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The impact of labour turnover on Malta's wage distribution

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Abstract

Tax data has been used to argue that Malta has an inordinately high dependence on low wages, with the average wage significantly below that indicated by official statistics. Administrative data are a very useful source, but they must be used with caution as they do not conform to international statistical definitions. Due to high labour turnover, tax data for many full-time workers do not cover a whole year, but just some months. A more standardised wage distribution that considers persons with the same length of employment shows a significantly different picture; with very low wages five times less prevalent and the average wage a quarter higher than quoted in the press. The degree of wage inequality is also much less pronounced, though over time it has risen, probably reflecting higher labour participation, particularly among women and persons previously on benefits.

JEL Classification: E24, J63, J31

Keywords: Job Turnover, Wage Distribution, Maltese Economy.

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Executive Summary

Recent media coverage has raised concerns about low wages in Malta, citing administrative data to claim that up to a quarter of the workforce earns less than €1,000 per month, or less than €12,000 annually. Administrative tax data has also been used by journalists to estimate median incomes for various worker groups, for instance, arguing that Maltese workers earned between €27,001 and €28,000 in 2024.

These estimates are compared with four wage measures from official statistics: two from national accounts (wages and salaries per employee, and full-time adjusted salaries per employee) and two from the Labour Force Survey (median and mean basic wage). National accounts measures are considerably higher, with the full-time adjusted salary per employee at €33,499 in 2024, while the Labour Force Survey's median basic wage was €20,800. The difference is largely attributed to the increasing share of non-basic wage remuneration in total employment income. Data from two large scale surveys, namely the Structure of Earnings Survey and the Household Finances and Consumption Survey provide further insight, indicating that the degree of wage inequality is far less than suggested by the unadjusted administrative data, while the Maltese economy's dependence on low wages is much less pronounced.

Turning to the administrative dataset used in recent news reports, the paper identifies labour turnover as a critical factor distorting wage levels and their distribution. High turnover rates, especially among foreign workers, mean that many full-time workers do not work a full year, skewing wage statistics. When only full-timers with a full year of social security contributions are considered, the median employment income rises to €29,137 and the average to €35,640. The latter is about a quarter higher than the estimate derived from the entire full-time employment dataset. The prevalence of those earning less than €12,000 is five times less than that implied in media articles, as most of those on low incomes had worked just a few months in the country. In fact, less than 6% of full-timers who worked for an entire year earned that level of employment income in 2024. Furthermore, the number of full-time workers with a full year in employment stood at 62% of the number of all full-timers who paid tax in 2024. Standardising the length of employment narrows the disparity between different worker groups. The resulting compensation estimates are even higher than those implied by official statistics, suggesting that adjustment factors used to compute full-time equivalent employment may need to be revisited in view of the high level of turnover among full-time workers.

The analysis also employs two key measures of wage inequality to study the tax data: the Palma ratio and the Kuznets ratio. For full-timers with a complete employment year in 2024, the Kuznets ratio is 2.6 (the top fifth earns 2.6 times the bottom fifth), while the Palma ratio is 2.4 (the top tenth of the wage distribution earns 2.4 times than the bottom two fifths), much lower than the ratios computed including those with incomplete employment years. Over the period 2012–2024, the Palma ratio rose from 2.1 to 2.4 and the Kuznets ratio from 2.1 to 2.6, reflecting increased wage inequality. Economic literature suggests that this could be driven by increased labour participation, especially among women of child-bearing age, older persons and those previously on benefits, who tend to have lower-earning jobs. While higher participation rates are prone to increase wage inequality, this tends to have an opposite effect on overall income inequality. Indeed, these dynamics will eventually increase pension income of couples due to an additional pension, as well as reduce gender income gaps for the working-age cohorts.

This analysis demonstrates the importance of using properly defined and cleaned datasets for economic analysis. Administrative data is susceptible to misinterpretation without adjustments to ensure that data conform to appropriate statistical definitions. Asking questions right is becoming ever more important in today's environment of more easily accessible data.

1. Introduction

Recent media articles argue that a large proportion of Malta's workforce earn relatively low wages. Quoting replies to Parliamentary Questions, journalists have argued that one in six workers in Malta earned less than €1,000 a month in 2023², rising to a quarter of the full-time workforce, or more than 70,000 persons, a year after.³ Yet, Abela (2024) reports that "combining data from the LFS with data from EU-SILC, it is estimated that 0.8% of all full-time occupied individuals in 2023 were full-time employees earning the minimum wage of €4.82 hourly". The same paper then projects that following the increase in the minimum wage the share would rise to 1.2% of all full-timers, and 1.5% of all employees.

