

Women in Employment

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Intro

- Women in Employment (Malta) and how the situation has been affected following Malta's accession to the EU.
 - Linking the issue of women and work to Mobility issues.
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Female and Male Employment Rates in the last 10 years



*In 2007 - The Sample size was increased

**Annual NSO LFS except 2009 (Q3)

Has the EU made a difference to female employment? - The Facts

- ❑ In the last 10 years the average employment growth rate (women) was 0.46%.
 - ❑ Since 2004 - The biggest growth (2%) occurred between 2006-2007 (due change in methodology?)
 - ❑ The growth rate has since gone back to the average growth rates.
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The challenges of combining work with care

- ❑ Certain EU directives have been beneficial and have helped improve gender equality in Malta.
 - ❑ However, more needs to be done to make a significant change.
 - ❑ What are the main challenges for Maltese women and why is female employment so low in Malta?
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Work and Family

- Work and family are often treated as two separate spheres.
 - However work and family are far from independent.
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Main challenges

- ❑ 61,660 women do not work for family reason (NSO.LFS, 2005).
 - ❑ 1,962 men who do not work due to family reasons. (NSO.LFS, 2005).
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Main challenges

- ❑ We have a problem with the retention of women in the labour market.
 - ❑ Services that enable mothers and fathers to work and raise their children are few and far between.
 - ❑ This often means that mothers decide (or are constrained) to give up work on the birth of their 1st or 2nd child.
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Challenges for dual earner families

- ❑ A mother is expected to return to work (usually full time) after just 14 weeks from birth.
 - ❑ Parental Leave is unpaid
 - ❑ School opening hours are not compatible with the standard working hours.
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Challenges for dual earner families

- ❑ After school schemes are still in their infancy stage.
 - ❑ Some of the longest Summer holidays in Europe (nearly 3 months).
 - ❑ Only 15 hours of unpaid urgent family leave.
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Challenges for dual earner families

- Are we refusing to talk about work family challenges?
 - Can the government do more to enable dual earner families to care and work?
 - How can we support employers to offer more flexibility to dual earner families?
 - What should the role of the EU be in supporting dual earner families?
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Widening our perspective

- Now that we have looked at the main challenges that Maltese women face in trying to combine work with care, let us broaden our perspective to include at the issue of women, work and mobility.
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Job Mobility and Family Lives

- ❑ EU funded projects that examined job related spatial mobility.
 - ❑ My findings are largely based on this project
 - ❑ <http://www.jobmob-and-famlives.eu>
 - ❑ + Information obtained through the Eures Office at ETC and NSO statistics
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What mobility are we talking about?

- ❑ 2% of all mobiles move to another country (migration)
 - ❑ 3% of mobile people relocate temporarily
 - ❑ 15% have moved across regions within one country
 - ❑ 41% daily long distance commuting (+2hrs) – Gozo?
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Mobility + Dual Career is Tough!

- ❑ Relocating to another country to live and to work is a tremendous adventure and risk.
 - ❑ Apart from engaging in paid work, women are also expected to take care of society's human capital (children).
 - ❑ Uneven sharing of burdens hampers women's mobility and employment.
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Mobility Statistics - Malta

- ❑ Maltese Citizens who emigrated
NSO estimates (2008) –
 - ❑ 561 Women (39%)
 - ❑ 875 Men (61%)
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What social groups are most mobile?

- Young people reveal more mobility than older ones.
 - University graduates are also more mobile.
 - Those who have knowledge based jobs.
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What social groups are most mobile?

- Mothers are rarely mobile.
 - Men (with or without children)+ childless women.
 - Only for men (with a female partner) is parenthood and mobility compatible
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The division of tasks + mobility?

- ❑ In the case of mobile women, it is uncommon that their male partners take over an equal share of childcare and housework.
 - ❑ This means that unpaid work is often intensified by job related mobility and is more likely to be shouldered by the mother (less mobile).
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What would help women to work in Malta and in the EU?

- Challenging traditional gender roles (who does the unpaid work at home) will ease the burdens from women and enable them to work and be more mobile.
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What would help women to work in Malta and in the EU?

- ❑ Countries that have invested in the family are doing better than countries where caring is still shouldered by women.
 - ❑ More women employed = more persons contributing to the sustainability of the welfare state = better birth rates
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What would help women to work in Malta and in the EU?

- Ensuring that dual earner families especially those with young children have the necessary supporting structures in place is fundamental.
 - Harmonisation of services (childcare) across Europe would facilitate mobility + female employment.
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