

## Employment benefits and incentives

### 1. The Youth Guarantee Programme

The [Youth Guarantee Programme](#), currently being operated by the Employment and Training Corporation (the “ETC”) offers various benefits to encourage employers to engage young, prospective first-time workers who recently left secondary school, with a **Work Exposure** experience for a period of 12 working weeks, each of a duration of 20 hours.

Benefits and conditions to be satisfied include the following:

1. 12 week programme, 20 hour week
2. Remuneration paid in full by Government
3. Choice at end of period:
  - a. End training, or
  - b. Retain trainees for a further Traineeship period of 6 months, where:
    - i. salaries are again paid through European Social Funding;
    - ii. employers get €600 tax deduction for every youth offered a full 6 months Traineeship

### 2. Availability of tax deductions in respect of new employees aged between 45 and 65

By virtue of the Deduction (Mature Workers) Rules (L.N. 180 of 2014) **employers, including self-employed individuals, who as from 2014 employ persons aged between 45 and 65, and who have been registering for work on Parts 1 and 2 of the unemployment register for the preceding six months, will have their income tax deducted pro-rata**, as per the following information:

1. Up to a maximum of €11,600 in deductions from chargeable income for the first 2 years (€5,800 p.a.) for each eligible employee;
2. Tax deduction of 50% of training costs, up to a maximum of €400 per employee

A further detailed overview of the programme, including links to FAQs, guidelines and the application form can be found by accessing the following link: <http://etc.gov.mt/Category/4/97/employing-older-persons.aspx>

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