



# ESSA-SPORT

Improving the Supply of Skills to the Sector

# NATIONAL REPORT

Analysis of labour market  
realities and challenges in  
the sport and physical  
activity sector



Malta

September 2019

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This national report has been produced by *SportMalta* who are a full partner and national coordinator in the ESSA-Sport project, using the methodology and structure provided by the coordinator EOSE.





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# 1

## THE ESSA-SPORT PROJECT AND BACKGROUND TO THE NATIONAL REPORT

## 1. THE ESSA-SPORT PROJECT AND BACKGROUND TO THE NATIONAL REPORT

### a) The ESSA-Sport Project

The aim of the ESSA-Sport project, funded by the European Commission under the Erasmus+ programme, was to establish a European Sector Skills Alliance covering the full breadth of the sport and physical activity sector across the European Union. The project was a direct response to the identified needs and challenges of the sport and physical activity sector.

The 3-year project, which began in October 2016, aimed to create a knowledge base and plan for action within the sector on the key issues of skills and workforce development which are central to helping the sector grow, to equip those working or volunteering with the right skills and to enable the sector to fulfil its potential as a social, health and economic driver. The overall ambition was to create an evidential basis for change and improvement, to create a major consultation on skills and to build a lasting consultation network at national and European level to take forward the conclusions and recommendations made in national and European Reports.




The project has identified skill needs and future priorities based on national and European level research and consultation activities.

The consortium, composed of 20 national coordinators and 5 European networks, is proud to have generated new knowledge and data as well as consultation activities at all levels to support policy and priority actions in the sport and physical activity sector.

### a) The National Report

This National Report presents the main findings collated and analysed through the ESSA-Sport project at the national level.

Each nation in Europe has its own specificities, realities and challenges in terms of employment and skills in sport and the aims of the national report are:

-  to describe the national sport and education systems
-  to present new knowledge gathered for the sector in terms of employment and skills
-  to propose concrete conclusions and recommendations/ priority actions for implementation at the national level.

### b) The sport and education system

The first step of the overall process was for all national coordinators to conduct a series of desk research activities using a common methodology.

Firstly, in Section 2 of this report, there is a presentation of key political, geographical, economic and population factors and characteristics of the national labour market.

Section 3 presents the characteristics, evolution and future perspective of the national sport and physical activity sector/system.

The overall national education and training system is presented in Section 5 whereas the way it is specifically organised in the sport and physical activity sector is presented in Section 6.

### **c) Sport Labour Market Statistics**

Section 4 of the national report focuses on the work carried out by national coordinators and main findings obtained in an attempt to collate available data and statistics on the sport and physical activity labour market in all EU Member States.

Indeed, to make an impact on the sector and allow it to unlock its potential to improve people's lives, it is necessary to have a precise idea of the size and characteristics of the current labour market, and information about changes and tendencies. This information has been missing for many years since the last (partial) attempt to get a European map of employment for the sector took place in 2004 (Vocasport project, EOSE 2004).

The aim of the current initiative was to fill a knowledge gap by undertaking wide research activities at both European and national levels to identify the scale and scope of employment in the emerging and growing sport and physical activity sector.

NACE is the statistical classification of economic activities in the European Community, while ISCO is the International Standard Classification of Occupations. The ESSA-Sport consortium has been successful in collecting the most relevant NACE and ISCO data related to the sport sector, gathered from National Statistics Offices and the European body Eurostat. This data on the size and characteristics of the sport labour market at the national level is presented in section 4.

### **d) European Employer Skills Survey**

Following the desk research and collection of available statistics for the sport labour market, the focus was then to design and launch the first ever European Employer Skills Survey for the sport and physical activity sector. The objective was to consult the widest variety of employers from the sector and collate data on the labour market, skills needs, gaps and shortages, future tendencies/perspectives, realities and difficulties to recruit and retain staff and volunteers.

In the context of a dynamic and complex labour market, gathering information on current and future skill needs can support better matching of education, training and employment.

In recent years, better understanding of labour market needs and skills matching have featured prominently on the policy agenda of many countries, driven by both rapid technological advances and global competition. Skills matching can also help reduce unemployment, particularly among young people. It helps to build a better life for individuals by improving employability, social mobility and inclusion.

The ambition through the design and launch of the first ever European Employer Skills Survey for the sport and physical activity sector was to identify and analyse the growing and changing labour market, to build an up to date picture of employment, and to identify the skill needs and future priorities based on national and EU level research – building a skills map for the sector.

The main results and key information from the European Employer Skills Survey at the national level are presented in Section 7 of this report.

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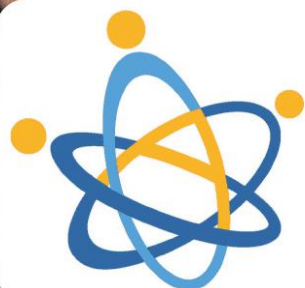
### **e) Consultations and conclusions**

Once all of the employment and skills data had been gathered from sources of labour market statistics and the Employer Skills Survey conducted, the aim in each country was then to discuss and consult on the data with relevant national stakeholders, through meetings, round-tables, one-to-one discussions etc. A summary report on consultation activities implemented at the national level is presented in Section 8.

Finally, it was the aim of the ESSA-Sport project to implement a bottom-up approach and present national findings and conclusions from the entire project and all activities including desk research, data collection and consultation.

The development of recommendations and actions for the sector to tackle the identified challenges will ensure the legacy of the ESSA-Sport project as the sector builds on the data collected for sustained reforms to improve skills of paid staff and volunteers and meet the potential of the sport and physical activity sector. National conclusions and recommendations are presented in Sections 9 and 10 of this report.





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# NATIONAL KEY FACTS AND OVERALL LABOUR MARKET



## 2. NATIONAL KEY FACTS AND OVERALL DATA ON THE LABOUR MARKET

### a) National key facts and data

#### 1) Official name of country

Malta

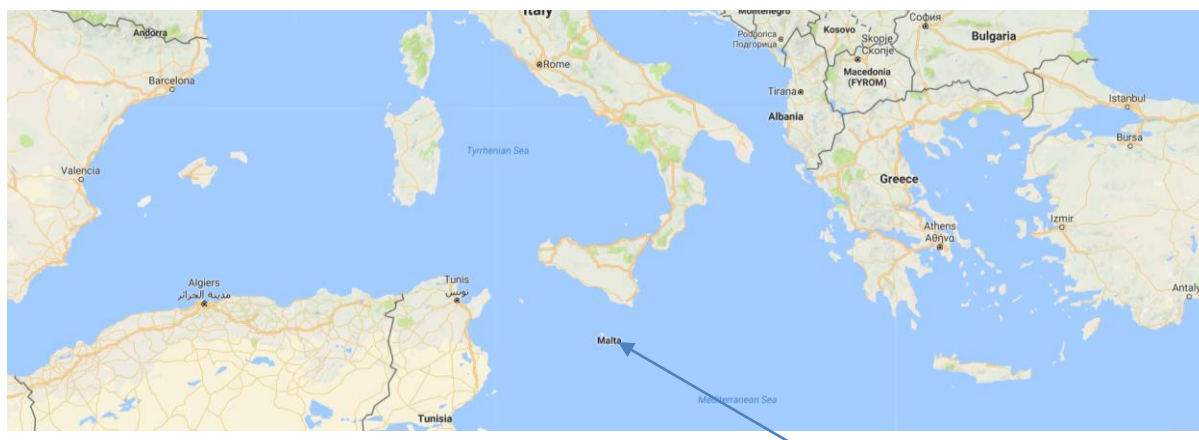
#### 2) Geographical size (square kilometres)

Malta, officially known as the Republic of Malta, is a Southern European island country consisting of an archipelago of 3 main islands in the Mediterranean Sea. It lies 80 km south of Italy, 284 km east of Tunisia, and 333 km north of Libya. The country covers just over 316 km<sup>2</sup>, with a population of just under 450,000, making it one of the world's smallest and most densely populated countries.

#### 3) Capital city

The capital of Malta is Valletta, which at 0.8 km<sup>2</sup>, is the smallest national capital in the European Union by area. Malta has one national language, which is Maltese, and English as an official language.<sup>1</sup>

#### 4) Neighbouring countries

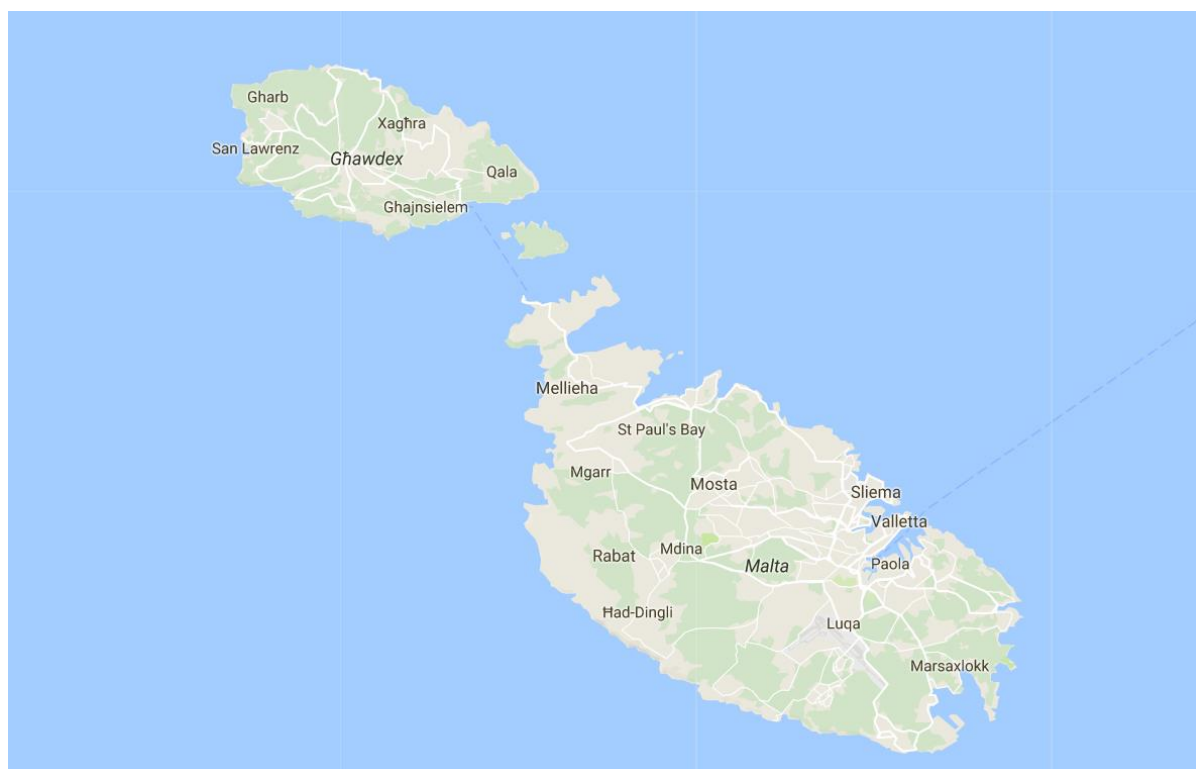


Malta<sup>2</sup>

<sup>1</sup> <https://en.wikipedia.org/wiki/Malta>

<sup>2</sup> <https://www.google.com/maps/place/Malta/@35.9421244,14.098163,10z/data=!3m1!4b1!4m5!3m4!1s0x130e45281d8647c5:0xf582d86136be4239!8m2!3d35.937496!4d14.375416>





#### 5) Population as per 2018

475,701

49.4% Females

50.6% Males

0-14 years 13.9%

15-24 years 11.3%

25-54 years 43.1%

55-64 years 12.9%

65 years + 18.8%

#### 6) Population density as per 2018

Density  $475701/316 = 1505.38$  persons/km<sup>2</sup>

#### 7) Economic situation as per 2018

Total active population 247572

Unemployed 9059

Recently, namely between 2010 and 2016, the Maltese population has gradually increased by 25,444 equivalents to 6.13% of the population. Gender balance remained similar throughout these years. Very interesting to note is that the Maltese population is lately ageing, in fact there is an increase in the 65+ population, suggesting that there is a larger amount of people who are potentially out of

employment and who are living on social benefits. There has also been a drop in birth rates, as there was a decrease of nearly 1%, meaning that there are less potential contributors or future contributors towards social benefits.

Throughout the period of 2010 and 2018, there has been a steep increase in active population numbers. In fact, there has been an increase of 72,984. Unemployment has been decreased to 3.8% of the total active population over the last 8 years and consequently, the total of employed persons has gone up to 238,513.

Between 2010 and 2016 there has been a considerable increase in female employment, from 34% to 39% of the total of employed persons, increasing to 40.5% by 2018. Very interesting to notice that, there was a decrease of employed persons within the 15-24 age bracket until 2016, possibly suggesting that individuals took the study route before engaging in employment. By 2018, there was an increase in all the age brackets, with the largest age bracket being the 25-34 age group with 71,516 people in employment.

In 2011, the largest economic sector was *manufacturing*. After 2012 and till 2016, there has been a shift from *manufacturing* being the largest sector to *wholesale and retail trade; repair motor vehicles/motorcycles* becoming the largest sector overall. Education retained its third place throughout the 7 years. In 2018, the largest sectors according to the Central Bank of Malta 2018 Q1 report, were services, with manufacturing and construction, also adding to Malta's growth<sup>3</sup>.





