

Report on Family-Friendly Measures
in
the Public Service
and in
the Public Sector

Employee Relations Department
Management and Personnel Office

November, 2007

Report on Family-friendly Measures in the Public Service and in the Public Sector as at 1st November 2006

Introduction

This report is based on a survey of the Family-friendly measures availed of by Public Officers, as at 1st November, 2006, carried out by Employee Relations Department. The objective of this survey was to establish:

- a) The position regarding the intake of family-friendly measures in the public service and public sector before the measures applicable to the public service were extended to the public sector, by means of the budget speech for year 2007.
- b) The number of employees, defined by gender, who opted for the various family-friendly measures so as to assess the effects these measures have had on the i) Public Service and the Public Sector in general ii) employees themselves.
- c) Assess the change over time in the number of male and female employees who avail themselves of these measures.
- d) Propose any further changes/development of these measures.
- e) Assess the possible effect which the distribution of our brochure on family-friendly measures may have on the use of these measures by Public Officers. The brochure with information about the Public Service's family-friendly measures was funded by the European Social Fund.

This report:

- i) outlines the main trends in the use of family-friendly measures
- ii) is meant to serve as a Management tool for managers.

Procedure

A questionnaire, shown at Appendix I, was sent by e-mail to all Directors, Corporate Services and Directors, Finance & Administration to obtain the required information to help us get a) an overview of the whole situation b) understand how widespread the use of the various family-friendly measures in the various departments in the Public Service is and how it is availed of according to gender.

Main Issues

The main point that immediately emerges from this survey is that the use of the various measures is quite widespread. It is also immediately evident that it is females rather than males who tend to take advantage of family-friendly measures (Appendices II-III, VI-XII, XIII, XIV).

A survey carried out in May 2002 on Reduced Hours and Responsibility Leave (Red 1A in MPO 175/1995/II) showed that between 1999 and 2001, 94% of the

public officers on reduced hours and 69% of public officers on responsibility leave were women.

In our last survey on family-friendly measures in the public service dated 1st December 2005 the percentage of employees utilizing reduced hours who were female was 95.76% and the percentage of employees utilising responsibility leave who were female was 94.11%. This indicates that the percentage up-take of these measures by male employees had decreased and not increased (Red 2A).

As on 1st December 2005, the most widely-used family-friendly measures were utilised by the following number of employees expressed as a percentage of the workforce:

Reduced hours (20 and 30 hours)	850	3.33%.
Responsibility leave	34	0.13%
Parental leave	269	1.05%
Career Break	<u>196</u>	<u>0.78%</u>
All Family friendly measures	<u>1349</u>	<u>5.29%.</u>

As on 1st November 2006 the most widely-used family-friendly measures were utilised by the following number of employees expressed as a percentage of the workforce:

Reduced hours (20, 25 and 30 hours)	771	2.63%
Responsibility Leave	29	0.11%
Parental Leave	314	1.07%
Career Break	<u>213</u>	<u>0.73%</u>
	<u>1327</u>	<u>4.54%</u>

It is clear that the measure which was availed of most by employees in both years was that of working on reduced hours which amounted to 3.33% on 1st December 2005 and 2.63% on 1st November 2006. There is a slight fall in the percentage of employees who utilised the main family-friendly measures in these two surveys from a total of 5.29% to 4.54%.

The utilisation of family-friendly measures is analyzed with respect to the different Ministries.

Public Entities

Following the budget speech of November, 2006 the family-friendly measures available to employees in the Public Service also became applicable to the Public Sector. Our Office obtained information regarding the measures available and their utilisation by employees in the Public Sector before the budget speech announcement. In this way we will be able to compare utilisation of these

measures in the coming years and study whether there has been any change in utilisation.

The percentage utilisation of family-friendly measures in the Public Sector on 1st November 2006 was much lower than the percentage utilisation in the public service. A comparison of the percentage utilisation by the employees in the entities falling under the various ministries and of the public officers in the government ministries is available at Appendix XVI.

Our Office also asked the various public entities to supply a list of the family-friendly measures which were already available before the budget speech of 2006. These are included in Appendix XVII.

Conclusion:

The results of the survey indicate that employees are making appreciable use of family-friendly measures. It should also be noted that male employees are also making use of family-friendly measures although to a much lower extent than females. The continuing preponderance of the use of reduced hours as a family-friendly measure indicates its success in aiding employees to combine work/family responsibilities. We will be asking the Directorate on Human Resources and Data Systems to carry out the survey for 2007. We will be able to compare the full impact of the current measures after we have the results of the survey for 2007.

