

MALTA LABOUR MIGRATION POLICY

A holistic programme
for Immigrants

Integration:

An Overview of how the programme
is to be designed



GOVERNMENT OF MALTA
MINISTRY FOR HOME AFFAIRS,
SECURITY AND EMPLOYMENT

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March 2026



GOVERNMENT OF MALTA
MINISTRY FOR HOME AFFAIRS,
SECURITY AND EMPLOYMENT

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The primary objective of this programme is to facilitate their successful integration of immigrants into the Maltese society, fostering social cohesion, and empowering participants to reach their full potential.

To ensure effective delivery, licensed institutions should take into account the following considerations:

Methods of Teaching Delivery (In-Person Teaching):

1. **In-person sessions:** Group workshops, one-on-one mentoring whenever possible, and community-based events and activities.
2. **Style of delivery:** Interactive presentations, facilitated discussions, and practical activities, real-life case studies and contextual examples, opportunities for Q&A, peer interaction and networking.
3. **Partnerships:** Collaborate with local organisations, community groups, and relevant service providers to strengthen support networks and expand available resources.
4. **Duration per each session:** 2 hours
5. **Total duration:** 40 hours

Key Elements in the programme:

1. **Culturally sensitive:** Tailor programme content and delivery methods to reflect and respect diverse cultural backgrounds, experiences and needs of immigrants.
2. **Educationally sensitive:** Ensure trainers recognise that participants may have varying educational levels and learning styles, adapting materials and explanations accordingly.
3. **Flexible scheduling:** Offer sessions at different times, including evenings or weekends where possible, to accommodate participants with varied work and family commitments.
4. **Trained facilitators:** Engage facilitators with experience working with immigrant communities and with strong intercultural communication skills.
5. **Guest speakers:** Invite specialised professionals— such as legal advisors, employment counsellors, mental health practitioners, or community leaders—to contribute to specific sessions or topics.
6. **Resource provision:** Provide access to relevant resources, such as language classes, workbooks, worksheets, documents and visual learning aids.

Logistics:

1. **Venue:** Use accessible, well-located venues that are easy for participants to reach and suitable for in-person workshops and activities.
2. **Marketing:** Promote the programme through a variety of channels, including social media, community outreach initiatives, local events and partnerships with community organisations and service providers. Ensure the message is clear, culturally appropriate, and accessible to diverse audiences.

Programme Evaluation and Feedback:

1. **Regular evaluation:** Gather feedback from participants through surveys, discussions, or reflection activities to assess the programme's relevance, effectiveness, and overall impact.
2. **Continuous improvement:** Use the collected feedback to refine programme content, improve delivery methods, and make necessary adjustments to better meet the needs of immigrant participants.

Session 1

Malta: A Journey Through Heritage and Traditions

Session Overview

This session aims to strengthen immigrants' knowledge to the rich history, culture, and traditions of Malta, helping them integrate into Maltese society and appreciate the island's unique identity.

Essential aims:

- To introduce immigrants to Maltese heritage and traditions
- To promote cultural understanding and integration
- To provide practical information and support for navigating everyday life in Malta

Topics to be covered:

Maltese History and Identity

- Overview of Malta's strategic location and historical significance
- Brief history of Malta, including pre-historic times, the Knights of St. John, the French, and the British periods, and Malta's post-independence political development as well as post EU accession.
- Presentation of of Maltese national symbols, such as the flag, coat of arms, and the national anthem

The context of Maltese Language and Communication

- Introduction to the Maltese language (Malti) and its Semitic roots
- Overview of communication styles and cultural nuances in Malta

Maltese Traditions and Customs

- Overview of Maltese festivals and celebrations, the traditional local feasts and national feasts that include St. Paul's Shipwreck and the Malta Carnival
- Discussion of traditional Maltese food, including fenkata (rabbit stew) and lampuki (fish pie)
- Exploration of Maltese customs, such as the importance of a sense of community, the importance of family and the respect for each other as a Maltese society

Maltese Arts and Crafts

- Introduction to traditional Maltese arts, such as lace-making, silver filigree, and glassblowing
- Overview of Maltese music and dance, including the folk music of the Maltese islands
- Hands-on activity: example - traditional Maltese craft workshop

Integrating into Maltese Society

- Discussion of Maltese values and social norms
- Opportunities for socializing and networking with locals

Exploring Maltese Culture (if this is possible)

- Guided tour of historical sites, such as Mdina, Rabat, and Valletta
- Visit to a traditional Maltese village or town
- Cultural event or festival attendance

Session 2

Integrating effectively within Maltese society

Session Overview

This session aims to introduce immigrants to Malta's ethical norms, values, and social expectations, helping them integrate into Maltese society and build positive relationships with locals. This session can be tailored to fit the needs and interests of the participants, and can include practical and real-life situations that are discussed and analysed with the participants.

