

Report on Family-friendly Measures in the Public Service and in the Public Sector as at 1st November 2008

This report is based on a survey of the Family-friendly measures availed of by employees in the Public Service and in the Public Sector as at 1st November 2008. The survey was carried out by HR Systems and Data Management, MPO. This Survey follows similar ones which were carried out by this Directorate and the Employee Relations Directorate in previous years.

The objective of this yearly survey is to establish:

- a) the position regarding the uptake of family-friendly measures in the public service and public sector;
- b) to observe whether there was a change in up-take in the public sector following the extension of the family-friendly measures in the public service to the public sector by means of the budget speech for the year 2007;
- c) 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 public service and the public sector in general and on the employees themselves;
- d) assess the change over time in the number of male and female employees who avail themselves of these measures;
- e) propose any further changes/developments of these measures;
- f) assess the possible effect which the distribution of our brochure on family-friendly measures may have on the use of these measures by employees. 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.

Main Points

There is a wide-spread use of the various family-friendly measures throughout the Public Service. Consonant with the results of surveys carried out in previous years it is still females rather than males who avail themselves of family-friendly measures.

Expressed as percentages, the female total number of public officers benefiting from these family-friendly measures is around 96% in each of the measures, with the exceptions of Adoption Leave and Responsibility Leave, where 20% and 24% respectively of the officers availing themselves of these measures are males.

An analysis regarding of Percentages Utilisation and Gender Distribution for the major family-friendly measures is provided at the Appendices at the back of this report.

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**FAMILY FRIENDLY MEASURES SURVEY
AS AT 1ST NOVEMBER 2008
PUBLIC SERVICE - WOMEN**

		OPM	MFA	MGOZ	MITC	MRRA	MEDC	MSOC	MFEI	MJHA	TOTAL
Maternity Leave	14 weeks paid	0	0	19	2	10	56	61	9	4	161
Adoption Leave	5 weeks paid	0	0	0	0	1	0	3	0	0	4
Leave for Fostering	1 year unpaid	0	0	1	0	0	0	0	0	0	1
Responsibility Leave	1 year unpaid, renewable	4	0	0	1	1	7	11	3	1	28
Parental Leave	1 year unpaid	13	3	18	5	13	110	89	16	5	272
Career Break	5 years unpaid	12	7	6	1	8	98	79	6	16	233
Leave to accompany spouse on government assignments abroad	1 year unpaid, renewable	0	1	1	0	0	1	0	3	0	6
Reduced hrs - 20 hrs / week	1 yr paid pro-rata, renewable	11	5	7	11	8	13	189	26	17	287
Reduced hrs - 25 hrs / week	1 yr paid pro-rata, renewable	3	3	7	8	11	12	75	17	7	143
Reduced hrs - 30 hrs / week	1 yr paid pro-rata, renewable	16	8	6	16	33	45	236	54	59	473
Teleworking		14	5	15	3	3	2	42	15	8	107
Flexible Hours		3	5	0	17	67	2	N/A	0	2	96

FAMILY FRIENDLY MEASURES SURVEY

AS AT 1ST NOVEMBER 2008

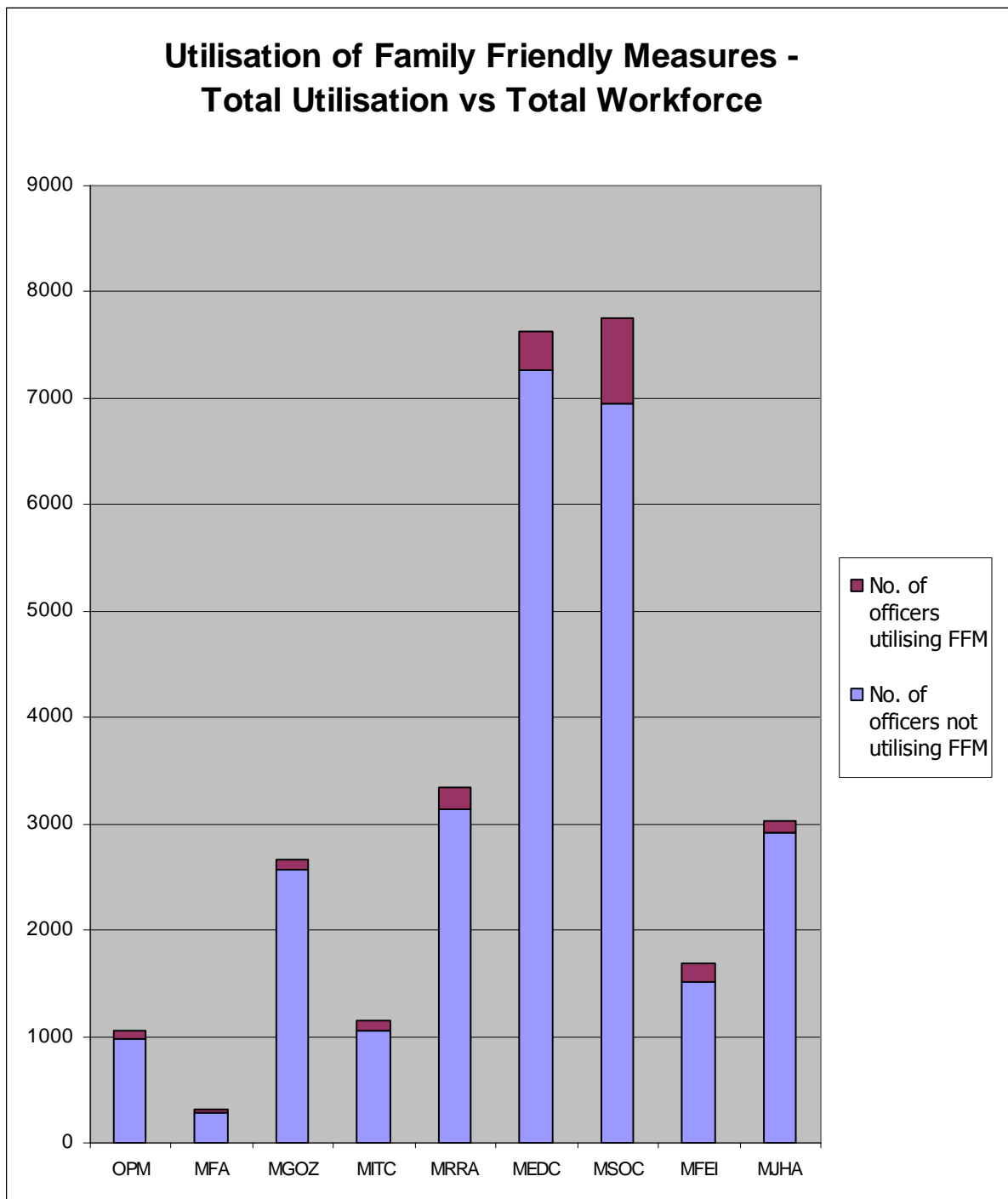
PUBLIC SERVICE - MEN

		OPM	MFA	MGOZ	MITC	MRRA	MEDC	MSOC	MFEI	MJHA	TOTAL
Maternity Leave	14 weeks paid										
Adoption Leave	5 weeks paid	0	0	0	0	0	0	1	0	0	1
Leave for Fostering	1 year unpaid	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	1 year unpaid, renewable	0	0	0	1	4	1	0	3	0	9
Parental Leave	1 year unpaid	0	0	1	1	1	4	1	0	0	8
Career Break	5 years unpaid	0	0	1	0	1	4	1	0	0	7
Leave to accompany spouse on government assignments abroad	1 year unpaid, renewable	0	1	1	0	0	0	0	0	0	2
Reduced hrs - 20 hrs / week	1 yr paid pro-rata, renewable	0	0	0	1	3	0	5	0	0	9
Reduced hrs - 25 hrs / week	1 yr paid pro-rata, renewable	0	0	0	0	0	0	2	1	0	3
Reduced hrs - 30 hrs / week	1 yr paid pro-rata, renewable	1	0	0	1	2	5	6	4	0	19
Teleworking		0	0	1	1	1	0	7	0	0	10
Flexible Hours		0	1	0	17	32	8	N/A	3	0	61