Very interesting to notice that there has been an increase in all the sectors apart from *mining and quarrying; manufacturing; electricity, gas, steam and air conditioning supply; construction; and other service activities*. There has been a significant increase mainly in sectors where academic knowledge is a must and in sectors involving business. Surprisingly, *agriculture, forestry and fishing* went through a drastic increase up to 2015, losing momentum in 2016, an effect which can possibly be attributed to incentives given by the European Union to enhance the sector.

GDP<sup>4</sup> €2,657.7 million in the first quarter of 2017

Inflation<sup>5</sup> 2018 – 1.16% inflation rate. Index of inflation is, taking 1946 = 100, 2016 = 859.63

Inflation average over 73 years is 3.08%

When in 2008, Malta changed to the euro currency, there was a spike in inflation as it went up to 4.26%. This is quite high when compared to the previous year's 1.25% and the following year's 2.09%.


-  GDP 2014 €7,961.5 million, an increase of 5.2% when compared to 2013, 3.5% in real terms. 11188 persons unemployed out of 192984 active population (5.8%). Inflation rate 0.31%.
-  GDP 2015 €8,796.5 million, an increase of 8.8% when compared to 2014, 6.3% in real terms. 10606 persons unemployed out of 196536 active population (5.4%). Inflation rate 1.10 %.
-  GDP 2016 €9,898.0 million, an increase of 6.7% when compared to 2015, 5.0% in real terms. 9490 persons unemployed out of 200908 active population (4.7%). Inflation rate 0.64%.
-  GDP 2017 €11,108.6 million, an increase of 9.0% when compared to 2016, 6.6% in real terms. 9184 persons unemployed out of 229673 active population (4%). Inflation rate 1.37%.

<sup>3</sup> Central Bank of Malta Quarterly review 2018 Vol. 51 No. 1

<sup>4</sup> [https://nso.gov.mt/en/News\\_Releases/View\\_by\\_Unit/Unit\\_A1/National\\_Accounts/Documents/2017/News2017\\_093.pdf](https://nso.gov.mt/en/News_Releases/View_by_Unit/Unit_A1/National_Accounts/Documents/2017/News2017_093.pdf)

<sup>5</sup> [https://nso.gov.mt/en/nso/Selected\\_Indicators/Retail\\_Price\\_Index/Pages/Index-of-Inflation.aspx](https://nso.gov.mt/en/nso/Selected_Indicators/Retail_Price_Index/Pages/Index-of-Inflation.aspx)



-  GDP 2018 €12,320.0 million, an increase of 8.9% when compared to 2017, 6.6% in real terms. 9059 persons unemployed out of 247572 active population (3.7%). Inflation rate 1.16%

In the period between 2014 to 2018, the unemployment rate decreased gradually, there was a constant increase in GDP and the inflation rate was diverse as it increased between 2014 and 2015, decreasing again in 2016, to increase in 2017 and decrease again in 2018.

#### 8) Official EU language(s)

The official languages of the Republic of Malta are Maltese and English as stated in the Constitution of Malta<sup>6</sup>.

#### 9) Political system

Malta embraces a parliamentary republic political system.

Further information about Malta can be obtained from [https://europa.eu/european-union/about-eu/countries/member-countries/malta\\_en](https://europa.eu/european-union/about-eu/countries/member-countries/malta_en)

#### 10) Date of independence

21<sup>st</sup> September 1964

#### 11) EU member state since

2004

#### 12) Seats in the European Parliament

6

#### 13) Currency

Euro

#### 14) Schengen area member

Malta has been a Schengen area member since 16<sup>th</sup> April 2003.

#### 15) Most important sectors of economy

Services followed by manufacturing and education are the most important sectors.

### **b) Characteristics of the overall labour market**

The total active population in Malta has been gradually increasing for the 8 years between 2010 and 2018, at a healthy rate with the total number of unemployed people decreasing to 9059 in 2018 and an increase in the total number of employed people to 238,513. This increase sees both genders

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<sup>6</sup> <http://justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8566>

increasing the number of people in employment, but one could notice that females have been increasing at a larger rate than males in the past 8 years. From the table below, it is concluded that the age group between 15-24 was slowly decreasing from employment but in 2017 it started increasing again. One can also notice that all age groups have increased the number of people in employment in the past 2 years. The age group between 25-54 are increasing in employment at a much faster pace while the age group 65+ had reached a peak in 2014 and started slowly decreasing, to increase drastically to 4143.

	TOTAL POPULATION <sup>7</sup>	ACTIVE	TOTAL UNEMPLOYED PERSONS	NUMBER OF PERSONS IN EMPLOYMENT <sup>8</sup>						
				TOTAL EMPLOYED PERSONS	BY GENDER (%)		BY AGE (%)			
					Female	Male	15-24	25-54	55-64	65+
2018	247572		9059	238513	96692	141821	27300	176437	30633	4143
2017	229673		9184	220489	88049	132440	25306	162866	28589	3728
2016	200908		9490	191418	74272	117146	23690	138590	25933	3205
2015	196536		10606	185930	71979	113951	24083	134392	23711	3744
2014	192984		11188	181796	69883	111913	24948	130774	22218	3856
2013	187915		12004	175911	66297	109614	25171	126532	21350	2858
2012	181731		11482	170249	62025	108224	24018	123309	20465	2457
2011	177970		11342	166628	58425	108203	24888	119958	19627	2155
2010	174588		11957	162631	55857	106774	24815	116856	18826	2134
Please indicate the source			National Statistics Office							

The most important sector of Malta's economy in 2018 was services including wholesale and retail trade, transport, accommodation and food services, adding 6.4% points to nominal GDP increase. A further 0.8% points increase to the nominal GDP growth were added by the manufacturing and construction sectors.

In 2016 the Intra-EU trade, accounted for 39% of Malta's exports (Germany 14% and France 8%), while outside the EU, 27% went to the United States, 6% to Singapore and 5% to Japan. In terms of imports, 54% came from EU Member States (Italy 21%, Germany and the United Kingdom both 6%), while outside the EU 12% came from the Cayman Islands and 10% from Canada.

<sup>7</sup> The Active Population also called Labour Force, is the population employed or unemployed

<sup>8</sup> Employment is defined as the number of people engaged in productive activities in an economy. The concept includes employees, self-employees and family workers.





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**3**

# THE NATIONAL SPORT AND PHYSICAL ACTIVITY SECTOR




### 3. THE NATIONAL SPORT AND PHYSICAL ACTIVITY SECTOR

#### a) The configuration of the NATIONAL SPORT SYSTEM and role of main stakeholders

##### 1) The role of the ministry responsible for sport




The Ministry responsible for sport is the Ministry of Education and Employment and the Parliamentary Secretary for Youth, Sport and Voluntary Organisations.

##### 2) The national or regional laws which seek to regulate sport and any employment laws that impact on sport

-  Income Tax Rate is reduced to 7.5% for athletes and players in all sport. In the budget for 2014 Malta introduced a reduced rate of income tax of 7.5% for football players. This benefit was extended to water polo players, further extending this favourable rate of 7.5% to athletes and players in all sport. This favourable rate of income tax is also be applicable to coaches working on a part time basis<sup>9 10</sup>.
-  Legal notice National Anti-Doping Organisation
-  Sports Act Chapter 455<sup>11</sup> and sports act<sup>12</sup> chapter 452 which is not sport specific, but it is related to sport in general.

##### 3) The national strategy for sport and its main priorities.




The main priorities of the Maltese national policy for sport<sup>13</sup> are

-  Sport and education
-  Sports participation
-  The sports industry

According to this policy, sport is no longer solely related to education and culture but lately it has generated revenues through competitive events which have left an economic impact. 0.25% out of total GVA and 0.22% out of a total GDP in 2016.

The strategy states that SportMalta, being the national authority in the sector shall be entrusted a major role in the promotion of participation in sport across all strands of society. The policy so calls for the collaboration of the Maltese Olympic Committee. SportMalta is also urged to come up with ideas on how to enhance growth within the sport industry as well as to have the role of the regulator. This strategy is currently being revised to ensure that the best pathway for sport in Malta is being followed.

##### 4) The main stakeholders representing the full breath of the sports sector

-  Ministry of Education and Employment
-  Secretariat of Youth, Sport and Voluntary Organisations
-  SportMalta

<sup>9</sup>[https://mfin.gov.mt/en/The-Budget/Documents/The\\_Budget\\_2016/Budget\\_Document\\_2016\\_English\\_Final.pdf](https://mfin.gov.mt/en/The-Budget/Documents/The_Budget_2016/Budget_Document_2016_English_Final.pdf)




<sup>10</sup> <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8658>

<sup>11</sup> <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8921&l=1>

<sup>12</sup> <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lp&itemid=16539&l=1> j

<sup>13</sup> [file:///C:/Users/Schools\\_home/Downloads/MALTA%20-%20National%20Sports%20Policy%202017-2027\(1\)%20\(5\).pdf](file:///C:/Users/Schools_home/Downloads/MALTA%20-%20National%20Sports%20Policy%202017-2027(1)%20(5).pdf)



-  Institute of Physical Education and Sport, University of Malta
-  Institute of Community Services, Malta College of Arts, Science and Technology
-  Sports federations, associations and clubs

#### 5) The role, function and the contribution of the stakeholders involved in delivering sport:

- Government Agencies

SportMalta is the national entity for sport and it is both a regulator and a service provider<sup>14</sup>.

- National Olympic Committee

Malta Olympic Committee is the National Olympic Committee representing Malta. It is also the body responsible for Malta's representation at the Olympic Games, Commonwealth Games, European Games, Mediterranean Games, Games of the Small States of Europe and European Youth Olympic Festival<sup>15</sup>.

- Sports Federations

Sport federations are responsible for organising events within their sport and to serve as regulators within their sport. Their recognition from SportMalta is a must to benefit from Government funds.

- Local authorities/municipalities

Local authorities play no major role in delivering sports in Malta.

- The private sector

The private sector plays no major role in delivering sports in Malta.

- Sports clubs

There are a number of sports clubs that are responsible for delivering sports in Malta. Their major role is to deliver their sport and to participate in national and international events. They also need to be registered with SportMalta if they intend to benefit from Government funds.

- Grassroots sport and sport for all organisations

There are a number of sports organisations that are responsible for delivering sports in Malta. Their major role is to deliver different types of grassroots sport and sport for all to feed specific sports clubs. They also need to be registered with SportMalta if they intend to benefit from Government funds.

### **Sport funding**

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<sup>14</sup> <https://www.sportmalta.org.mt/>

<sup>15</sup> [https://en.wikipedia.org/wiki/Malta\\_Olympic\\_Committee](https://en.wikipedia.org/wiki/Malta_Olympic_Committee)

Sport in Malta is mainly funded by the Government, both at infrastructure and at human resources level. SportMalta, the national entity for sport, supports both individual athletes and teams who wish to pursue a career in sport. SportMalta, which is sustained by the Government, assists athletes and sports' organisations financially through its several schemes and incentives<sup>16</sup>. Moreover, sport in Malta will also benefit from facility refurbishment and the building of new sports facilities in the near future

In 2016, it was estimated that 73,000 bed nights had to reach Malta, however the actual amount of bed nights was 31,600<sup>17</sup>.

In 2016 sport had a small impact on the Maltese total Gross Value Added (GVA), with only 0.25%. Sport also generated 0.22% of the Maltese total Gross Domestic Product (GDP). These rates are definitely very low when compared with other economic sectors in the country. There are 490 sport full-time employees with most of them working in the private sector. On the other hand, the largest amount of sport part-time employees work with non-profit institutions serving households (NPISH).

### **Sport as part of a health strategy**

SportMalta is the national service provider with a mission to move a nation through the promotion and development of sport for a healthy, inclusive and successful Malta<sup>18</sup>. In this regard SportMalta offers an intensive programme to accommodate all ages, from toddler to senior citizens with the aim of utilizing sport and physical activity towards a healthier lifestyle<sup>19</sup>.

### **The role and development of the sport movement in Malta**

The Sport Movement works hand in hand with the national entity for sport. SportMalta supports the Maltese Olympic Committee through subsistence, which funds are obtained from the Government. The Maltese Olympic Committee is responsible to provide benefits for elite athletes, members of its registered organisations.

### **The link between the sport movement and the Government & its strategy.**

The National Policy for Sport in Malta and Gozo calls for the collaboration between SportMalta and the Maltese Olympic Committee to be the motors behind the promotion of sport across the board<sup>20</sup>.

### **b) The range of activities available and which organisations provide them**

Local Councils are not involved directly in the organisation of sport at local or regional level.

NGOs, federations, associations and clubs are responsible for the organisation of certain sport events in Malta. Volunteers occupy positions within these organisations. Lately Malta, during its Presidency of the Council of the European Union, made volunteering in sport its priority. The main document *Sport as a Platform for Social Inclusion through Volunteering*<sup>21</sup>, invited Member States, the European Commission and other stakeholder to maximise the benefits of sport volunteering towards inclusion.