In a similar vein, media articles have claimed that more than a third of non-EU residents who work full time earned a wage that was below the minimum threshold for tax contributions.⁴ Yet while available research suggests that third country nationals typically earn lower wages, their average basic salary - which excludes bonuses and other forms of employment income – was deemed to be more than double the minimum tax threshold.⁵

The administrative data provided in Parliament have also been used by journalists to compute median income brackets, which differ greatly from official data, implying much lower remuneration levels, with claims that in 2024 the median income of Maltese workers stood between €27,001 and €28,000, with that of EU workers between €21,001 and €22,000 and the median of third country nationals standing between €14,001 and €15,000.⁶ Eurostat data, on the other hand, indicates that the annual full-time adjusted salary in Malta during 2024 was €33,499, or more than a fifth higher than claimed in local media.⁷ Moreover, Government of Malta (2025a) indicates that 48% of EU nationals are employed as managers, professionals and associate professionals, a significantly higher proportion than the Maltese workforce, and with a much stronger concentration in the highly paying gaming sector, making it highly unlikely that EU workers earn so much less than the average Maltese. It is thus evident that the administrative tax data that is being quoted in the newspapers is being interpreted in a way that does not fully reflect the underlying developments

The aim of this discussion paper is to clarify the limitations of administrative tax data, and to explain why these contrasts have emerged with official data. As shall be explained in this paper, the main reason behind these discrepancies is labour turnover. The latter is an increasing phenomenon in the Maltese economy, particularly prevalent within the foreign workforce⁸ but increasingly also within the locally born workforce.⁹ Given that rising incomes, and in turn wage levels, is one of the key objectives of Malta Vision 2050¹⁰, understanding the impact of rising turnover on the level of wages and their distribution is a particularly relevant policy topic.

² <https://theshiftnews.com/2023/10/12/one-sixth-of-maltas-workforce-earn-under-e1000-per-month/>

³ <https://theshiftnews.com/2026/02/11/71000-declare-earning-just-a-minimum-wage-in-2024/>

⁴ <https://timesofmalta.com/article/a-third-noneu-workers-don-t-earn-enough-pay-tax.1062798>

⁵ Justice and Peace Commission (2024).

⁶ https://www.maltatoday.com.mt/news/national/139737/income_data_reveals_sharp_disparities_by_citizenship

⁷ <https://ec.europa.eu/eurostat/web/products-eurostat-news/w/ddn-20251112-1>

⁸ See Borg (2025).

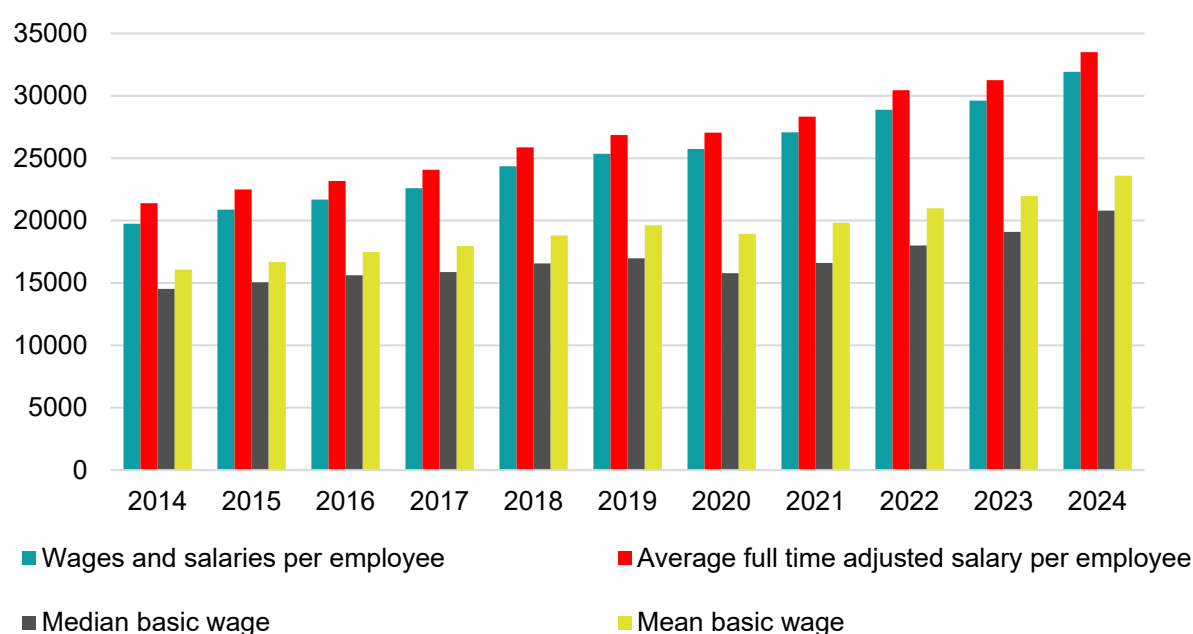
⁹ See Grech (2023).

