

Annex II List of initiatives carried out to encourage women to enter or remain in the labour market

- As from April 2014¹, all parents in work or in education, with children aged three months to three years, can benefit from the free childcare scheme. A total of 6,292 children were benefiting from this service as at November 2017²;
- In April 2014, the Breakfast Club programme was introduced. State schools started opening at 7am providing free breakfast to students of working parents. During the scholastic year 2017-2018 (September – 6th November), the number of students benefitting from this service reached 3,625³.
- *Klabb 3-16* which provides an after-school care service for school-aged children delivering age-appropriate activities including supervised homework. As of February 2017, 1,318 students were registered for this service⁴. Government is committed to open more centres that offer *Klabb 3-16*⁵.
- In July 2015, the Government launched the Maternity Leave Trust to which employers contribute to finance the fourteen weeks of maternity leave, according to the number of employees, irrespective of their gender⁶.
- From January 2013, maternity leave was extended to eighteen weeks to enhance the protection of employees who recently gave birth⁷.
- Through the Tapering of Benefits, beneficiaries of Unemployment Assistance (UA), Social Assistance (SA) or Single Unmarried Parents (SUP) can have their benefit tapered down gradually over a period of 3 years instead of having it stopped altogether when they become engaged in employment or self-employment⁸. By September 2017, there were 2,559 beneficiaries⁹.

¹ <https://gov.mt/en/Government/Press%20Releases/Pages/2014/February/19/pr140284.aspx>

² Refer to PQ No. 2239. November 2017

<http://pq.gov.mt/pqweb.nsf/5ab326fbc184092c1256877002c4f19/c1257d2e0046dfa1c12581d40057d191!OpenDocument>

³ Refer to PQ No. 2240. November 2017

<http://pq.gov.mt/pqweb.nsf/5ab326fbc184092c1256877002c4f19/c1257d2e0046dfa1c12581d70036d6cd!OpenDocument>

⁴ Refer to PQ No. 31542. February 2017

<http://pq.gov.mt/PQWeb.nsf/7561f7daddf0609ac1257d1800311f18/c1257d2e0046dfa1c12580d80038a475!OpenDocument>

⁵ Budget 2018

⁶ Legal Notice 257 of 2015. Trust and Trustees (Maternity Leave Trust) Regulations, 2015

⁷ Legal Notice 503 of 2011. Protection of Maternity (Employment) (Amendment) (No.2) Regulations, 2011

⁸ <https://socialsecurity.gov.mt/en/Social-and-Unemployment-Assistance/Pages/Tapering-of-Benefits.aspx>

⁹ Refer to PQ No. 1525. September 2017

<http://pq.gov.mt/PQWeb.nsf/7561f7daddf0609ac1257d1800311f18/c1257d2e0046dfa1c12581bc004ab2f8!OpenDocument>

- Since November 2016, Paternity Leave in the public administration was extended to 5 working days leave of full pay. This is applicable to male Public Officers on the birth of each of their children¹⁰.

¹⁰ Manual on Work-Life Balance Measures

<https://opm.gov.mt/en/PublicService/Documents/Public%20Service%20Management%20Code/Manuals/Manual%20on%20Work-Life%20Balance%20Measures.pdf>