List of Appendices

Appendix I - Utilisation of family-friendly measures in the Public Service as at 1st November 2006.

Appendix II - Utilisation of family-friendly measures in the Public Service as at 1st November, 2006 by gender.

Appendix III - Utilisation of family-friendly measures in the Public Service as at 1st November 2006. Percentage of total number of Ministry Employees, by gender.

Appendix IV - Percentage utilization of Family-friendly Measures in the Public Service – expressed as a percentage of the total public officers in the public service

Appendix V - Percentage utilization of Family-friendly Measures in the Public Service – expressed as a percentage of Public Officers who availed of these measures.

Appendix VI - Maternity Leave

Appendix VII - Adoption Leave (gender distribution)

Appendix VIII- Responsibility Leave (gender distribution)

Appendix IX - Parental Leave (gender distribution)

Appendix X –Career Break (gender distribution)

Appendix XI – Reduced Hours (gender distribution)

Appendix XII – Leave to accompany spouse abroad (gender distribution)

Appendix XIII – Utilisation of Family-friendly measures in the Public Entities as at 1st November 2006.

Appendix XIV – Utilisation of Family-friendly Measures in the Public Sector as at 1st November 2006 (Gender distribution)

Appendix XV – Percentage utilisation of Family-friendly Measures in the Public Sector as at 1st November 2006 (Gender distribution)

Appendix XVI – Percentage utilization of Family-friendly Measures in the Public Sector and in the Public Service as at 1st November 2006

Appendix I

Utilization of Family Friendly Measures in the Public Service as at 1st November 2006													
Ministries	Maternity Leave	Adoption Leave	Leave for Fostering	Responsibility Leave	Parental Leave	Career Break	Leave to accompany spouse on government assignments abroad	Reduced Hours - 20 hr per week	Reduced Hours - 25 hr per week	Reduced Hours - 30 hr per week	Total No of employees utilising ff measures	Total no of employees per Ministry	Percentage of employees utilising ff measures
MUDR	0	0	0	0	1	5	0	3	0	2	11	141	7.80%
MTC	1	0	0	0	2	1	0	1	1	5	11	369	2.98%
MJHA	3	1	0	0	23	22	0	21	4	44	118	3269	3.61%
MFS	1	0	0	2	5	12	0	27	1	38	86	740	11.62%
MCMP	1	0	0	2	4	2	0	7	2	17	35	515	6.80%
MHEC	23	2	0	8	111	40	2	168	19	159	532	6801	7.82%
MFA	1	0	0	0	2	3	0	8	4	8	26	288	9.03%
MFIN	2	0	0	2	8	10	0	19	4	22	67	1316	5.09%
OPM	2	0	0	2	6	6	0	6	1	16	39	652	5.98%
MGOZ	8	1	0	3	17	8	1	6	5	35	84	2659	3.16%
MEYE	49	0	0	9	122	92	1	16	0	36	325	7469	4.35%
MHIT	0	0	0	0	2	0	0	0	1	3	6	1128	0.53%
MRI	1	0	0	1	5	7	1	7	6	32	60	2536	2.37%
MRAE	1	0	0	3	6	5	0	8	2	7	32	1316	2.43%
Total	93	4	0	29	314	213	5	297	50	424	1432	29199	4.90%

