

Presentation to the MCESD

Justice & Peace Commission |
Archdiocese of Malta

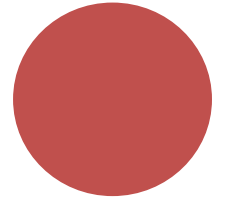


Pope Leo XIV, recently recalled that Pope Leo XIII (1878-1903), at a time of “momentous and disruptive change” sought “to promote peace by encouraging social dialogue between capital and labour, technology and human intelligence, and different political cultures and nations.”



A New Revolution – But an Old Problem

- From the Industrial Revolution to the AI Revolution
- Each age brings growth, but also inequality
- Pope Leo XIII responded to the industrial era with Rerum Novarum (1891)
- Today, we face new technologies, but the same moral weaknesses.



“Every revolution reveals not just new tools, but the old truths of human nature.”



What the Beyond GDP II Report Reveals

- Third-Country Nationals (TCNs) now make up 20% of Malta's workforce (2023)
- Employed in all sectors but predominantly in low productivity/low pay Challenges they face:
 - Earn ~17% less than locals
 - Restricted permits tied to employers
 - Limited access to stable housing and family reunification
 - Discrimination despite overqualification



The Human Face Behind the Data

- These are not just economic actors — they are human beings with families, dreams, and dignity
- Their invisibility in public discourse and policy compromises our moral credibility as a society
- The way we treat the most vulnerable reflects who we are as leaders




Sinful Structures – A Moral Diagnosis

What underlies these systemic issues?

- Greed – Prioritizing profit over fairness
- Pride – National or corporate superiority over the “other”
- Sloth – Inaction in the face of known injustice
- Envy/Wrath – Social resentment toward migrants
- Gluttony – Overconsumption and chasing constant growth despite the cost without moral balance



A painting of three people in a boat on a body of water under a sunset sky. The figures are silhouetted against the bright, warm light of the setting or rising sun. The sky is a mix of orange, yellow, and blue, with soft clouds. The water reflects the light, creating a shimmering effect. The overall mood is peaceful and contemplative.

Catholic Social Teaching – Timeless Principles

1. Human Dignity
 - People over profit
2. Solidarity
 - We are one human family
3. Common Good
 - Inclusive growth for all