Essential aims:

- To strengthen immigrants' knowledge with regard to Malta's ethical norms and values
- To promote social integration and community engagement

Topics to be covered:

Respect and Tolerance

- Overview of Malta's diverse cultural heritage
- Discussion of the importance of respect for different cultures, religions, and lifestyles
- Embracing cultural differences and norms

Social Etiquette and Norms

- Introduction to Maltese social norms and customs, such as greetings and table manners
- Discussion of expectations around personal space, physical contact, and communication styles
- Tips for building positive relationships with locals and avoiding unintended offense

Family and Community

- An overview of the importance of family in Maltese culture
- Discussion of expectations around family roles, responsibilities, and boundaries
- Strategies for building relationships with neighbours and the wider community

Workplace Ethics and Expectations

- Introduction to Maltese workplace culture and expectations
- Discussion of professional boundaries, communication styles, and conflict resolution
- Tips for building positive working relationships with colleagues and employers

Community Engagement and Integration

- Opportunities for community engagement and volunteering
- Strategies for getting involved in local events and activities
- Tips for building a social network and finding support in Malta

Session 3

Understanding Malta's Democracy and its Institutional Framework

Session Overview

This session aims to introduce immigrants to Malta's system of government, democratic institutions, and civic processes, helping them understand their rights and responsibilities as residents in Malta.

Essential aims:

- To introduce immigrants to Malta's system of government and democratic institutions
- To promote civic engagement and participation
- To provide practical information and support for navigating Malta's public services and institutions

Topics to be covered:

A basic outline of Malta's basic institutional arrangement

- Roles and responsibilities of the President, Prime Minister, and Parliament
- A basic overview of how laws are enacted in Parliament

Local Government and Community Involvement

- Overview of Malta's local government structure and roles
- Responsibilities of local councils and mayoral roles
- Opportunities for community involvement and participation

Electoral Process and Voting Rights

- Overview of Malta's electoral system and voting processes
- Eligibility criteria for voting and participation in elections
- Discussion of the importance of civic engagement and voting

Public Services and Institutions

- Overview of key public services, such as healthcare, education, and law enforcement
- Roles and responsibilities of key institutions, such as the Judiciary, the Cabinet of Ministers, the Ombudsman's Office and Malta Police Force
- Discussion of how to access public services

Human Rights and Responsibilities

- Overview of human rights in Malta, including the Constitution and the European Convention on Human Rights
- Discussion of rights, responsibilities and obligations as residents in Malta
- A brief analysis of the promotion and protection human rights

Civic Engagement and Participation

- Opportunities for civic engagement and participation in Malta
- Discussion of ways to get involved in community activities and decision-making processes

Session 4

Overview of Malta's Legal System

Session Overview

This session revolves around Malta's legal system which is based on a mix of British and continental European influences. It provides an overview of key Maltese laws and regulations, such as those related to employment, housing, and public behaviour. It also provides an overarching institutional map and legal framework of the Maltese Islands.

Essential aims:

- To introduce immigrants to Malta's legal framework
- To promote understanding of rights and responsibilities
- To provide practical information and support for navigating through Malta's legal system in case they would like to seek redress and also to understand Malta's key legislation.

Topics to be covered:

The Constitutional framework

Constitution of Malta: The Constitution of Malta is the supreme law of Malta, outlining the framework of the country's government, fundamental rights, and principles. The Constitution provides a foundation for Malta's democratic system and protects the rights of its citizens.

Key features in the Constitution include:

- Parliamentary democracy: Malta is a parliamentary republic with a multi-party system.
- Fundamental rights: The Constitution guarantees individual rights and freedoms, such as the right to life, liberty, and security; freedom of expression; and protection from discrimination.
- Separation of powers: The Constitution establishes a separation of powers between the executive, legislative, and judiciary.
- Protection of human rights: The Constitution incorporates the European Convention on Human Rights into Maltese law.
- Role of the President: The President serves as the head of state, with ceremonial and symbolic duties, as well as specific constitutional responsibilities.