Appendix II

Utilization of family-friendly measures in the Public Service as at 1st November 2006 by gender.																				
Ministry	Maternity leave		Adoption Leave		Leave for Fostering		Responsibility leave		Parental leave		Career break		Leave to accompany spouse on govt assignments abroad		Reduced 20 hrs		Reduced 25 hrs		Reduced 30 hrs	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
MUDR	0	0	0	0	0	0	0	0	1	0	5	0	0	0	2	1	0	0	0	2
MTC	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0	1	0	1	0	5
MJHA	3	1	0	0	0	0	0	0	21	0	22	0	0	0	0	21	0	4	2	42
MFSS	1	0	0	0	0	0	2	0	5	0	12	0	0	0	0	27	0	1	1	37
MCMP	1	0	0	0	0	0	2	1	3	0	2	0	0	2	5	0	2	0	0	17
MHEC	23	0	2	0	0	0	8	2	109	2	38	0	2	4	164	2	17	8	151	
MFA	1	0	0	0	0	0	0	0	2	0	3	0	0	2	6	1	3	3	5	
MFIN	2	0	0	0	0	0	1	1	8	0	10	0	0	1	18	0	4	1	21	
OPM	2	0	0	0	0	0	2	0	6	0	6	0	0	0	6	0	1	1	15	
MGOZ	8	0	1	0	0	0	3	1	16	0	8	0	1	0	6	1	4	3	32	
MEYE	49	0	0	0	0	1	8	5	117	3	89	0	1	0	16	0	0	6	30	
MIIIT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	1	2
MRI	1	0	0	0	0	0	1	0	5	0	7	0	1	1	6	1	5	5	27	
MRAE	1	0	0	0	0	0	2	1	5	0	5	0	0	1	7	0	2	1	6	
Sub Total	93	1	3	0	0	0	5	27	302	12	208	0	5	13	284	5	45	32	392	
TOTAL	1432																			

Total Number of women who availed themselves of family-friendly measures = 1359

Total number of men who availed themselves of family-friendly measures = 73

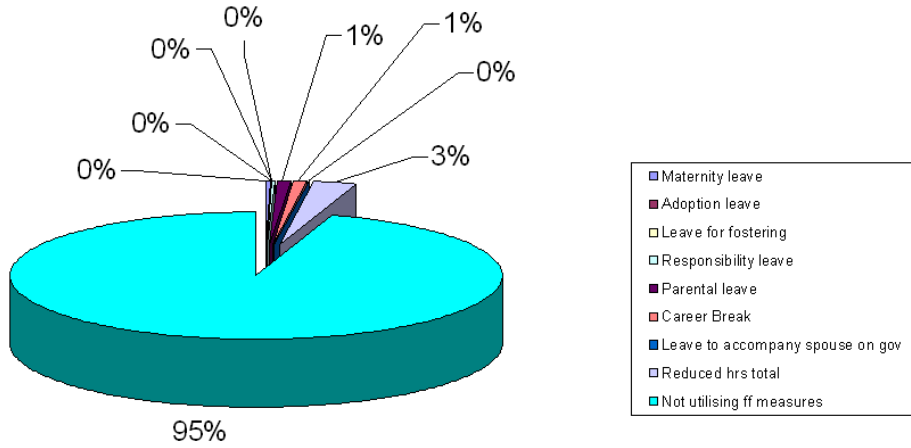
Utilization of family-friendly measures in the public service by percentage

Ministry	Maternity leave		Adoption Leave		Leave for Fostering		Responsibility/leave		Parental leave		Career break		Leave to accompany spouse		Reduced 20 hrs		Reduced 25 hrs		Reduced 30 hrs					
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male				
MUDR	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.42%	1.42%		
MTC	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	1.36%	
MJHA	0.09%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.64%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.64%	0.00%	0.00%	0.00%	0.00%	0.06%	1.28%	
MFSS	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.68%	0.00%	0.00%	1.62%	0.00%	0.00%	0.00%	0.00%	3.65%	0.00%	0.00%	0.00%	0.14%	0.14%	5.00%	
MCMP	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.39%	0.58%	0.19%	0.00%	0.39%	0.00%	0.00%	0.00%	0.00%	0.97%	0.00%	0.00%	0.00%	0.39%	0.00%	3.30%	
MHEC	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	1.60%	0.03%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	2.41%	0.03%	0.00%	0.00%	0.03%	0.00%	2.22%	
MFA	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.08%	0.35%	0.00%	0.00%	1.04%	0.00%	1.74%	
MFTN	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.37%	0.00%	0.00%	0.00%	0.08%	0.00%	1.60%	
OPM	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.92%	0.00%	0.00%	0.00%	0.15%	0.00%	2.30%	
MGOZ	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.60%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.04%	0.00%	0.00%	0.15%	0.00%	1.20%	
MEYE	0.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.11%	1.57%	0.07%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.40%	
MIIIT	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	
MRI	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%	0.04%	0.00%	0.00%	0.04%	0.00%	1.06%	
MRAE	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%	0.38%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%	0.08%	0.00%	0.46%	
Subtotal	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.09%	1.03%	0.04%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.97%	0.02%	0.00%	0.00%	0.02%	0.00%	1.34%	
TOTAL																								1432

