



mut
MALTA UNION OF TEACHERS

Work-Life Balance Challenges, Gender Pay and Pension Gap

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The work of MUT with regards to Work-Life Balance measures has been going on for a number of years through the negotiations of the different collective and sectoral agreements.

Work-Life Balance measures included in agreements:

- Teachers can work on **reduced hours** until the children are 12 years old. It can be a challenge to have reduced hours granted to primary teachers since there are more timetable constraints.
- Flexibility in the use of **parental leave** (one year per child) and **career break** (up to 5 years until the child is 10 years old).
- **Maternity Leave** (up to a maximum of 18 weeks). Maternity leave during summer holidays is now being compensated.

- **Teleworking** for Education Officers. It is a challenge to have teleworking applicable to the other teaching grades due to the nature of their job which requires their presence at school.
- **Flexitime** – this has been recently introduced in the collective agreements of some post-secondary institutions whereby lecturers can choose core hours during which they are available on premises.
- The latest sectoral agreement for teaching grades (2017) introduced the principle of “**The Right to Disconnect**” however this is still one the greatest challenges that all teachers are facing and the setting up of policies to regulate this issue is needed.

Different Types of Leave available for teaching grades achieved through the work of MUT:

- Release to attend Ante-natal Examinations without deducting the hours of leave
- Breastfeeding Facilities in Schools
- 100 hours extra leave for teachers (both male and female) undergoing IVF procedures
- Adoption Leave which is now equal to Maternity Leave (18 weeks plus extra weeks if adoption is abroad as applicable)
- Leave not used during the scholastic year is collected in a leave bank and used for humanitarian cases
- Parental Leave is extended to Legal Guardians and Foster Carers.
- Responsibility Leave (1 year and can be renewed) which can be taken to take care of family members

MUT's support for work-life balance measures:

- MUT was one of the unions which strongly supported the introduction of free child care services for all working parents in 2014.
- The MUT is pushing forward the proposal that is being discussed with the social partners whereby parents can use part of their sick leave to take care of sick family members. The government is in favour of this proposal but employers are objecting.
- MUT proposed that compensation should be given for public holidays falling during the weekend. The government accepted the proposal. Till now only 2 days of extra leave were given because employers are not in favour of this measure.

Gender Pay and Pension Gap

- According to the latest data, Malta has a gender pay gap of 11%. However in the teaching profession, salaries are regulated by collective and sectoral agreements which make no difference between males and females.
- When it comes to pensions, difference in teaching grades is not between genders. The main issue is that there is a national capping on the maximum pension one can get. The starting salary in the teaching profession already exceeds this capping. This is one of the main challenges that MUT will be addressing in the near future.

GET UP Project



The MUT was one of the partner of the EU-funded project Gender Equality Training to overcome Unfair discrimination Practices in education and labour market.

The main objective of the project is to address the stereotyping of educational and career choices and to promote gender equality in education, training and career guidance.

The project focused on waste of talent, gender pay gap and work-life balance measures.

Through this project the MUT created more awareness about gender equality on a national level and gave opportunities for training to educators and union staff.

More info on www.getupproject.eu

The Way Forward:

- The MUT will continue to propose and negotiate better work-life balance measures.
- The MUT will apply for the “Equality Mark”. The Equality Mark is a certification awarded to companies/organizations that make gender equality one of their values and whose management is based on the recognition and promotion of the potential of all employees irrespective of their gender and caring responsibilities.
- The MUT looks forward to more collaboration with national authorities and at EU level on equality issues with special focus on gender equality and work-life balance measures.

Thank you