

IF YOUR ANSWER TO MOST OR ALL OF THESE QUESTIONS IS **YES...**

**...YOU MAY BE A VICTIM OF HUMAN TRAFFICKING**

**In your everyday life...**

- Are you forced to do something against your will, different from what you had been promised before you came to Malta?
- Are you afraid to reveal that you are an immigrant?
- Is someone controlling or limiting your movements or your ability to communicate?
- Do you have false identity or travel documents?
- Is your passport or any other identity or travel document being held by someone else?
- Do you live with your employer or with a family?
- Do you sleep in an inappropriate place?

**At your job...**

- Are you forced to work against your will?
- Are you not free to leave your job?
- Are you subjected to violence or threats of violence, insults or abuse?
- Are you working for very low or no pay?
- Are you working long hours with few or no days off?
- Are you not in possession of a labour contract?
- Are you forced to pay back a debt (money) at a high interest rate?
- Do you work in various locations?
- Do you sleep where you work?

**If you are less than 18 years old...**

- Are you forced to do something against your will?
- Are you not able to communicate with your parents or guardians?
- Are your friends adult?
- Are you not able to go to school?
- Are you not able to play with other children during the day?
- Do you not eat well and enough?
- Do you not travel alone?

For more information, visit the following websites:

- APPOĠĠ [www.appogg.gov.mt](http://www.appogg.gov.mt)
- DIER [www.dier.gov.mt](http://www.dier.gov.mt)
- IDENTITY MALTA [www.identitymalta.com](http://www.identitymalta.com)
- MALTA POLICE FORCE [www.police.gov.mt](http://www.police.gov.mt)

For assistance, please call

- APPOĠĠ HELPLINE NUMBER **179**
- POLICE CRIME STOP NUMBER **119**



**STOP  
HUMAN  
TRAFFICKING**



MINISTRY FOR HOME AFFAIRS  
AND NATIONAL SECURITY



International Organization for Migration (IOM)



## BEFORE YOU ARRIVE IN MALTA...

- Third-country nationals may enter Malta provided they fulfil the entry conditions, among others, to be in possession of a valid travel document and a visa, if required.
- It is your responsibility to obtain a visa, if required, before you travel, through an Embassy/Consulate that represents Malta in your country. No third party can guarantee you the issuance of a visa.
- For more information on the process, including the documentation required when requesting a visa and visa fees, please visit: [www.identitymalta.com](http://www.identitymalta.com)

## WHEN YOU ARE IN MALTA... ...IN YOUR EVERYDAY LIFE

### Identity and travel documents:

- You should be in possession of **original and valid** identity or travel documents - identity card, passport, flight tickets or any other travel document.
- These documents should be **held by you** and kept in an appropriate place - in your house, if safe, or in your friend's house.
- You should keep a **copy** of all your documents in a **safe and secure place**.

### Freedom of movement:

- As you are legally in Malta, you should be able to travel freely to other countries within the Schengen Area, in possession of your identity card or passport, and to move around for 3 months without any checks.

## ...IF YOU ARE LESS THAN 18 YEARS OLD

- You should be under the **supervision and guardianship of responsible adults**.
- You should be expected to **live in a safe and secure home environment**.

- You should have access to **healthy food and drinks**.
- You should be expected to **go to school** (if 16 or under).

## ...AT YOUR JOB

**In order to work legally in Malta, you should be in possession of an employment license issued by the Employment and Training Corporation. For more information, please visit: [www.etc.gov.mt](http://www.etc.gov.mt)**

### You should not be expected to work without a contract:

- A **contract of employment** is an agreement, whether verbal or in writing, between you and your employer, by which you are bound to render service to, or to do work for, your employer, in return for wages.
- If there is no written contract, you should have a **signed statement from your employer** with the following details:
  - a. date of commencement of employment;
  - b. period of probation;
  - c. normal rates of wages payable;
  - d. overtime rates;
  - e. normal hours of work;
  - f. periodicity of wage payments;
  - g. expected or agreed duration of the contract period;
  - h. paid holidays, vacation, sick and other leave;
  - i. conditions under which fines may be imposed by the employer;
  - j. title, grade, nature or category of work;
  - k. notice periods to be observed;
  - l. any other relevant or applicable condition of employment.

### Working hours per week:

- Working hours per week (excluding overtime) vary according to the relevant sector of industry and are established in Wage Regulation Orders.
- Working hours (including overtime) should not exceed a maximum of an average of 48 hours per week over a reference period of 17 weeks.
- Your employer can ask you to work more than an average of 48 hours per week. In such a case:
  1. written consent is required from you;
  2. if you refuse to give your consent, your employer cannot force you.
- You should have daily and weekly rest periods, as established by law.

### National minimum wage:

#### Full-time (40 hr) weekly rate, 2016:

- 18 years and over: €168.01
- 17 years: €161.23

#### Full-time or part-time hourly rate, 2016:

- 18 years and over: €4.20
- 17 years: €4.03

**Other minimum wages may apply, as established in applicable Wage Regulation Orders.**

**For more information, please visit: [dier.gov.mt/en/Employment-Conditions/Wages/Pages/National-Minimum-Wage.aspx](http://dier.gov.mt/en/Employment-Conditions/Wages/Pages/National-Minimum-Wage.aspx)**

**All employees in Malta have to pay National Insurance (NI) and Tax. The Net Salary is what an employee receives after the NI and Tax is deducted from the Gross Salary.**

**National Insurance (NI)** = health insurance + state pension contributions

**Net Salary** = Gross Salary - (NI and Tax)

**Percentage:** Salary (82,7%), NI (9,2%), Tax (8,1%)