

# VISTAGE

CEO Confidence Index



**Q3 2021 - MALTA**

# VISTAGE

## MALTA

### FULL Confidence Index Report & Global Comparison for **Q3 2021 - MALTA**

This report represents a comparison of data from 199 respondents from the local business community taken during the month of June, pre FATF grey-listing

In Collaboration with



**THE MALTA CHAMBER**

# Insight into the Confidence Index for Q3:

*“ We can see from this quarter's results that the decision-makers in our local businesses are looking at the near future positively.*

*With travel re-opening, business activity increasing and people returning to the office, the feeling is significantly more buoyant than in past surveys.*

*What remains to be seen is how the perceived lack of human resources and the supply chain issues, as the two main concerns, will impact our businesses over the coming months.”*

*Nathan Farrugia BSc MBA*  
**Vistage Chair**  
*MD. Vistage Malta*

**June 2021**

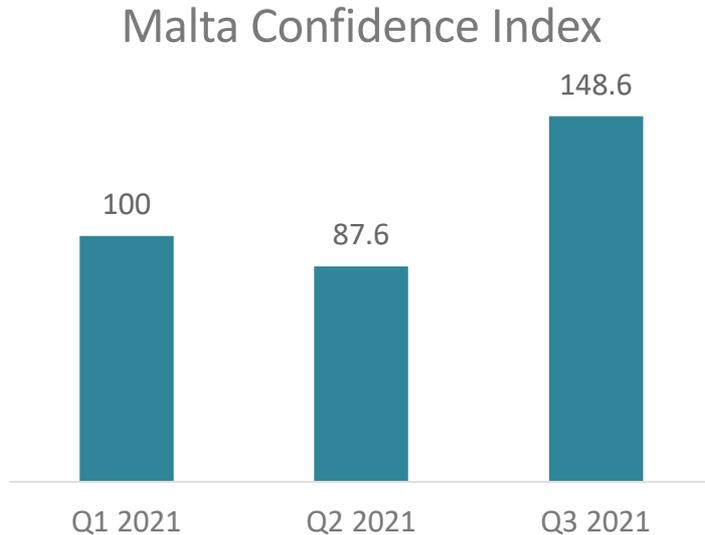
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# Economic improvements drive surge in confidence among business leaders in Malta



Source: Q3 2021 Vistage Malta Confidence Index, n = 199  
These findings represent data collected from business leaders in partnership between Vistage Malta and the Malta Chamber of Commerce

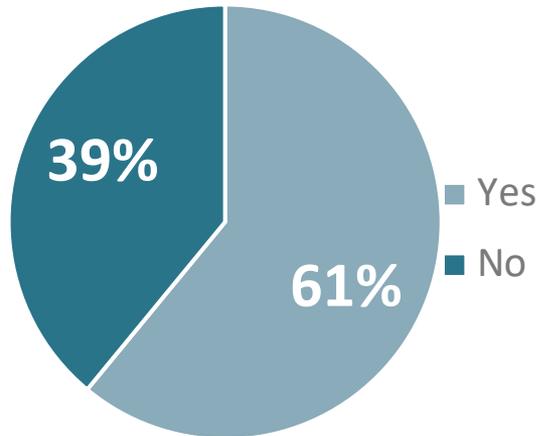
Optimism among businesses in Malta has spiked as evidenced by the increase in the Malta Confidence Index from 87.6 last quarter to 148.6 in Q3.

All six of the factors that comprise the overall Index have risen from last quarter, with sentiment about recent improvements to the Malta economy showing the largest improvement. The proportion of business leaders that felt the Malta economy recently improved grew from 7% in Q2 to 26% in Q3. Looking forward, nearly three-quarters (64%) of business leaders feel the economic conditions will improve over the next 12 months, more than double the 29% recorded last quarter.

This increase in confidence among local business leaders is reflected in projections for their business in the year ahead. The proportion of businesses anticipating increased revenues has grown from 33% last quarter to 59% in Q3. Businesses projecting increased profits jumped over 30 points from 20% in Q2 to 51% in Q3.

# Hiring challenges put strong revenue projections at risk

Are hiring challenges impacting your ability to operate your business at full capacity?



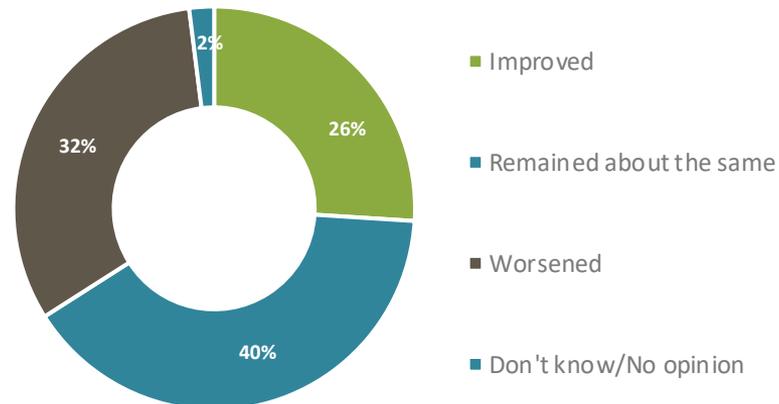
The ability to find and retain talent may restrict the achievement of the optimistic revenue projections of businesses in Malta. Employee retention has decreased for 18% of businesses, but more significantly, 77% report trouble finding workers at a variety of levels. These challenges around talent are impacting businesses' ability to meet customer demand; 61% of leaders indicate that challenges hiring are limiting the ability of their company to operate at full capacity.

Business leaders need to look at a variety of strategies to attract and retain the talent needed to capitalize on the projected surge in the economy and their business. When asked about why they believe employees might leave their organization, top answers from those challenged with retention include higher salaries (64%), better career development options (33%) while few (8%) believe that flexibility is a factor.

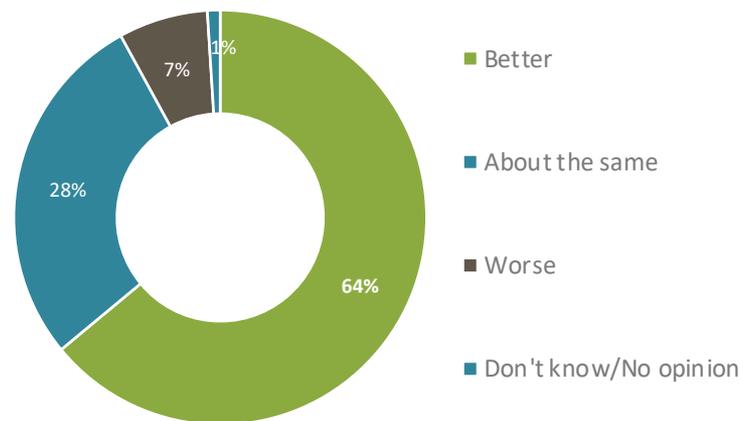
# HIGHLIGHTS: Q3 2021 Vistage Malta Confidence Index - ECONOMY

## Economy

Compared with a year ago, have overall economic conditions in Malta improved, remained the same, or worsened?



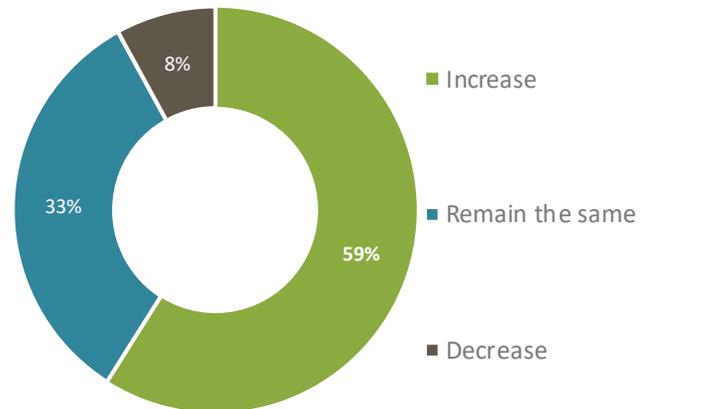
During the next 12 months, do you expect the overall economic conditions in Malta will be better, about the same, or worse than now?



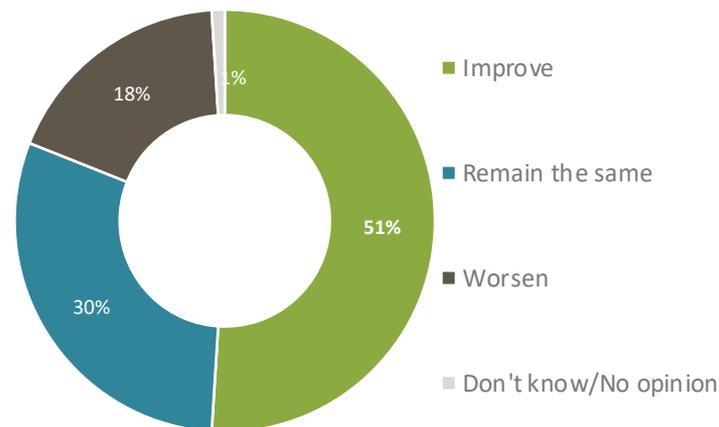
# HIGHLIGHTS: Q3 2021 Vistage Malta Confidence Index - PROSPECTS

## Prospects

Do you anticipate that your firm's sales revenues will increase, remain about the same, or decrease during the next 12 months?



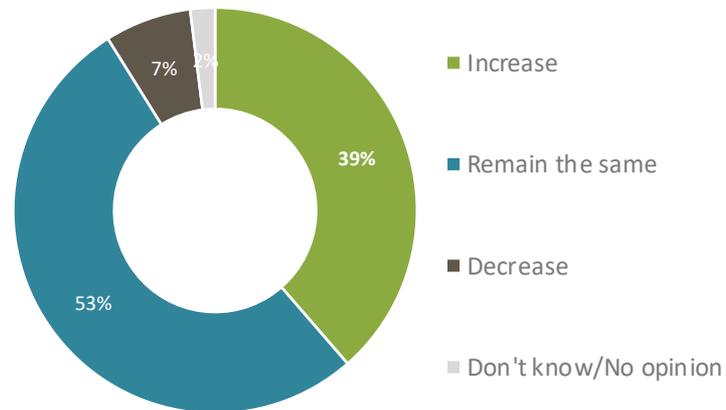
Do you expect your firm's profitability to improve, remain about the same, or worsen during the next 12 months?



