



THE MALTA CHAMBER

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AI's Growing Impact on the Workplace Takes Centre Stage at National Forum

Artificial Intelligence (AI) is rapidly becoming a vital tool in the workplace, profoundly shaping the labour market. This evolving reality was the focus of the National Discussion Forum organised by The Malta Chamber of Commerce, Enterprise and Industry, the General Workers Union, and the Malta Business Bureau. Held as part of the TransFormWork 2 project, the event explored the societal and employment-related implications of AI, generating several valuable insights.

The forum brought together members of the business community, academia, and employee representatives. It was chaired by Ms Rachel Attard Bondi, Head of Communication, and opened with a welcome address by Mark Bajada, Deputy President of the Malta Chamber. Bajada outlined the global economic and technological transformations driven by AI and underscored the importance of investing in skills and education to prepare Malta for the future.

Mario Xuereb, CEO of the Malta Business Bureau, highlighted the strategic and ethical imperatives of adopting AI, cautioning against the risks of delayed integration. Riccarda Darmanin, Section Secretary of the Forum of Maltese Unions (FWU), focused on the human aspect of AI in the workplace, advocating for continuous learning and upskilling to support workers through technological transitions.

Neil Micallef from the Malta Digital Innovation Authority (MDIA) provided an overview of Malta's evolving AI regulatory framework, stressing the importance of frequent updates to remain globally competitive. Representing the General Workers Union (GWU), Prof. Alexiei Dingli addressed the need to proactively prepare the country's workforce and education systems for AI-driven change.

Kotaro Ishi, IMF Deputy Chief of Mission for Malta, and IMF Senior Economist Thomas Pihl shared insights into the economic impact of AI on the local labour market, particularly the urgent need for focused reskilling initiatives. University lecturer and Chair of the Tourism Section within The Malta Chamber, Dr Dylan Seychell, showcased AI-powered projects aimed at improving decision-making and efficiency while maintaining a critical role for human judgment.

In his concluding remarks, Parliamentary Ombudsman Judge Emeritus Joseph Zammit McKean reflected on the legal and ethical dimensions of AI. He emphasised the importance of safeguarding human rights and ensuring that AI governance is grounded in transparency, accountability, and non-discrimination.

The discussion underscored the dual nature of AI's impact—while automation may threaten jobs in low-skilled, repetitive sectors, AI also drives innovation, increases productivity, and creates new roles that harness technological capabilities. Navigating these changes requires balanced, thoughtful integration of AI with strong human oversight.

A key consensus emerged: human oversight is essential to ensure that AI development aligns with ethical standards and supports inclusive progress. Investing in skills and education is critical to bridging training gaps, preventing social exclusion, and equipping all workers—especially those in low-skilled roles—with opportunities to adapt and thrive.

The forum concluded with a shared vision for AI as a tool to enhance human potential. Speakers called for inclusive policies, ethical frameworks, and sustained investment in education to ensure AI benefits everyone. By fostering open dialogue and establishing a strong governance framework, Malta can embrace AI in a way that safeguards rights, promotes equity, and drives sustainable growth.

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