



NCPE's International Women's Day Conference

Work-life Balance Measures in Malta

Renee Laiviera, NCPE Commissioner



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Work-life balance

Article 27 of the

European Social Charter (Revised)

All persons with family responsibilities and who are engaged or wish to engage in employment have a right to do so without being subject to discrimination and as far as possible without conflict between their employment and family responsibilities.



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Work-life balance (cont.)

A principle of the
European Pillar of Social Rights:

Parents and people with caring responsibilities have the right to suitable leave, flexible working arrangements and access to care services. Women and men shall have equal access to special leaves of absence in order to fulfil their caring responsibilities and be encouraged to use them in a balanced way.



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Work-life balance (cont.)

The 2019 **Work-life Balance Directive**:

- Introduction of **paternity leave** and **carers' leave**
- Strengthening the **parental leave**
- Extending the **right to request flexible working arrangements**
- **Prohibits discrimination** on the ground that workers apply for, or take, paternity, parental or carers' leave, or time off on grounds of force majeure, or that they have requested flexible working arrangements

The **Work-Life Balance for Parents and Carers Regulations** (LN 201 of 2022):

- Introduced new entitlements as per above



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

Maternity Leave:

- An uninterrupted period of **eighteen weeks**
- The **first fourteen weeks are paid in full**
- For additional four weeks, entitled to relevant benefit in terms of Social Security Act

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

Paternity Leave:

- For fathers or, equivalent second parents
- Paternity leave of **10 working days**
- On the birth or the adoption of the worker's child
- **Full pay**

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

Parental Leave:

- The **individual right of each parent**
- On the birth, adoption and child fostering
- To take care of the child for a period of **4 months** until the **child is 8 years**
- **Paid for 2 months**, at the same rate established for the sickness benefit entitlement under the Social Security Act





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

Carers' Leave:

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

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

Flexible Working Arrangements:

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

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Telework National Standards Order (LN 312 of 2008)

Telework:

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

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Manual on Work-Life Balance Measures (PSMC)

Parental Leave:

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

Carers' Leave:

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





Manual on Work-Life Balance Measures (PSMC)

Flexible Working Arrangements:

Reduced Hours: Less hours than the fulltime schedule. May vary from 20 to 35 hours per week

Flexi-Time: Full hours of daily work with variations in the starting and end time within agreed limits

Flexi-Week: Spreading the working week of 40 hours over a period of 4 to 6 days

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Manual on Work-Life Balance Measures (PSMC)

Remote Working:

- **Full flexibility in the 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**





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Take-Up of Family-Friendly Measures 2022

	Men		Women		Total
	No.	%	No.	%	
Maternity Leave (first 14 wks.)	0	0	570	100	570
Maternity Leave (add. 4 wks)	0	0	320	100	320
Parental Leave	11	2.4	447	97.6	458
Career Break	5	2.8	174	97.2	179
Reduced Hours	64	5.6	1,082	94.4	1,146
Teleworking	407	26.0	1,159	74.0	1,566
Flexi-Time	737	43.6	952	56.4	1,689



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EIGE Gender Equality Index 2022, Malta

- Men were the least likely to take on **childcare** in the EU (**37% of women & 14% of men**)
- Women were less likely than men to rely on external support for childcare responsibilities (50% of women & 58% of men relied on grandparents or relatives)
- Women were more likely than men to reduce their **working time** due to care responsibilities (**16% of women and 12% of men**)





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I invite you to give your views on the presentations given this morning as well as any other proposals you may wish to make.

Moderators – NCPE Officers

Rapporteurs – To be decided amongst you



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THANK YOU

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