¹⁰ Government of Malta (2025b).

2. Different wage measures for Malta

Figure 1 presents four different measures for the average wage in Malta. They come from two different sources, namely the national accounts and the Labour Force Survey.¹¹ The first measure is computed as the sum of wages and salaries divided by the number of employees, and in 2024 yields €31,921, an increase of 62% over the 2014 level. The second measure – the average full-time adjusted salaries per employee – is computed by dividing the first measure by the ratio of the usual weekly hours for full-time employees, derived from the Labour Force Survey, and the usual weekly hours for all employees.¹² This measure yields an estimate of €33,499, or 57% higher than 2014.

Figure 1: Different Average Wage Measures



Source: Eurostat, National Statistics Office

Notes: Average wages in euro

The third and fourth measure are derived from the Labour Force Survey and show the median and mean basic wage. These are self-reported and are significantly below the measures derived from the national accounts.¹³ The median basic wage in 2024 stood at €20,800, or 43% higher than in 2014, while the mean basic wage stood at €23,592, or 47% more than a decade earlier. The basic wage in Malta is the tax base for social security contributions, and therefore both employees and employers have clear incentives to lower this element, in order to reduce their tax burden. In fact, the Pensions Strategy Group (2025) reports that “non-basic wages have grown consistently over the years, with sharp

¹¹ There is another official statistic, namely the one derived from the Labour Cost Index. This suggests an €18 per hour wage for Malta in 2024, or an annual wage of €37,440. However, this only covers a selection of economic sectors.

¹² This measure is estimated by Eurostat following the adoption of the Blue Card directive, as a threshold to be used nationally to grant working permits to high-skilled workers. See https://ec.europa.eu/eurostat/cache/metadata/en/nama_10_ft_e_esms.htm

¹³ Basic wages also exclude payments for overtime, allowances and bonuses, which are included in the national accounts.

accelerations in specific periods, particularly after 2014". The same report notes that "the average gap between total and insurable salaries widened over the years". In fact, our estimates show that the mean basic wage fell from being equivalent to 81% of the wages per employee measure to just 74% in just a decade.

This taxation issue puts into question the usefulness of the average basic salary data derived from the Labour Force Survey, because over time employee compensation is taking the form of other means than the basic salary. A priori one would expect that third country nationals, have a strong incentive to accept a lower basic wage portion of their salary as they are highly likely to have left the country before they can qualify for social benefits such as pensions, and so gain little by paying social security contributions on their basic wage.

At the same time, the first two measures, the wages and salaries per employee and the full-time adjusted salaries per employee are highly dependent on the reliability of hours worked data and the computation of full-time equivalence for full-time and part-time workers.¹⁴ Eurostat publishes an index of total actual hours worked in the main job on a quarterly basis. By the end of 2025, Malta's index was nearly 30% higher than in 2021, the highest-by-far value across the Union, and displaying very pronounced volatility, with year-to-year changes as large as the EU's cumulative shift over four years. The volatility of the Maltese hours worked data is also evident when one compares trends in the ratio between wages and salaries per employee and the average full-time adjusted salaries per employee across the EU and in Malta. Whereas the ratio for the EU remains stable at 0.91 across the decade, in Malta the ratio rises steadily from 0.92 to 0.95, even reaching 0.96 in 2021.

Another official source of information on wages is the Structure of Earnings Survey (SES), which is carried every 4 years and is very useful as it includes wage distribution data. In 2022, it states that the median full-time wage in Malta was €26,876. The bottom tenth of the full-time wage distribution earned €15,565, while the top tenth earned €51,655. Back in 2014, the median wage had been reported at €19,465, while the top tenth earned €35,437 as against €11,884 for the bottom tenth. These data clearly contradict most of the figures reported in local newspapers regarding low-wage earners. In particular, the number of individuals earning less than €12,000 per annum is significantly lower than what has been quoted for more recent years.

