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**PRESS RELEASE BY THE OFFICE OF THE SPEAKER**

***Speaker of the House of Representatives launches publication by the MEA addressing labour market adaptation to an ageing population***

“This publication marks not the end of a journey but the beginning of a broader discussion” stated the Speaker of the House of Representatives when earlier today he officially launched a publication by the MEA titled *Adapting our Labour Market to an Ageing Population – Comprehensive Analysis and Strategic Framework*.

Speaker Anġlu Farrugia emphasised that while ageing poses challenges, it also presents unique opportunities for innovation and solutions that ensure a sustainable future. He urged stakeholders and all interested parties to thoroughly examine the document and integrate its recommendations into their work.

In his address, Malcolm Paul Agius Galea, Parliamentary Secretary for Active Ageing said that workplace adaptations must be grounded in medical evidence to effectively support the physical and psychological well-being of Malta’s older workforce, including the critical need for adequate recovery and leisure time to prevent burnout and maintain cognitive health.

Paula Mifsud Bonnici, shadow Minister for Active Ageing, said that while she appreciates that the Malta Employers Association’s instrumental role in bringing together social partners to discuss active ageing, we urgently need a comprehensive policy framework that effectively addresses both workplace conditions and support systems for our older workers. This cannot be dealt with in silos, but we need an integrated approach.

MEA President Joanne Bondin emphasized that promoting silver employment is not only a necessity but a strategic advantage for the economy. She highlighted that senior workers bring invaluable skills, mentorship, and institutional knowledge, while also reducing reliance on foreign labour. Rather than viewing the ageing workforce as a challenge, Ms Bondin presented it as an opportunity to build a stronger, more resilient labour market.

MEA Director General Kevin J Borg added that rationalizing the labour force means encouraging continued participation beyond retirement. However, this should not be through coercion, but by making work more rewarding and adapting workplaces to suit the needs of older workers.

Joseph Farrugia, MEA’s Consultant, emphasised the psychological importance of work for older individuals. He explained that many people face a crisis when asked to retire abruptly, experiencing feelings of being unappreciated and struggling with the newfound abundance of free time. This can negatively impact their psychological well-being.

In his concluding remarks, Speaker Farrugia emphasised the need to view the ageing population not as a burden but as a valuable resource rich in experience and wisdom. He cited examples from across Europe, where older



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workers significantly contribute to economic and social well-being, showcasing the potential for similar achievements in Malta.

Speaker Farrugia concluded by stating that this comprehensive framework is an invitation for collective action, as Malta adapts its labour market to meet the realities of an ageing population while ensuring a sustainable and inclusive future for all.