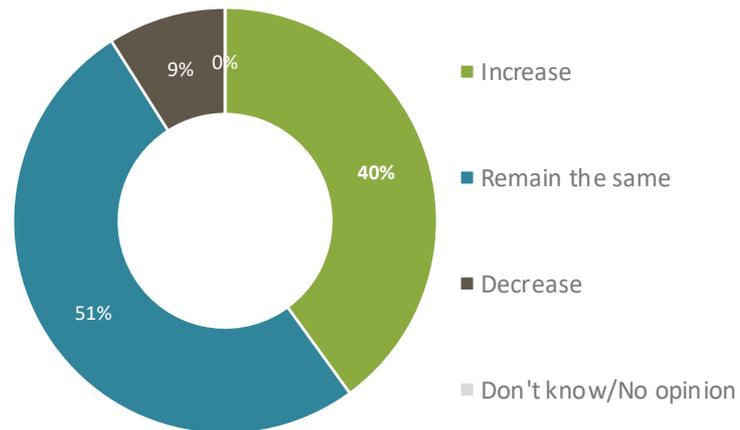
# HIGHLIGHTS: Q3 2021 Vistage Malta Confidence Index - EXPANSION

Expansion

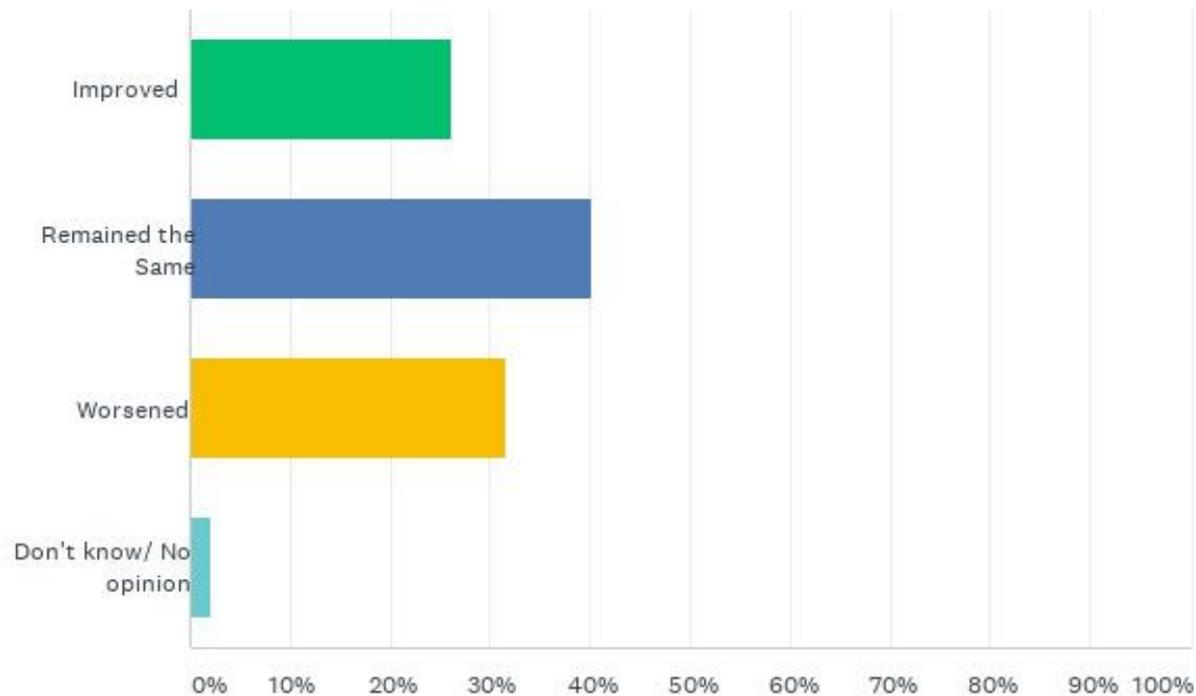
Are your firm's total fixed investment expenditures likely to increase, remain about the same, or decrease during the next 12 months?



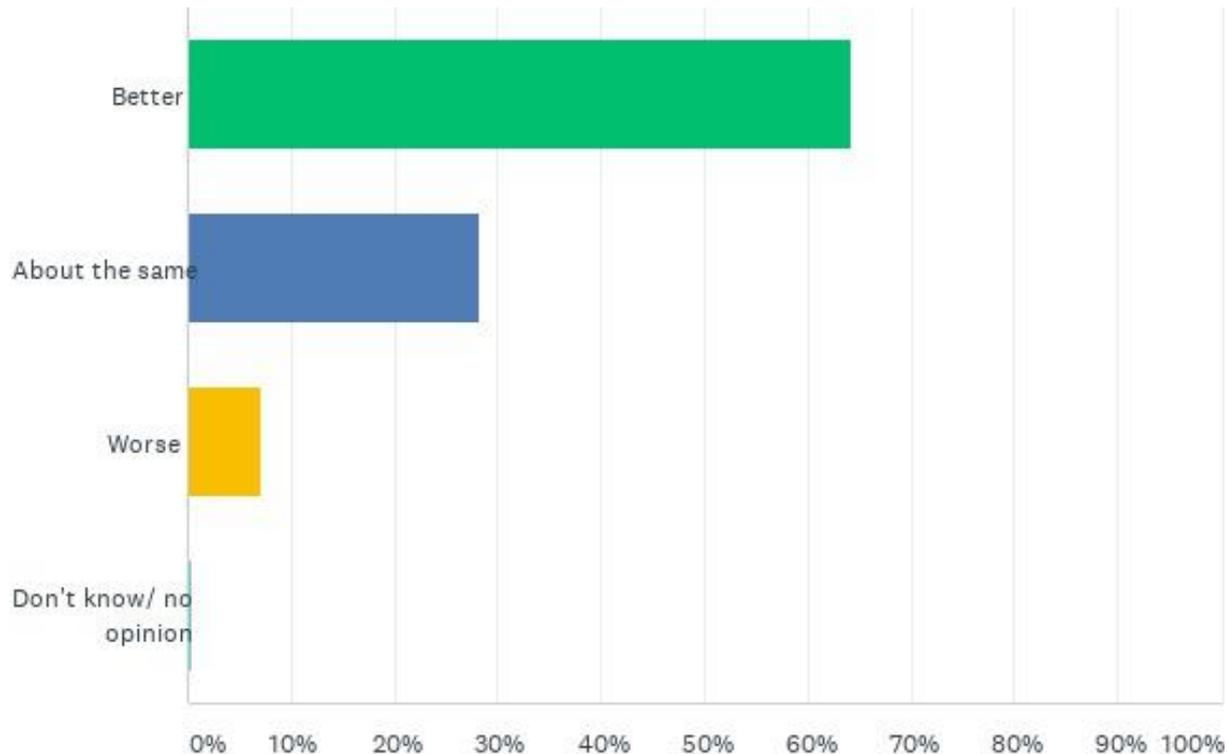
Do you expect your firm's total number of employees will increase, remain about the same, or decrease during the next 12 months?



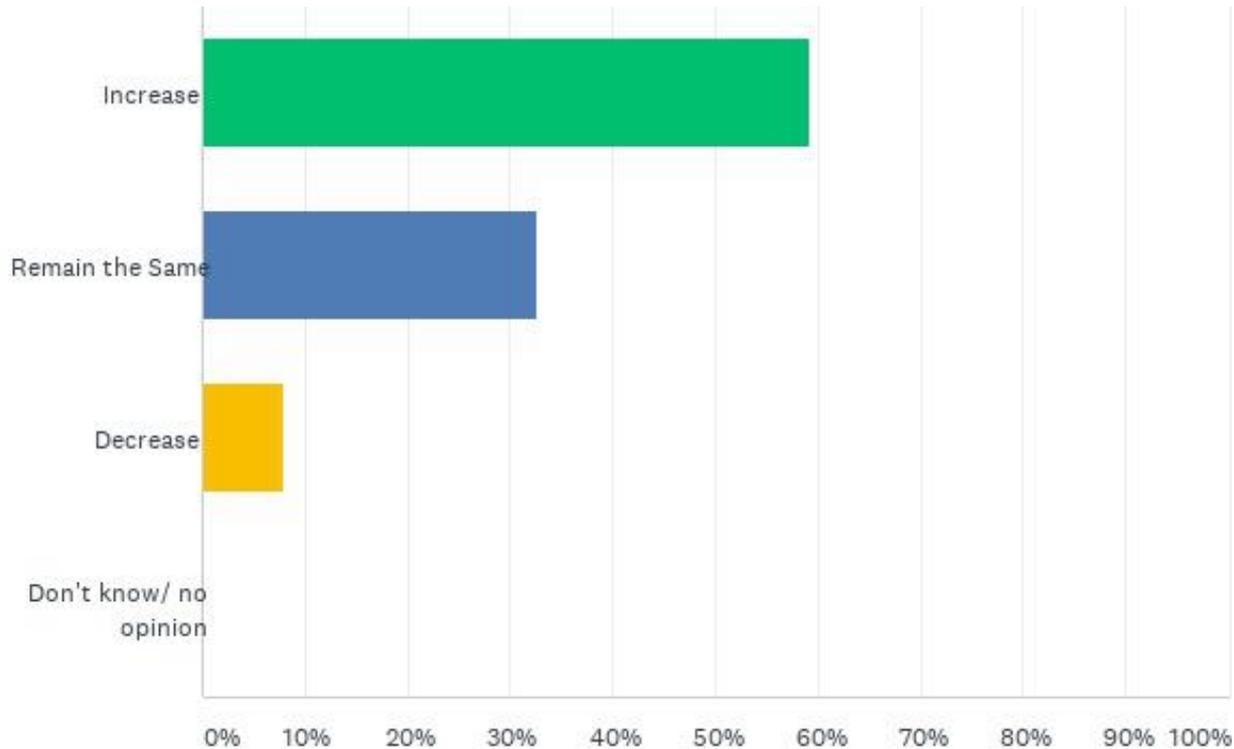
## Compared with a year ago, have overall economic conditions in Malta improved, remained the same, or worsened?