The SES has the limitation, that in Malta, its coverage is restricted to employees working in firms with 10 or more employees and therefore does not encompass the entire economy. By contrast, the Household Finance and Consumption Survey (HFCS) has a more comprehensive coverage but is household-based rather than individual-based. For 2014 it shows that mean household gross employment income was €28,500, rising to €45,800 in 2023. If one looks at households where just one person worked, mean employment income rose from €20,700 to €30,400, a growth rate in line with that reported for the average basic wage of the Labour Force Survey, but much higher in level. By contrast the growth rate of the mean employment income of households where the two members were in employment rose like that of wages and salaries per employee indicator, increasing from €32,600 to €53,000.

All the different wage measures derived from official data and surveys suggest much higher employee remuneration than that quoted in local newspapers based on income tax data. They also suggest that while the wage distribution in Malta is not normally distributed and is skewed, the degree of inequality is nowhere near what is being claimed in the press. This demonstrates the problem of trying to interpret administrative data without modifying it to fit the methodologies adopted by statistical institutes to ensure that it confirms to standard economic concepts.

Knoppe (2018) utilised anonymized income tax data to study wage inequality and mobility. He had reported that "even after removing all part-time job entries there remain a high number of incomes below

¹⁴ See Grech (2003) for an earlier discussion of the importance of having reliable full-time equivalence conversion factors when discussing compensation figures.

the annual minimum wage". This was due largely to reduced-hour schemes and to employment that did not cover a whole year. When he cleaned his data set, the number of data points had declined by nearly 30%, and all incomes below 95% of the minimum wage were removed. This also resulted in the number of gainfully occupied to be much less than the amounts quoted in the Labour Force Survey and national accounts, suggesting that full-time equivalent conversion factors are boosting the number of full-time equivalent employment significantly upwards. The biggest break appears to start after 2014, a period when employment of foreign nationals started to pick up.

3. The impact of labour turnover on wage distribution in Malta

Compositional effects are a well-known cause of higher wage inequality and of slower wage growth. Kouvavas, Kuik, Koester & Nickel (2019) demonstrate this for the euro area, pointing out how in a high growth environment, the integration of young people, and those previously on benefits or inactive, depresses the average wage level. In the case of Malta there is another important element that creates considerable compositional effects, namely significant migration flows.¹⁵

Grech (2023), using Jobsplus data, estimates that the proportion of employees staying with the same employer they had a year earlier fell from 72.4% in 2010 to 69.2% in 2022. While terminations are much less prevalent among Maltese-born workers, Grech (2023) still noted that 10% of all Maltese workers are "subject to a termination notice within three months of them being first engaged". About 30% of all employed Maltese-born workers either changed their jobs or experienced a change in their role within a year, with the proportion for foreign workers rising well above 50%. Most turnover was in younger age cohorts – tendentially among the lowest paid jobs. Borg (2025) confirms these results and shows that "nearly one-third of foreign workers leave Malta within their first year of engagement, and around half within three years." Given the significant share of migrant workers, the fact that there is so much turnover among them implies that administrative data would typically include large numbers of individuals who would not have worked a full year in Malta.

The latest bout of confusion about the level of wages and wage distribution in Malta was the result of incorrect application of a reply to parliamentary question (PQ) 34023.¹⁶ This PQ reply provided information on the number of full-timers earning different brackets of employment income, broken down by the broad nationality group of the workers. This reply stated that there were 301,332 full-timers in 2024 who reported employment income to the Tax Department. Of these 80,975 were third country nationals, 44,498 were EU or EEA nationals and the remaining 175,859 were Maltese citizens. Figure 2 shows that the bulk of these full-timers reported an income lower than €20,000, with nearly equal numbers having an income below €12,000 (the income tax threshold for single individuals) and an income between €12,001 and €20,000. Microdata obtained from the Tax Department that were used to answer PQ 34023 shows that the median wage implied by these data is €22,738, while the average wage is €28,846. These estimates are very low when compared with the official estimates for these macroeconomic variables. The implied wages for foreign workers are abysmally low, with three-quarters of third country nationals earning less than €20,000, and more than a third earning less than the income tax threshold. Even among EU nationals, a third of full-timers would appear to not be earning enough income to be liable for income tax.