Total Number of women who availed themselves of family-friendly measures = 1359

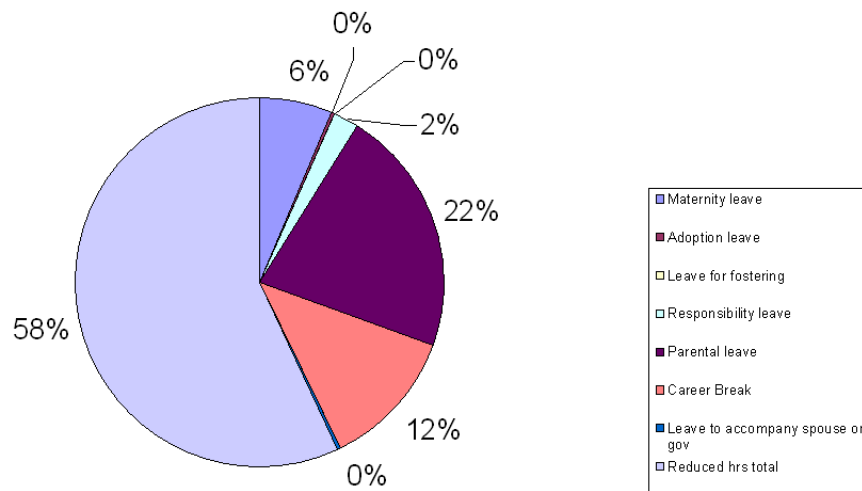
Total number of men who availed themselves of family-friendly measures = 73

Percentage utilisation of Family-friendly Measures in the Public Service*



* Expressed as a percentage of the total public officers in the public service

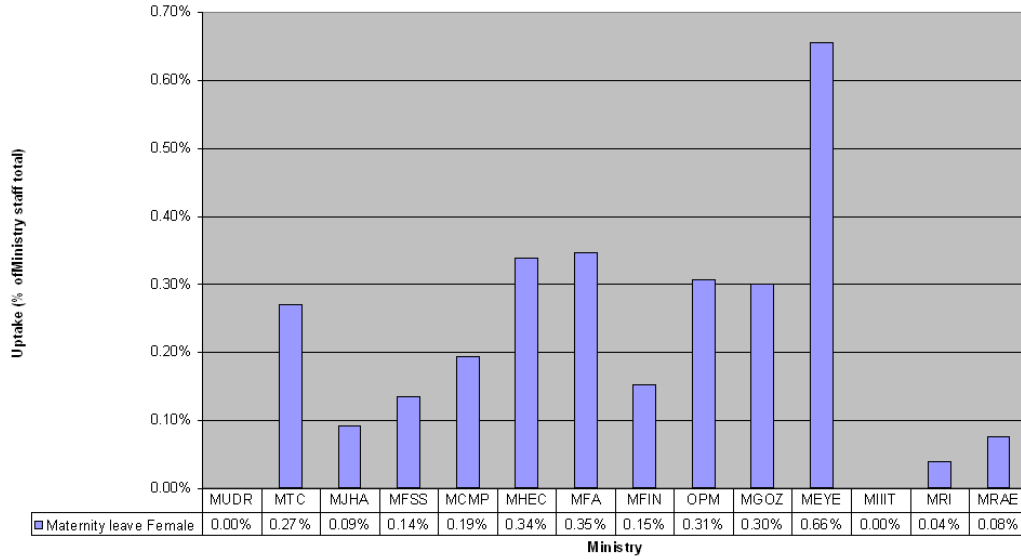
Percentage Utilisation of Family-friendly Measures in the Public Service*



* Expressed as a percentage of Public Officers who have availed of these measures.