<sup>16</sup> <https://www.sportmalta.org.mt/assistance>

<sup>17</sup> SportMalta records

<sup>18</sup> <https://www.sportmalta.org.mt/about/our-mission>

<sup>19</sup> <https://www.sportmalta.org.mt/programmes>

<sup>20</sup> [file:///C:/Users/Schools\\_home/Downloads/MALTA%20-%20National%20Sports%20Policy%202017-2027\(1\)%20\(6\).pdf](file:///C:/Users/Schools_home/Downloads/MALTA%20-%20National%20Sports%20Policy%202017-2027(1)%20(6).pdf)

<sup>21</sup> [file:///C:/Users/Schools\\_home/Downloads/ST-8937-2017-INIT-EN%20\(1\).pdf](file:///C:/Users/Schools_home/Downloads/ST-8937-2017-INIT-EN%20(1).pdf)

During the past few years Malta has seen some major changes in the field of sport. A national sports school was founded with the aim of recruiting sport talented students so that they can focus on their sport during their secondary education period. A national sport policy was drafted and two important acts, namely the sports act and the commercialisation act are currently in the process of being published. Moreover, SportMalta the national entity for sport has been through a thorough re-branding.

### c) The levels of sport and physical activity participation.

The levels of participation in sport and physical activity in Malta, back in 2014, had much to be desired as only 5% did sport or physical activity on a regular basis, 14% participated with some regularity and 6% seldom engaged in sport and physical activity according to the Special Eurobarometer 412 (2014)<sup>22</sup>. On a positive note, according to the Special Eurobarometer 472 (2018)<sup>23</sup>, Malta has made the greatest progress in Europe by reducing the percentage of inactive people from 75% to 56% even though it is becoming a trend in all European countries where the portion of Europeans that never exercise or play any sport has been increasing since 2009 from 39% to 46% in 2017.

Unfortunately, high rates would leave an impact on public health expenses if the lack of participation in sport and physical activity is left untreated, as such inactivity leads to non-communicable diseases.

More research is needed to determine which are the most popular sport and type of physical activity. Also, research is needed to identify what are the trends and tendencies associated to sport and physical activity in Malta.

#### 1) The most popular sports and physical activities

There are several sports organisations catering for different sports, different abilities and age groups. Very predictably, football/soccer is the most popular sport in Malta with the largest number of organisations on the island. In fact, there are 93 organisations out of a total of 344 SportMalta registered organisations. The second most popular sport is the traditional bocci with 20 registered organisations. In third place there are multisport organisations. These are followed by motorsport, basketball and tennis. All the other disciplines are represented with low numbers ranging from 1 to 8 registered organisations.

#### 2) Participation and successes in high level competition

Malta participated for the first time in the Olympic Games in Amsterdam 1928 with a waterpolo team. It participated for the second time 8 years later in Berlin 1936 taking part in waterpolo and athletics. London 1948, Rome 1960, Mexico 1968 and Munich 1972 saw a few Maltese athletes and it was only in Moscow 1980 that the first ever Maltese female athlete took part in the Olympic Games. One of the best results for Malta, was obtained in Los Angeles 1984 placing 9<sup>th</sup> in sailing. Malta continued to take part regularly in the Olympic Games with a maximum of 4 different disciplines each time.

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<sup>22</sup> [https://ec.europa.eu/commfrontoffice/publicopinion/archives/ebs/ebs\\_412\\_en.pdf](https://ec.europa.eu/commfrontoffice/publicopinion/archives/ebs/ebs_412_en.pdf)

<sup>23</sup> [file:///C:/Users/merc041/Downloads/ebs\\_472\\_en.pdf](file:///C:/Users/merc041/Downloads/ebs_472_en.pdf)



Malta has participated in the Games for Small States of Europe since 1985 getting the best results in Malta 2003 with 43 medals.

Malta also participates regularly in the Mediterranean Games and it also participated in the 1<sup>st</sup> edition of the European Games which took place in Baku in 2015.

The Maltese Olympic Committee is running the MOC Elite Scheme which is identifying the most promising athletes to represent Malta providing them with support services, while the current government is expecting athletes to put Malta on top in the field of sport.

#### **d) Professional Sports**

##### **1) The main characteristics of professional sport**

Malta is very low on numbers when it comes to professional sports with only 25 flexi-training athletes who are supported by SportMalta and 43 full-time football players. There are only 66 football players and 10 aquatic sport athletes employed on a part-time basis. All the other athletes are not in employment as athletes.

#### **e) The venues/facilities - where sport and physical activity takes place**

##### **1) Stadia and venues that exist for spectators sport and events in Malta**

Most of the Maltese accessible sport facilities are owned by the schools. In fact, there are 132 school yards, 72 schools sport courts, 20 school sports grounds and 89 indoor areas. The rest of the facilities belong to football with 45 football grounds and 2 mini football pitches. SportMalta owns 5 sports complexes and there is 1 national football stadium.

##### **2) The provision of facilities for sport and physical activity:**

Sport is mainly practised in indoor facilities, pools, sport centres, fitness centres and outdoor facilities. Only a few sports are practised using natural resources namely water sports such as sailing on the sea and outdoor sport like trekking in the countryside.

<i>Facility</i>	<i>Number</i>	<i>Owner</i>	<i>Operator</i>
Badger karting track	1 <sup>24</sup>	Private sector	Private sector
Basketball complex	1 <sup>24</sup>	Association	Association
Shooting ranges	2 <sup>24</sup>	Government/ Private sector	Association/ Private sector
Hockey centre	2 <sup>24</sup>	Government	Association/Club
Sports pavilion	1 <sup>24</sup>	Government	Association
Sports complex	7 <sup>24</sup>	SportMalta/Schools/Church/Government	SportMalta/Schools/Church/University
Basketball club	1 <sup>24</sup>	Education department	Education department
Bowling centre	1 <sup>24</sup>	Private sector	Private sector
Horse racing track	1 <sup>24</sup>	Private sector	Private sector
Football stadium	4 <sup>24</sup>	Government	Association/ Club
Marina	9 <sup>24</sup>	Private sector/ Government	Private sector/ Government
Gymnasium	1 <sup>24</sup>	Private sector	Club
Football ground	2 <sup>24</sup>	Government	Association/Club
Tennis club	2 <sup>24</sup>	Government	Club
Sports club	1 <sup>24</sup>	Government	Club

<sup>24</sup> [file:///C:/Users/Schools\\_home/Downloads/Sports-Facilities%20\(4\).pdf](file:///C:/Users/Schools_home/Downloads/Sports-Facilities%20(4).pdf)

Outdoor skate park	2 <sup>24</sup>	Government	Private Sector in partnership with Association
Athletics stadium	1 <sup>24</sup>	Government	Association
Swimming pool complex	1 <sup>24</sup>	SportMalta	SportMalta
Water polo and swimming club	1 <sup>24</sup>	Government	Club
Indoor skate park	1 <sup>24</sup>	Government	Federation
Golf club	1 <sup>24</sup>	Government	Club
Yacht club	1 <sup>24</sup>	Government	Club
Aquatic sports club	1 <sup>24</sup>	Government	Club
Outdoor fitness centre	4 <sup>24</sup>	Government	Government/Club
Polo club	1 <sup>24</sup>	Government	SportMalta
Football club	1 <sup>24</sup>	Government	Club
School yards	132	Education Department	Education Department
School sports courts	73	Education Department	Education Department
School sports grounds	20	Education Department	Education Department
School indoor area	89	Education Department	Education Department
Football grounds	45	Government	Football clubs
Mini football pitches	2	Government	Football clubs

#### f) The trends and tendencies - which activities are emerging and becoming popular

There is no data on the major changes and tendencies in the sport system in recent years. Sport is becoming more popular in Malta and its benefits are being further recognised by the general public. There were no major differences in the sport system but rather an evolution to attract more people to take part.

##### 1) Change in the foreseeable future

A change could be seen soon with new sporting venues being built and the government stating that it does not want Malta to keep on just taking part but also to start winning. This has already started happening with National teams from different sports, reaching prestigious European standards.

##### 2) The main challenges facing employers and operators

One of the main challenges that Maltese employers and operators are meeting is the fact that the number of unemployed people has decreased drastically over the past 8 years. The unemployment rate has gone down to 3.7% in 2018 according to the National Statistics Office. Within these figures, there are a few people who are unemployable, of different ages, with different skills and abilities. Another challenge, with such a small population, it is very difficult to find the right person with the specific skills and qualifications needed, the person who has been educated and channelled to work in that particular sector.





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# SPORT LABOUR MARKET STATISTICS




## 4. SPORT LABOUR MARKET STATISTICS

The following summarises and highlights some of the main findings of the Malta statistical report prepared for the ESSA-Sport project. This reveals that the total number of people working in the Sport and Physical Activity Sector in Malta in 2018 was 1,800. This represents a growth rate of 181% since 2011.

This is the total of all those paid staff working in organizations which have their main purpose as Sports Activities (Section 1 below) and those working in Sport Specific occupations in other types of organizations (Section 2).

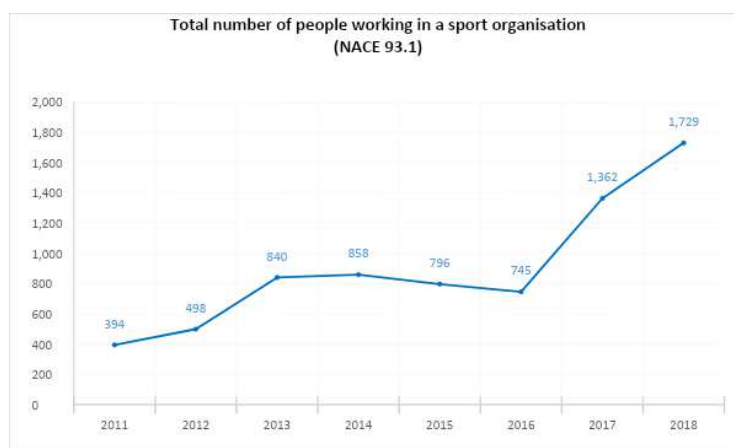
### a) Total Number of People Working in Sports Organisations

This section uses Eurostat figures for the period 2011-2018 to estimate and break down the number of people working for organisations classified as '93.1 Sports Activities' within the EU NACE database. This comprises:

-  Operation of Sports Facilities
-  Activities of Sports Clubs
-  Fitness Facilities
-  Other Sports Activities

It is important to note that the figures here are for all staff working in these types of organisations and will include, for example, managers, cleaners, receptionists, office staff, catering staff etc. as well as staff with a sport specific occupation. Staff with sport specific occupations are covered later in greater detail.

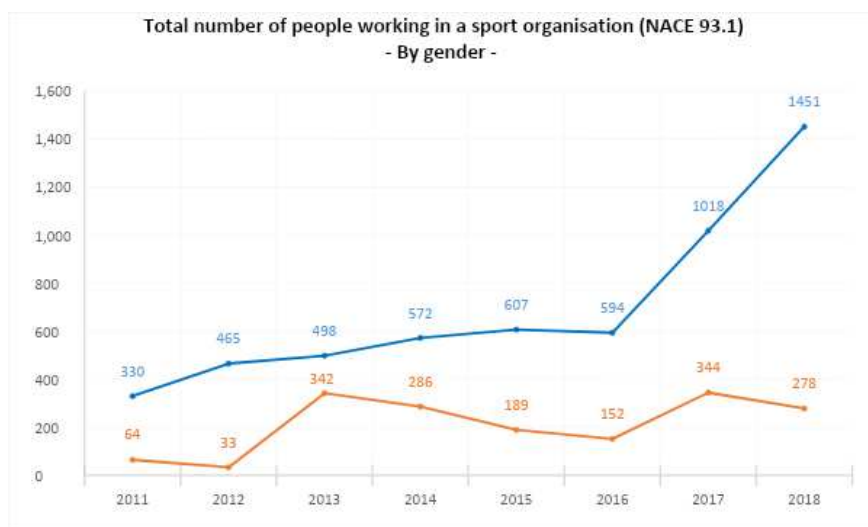
### b) Total Number of People Working in All Occupations in Maltese Sports Organisations and Growth Rate



The total Malta working population in these organisations (all occupations) as of 2018 is 1,729. This compares with a figure of 394 in 2011. Thus, there is a growth during this period of 1,335 (339%).

### 1) All People Working in Maltese Sports Organisations by Gender

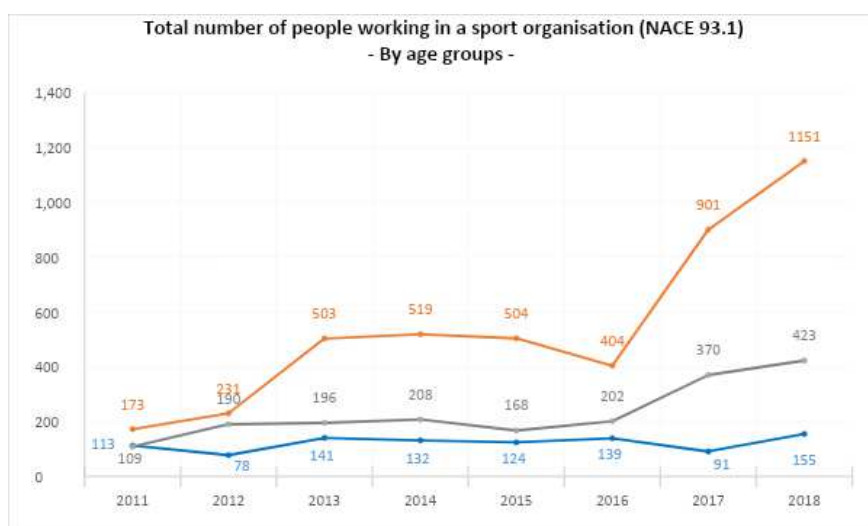
The number of males working in sport organisations has always been more than females. In 2011 males exceeded females by 266 (68%) whereas in 2018 the number increased to 1173 (68%). One can notice that in 2013 the number of females was 342 (41%), the highest percentage for the past 8 years. This shows that this workforce is dominant by males and more females need to be recruited.