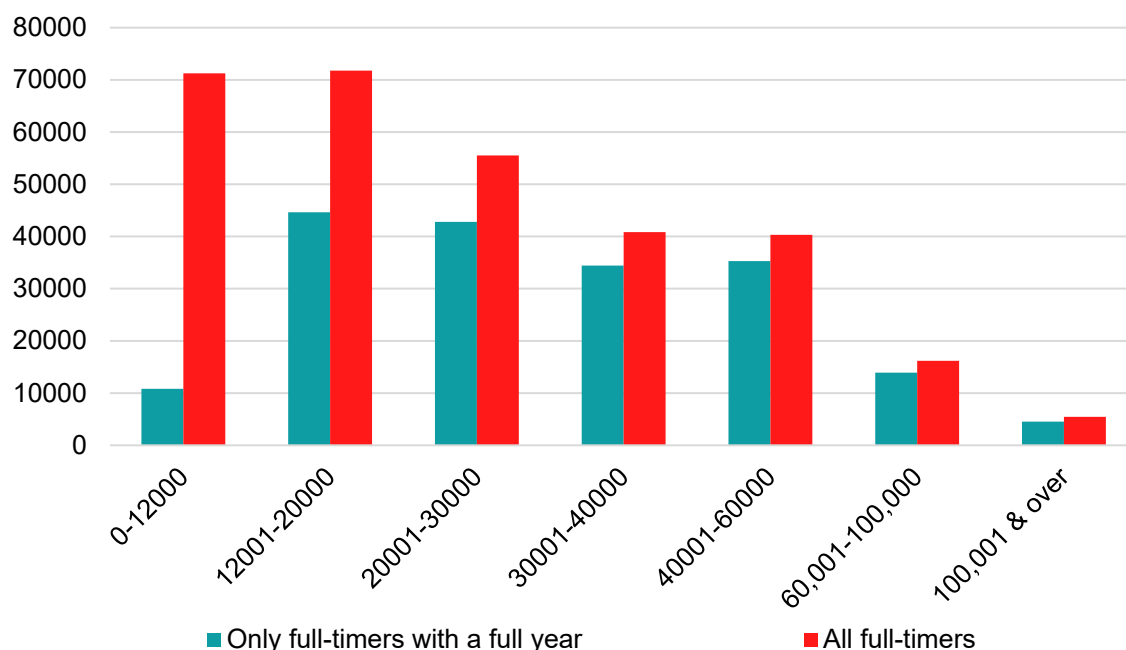
These considerations adopted unquestioningly in the local press, without a reality check against official statistics, reflect the substantial labour turnover rates that characterise the Maltese economy. This

¹⁵ This effect is observed in other economies with a rising share of foreign workers, (e.g. Nickell & Saleheen (2015) for the UK).

¹⁶ <https://pgs.parlament.mt/?pqid=6981b9dbcacb629f260df9fc>

became evident when a subsequent PQ was posed, namely PQ 34700.¹⁷ Rather than asking for the whole set of administrative data, here the request was refined to include only those full timers for whom there was a whole year of social security contributions paid. Figure 2 compares the wage distribution for both sets of replies, and the results are strikingly different.

Figure 2: Wage Distribution Of Full Timers - 2024



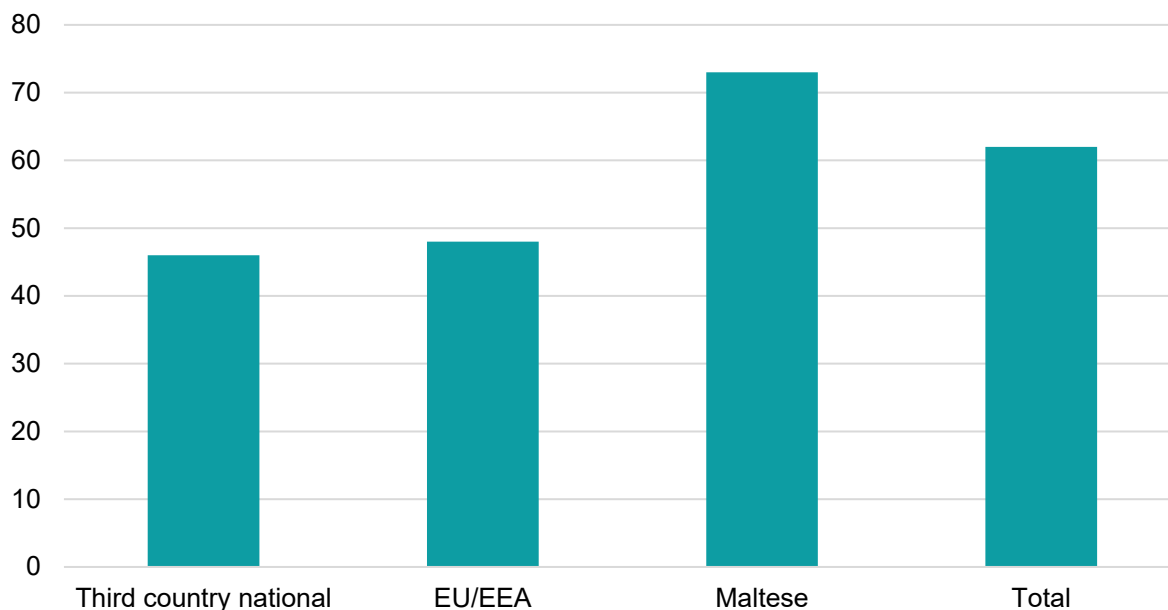
Source: House of Representatives Parliamentary Questions