Key Legislation

- Immigration laws: Regulate entry, residence, and work permits for non-EU citizens
- Employment laws: Govern employment contracts, working conditions, and workers' rights
- Civil law: Regulates contracts, property, and family law
- Criminal law: Defines crimes and penalties
- Data protection laws: Regulate the processing of personal data

Rights and Responsibilities

- Human rights: Protected by the Constitution and European Convention on Human Rights
- Workers' rights: Protected by employment laws and regulations
- Tenants' rights: Protected by property laws and regulations
- Consumer rights: Protected by consumer protection laws

Access to Justice

- Legal advice: Available from lawyers, trade unions, and other organisations
- Court proceedings: Can be initiated by individuals or organisations

Maltese Labour Laws and Employment Rights

As an employee in Malta, employees are protected by specific laws concerning pay, working hours, and termination.

A. Wages, Hours, and Leave

Entitlement	Standard Requirement (Full-Time Employee)	Key Details
National Minimum Wage	Set according to the applicable Wage Regulation Order (WRO) or the national minimum wage.	Minimum wage rates are adjusted annually through the Cost of Living Allowance (COLA). Some WROs include increments based on length of service.
Standard Working Hours	Standard full-time hours are typically 40 hours per week, depending on sector-specific WROs.	Maximum average of 48 hours per week (including overtime), unless the employee signs an opt-out agreement.
Overtime beyond the 48-hour weekly average requires written consent.		
Rest Period	Minimum 11 consecutive hours daily	Employees working more than 6 hours per day must receive a minimum 15-minute rest break.
Annual Vacation Leave	192 hours per year (24 working days for a 40-hour week), plus additional days when public holidays fall on weekends.	Carry-forward of unused leave requires written agreement (often up to 50%).
Sick Leave	Entitlement depends on the applicable Wage Regulation Order (WRO).	
Employees in sectors not covered by a WRO receive two working weeks of sick leave per year.	A medical certificate is required for absences of 3+ days.	
Employer pays the first 3 days; government sickness benefits may apply thereafter.		
Urgent Family Leave	32 hours per year	First 16 hours are deducted from annual leave; remaining 16 hours deducted from sick leave.
Applicable for urgent family reasons such as accident, illness, or serious personal circumstances.		

B. Contracts and Termination

1. **Probationary Period:** For indefinite contracts, the standard probation period is six months. For employees engaged in technical, executive, or managerial roles, the probation period is one year, unless the parties agree to a shorter duration in the contract.
2. **Notice of Termination for Indefinite Contracts:**
 - During Probation (after the first 1 month): 1 week notice by either party.
 - After Probation:
 - 1 to 6 months of service: 1 week
 - 6 months to 2 years of service: 2 weeks
 - 2 to 4 years of service: 4 weeks
 - 4 to 7 years of service: 8 weeks
 - Over 10 years of service: 12 weeks
3. **Termination by Employer:** An employer can only terminate an indefinite contract for “good and sufficient cause,” due to redundancy (applying the “Last In, First Out” principle), or when the employee reaches retirement age.
4. **Unfair Dismissal:**
5. Employees who believe they have been unjustly dismissed may file a complaint before the **Industrial Tribunal** within **four months** from the date of termination.
6. **Final Payment:** Upon termination, the employer must settle all outstanding entitlements, including wages, overtime, statutory bonuses, and payment for any accrued but unused vacation leave.

C. Social Security

- **Contributions:** Employees in Malta are required to pay Class 1 Social Security Contributions (SSC) calculated as a percentage of their weekly income. Employer are obliged to contribute an equivalent amount.
- **Benefits:** These contributions entitle individuals to various contributory benefits, including access to the the state health care system, sickness and injury benefits, and the contributory retirement pension (subject to minimum contribution and residency requirements).
- **Third-Country Nationals (TCNs):** TCNs who already pay mandatory state contributions in their country of origin may apply for an Exemption Certificate from the Maltese Department of Social Security. This exemption may be granted if the applicant meets the necessary eligibility conditions.

Session 5

Staying Safe and Healthy in Malta

Session Overview

This session aims to introduce immigrants to key health and safety information in Malta, helping them navigate the healthcare system, stay safe, and maintain their physical and mental wellbeing.

