



National Commission for the Promotion of Equality.

NCPE Malta.

Gattard House, National Road,
Blata l-Bajda
HMR 9010, Malta.

T: +356 25 903 850
E: equality@gov.mt

www.equality.gov.mt



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The list of FFM is by no means exhaustive. Other measures include Adoption Leave, Bereavement Leave, Marriage/Civil Union Leave, Release to Attend Ante-Natal Examinations for Fathers (beside mothers), Donation of Vacation Leave for Humanitarian Reasons, Leave for the Accompaniment of Spouse on Courses of Assignments, Career Break, Responsibility Leave, and Leave for Special Reasons. Entities in both the private and public sectors, that offer FFMs, enhance their corporate image. They benefit from high employee morale, loyalty and retention; avoid costly turnover and training costs; retain valued expertise, skills and perspectives; and attract the best people to their entity.

3. MAKE USE OF NATIONAL SUPPORT STRUCTURES

Family-friendly measures are further supported through initiatives introduced by the government, to assist working men and women in providing care for family members. Measures related to child care include:

Free childcare scheme – available to all parents in work or in education, with children aged three months to three years.



Breakfast Club Programme – state schools open at 7am and provide breakfast free of charge to pupils of working parents.

Klabb 3-16 – provision of an after-school care service for school-aged children delivering age-appropriate activities including supervised homework.

The government also offers services for the care of dependent adults and elderly persons to assist carers in reconciling work and family life. Measures related to the care of dependent adults and elderly include:

Meals on wheels – a service to provide cooked meals to elderly people and other persons who still live in their own home but, for a reason or another, are unable to prepare their own meals.

Home Help – a service offering non nursing, personal help and light domestic work to older adults or persons with special needs, to support beneficiaries to keep on living in their community as independently as possible; and

Day Centres – a service to help prevent social isolation and the feeling of loneliness, and to reduce the social interaction difficulties which the elderly tend to encounter.

In the October 2016 budget, the government also introduced the subsidy for Care Worker home service for the elderly, to extend the Carer at Home project. Through this scheme, elderly persons on the waiting list for admittance to any one of the homes for the elderly are having the possibility of engaging a care worker of their choice, to care for them on a full-time or part-time basis and receive proportionate financial assistance.

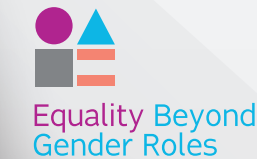
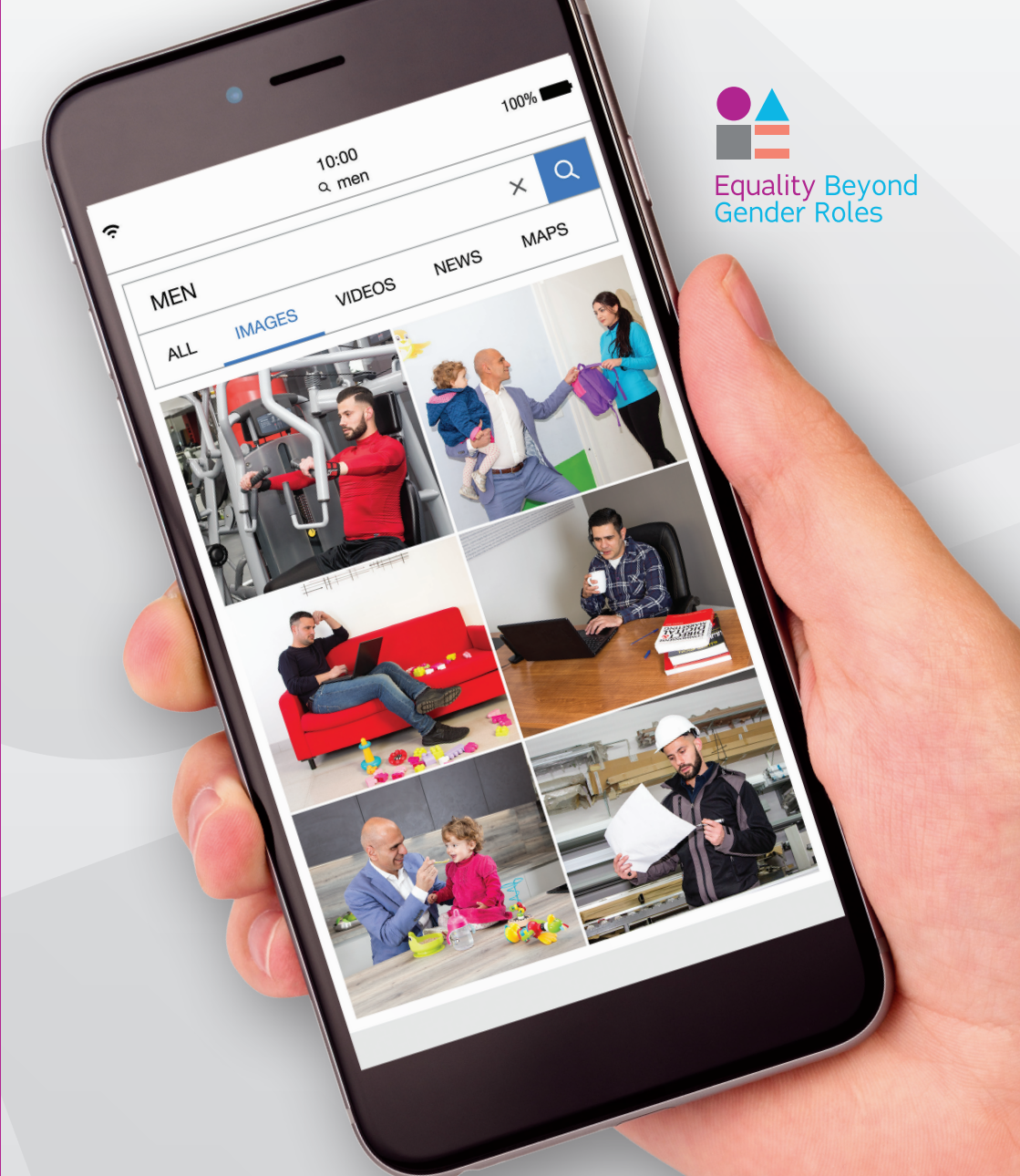
By sharing responsibilities, engaging in family-friendly workplaces, and making use of national support structures, men and women are being enabled to stay engaged in the labour market while tending to their families' needs.