**FAMILY FRIENDLY MEASURES SURVEY
AS AT 1ST NOVEMBER 2008
PUBLIC SERVICE - TOTAL WORKFORCE**

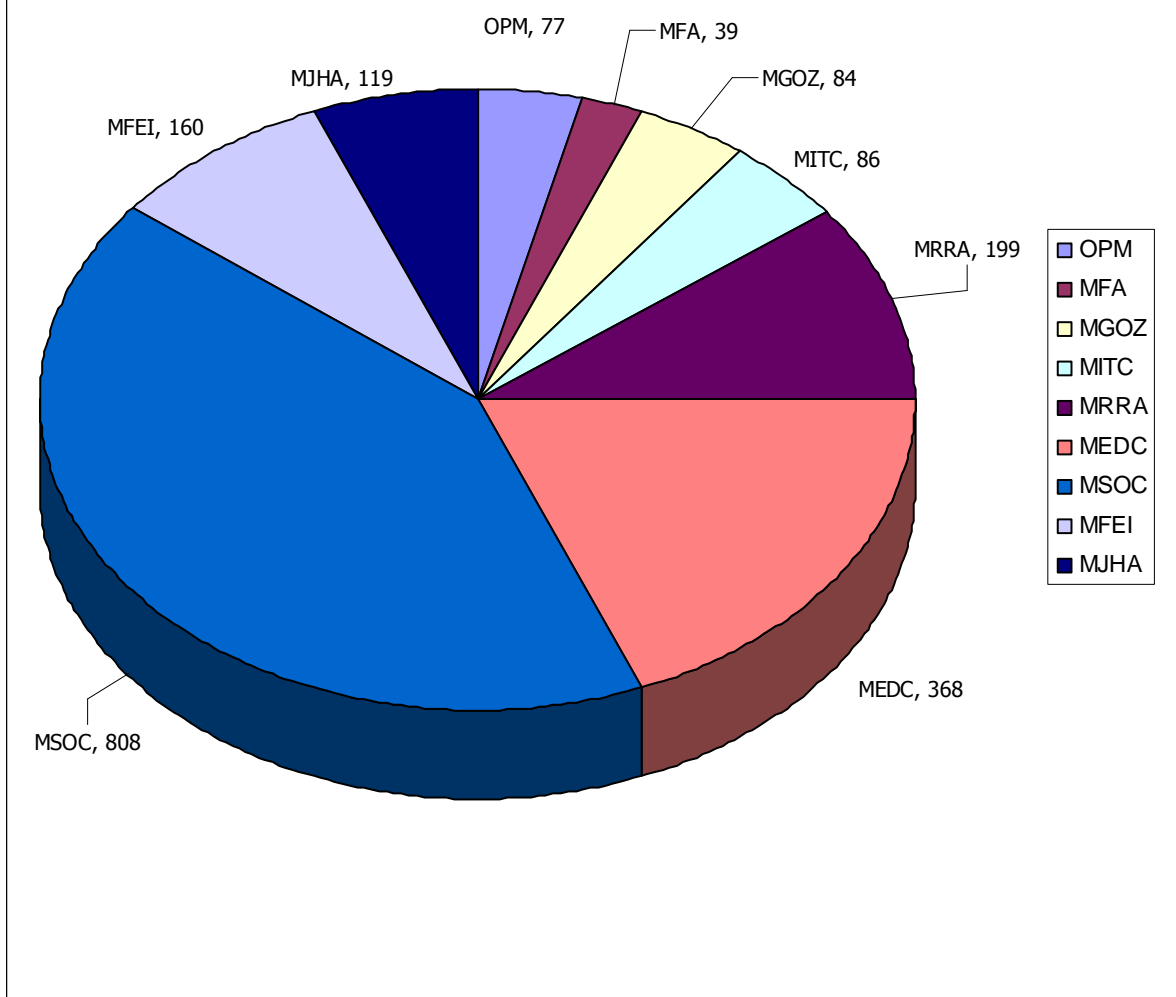
		OPM	MFA	MGOZ	MITC	MRRA	MEDC	MSOC	MFEI	MJHA	TOTAL
Maternity Leave	14 weeks paid	0	0	19	2	10	56	61	9	4	161
Adoption Leave	5 weeks paid	0	0	0	0	1	0	4	0	0	5
Leave for Fostering	1 year unpaid	0	0	1	0	0	0	0	0	0	1
Responsibility Leave	1 year unpaid, renewable	4	0	0	2	5	8	11	6	1	37
Parental Leave	1 year unpaid	13	3	19	6	14	114	90	16	5	280
Career Break	5 years unpaid	12	7	7	1	9	102	80	6	16	240
Leave to accompany spouse on government assignments abroad	1 year unpaid, renewable	0	2	2	0	0	1	0	3	0	8
Reduced hrs - 20 hrs / week	1 yr paid pro-rata, renewable	11	5	7	12	11	13	194	26	17	296
Reduced hrs - 25 hrs / week	1 yr paid pro-rata, renewable	3	3	7	8	11	12	77	18	7	146
Reduced hrs - 30 hrs / week	1 yr paid pro-rata, renewable	17	8	6	17	35	50	242	58	59	492
Teleworking		14	5	16	4	4	2	49	15	8	117
Flexible Hours		3	6	0	34	99	10	N/A	3	2	157