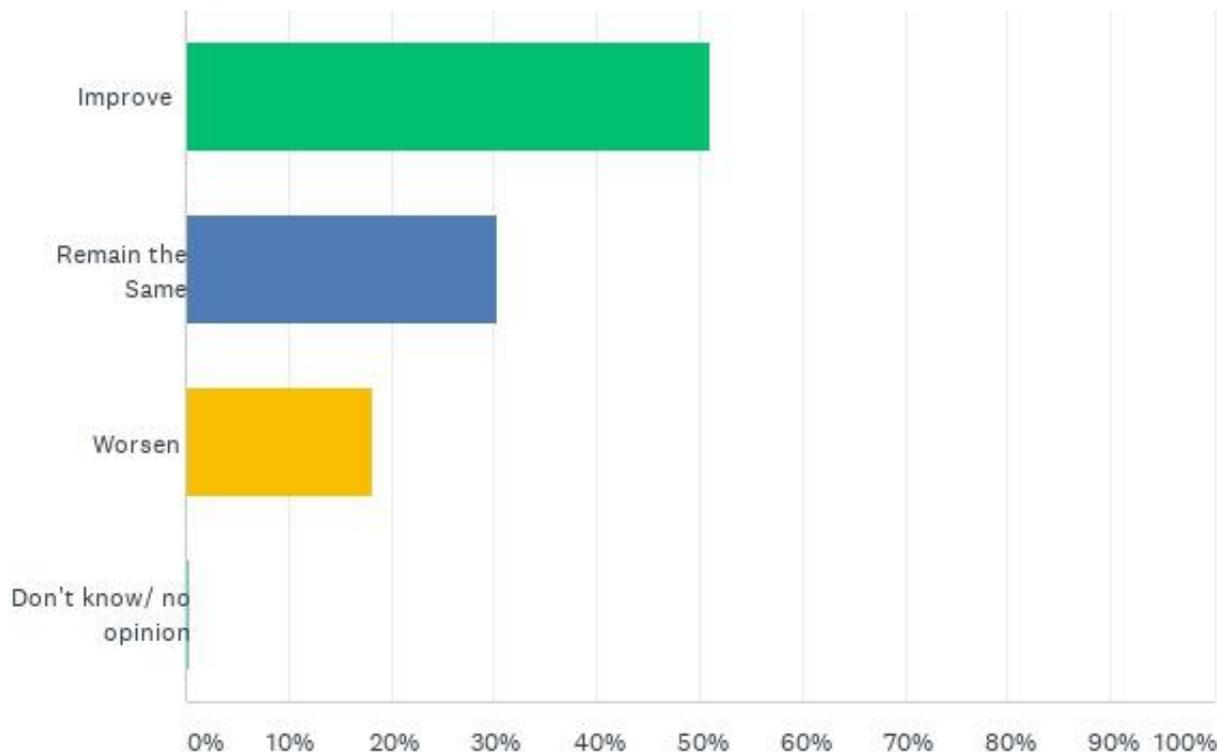
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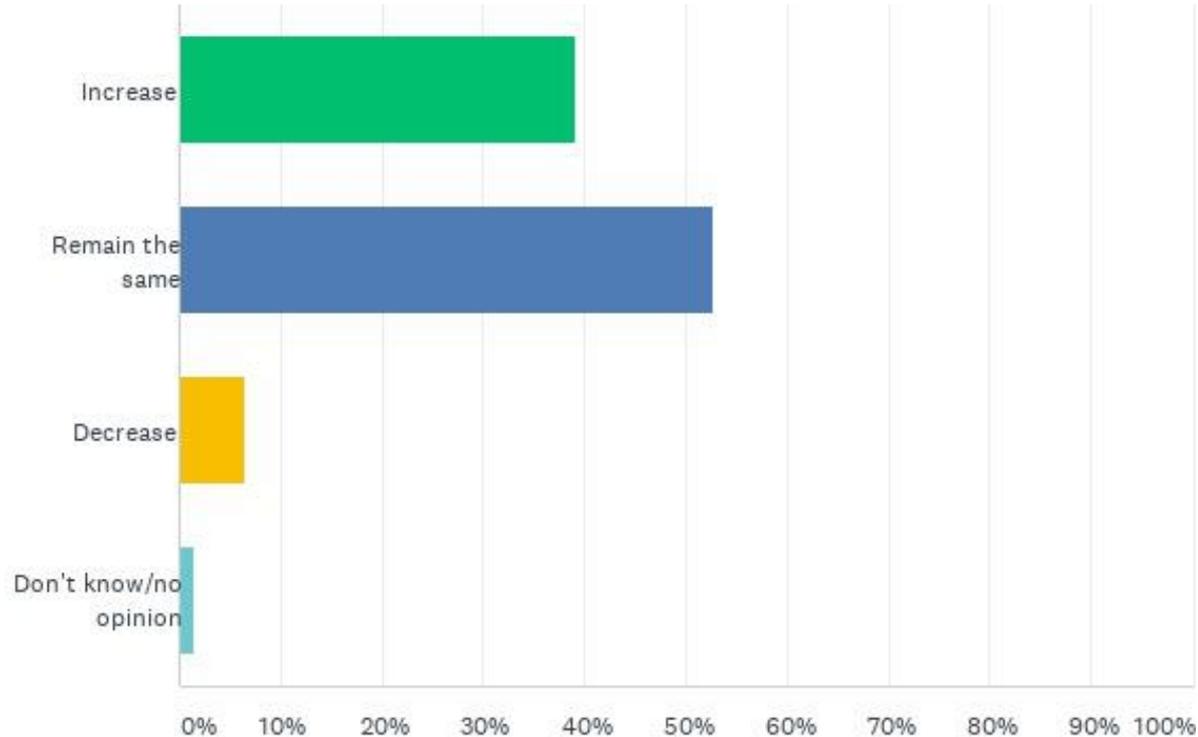
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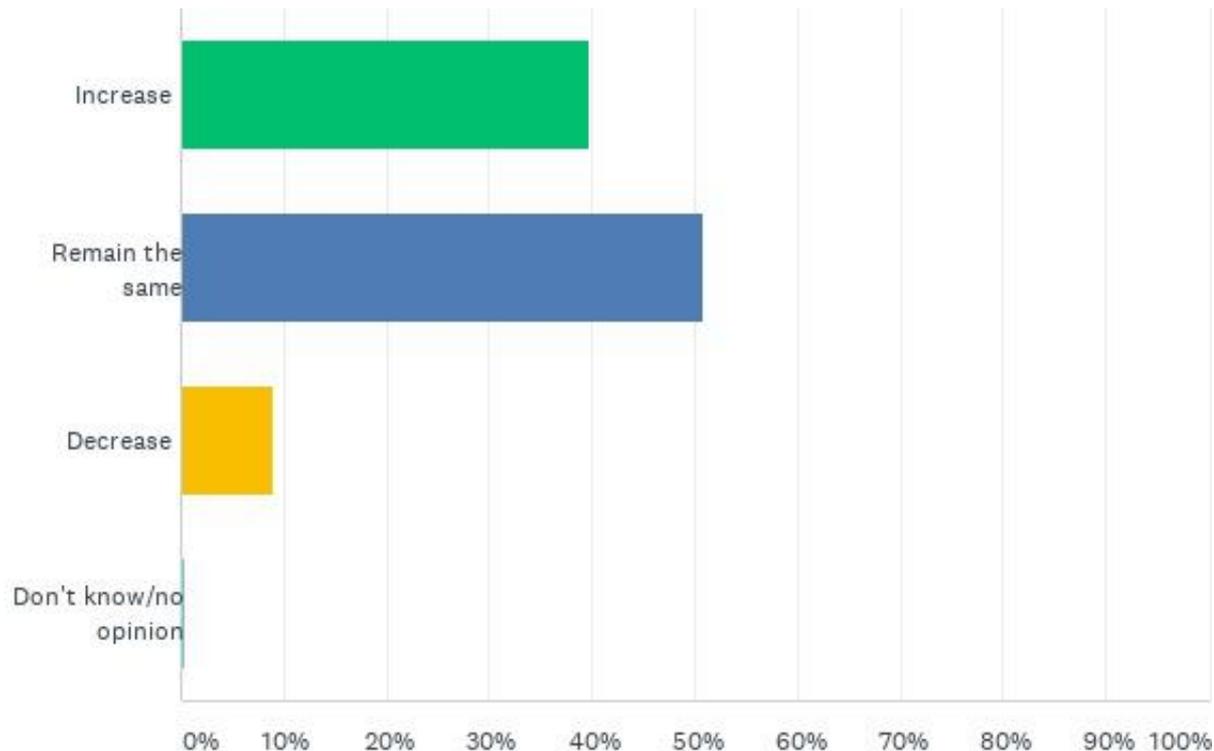
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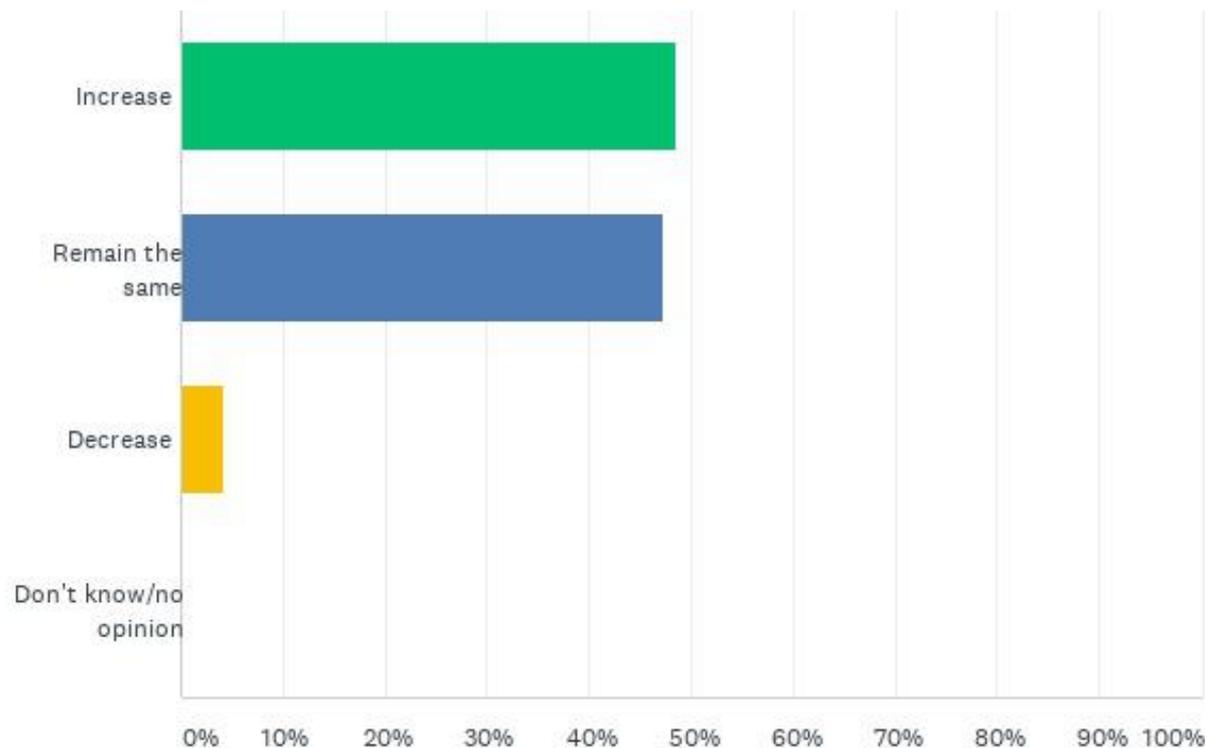
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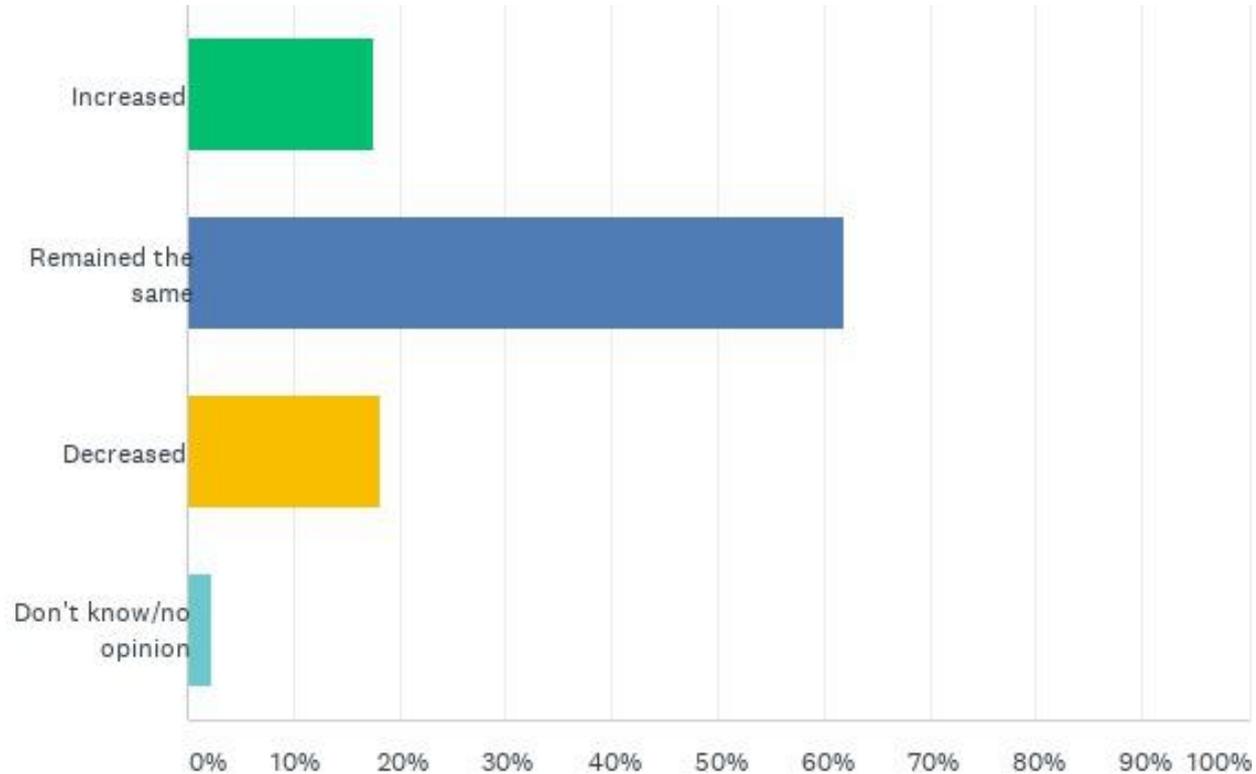
## Do you expect your firm's total number of employees will increase, remain about the same, or decrease during the next 12 months?