EQUALITY BEYOND GENDER ROLES' PROJECT

The campaign being organised by the National Commission for the Promotion of Equality (NCPE) as part of the co-financed project 'Equality between Gender Roles' aims to:

Challenge and break down stereotypes tied to traditional gender roles;
Highlight the importance of men's role in achieving gender equality, in order to reach a fair and equal balance between work and private life, as well as between paid and unpaid work;
Encourage men to share domestic duties and care/family responsibilities, as well as to strive towards equal economic independence between the genders; and
Raise and/or increase awareness of the importance of the provision and uptake of Family Friendly Measures (FFMs) to and by men, as well as the benefits and responsibilities of making use of them.

We encourage you to follow us on the Online Media Campaign on Facebook, YouTube, Twitter, Wordpress and NCPE's website where you can get more information on the project and subjects being discussed.



#BEINGAMAN

Rushed mornings to get to school or work? Not enough time to have breakfast? An endless stream of errands to attend to on the weekend? This is the life of many Maltese and European women and men who are struggling relentlessly to meet life's everyday demands.

Now, imagine yourself as a full-time employee having to look after a dependent – a child, an elderly, a person with disability or any another person who might need your attention. Would you manage the workload? Some people have these responsibilities; they are no supermen or wonder women, but they have to manage to find a balance between work and family life.



MARIO CAMILLERI, HR OFFICE EXECUTIVE AT ENEMALTA PLC

“ I am an HR Office Executive at Enemalta plc and I look after my mum who has a disability. I take her to day-care 3 times a week, attend to my full-time job, and take acting as a hobby ”

“ When my kids are unwell, I make use of my own Sick Leave to care for them ”



BRIAN FERRANTE, FINANCIAL CONTROLLER AT ARGUS INSURANCE



MARIO MALLIA, HEAD OF SCHOOL AT ST. ALBERT THE GREAT COLLEGE

“ Eighteen years ago, I made use of Parental Leave to look after my two year old son ”



ASHLEY KIND, ASSISTANT DIGITAL MARKETING MANAGER AT ICON

“ My son was born prematurely and I had to spend a lot of time at the hospital to support my fiancée and attend to my son's needs. My employer gave me additional paid vacation leave ”

“ With Flexitime I can schedule my working hours to take my kids to and from school ”



TIMOTHY ZAMMIT, DIRECTOR AT RSM

These men are the role models of the project 'Equality beyond Gender Roles'. They are sharing their experiences in order to raise awareness on the importance of men's role in reconciling work and family life for all, thus enhancing gender equality in society.

Each role model chooses to:

1. SHARING RESPONSIBILITIES

The sharing of family and/or care responsibilities between men and women is particularly important for both to achieve a work-life balance. In today's society, both men and women should benefit from equal opportunities to enable them to progress in their career.

Reconciliation of work and family life ensures that both men and women can share a healthy work and family environment. Studies show positive outcomes in families where couples and/or guardians share responsibilities for dependents and household duties. Most importantly are the positive parental contributions to children's development and the enhancement of a content environment where each member of the family is benefiting equally.

Dr JosAnn Cutajar, Senior Lecturer at the University of Malta, remarks that the more fathers are involved in their children's lives, the less they will suffer from depression

and substance abuse; sustain healthier relationships with partners; report greater life satisfaction and better physical and mental health.

2. ENGAGE IN A FAMILY-FRIENDLY WORKPLACE

Engaging in a family-friendly workplace where the employee's needs are taken into consideration is another important factor to consider when trying to create a balance between work and family life. Being in a supportive environment, that allows employees to attend to their family needs when required, sustains motivation, productivity and loyalty to the company. Several public and private entities are offering a variety of family-friendly measures (FFMs) such as flexitime, telework, reduced hours, paternity leave and additional paid leave, to employees requesting support to tend to family needs. Such measures are given at the discretion of the employer.

Flexitime – choosing to work flexibly within a set timeframe. Employees would still be required to work for the full hourly allocation, as stipulated in the employment contract.

Telework – working remotely, whether from home or any other location, using telecommunications technology and a management system designed to monitor employees' performance and progress.

Reduced Hours – working fewer hours than when in full-time work, as per agreement reached between the employer and employee.

Paternity Leave – allows fathers to spend time to bond with their newborns. The private sector allows one day of paternity leave on the birth of a child whilst the Public Sector stipulates 5 days of paternity leave. Some employers choose to offer additional paid leave.

Additional Paid Leave – employees benefit from supplementary paid vacation leave to attend to family needs, such as parent's day at school or medical visits in hospital.