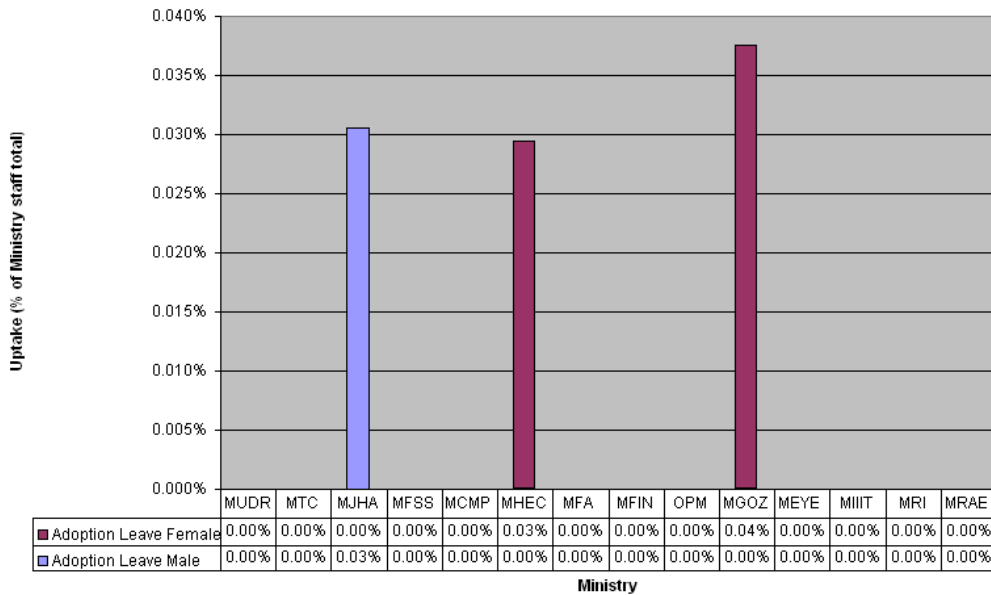
Appendix VI

Maternity leave- Public Service



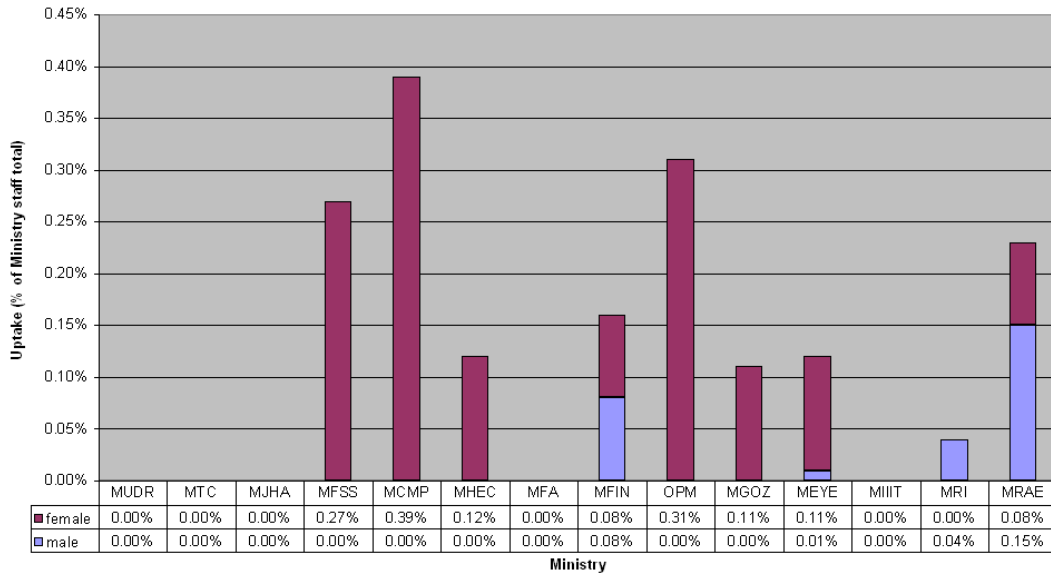
Appendix VII

Adoption Leave - Public Service (gender distribution)