Appendix IV



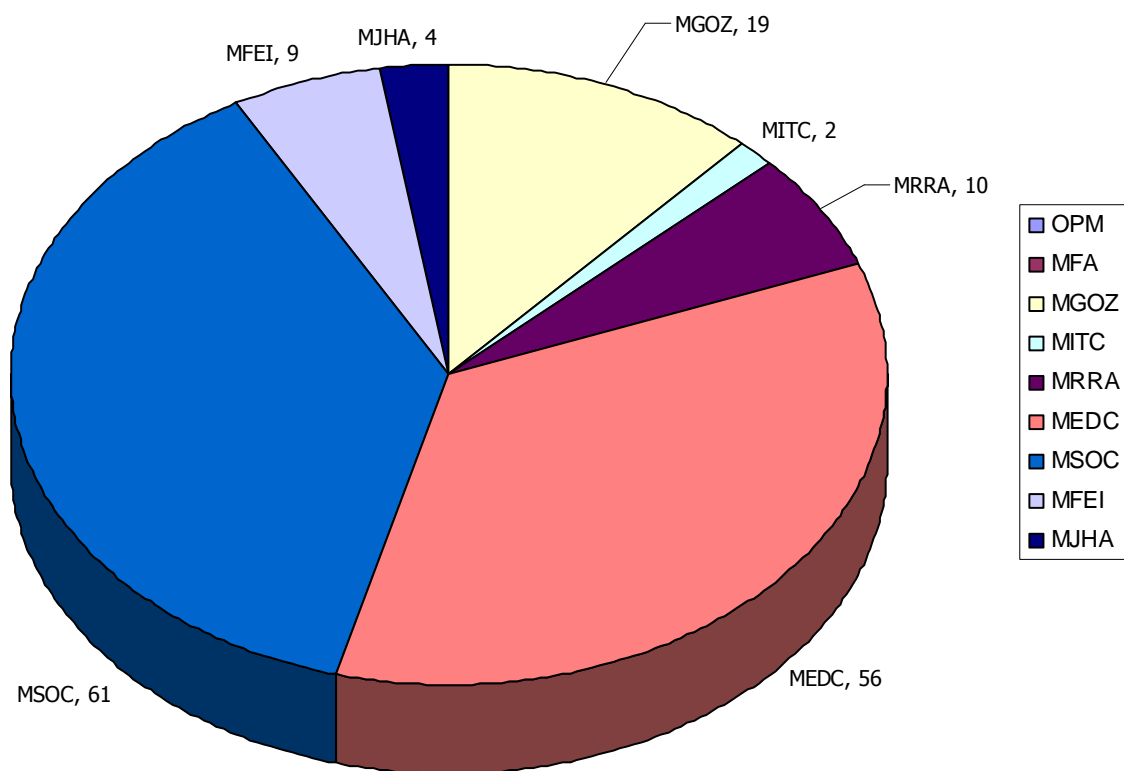
Appendix V

Family Friendly Measures in the Public Service Utilisation by Ministry (Total)

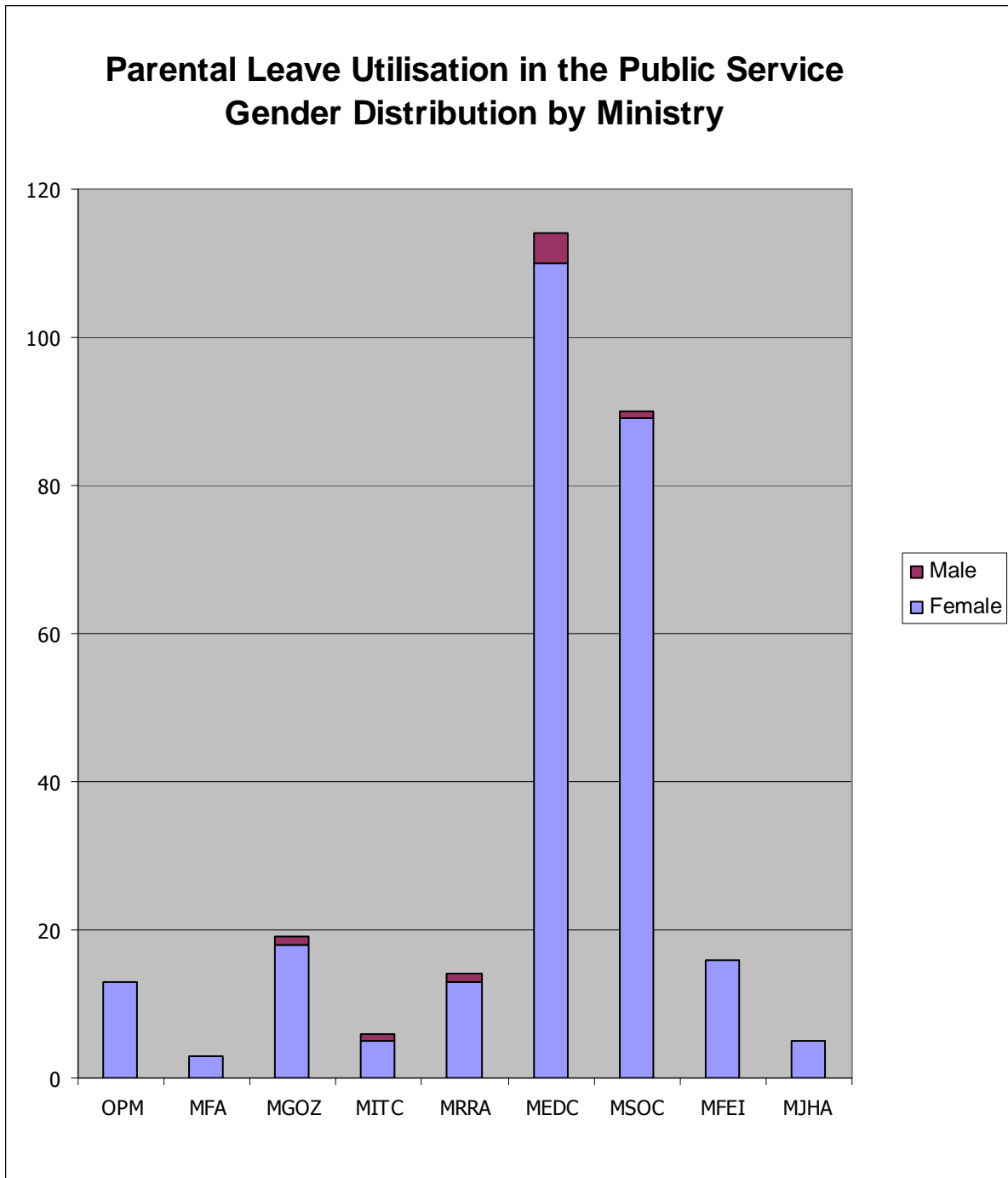


Appendix VI

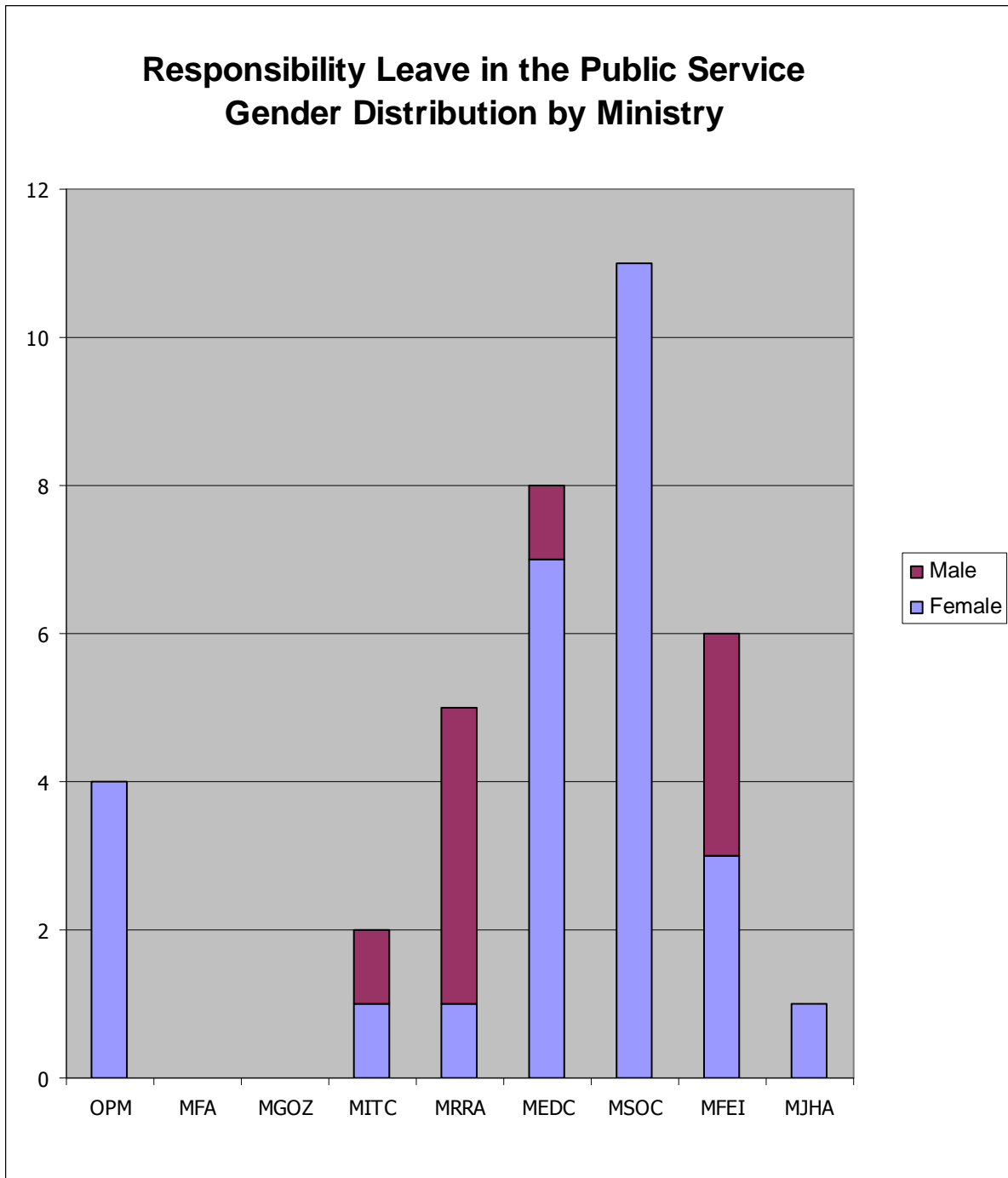
Maternity Leave in the Public Service Utilisation by Ministry



