



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

National Commission for the Promotion of Equality

Consultation Sessions for Employers

Andre' Callus

Executive (Policy and Training)



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NCPE

- The Maltese anti-discrimination law establishes NCPE as the national equality body
- Chapter 456 covers discrimination in employment, education and financial institutions on six grounds:
gender, sexual orientation, age, race/ethnic origin, religion/belief and gender identity, gender expression and sex characteristics
- Legal Notices 85/2007 and 181/2008 cover discrimination in the provision of goods and services on the grounds of *gender and race/ethnic origin*



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Aims & Objectives

- To raise awareness on the relevance of men's role in gender equality
- To breakdown stereotypes tied to traditional gender roles
- To encourage men to share domestic duties and care responsibilities, and to strive towards economic independence for both genders



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Why is it needed?

- **To break stereotypes** - women are expected to bear housework and caring responsibilities, men to be breadwinners
- **To involve men** - Men do not always make use of family-friendly measures, even when made available
- **To be inclusive** – different types of families and lifestyles

#genderequality #sharingresponsibilities

#worklifebalance #breakingstereotypes #beingaman



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EU Level: Work-Life Balance Package

- Several **EU Directives** exist that provide minimum standards in areas related to work-life balance, in such areas as maternity leave, parental leave and part time
- **Barcelona Targets** to improve the provisions of childcare, and policy guidance such as the Social Investment Package to introduce flexible working arrangements.
- EU has developed a roadmap entitled '***New start to address the challenges of work-life balance faced by working families***', encouraging partnership between stakeholders, to ensure the modernisation of current EU legal and policy framework and adapt it to today's labour market.



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EU Level: Work-Life Balance Package

- Further **Consultation with Social Partners** was carried out by the European Commission, which is expected to launch a proposal on the subject. A common framework will guarantee a competitive level playing field, where individual Member States will not hesitate to regulate in this area on their own, and this will not influence their relative competitiveness compared to other Member States.
- April 2017 - **Work-Life Balance Package** to "*support work-life balance for parents and carers*". Its main proposal is a Directive introducing, among others, a 4-month parental leave, a carers' leave of 5 days per year and the right to request flexible working arrangements for working carers.



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Work-Life Balance Package

PHS: key tool for WLB



22%
of people in
employment express
WLB dissatisfaction



After every child mothers work
12% less



80%
of caring time for people with
disability or for older
dependent person is provided
by informal carers from among
families & friends



53%
of EU workers came home
too tired to do household
jobs that needs to be done
several times a month



PHS allows EU citizens to outsource certain tasks and to save time to do others activities or to properly take care of their relatives, so that they do not have to favour one sphere at the expense of the other one.

#WLB #PHServices



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Exploring different types of FFMs

HELLO
MY NAME
IS





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What is mandatory by law?

Private Sector

Employment legislation establishes the following:

- 18 weeks maternity leave (14 of which are paid by the employer)
- 4 months parental leave (unpaid) for children under 8 years
- Urgent family leave (15 hours)
- 1 day birth leave



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Public Sector Policy

In addition to the above, the Public Sector Management Code establishes:

- Longer parental (1 year) and birth leave (5 days)
- 5 years career break (unpaid)
- Responsibility leave to take care of dependents (unpaid)
- Reduced hours, flexitime, telework, flexibility in work schedules



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Family Friendly Measures

Some examples:

Reduced hours

Employees with a full-time contract of employment working on less hours than those worked by a comparable full-timer

Flexitime

Flexitime allows employees to have an element of flexibility over their working hours

Telework

Telework allows an employee to use technology to work from home or an alternate worksite



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Other Examples of FFMs

Job Sharing

Two employees on reduced schedules and workloads share the overlapping responsibilities of one full-time positions; benefits and compensation are reduced accordingly

Compressed Work Week

Where the standard week is compressed into fewer than five days. The more common incarnation of this measure is one of four 10-hour days.

Expanded Leave (paid or unpaid)

Gives employees greater flexibility in terms of requesting extended periods of time away from work without losing their rights as employees e.g. Sabbaticals, for medical care, etc.

Sick Leave to care for dependents

Employees can use their sick leave to take care of dependants, such as children, when they are sick



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Best Practices at EU level



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At Marchuska Brothers, 96 percent of employees say
their workplace is great.

Construction & Real Estate Sector

- Compressed work weeks (30% use it)
- Subsidized On- or Off-site Fitness (100% have access)
- Onsite Amenities (food)
- Health Insurance Coverage
- 30 days job-protected paternity leave
- 30 days job-protected maternity leave
- 30 days job-protected parental leave for adoptive parents



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"Accenture looked at me as an individual and saw my talents, even when I didn't yet have the qualifications necessary for the role. It's a relief to be able to support my children and I'm happy to be back in school. I'll be the first person in my family to finish university."



accenture
High performance. Delivered.

Business Sector

The management firm Accenture has 36 offices with videoconferencing facilities and is among the top 10 companies with the highest percentage of regular telecommuters.

They also offer training through the Movement through Work Initiative to improve their employees' skills.



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At LiquidAgents Healthcare, 98 percent of employees
say their workplace is great.

Manufacturing Sector

Job sharing: allow employees to work part-time on job share

Early Outs: frequently allow employees to leave work early on Fridays.