### 2) All People Working in Maltese Sports Organisations by Age

In 2018 the workforce was broken down by age as follows:

15-24 years old	155 (8.96%)
25-49 years old	1,151 (66.57%)
50+ years old	423 (24.47%)

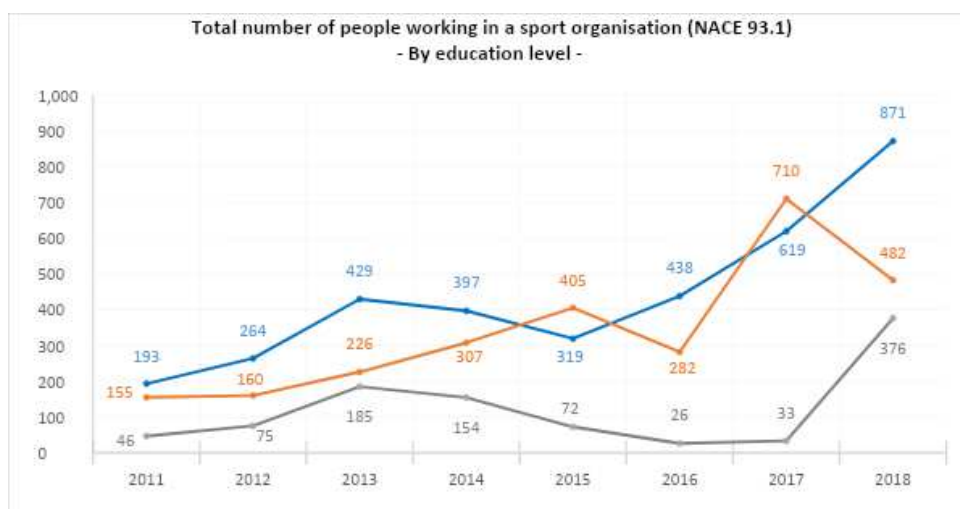


Between 2011 - 2018 there was a significant decrease of 19.61% in the 15-24 age group, these were mainly replaced by the 25-49 age group with quite a large increase of 23.76%. There was only a slight decrease of 3.15% in the 50+ age group. This could suggest that Malta's workforce is ageing which could result in a shortage of certain skills in the future.

### 3) All People Working in Maltese Sports Organisations by Level of Education

In 2018 the workforce was broken down by education level as follows:

Low (ISCED 0-2)	871 (50.38%)
Medium (ISCED 3-4)	482 (27.88%)
High (ISCED 5-8)	376 (21.75%)



The period between 2011-2018 shows a very slight increase in the low education group (1.43%), a decrease of 11.42% in the medium education group and an increase of 10% in the high education group. This indicates that there are more high level education people entering the sector. This could suggest that Malta's efforts to train employees in this sector are on the right track.

### 4) All People Working in Maltese Sports Organisations by Type of Contract

In 2018 the workforce was broken down by type of contract as follows:

Full-time	1,376 (80%)
Part-time	354 (20%)





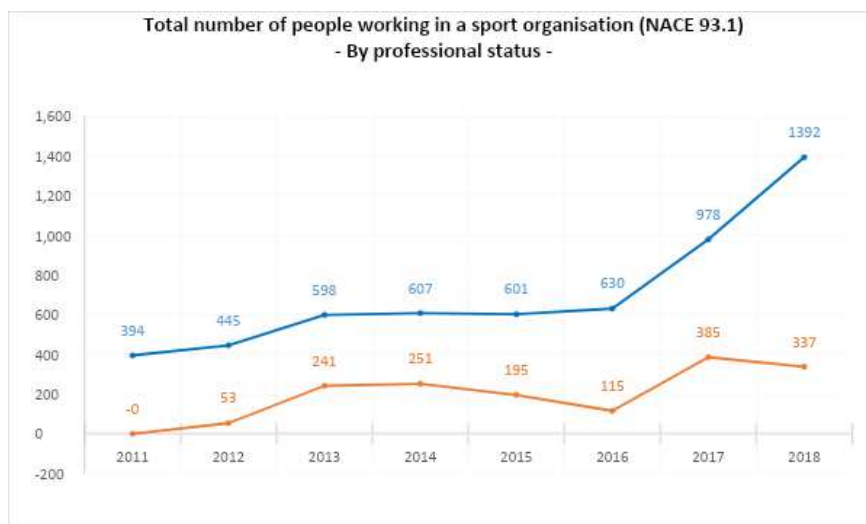
Even though the number of jobs between 2011-2018 are increasing at a healthy rate, the number of full-time jobs only increased by 5% in this same period to a total of 80%. This increase resulted in a decrease in part-time jobs by 5%.

#### 5) All People Working in Sports Organisations by Professional Status

In 2018 the workforce was broken down by professional status as follows:

Employed 1,392 (81%)




Self-employed 337 (19%)



In the period of 2011-2018 there was a significant increase in the self-employed group by around 19%. There were no self-employed or no recorded data in 2011 for the group to spike up to 385 in 2017 and slightly decrease to 337 workers by 2018.

#### c) People Working in a Sport Specific Occupation in All Types of Organisation (Sport and Non-Sport)

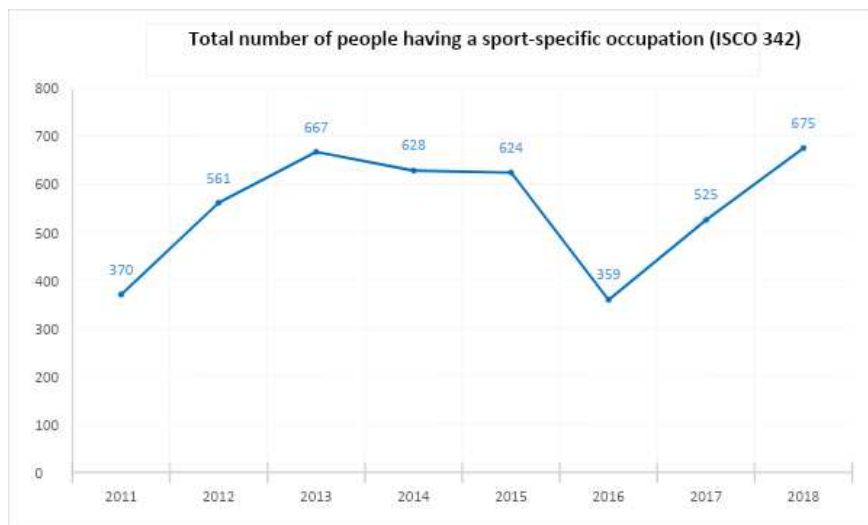
This section uses Eurostat figures for the period 2011-2018 to estimate and break down the number of people working in sports specific occupations (classified as ISCO 342) in sport and non-sport occupations. This group comprises:

-  Athletes and Sports Players
-  Sports Coaches, Instructors and Officials
-  Fitness and Recreation Instructors and Programme Leaders

It is important to note that the figures here are for staff working in all types of organisations: sports organisations and other types of organisations (for example, fitness staff in hotels etc.). Unlike NACE 93.1, ISCO 342 excludes occupations such as cleaners, managers, receptionists, office staff and caterers etc.

### 1) Total Number of People Working in Sport Specific Occupations and Growth Rate

The total working population in sports specific occupations (sport and non-sport organisations) as of 2018 is 675 compared to only 370 in 2011.



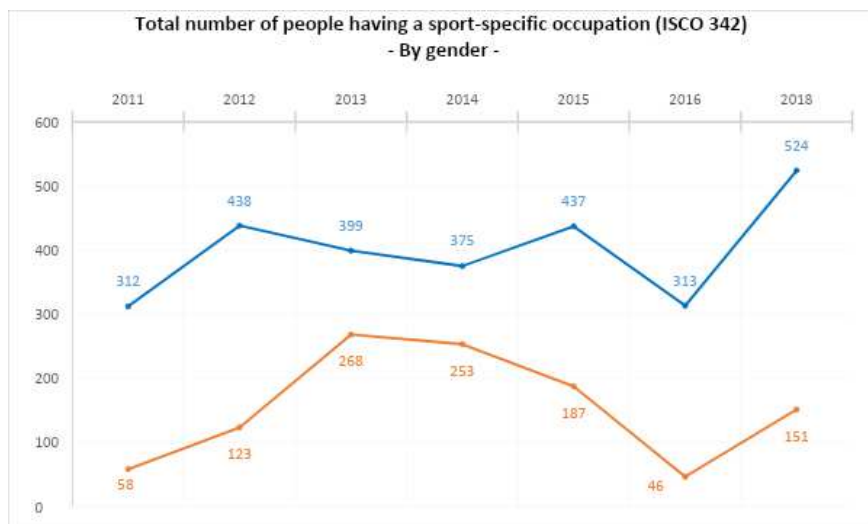
There was a growth during this period of 82.4%. This is quite a high growth rate, but it is much lower than growth in sport organisations (NACE 93.1) which was of 339% over the same eight year period.

### 2) People Working in Sport Specific Occupations by Gender

In 2018, the number of people working in sports specific occupations breaks down as follows:

Male 524 (78%)

Female 154 (22%)

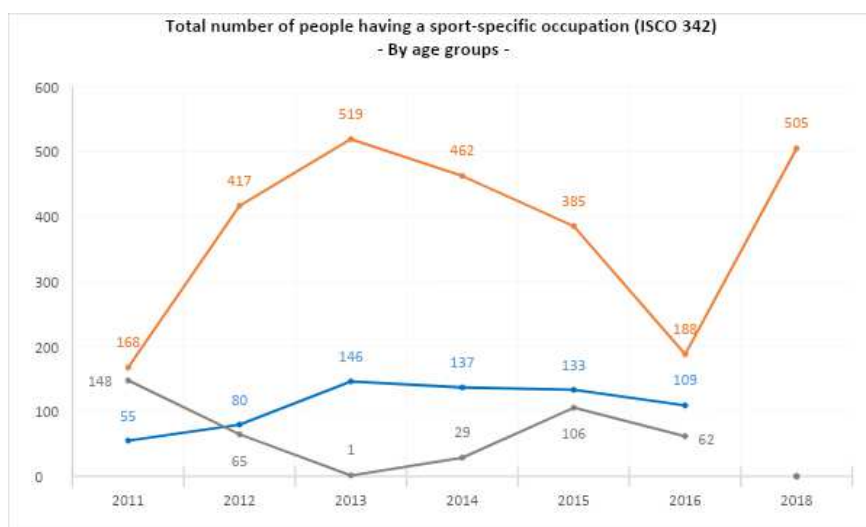


One can see very minimal change through the last eight years. In 2011, 84% of those working in sport specific occupations were male and 16% were females - a margin of 68%. The number of females now has gone up to 22% with a difference of just 6% and a total margin between males and females of 56%. This margin is slightly less than the number of males over females in the working population of sport organisations in general (68%). Once again Malta could seek to recruit more females in the sport industry.

### 3) People Working in Sport Specific Occupations by Age

In 2018 the workforce in sport specific occupations was broken down by age as follows:

15-24 years old	109 (30 %)
25-49 years old	505 (52%)
50+ years old	62 (17%)

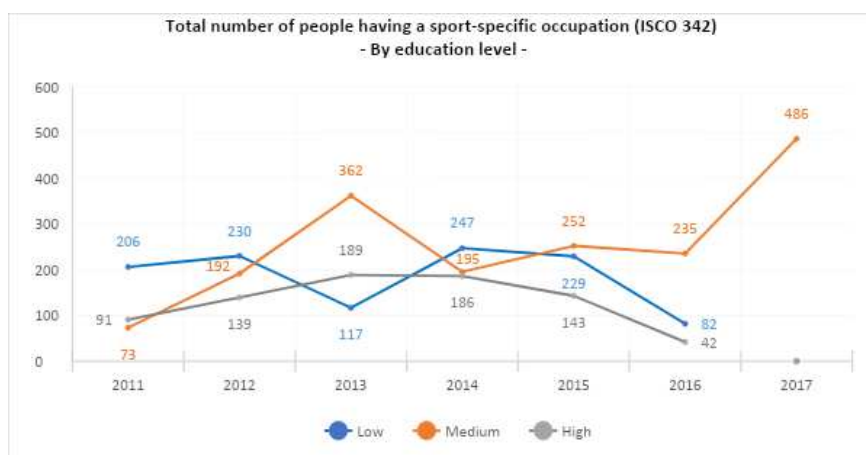


In the period between 2011-2018 one can see an increase in the 15-24 age group (15%), another increase in the 25-49 age group (7%) and a significant decrease in the 50+ age group (23%). This could suggest that the sports specific workforce is getting slightly younger and it contrasts with the working population in sports organisations as a whole (NACE 93.1) where Malta saw a slight ageing tendency.