Essential aims:

- To explain to immigrants the key health and safety information in Malta, including occupational health and safety
- To promote healthy lifestyle choices and wellbeing that is paramount within a community environment
- To provide practical information and support for navigating the healthcare system and staying safe in Malta

Topics to be covered:

Healthcare System in Malta

- Overview of Malta's healthcare system and services
- How to access healthcare services, including emergency care and specialist services
- Discussion of patient rights and responsibilities

Safety and Emergency Procedures

- Overview of emergency contact numbers and services (e.g., police, fire, ambulance)
- Discussion of safety tips for everyday life in Malta, including road safety and water safety
- Strategies for staying safe in public spaces

Occupational Health and Safety

- Overview of workplace health and safety regulations in Malta
- Discussion of employer and employee responsibilities
- Strategies for reporting workplace hazards and incidents

Mental Health and Wellbeing

- Overview of mental health support services in Malta
- Discussion of mental health issues, including stress, anxiety, and depression
- Strategies for maintaining mental wellbeing

Healthy Living in Malta

- Overview of healthy lifestyle choices, including diet, exercise, and substance use
- Discussion of healthcare services for specific needs (e.g., maternal health, child health)
- Strategies for accessing health promotion resources and services

Reporting Incidents and Accessing Support

- Overview of incident reporting procedures (e.g., workplace incidents, crimes)
- Discussion of support services for victims of crime or abuse
- Strategies for accessing advocacy and support services

Session 6

Leading an active life in Malta

Session Overview

This session aims to support immigrants in settling into Malta, promoting physical activity, social connections, as well as community engagement. This session focuses on local sports clubs and facilities, fitness studios and gyms, sports events and competitions and health and wellness services.

Essential aims:

- To introduce participants to Malta's sports scene
- To provide opportunities for trying new sports and activities
- To promote physical activity, social connections, and community engagement

Topics to be covered:

Staying Active

- Introduction to local sports clubs and gyms
- Group fitness classes (e.g., yoga, Zumba, aerobics)
- Outdoor activities (e.g., hiking, cycling, kayaking)
- Exploring local amenities, parks, and recreational spaces
- Introduction to local sports and activities (e.g., hiking, swimming, football)

Building Social Connections in an intercultural environment

- Social events (e.g., potlucks, game nights, cultural outings)
- Volunteering opportunities (e.g., environmental conservation, community service)
- Language exchange programs (e.g., Maltese language classes, conversation clubs)

Introduction to Maltese Sports

- Overview of Malta's sports culture
- Popular sports in Malta (e.g., football, water polo, sailing)
- An overarching view of local sports facilities and clubs

Trying a New Sport in Malta

- Introduction to various sports (e.g., rock climbing, kayaking, tennis)
- Taster sessions and workshops
- Opportunities to join local sports clubs or groups

Fitness and Wellness

- Overview of fitness options in Malta (e.g., gyms, yoga studios)
- Group fitness classes (e.g., Zumba, Pilates)
- Healthy living tips and nutrition advice

Sports Events and Competitions

- Overview of local sports events and competitions
- Opportunities to attend sports events (e.g., football matches, marathons)

How to get involved

- Volunteering opportunities in sports (e.g., coaching, officiating)
- Joining local sports clubs or teams
- Organising sports events or activities

Session 7

Personal and Career Development

Session Overview

This session supports individuals in achieving their personal and professional goals, enhancing their skills, and advancing their careers. It focuses on personal goal-setting and motivation, personal growth, skills development (e.g., language, professional, or hobby-based) and networking opportunities

Essential aims:

- To support personal and professional growth
- To enhance skills and confidence
- To achieve career goals and aspirations

Topics to be covered:

Self-Discovery and Goal-Setting

- Identifying strengths, values, and passions
- Setting SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals
- Creating a personal vision statement

Career Development

- Exploring career options and industries
- Building a work network
- Crafting a tailored career plan

Skills Enhancement

- Identifying personal skill gaps and areas for improvement
- Developing transferable skills (e.g., communication, problem-solving)
- Building a personal brand

Professional Development

- Resume building and interviewing skills
- Networking strategies and etiquette
- Building a professional online presence

Time Management and Productivity

- Prioritising tasks and managing time effectively
- Overcoming procrastination and staying motivated
- Strategies for achieving work-life balance

Resilience and Adaptability

- Building resilience and coping with stress and anxiety
- Embracing change and uncertainty
- Developing a growth mindset
- Being dynamic, adaptable and flexible at the workplace

Session 8

Renting in Malta: Know Your Rights and Responsibilities

Session Overview

This session aims to educate tenants and landlords about their rights and responsibilities under Maltese law, providing valuable insights and practical advice for a smooth rental experience. It is key to present best practices for tenants and landlords as well as case studies and real-life examples.