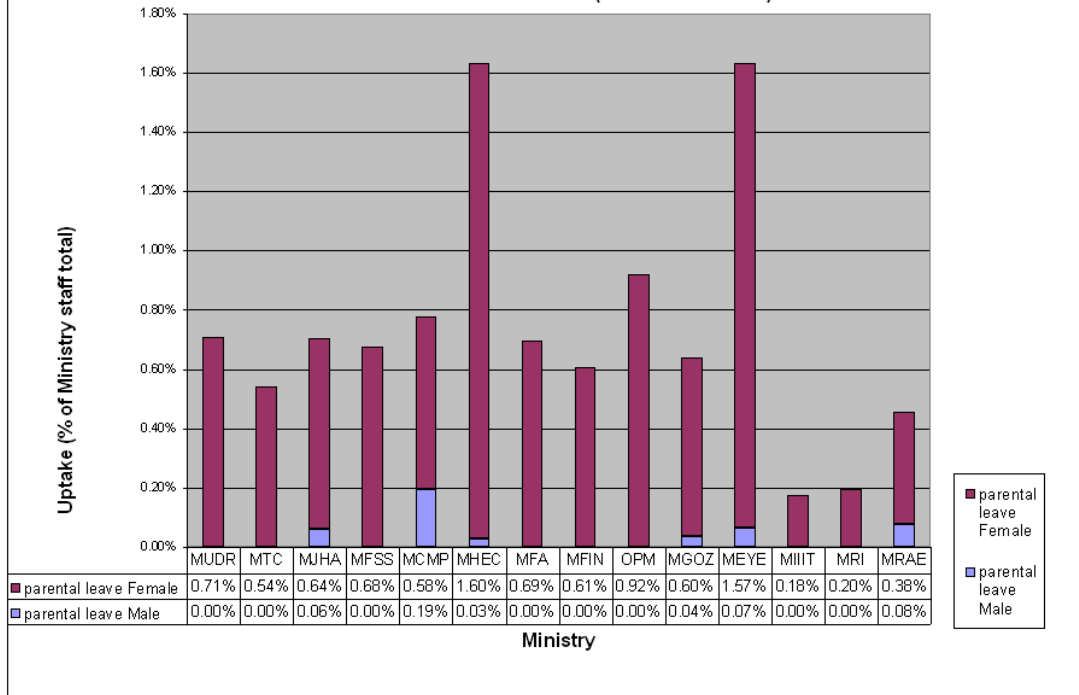
Appendix VIII

Responsibility Leave - Public Service (gender distribution)



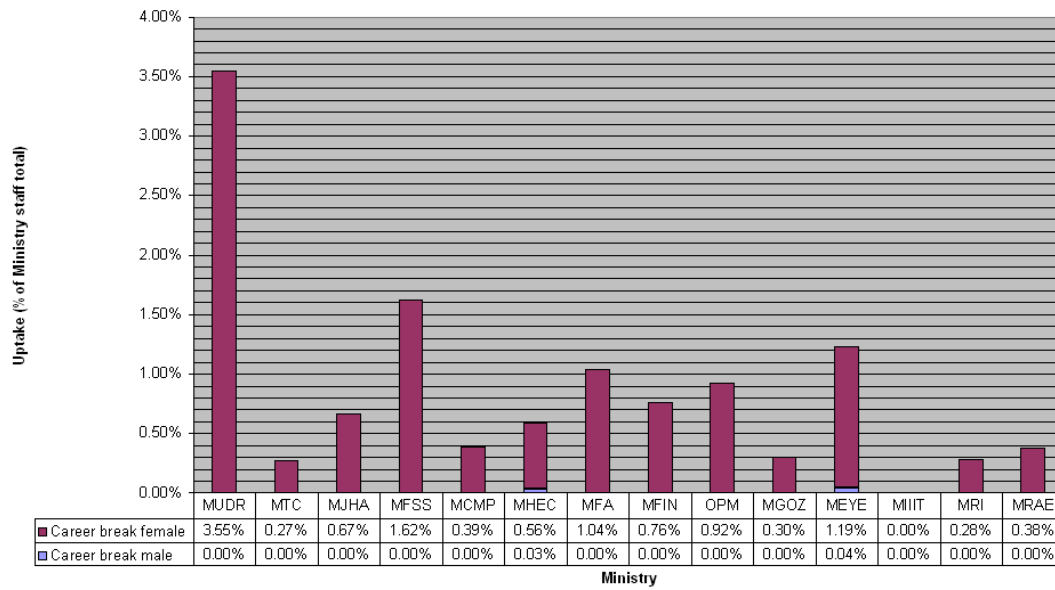
Appendix IX

Parental Leave - Public Service (Gender Distribution)



