



# **FAMILY-FRIENDLY MEASURES**

Report 2017

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**Appendix 2** - Beneficiaries of Family-Friendly Measures in the Public Sector in 2017 - by Gender and Employment Category

## **1 Introduction**

This report gives a quantitative analysis of family-friendly measures utilised by employees across the Public Administration. Utilisation of these measures are analysed by gender and salary scale/category of beneficiaries and is compared with the uptake of family-friendly measures in 2016.

This study is based on the utilisation of family-friendly measures by public employees during the period 1<sup>st</sup> January to the 31<sup>st</sup> December 2017. Data was collected by the People & Standards Division, through respective Directors for Corporate Services (DCS) within the line ministries.

Data is carefully studied in order to evaluate preferred trends in the utilisation of family-friendly measures by public employees to achieve attainment of work-life balance.

Appendices 1 and 2 illustrate statistics regarding the utilisation of family-friendly measures in the Public Service and in the Public Sector.

## 2 Public Service Data Analysis

### 2.1 Utilisation of Family-Friendly Measures

Table 1 below shows that in 2017, the total figure of family-friendly measures beneficiaries stood at 5043. This means that the total number of employees benefiting from family-friendly measures has increased by 5.19% between 2016 and 2017.

*Table 1: Utilisation of Family-Friendly Measures in 2016 and 2017*

Family-Friendly Measures	Utilisation Totals 2016	Utilisation Totals 2017	% Variance of individual FFMs against utilisation in 2016
Maternity Leave	735	673	-8.44%
Adoption Leave	2	12	500%
Paternity Leave	122	114	-6.56%
Responsibility Leave	41	41	0%
Parental Leave	498	480	-3.61%
Career Break	252	203	-19.44%
Leave to accompany spouse on government assignments abroad	4	6	50%
Reduced hours	1298	1273	-1.93%
Teleworking	1158	1234	6.56%
Flexible Work Schedules	684	1007	47.22%
<b>Grand Total</b>	<b>4794</b>	<b>5043</b>	<b>5.19%</b>

Maternity Leave (additional four weeks)	556	485	<b>-12.77%</b>
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Reduced Hours, Flexible Work Schedules and Teleworking remain the most popular measures requested by Public Officers.

Teleworking and Flexible Work Schedules registered an increase of 6.56% and 47.22% respectively between 2016 and 2017. On the other hand, in 2017, Reduced Hours registered a decrease of 1.93% when compared to 2016.

Maternity Leave beneficiaries amounted to a total of 673 beneficiaries (a decrease of -8.44%) out of which 72.07% of the new mothers availed themselves of the additional four weeks Maternity Leave. Paternity Leave decreased by 6.56%. Parental Leave also registered a decrease of 3.61%, while a decrease of 19.44% in Career Break was registered when compared to 2016. Paternity Leave also decreased by 6.56% when compared to the previous year.

## 2.2 Family-Friendly Measures Utilisation by Gender

Table 2 below illustrates a comparison between genders utilising family-friendly measures in 2017.

*Table 2: Utilisation of Family-Friendly Measures by Gender*

Family-Friendly Measures	Females	Males	Totals
Maternity Leave	673	-	673
Adoption Leave	9	3	12
Paternity Leave	-	114	114
Responsibility Leave	31	10	41
Parental Leave	477	3	480
Career Break	198	5	203
Leave to accompany spouse on government assignments abroad	6	0	6
Reduced hours	1190	83	1273
Teleworking	1059	175	1234
Flexible Work Schedules	573	434	1007
<b>Grand Total</b>	<b>4216</b>	<b>827</b>	<b>5043</b>

Table 2 shows that 83.60% of employees benefiting from family-friendly measures are female. The number of male beneficiaries has decreased slightly by 3.16% between 2016 and 2017. It can be noticed that the utilisation of family-friendly measures by the male gender is still very low when compared to female beneficiaries.

Reduced Hours, Flexible Work Schedules and Teleworking are the most preferred family-friendly measures by both genders, registering a total utilisation of 25.24%, 19.96% and 24.46% respectively.

When compared to 2016, female beneficiaries registered an increase of 6% in the utilisation of Teleworking and 50.79% in Flexible Work Schedules. On the other hand, male beneficiaries registered an increase of 42.76% in the utilisation of Flexible Work Schedules and 10.06% in Teleworking. Whilst male employees prefer to work on Flexible Work Schedules (52.47%), followed

by Teleworking (21.16%) and Reduced Hours (10.03%), female employees are more attracted to Reduced Hours (28.22%), followed by Teleworking (25.11%) and Flexible Work Schedules (13.59%).