Essential aims:

- Gain a deeper understanding of rental laws and regulations
- Learn practical tips and best practices for tenants and landlords
- Network with experts and peers

Topics to be covered:

Understanding the Maltese rental market requires insight into its demographics, regulations, and trends.

Market Dynamics

- The Maltese rental market is diverse, with prices varying based on location, property type, and amenities. Popular areas like Sliema, St. Julian's, and Valletta tend to have higher rental costs.
- The rental market is essentially driven by demand from foreign tenants.

Regulations

- The protection for tenants and landlords.
- Rent controls limit annual increases, and landlords must register rental properties with the authorities.
- Dispute resolution mechanisms are in place to address conflicts between landlords and tenants.

Understanding Rental Contracts

- Key components of a rental contract
- Importance of inventory and condition reports

Rent and Utilities

- Rent payment terms and conditions
- Utilities payment responsibilities
- Rent increases

Tenant Rights and Responsibilities

- Security of tenure and notice periods
- Maintenance and repairs
- Tenant obligations and liabilities

Landlord Rights and Responsibilities

- Landlord obligations and liabilities
- Rent review and termination procedures
- Managing tenant relationships

Dispute Resolution and Termination

- Resolving disputes and conflicts
- Termination procedures and notice periods
- Consequences of non-compliance

Session 9

Budgeting personal finances effectively

Session Overview

Budgeting effectively involves tracking income and expenses, setting financial goals, and making informed decisions to achieve those goals.

By following these steps and tips, the participant can create a budget that helps achieve financial stability and success. By providing immigrants with the knowledge and skills necessary to manage their personal expenses effectively, this session aims to empower them to achieve a secure future and thrive in their new community as well as context.

Essential aims:

- Improve financial literacy and skills among immigrant populations
- Increase financial stability and security
- Enhance overall well-being and integration into the host country

Topics to be covered:

Track Your Income and Expenses

- Record your income and expenses for a month to understand where your money is going.
- Categorize expenses into needs (housing, food, utilities) and wants (entertainment, hobbies).

Set Financial Goals

- Identify short-term and long-term goals, such as saving for an emergency fund, paying off debt, or building wealth.
- Prioritize goals based on importance and urgency depending on life's priorities

Create a Budget Plan

- Allocate 50-30-20: 50% for needs, 30% for wants, and 20% for savings and debt repayment.
- Adjust categories based on individual needs and priorities.

Manage Debt and Savings

- Pay off high-interest debt, such as credit card balances, as quickly as possible.
- Build an emergency fund to cover 3-6 months of living expenses.

Monitor and Adjust

- Regularly review budget and spending to stay on track.
- Adjust budget as needed to reflect changes in income, expenses, or goals.

Additional Tips

- Avoid impulse purchases: Take time to think before making non-essential purchases.
- Use the 50/30/20 rule: Allocate income accordingly to maintain a balanced budget.
- Consider used or refurbished items: Save money by opting for second-hand or refurbished items.

Session 10

Clean and Green Malta – A Guide for Residents

Session Overview

This session provides essential information on waste management and hygiene practices to help new residents keep Malta clean and safe. Understanding these rules is important for community health and avoiding fines.

Essential aims:

- Promote Legal Compliance and Order: To ensure all new residents understand and adhere strictly to Malta’s four-stream waste separation and door-to-door collection schedules, thereby maintaining public cleanliness and avoiding environmental fines.
- Protect Public Health: To educate residents on necessary personal and community hygiene practices, including proper food waste storage (pest control), cleaning, and respiratory etiquette, to safeguard health and well-being.
- Facilitate Environmental Integration: To ensure the correct disposal of all types of waste—including recyclables, glass, bulky items, and hazardous materials—to maximize resource recovery and protect the unique environment of the Maltese Islands.

Topics to be covered:

Waste Separation and Collection

Malta follows a strict door-to-door collection system. Waste **MUST** be separated into four categories and placed outside your door according to the specific schedule for your street/area (schedules vary by locality).

