

Malta Labour Migration Policy

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Agenda

- 01** Different employment streams acquired through a D Visa.
- 02** Explain the key changes brought about by the Labour Migration Policy.



Residence and Work Permits in Malta

- 01** An individual who is not a citizen of a European Union Member State (also known as a third-country national) must be in possession of a work permit to legally work and reside in Malta. TCN employees must always hold both an employment licence and a valid right of residence to be able to work, unless exempt.
- 02** The work permit is issued in respect of third country nationals who work with a specific employer to perform a specific job. Therefore, the employee cannot use the permit to take up a different job, or to work for a different employer even on a part-time basis.



Who Requires an Employment License and not a Single Permit?

- 01** Citizens from the EU/EEA/Switzerland and their third country national family members, do not require a work permit but must register (the employer must register the employee) with Jobsplus through the submission of an Engagement Form.
- 02** TCNs who do not need to submit an application for a Single Permit but must still have an Employment Licence are; Self-Employed TCNs, Temporary TCN Workers (Ex: Service Providers, Seasonal Workers, Film Production), TCN Student Workers, Other TCNs (Residence valid for more than 1 year), Malta Permanent Residence Programme (MPRP), and Victims of Human Trafficking.

The Single Permit: Standard vs Specialist Employee Initiative vs Key Employee Initiative

Single Permit Applications (work related):

Standard:

- 01** Captures all skill levels
- 02** Typically, salary not exceeding €30,000

Specialist Employee Initiative (SEI):

- 01** Highly skilled role
- 02** Minimum salary of €30,000
- 03** Qualification of MQF level 6; OR 3 years work experience AND qualification lower than MQF level 6 but directly related to the job applied for.



The Single Permit: Standard vs Specialist Employee Initiative vs Key Employee Initiative cont.

Key Employee Initiative (KEI):

- 01** Highly skilled role
- 02** Minimum salary of €45,000
- 03** Qualification of MQF level 6; OR 3 years work experience; OR warrants

Benefits:

- 01** KEI/SEI Renewal for 3 years.

EU Blue Card Workers

EU Blue Card gives highly qualified workers from outside the EU the right to live and work in an EU country, provided they have higher professional qualifications, and an employment contract or a binding job offer with a high salary compared to the average in the EU country where the job is.

Requirements:

1.5 times the average gross annual salary in Malta (€2,132 monthly according to the NSO survey published on 11th December 2025).



EU Blue Card Workers cont.

Qualifications:

Higher Education Qualification recognised by the Malta Qualifications Recognition and Information Centre (MQRIC);

Where permitted, 5 years of relevant experience comparable to higher education.

Benefits:

- 01** Transferable between EU states.
- 02** 3 months to find a job following unemployment.
- 03** Family Reunification.
- 04** Renewal for 3 years.



Family Reunification

- 01** Family members residing in Malta under reunification do not have an automatic right to work; they must obtain an employment licence from Jobsplus.
- 02** While standard family reunification usually requires a 12-month waiting period of residence by the sponsor, specific highly skilled pathways allow for an immediate application for family members.
- 03** EU Blue Card: Family members can apply simultaneously with the sponsor.



Family Reunification cont.

- 01** KEI & SEI: Identità may consider waiving of the 12-month period of prior authorised residency under its Family Members Policy, provided that the sponsor has at least had an AIP letter. Exceptions will only be considered if the Sponsor has an annual gross salary of €50,000 covering 1 dependant.
- 02** An additional gross income of €6,000 for each additional dependant.
- 03** All applications for family members must be submitted whilst the family member is residing abroad. Residence permits issued under the Family Member Policy do not allow for work in Malta. Their status must be changed to a Single Permit.



2025 Labour Migration Policy

- 01** As from 1 August 2025, a Workforce Application Limit (WAL) was introduced, followed by the introduction of a Terminations Quota in October.
- 02** The WAL sets a % by which companies may grow with TCN workers
- 03** The Termination Quota sets a minimum termination rate, whereby Jobsplus monitors employer termination trends over the previous 12 months.
- 04** The terminations quota applies to new, still abroad, and change of employer applications.
- 05** Termination rates are calculated as the number of terminations divided by the total workforce over the past 12 months.
- 06** Not all termination types are captured by this measure.
- 07** Thresholds are set above sector averages to ensure fairness across industries.

Applicable Thresholds and Growth By Company Size

- 01** Micro enterprises with 1 to 9 employees: No thresholds apply. Workforce regulations percentage growth is 200%.
- 02** Small enterprises with 10 to 50 employees: Applications will be refused if termination rates exceed 65% of the workforce. Workforce regulations percentage growth is 100%.
- 03** Medium enterprises with 51 to 249 employees: Applications will be refused if termination rates exceed 60%.
Workforce regulations percentage growth is 50%.
- 04** Large enterprises with 250 or more employees: Applications will be refused if termination rates exceed 55%.
Workforce regulations percentage growth is 25%.