Appendix VII

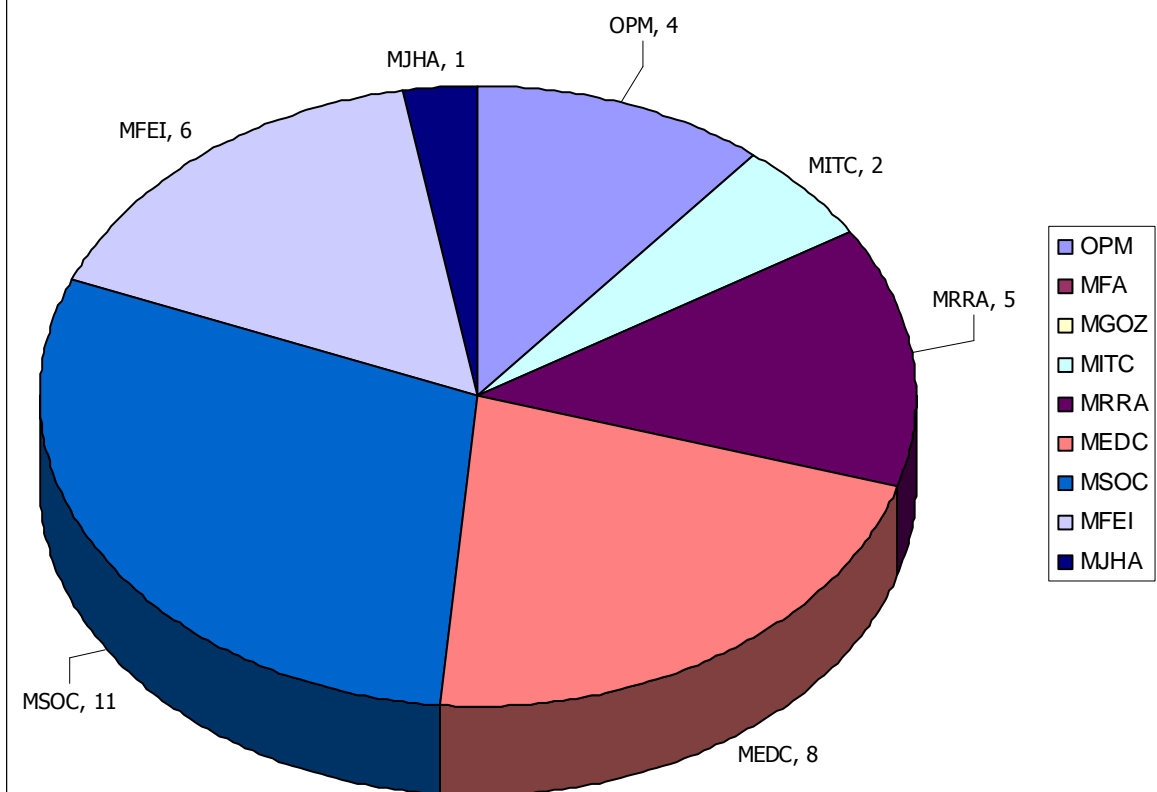


Appendix VIII

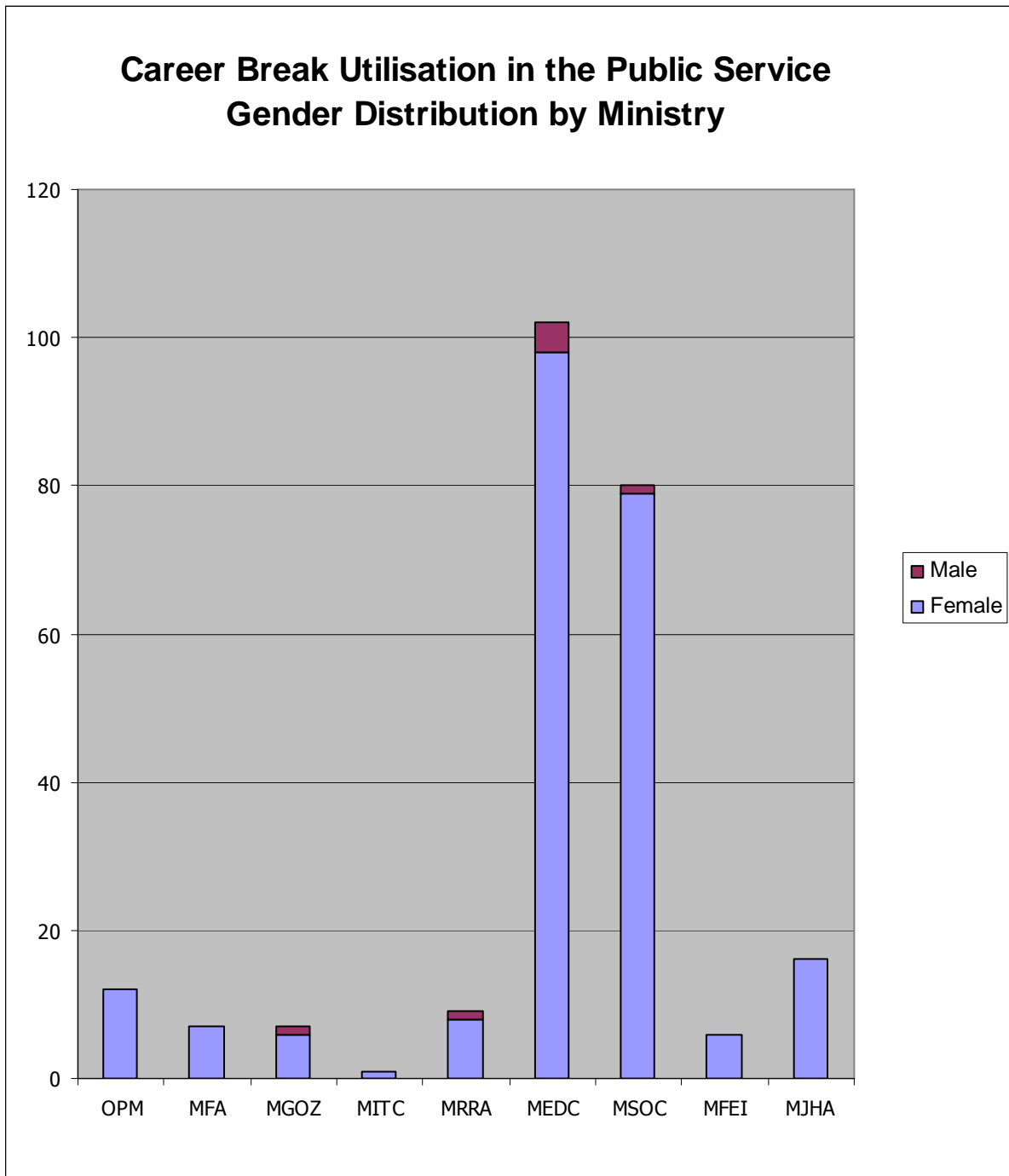


Appendix IX

**Responsibility Leave in the Public Service
Utilisation by Ministry (Total)**