The Four Bins (and what goes inside)

Bag Colour	What it is	Collection Frequency	What Goes In	What DOESN'T Go In
Black Bag	Mixed Waste	Twice a week	General waste, food scraps, dirty napkins, non-recyclable plastic, animal waste, broken ceramics.	Recyclables, glass, hazardous waste.
White Bag	Organic Waste	Three times a week	All cooked and raw food waste, meat, fish, dairy, fruit and vegetable scraps, tea bags, coffee grounds.	Mixed waste, recyclables, packaging.
Grey/Green Bag	Recyclables	Once or twice a week	Clean plastic bottles/containers, cardboard, paper, metal cans (rinsed), Tetra Pak. Must be clean and dry.	Food waste, dirty paper, foil, glass.
Blue/Green Box	Glass	Once a month	Glass bottles, jars, and containers.	Light bulbs, mirrors, ceramics, drinking glasses.

KEY RULE: Bags must be placed outside only on the morning of collection, not the night before, to avoid pests and street clutter. Check your local council's schedule.

Bulky and Hazardous Waste

Never leave large items (furniture, mattresses, electronics) or dangerous materials on the pavement. You must call for a free collection service.

Waste Type	Action Required	Contact
Bulky Waste (Sofa, Fridge, Mattress)	Call your Local Council for a FREE appointment.	Check your Local Council's contact details (e.g., Valletta, Sliema, Marsaxlokk).
WEEE (Electronics, Appliances)	Call WEEE Malta for collection or take to a Civic Amenity Site.	WEEE Malta: +356 2226 8000 (Check local schedule)
Hazardous Waste (Paint, Batteries, Chemicals)	Take to a Civic Amenity Site (Free Service)	Locate your nearest Civic Amenity Site on the Wasteserv website.

Returnable Scheme: For plastic and glass beverage containers, use the BCRS (Beverage Container Refund Scheme) machines located near supermarkets to receive a refund per container.

Personal and Community Hygiene

Good hygiene practices protect your health and the community's well-being.

A. Home and Kitchen

- **Pest Control:** Due to the warm climate, food waste must be handled carefully. Always seal your White (Organic) Bag tightly and store it in a closed bin indoors until collection day.
- **Cleaning:** Use appropriate disinfectants for kitchen and bathroom areas regularly. Wash dishes immediately after use to prevent attracting insects.
- **Water Safety:** Tap water in Malta is generally safe to drink, but many people prefer to use filtered or bottled water for taste. Boiling tap water is always a safe measure.

B. Public Spaces

- **Littering is Illegal:** Disposing of trash outside of designated bins is illegal and subject to heavy fines. Use public litter bins or take your waste home.
- **Pet Waste:** Always clean up after your pets immediately and dispose of their waste in a black or public litter bin.
- **Respiratory Etiquette:** If you cough or sneeze, cover your mouth and nose with a tissue or the inside of your elbow. Wash your hands frequently, especially before and after eating, and after using public transport.

Remember: A clean Malta is a healthy Malta for everyone! Thank you for helping us protect our environment.

Session 11

Digital Literacy

Session Overview

To equip immigrants with the digital skills necessary to navigate everyday life, access essential services, and participate in the digital economy.

Essential aims:

By providing immigrants with digital literacy skills, this session aims to empower them to navigate the digital world confidently and participate fully in their new communities. Furthermore, this session is to:

- To equip immigrants with essential digital skills for everyday life
- To ensure digital literacy and online safety
- To improve access to essential services and opportunities

Material and resources required:

- Computers or laptops with internet access
- Digital literacy guides and workbooks
- Online resources and tutorials
- One-on-one coaching or mentoring
- Access to digital devices and internet connectivity

Topics to be covered:

Basic Computer Skills

- Basic computer operations (starting up, shutting down, saving files)
- Basic typing and navigation

Online Safety and Security

- Online safety best practices (password management, phishing)
- Protecting personal data and identity
- Safe browsing and online etiquette

Digital Communication

- Email basics (creating an account, sending and receiving emails)
- Online communication tools (messaging apps, video conferencing)
- Netiquette and online communication best practices

Accessing Essential Services

- Online government services (renewing passports, applying for benefits)
- Digital access to healthcare services
- Online banking and financial management

Job Search and Career Development

- Online job search platforms and resources
- Creating a digital resume and online profile
- Online job application and interview preparation

Digital Inclusion and Resources

- Accessing online resources and services for immigrants
- Digital literacy resources and support services
- Staying safe online and avoiding scams

Session 12, 13, 14, 15

English Language Programme for Immigrants

Session Overview

The aim of these sessions is to equip immigrants with English language skills that can be used for everyday life, employment, and social interactions in order to enabling them to integrate confidently into their new community, in this case – Malta.