### 2.3 Family-Friendly Measures Utilisation by Categories

Table 3 below illustrates utilisation of family-friendly measures by different Salary Scale categories.

*Table 3: Utilisation of Family-Friendly Measures by different Scale Categories*

Family-Friendly Measure	Scale 1 - 5	Scale 6-10	Scale 11-15	Scale 16-20	Definite Contracts	Totals
Maternity Leave	42	382	158	13	78	673
Adoption Leave	0	8	4	0	0	12
Paternity Leave	13	55	23	17	6	114
Responsibility Leave	2	15	21	3	0	41
Parental Leave	8	334	95	15	28	480
Career Break	2	120	63	12	6	203
Leave to accompany spouse on government assignments abroad	2	3	1	0	0	6
Reduced hours	53	616	383	178	70	1273
Teleworking	89	527	521	70	27	1234
Flexible Work Schedules	83	386	333	126	79	1007
<b>Grand Total</b>	<b>294</b>	<b>2446</b>	<b>1602</b>	<b>434</b>	<b>294</b>	<b>5070</b>

Maternity Leave (additional four weeks)	24	295	112	11	43	485
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Salary Scale 6-10 category registered the highest percentage (48.24%) of total beneficiaries, followed by Salary Scale 11-15 category (3.86%) and Salary Scale 16-20 category (8.41%).

When compared to 2016, there was an increase in the utilisation of family-friendly measures in Salary Scale 1-5 (17.08%), in Scale 16-20 (3.21%), and the Definite Contracts category (15.2%). The Scale 6-10, and Scale 11-15 categories registered a decrease of 13.49% and 3.54% respectively.

Reduced Hours is the most utilised family-friendly measure, registering 25.24% of total family-friendly measures utilisation. However, when compared to 2016, the utilisation of reduced hours decreased in the following categories: Scale 6-10 (2.22%), Scale 11-15 (0.26%), Scale 16-20 (8.71%). On the other hand, the Definite Contracts category registered an increase of 94.44%.

When compared to 2016, Teleworking registered an increase in the following categories: Scale 1-5 (27.14%), Scale 11-15 (3.78%), Scale 16-20 (14.75%). The Scale 6-10 and Definite Contracts categories registered a decrease of 6.46% and 10% respectively.

Maternity Leave remained the same in the Definite Contracts category. A decrease was registered in the Scale 6-10 category (14.73%), Scale 11-15 category (1.86%), and Scale 16-20 category (31.58%). There was an increase of 44.83% in the Scale 1-5 category.

The additional four weeks Maternity Leave also registered a decrease across all categories, except the Scale 1-5 category which registered an increase of 14.29%.



### 3 Public Sector Data Analysis

#### 3.1 Utilisation of Family-Friendly Measures

Table 4 below compares the utilisation of family-friendly measures in the Public Sector between 2016 and 2017.

*Table 4: Utilisation of Family-Friendly Measures in 2016 and 2017*

Family-Friendly Measures	Utilisation Totals 2016	Utilisation Totals 2017	% Variance of individual FFMs against utilisation in 2016
Maternity Leave	234	249	6.41%
Adoption Leave	0	7	-100%
Paternity Leave	75	135	80%
Responsibility Leave	9	5	-44.44%
Parental Leave	139	98	-29.50%
Career Break	85	74	-12.94%
Leave to accompany spouse on government assignments abroad	50	7	-86%
Reduced hours	698	646	-7.45%
Teleworking	557	633	13.64%
Flexible Work Schedules	1573	2777	76.54%
<b>Grand Total</b>	<b>3420</b>	<b>4631</b>	<b>35.41%</b>

Maternity Leave (additional four weeks)	151	168	<b>11.26%</b>
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There was an overall increase (35.41%) in the number of family-friendly measures when compared to 2016. Flexible Work Schedules recorded the highest number of beneficiaries (2777), followed by Reduced Hours (646) and Teleworking (633), showing that these three measures remain the most favourite amongst public sector employees.

The number of beneficiaries utilising Maternity Leave has increased (6.41%) when compared to 2016. From a total of 249 mothers who have availed themselves of Maternity Leave, 67.46% chose to make use of the additional four weeks Maternity Leave.

Parental leave registered a decrease of 29.50% while the number of beneficiaries utilising Career Break registered a decrease of 12.94% when compared to the previous year. Paternity Leave registered an increase of 80%.