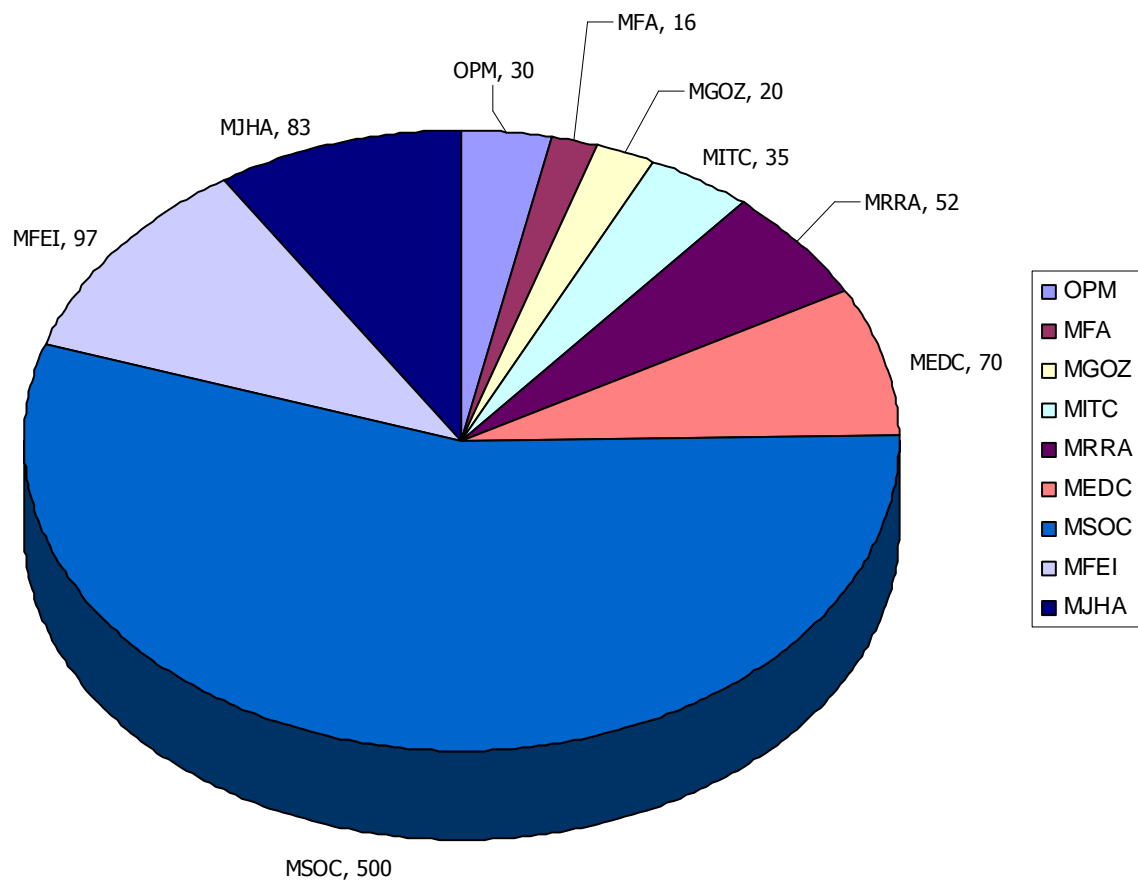


Appendix X



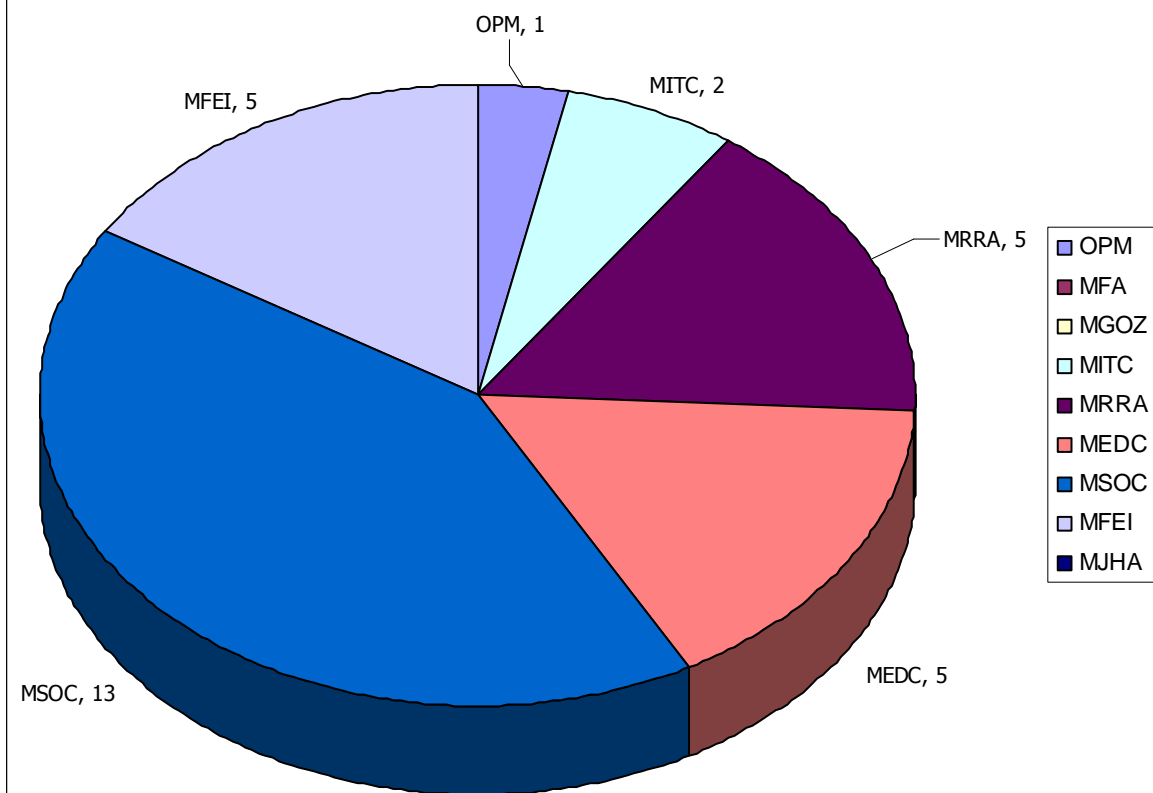
Appendix XI

**Reduced Hours in the Public Service
Utilisation by Ministry (Women)**



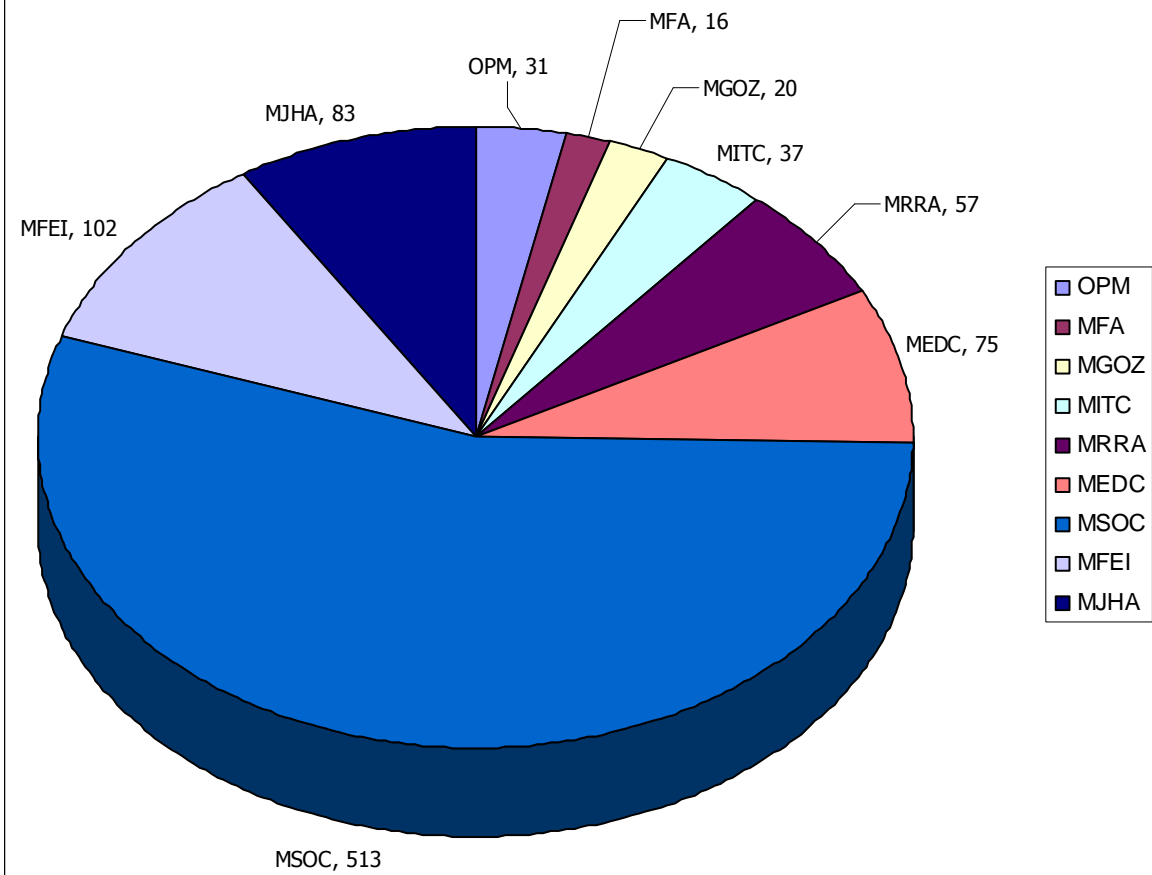