Essential aims:

These sessions aim to address some of problems faced by foreign nationals when using English and provides support both in writing and speaking to improve their accuracy and fluency. Therefore, the focus is to be on both speaking and writing skills.

Participants should also be able to:

- write correct English sentences;
- identify and correct errors in their own writing;
- write effective sentences that reflect what they would like to communicate;
- distinguish between formal and informal writing strategies and styles;
- choose an appropriate verb tense according context;
- link phrases to produce sentences;
- link paragraphs/ideas throughout a piece of writing;
- understand English that help them navigate through their life.

Topics to be covered:

Everyday Life

- Vocabulary: daily routines, household chores, food, and shopping
- Grammar: present simple, present continuous, and past simple tenses
- Conversations: discussing daily routines, making plans, and shopping

Employment and Education

- Vocabulary: job titles, workplaces, job descriptions, and educational institutions
- Grammar: present perfect, past perfect, and future tenses
- Conversations: job interviews, workplace interactions, and discussing education

Health and Wellness

- Vocabulary: health issues, medical terminology, and wellness
- Grammar: conditional tenses, modal verbs
- Conversations: visiting a doctor, discussing health issues, and wellness strategies

Social Interactions and Community

- Vocabulary: social relationships, cultural differences, and community events
- Grammar: passive voice, reported speech
- Conversations: discussing social relationships, cultural differences, and community events

Media and Current Events

- Vocabulary: news, media, and current events
- Grammar: sentence structures, idiomatic expressions
- Conversations: discussing news, current events, and social issues

Professional Development

- Vocabulary: professional development, workplace communication, and networking
- Grammar: formal language, business vocabulary
- Conversations: workplace communication, networking, and professional development

Session 16, 17, 18, 19

Programm ta' Tagħlim tal-Malti

Fiex għandhom jikkonsistu s-sessjonijiet:

Is-sessjonijiet qegħdin intizi sabiex jgħinu l-partecipanti jirvedu l-grammatika, il-punt-eġġatura kif ukoll l-ortografija. Il-partecipanti jeħtieġ li jkollhom taħriġ fil-korrezzjoni tal-Malti b'siltiet stampati, kif ukoll sessjonijiet prattiċi bil-kompjuter.

Dawn is-sessjonijiet fil-lingwa Maltija għandhom ikollhom referenza lejn il-postijiet tax-xogħol diversi, bħall-impjegati tas-settur privat, ħaddiema li jaħdmu f'kumpaniji diversi u li għandhom bżonn li jħaddnu l-Malti b'aktar kunfidenza.

Għanijiet:

- Jitgħallmu l-ħiliet bażiċi tal-Malti
- Jtejbu l-komunikazzjoni u l-fehim tal-lingwa
- Jkabbru l-kunfidenza u l-indipendenza fl-użu tal-Malti

Struttura tal-Kors:

- L-ewwel sessjoni: Alfabet, qari u kitba bażika, komunikazzjoni sempliċi
- It-tieni sessjoni: Qari u kitba aktar dettaljata, komunikazzjoni verbali u mhux verbali
- It-tielet sessjoni: Analizi ta' testi u konsolidament fil-kitba kreattiva

Għarfien

- Jifhem l-bażi tal-grammatika u l-istruttura tas-sentenzi bil-Malti.
- Jiksbu vokabularju elementari u espressjonijiet komuni tal-lingwa Maltija.
- Jaqrfu referenzi kulturali bażiċi relatati mas-soċjetà Maltija.
- Jaqraw u jifhem testi sempliċi b'hal struzzjonijiet, direzzjonijiet u sinjali.
- Jifhem l-qofol ta' Malti mitkellem b'mod ċar u bil-mod (eż. f'aħbarijiet jew dijalogi qosra)

Filiet

- Jaqraw testi u sentenzi qosra u sempliċi bil-Malti.
- Isegwu u jippartecipaw f'konversazzjonijiet bażiċi fuq suġġetti familjari.
- Jiktbu informazzjoni personali qasira li jkunu rekwiziti għal formoli.
- Jibnu sentenzi sempliċi u grammatikalment korretti.
- Jinterpretaw u jirrispondu għal sinjali, avviżi u ordnijiet mitkellma.
- Ikkomunikaw b'mod effettiv f'sitwazzjonijiet prevedibbli billi jużaw strutturi mgħallma.

