



market. Member States have three years to adopt laws and provisions to comply with the Directive.

In this context, the Working Group on discrimination against women and girls by the United Nations Human Rights Council recommends<sup>6</sup> that States ensure universal access to paid maternity, paternity and parental leave for all workers and enable the equal sharing of paid and unpaid care work between women and men by providing universal paid parental leave for all parents.

Furthermore, States are urged to increase investments to ensure universal access to affordable and high quality childcare, disability and aged care services, and ensure that care work is a central pillar of macroeconomic policies, with the aim of redistributing unpaid care and domestic work between the State and families and between women and men.

Since unpaid care and domestic work is essential for family survival and affects all dimensions of development and equal treatment, it is vital for policymakers to maintain a sharp focus on this area of concern in order to implement measures for more equitable sharing of unpaid care work between women and men, particularly in the labour market.

In Malta, the government has introduced flexible working arrangements in the public sector such as telework, reduced hours and flexitime<sup>7</sup>, as well as various family-friendly measures including free childcare, pre-school breakfast clubs, and after-school services to address work-life balance that should result in equality of opportunities between women and men.

Moreover, some private companies have also improved the availability of family-friendly measures. Indeed, companies awarded with the Equality Mark by the National Commission for the Promotion of Equality (NCPE) are required to provide incentives for men and women with

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<sup>6</sup> Report of the Working Group on discrimination against women and girls - United Nations Human Rights Council [https://undocs.org/A/HRC/44/51?utm\\_source=Unknown+List&utm\\_campaign=10250d60a3-EMAIL\\_CAMPAIGN\\_2020\\_07\\_06\\_11\\_27&utm\\_medium=email&utm\\_term=0\\_-10250d60a3-&utm\\_source=Unknown+List&utm\\_campaign=10250d60a3-EMAIL\\_CAMPAIGN\\_2020\\_07\\_06\\_11\\_27&utm\\_medium=email&utm\\_term=0\\_-10250d60a3-&utm\\_source=Unknown+List&utm\\_campaign=10250d60a3-EMAIL\\_CAMPAIGN\\_2020\\_07\\_06\\_11\\_27&utm\\_medium=email&utm\\_term=0\\_-10250d60a3-](https://undocs.org/A/HRC/44/51?utm_source=Unknown+List&utm_campaign=10250d60a3-EMAIL_CAMPAIGN_2020_07_06_11_27&utm_medium=email&utm_term=0_-10250d60a3-&utm_source=Unknown+List&utm_campaign=10250d60a3-EMAIL_CAMPAIGN_2020_07_06_11_27&utm_medium=email&utm_term=0_-10250d60a3-&utm_source=Unknown+List&utm_campaign=10250d60a3-EMAIL_CAMPAIGN_2020_07_06_11_27&utm_medium=email&utm_term=0_-10250d60a3-)

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[https://publicservice.gov.mt/en/Documents/Public%20Service%20Management%20Code/PSMC%20Manuals/Manual\\_on\\_Work-Life\\_Balance\\_Measures.pdf](https://publicservice.gov.mt/en/Documents/Public%20Service%20Management%20Code/PSMC%20Manuals/Manual_on_Work-Life_Balance_Measures.pdf)



caring responsibilities to remain employed, return to work and advance in their careers by offering measures such as reduced hours, telework and flexitime.

The NCPE offers guidance to organisations in implementing gender equality measures. The NCPE is also empowered by Chapter 456 of the Laws of Malta to investigate alleged cases of discrimination in employment on the grounds of gender and family responsibilities in order to enable equality of opportunities for all.

*The National Commission for the Promotion of Equality (NCPE) can be contacted on: 2295 7850 or [equality@gov.mt](mailto:equality@gov.mt) or our Facebook page.*

**11<sup>th</sup> August 2020**