Ad Hoc module Report - 2005

Malta

On

Reconciliation between Work and Family Life

The target population for this module are persons between the age of 15 and 64. The questions concentrate on the caring responsibilities of children, elderly, ill or disabled.

Variable 237: Main type of childcare used while person is working

Q15a Who takes care of your children who are 14 years or less while you are at work?

- A childcare center or pay a childminder – 1
- Wife/husband/partner who resides in the same house – 2
  –NB wife/husband/partner must reside in the same house otherwise code as 3
- Relatives/neighbours/friends who are not paid for taking care of my children – 3
  –Includes grandparents and parents who live outside the household; NB persons referred to in code 3 must not be living in household
- Even though I work, I do not use any type of childcare – 4
  –Example – no childcare is used because work hours of parent coincide with school hours of children
  –Example – older brother living in household takes care of younger sister while parents are at work
- I don’t have children who are 14 years or less – code 5

Variable 238: Person takes care of other children, ill, disabled, or elderly in need of care on a regular basis

Q27a Are you taking care of persons with disability, elderly or persons who are 15 years and over who need care on a regular basis?

- The amount of time a person spends taking care of dependent persons is not the objective of this question.
- Objective is to know if a person has any caring responsibilities of dependent persons

Q27b Apart from your children residing in this house, do you regularly take care of other children on a regular basis?

- Emphasis of question is on the care of OTHER CHILDREN, therefore not own children
  –Ex. Person takes care of her sister’s children on a regular basis while sister is at work
- The amount of time a person spends taking care of children who are 14 years or less is not the objective of this question.
- Objective is to know if a person has any caring responsibilities of children
Variable 239: Wish to change the organization of his/her working life and his/her care responsibilities

15b. Would you like to change the way you organise your work and caring responsibilities for children/ disabled persons/ elderly or persons 15 years or more in need of care?

- Answer should be restricted to the wish of the person independently from the constraints which there might be within the household
  - Example if person decides to stop working, the family will suffer financially. The question however does not want the answer to be influenced by this factor – answer should be free of any constraint. Hence the question can be reworded as:
  - If the person had a choice of stopping work or increasing work in order to have more / less time for caring responsibilities what would the person do?

Options:
- No – I don’t want to change anything – 1
- Yes – would like to work more and reduce caring responsibilities – 2
- Yes – would like to work less and increase time of caring responsibilities – 3
  - Includes cases where person wishes not to work at all in order to have more caring responsibilities
- I don’t have any caring responsibilities – 4

Variable 240: Main reason for not working or working more

31b/ 15c What is the main reason (related to childcare) which prevents you from having a job/ from working more?

- Any reference to childcare services implies paid childcare services and not childcare which is provided by relatives or persons free of charge
- Objective of question is to know if persons who wish to work are not doing so because of any constraints on available childcare services
  - Ex because childcare services are expensive, because they are not open during the night etc.

Variable 241: Arrangements made for childcare during children’s school holidays
Person took days off or reduced the number of hours worked or took other special arrangements at work over the last 12 months to care for the children

15e. During the past year, when your children (14 or less) were on holidays or when the person who usually takes care of your children was unavailable, did you have to take any vacation leave or reduce your working time or do other arrangements so that your children would be taken care of?

- Yes = 1; No = 2; Don’t have children = 3
- Objective of question is to assess the difficulties parents face when children’s caring arrangements are not available or when children are on holidays

15f. What was the main reason which compelled you to take this decision?

Options:
- Could not find an other person during the day – 1
- Could not find an other person during special times – 2
- Other available childcare services are too expensive - 3
- Other available childcare services are not of sufficient quality – 4
- Other reason – 5
Example parent happened to be on vacation leave during the school holidays

Variable 242: Main reason for not working or not working more

31c/ 15d  What is the main reason (related to caring responsibilities) which prevents you from having a job?

- Any reference to care services implies paid care services and not care which is provided by relatives or persons free of charge
- Same options as in Q31b
- In this question the caring responsibilities refer to those given to disabled/elderly or other persons who are 15 years and over and in need of care

Variable 243: Possibility to vary start or/ and end of working day for family reasons (at least one hour)

15g. Is it possible for you to vary the start and/or end of the working day for family reasons by at least one hour?