4. Preferential Option for the Poor (vulnerable)

- TCNs deserve special care

5. Rights & Responsibilities

- A just balance between contribution and reward



Your Role as Leaders

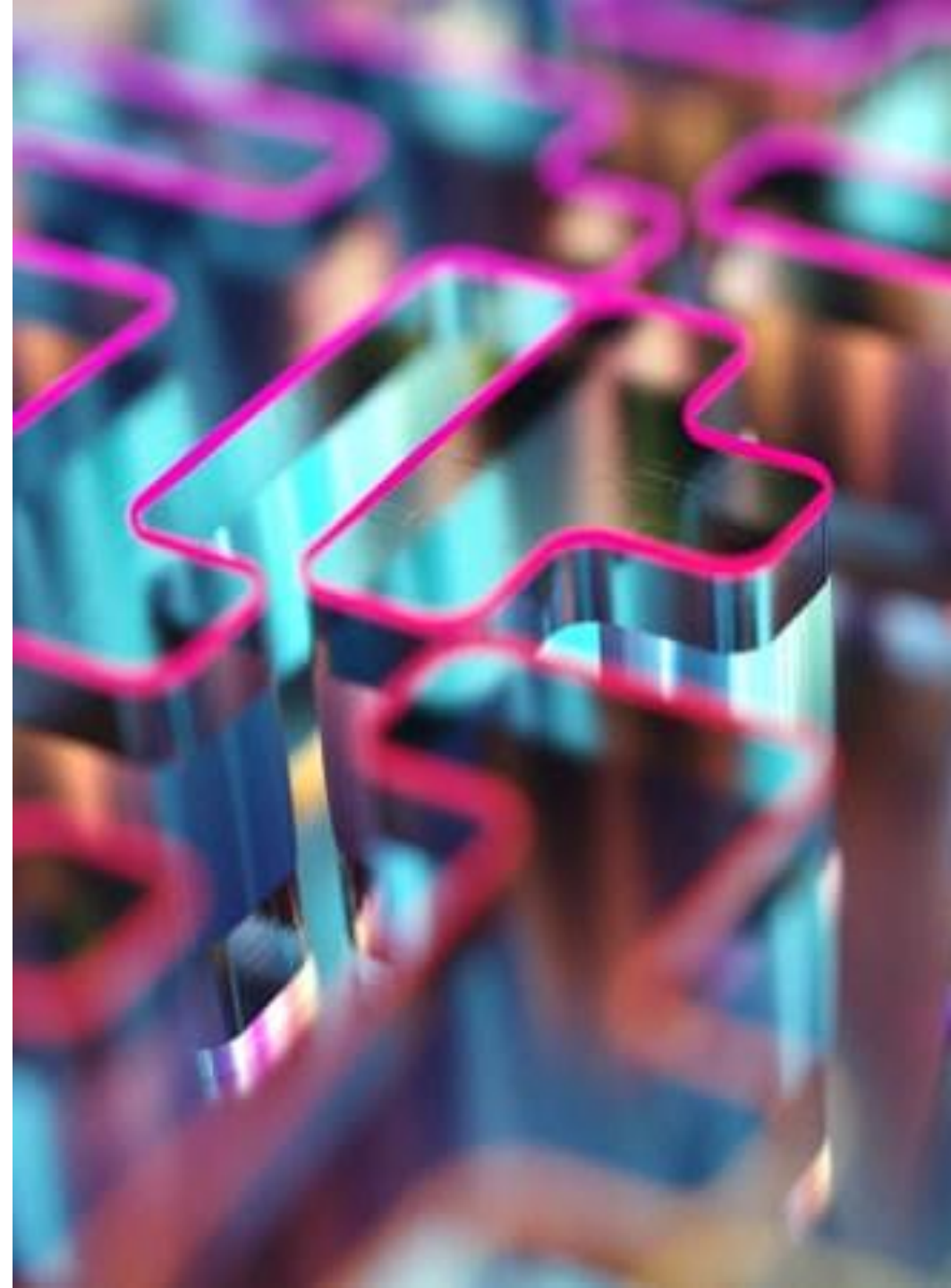
- Lead not only for efficiency, but for justice
- Embed ethics into employment and HR practices
- Collaborate with policymakers to streamline permits and housing standards
- Create a corporate culture of dignity and inclusion
- Shift from a 'use-and-discard' labour model to a long-term human investment model



Employers

The current single-work permit system ties TCNs' legal residency directly to their employer, creating a substantial power imbalance.