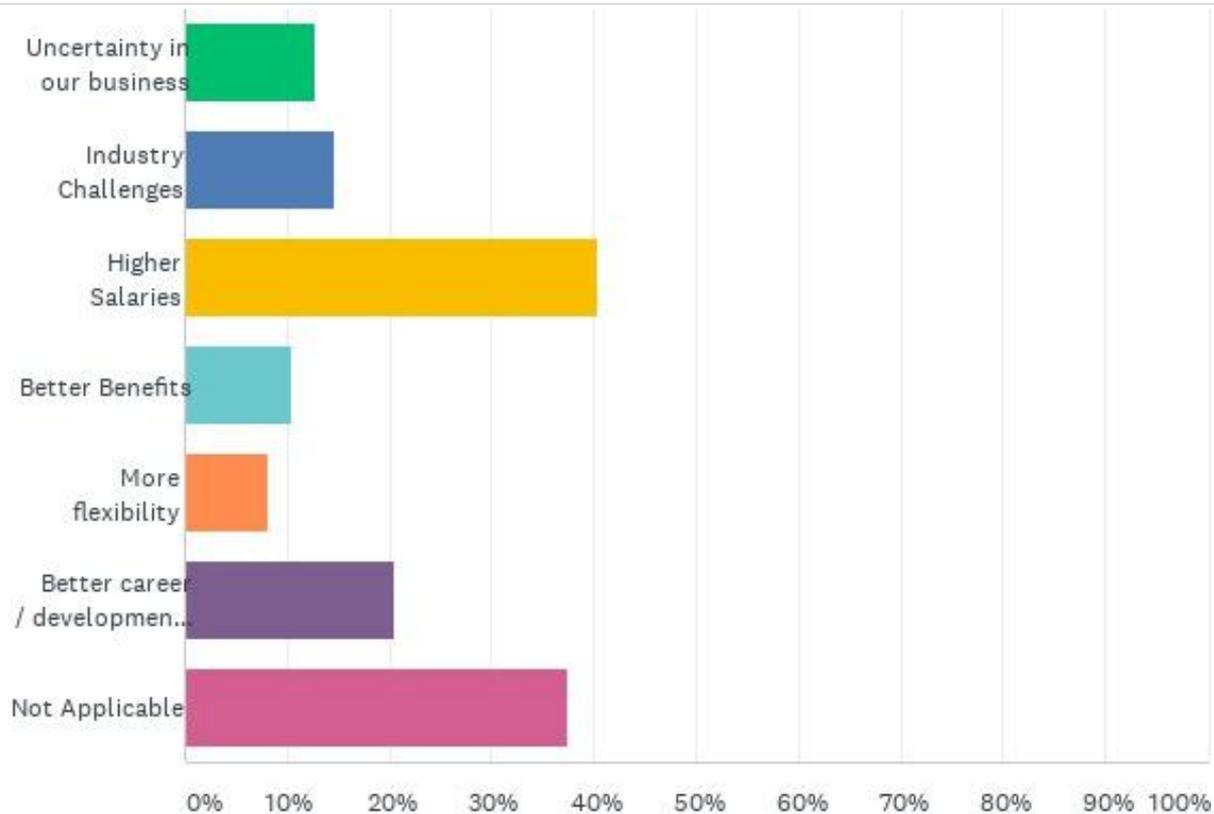
## Do you expect prices for your product or service to increase, remain about the same, or decrease during the next 12 months?



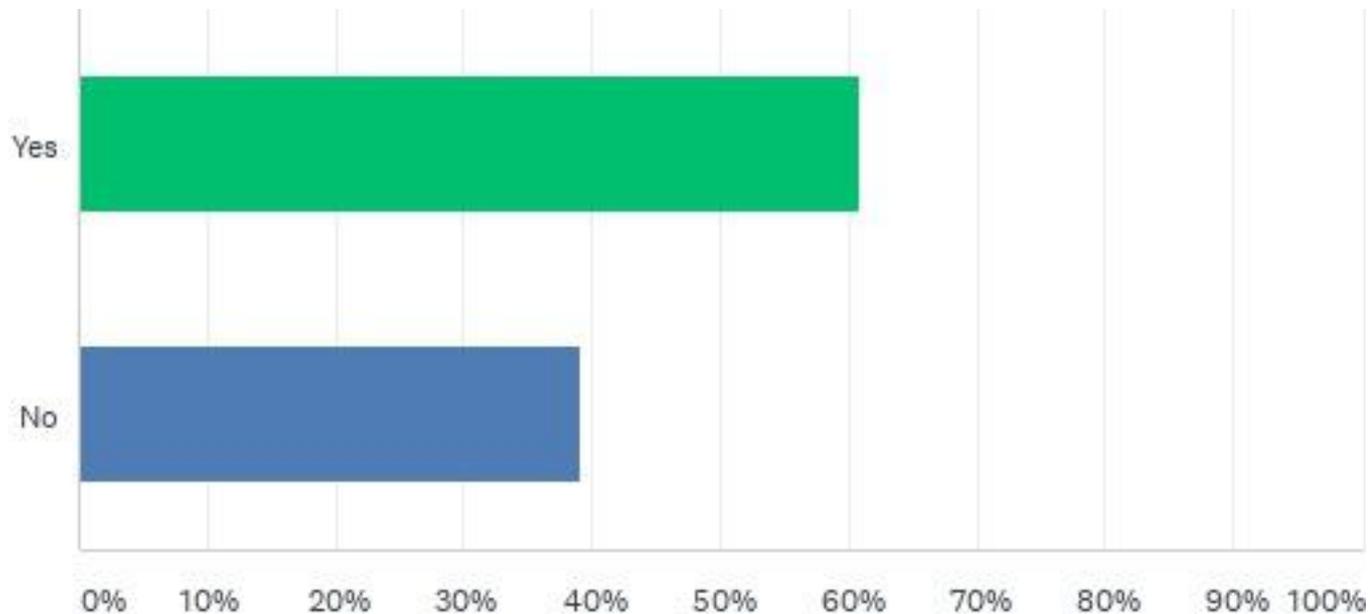
# How have your employee retention rates changed since the beginning of 2021?



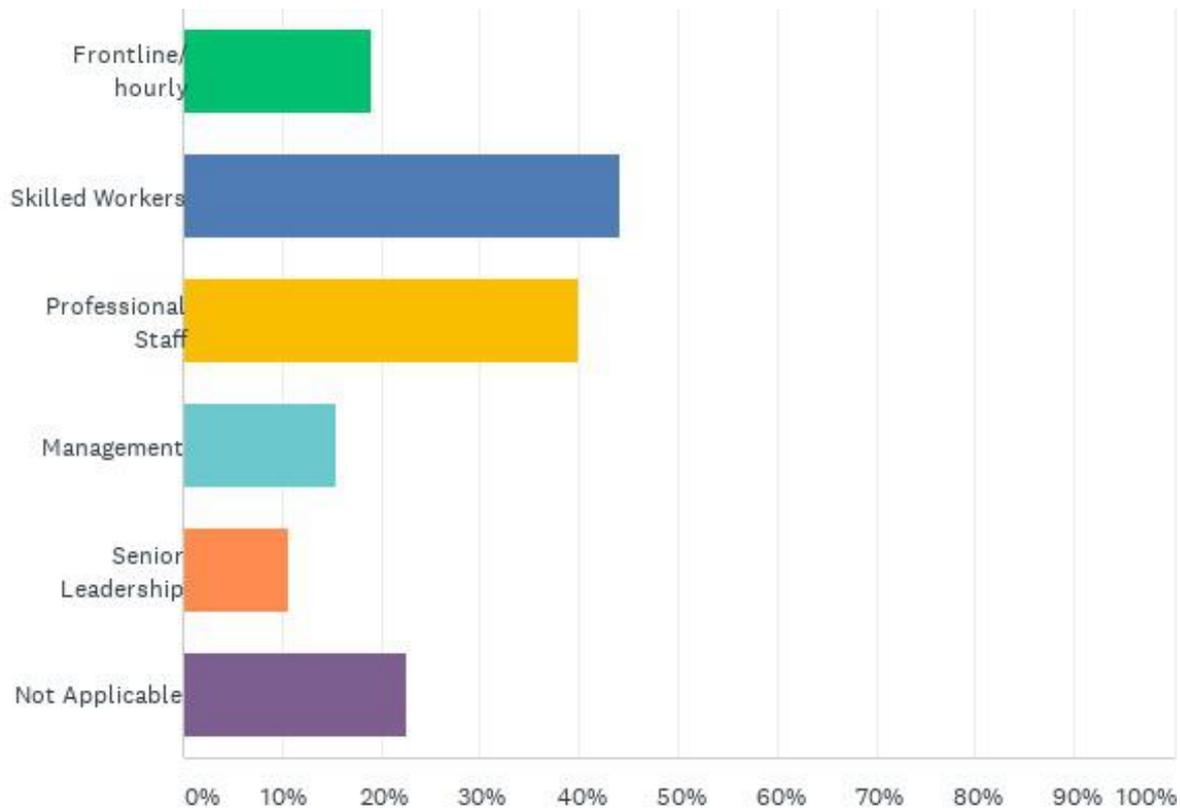
# What are the reasons your employees are leaving your organisation? Select ALL that apply



