Short stay in Malta

- 50% leave Malta within 2-3 years
- EU nationals, younger individuals, & lower-skilled foreign workers have shortest length of stay
- No economic assimilation
- Very limited labour mobility & no career progression

Career Guidance Implications

- Different time horizons/focus

“At my working place it's not a secret that they try to give the higher positions to Maltese workers and not to foreigners... Nobody is ever interested in my potential. Nobody ever tried to give me a more appropriate job where I would be more useful for the company with my knowledge” (Russian refugee)

Attitudes towards migrants



“Charity begins at home. Our primary focus are Maltese and Gozitan workers. The moment foreign workers lose their job they will have to go back to their country.”

Malta's Economy Minister (2020)

“There is a fear of invasion that plagues the Maltese historical memory” (Holicza & Stone, 2016)

- A third of Filipino workers in Malta feel not to be treated fairly at work
- Negative attitudes of some employment advisors

Career Guidance Implications

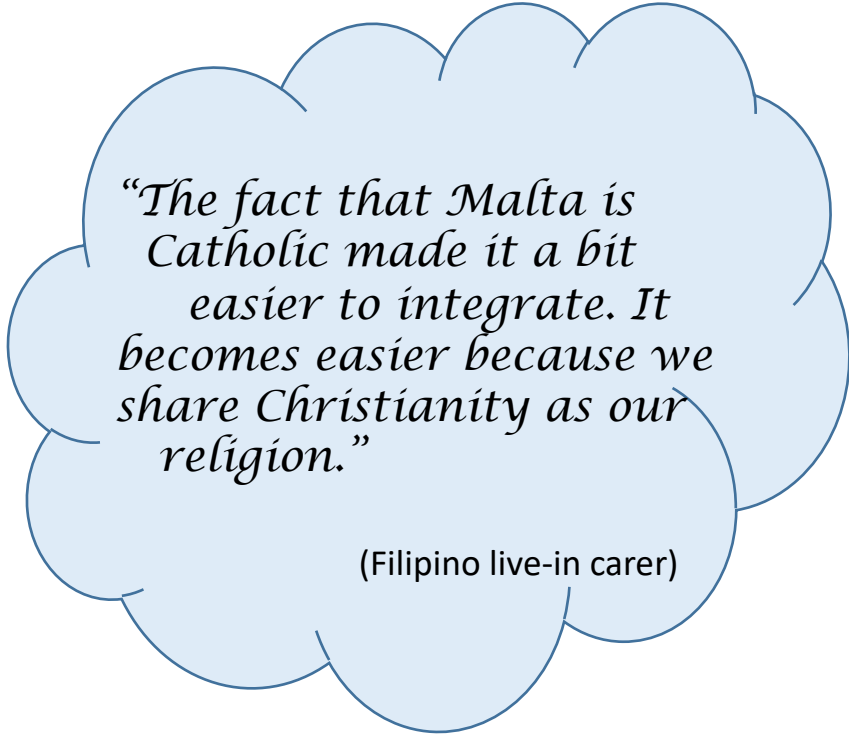
- Training / Suitability of practitioners

Social capital

- Language
- Culture
- Knowledge of employment laws
- Networks

Career Guidance Implications

- Training
- Community based interventions



“The fact that Malta is Catholic made it a bit easier to integrate. It becomes easier because we share Christianity as our religion.”

(Filipino live-in carer)

International students



- Access to essential info
- Social integration
- Unclear future
- Added stress/ hardships

Career Guidance Implications

- Tailored information & support
- Flexibility in career planning

Concluding reflections

1. Research-informed guidance
2. Cultural competency & sensitivity
3. Advocacy
4. Short-term/ flexible career planning
5. Support networks

Thank you!

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