

# The Right to Time: unequal working hours and the failure of gender equality policies in Malta

Professor Frances Camilleri-Cassar  
Faculty of Laws  
University of Malta

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## Overview

The study focuses on the 'right to time'

Policy implications and recommendations for gender equality are addressed

Themes that emerge rest largely on mothers' voices

A shorter working week in Europe?

France and the Aubry laws

Netherlands and the 'combination' model

Sweden and the dual-earner model

Danish working-time and the earnings differential

Malta and its work-time regime

The EU Working Time Directive

Women's share of the labour supply

Work-family policies and their effectiveness

The impact rate of parenthood

A note on methodology

**Why a qualitative  
method of approach?**

Key question

How much do State policies in Malta assume that both mothers and fathers need time for care as well as for paid work?

## Key Finding

An inescapable implication is that the State's key source of failure in achieving gender equality is its resistance to address cultural and structural disadvantages in its work-time regime for mothers

Key challenge for Malta

Perhaps, shorter working hours would begin to address time inequalities in Malta?



# Final note

Study draws on:

Camilleri-Cassar, F. (2017) 'About Time: gender equality in Malta's working-time regime?' *Social Policy and Society*, 16:4, 561-575

Please, address your correspondence at:

[frances.Camilleri-Cassar@um.edu.mt](mailto:frances.Camilleri-Cassar@um.edu.mt)