Appendix XII

**Reduced Hours in the Public Service
Utilisation by Ministry (Men)**

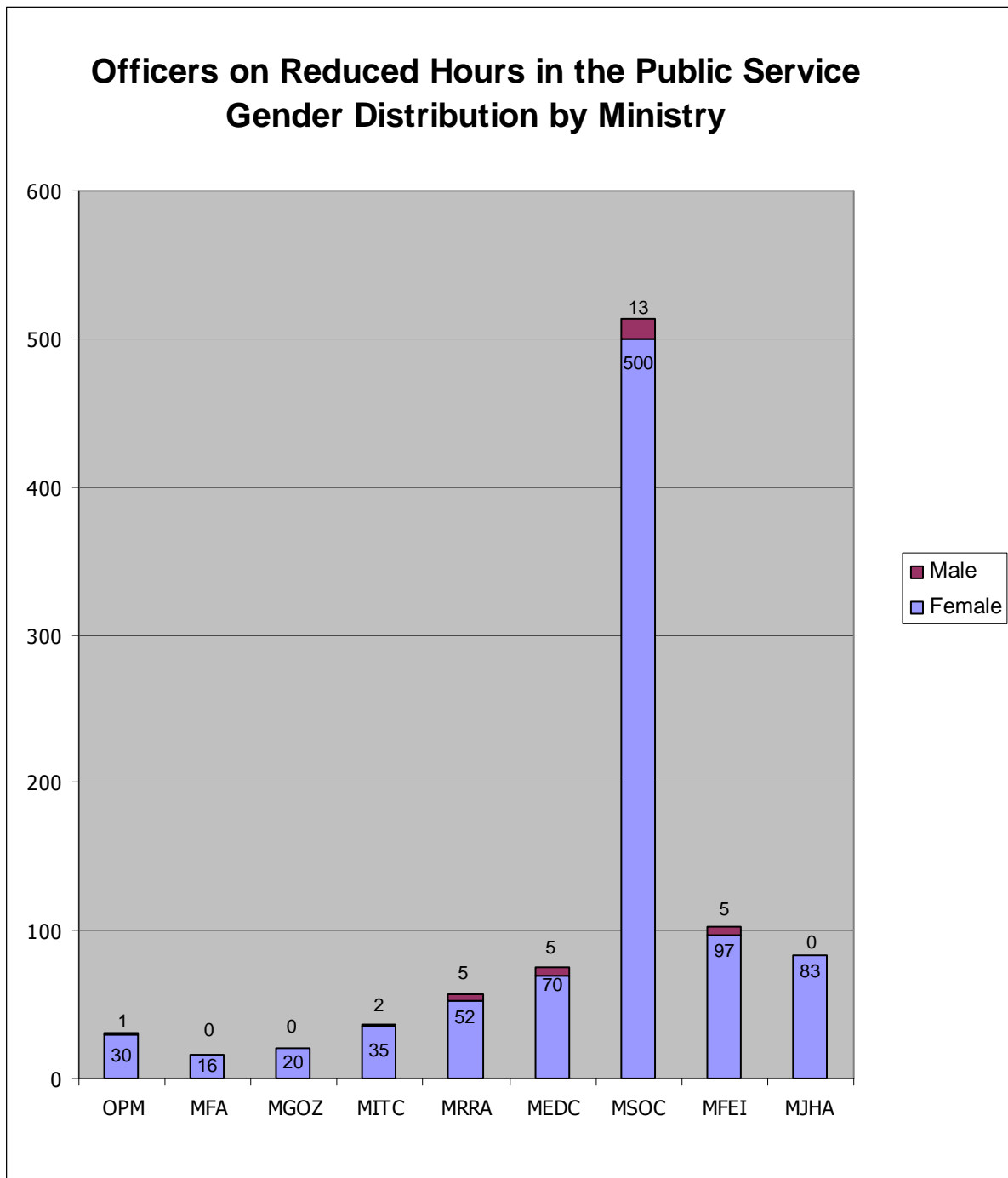


Appendix XIII

Reduced Hours in the Public Service Utilisation by Ministry (Total)