Threshold Exemptions

- 01** Health and care-related occupations.
- 02** Recognised student workers and mandatory work placements.
- 03** TCNs eligible under the Key Employment Initiative (KEI).
- 04** Roles critical to national services.
- 05** Sportspersons
- 06** Jobsplus may allow temporary exceptions based on recommendations from Malta Enterprise, the Civil Aviation Directorate, Gaming Malta, or other relevant authorities. Exemptions can also apply in situations involving legal obligations to rehire previously terminated TCNs or requirements linked to public tenders.

Vacancy Requirement and Redundancies

01

Employers must advertise positions on local platforms for at least 3 weeks within 2 months prior to applying to hire TCNs. From October 2025, vacancies must also be listed on the EURES portal.

Exemptions apply to healthcare, elderly care, disability care, student employment, sports, and Malta Enterprise-endorsed placements.

02

For SEI, KEI, and Blue Card Worker applications, the vacancy must be advertised on an appropriate local media platform for a minimum period of 2 weeks.



Offences

Any person who:

“takes in his employment, or gives work to, any person who is not an exempt person and is not in possession of a licence granted to him for the purpose of such employment or work under the provisions of this Act, or otherwise aids or assists any person who is not an exempt person in the commission of an offence contemplated in article 23... shall be guilty of an offence and shall be liable, on conviction by the Court of Magistrates, to a fine (multa) not exceeding eleven thousand and six hundred and forty-six euro and eighty-seven cents (11,646.87) or to imprisonment for a term not exceeding two years or to both such fine and imprisonment, unless a greater punishment established for such offence by another law”

Applicable Agency Fees and Termination Grace Period

- 01** First-time Single Permit applications: Increased from €300 to €600
- 02** Renewal fees: Reduced from €300 to €150 per year
- 03** Change of employer: increased from €300 to €600
- 04** Change of designation: €300 (applicable even if the change has been carried out under a renewal)
- 05** Healthcare and elderly care sectors: Reduced flat fee of €150
- 06** The grace period for TCNs whose employment is terminated has been substantially extended from 10 days to 30 days, with the possibility of an additional 30-day extension (total of 60 days) if the individual can demonstrate financial self-sufficiency.



Non-Work Visa Holders, Visa Waiver Countries

- 01** TCNs entering Malta on non-work visas (such as tourist visas) will no longer be permitted to apply for single permits while in-country. Exceptions apply to sportspersons, with discretionary exemptions available in exceptional cases.

- 02** TCNs from visa waiver countries who apply for single permits within 60 days of entering the Schengen Area will receive interim permits allowing them to remain in Malta during the application process.
Those applying between 61-90 days must await the outcome from outside the Schengen Area.



Course 1:

Pre-departure Integration Course

- 01** TCNs applying under the single permit are required to complete a pre-departure integration courses. Identità will issue approval only upon receipt of course completion.
- 02** Prior to their arrival in Malta, TCNs will be provided with essential information to support their transition, including guidance on legal rights, cultural norms, and available opportunities. They must also demonstrate proficiency in either Maltese or English.
- 03** Duration: 20 hours, divided into two modules: Living and Working in Malta and Rights and Obligations at the Workplace.
- 04** Assessment: After finishing the course, applicants will need to carry out an assessment, followed by a 20-minute live online interview to assess their English language proficiency and understanding of the course content.
- 05** Cost: € 245 (excluding exam fees).

Course 2: Skills Pass Course

- 01** Applies only to specific occupations that require additional, sector-specific training, such as roles in tourism and hospitality.
- 02** Completion of both the Pre-Departure Integration Course and the Skills Pass is required for eligibility, depending on the sector specifics.
- 03** The Skills Pass is essential for all roles in MTA-licensed establishments, including food service, bar service, kitchen, and front office staff . It is a permanent certification for a specific occupation and is required for all front-facing workers in this sector, including TCNs, EU/EEA, and Maltese nationals.
- 04** Course Duration: The course is 20 hours long and must be completed within 42 days.
- 05** Assessment: After completing the course, applicants must pass an online assessment relevant to their job role and a live online interview.
- 06** Cost: € 475 (€ 245 + € 230) (excluding exam fees).

Course 3: Integration Course

- 01** TCNs who are in Malta and have a work/residence permit may complete an integration course to have their residence permit extended automatically for the duration of two years (subject that work contract covers said period).



Thank You