# Are hiring challenges impacting your ability to operate your business at full capacity?



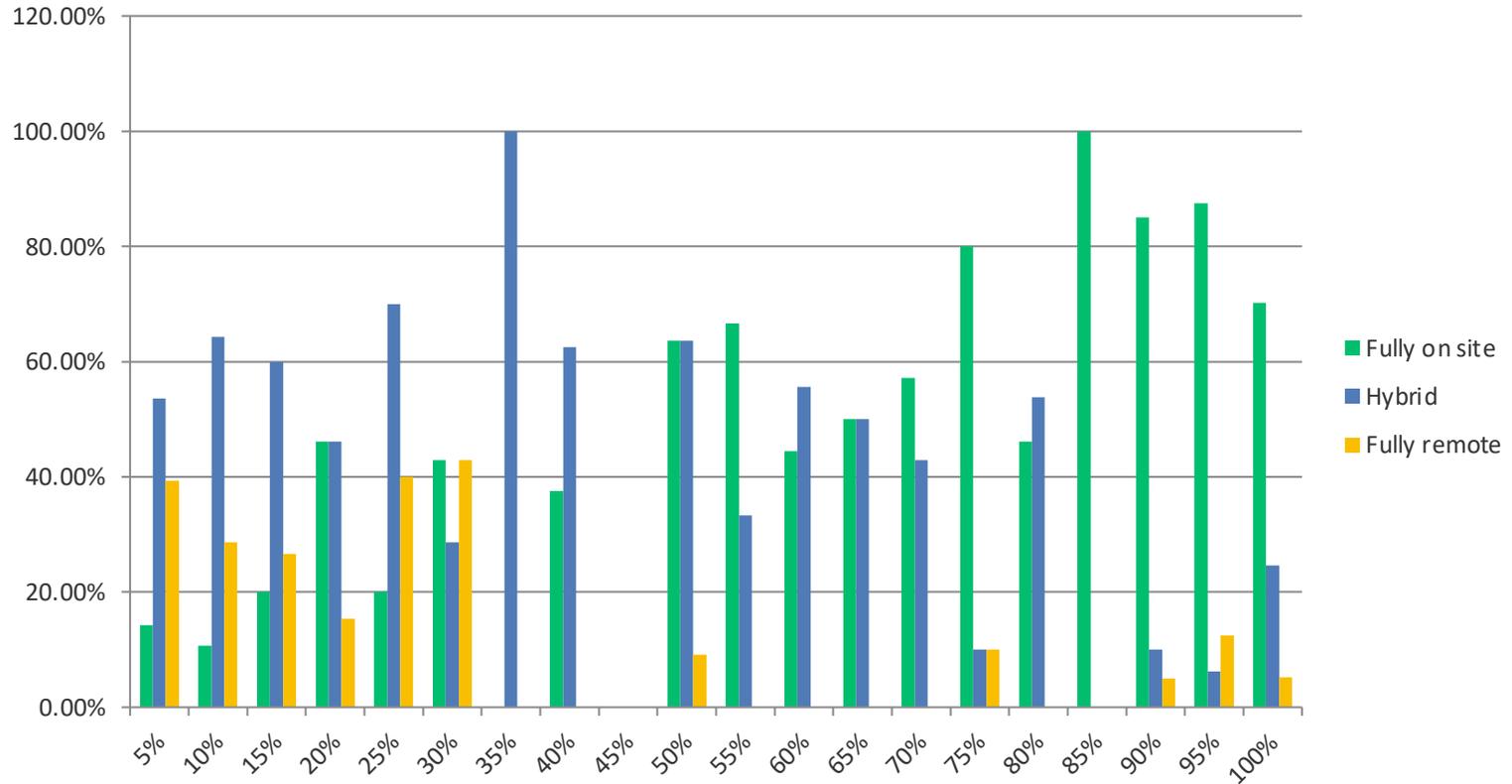
## Which type of employees are you struggling to find? Select ALL that apply



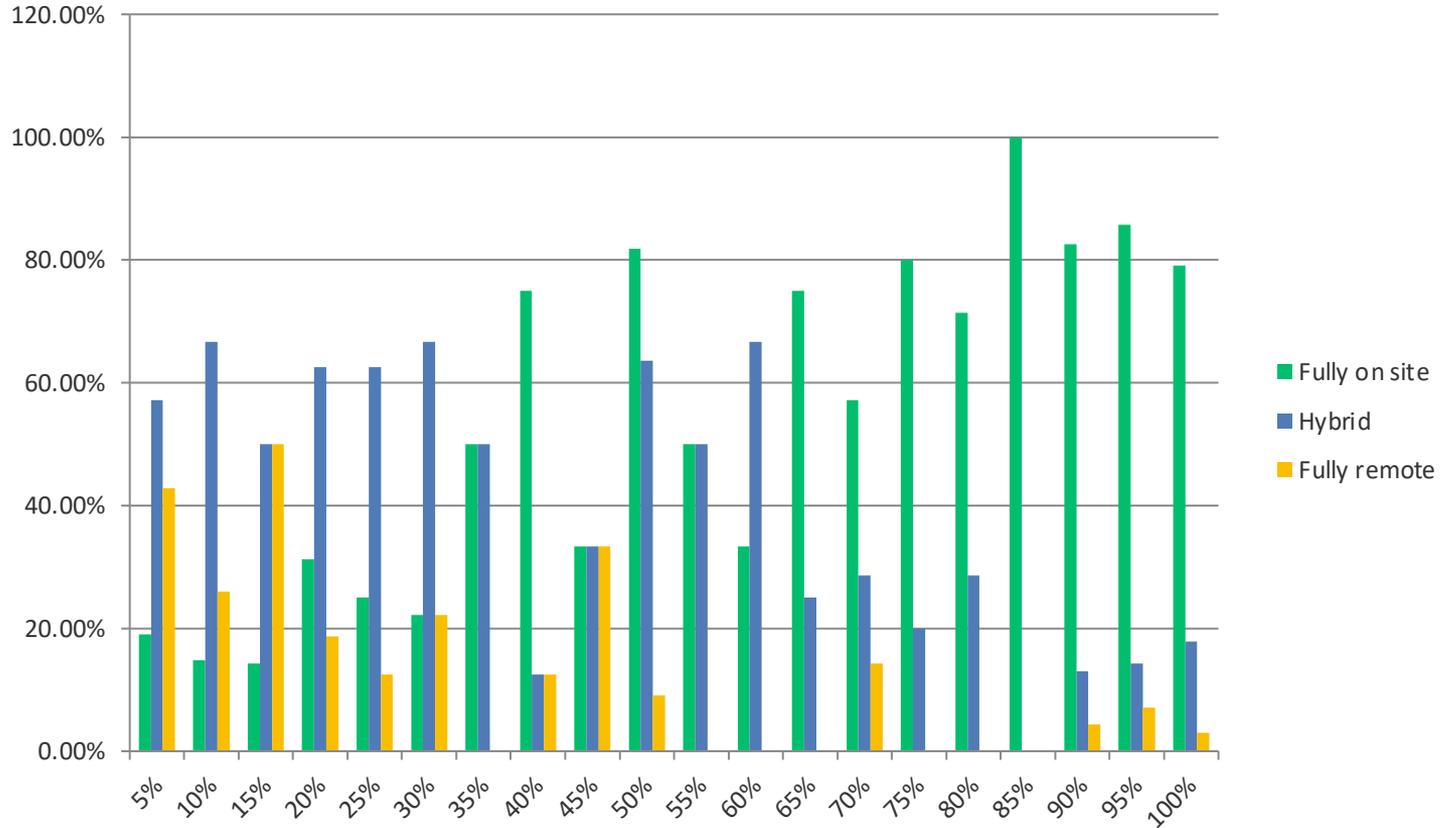
# If hiring employees has become more difficult, what are you doing in response? Select all that apply:



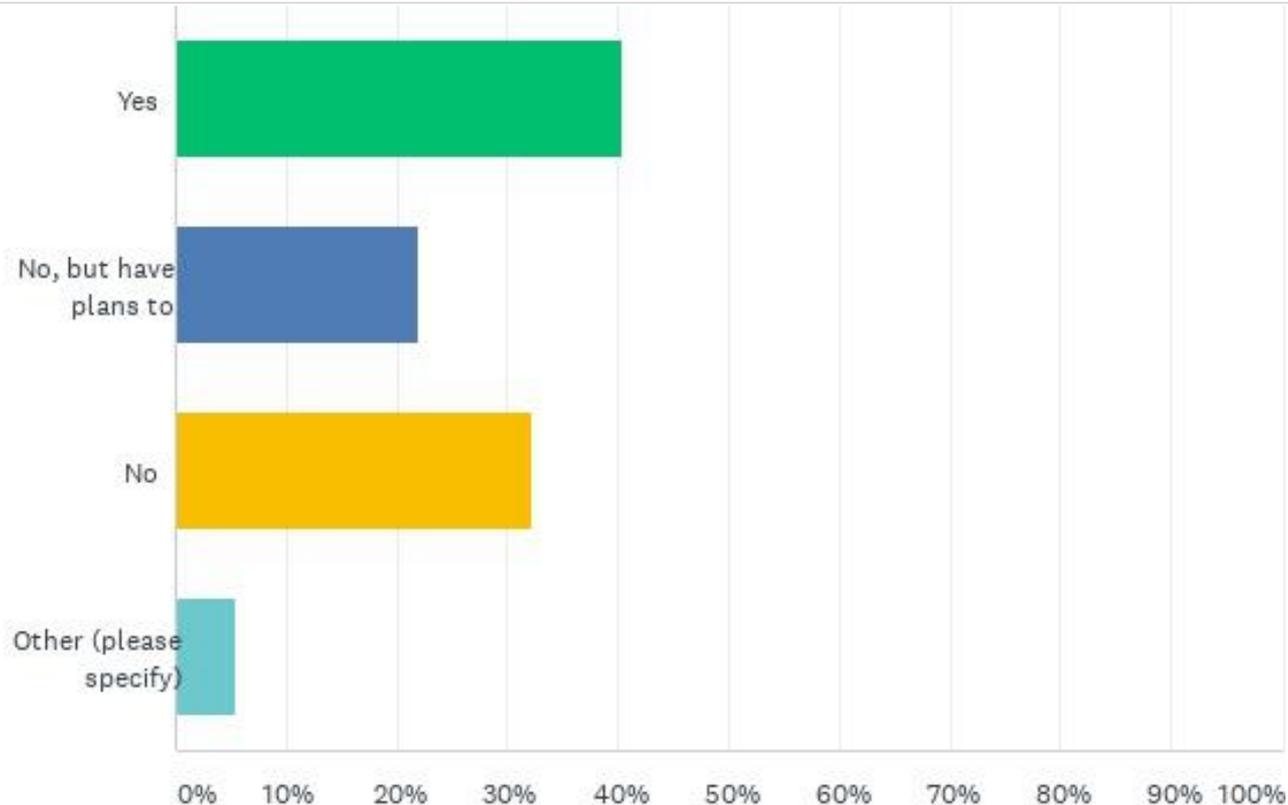
# As you look at your plans for the remainder of the year, what percentage of your employees will fall into each category (must add up to 100):