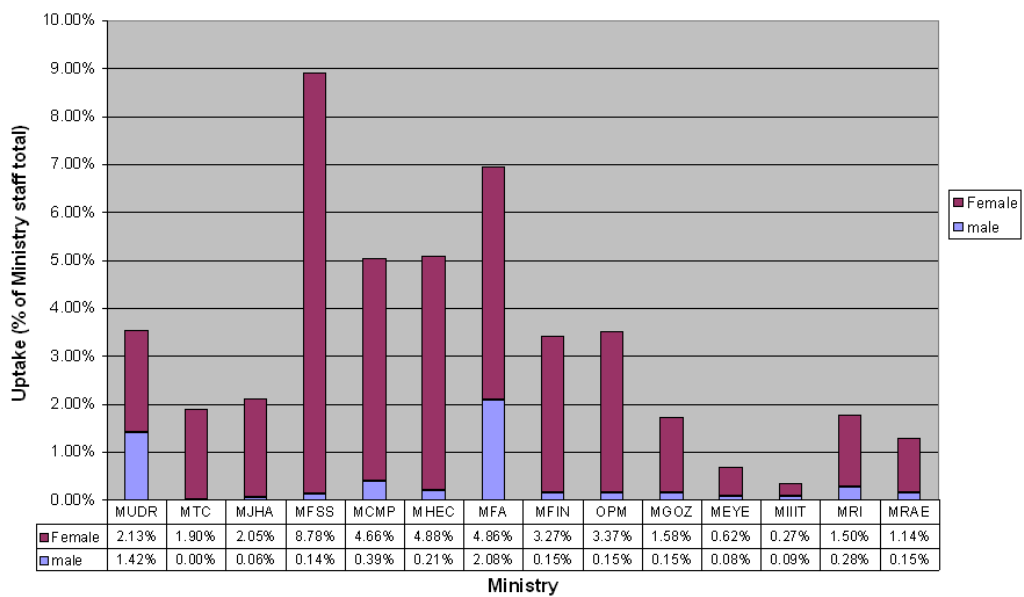
Appendix X

Career Break - Public Service (gender distribution)

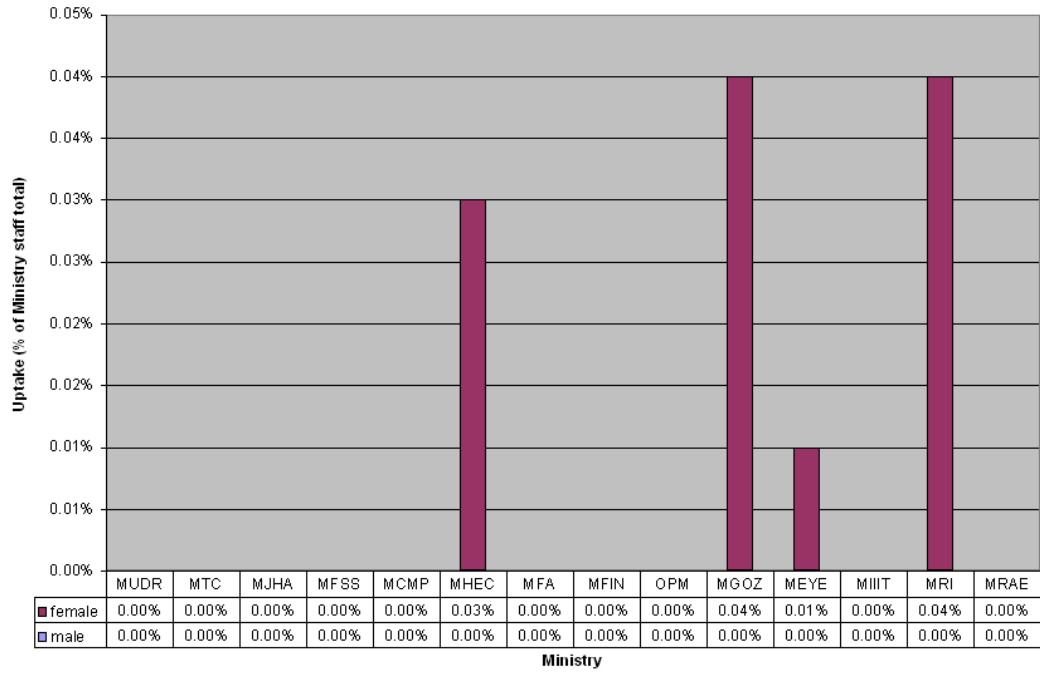


Appendix XI

Reduced hours (gender distribution)



Leave to accompany spouse abroad (gender distribution)



Ministry

Utilisation of family-friendly measures in the Public Entities as at 1st November 2006

