

**REPORT ON THE USE OF  
FAMILY-FRIENDLY MEASURES  
IN THE  
PUBLIC ADMINISTRATION  
OF MALTA  
AS ON  
NOVEMBER 2009**

Employee Relations Directorate  
Public Administration HR Office

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## **1. Introduction**

This report portrays an analysis derived from the survey on family-friendly measures<sup>1</sup>, which was carried out earlier this year. The survey requested information from line ministries, on the family-friendly measures being utilised by employees in the public service and public sector as on November 2009.

A development to last year's survey is that the information was segmented in four categories, in terms of the salary scale or category of employees. This additional information will assist the Public Administration HR Office (PAHRO) in undertaking a deeper level of analysis further to which new policies for the introduction of new measures and/or fine-tuning of existing benefits may be developed. Survey results indicating the use of family-friendly measures by public employees are available at Appendices 1 and 2.

## **2. Observations**

### **2.1. Use of family-friendly measures by gender**

The results of this survey reveal that family-friendly measures are primarily utilised by female employees (Appendix 3 refers). Table 2.1. below gives a comparison of the uptake of family-friendly measures between female and male employees as on November 2009. The utilisation of family-friendly measures by male employees is still very low when compared to females. The lack of use of family-friendly measures by male employees could be attributed

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<sup>1</sup> The survey was carried out by the HR and Data Systems Directorate.

to a number of factors ranging from financial, career driven or merely a cultural choice that the female should be the one to primarily care for the family. However, further studies would need to be undertaken to understand the reasons for the current situation.

<b>Family-friendly Measure</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Adoption Leave	4	3	<b>7</b>
Responsibility leave	28	7	<b>35</b>
Parental leave	350	20	<b>370</b>
Career break	282	13	<b>295</b>
Leave to accompany spouse on government assignments abroad	7	2	<b>9</b>
Reduced hours	1373	88	<b>1461</b>
Teleworking	278	28	<b>306</b>
Flexible working hours	427	377	<b>804</b>
<b>Grand Total:</b>	<b>2749</b>	<b>538</b>	<b>3287</b>

Table 2.1.: Comparison between males and females with regard to the uptake of family-friendly measures

## **2.2. Use of family-friendly measures by employee category**

This survey indicates that employees in the highest category (salary scales 1 – 5 for the public service and top management positions for the public sector), barely make use of family-friendly measures (See Appendix 4). The main reason for the low uptake of family-friendly measures in the highest category of employees could be attributed to the age-group of these employees and/or because male employees prevail in this category. Again, further studies are

required to determine the reasons for the lack of use of family-friendly measures in this category.

It is noted that there is a low uptake of family-friendly measures by employees in salary scales 16-20. The majority of grades in this category are traditional male trades and occupations.<sup>2</sup> Also, in scales 16-20, there are a total of 4214 males in contrast to 1156 females. The major uptake of family-friendly measures lies in the middle categories (salary scales 6 – 10 and 11 – 15 of the Public Service, and middle management and professional, administrative, executive and clerical levels in the public sector). A holistic snapshot by employee category is shown in Table 2.2. below.

Family-friendly measure	Scales 1-5 Top management	Scales 6-10 Middle management or Professional	Scales 11-15 Administrative, Executive or Clerical	Scales 16-20 Supervisory, Technical or Industrial	Total
Maternity leave	4	131	127	21	283
Adoption leave	0	1	5	1	7
Responsibility leave	0	13	17	5	35
Parental Leave	4	181	165	20	370
Career break	1	131	131	32	295
Leave to accompany spouse on government assignments abroad	0	8	0	1	9
Reduced hours	25	490	768	178	1461
Teleworking	11	93	187	15	306
Flexible hours	61	245	352	146	804
<b>Totals</b>	<b>106</b>	<b>1293</b>	<b>1752</b>	<b>419</b>	<b>3570</b>

Table 2.2.: Comparison in the uptake of family-friendly measures by different employee categories

<sup>2</sup> See Appendix 2.1 of the PSMC.