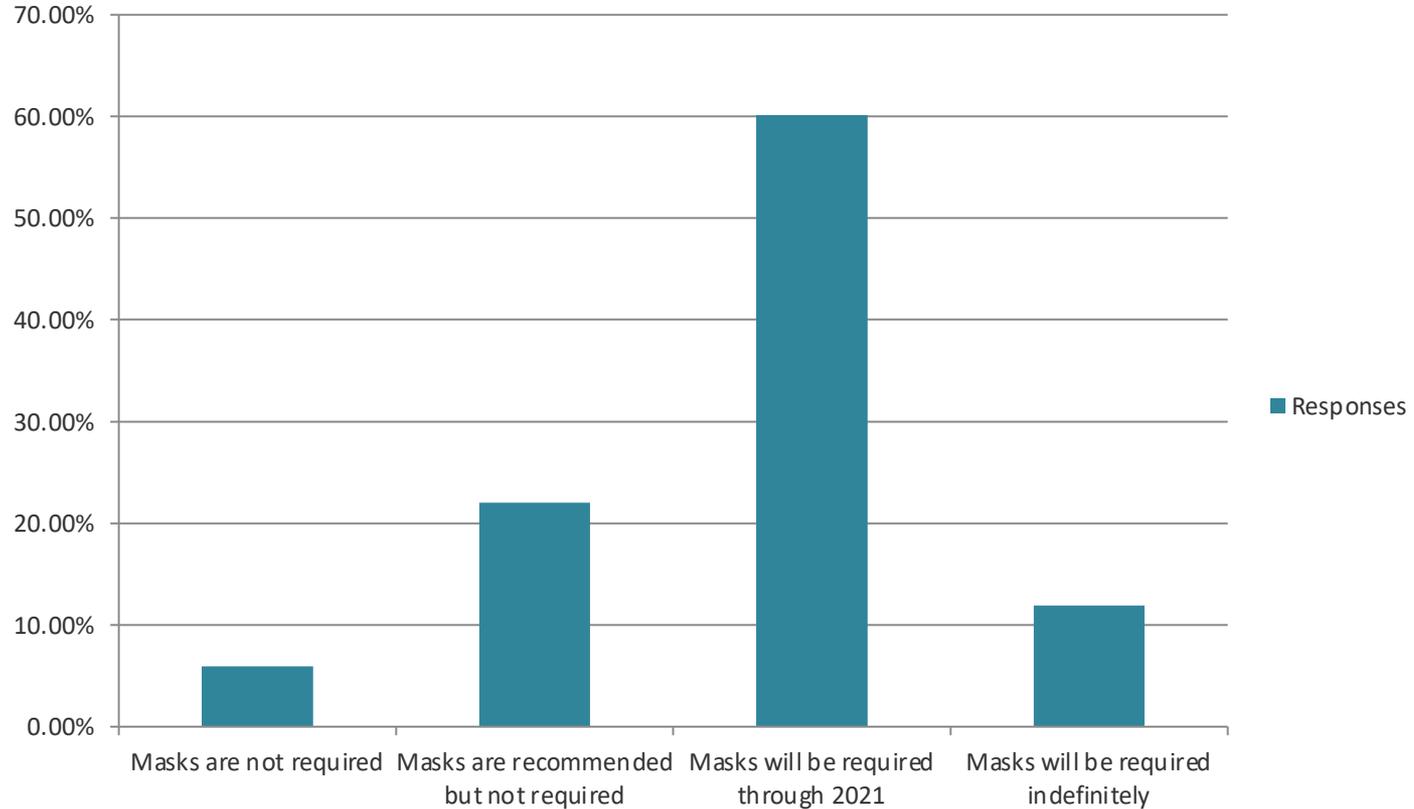
# As you look at your permanent plans for your workforce beyond 2021, what percentage of your employees will fall into each category (must add up to 100):



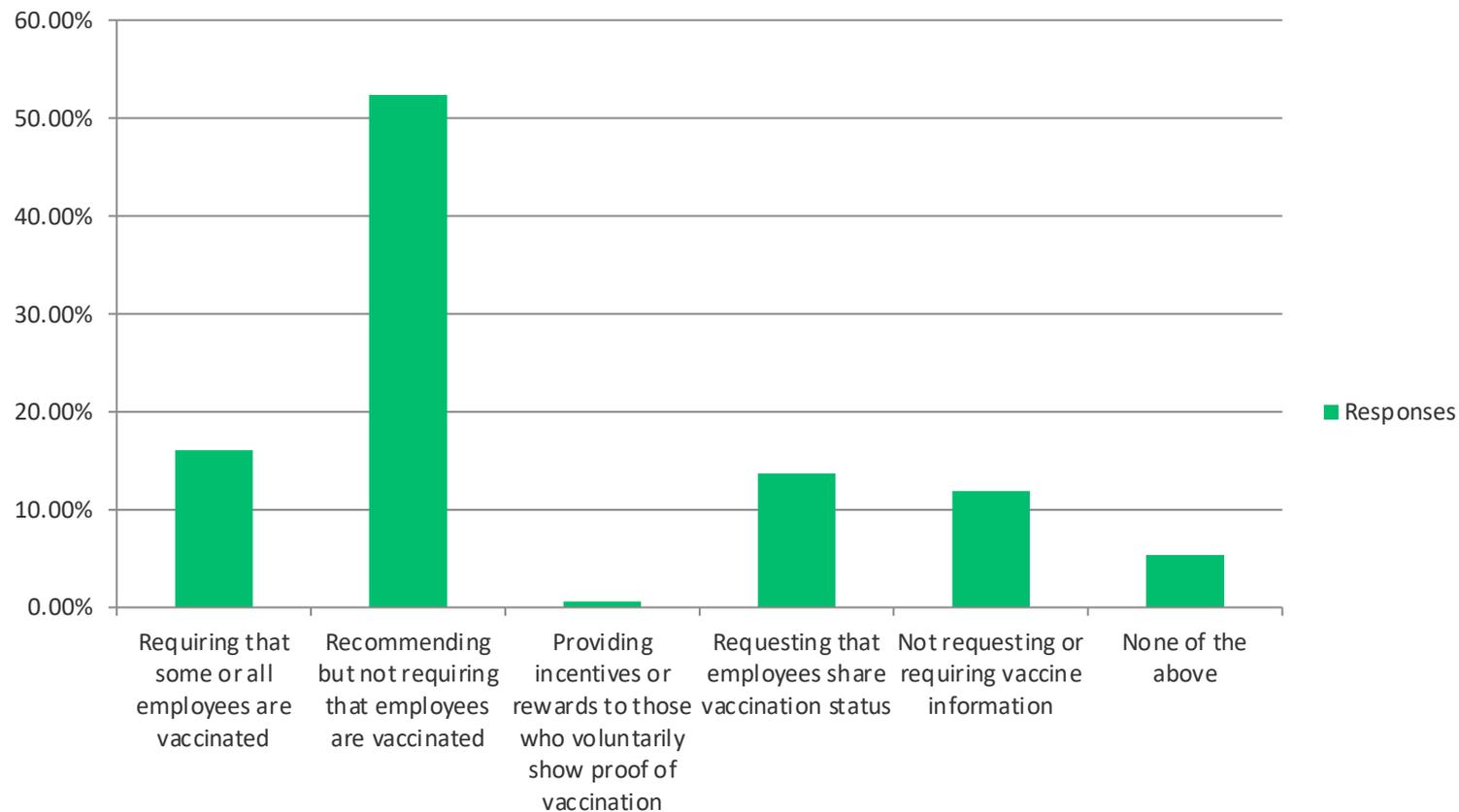
# In developing your new workforce model, have you surveyed employees on their preference?



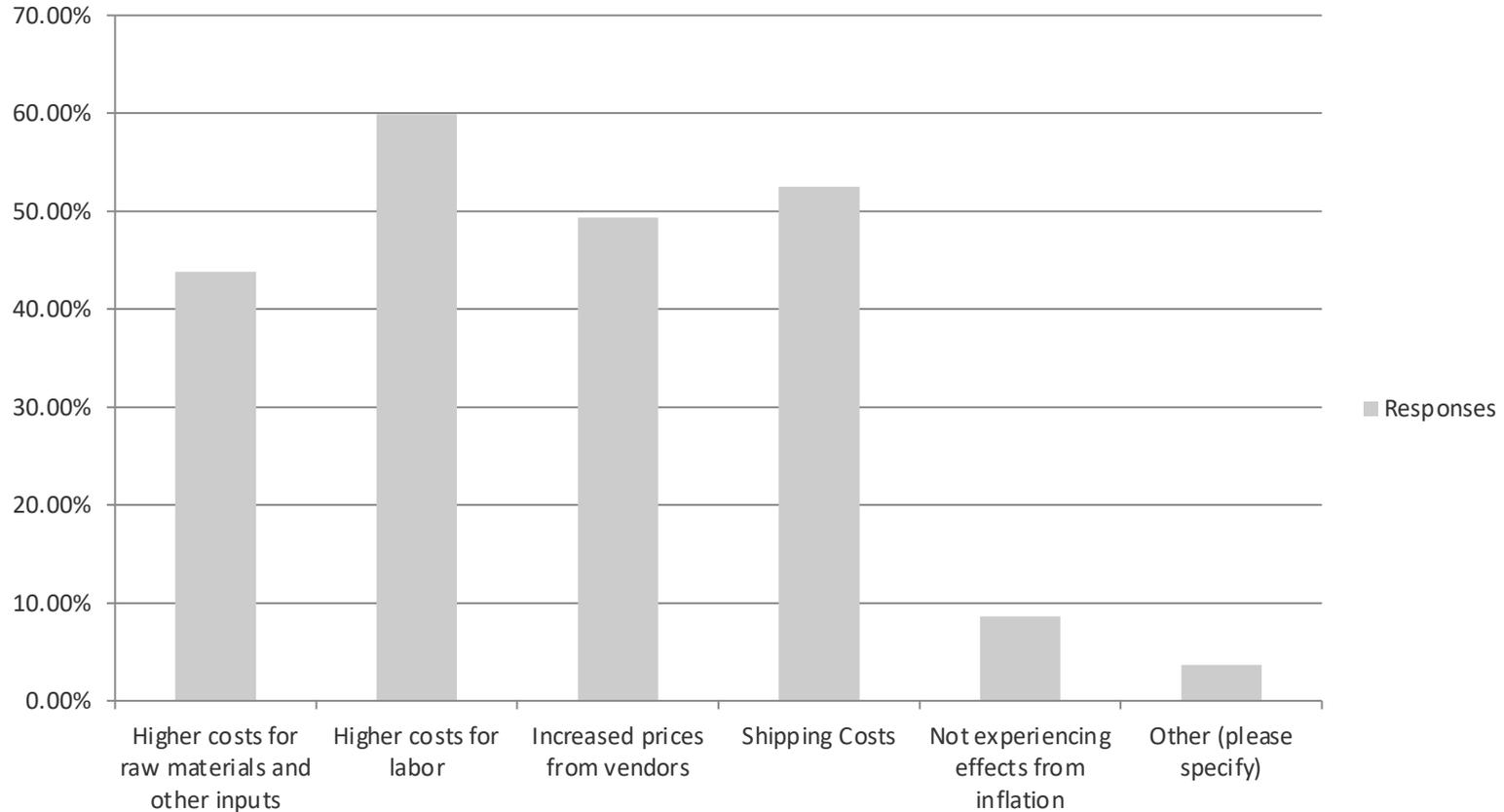
# What is your current mask policy for your workplace?