### 4) People Working in Sport Specific Occupations by Level of Education

In 2016 the workforce in sport specific occupations was broken down by education level (only for this case data from 2016 is taken since there is no data from 2018 and incomplete data from 2017):

Low (ISCED 0-2)	82 (23%)
Medium (ISCED 3-4)	486 (66%)
High (ISCED 5-8)	42 (12%)





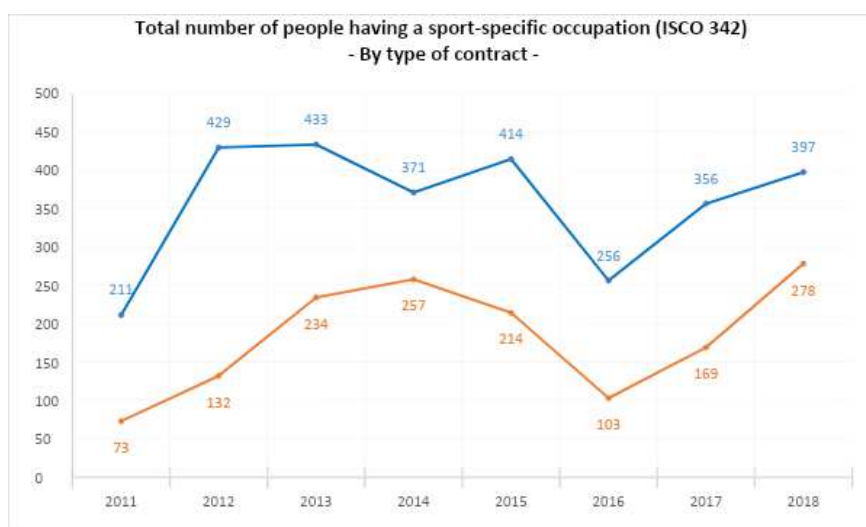
For the period between 2011-2016, one can see a significant decrease in the low education group (33%), a high increase in the medium education group (46%) and a considerable decrease in the high education group (13%). These numbers contrast with those of all people in sports organisations, since the most prominent education group was the low level one. There are also more medium level and less high level of education workers in the sport specific occupations (ISCO 342).

#### 5) People Working in Sport Specific Occupations by Type of Contract

In 2018 the workforce was broken down by type of contract as follows:

Full-time 397 (59%)

Part-time 278 (41%)



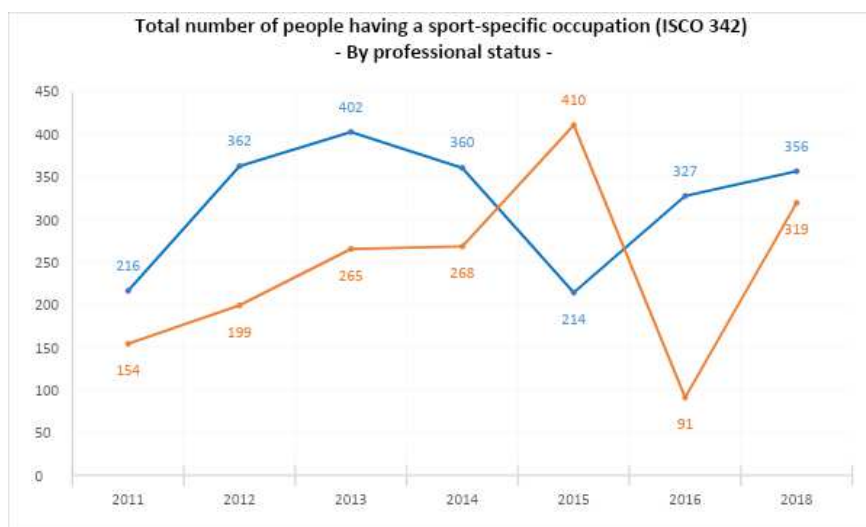
Between 2011-2018 there was quite a change, in 2011 there were 74% of the jobs which were on a full-time basis and a margin between full-time to part-time jobs of 48%. In 2018 this changed to 59% of the jobs being on full-time basis and the margin between both types of contract decreased to 18%. When these figures are compared to the overall number of people working in sport organisations (40%), one can conclude that the margin between full-time and part-time contracts are more than half for sport specific occupations (18%). This shows that as time goes by, a part-time contract is becoming more popular with sport specific occupations (Athletes and Sports Players, Sports Coaches, Instructors and Officials, Fitness and Recreation Instructors and Programme Leaders)

## 6) All People Working in Sports Specific Occupations by Professional Status

In 2018 the workforce was broken down by professional status as follows:

Employed 356 (53%)

Self-employed 319 (47%)



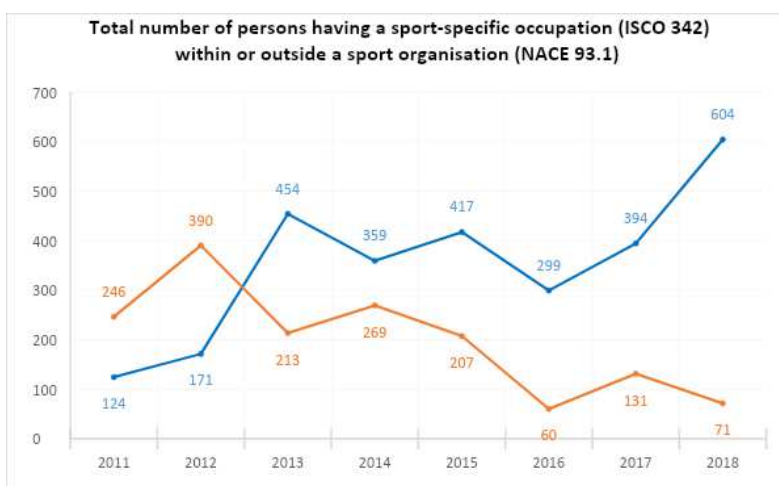
2011-2018 shows a slight increase in the percentage of self-employed (5%) for the margin between professional statuses to become only 6%. Even though once again being employed is the most favoured status, when compared to the overall number of people working in sport organisations, one can see a significant difference with the margin between statuses being 62%. The preference for employment versus self-employment may represent preferences in the Maltese labour market overall.

### d) Total Number of People Working in Sport Specific Occupations and Growth Rate Inside Sports Organisations and in Other Types of Organisations

The total Maltese working population in sports specific occupations for the year 2018 breaks down as follows:

In sports organisations 604 (89%)

In other types of organisations 71 (11%)



This compares with 2011:

In sports organisations 124 (34%)

In other types of organisations 246 (66%)

The percentage of those working in sports specific occupations in other types of organisations has decreased drastically from 66% to 11%. This means that people with sport specific jobs are working more within sport organisations rather than in other types of organisations.

#### e) Total Employment in the Sports Sector

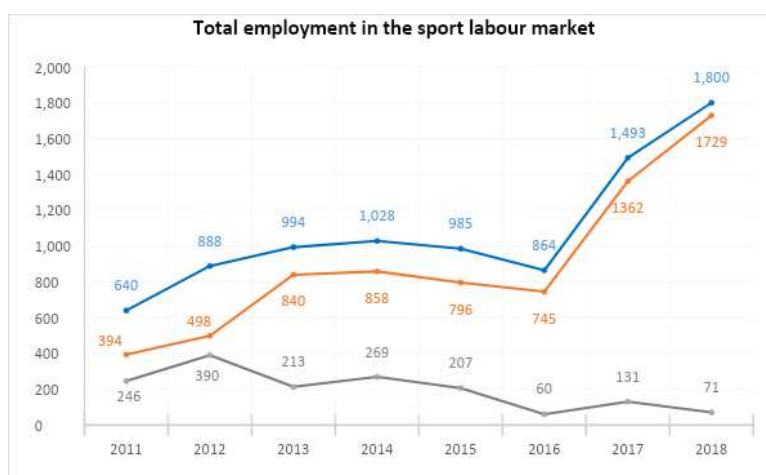
This section uses Eurostat figures for the period 2011-2018 to compare the number of people working in sports specific occupations (classified as ISCO 342) in both sport and non-sport organisations (those not classified under NACE 93.1). This group comprises:

- Athletes and Sports Players
- Sports Coaches, Instructors and Officials
- Fitness and Recreation Instructors and Programme Leaders

It also calculates the total size of the sector by adding all staff employed in sports organisations (this will include sport specific occupations and others such as managers, catering staff, cleaners etc.) with all those in sport specific occupations (Athletes and Sports Players, Sports Coaches, Instructors and Officials, Fitness and Recreation Instructors and Programme Leaders) employed in other types of organisations.

#### 1) Total Employment (All Occupations in Sports Organisations + Sport Specific Occupations in Other Types of Organisation)

Combining the number of people working in sports organisations with the number working in sport specific occupations in other types of organisations shows the size of the overall sport and physical activity labour force in Malta.



The number of employees in sports organisations (all occupations) combined with those in sport specific occupations in other types of organisations:

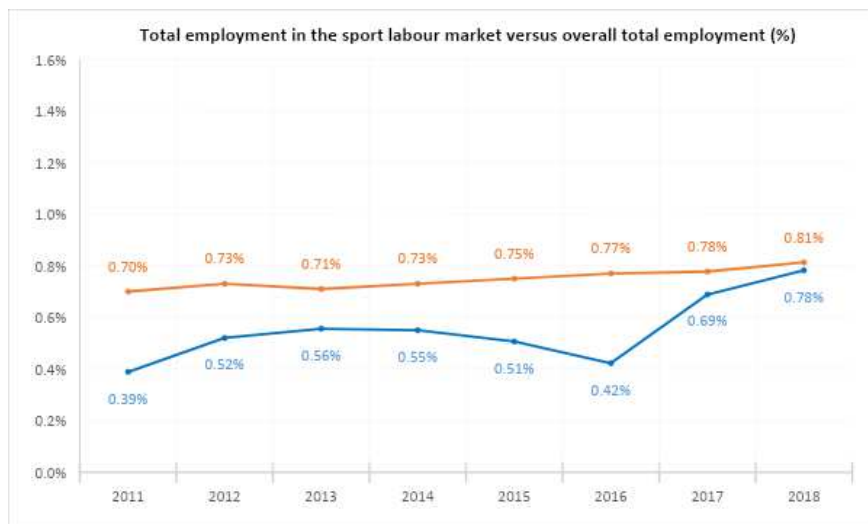
2011 – 640 people → 2018 – 1,800 people

This shows an overall growth rate of 181%.



## 2) Comparing Employment in Sport and Physical Activity in Malta with the Rest of the EU

The size of the Sport and Physical Activity workforce in Malta is lower (by 0.03%) than that in the EU 28 as a proportion of total employment. In Malta 0.78% of the working population is employed in Sport and Physical Activity by comparison with 0.81% across the EU.





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# **NATIONAL EDUCATION AND TRAINING SYSTEM**



## 5. NATIONAL EDUCATION AND TRAINING SYSTEM

The Ministry for Education and Employment has the responsibility to provide present and future generations with the necessary skills and talents for citizenship and employability<sup>25</sup>.

In Malta there are public, church and private schools. Compulsory age is from 5 to 16 years. Importance is given to foreign languages, literacy and digital literacy. The Education Department caters for various age groups, namely, early years, higher education and lifelong learning apart from compulsory schooling. Quality assurance is a priority and an accreditation unit regulates qualifications. Research and development fall within the remit of this department and scholarships are awarded on a regular basis.

The main university in Malta is the University of Malta. There are a few other small foreign universities which cater for various sectors. The University of Malta is the highest teaching institution in Malta. It is publicly funded and is open to all those who have the requisite qualifications. There are some 11,500 students including around 1,000 international students from 92 different countries and 450 visiting students, following full-time or part-time degree and diploma courses, many of which run on the modular or credit system<sup>26</sup>. Full-time students get a monthly stipend for attending a university course. Foreigners and part-timers pay fees.

The inclusion of vocational subjects starts from lower secondary level. The current secondary education system enables students to have subject specialisation from the third year of studies at the age of 14. In 2011 a national 3-year Vocational Pilot Project was launched offering vocational qualifications in 4 vocational subjects in several state and non-state schools. Now students have the option of vocational homegrown subjects as optional subjects at Level 3 of the Malta Qualifications Framework (MQF). This way, vocational subjects have found their way back into compulsory education within standard secondary schools (rather than in specialised vocational schools). At post-compulsory level (MQF Levels 1 to 6) the main state institutions which provide Vocational Educational Training (VET) are the Malta College of Arts, Science and Technology (MCAST) and the Institute of Tourism Studies (ITS). MCAST provides courses from MQF Level 1 to MQF Level 6 while ITS provide training up to MQF Level 5, which may lead to a continuation of a degree at MQF Level 6 at the University of Malta. The establishment of the MQF and its referencing to the European Qualifications Framework (EQF) in 2009, was inevitably a concrete cornerstone towards the enhancement of VET. The MQF pushed forward parity of esteem between vocational education and general or academic education and made possible the permeability between VET and higher education which enhances lifelong learning. VET qualifications are now giving access to several courses at the higher levels of the MQF and also enabled VET training providers to link their qualifications to the MQF. VET in Malta is also providing opportunities for learners without any qualification to access and further their education through Initial VET (IVET) qualifications. IVET starts at the lowest level of the MQF (Level 1) and provides a variety of routes for tertiary education attainment<sup>27</sup>.

Quality assurance within the Maltese Education Department is meant to ensure that all learners receive an equitable entitlement to a high quality education, to establish high quality standards that

<sup>25</sup> <http://education.gov.mt/en/Pages/educ.aspx#>

<sup>26</sup> <https://www.um.edu.mt/>

<sup>27</sup> <https://education.gov.mt/en/refernet/Pages/About-VET.aspx>

reflect national priorities, vision, policies and strategies, to monitor the school's accountability in achieving high quality standards, to keep key stakeholders informed about the performance and progress of educational provision in the school, to provide clear and meaningful feedback to schools regarding the effectiveness of their educational provision and recommend priorities for future action so as to inform the school's development planning for improvement, to evaluate the impact of the school's internal review process on achieving high quality standards and to contribute in supporting the development of the school's capability to perform an effective and on-going internal review<sup>28</sup>.