Appendix XIV



Appendix XV

FAMILY FRIENDLY MEASURES SURVEY (AS AT 1ST NOVEMBER 2008) PUBLIC SERVICE ENTITIES WOMEN

	Maternity Leave	Adoption Leave	Leave for Fostering	Responsibility Leave	Parental Leave	Career Break	Leave to acc spouse on gov asgMts abroad	Reduced hrs	Teleworking	Flexible Hours	Unpaid Leave - Other
OPM											
Armed Forces of Malta (uniformed)	1	0	0	0	3	0	0	0	0	0	0
Broadcasting Authority	0	0	0	0	0	1	0	2	0	0	0
Malta Tourism Authority	2	0	0	0	0	0	0	0	3	25	0
MEPA	3	0	0	0	0	0	0	0	10	162	0
IPSL	0	0	0	0	0	0	0	0	0	0	0
Employment Commission	0	0	0	0	0	1	0	0	0	0	0
Management Efficiency Unit	0	0	0	0	0	0	0	0	0	1	0
	6	0	0	0	3	2	0	2	13	188	0
MITC											
Enemalta Corporation	4	0	0	0	3	0	0	14	11	0	0
Malta Freeport Corporation	0	0	0	0	0	0	0	1	0	0	0
Malta Electronic Certification Svcs	0	0	0	0	0	0	0	0	0	0	0
MITA	0	0	0	0	1	6	0	13	11	1	0
Malta Maritime Authority	0	0	0	0	1	0	0	11	0	0	0
Med. Offshore Bunkering Ltd.	0	0	0	0	0	0	0	0	0	0	0
TV Licensing Unit	0	0	0	1	4	0	0	1	0	0	0
Malta Shipyards Ltd.	0	0	0	0	0	0	0	0	0	0	0
Water Services Corporation	0	0	0	0	6	8	0	21	0	3	0
Malta Transport Authority	0	0	0	0	0	0	0	2	0	41	1
Malta Communications Authority	0	0	0	0	0	0	0	0	1	0	0
Grand Harbour Regeneration Corp	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	1	15	14	0	63	23	45	1
MEDC											
Foundation for Educational Svcs	0	0	0	0	0	0	0	0	0	0	0
Foundation for Tomorrow's Schools	0	0	0	1	0	0	0	0	0	0	0
National Archives	1	0	0	0	0	0	0	0	0	0	0
Fondazzjoni Centru ghal Kreativita'	0	0	0	0	0	0	0	0	0	24	0
National Philharmonic Orchestra	0	0	0	0	0	0	0	0	0	0	0
Heritage Malta	9	0	0	0	5	1	0	6	0	0	0
Superintendence of Cultural Heritage	0	0	0	0	0	0	0	0	0	0	0
Malta Council for Culture & the Arts	0	0	0	1	1	0	0	2	0	0	0
MCAST	1	0	0	0	0	2	0	15	2	0	0
University of Malta	3	0	0	0	9	13	0	0	0	0	0

Public Broadcasting Services	0	0	0	0	1	0	0	1	0	0	0
EUPA	0	0	0	0	0	0	0	0	0	0	0
National Commission for Higher Educ.	1	0	0	0	0	0	0	0	0	0	0
Institute of Tourism Studies	1	0	0	0	0	3	0	10	0	0	0
Malta Qualifications Council	0	0	0	0	0	0	0	1	0	0	0
Mediterranean Conference Centre	0	0	0	0	0	0	0	1	0	0	0
Kunsill Malti għall-Ispport	1	0	0	0	1	1	0	0	0	0	0
Manoel Theatre	6	0	0	0	0	0	0	0	0	0	0
	23	0	0	2	17	20	0	36	2	24	0
MSOC											
Foundation for Social Welfare Svcs	3	0	0	1	4	7	1	17	0	0	0
Co-Operatives Board	0	0	0	0	0	0	0	1	0	0	0
Employment & Training Corporation	3	0	0	0	3	3	0	17	0	0	0
KNPD	0	0	0	0	0	0	0	1	0	1	0
NCPE	0	0	0	0	0	0	0	0	0	0	0
Medicines Authority	0	0	0	0	2	0	0	0	0	0	0
National Employment Authority	0	0	0	0	0	0	0	0	0	0	0
	6	0	0	1	9	10	1	36	0	1	0
MFEI											
Air Malta plc	13	0	0	0	10	0	0	56	0	0	0
Gozo Channel Co. Ltd.	2	0	0	0	1	1	0	0	0	0	0
MIP Ltd	0	0	0	0	0	0	0	0	0	11	0
MSA	0	0	0	0	0	0	0	0	0	12	0
Lotteries & Gaming Authority	0	0	0	0	0	0	0	1	0	16	0
Malta Enterprise	1	0	0	0	1	0	0	5	4	0	0
	16	0	0	0	12	1	0	62	4	27	0
MJHA											
Attorney General Agency	0	0	0	0	2	1	0	1	0	0	0

Appendix XVI

FAMILY FRIENDLY MEASURES SURVEY (AS AT 1ST NOVEMBER 2008) PUBLIC SERVICE ENTITIES MEN

	Maternity Leave	Adoption Leave	Leave for Fostering	Responsibility Leave	Parental Leave	Career Break	Leave to acc spouse on gov asgMts abroad	Reduced hrs	Teleworking	Flexible Hours	Unpaid Leave - Other
OPM											
Armed Forces of Malta (uniformed)		0	0	0	0	0	0	0	0	0	0
Broadcasting Authority		0	0	0	0	0	0	0	0	0	0
Malta Tourism Authority		0	0	0	0	0	0	0	0	12	0
MEPA		0	0	0	0	0	0	0	0	265	0
IPSL		0	0	0	0	0	0	0	0	0	0
Employment Commission		0	0	0	0	0	0	0	0	0	0
Management Efficiency Unit		0	0	0	0	0	0	0	1	0	0
		0	0	0	0	0	0	0	1	277	0
MITC											
Enemalta Corporation		0	0	0	1	0	0	2	0	0	0
Malta Freeport Corporation		0	0	0	0	0	0	0	0	0	0
Malta Electronic Certification Svcs		0	0	0	0	0	0	0	0	0	0
MITA		0	0	0	0	0	0	5	5	0	0
Malta Maritime Authority		0	0	0	0	0	0	0	0	2	0
Med. Offshore Bunkering Ltd.		0	0	0	0	0	0	0	0	0	0
TV Licensing Unit		0	0	0	0	0	0	0	0	0	0
Malta Shipyards Ltd.		0	0	0	0	0	0	0	0	3	0
Water Services Corporation		0	0	0	0	0	0	2	0	0	0
Malta Transport Authority		0	0	0	0	0	0	1	0	83	0
Malta Communications Authority		0	0	0	0	0	0	0	1	0	0
Grand Harbour Regeneration Corp		0	0	0	0	0	0	0	0	0	0
		0	0	0	1	0	0	10	6	88	0
MEDC											
Foundation for Educational Svcs		0	0	0	0	0	0	0	0	0	0
Foundation for Tomorrow's Schools		0	0	0	0	0	0	0	0	0	0
National Archives		0	0	0	0	0	0	0	0	0	0
Fondazzjoni Centru ghal Kreativita'		0	0	0	0	0	0	0	0	0	0
National Philharmonic Orchestra		0	0	0	0	0	0	0	0	0	0
Heritage Malta		0	0	0	0	1	0	1	0	0	0
Superintendence of Cultural Heritage		0	0	0	0	0	0	0	0	0	0
Malta Council for Culture & the Arts		0	0	0	0	0	0	0	0	0	0
MCAST		0	0	0	0	0	0	3	0	0	0
University of Malta		0	0	0	0	0	0	0	0	0	0