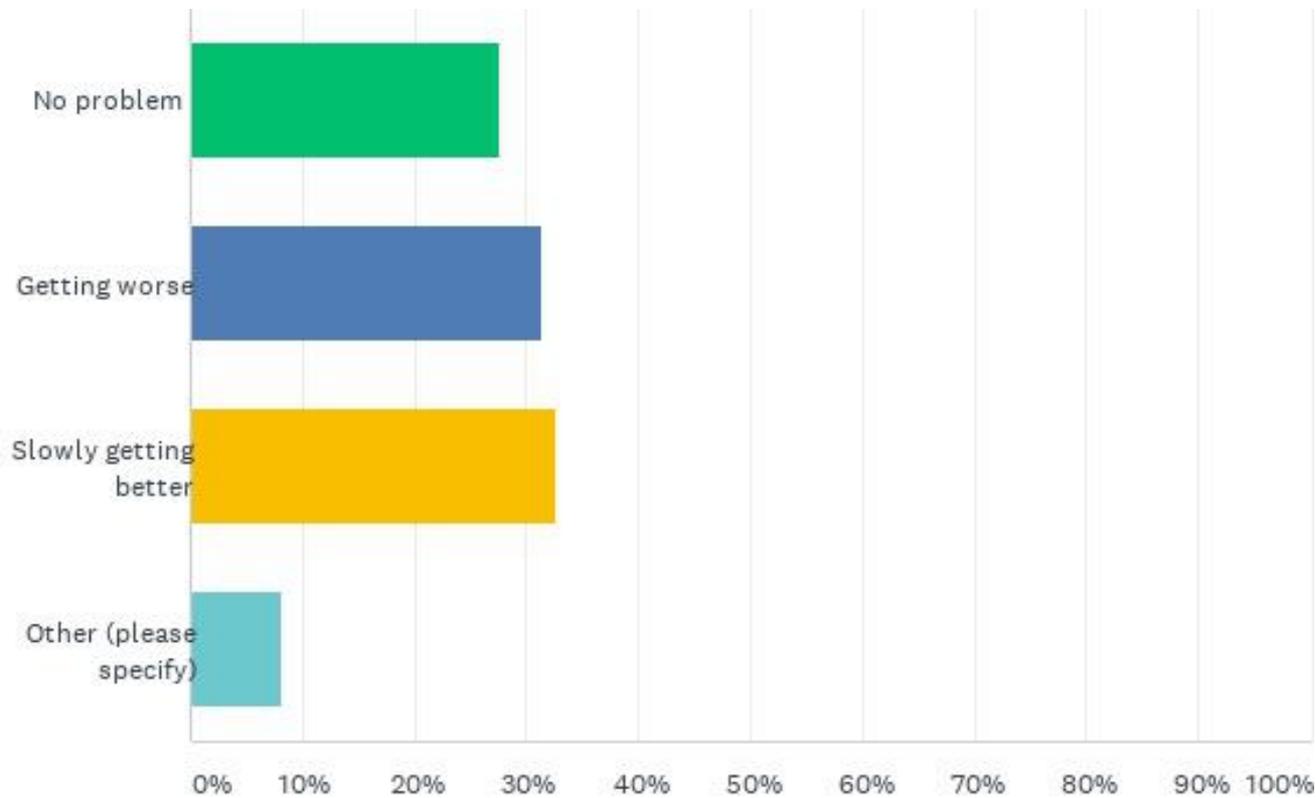
## What is your policy regarding vaccinations?



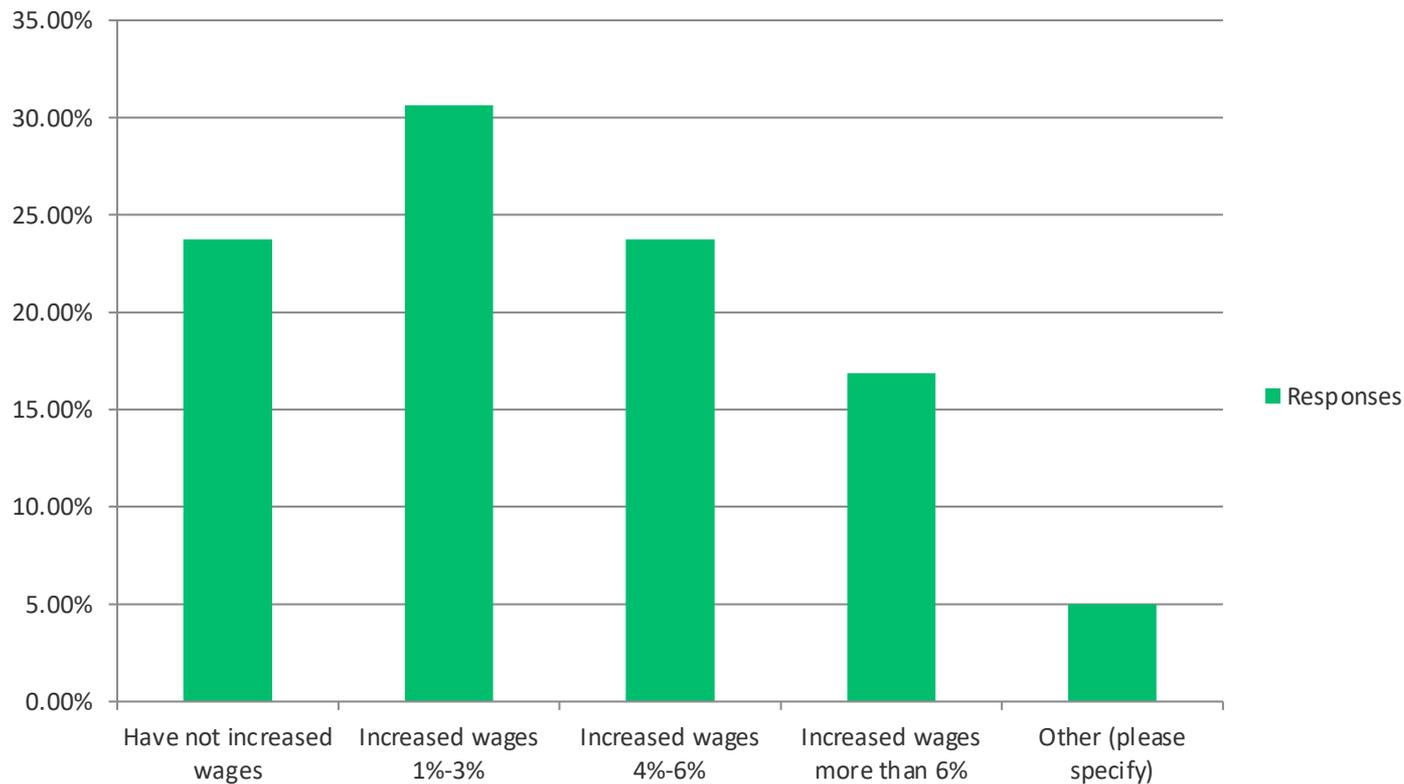
# Which effects of inflation are you experiencing for your business? Select ALL that apply



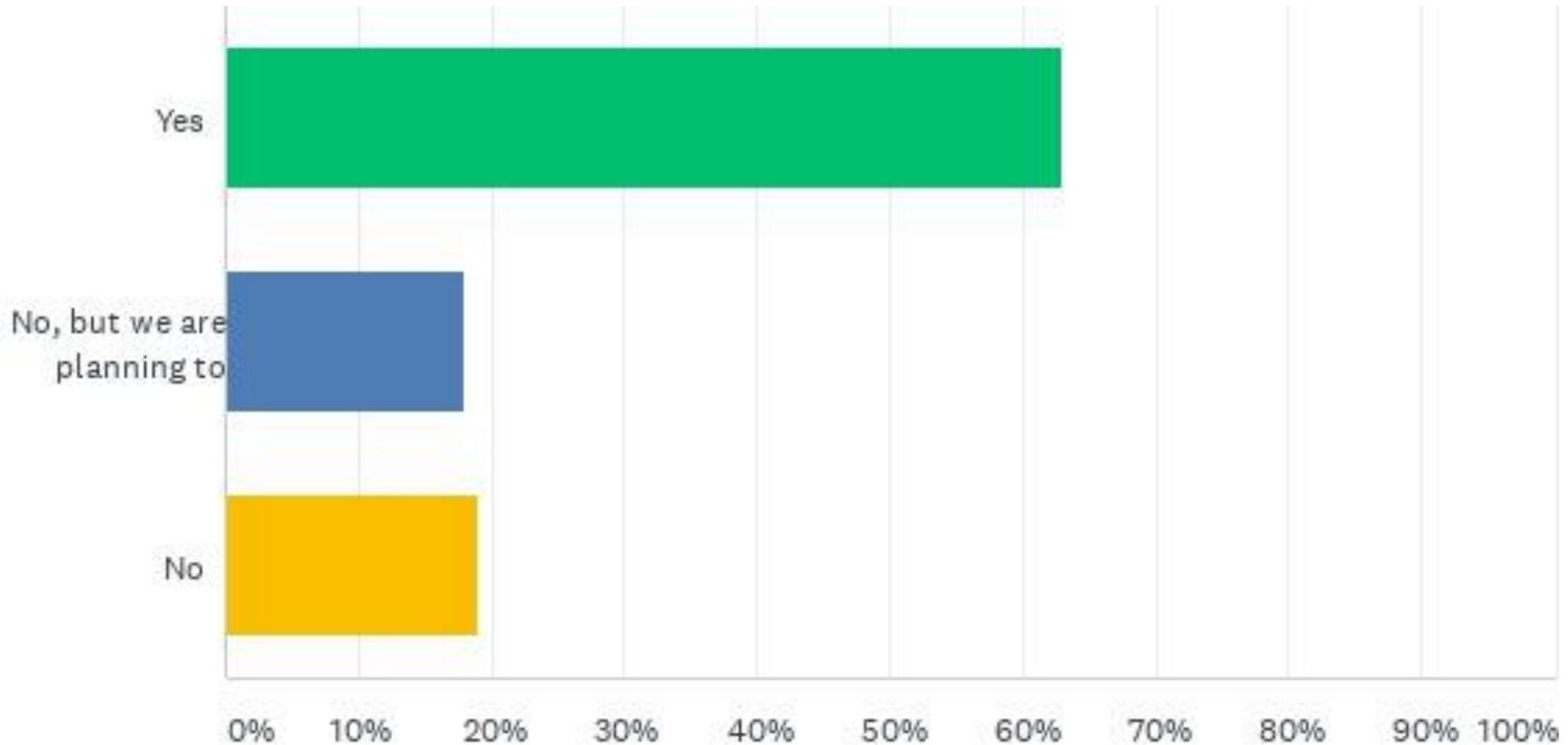
## Which best describes your supply chain?