### 3.2 Family-Friendly Measures Utilisation by Gender

Table 5 below illustrates the utilisation of family-friendly measures by gender.

*Table 5: Uptake of Family-Friendly Measures by gender*

<b>Family-Friendly Measures</b>	<b>Females</b>	<b>Males</b>	<b>Totals</b>
Maternity Leave	249	-	249
Adoption Leave	5	2	7
Paternity Leave	-	135	135
Responsibility Leave	3	2	5
Parental Leave	94	4	98
Career Break	69	5	74
Leave to accompany spouse on government assignments abroad	4	3	7
Reduced hours	589	57	646
Teleworking	541	92	633
Flexible Work Schedules	1267	1510	2777
<b>Grand Total</b>	<b>2821</b>	<b>1810</b>	<b>4631</b>

Table 5 shows the total number of female and male beneficiaries who have utilised family-friendly measures in 2017. Female beneficiaries recorded a percentage increase of 36.46% and male beneficiaries recorded a percentage increase of 119.94%.

When focusing on Flexible Work Schedules, Teleworking and Reduced Hours, the majority of male beneficiaries preferred to avail themselves of Flexible Work Schedules. Between 2016-2017, the number of male beneficiaries who availed themselves of this measure increased by 90.66%. The male gender registered a substantial increase in Teleworking (21.05%), and a decrease in Reduced Hours (34.48%). The majority of female beneficiaries preferred to avail

themselves of Flexi-time, which increased by 62.23% amongst female beneficiaries in 2017.

Parental Leave among registered a decrease among both female and male employees of 29.32% and 33.33% respectively. Career Break also registered a decrease among both female and male employees of 6.76% and 54.55% respectively.

### 3.3 Family-Friendly Measures Utilisation by Categories

*Table 6: Utilisation of Family-Friendly Measures by different Salary Scale Categories*

Family-Friendly Measure	Top Management	Middle Mgt & Professional	Administrative Executive/ Clerical	Supervisory/ Technical/ Industrial	Totals
Maternity Leave	8	116	102	23	249
Adoption Leave	0	2	4	1	7
Responsibility Leave	0	1	2	2	5
Paternity Leave	7	42	46	40	135
Parental Leave	2	55	34	7	98
Career Break	2	40	24	8	98
Leave to accompany spouse on government assignments abroad	0	6	1	0	7
Reduced hours	18	223	338	67	646
Teleworking	17	280	275	61	633
Flexible Work Schedules	185	1078	841	673	2777
<b>Grand Total</b>	<b>239</b>	<b>1843</b>	<b>1667</b>	<b>882</b>	<b>4631</b>

Maternity Leave (additional four weeks)	4	85	61	18	168
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The above table shows the total amount of employees benefiting from family-friendly measures in different salary scales categories within the Public Sector. The Middle Management/Professional category registered the highest percentage of beneficiaries (39.79%), followed by the Administrative/Executive/Clerical category (35.99%), the Supervisory/Technical/Industrial category (19.04%) and the Top Management category (5.16%).

An increase in flexi-time was registered across all categories. The Top Management category registered an increase in Paternity Leave (16.67%) and in Flexi-time (52.89%).

The Middle Management & Professional category recorded an increase in Teleworking (21.74%), in Reduced Hours (9.85%) and in Flexi-time (53.56%). In this category there was also an increase in the utilisation of Maternity Leave (28.89%) and Career Break (21.21%).

The Administrative/Executive/Clerical category registered a decrease in Reduced Hours (12.66%) however, there was an increase in the utilisation of Telework (9.13%) and Flexi-time (81.25%) when compared to 2016.

The Supervisory/Technical/Industrial category registered an increase in Teleworking beneficiaries (35.56%) and Flexi-time beneficiaries (135.31%). However, a decrease in the utilisation of Reduced Hours (21.18%) was registered.

Maternity Leave recorded a decrease in the Top Management category (20%), the Administrative Executive/Clerical category (2.86%), and the Supervisory/Technical/Industrial category (20.69%). These three categories also saw an increase in Paternity Leave of 16.67%, 155.56%, and 100% respectively.

A decrease was recorded in the utilisation of Parental Leave: Middle Management & Professional category (22.54%), the Administrative Executive/Clerical category (37.04%), and the Supervisory/Technical/Industrial 41.67%.

#### **4 Summary of Results and Conclusion**

Similar to previous years, this report shows that Reduced Hours, Flexible Work Schedules and Teleworking are the most requested measures amongst public service and public sector employees.