Ministry	Maternity Leave	Adoption Leave	Leave for Fostering	Responsibility Leave	Parental Leave	Career Break	Leave to accompany spouse	Red. Hrs 16 hr per week	Red. Hrs 20 hr per week	Red. Hrs 25 hr per week	Red. Hrs 30 hr per week	Red. Hrs 35 hr per week	Tele-work	Flex-time	Total No of employees utilising measures	Total no of employees	% of employees utilising measures
MUDR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	221	0.45%
MTC	0	0	0	0	1	0	0	0	2	3	6	0	0	0	12	335	3.58%
MJHA	2	0	0	0	0	0	0	0	0	0	1	0	0	0	3	169	1.78%
MFSS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	456	0.00%
MCMP	1	0	0	0	3	0	0	0	0	0	14	0	1	15	34	275	12.36%
MHEC	0	0	0	0	2	0	0	0	1	0	0	0	0	0	3	171	1.75%
MFA	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0.00%
MFIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	661	0.00%
OPM	0	0	0	0	2	2	0	0	0	1	0	0	0	0	5	116	4.31%
MGOZ	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%
MEYE	14	1	0	1	23	0	0	0	0	0	30	0	0	0	69	1644	4.20%
MIIT	24	1	0	4	25	1	1	2	34	11	61	1	13	0	178	7957	2.24%
MRI	0	0	0	0	0	3	0	0	0	0	1	0	0	0	4	20	20.00%
MRAE	4	0	0	0	10	0	2	0	0	0	1	0	0	0	17	360	4.72%
Total	47	2	0	5	66	6	3	2	37	15	114	1	14	15	327	12385	2.64%

Utilization of Family-friendly Measures in the Public Entities (Gender Distribution) as at 1st November 2006

Ministry	Maternity leave		Adoption leave		Leave for fostering		Responsibility leave		Parental Leave		Career Break		Leave to accompany spouse		Reduced hours		Telework		Flexitime		Total no of employees utilizing measures		Total no of employees	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
MUDR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	221	
MTIC	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	11	0	0	0	0	0	0	12	335
MDHA	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3	189
MESS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	456
MCRP	1	0	0	0	0	0	0	0	3	0	0	0	0	0	2	12	0	1	1	14	3	31	275	
MHEC	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	3	171
MFA	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
MFIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	661
OPM	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	1	0	0	0	0	0	0	5	116
MGOZ	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MEYE	14	0	1	0	0	0	1	1	22	0	0	0	0	0	1	29	0	0	0	0	2	67	1644	
MDIT	24	0	1	0	0	0	4	4	21	0	1	0	1	0	24	85	4	9	0	0	32	148	7957	
MRI	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	1	0	0	0	0	0	4	20	
MRAE	4	0	0	0	0	0	0	0	10	0	0	0	2	0	1	0	0	0	0	0	0	17	360	
Total	47	0	2	0	0	0	5	5	61	0	6	0	3	27	142	4	10	1	14	37	290	12385		

Percentage Utilisation of Family-friendly Measures in the Public Sector (Gender Distribution) as at 1st November 2006

Ministry	Maternity leave		Adoption leave		Leave for fostering		Responsibility leave		Parental leave		Career Break		Leave to accompany spouse		Reduced hours		Telework		Flexi-time		Total percentage of employees utilising		Total no of employees
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
MUDR	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	221
MTC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	335
MDHA	1.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	169
MPSS	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	456
MCMP	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.73%	0.73%	0.00%	0.36%	0.36%	5.06%	1.06%	1.06%	275
MHBC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	171
MFA	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0
MFEN	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	661
OPM	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.72%	0.00%	0.00%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	116
MGOZ	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0
MEYE	0.85%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.06%	1.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	0.06%	0.00%	0.00%	0.00%	0.00%	0.12%	0.12%	1644
MHIT	0.30%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.05%	0.26%	0.00%	0.01%	0.00%	0.01%	0.00%	0.30%	0.30%	0.05%	0.11%	0.00%	0.00%	0.40%	0.40%	7957
MBI	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20
MBAE	1.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	360
Total	0.38%	0%	0%	0%	0%	0%	0%	0.04%	0.49%	0%	0.05%	0%	0.02%	0.22%	1.15%	0.03%	0.08%	0.01%	0.01%	0.01%	0.30%	2.34%	12385

Percentage utilisation of family-friendly measures in the public service and in public entities as at 1 November 2006