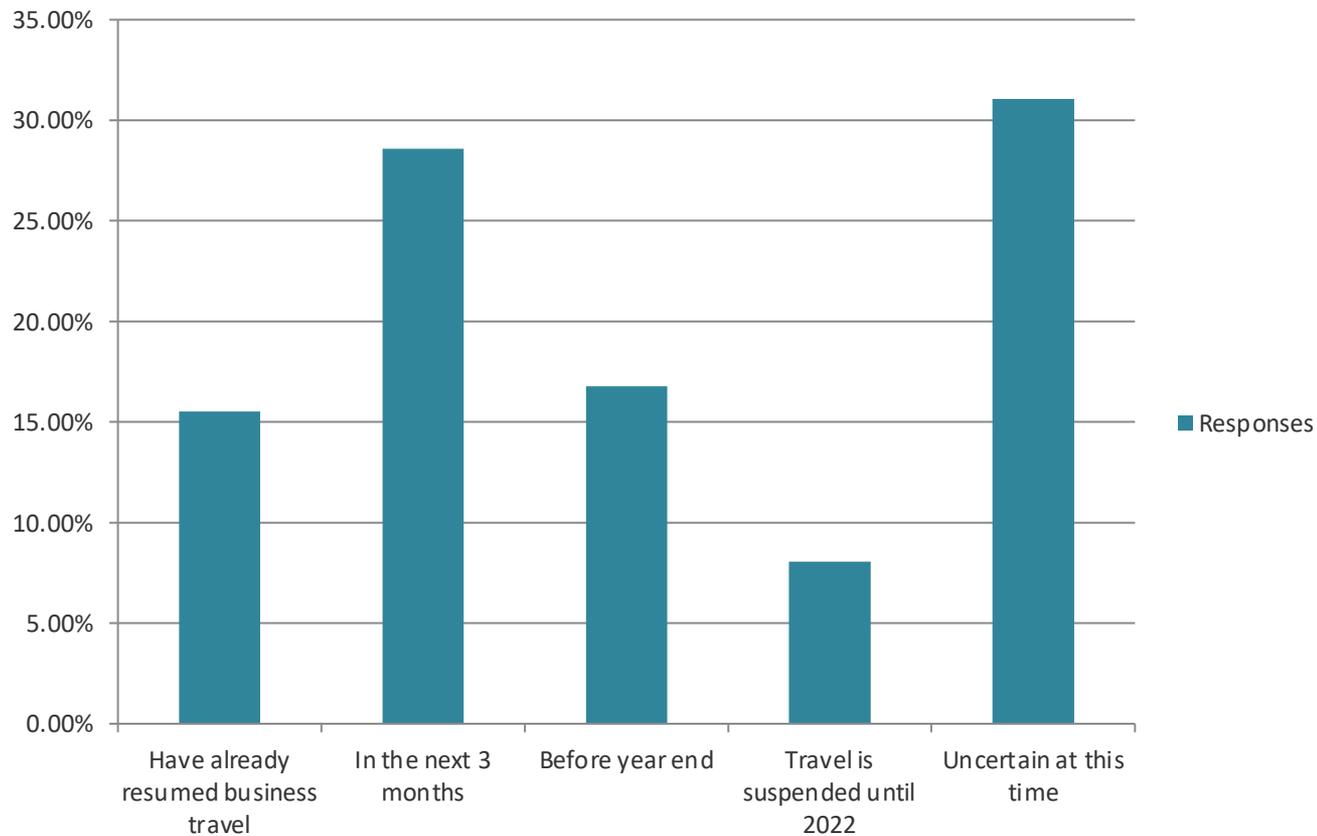
## Which best describes how you have adjusted wages:



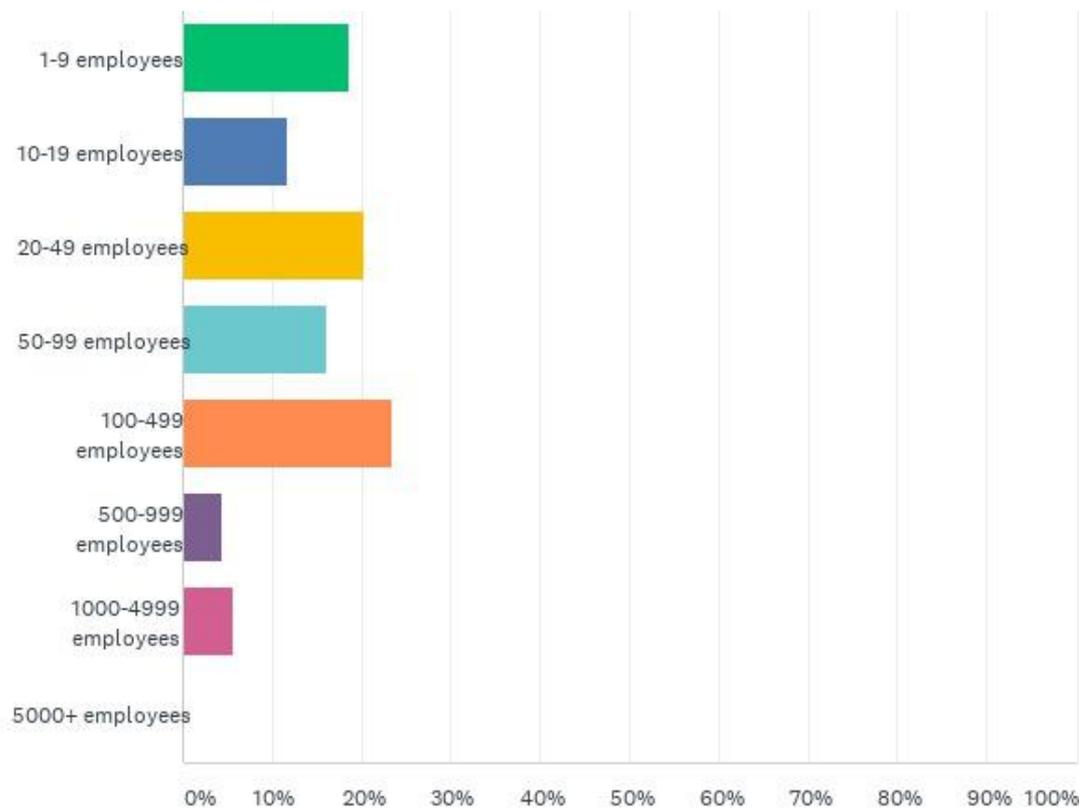
# Are you investing in technology to reduce the labour burden in your product or service?



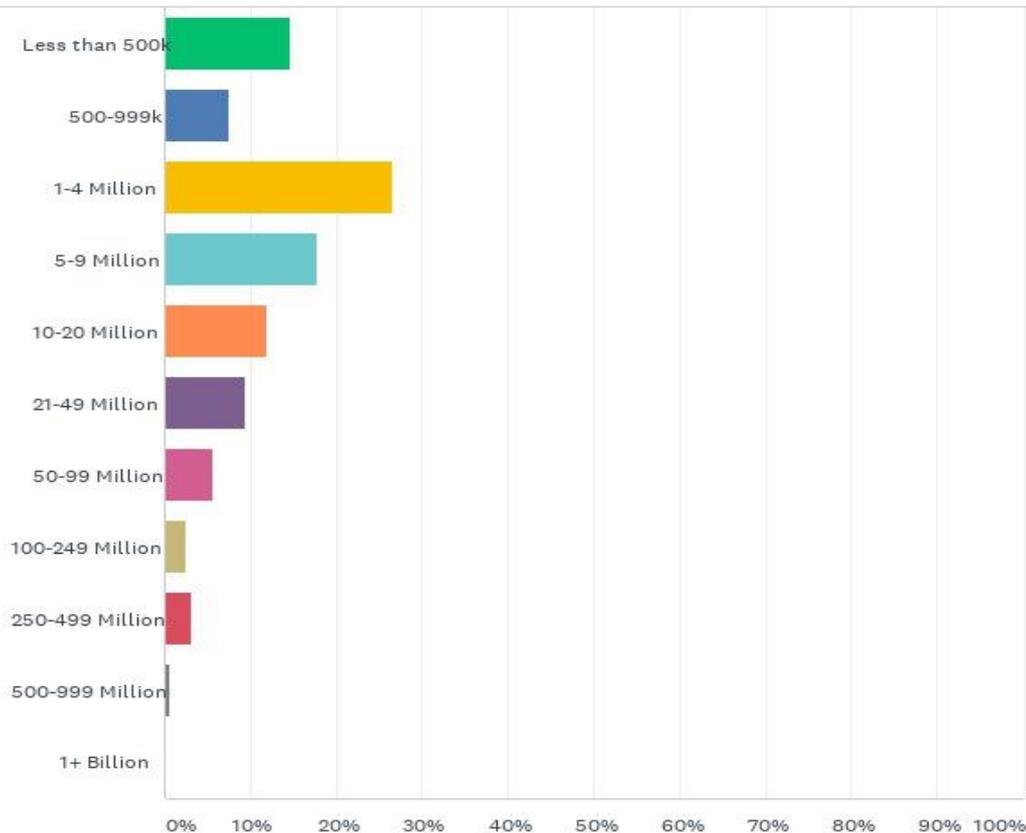
## When do you expect to resume travel for business purposes?



## During your company's last fiscal year, what was its total employment?



## During your company's last fiscal year, what were its total revenues?





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