Statistics in the Public Service show that Reduced Hours is the most preferred measure in 2017. On the other hand, in the Public Sector Flexi-time is the most preferred measure in 2017.

Both the Public Service and Public Sector registered an increase in the utilisation of family-friendly measures. When compared to 2016, the Public Service registered an increase of 5.19% in the utilisation of family-friendly measures, whereas the Public Sector registered an increase of 35.41%.

## **APPENDIX 1:**

Beneficiaries of Family-Friendly Measures in the  
Public Service in 2017 – By Gender and  
Employment Category

PUBLIC SERVICE TOTALS	1st January 2017 - 31st December 2017												
	Scales 1-5		Scales 6-10		Scales 11-15		Scales 16-20		Definite Contracts		TOTALS		Grand Total
FAMILY-FRIENDLY MEASURES	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Maternity Leave (first 14 weeks)	42		382		158		13		78		673		673
Maternity Leave (additional 4 weeks)	24		295		112		11		43		485		485
Paternity Leave	0	13	0	55	0	23	0	17	0	6	0	114	114
Adoption Leave (PSMC 5.2.1)	0	0	6	2	3	1	0	0	0	0	9	3	12
Responsibility Leave (PSMC 5.3.5)	2	0	12	3	15	6	2	1	0	0	31	10	41
Parental Leave	8	0	332	2	94	1	15	0	28	0	477	3	480
Career Break (PSMC 5.3.4)	2	0	117	3	61	2	12	0	6	0	198	5	203
Leave to accompany spouse on Government-sponsored courses or assignments (PSMC 5.3.2)	2	0	3	0	1	0	0	0	0	0	6	0	6
Reduced hours – 20 hours/week	13	1	191	10	65	3	21	1	6	10	296	25	321
Reduced hours – 25 hours/week	8	1	63	2	39	0	22	2	5	1	137	6	143
Reduced hours – 30 hours/week	10	1	181	10	113	6	52	6	3	4	359	27	386
Reduced hours – 35 hours/week	5	1	72	2	71	5	35	1	2	0	185	9	194
Reduced hours – other amounts	12	1	82	3	77	4	37	1	5	7	213	16	229
Teleworking (PSMC 5.4.2)	58	31	442	85	468	53	66	4	25	2	1059	175	1234
Flexi-Time (PSMC 5.4.4)	23	60	216	170	201	132	86	40	47	32	573	434	1007
<b>FAMILY-FRIENDLY MEASURES TOTALS</b>	<b>209</b>	<b>109</b>	<b>2394</b>	<b>347</b>	<b>1478</b>	<b>236</b>	<b>372</b>	<b>73</b>	<b>248</b>	<b>62</b>	<b>4701</b>	<b>827</b>	<b>11,056</b>

## **APPENDIX 2:**

Beneficiaries of Family-Friendly Measures in the  
Public Sector in 2017 – By Gender and  
Employment Category



PUBLIC SECTOR TOTALS	1st January 2017 - 31st December 2017										
	Top Management		Middle Mangt & Professional		Administrative/ Executive/Clerical		Supervisory/ Technical/Industrial		Totals		
FAMILY-FRIENDLY MEASURES	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Grand Total
Maternity Leave (first 14 weeks)	8		116		102		23		249		249
Maternity Leave (additional 4 weeks)	4		85		61		18		168		168
Paternity Leave		7		42		46		40		135	135
Adoption Leave	0	0	0	2	4	0	1	0	5	2	7
Responsibility Leave	0	0	1	0	2	0	0	2	3	2	5
Parental Leave* <i>Applicable to Parents, Legal Guardians and Foster Carers</i>	2	0	52	3	34	0	6	1	94	4	98
Career Break	1	1	39	1	23	1	6	2	69	5	74
Leave to accompany spouse on Government-sponsored courses or assignments	0	0	4	2	0	1	0	0	4	3	7
Reduced Hours	17	1	202	21	319	19	51	16	589	57	646
Teleworking	17	0	224	56	256	19	44	17	541	92	633
Flexi-Time	56	129	516	562	554	287	141	532	1267	1510	2777
<b>FAMILY-FRIENDLY MEASURES TOTALS</b>	<b>105</b>	<b>138</b>	<b>1239</b>	<b>689</b>	<b>1355</b>	<b>373</b>	<b>290</b>	<b>610</b>	<b>2989</b>	<b>1810</b>	<b>9598</b>