Notes: Y-axis shows number of persons for every wage bucket in euro

First, the data reveal that there were only 186,464 full-timers who worked an entire year in 2024. Of these 127,813 were Maltese, 37,255 third country nationals and 21,396 EU or EEA citizens. Figure 3 shows this as a proportion of the full dataset of full-timers. Essentially only 62% of all full-timers had a whole year of employment during 2024. This confirms that the trend of increasing turnover observed in Grech (2023) has likely continued to accelerate in subsequent years, particularly reflecting the rising share of foreign workers. In fact, less than half of the latter appear to have paid social security contributions for a whole year in 2024, with the proportion of third country nationals, 46%, only marginally lower than that of EU/EEA workers.

¹⁷ <https://pqgs.parlament.mt/?pqid=69a14c44ab0f167cfe549b67>

Figure 3: Full-timers with a full year in employment during 2024 by nationality



Source: House of Representatives Parliamentary Questions

Notes: % of total full-timers in employment

The inclusion of so many taxpayers with just a few months of employment income depressed greatly the average and median wage and skewed the wage distribution towards the lowest wage brackets. Once the data set is restricted to those with a full year of employment, the administrative data begin to align more closely with official statistics. The median employment income, in fact, is €29,137, while the average stands at €35,640. In both cases, the figures are higher than the levels one arrives to using the whole full-time workers dataset, namely 28% and 24% higher in respect of the median wage and average wage, respectively. They are also significantly above the official wage measures described in the previous section. This suggests that the factors used to compute full-time equivalent employment may be incorrect and are not reflecting appropriately the high degree of labour turnover prevalent in Malta's labour force. On the other hand, one could argue that restricting the data set only to those who complete a full year may skew compensation figures upwards as it might exclude disproportionately workers from sectors where there is a lot of labour turnover, such as accommodation and catering, and which tend to have lower wage levels. That said, on balance, adopting this approach is undoubtedly superior to not adjust the wage distribution for the effects of labour turnover. It also helps one to understand that while there may appear to be over 301,000 full-timers, nearly 40% work far less than a full-year and so therefore need to be adjusted for when one is computing measures such as compensation per employee or labour productivity.

Figure 2 also shows that rather than having a quarter of the full-time workforce earning less than €12,000, less than 6% of full-timers who worked for an entire year earned that level of employment income. In fact, there are far more full-timers who declared an income greater than €60,000, the highest income tax rate payers (10%), than there were full-timers who earned below the minimum tax threshold. The wage distribution for the truncated full-time employment workforce is much more equally distributed. The Kuznets ratio stands at 2.6, that is the top fifth of the wage distribution earn slightly more than two and a half times the bottom fifth, while the Palma ratio, the ratio of the employment

income of the top tenth compared to that of the bottom two fifths is 2.4.¹⁸ By contrast when one looks at the wage distribution including those with an incomplete employment year, the Kuznets ratio stands at 3.6 while the Palma ratio is 2.9.

The median employment income for Maltese nationals who worked full-time for a whole year in 2024 amounts to €32,500, rather than the €26,500 derived from the entire population of Maltese full-time employee taxpayers. For third country nationals the median employment income rises to €18,200, rather than €14,500; while for EU/EEA citizens the figure is €32,700, rather than €21,500. This shows that the median wage estimates by nationality made in the local press using tax data were driven solely by their non-consideration of labour turnover. Maltese full-time workers earn about 12% more than the national average, while third country nationals earn 38% less. These are much more pronounced differences than those reported in Justice and Peace Commission (2024), which estimate that Maltese nationals earn around 3% more than the average, while third country nationals were estimated to earn 17% less than the average. Data also suggest that the a priori expectation that foreign workers are more likely to accept lower basic wages in lieu of higher non-social security liable other employment income is incorrect. Their remuneration package appears almost exclusively composed of basic wages, while it appears that it is among the Maltese, that basic wages are just a fraction of overall employment income. The income tax data also indicate that the gap between Maltese and EU/EEA nationals is much less pronounced than that reported in the Labour Force Survey data on basic wages, which indicates an 11% gap in remuneration levels rather than the 1% suggested by income tax data.

