



EMPLOYMENT & TRAINING CORPORATION

**Making work better for
employers and for employees**

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Aim of presentation

- Introduction
- A look at where we are
- A change in work-place culture
- Business benefits of flexibility
- Local examples of flexibility



What is flexicurity?

- **Flexibility** for enterprises but also
- **Security** for the employee (benefits)
- Life-long learning



What exactly is flexibility?

- Ex :May mean the occasional or a regular day/s working from home (Telework)
- Ex :Leaving work for a couple of hours most afternoon and then making that hour or two in the evening/early morning
- Ex: Coming in at later/earlier but respecting core hours.
- Ex: Working a 4 day week.

• **IMP: Win-Win solutions for all**



The Current situation

- In Malta the total employment rate of our 15-64 year olds is 55.7% (NSO 58/2008)
- Most of the men who can work actually do so (+ 3% over EU average work rate for men, - 20% for women)
- Global Gender Gap Index 2007 – Malta ranked 99 out of 128 countries in terms of economic participation and opportunity for women to work.



Legislative framework

Private sector (where 2 out of 3 women work)

- 14 weeks maternity leave
- 3 months unpaid parental leave

Little flexibility offered by law – no telework, no flexitime, no reduced hours legislation



ETC research: Women and work

Family responsibilities cited by most as not allowing women to find the right balance between work and family life

The work culture today is not helping women work – rigid structures and working conditions (private sector)

- 44.8% of those women (50,000 women) would like to work.
 1. Why? They have a financial need to work.
 2. How? Family-friendly policies at work (flexible hours, work from home, etc)



Women at work: inactive by age

	15 – 24 %	25-34 %	35-44 %	45-54 %	55-64 %
Family friendly hours	61.5	53.4	45.4	35.7	27.1
Work at home	53.8	38.4	37.0	46.4	41.7
Good working conditions	53.8	43.8	37.8	37.5	25.0



Flexibility is not just for women

Young people of both sexes want to combine family and work and enjoy both (multiple roles – e.g. study, voluntary work, hobbies, other responsibilities)

Research in the UK carried in 2006 showed that 90% of girls and boys want a job that would enable them to combine work and family (Bhavnani 2006)



The traditional work place

- Typically this means (at least) a fixed 9 to 5 job which is carried out in a location away from the home in return for a pay check.



Society is changing

- The family is changing – fewer children but more interest in them
- Less children to care for elderly relatives
- Marrying older
- More loans to pay
- More people continuing their education
- 56% of graduates in 2006 were women



What is changing?

- More men want to or are being asked by their partners to be more involved as parents in their children's lives.
- Retirement age is extending.
- Technology has changed and opened new possibilities of how and from where we work.



When, where and how we work

Requiring employees who have grown up with technology and are aware of the freedom it can bring to always make the trip into the office to perform work is fast becoming a sign of dinosaur organisations and a turn-off for new job seekers.



What will make the workplace more inclusive?

- Taking into consideration the needs of different employees – youth, parents, older workers.
- Releasing the rigid structure of how work is organised, where it is carried out, when and how. A shift is needed from a culture of presenteeism to one of output.



The business case for change

Research shows that :

- Multiple roles correlate to high business performance
- Employees are more loyal with flexibility
- Flexibility can give us a wonderful opportunity to find creative, innovative work practices that suit the need of the organisation and its staff



The Business Case for Change

- Innovative and flexible work places are becoming increasingly attractive in order to attract and retain employees.
- Often lead to a reduction in staff absenteeism due to flexible work solution
- Lead to increased productivity due to staff loyalty



The Business Case for Change

- Innovative work solutions may permit the extension of opening hours which lead to enhanced business opportunity.
- Will permit you to retain precious trained staff who know your clients.



The Business Case for Change

- Will save employers money in advertising costs
- Will save employers money in training costs
- May not cost anything but can create employers of choice - attractive.



Local examples where flexibility has worked

- **Price Waterhouse cooper: Telework and flexitime**

Positive implementation of these measures depends on whether everyone involved believes in them or not.

Telework for staff at all levels, including partners and senior management; helps mostly women reconcile work and family life;



PWC – Malta

Flexitime: reduced hours; long leave during summer when children are at home

Business benefits of flexibility:

- Workers are accountable for work so productivity is maintained
- Staff are motivated thanks to support by employers - trust



Local examples of flexibility

- **Oriente: Flexitime**

Started out as a solution to help women who couldn't work full-time

Workers choose their preferred working hours (still amounting to 40 hour week) according to their needs

Benefits: Loyalty to company; happy productive staff; cost-effective (reduces recruitment costs)



Conclusion

We need to find **win-win solutions** to help:

Employees with their work-life reconciliation
measures

and

Employers with improving their businesses
and services.



Thank you

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