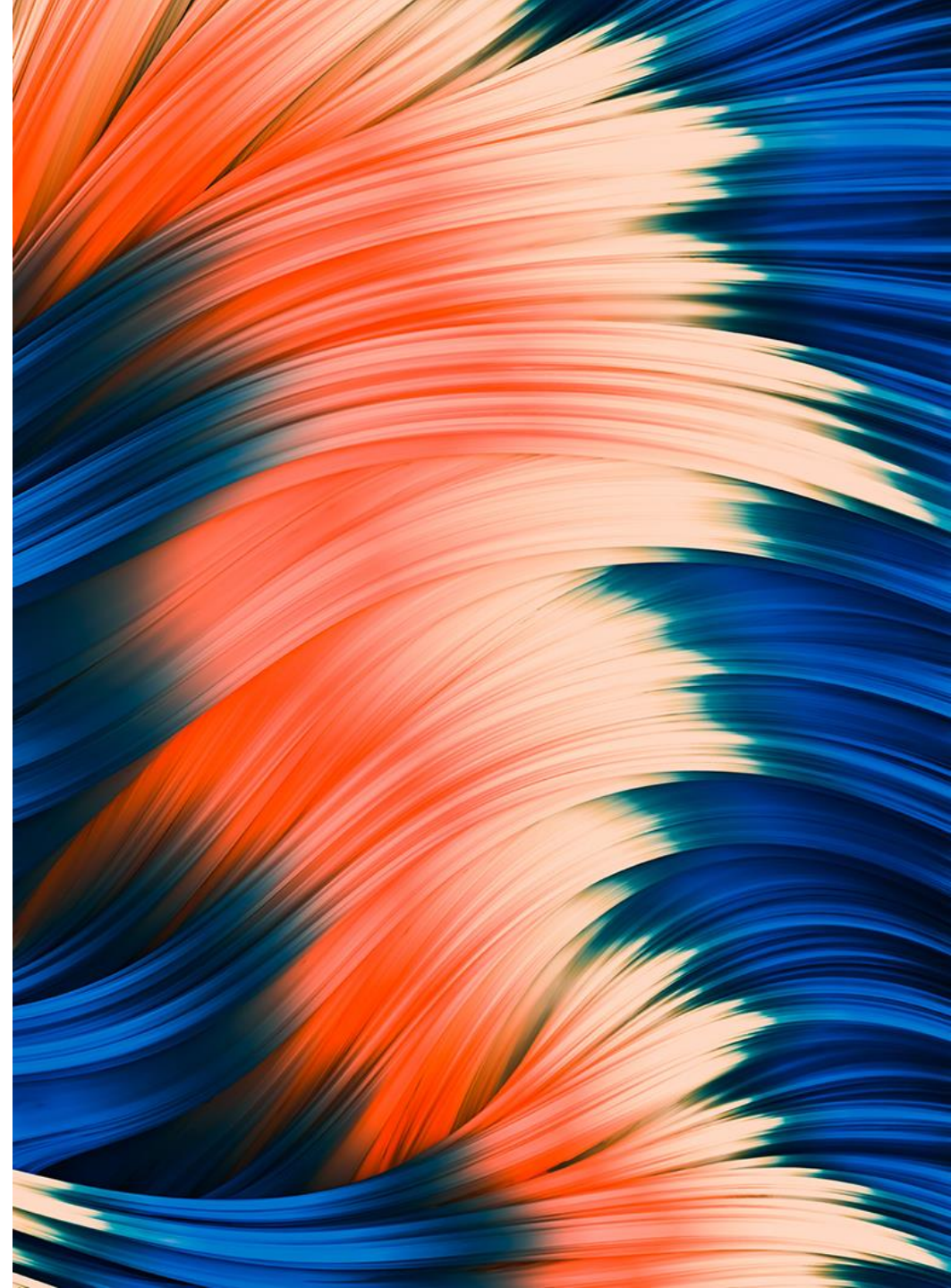
- Foster an Ethical Workplace: Create an environment where all employees, including TCNs, feel safe and valued.
- Ensure Transparency: Clearly communicate job expectations, rights, and responsibilities to all workers.
- Support Fair Policies: Advocate for systems that allow TCNs more autonomy and reduce over-reliance on employer sponsorship.



Unions

Your voice is powerful. It must now be used to ensure that every worker, regardless of origin or legal status, is defended. TCNs may lack the structural power to speak up — but trade unions do not. Let your strength be their shelter.