Incidentally, the reply to yet another PQ, namely PQ 35017,¹⁹ allows us to compare the situation in 2024 with that prevailing in 2012, that is before the large rise in foreign employment and when labour turnover rates were less pronounced. Income tax data show that in 2012 there were 119,076 full-time employees who had paid a whole year of social security contributions. Of these 23,735, or a fifth, earned €12,000 or less. By contrast only 2% of the full-time workforce reported an employment income of €60,000 or more. Figure 4 shows the stark contrast in remuneration levels over the period of just 12 years. Even though three-quarters of the increase in full-time employment was driven by foreign workers, median employment income rose substantially. National median employment income for full-timers who worked a full year stood at around €17,500 in 2012, with that among third country nationals hovering around €13,700, €20,000 among EU/EEA nationals and €17,300 among the Maltese. The relative growth rates in median remuneration implied by income tax data stand at 87.9%, 63.5%, and 32.8% among Maltese, EU/EEA and third country nationals, respectively. Consequently, Maltese full-timers nearly caught up with their EU/EEA counterparts, while third country nationals' gap with respect to the national median employment income grew substantially.

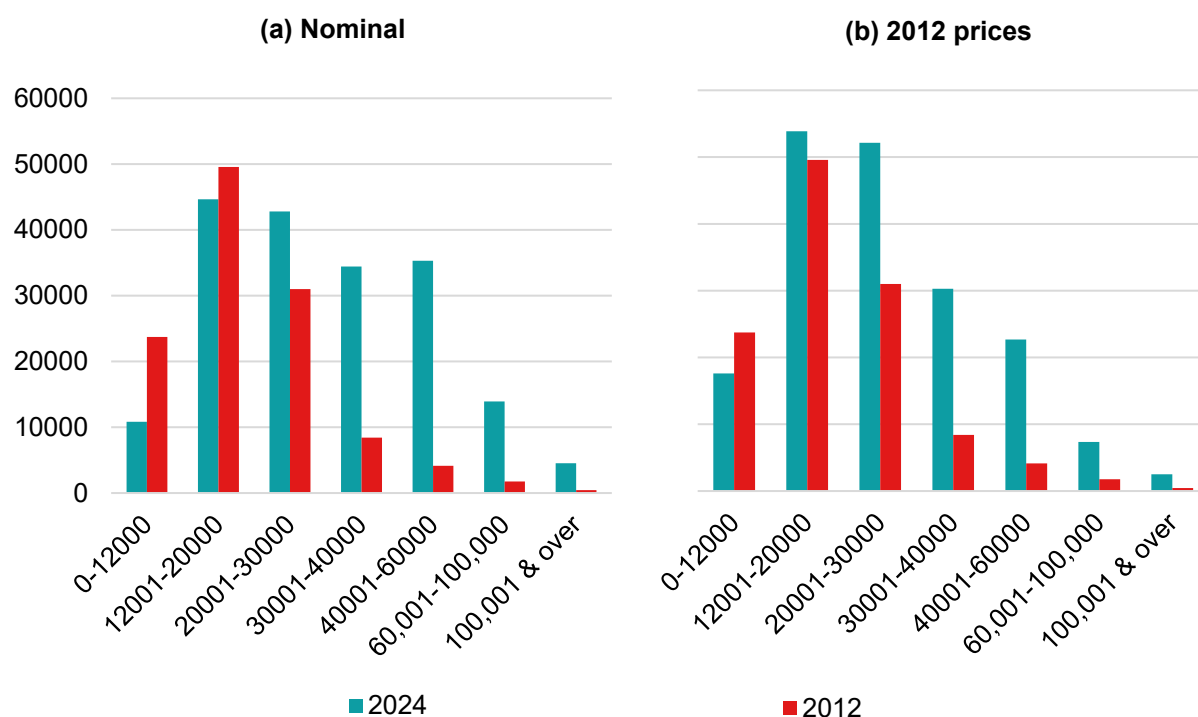
While employment income increased significantly for all groups, the fact that third-country nationals saw a much slower rise, means that wage inequality rose over time. The Palma ratio in 2012 stood at 2.1, or about an eighth less than in 2024.²⁰ The Kuznets ratio was also 2.1 in 2012, or a fifth less than in 2024. If one focuses attention just on the Maltese workforce, the Kuznets ratio rose from 2.1 to 2.5 in the twelve-year period to 2024, while the Palma ratio increased from 2.0 to 2.2. Thus, even among the Maltese full-time work force there was an increase in wage inequality, but the widening was somewhat less pronounced.