The Malta Qualifications Recognition Information Centre (MQRIC) is the competent body within the National Commission for Further and Higher Education (NCFHE) that recognises qualifications against the Malta Qualifications Framework (MQF)<sup>29</sup>. It provides recognition and comparability of both academic and vocational qualifications, using both the MQF and the European Qualifications Framework (EQF) to provide recognition advice on both local and international qualifications. It also assists in the recognition of Maltese qualifications abroad <sup>26</sup>. Malta Qualifications Recognition Information Centre (MQRIC) is also the local official ENIC-NARIC centre in Malta and forms part of the ENIC-NARIC Network <sup>26</sup>.

An apprenticeship scheme is mainly offered by MCAST, which is a combination of both college-based learning and industry-based training in preparation for a career choice, giving students the chance to develop their technical competences through real work experience which will help to give them an edge over other people looking for employment<sup>30</sup>. As an apprentice the students will gain the opportunity to experience learning within local and/or international industries, providing them with the opportunity to develop their creativity and problem-solving skills.

Students finishing their Secondary Education cycle as from June 2013 may qualify to receive a Certificate at Level 1 or Level 2 of the Malta Qualifications Framework (MQF) and of the European Qualifications Framework for Lifelong Learning. The grades (Distinction, Merit, and Pass) and marks allocated to Non-Formal and Informal Education and Personal Qualities in the former Secondary School Certificate and Profile (SSC&P), have been eliminated. This will further emphasise the profiling aspect of the SSC&P thereby giving a clearer picture of what the student has accomplished and participated in during the secondary cycle. The profiling aspect will be further highlighted by listing the Non-Formal and Informal activities that the student participates in and by assigning descriptors to the Personal Qualities<sup>31</sup>.

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<sup>28</sup> <http://education.gov.mt/en/education/quality-assurance/Pages/default.aspx>

<sup>29</sup> <https://ncfhe.gov.mt/en/services/Pages/All%20Services/mqric.aspx>

<sup>30</sup> <http://www.mcast.edu.mt/153>

<sup>31</sup> <http://skola.edu.mt/wp-content/uploads/2012/11/handbookweb.pdf>





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# NATIONAL SPORT EDUCATION AND TRAINING SYSTEM





## 6. NATIONAL SPORT EDUCATION AND TRAINING SYSTEM

The compulsory age for physical education is from 5 to 16 years. These students are entitled to 90 minutes of physical education per week which are delivered by qualified physical education teachers, where possible. The Physical Education activities are the following:

-  Games including badminton, basketball, football, handball, hockey, netball and rugby
-  Athletics
-  Fitness
-  Gymnastics
-  Outdoor education
-  Swimming

The Institute for Physical Education and Sport (IPES) of the University of Malta was established in 2002 with the aim of providing Certificate, Diploma, Degree Courses and professional development courses in Physical Education and Sport and to carry out research in the same area<sup>32</sup>. MCAST also offers several courses in Sport, namely Certificate and Diploma in Sports. A sport related masters will also be starting in the coming months. A course for volunteers in management and administration in sports organisations is also offered by SportMalta in collaboration with MCAST. SportMalta are also working closely with the stakeholders mentioned before to offer apprenticeship opportunities within the sport sector.

Lately, the University of Malta is offering a master's degree in teaching and learning that represents a Level 7 (MQF) qualification, graduates of which will be eligible to apply for a warrant to join the teaching profession. Teachers in Malta need to have a master's degree to be able to obtain a teaching warrant. The effects of this new trend will give its results in a few years.

A course within the Education Department is being held as Continuous Professional Development (CPD) for Heads of Departments and other personnel taking up the mentoring role in the Induction and Mentoring process. The CPD (mentoring) is aimed at empowering people to act as mentors for Newly Qualified Teachers and struggling teachers<sup>33</sup>, including Physical Education (PE) teachers. In certain sports, coaches and administrators must go through a number of CPD hours to be able to retain their coaching or administrators' licence.

Most sports federations take the initiative to offer coaching and refereeing courses and most of them are affiliated to and recognised by the European and other International federations. Some federations also offer training for volunteers before they are recruited for a specific role. Each sport has its own qualification/coaching courses. Certain federations offer courses which are recognised by international federations as mentioned before, then there are other local federations which offer their own courses which are not necessarily recognised by the international federations. Each sport federation has its rules on what qualifications are required to be able to coach, however most of them require a minimum qualification to be eligible to coach a team or individual.

One of the main challenges is the fitness sector since it is not regulated yet, individuals in possession of a diploma in personal training and another holding a foundation qualification can both work in a gym establishment but obviously not both parties have the same level of knowledge. SportMalta

<sup>32</sup> <https://www.um.edu.mt/ipes>

<sup>33</sup> [https://education.gov.mt/en/education/quality-assurance/Documents/QAD-REVIEW-SCHOOL\\_IMP/1\\_qad%20si%20CPD%20Mentoring%20course%20outline.pdf](https://education.gov.mt/en/education/quality-assurance/Documents/QAD-REVIEW-SCHOOL_IMP/1_qad%20si%20CPD%20Mentoring%20course%20outline.pdf)

employs only qualified coaches, with a minimum of level 1 to work as coaches within its programmes. After attaining the mentioned qualifications, one can obtain accreditation by Malta Qualifications Recognition Information Centre (MQRIC) and National Quality Framework (NQF) level is assigned.

Currently there is no system for tracking graduates with sport qualifications and monitoring of their position in the sport industry



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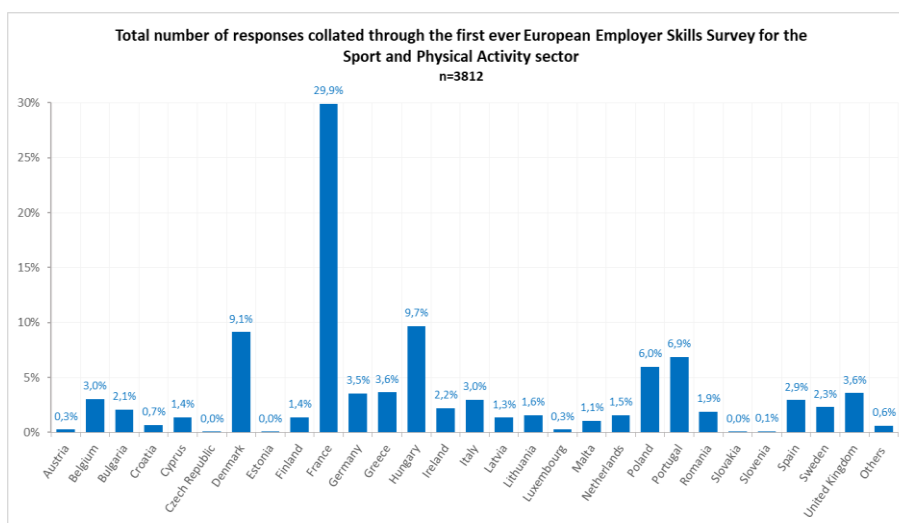
**7**

**FINDINGS FROM THE  
EMPLOYER SKILLS  
SURVEY**



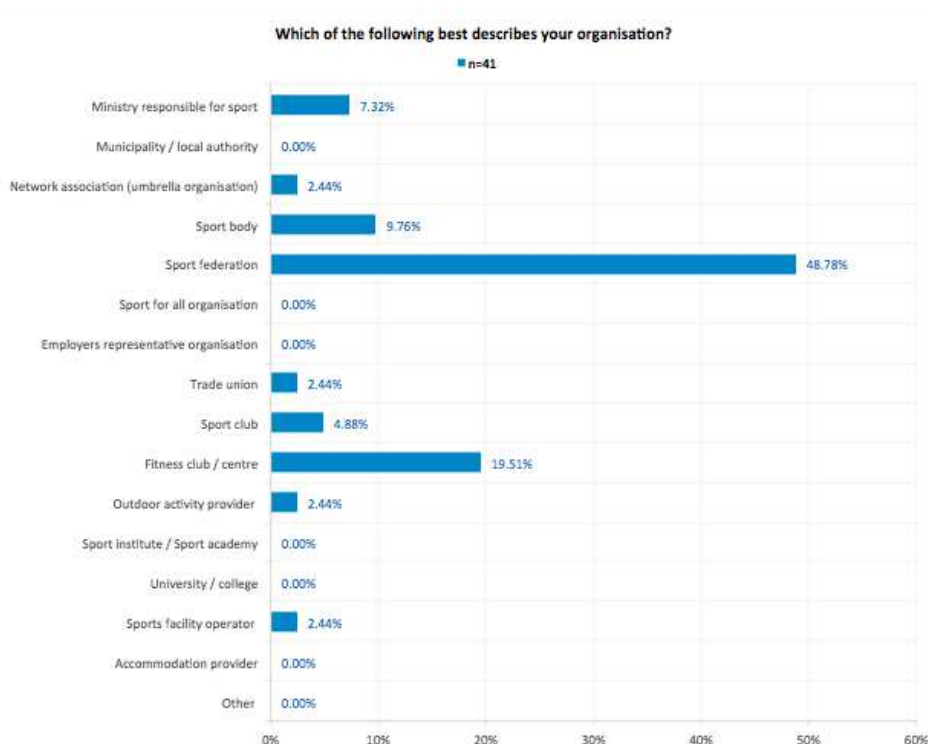
## 7. FINDINGS FROM THE EMPLOYER SURVEY

The total number of respondents of the online employer's survey was over 3800 and Malta managed to get 41 responses which amounts to 1.1% when compared to all European countries.

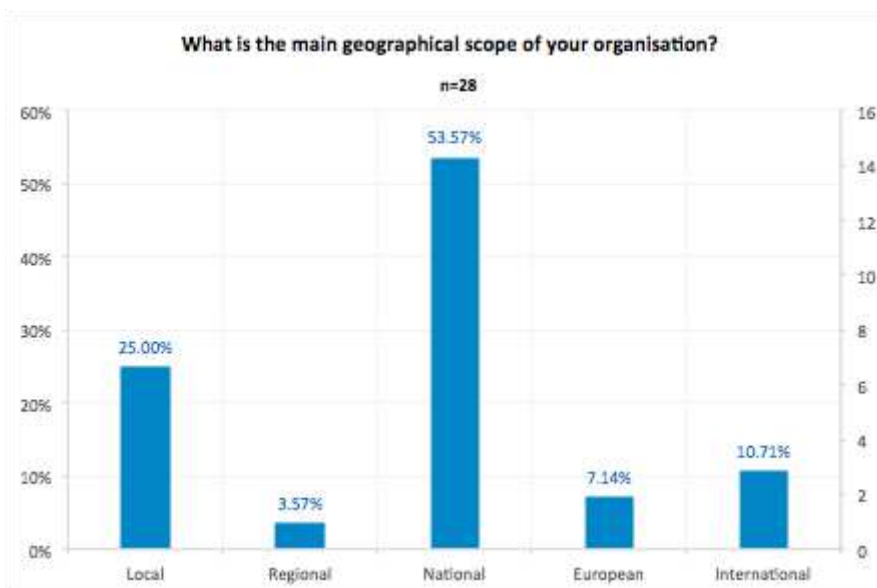


### a) About respondent Organisation

The main respondents of this survey in Malta were sport federations (48.8%) and fitness centres (19.5%) while Europe's top respondents were sports clubs (43.9%) and sport federations (19.7%)

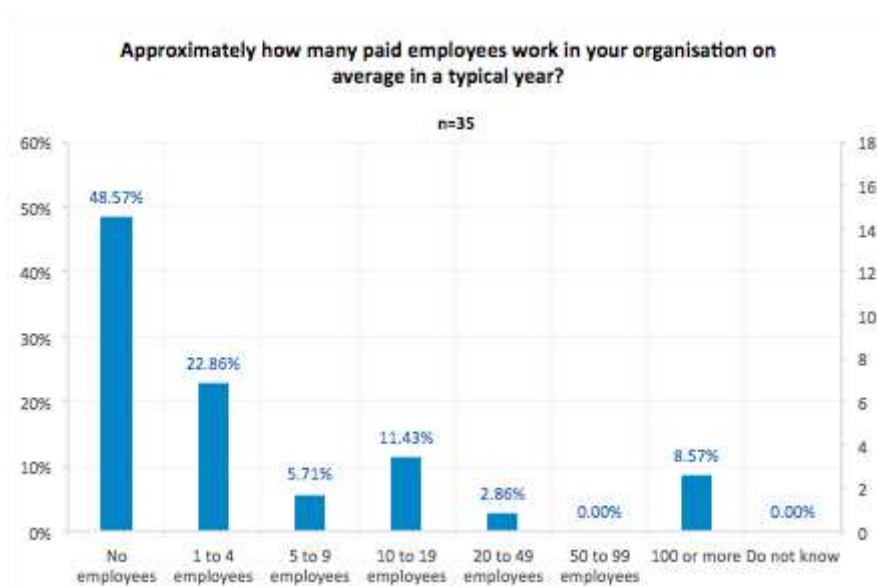


The respondents from Malta receive mainly National coverage (53.6%) showing the amplitude of Malta when compared to Europe's organisations, where the main respondents received local coverage (38.6%).