Leave: Non-birth parents in same-sex relationships can take parental leave

Health Coverage: 73% company-paid health coverage for employees and 45% company-paid health coverage for dependents



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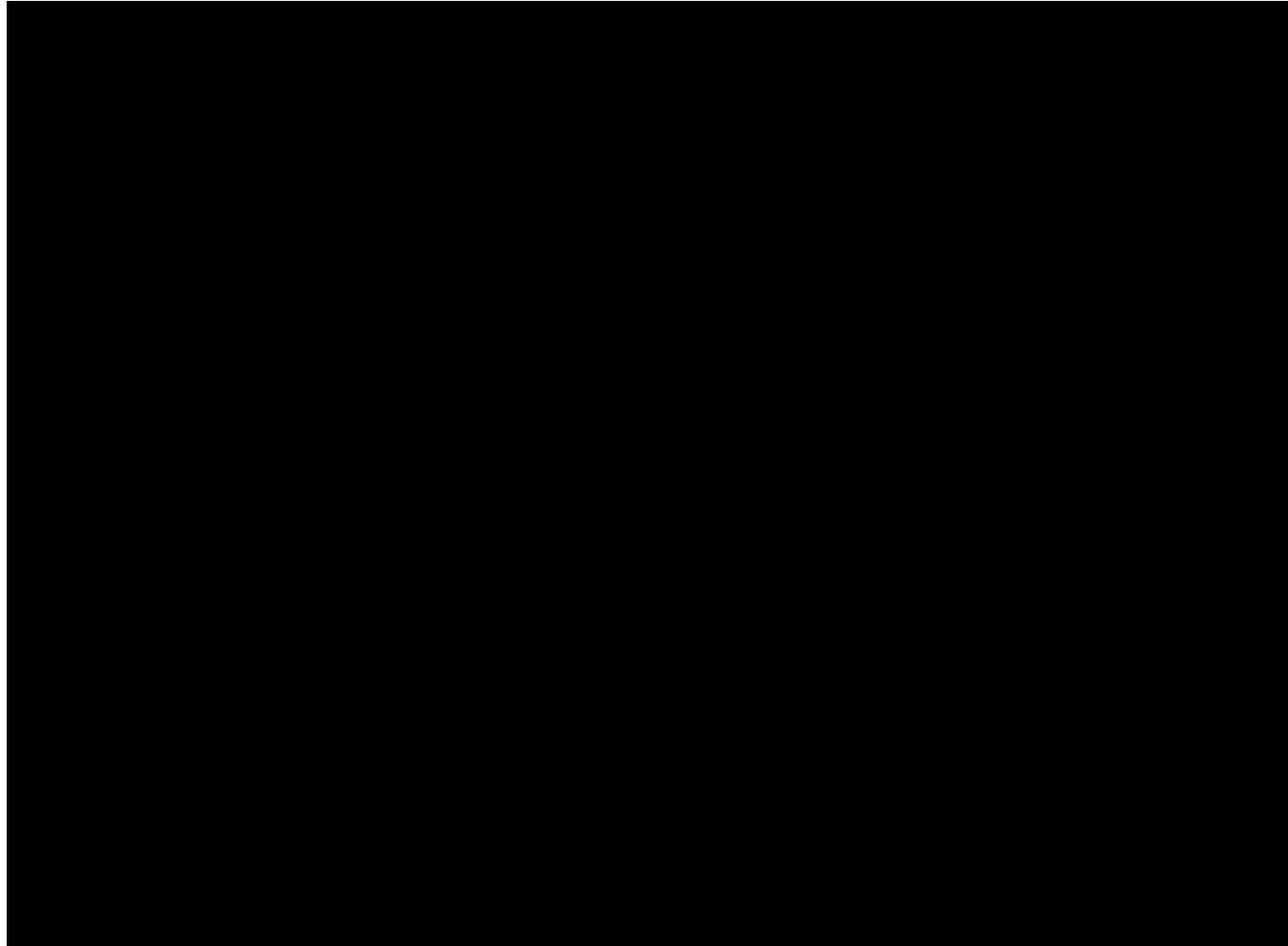
coffee break



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Adopting Flexible Work Arrangements An Employers' Perspective





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ARGUS
Our Interest is You.



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count on us



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Benefits of FFM

- Reduce staff turnover, lower costs of recruitment, induction and training
- Reduce absenteeism
- Enhance preference and motivation, therefore increase productivity
- Create and maintain a competitive edge and innovation contributing to imposed competitiveness
- Enhance capacity to attract a broader range of candidates and high quality employees



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Potential reasons to resist FFM

- Perception among managers that family-friendly policies will cause disruption
- Costs of replacements for career break places
- Family-friendly policies perceived as an 'efficiency wage', not an employee's 'right'
- Dominance of '*linear career*' or male model of work
- Linkage made between time, productivity and commitment in corporate culture



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Potential reasons to resist FFMs

- Management styles based on control and dependence
 - Size of organisation/ Factors external to organisation
 - Tightness of labour market conditions
 - Ongoing process of competition and change in the business environment
 - Working time regimes specific to the industry and production process
 - Social policies and legislative framework
-



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Adopting Flexible Work Arrangements An Employees' Perspective



St. Albert the Great
College

Established 1948



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Benefits of FFMs

Research studies found a business-case for the implementation of Family Friendly Measures.

Georgetown University findings:

- Employees with access to FFMs tend to be more **satisfied**, **committed**, and **engaged** with their jobs
- Employees using FFMs report **less work-life stress**, and, as a result, have less unscheduled absences and increased productivity





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Benefits of FFM's

- FFM's **improve retention and recruitment.** For example, 81% of one large firm's employees said that their ability to balance work and home needs had an impact on their career choices and their desire to stay with the company
- FFM's foster greater satisfaction, commitment, and engagement; and are correlated to **increased productivity and revenue generation**, as well as **positive impacts on client service.**



From: *The Business Case for Flexible Work Arrangements*

A. Danziger and S. Waters Boots (2008) Georgetown University



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THANK YOU

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