¹⁸ The Palma ratio is an alternative to the Gini coefficient, which is less affected by the middle-class income. For more discussions of inequality measures see Haddad et al (2024).

¹⁹ <https://pqs.parlament.mt/?pqid=69affee4ab0f167cfe556ba6>

²⁰ Knoppe (2018) shows a Palma ratio of slightly below 2 for 2012.

Figure 4: Wage distribution of full-timers with a full year of contributions



Source: House of Representatives Parliamentary Questions

Notes: Y-axis shows number of persons for every wage bucket in euro. Each chart compares these figures between 2024 and 2012. Chart (a) compares wage distributions in nominal terms, while chart (b) computes all figures in terms of 2012 prices.

The rise in wage inequality is somewhat to be expected and probably reflects the large rise in labour participation. During the second half of the 2010s, Malta's female participation rose greatly, with significant declines in the proportion of women who drop out of the labour force to care for children.²¹ Economic literature from economies that went through this transition earlier than Malta point out that this typically leads to higher wage inequality, because it is typically those employed in professional and higher-paying industries that tend to raise their participation the most.²² The rising participation of older workers also contributes to increase wage inequality, as older workers tend to have higher wages than younger ones. At the same time, the halving of the number of persons on social assistance, driven by the effects of schemes such as the tapering of social benefits, meant that previously inactive persons with limited skills joined the labour force, typically in lower paying jobs, until their skills are upgraded.²³

It is important to note that the Palma ratio for all income, not just the employment income of full-time workers, stands at around 2.7 for Malta²⁴, in between the ratios observed for Luxembourg, the UK, France and Portugal. Wage inequality among the full-time workforce is, hence, less strong than overall income inequality within the country. While the increase in labour participation may have increased wage inequality, and to some extent income inequality, in the long term the effects on overall inequality will likely turn benign as they will raise the pension income of these cohorts when they retire.

²¹ Grech (2025).

²² Maxwell (1990).

²³ See Hoynes, Joyce & Waters (2024) for the experience of the UK of similar schemes.

²⁴ <https://ourworldindata.org/grapher/palma-ratio-wid>

Finally, Figure 4b shows the wage distribution of full-timers with a full year of contributions of 2012 and 2024 with 2024 wages redefined to capture the lower prices of 2012. This is meant to check whether part of the change in the wage distribution was just a money illusion effect due to inflation. While the two distributions are more similar than in Figure 4a, there remain some very important differences. It is quite clear that the proportion of persons earning more than €20,000 in 2012 price terms has increased greatly. Whereas in 2012 62% of full-timers with a full year of contributions earned €20,000 or less, in 2024, 62% of that category of workers earned more than €20,000.

4. Conclusion

The use of administrative data is becoming increasingly more common in economic commentary and analysis. This is the inevitable consequence of it being more easily accessible, with dashboards and databases becoming more frequent and providing access to the public rather than to trained researchers. However, this increased use also has unintended consequences, as few users realise that administrative data are not compiled with the final aim of statistical and economic interpretation. Official statisticians use administrative data to compile macroeconomic variables, but they must clean such data so that it reflects agreed statistical definitions. The adage of garbage in, garbage out is becoming ever more relevant in today's data-overbrimming environment.

The example provided in this discussion paper illustrates this. What appeared to be clear evidence-based articles were instead driven by a misinterpretation of the data. Instead of a quarter of all full-time workers earning a wage rate below or around the national minimum, a correctly defined dataset shows less than 6% of full-timers who worked for an entire year earned that level of employment income in 2024. The average wage consistent with a full year of employment is a quarter more than what was argued in the local papers, while the degree of wage inequality is much smaller. Ignoring the well-known fact that Malta's labour force is characterised by an ever-increasing labour turnover rate meant that readers were given a completely wrong impression of the local economy's wage structure.

Having more easily accessible data does not mean that questions are easier to answer. Rather it requires greater care in how to formulate questions. Throughout academic training, research questions tend to evolve around similar subjects; what evolves at each stage is the precision with which these questions are defined. In a world increasingly dominated by AI chatbots, the ability to raise correct and well-defined questions will become the most important ability of those seeking a correct answer. Correct definitions and well-thought concepts have become even more important than ever.

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