Kompetenzi

- Jikkomunikaw b'mod sempliċi u dirett fuq affarijiet familjari u ta' rutina.
- Jużaw il-lingwa b'mod indipendenti biex iwettqu kompiti bażiċi f'kuntesti soċjali, pubbliċi jew tax-xogħol.
- Jisimgħu, jikkellmu, jaqraw u jiktbu f'livell elementari b'kunfidenza dejjem tikber.
- Jigvernaw it-tagħlim tagħhom stess u jimxu 'l quddiem fl-iżvilupp tal-lingwa.

Session 20

Building Bridges: Tolerance towards all citizens and Interfaith Understanding

Session Overview

To promote tolerance, understanding, and respect among immigrants and the local community, fostering a harmonious and inclusive society. Tolerating different religions means accepting and respecting the beliefs, practices, and traditions of others, even if they differ from our own. It is about creating an environment where people feel comfortable practicing their faith without fear of judgment or persecution.

Essential Aims:

- Improved understanding of different cultures, faiths and sexual orientation highlighting the principle of tolerance and respect to all citizens
- Fostering tolerance and respect among participants irrespective of their beliefs, orientation, culture and norms
- Enhancing integration of diverse religious beliefs and values into the Maltese society

How Tolerance is practiced in real life:

1. **Listen:** Engage in open and respectful conversations
2. **Learn:** Educate yourself about different religions and cultures
3. **Reflect:** Examine your own biases and assumptions
4. **Support:** Advocate for the rights and dignity of all individuals

Topics to be covered:

Cultural Orientation

The manner in which people represent different cultures that encapsulate different historical context and values can effectively live together

Interfaith Dialogue

Exploring different religions and beliefs and promoting mutual understanding and respect
Encouraging peaceful coexistence

Tolerance and Empathy

Empathy, active listening, and conflict resolution
Challenging misconceptions and fostering understanding
Sharing thoughts and feelings in a respectful and honest manner

Community Engagement

Participation in community events, volunteer work, and social activities

LGBTQ+

Malta is widely recognized as a global leader in LGBTQ+ rights, having one of the most progressive legislative frameworks. The following highlights are to be presented:

1973 Decriminalization - Same-sex sexual activity was legalized.

2004 Constitutional Protection - Discrimination based on sexual orientation and gender identity and expression was banned nationwide.

2014 Civil Unions & Adoption - The Civil Unions Act was passed, granting same-sex couples the same rights, responsibilities, and obligations as marriage, including full joint adoption rights.

2015 Gender Identity Law - The Gender Identity, Gender Expression and Sex Characteristics Act allows transgender people to change their legal gender without medical intervention (e.g., surgery) and is considered one of the most progressive laws in the world.

2017 Marriage Equality Same-sex marriage was legalised on September 1, 2017, amending the Marriage Act to use gender-neutral language.

Assessment Format

The assessment shall be conducted in the form of a pen-and-paper written examination, held four times per year on designated dates and at officially assigned venues as determined by the Department of Examinations.

Structure of the Test

The written test will:

- be in English, but may include questions about the Maltese language
- consist of 50 multiple-choice questions (all questions need to be answered)
- allocate 2 marks for each question
- last for the total duration of 1 hour.

The examination paper will cover specific content areas that reflect the syllabus and learning outcomes of the Holistic Programme for Immigrant Integration.

Final mark

The final overall mark shall be calculated as follows:

- 20% – Attendance and course participation
- 80% – Written examination

The overall pass mark is 45%.

Registration and Fees

Candidates are required to:

- Submit their application through the official Identità website
- Pay a €35 examination fee

Applicants are to ensure that after the submission of their application, a copy of the receipt of payment received through an email, is to be retained for future reference.

After successful application submission and payment, the candidate receives a notification email on the email address provided, with the exam details including the allocated Index Number, exam time, exam venue and exam regulations.

It is the responsibility of the candidates to ensure that the email address provided is in good working order and that they check it regularly.

The examination is subject to all regulations stipulated by the Department of Examinations. All candidates must comply fully with these regulations.

Results and Revision

- Each candidate will receive the individual result within six weeks from the examination date.
- Candidates may apply for a revision of paper following the publication of results, as per instructions that will be sent with the individual result.
- The outcome of the revision process is final and not subject to appeal.

Sample Examination Paper

Candidates can access the link <https://myexams.gov.mt/malta-immigrants-integration-assessment/> to review the specimen examination paper and related marking scheme.



GOVERNMENT OF MALTA
MINISTRY FOR HOME AFFAIRS,
SECURITY AND EMPLOYMENT

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