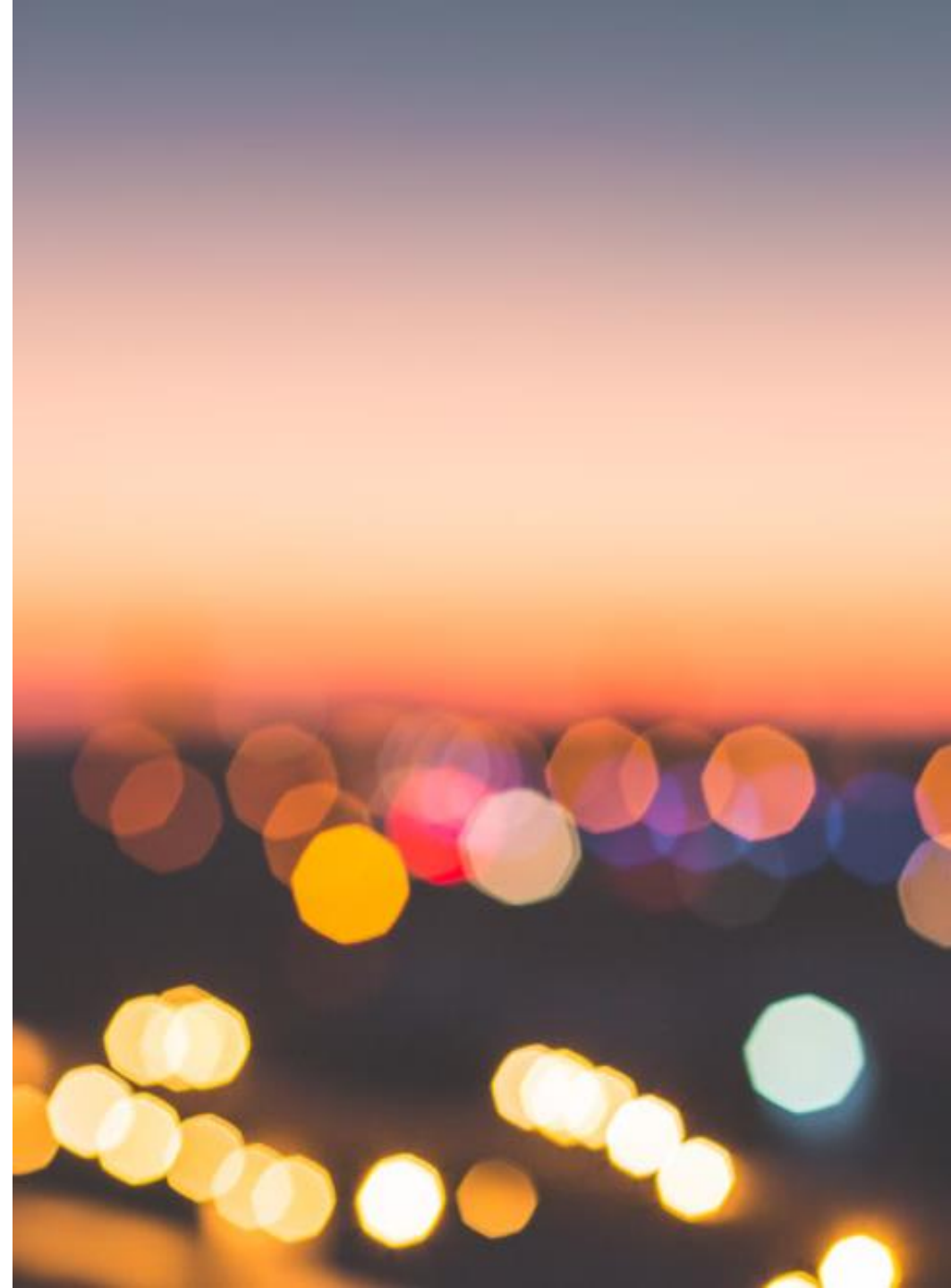
- Actively include and recruit TCNs into your membership.
- Ensure representation of migrant voices within union leadership.
- Advocate for labour law reform that addresses power imbalances (e.g., the single permit system).
- Publicly speak against abusive employment practices.



Civil Society

You are the conscience of society — but the conscience must be courageous. The realities uncovered in this report are not only social issues, but moral ones. Silence or neutrality in the face of structural injustice is complicity.

- Build coalitions with trade unions, religious groups, and advocacy networks to raise awareness and push for systemic change.
- Offer legal and psychological support to migrants navigating abusive employment relationships.
- Promote policy literacy so TCNs understand their rights and available recourse.
- Advocate for a more humane migration and employment policy, including alternative models to employer-tied residency.



A magnifying glass is positioned over a bar chart. The chart has a light blue background and features two series of bars: blue and green. The x-axis is labeled with quarters: Q1, Q2, Q3, Q4. The magnifying glass is focused on the Q2 and Q3 bars, making them appear larger and more detailed. The bars show a general downward trend from Q1 to Q4.

Beyond GDP – Rethinking What Success Means

- GDP measures quantity, not quality
- Business can thrive without sidelining human dignity
- Ethical leadership requires vision: not just for the bottom line, but for the common good



A Call to Conscience

- We are stewards of more than capital.
- We shape culture.
- We set norms.
- We define dignity in the workplace.

- Let your leadership be an answer to the moral call of our time.

- “What does it profit a man to gain the whole world...?” – Mark 8:36





Thank You

Let's go beyond GDP. Let's lead with conscience.

For more on the Beyond GDP II report, visit:

<https://jp.church.mt>