- Applies not only if availed of but also to a hypothetical situation
- Applies also to those situations where a person can start or finish 1 hour later without having to work that extra hour
- Objective is to evaluate the degree of job flexibility

Variable 244: Possibility to organize working time in order to take whole days off from family reasons (without using holidays and special leave)

15h. Is it possible to organize your working time in such a way that you would work extra hours during particular days in order to take whole days off during other days for family reasons (without having to use your vacation or special leave)?

Options:
- Generally not a problem – 1
- Rarely possible – 2
- Never possible – 3

Variable 245: Time off from work taken over the last 12 months for family sickness or emergencies (without using holidays)

15i. During the past year did you have to avail yourself of family/special leave due to family sickness or emergencies (do not include vacation leave)?

- Includes even a few hours

15j. Were you paid while you were away from work?

Variable 246: Parental leave taken over the last 12 months for own children living in the household

31d. During the past year did you take parental leave in order to take care of your children?
31e. Were you paid while you were on parental leave?

Yes = 1; No = 2
Yes includes all payment which may be in full or in part
NB Parental leave is not maternity leave

31f. In which way did you avail yourself of the parental leave?

Options:
- In one block – 1
  • Example – A person who is employed in a full-time job (40 hr week) and takes the 3 months of parental leave in one block without any breaks.
- Split in different times (part-time) – 2
  • Example – Person with full-time job (40 hr week) splits the 3 months entitlement in half. Therefore rather than having 3 months in one full block, s/he works a 20 hour week and the remaining 20 hrs per week are taken as parental leave
- Special arrangements (ex availed myself of parental leave during the school holidays) or combined 1 and 2 – 3

Variable 247: Main reason for not having taken parental leave for own children living in the household over the last 12 months

31g. What was the main reason which prevented you from availing yourself of parental leave?

Options:
- Did not have a legal right to take parental leave – 1
  • Example – person has children who are older than 8 years; person has not been working with the same employer for at least 12 months
- Parental leave is not paid or payment is low - 2
- Could not distribute the parental leave the way I wanted – 3
  • Example wanted to take parental leave through special arrangements but it was not possible
- Due to drawbacks associated with social security – 4
  • No NI contribution is paid during the time of parental leave and this will reflect on the pension a person might get when s/he retires
- Due to negative effects on the career or the negative perception from the employer – 5
  • Example person who takes parental leave will be denied a promotion due to break of service; if person takes parental leave employer will not assign him/ her certain tasks because person will be away from the job for some time
- Due to other reasons
  • Example no parental leave was taken because there is already someone at home who is taking care of the children
Appendix 2

Conditions of parental leave in Malta

- Existing legislation: Legal Notice 225/2003
- Applies to:
  - All employees (irrespective whether employed with public or private sector)
  - Full-time / part-time employees (latter have conditions associated with pro-rata terms)
  - Males and females
  - Employees who have been in employment with the same employer for a continuous period of at least 12 months
- Legal Notice refers to minimum entitlements – therefore there may be places of work which have more than the minimum entitlement
- Not to be mixed up with maternity leave
- Unpaid parental leave is granted to both male and female workers on grounds of:
  - Birth
  - Adoption
  - Legal custody of child
- Unless otherwise stated in a collective agreement, parental leave shall be granted in either of the following ways:
  - Full-time i.e. in one full block
  - Part-time i.e. doubled duration of parental leave but split the time
  - Piecemeal - ex. Take parental leave during holidays only
  - Time credit system – work extra hours in order to take time off (time off in lieu)
- Available until the child is 8 years old
- Minimum amount to be granted by all employers – 3 months
- Individual right to both parents and is non-transferable
  - Parental leave duration – minimum of 3 months. This can be availed of both by the mother and the father. Therefore 3 months for the father and another 3 months for the mother. Mother/Father cannot transfer their 3 months to each other
- Can be postponed by employer for justifiable reasons

Parental leave for government departments
- Can be availed of for children who are up to 5 years old
- For each child 1 year unpaid parental leave is granted to the mother or father
- Career break of 3 years unpaid – 1 time entitlement