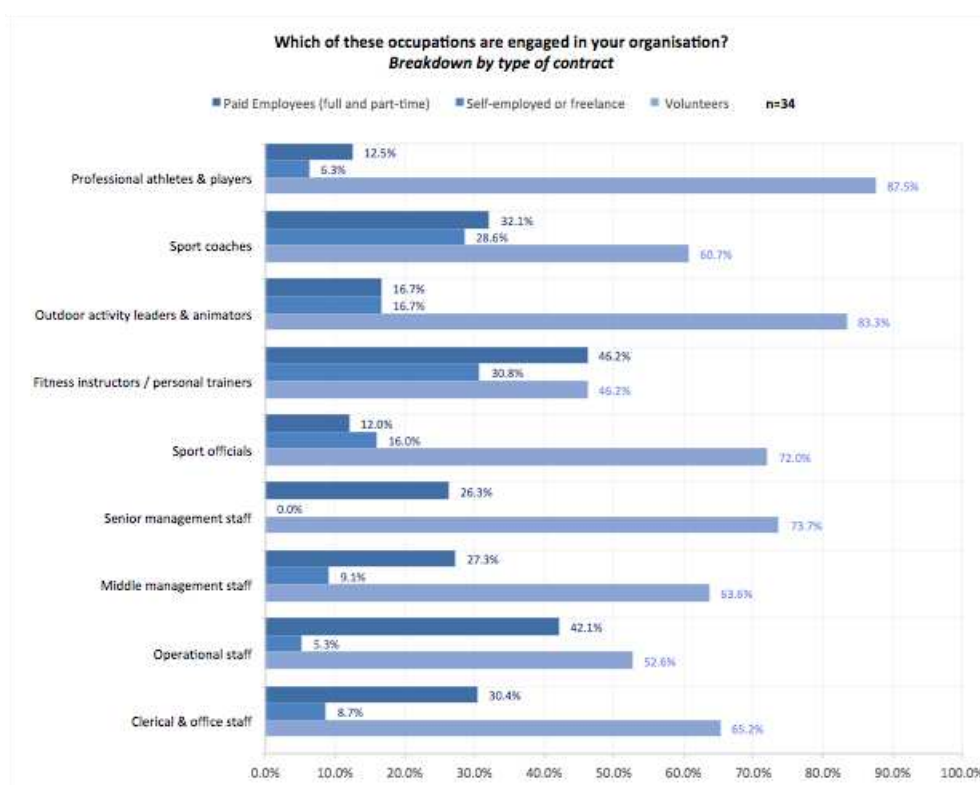
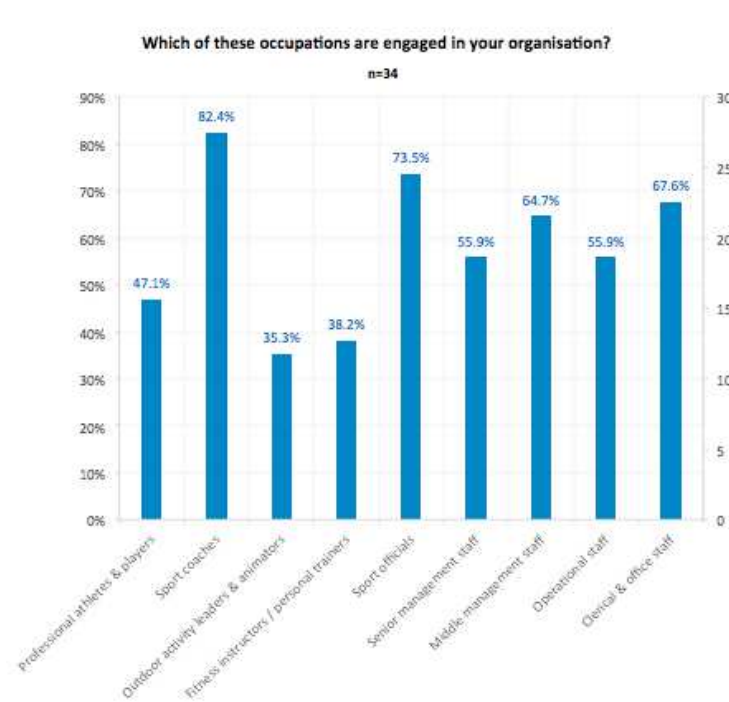


### **b) Employment in respondent Organisations**

Most of the organisations that responded to the survey in Malta do not have any paid employees 48.6% with only 22.9% having just 1-4 paid employees, as can be seen in the graph below. These 2 groups are interchanged when compared to the European's average of respondents. 20.6% have no paid employees in Europe and 29% of the organisations have 1-4 employees getting paid. The number of people in sport organisations remained the same in the past 12 months across Europe including Malta. Furthermore, Malta is predicting an increase in this workforce within the next 2 years while across Europe it is being predicted that this will stay constant. From the data gathered one can see that the engagement of volunteers happens regularly in the sport sector.



The main occupation engaged in the organisations that responded to this survey is sport coaching. This is similar between Malta (82.4%) and the rest of Europe (79.6%). In Malta the type of contract that people are engaged through is mainly for volunteers, but this is not the case around Europe with athletes and players, outdoor activity leaders and animators and sport officials being high on volunteers with the rest of the areas having more paid people than volunteers.



## c) Training Priorities in Malta

### 1) Method

The following charts show the top 'Weaknesses or In Need of Improvement' skills selected by the Maltese respondents for each occupation when multiplied by the percentage of how essential respondents felt the skill was to the job. This allows rational decisions to be made about education and training priorities. A simple way of showing where the training priorities lie is to multiply the Weakness % by the Essential % to arrive at a Training Priority Score.

In the case of some occupations, the number of respondents fell below 10 and were not deemed worthy of analysis.

### 2) Sports Coaches (15 responses)





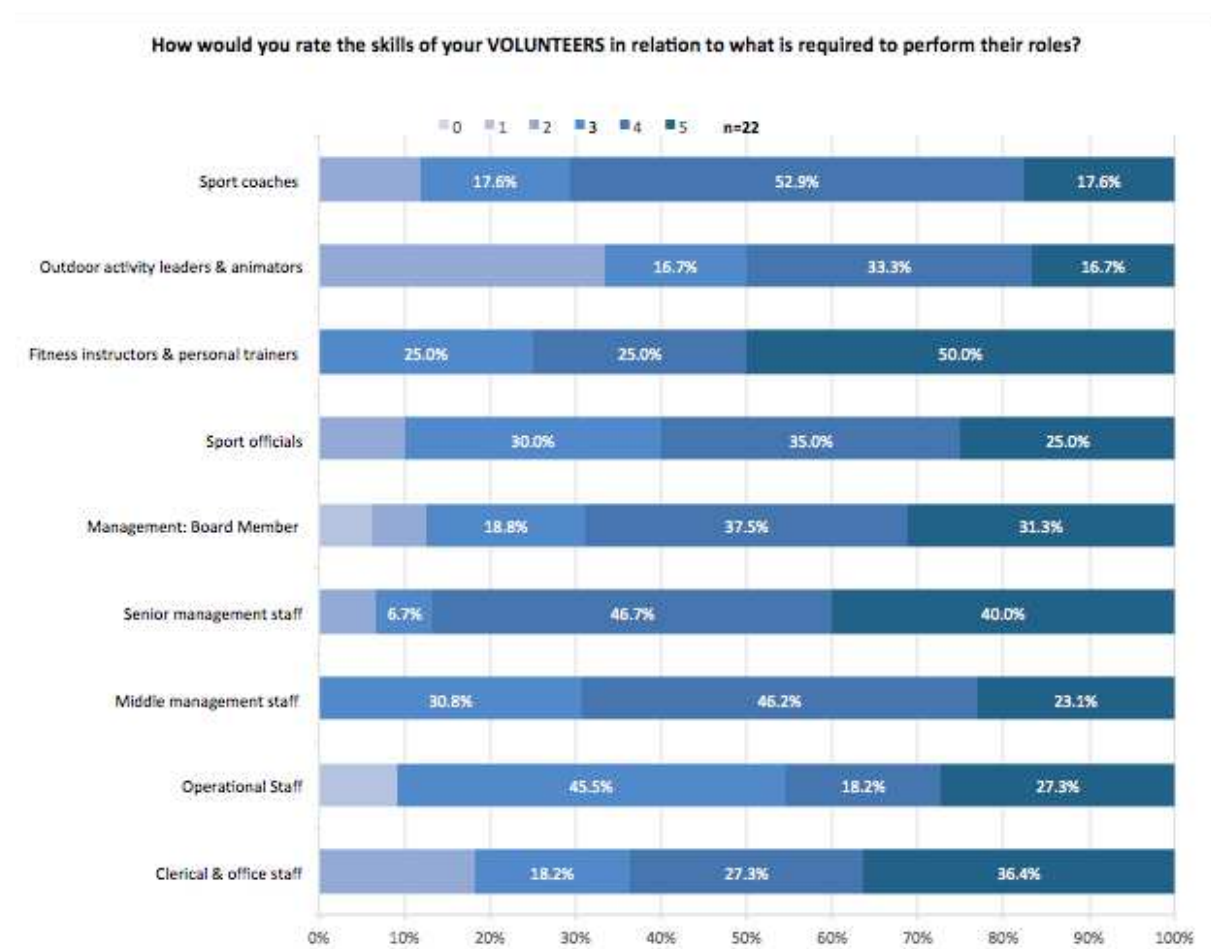
### 3) Senior Management Staff (10 responses)



### d) Expectations and Skills of Volunteers and Paid Staff

Generally, the number of Maltese respondents who said they expected the same from volunteers and paid staff for each job role was significantly higher than those who said they did not, apart from the occupation of middle management staff. In most occupations more than 71% of respondents said they have the same expectations of volunteers as they do from paid staff. This is significantly higher than the expectations of the respondents in the full EU survey.

As one can see below, the rating of skills of volunteers in Malta are quite evenly distributed.



### e) Recruitment of paid staff and volunteers

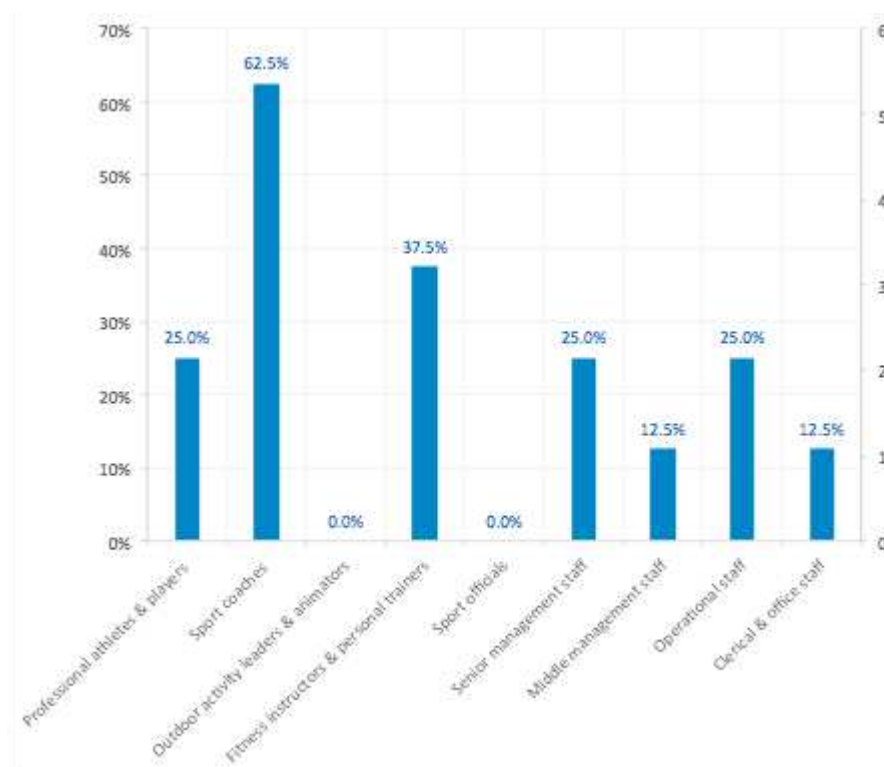
In the past 12 months, European organisations recruited or attempted to recruit a paid employee more than not, but this is not the case in Malta with an average of 52% saying that they didn't recruit or attempt to recruit a paid employee. From the positive answers, sport coaches were the most that were recruited (89%) which is also the most numeric occupation for European averages (67%). 62.5% of the coaches recruited in Malta are on full-time or part-time basis, with another 37.5% being self-employed or freelance. This is fairly like the number of coaches recruited around Europe with 70% being on full-time or part-time basis and 30% being self-employed or freelancers.

Even though the occupation of sport coaches experienced the highest recruitment, it is the occupation that organisations find it most difficult to fill vacancies for. This is the case both in Malta (62.5%) and around Europe (73%). The main obstacle in Malta is that generally there is a low number of applicants for the job, whereas in Europe the problem is that there is a low number of applicants with the required skills along with unattractive terms and conditions.

This leads us to the current situation where both in Europe and in Malta the current widest vacancies are for sport coaches, followed by vacancies for fitness instructors and personal trainers. Most of the vacancies in Malta are on a full-time or part-time basis which are paid with only sport officials, fitness instructors and personal trainers and sport coaches occupations having freelance or self-employed opportunities. Whereas around Europe organisations are looking for self-employed or freelancers in all sport occupations analysed.

