



29/09/2014

RAP/RCha/MLT/7(2014)Add

## **EUROPEAN SOCIAL CHARTER**

Addendum to the  
7<sup>th</sup> National Report on the implementation of  
the European Social Charter  
submitted by

## **THE GOVERNMENT OF MALTA**

(Article 2§1, 4§2 and 4§3  
for the period  
01/01/2009 – 31/12/2012)

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Report registered by the Secretariat on  
29 September 2014

**CYCLE 2014**



## **Art 2 Para 1**

The Organisation of Working Time Regulations (S.L. 452.87 ) stipulate that the average working time over a seven day period of a worker, including overtime shall not exceed 48 hours. The average weekly working time is to be calculated from the total number of hours worked in a reference period as specified as follows:

- (a) In the case of the manufacturing sector and the tourism sector, including travel and catering establishments, a period of fifty – two weeks,
- (b) Where a relevant collective agreement provides for the application of this regulation in relation to successive periods of seventeen weeks, each such period,
- (c) In any other case, any period of seventeen weeks in the course of the worker's employment.

Where a worker has been in employment for less than seventeen weeks, the applicable reference period shall be that has elapsed since starting work for the employer.

However if the workers so wishes, he or she can work for more than 48 hours over a seven –day period calculated as an average for the reference periods mentioned above.

## **Art 4 Para 2**

In Malta, employment legislation provides for the payment of overtime.

**Article 4.3:** equal pay for work of equal value is included in the criteria of 'recruitment and employment' of the Equality Mark Certification that NCPE is awarding to companies that truly foster gender equality at the workplace. The Equality Mark is awarded following an assessment of the respective policies and measures according to set criteria, including: policies and initiatives on equality and sexual harassment; equal opportunities in recruitment and employment, including equal pay for work of equal value to employees irrespective of their gender; an equality representative/committee; equality in career advancement and personal development; the availability of family friendly measures for men and women with caring responsibilities; and gender equality in the access to and supply of goods and services.

The Equality Mark certification is valid for two years, following which companies can be re-certified.

Till the end of June 2014, 55 companies were awarded the Equality Mark Certification. These certified organisations are able to use the Equality Mark logo on all outgoing correspondence, including recruitment advertising and press releases. NCPE thus raises further awareness with employers and employees on matters related to gender equality at the place of work, including gender equality in conditions of employment such as pay.