Public Broadcasting Services		0	0	0	0	0	0	0	0	0	0
EUPA		0	0	0	0	0	0	0	0	0	0
National Commission for Higher Educ.		0	0	0	0	0	0	0	0	0	0
Institute of Tourism Studies		0	0	0	1	0	0	0	0	0	0
Malta Qualifications Council		0	0	0	0	0	0	0	0	0	0
Mediterranean Conference Centre		0	0	0	0	0	0	0	0	0	0
Kunsill Malti għall-Ispport		0	0	0	0	0	0	0	0	1	0
Manoel Theatre		0	0	0	0	0	0	0	1	0	0
		0	0	0	1	1	0	4	1	1	0
MSOC											
Foundation for Social Welfare Svcs		0	0	0	0	0	0	2	0	0	0
Co-Operatives Board		0	0	0	0	0	0	0	0	0	0
Employment & Training Corporation		0	0	0	0	0	0	3	0	0	0
KNPD		0	0	0	0	0	0	0	0	1	0
NCPE		0	0	0	0	0	0	0	0	0	0
Medicines Authority		0	0	0	0	0	0	0	0	0	0
National Employment Authority		0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	5	0	1	0
MFEI											
Air Malta plc		0	0	0	0	0	0	4	0	0	0
Gozo Channel Co. Ltd.		0	0	0	0	0	0	0	0	0	0
MIP Ltd		0	0	0	0	0	0	0	0	50	0
MSA		0	0	0	0	0	0	0	0	5	0
Lotteries & Gaming Authority		0	0	0	0	0	0	0	0	30	0
Malta Enterprise		0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	4	0	80	0
MJHA											
Attorney General Agency		0	0	0	0	0	0	0	0	0	0

Appendix XVII

FAMILY FRIENDLY MEASURES SURVEY (AS AT 1ST NOVEMBER 2008) PUBLIC SERVICE ENTITIES TOTAL WORKFORCE

	Maternity Leave	Adoption Leave	Leave for Fostering	Responsibility Leave	Parental Leave	Career Break	Leave to acc spouse on gov asgMts abroad	Reduced hrs	Teleworking	Flexible Hours	Unpaid Leave - Other
OPM											
Armed Forces of Malta (uniformed)	1	0	0	0	3	0	0	0	0	0	0
Broadcasting Authority	0	0	0	0	0	1	0	2	0	0	0
Malta Tourism Authority	2	0	0	0	0	0	0	0	3	37	0
MEPA	3	0	0	0	0	0	0	0	10	427	0
IPSL	0	0	0	0	0	0	0	0	0	0	0
Employment Commission	0	0	0	0	0	1	0	0	0	0	0
Management Efficiency Unit	0	0	0	0	0	0	0	0	1	1	0
	6	0	0	0	3	2	0	2	14	465	0
MITC											
Enemalta Corporation	4	0	0	0	4	0	0	16	11	0	0
Malta Freeport Corporation	0	0	0	0	0	0	0	1	0	0	0
Malta Electronic Certification Svcs	0	0	0	0	0	0	0	0	0	0	0
MITA	0	0	0	0	1	6	0	18	16	1	0
Malta Maritime Authority	0	0	0	0	1	0	0	11	0	2	0
Med. Offshore Bunkering Ltd.	0	0	0	0	0	0	0	0	0	0	0
TV Licensing Unit	0	0	0	1	4	0	0	1	0	0	0
Malta Shipyards Ltd.	0	0	0	0	0	0	0	0	0	3	0
Water Services Corporation	0	0	0	0	6	8	0	23	0	3	0
Malta Transport Authority	0	0	0	0	0	0	0	3	0	124	1
Malta Communications Authority	0	0	0	0	0	0	0	0	2	0	0
Grand Harbour Regeneration Corp	0	0	0	0	0	0	0	0	0	0	0
	4	0	0	1	16	14	0	73	29	133	1
MEDC											
Foundation for Educational Svcs	0	0	0	0	0	0	0	0	0	0	0
Foundation for Tomorrow's Schools	0	0	0	1	0	0	0	0	0	0	0
National Archives	1	0	0	0	0	0	0	0	0	0	0
Fondazzjoni Centru ghal Kreativita'	0	0	0	0	0	0	0	0	0	24	0
National Philharmonic Orchestra	0	0	0	0	0	0	0	0	0	0	0
Heritage Malta	9	0	0	0	5	2	0	7	0	0	0
Superintendence of Cultural Heritage	0	0	0	0	0	0	0	0	0	0	0
Malta Council for Culture & the Arts	0	0	0	1	1	0	0	2	0	0	0
MCAST	1	0	0	0	0	2	0	18	2	0	0
University of Malta	3	0	0	0	9	13	0	0	0	0	0

Public Broadcasting Services	0	0	0	0	1	0	0	1	0	0	0
EUPA	0	0	0	0	0	0	0	0	0	0	0
National Commission for Higher Educ.	1	0	0	0	0	0	0	0	0	0	0
Institute of Tourism Studies	1	0	0	0	1	3	0	10	0	0	0
Malta Qualifications Council	0	0	0	0	0	0	0	1	0	0	0
Mediterranean Conference Centre	0	0	0	0	0	0	0	1	0	0	0
Kunsill Malti għall-Ispport	1	0	0	0	1	1	0	0	0	1	0
Manoel Theatre	6	0	0	0	0	0	0	0	1	0	0
	23	0	0	2	18	21	0	40	3	25	0
MSOC											
Foundation for Social Welfare Svcs	3	0	0	1	4	7	1	19	0	0	0
Co-Operatives Board	0	0	0	0	0	0	0	1	0	0	0
Employment & Training Corporation	3	0	0	0	3	3	0	20	0	0	0
KNPD	0	0	0	0	0	0	0	1	0	2	0
NCPE	0	0	0	0	0	0	0	0	0	0	0
Medicines Authority	0	0	0	0	2	0	0	0	0	0	0
National Employment Authority	0	0	0	0	0	0	0	0	0	0	0
	6	0	0	1	9	10	1	41	0	2	0
MFEI											
Air Malta plc	13	0	0	0	10	0	0	60	0	0	0
Gozo Channel Co. Ltd.	2	0	0	0	1	1	0	0	0	0	0
MIP Ltd	0	0	0	0	0	0	0	0	0	61	0
MSA	0	0	0	0	0	0	0	0	0	17	0
Lotteries & Gaming Authority	0	0	0	0	0	0	0	1	0	46	0
Malta Enterprise	1	0	0	0	1	0	0	5	4	0	0
	16	0	0	0	12	1	0	66	4	107	0
MJHA											
Attorney General Agency	0	0	0	0	2	1	0	1	0	0	0