

## About the NCPE

The **NCPE** works to ensure that Maltese society is a society free from any form of discrimination based on:

- i) sex/gender and family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity, gender expression or sex characteristics in employment; banks and financial institutions, as well as education;
- (ii) racial / ethnic origin and gender in the provision of goods and services and their supply; and
- (iii) freedom of movement for workers in the EU.

## Contact the NCPE



22768200



[ncpe.gov.mt](https://ncpe.gov.mt)



[equality@gov.mt](mailto:equality@gov.mt)

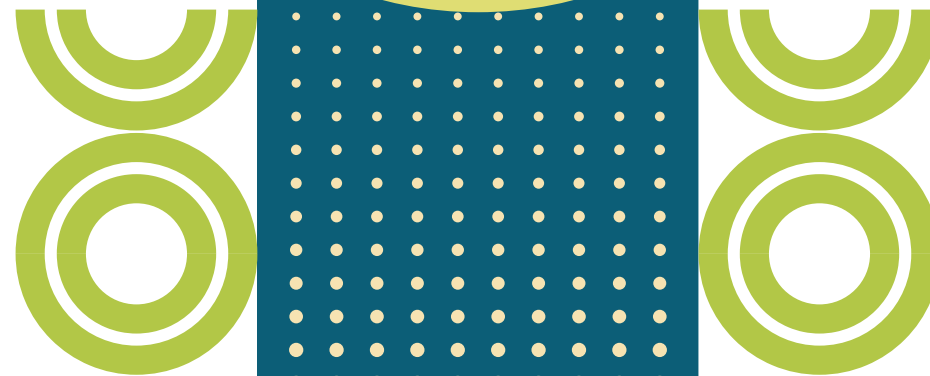


Gattard House, National Road, Blata l-Bajda, HMR 9010



## Work-Life Balance Measures in Malta

March 2024



## Protection of Maternity (Employment) Regulations (LN 439 of 2003)



### Maternity Leave:

- An uninterrupted period of 18 weeks
- First 14 weeks paid in full; additional 4 weeks entitled to relevant benefit in terms of Social Security Act

## Work-Life Balance for Parents and Carers Regulations (LN 201 of 2022)

### Paternity Leave:

- For fathers or equivalent second parents on the birth or the adoption of a child
- 10 working days on full pay

### Parental Leave:

- Individual right of each parent on birth, adoption and child fostering for 4 months until the child is 8 years of age
- Paid for 2 months, in terms of the Social Security Act

### Carers' Leave:

- To support a relative, or a person who lives in the same household, who is in need of care for a serious medical reason
- 5 unpaid working days

### Flexible Working Arrangements:

- Right to request flexible working arrangements for workers with children up to 8 years and carers
- May include but not limited to remote working, work on reduced hours and flexitime



## Telework National Standards Order (LN 312 of 2008)

### Telework:

- A form of working, using information technology, away from the employer's premises on a regular basis
- May be required as a condition of employment in an employment contract, or by agreement

## Manual on Work-Life Balance Measures (PSMC)

### Parental Leave:

- On grounds of birth, adoption, legal custody and foster care of children under 10 years
- A maximum of 12 months per child
- Paid for 2 months as per the Work-Life Balance for Parents and Carers Regulations

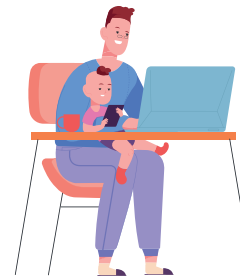


### Carers' Leave:

- 5 working days per year, 1 of which is paid

### Flexible Working Arrangements:

- **Reduced Hours:** Less hours than fulltime schedule. May vary from 20 to 35 hours per week
- **Flexi-Time:** Full hours of daily work with variations in starting and end time within agreed limits
- **Flexi-Week:** Spreading working week of 40 hours over a period of 4 to 6 days



### Remote Working:

- Full flexibility in locations of work
- Up to 20% of weekly working hours

### Extended remote working:

- Any number of weekly hours remotely
- Extended Remote Working is absorbing existing arrangements of telework