### Difficulties recruiting paid staff

n=8

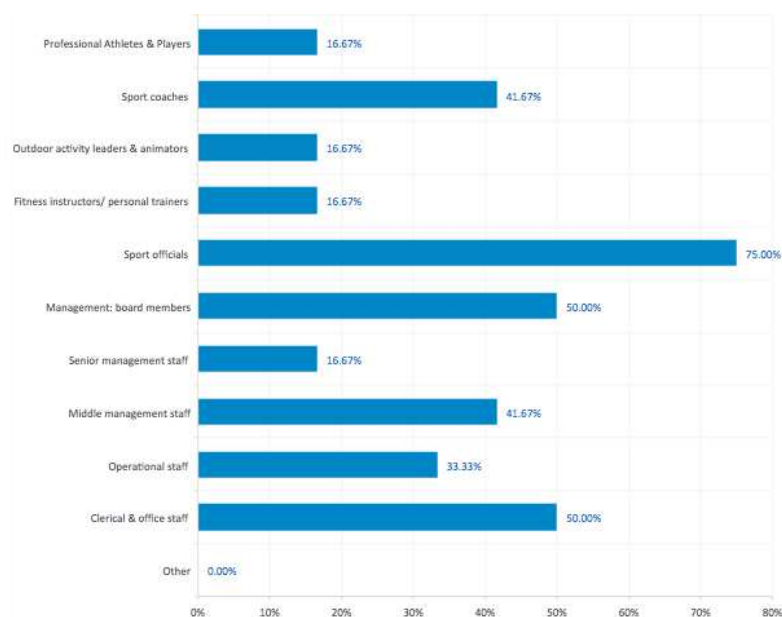


Once recruited, it is not hard to retain the number of workers except for sport coaches both in Malta and in the rest of Europe. Reasons vary but the most prominent ones in Malta are lack of commitment to the job and better pay by other organisations while in Europe its better pay from other organisations followed by the lack of career progression.

In Malta, 50% of the organisations that answered the survey have problems engaging volunteers mainly as sport officials, management: board members and clerical and office staff while from the rest of Europe 38% of the organisations have problems in engaging volunteers in management: board members, sport coaches and sport officials.

### Difficulties engaging volunteers

n=12



After analysing this section Malta needs to recruit more senior management and middle management level employees on a paid basis which in return this asks for more commitment and professionalism from the worker. Having qualified and committed people in these positions will direct that same knowledge down the ladder, improving the quality of the sporting system. With the assistance of local educational institutions, these positions will improve as they are giving more opportunities to Maltese students to gain higher qualifications in the sport field.

### **f) Working in sport and Physical activity**

In this section, a total of 27 statements were proposed to the respondents that were asked to indicate his/her level of agreement with each of them from “Strongly Disagree” to “Strongly Agree” (5 scale options). The questions that had the most discrepancies between the Maltese organisations and European ones will be discussed hereunder.

Organisations in Malta strongly agree (54.6%) that more effort is needed to do sport and physical activity and being more inclusive in attracting participants. While minority (4.6%) disagrees with this statement when compared to Europe, 49.6% agreeing with this statement and 7.2% disagreeing. Considering that Malta has a large portion of the population that never practise any sport, it is positive to note that organisations would like to reach out to the inactive percentage of the population.

While Maltese organisations mainly agree (45.5%) and strongly agree (31.8%) that attitude and personality are more important than qualifications when recruiting paid staff, the European counterparts are of a different opinion with the largest portion agreeing (44.3%) with this statement and the second largest group disagree (24.7%). The fact that Educational Institutions in Malta are



trying to improve the soft skills of their students, such skills being an important part of the Maltese culture might be a reason behind this statistic.

45.5% of the organisations in Malta believe the expectations and priorities from the national government are causing their organisation to change while 22.7% disagree or do not know about these changes. In Europe 40.2% agree with this, while 20.7% strongly agrees and 17.8% do not know. Malta is going through drastic changes in the field of sport, since sport and its benefits are being widely recognised. The budget allotted for sport is increasing yearly and more investment is being targeted towards sport, both at performance and grassroots levels.

In Malta, 36.4% do not know if there is a clear pathway for someone to gain employment into sport organisations and clear pathways for progression with 31.8% disagreeing that it is clear and 27.3% agreeing otherwise. This is not the case within Europe with 38.2% agreeing that it is clear, 26% disagreeing and 17.3% who do not know. Maltese sport organisations must improve the clarity of pathways for progression within such organisations. Since most of Maltese organisations are run by volunteers with a large portion being amateur very often these organisations lack the knowledge or expertise to manage and to have a clear pathway of progression.

Maltese sport organisations disagree (45.5%) to the statement “volunteers do not need the same level of qualifications to perform their roles as paid staff” while some agree (18.2%) and other do not know (18.2%). In other European areas this is totally different as the largest portion agrees (38.2%) with this statement with the second largest group disagreeing (32.2%).

While in Malta organisations tend to agree (45.5%) or strongly agree (22.7%) that the expectations of volunteers are as high as paid staff when they perform the same role, in the rest of Europe there is a difference between some agreeing (36.4%) and others disagreeing (30.2%). Once again this could be the Maltese perception of volunteers. It could also be that since Malta has a small population and an organisation invests its time in the volunteer, then they must do the same job as a paid employee.

## **g) Workforce Development and Planning**

### **1) Performance Review**

31.82% of Maltese respondents said that they regularly review the skills and training needs of their staff while 36.36% said they did so partly. These percentages are lower when compared with the full European survey, 35% of respondents said that they regularly reviewed the skills and training needs of their staff team while 42% reported that they did so ‘partly’

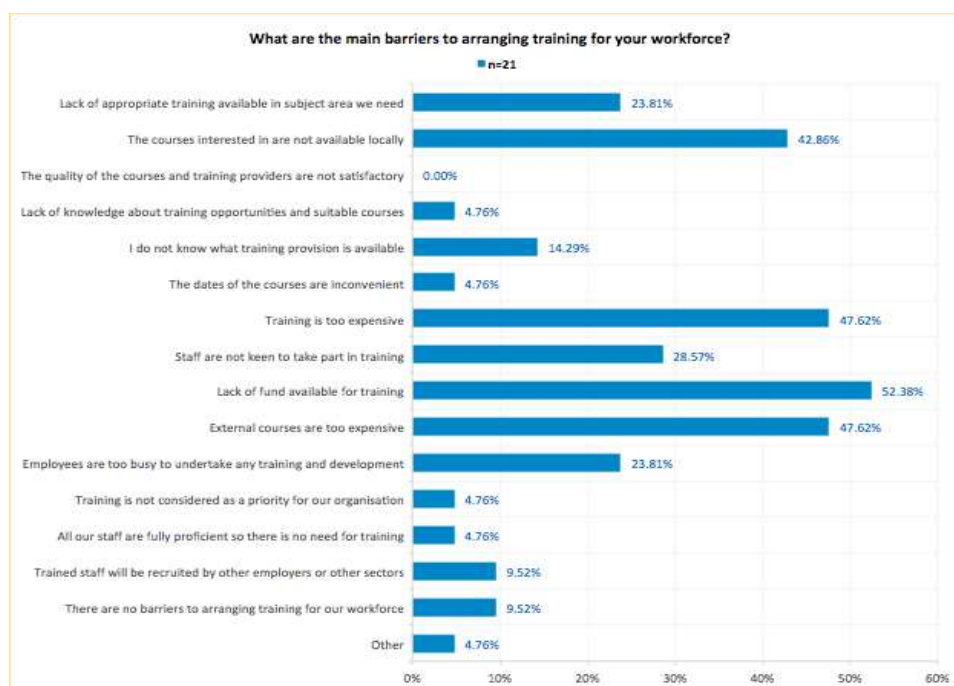


## 2) Barriers to Training and Development

In the graph below one can see the main barriers that organizations find when trying to arrange training for their employees.

This is broadly like the full EU survey where the emphasis was similarly on cost and difficulties with provision. There was less emphasis on cost/finance in the Finnish results.

One strong message from these results could be that training provision needs to be made more flexible and more available locally since external courses are expensive for local sport organizations.







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# 8

## REPORT ON NATIONAL CONSULTATIONS



## 8. REPORT ON NATIONAL CONSULTATIONS

A round table discussion was held on Friday 8th of February 2018 involving different stakeholders in the field of sport in Malta, ranging from schools and universities to associations and employers. The full list of people who took part in this discussion are the following:

Mark Cutajar- Chief Executive Officer, SportMalta

Rose Marie Mercieca – Personal Assistant to the CEO, SportMalta

Karen Zammit Southernwood – Director Regulatory Affairs, SportMalta

Robert Portelli – Head of Programmes, SportMalta

Michael Parnis – Consultant, SportMalta

Mauro Camilleri Darmanin – Coach, SportMalta

Kevin Joseph Azzopardi – Education Officer Physical Education Secondary, Ministry of Education and Employment

Marvin Spiteri - Education Officer Physical Education Primary, Ministry of Education and Employment













Andrew Decelis – Senior Lecturer Institute of Physical Education and Sport, University of Malta; Vice President, Malta Handball Association

Ann Marie Cassar – Acting Director of the Institute of Community Services, Malta College of Arts, Science and Technology

Kurt Formosa – Executive, Malta Football Association










During the round-table meeting with the stakeholders the following topics were discussed:

### Main obstacles identified

-  Academic culture
-  Lack of importance of sport
-  Lack of regulation within the Fitness industry
-  Lack of unemployment
-  Lack of funds
-  Amateurism within the administration of sport organisations
-  The idea that foreigners are better and not enough trust in local talent
-  Lack of harmonisation of qualifications across Europe in all sport
-  Foreign teachers cannot be recruited by Maltese schools due to language barriers
-  Lack of expiry date of sport qualifications
-  Few opportunities, causing Maltese sport experts to start a career overseas
-  Most professions require a warrant apart from qualifications, whereas being a sport coach requires only a qualification



## Possible solutions

-  The adoption of a new educational route, namely, My Journey
-  Consultation and market research before launching courses
-  The introduction of other courses in other sectors reducing the intake of sport courses, thus being more specific and attracting quality students rather than having students choosing sport as a soft option
-  Courses in sport administration for sport organisations to be more efficient
-  Secondment schemes
-  Shift from part-time jobs to full-time jobs to be more concise and specific
-  Renewable licenses for sport qualifications
-  International coaching council to have more harmonised coaching qualifications across Europe.
-  Investment in the sector





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**9**

**NATIONAL  
CONCLUSIONS**



## 9. NATIONAL CONCLUSIONS

Malta, taking into consideration its geographical position and its demographics, one will appreciate its uniqueness. This reflects in all sectors with no exception to the sport sector. The Labour Market is very strong with a very low rate of unemployment and an economy on the rise year after year. The Education system is well organised and always evolving according to the country's needs. Sport is also regarded as part of the educational background that all students must obtain.

Several measures are being taken to attract people to the sport sector, both at participation and employment level. Funding is increasing on a yearly basis to fund human resources, infrastructure and athletes. Sport and physical activity are gaining importance particularly when it comes to its benefits towards health. The sport movement and other sport organisations registered with SportMalta, the national entity for sport, contribute towards attracting Maltese people towards sport and physical activity.

The sport sector in Malta is experiencing positive changes as its importance and its benefits are being recognised. Particularly sport industry in Malta is experiencing a rise which can be attributed to a gradual change in mentality. Sport is starting to be regarded as being a contributor and an enhancer to education rather than an inhibitor. Moreover, the percentage of jobs within the sport sector amounts to 0.78% of Malta's labour market. The gender balance of people working within the sport sector, needs to be more balanced as the sector is male dominated. Furthermore, Malta's population working within sport organisations is slightly ageing, as there is a shift of the younger generation being attracted to sport specific occupations. Additionally, sport organisations are experiencing a shift from recruiting medium education people to high education people while the sport specific jobs are recruiting medium education people more than high education people.

Lately, part-time contracts are becoming more popular with sport specific occupations like athletes and sports players, sports coaches, instructors and officials, fitness and recreation instructors and programme leaders and people in Malta's sport industry prefer to be employed rather than being self-employed. People with sport specific jobs are working more within sport organisations rather than in other types of organisations in a sport environment being more focused on their field when delivering the work needed. Moreover, nearly half of the sport organizations in Malta do not have any paid employees and the expectations for these volunteers are quite high as they are required to do the same jobs at the same level of paid employees. Maltese students are now being given more opportunities to gain knowledge in the field of sport thus creating more job opportunities to the Maltese younger population.



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# 10 NATIONAL ACTION PLAN AND RECOMMENDATIONS



## 10. NATIONAL ACTION PLAN AND RECOMMENDATIONS

SportMalta recommends the following and could take the lead to implement the following proposals. This could be done in collaboration with the University of Malta and Malta College of Arts, Science and Technology in collaboration with SportMalta's registered sport organisations.

1. Identification of existing courses and qualifications
2. Assurance of uniformity of qualifications from different institutions
3. Consultation and market research before launching sport related courses
4. Introduction of courses in sport administration for sport organisations to be more efficient
5. Exploring the possibility for the introduction of secondment schemes
6. Examining the possibility to shift from part-time jobs to full-time jobs to be more concise and specific
7. Analysing the possibility of renewable licenses for sport qualifications
8. Setting up of a campaign to recruit more women in the sport industry



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