### **3. Conclusions and Recommendations**

#### **3.1. Conclusions**

The results from this survey indicate that family-friendly measures are least used by males and employees in top management positions. With regard to the uptake of family-friendly measures by top-management positions, the situation may change following the issue of MPO Circular No 18/2010 which clarified that work on reduced hours is applicable to employees occupying top management positions, and also in view of a changing trend where officials reach top management positions at a younger age during which such officers would probably be raising a family.

Further analysis needs to be carried out to determine which type of policies might encourage male employees to increase their uptake of family-friendly measures. An increased use of family-friendly measures by males may, in turn, result in increased female participation in the work place through more equal sharing of family responsibilities.

#### **3.2. Recommendations**

MPO Circular No 36/2010, establishes the procedure to be followed when requests for family-friendly measures cannot be facilitated. These procedures should promote greater use of family-friendly measures, even in the public sector.

With the extended applicability of family-friendly measures to the public sector, the number of employees who avail themselves of family-friendly measures should continue to increase over the coming years.

From the increase in the uptake of teleworking during 2009 (see Appendix 5), it appears that employees are seeking a balance between family and workplace needs. We propose to examine diverse ways on how employees can be encouraged to remain in employment, rather than availing themselves of long periods of unpaid leave or reduced hours. Such methods secure productivity and continuity and financial independence for the employee. Complementary policies include the promotion of a flexible hours policy – in conjunction with the use of attendance verification systems – and the formulation of a policy to provide child care arrangements for employees with young children.

Furthermore, policies should be fine-tuned so that part of the family-friendly measures are reserved for male employees only, otherwise these are forfeited. This initiative would boost equality between genders, make the father's presence within the family more pronounced and would increase female participation at the work place.

**APPENDIX 1**

Use of Family-friendly Measures by Public Service Employees as on November 2009

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		Grand Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
Maternity Leave	1		3		2		0		6		6
Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	1	0	1	0	0	0	2	0	2
Parental Leave	0	0	3	0	4	0	0	0	7	0	7
Career Break	0	0	0	0	10	0	2	0	12	0	12
Leave to acc sps on gov assignments abroad	0	0	0	0	0	0	0	0	0	0	0
Reduced hrs - 20 hrs/wk	0	0	0	0	6	0	2	0	8	0	8
Reduced hrs - 25 hrs/wk	1	0	0	0	1	0	0	0	2	0	2
Reduced hrs - 30 hrs/wk	2	0	3	1	4	0	3	0	12	1	13
Reduced hrs - 35 hrs/wk	0	0	0	0	1	0	0	0	1	0	1
Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
Teleworking	4	0	9	0	12	0	0	0	25	0	25
Flexible Work Schedules	2	1	13	13	30	25	4	5	49	44	93
<b>TOTALS</b>	10	1	32	14	71	25	11	5	124	45	169

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		Grand Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
Maternity Leave	0		0		1		0		1		1
Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
Parental Leave	0	0	0	0	2	0	0	0	2	0	2
Career Break	0	0	0	0	3	0	0	0	3	0	3
Leave to acc sps on gv asgmts abd	0	0	1	1	0	0	0	0	1	1	2
Reduced hrs - 20 hrs/wk	0	0	0	1	3	0	1	0	4	1	5
Reduced hrs - 25 hrs/wk	0	0	0	0	2	0	1	0	3	0	3
Reduced hrs - 30 hrs/wk	0	0	2	0	1	3	1	0	4	3	7
Reduced hrs - 35 hrs/wk	0	0	0	0	0	0	0	0	0	0	0
Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
Teleworking	0	0	1	0	6	0	0	0	7	0	7
Flexible Work Schedules	0	0	1	3	3	1	4	0	8	4	12
<b>TOTALS</b>	0	0	5	5	21	4	7	0	33	9	42



		Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
MGOZ	Type	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
	Maternity Leave	0		17		15		2		34		34
	Adoption Leave	0	0	0	0	1	0	0	0	1	0	1
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	1	0	0	0	0	0	1	0	1
	Parental Leave	0	0	14	0	13	0	0	0	27	0	27
	Career Break	0	0	5	0	2	1	1	0	8	1	9
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs - 20 hrs/wk	0	0	5	0	2	0	2	0	9	0	9
	Reduced hrs - 25 hrs/wk	0	0	1	1	3	1	1	0	5	2	7
	Reduced hrs - 30 hrs/wk	0	0	8	1	18	0	1	1	27	2	29
	Reduced hrs - 35 hrs/wk	0	0	0	0	0	0	0	0	0	0	0
	Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	3	0	29	5	0	0	32	5	37
Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTALS</b>	0	0	54	2	83	7	7	1	144	10	154	

		Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
MITC	Type	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
	Maternity Leave	0		0		0		3		3		3
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	5	0	2	0	7	0	7
	Career Break	0	0	0	1	1	0	0	0	1	1	2
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs – 20 hrs/wk	0	0	1	0	5	0	1	1	7	1	8
	Reduced hrs – 25 hrs/wk	0	0	0	0	2	0	0	0	2	0	2
	Reduced hrs – 30 hrs/wk	0	0	1	0	5	1	0	0	6	1	7
	Reduced hrs – 35 hrs/wk	0	0	0	0	0	0	0	0	0	0	0
	Rdcd hrs – other amnts	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	1	0	3	0	1	0	5	0	5
Flexible Work Schedules	0	0	3	6	9	5	5	8	17	19	36	
<b>TOTALS</b>	0	0	6	7	30	6	12	9	48	22	70	

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Maternity Leave	0		1		3		0		4		4
Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	0	1	1	0	0	1	1	2	3
Parental Leave	0	0	0	1	4	1	2	0	6	2	8
Career Break	0	0	1	0	3	0	1	0	5	0	5
Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
Reduced hrs - 20 hrs/wk	1	0	5	3	5	0	1	0	12	3	15
Reduced hrs - 25 hrs/wk	0	0	3	0	4	0	2	0	9	0	9
Reduced hrs - 30 hrs/wk	0	0	2	0	11	0	5	1	18	1	19
Reduced hrs - 35 hrs/wk	0	0	0	0	2	0	0	0	2	0	2
Rdcd hrs - other amnts	0	0	0	0	1	0	0	0	1	0	1
Teleworking	0	0	4	2	14	0	0	0	18	2	20
Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	1	0	16	7	48	1	11	2	76	10	86

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Maternity Leave	0		40		22		1		63		63
Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	4	0	3	1	0	0	7	1	8
Parental Leave	0	0	88	3	33	0	1	0	122	3	125
Career Break	0	0	69	3	25	0	3	0	97	3	100
Leave to acc sps on gv asgmts abd	0	0	2	0	0	0	0	0	2	0	2
Reduced hrs - 20 hrs/wk	0	0	2	0	5	0	2	0	9	0	9
Reduced hrs - 25 hrs/wk	0	0	0	0	7	0	1	0	8	0	8
Reduced hrs - 30 hrs/wk	0	0	2	2	29	1	11	1	42	4	46
Reduced hrs - 35 hrs/wk	0	0	0	0	0	1	0	0	0	1	1
Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
Teleworking	0	0	0	0	7	0	2	0	9	0	9
Flexible Work Schedules	0	0	1	0	1	2	1	5	3	7	10
<b>TOTALS</b>	0	0	208	8	132	5	22	6	362	19	381

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Maternity Leave	1		2		3		0		6		6
Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	0	0	1	0	0	0	1	0	1
Parental Leave	0	0	0	0	4	0	1	0	5	0	5
Career Break	0	0	0	0	9	0	0	0	9	0	9
Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
Reduced hrs - 20 hrs/wk	0	0	2	0	8	1	3	0	13	1	14
Reduced hrs - 25 hrs/wk	0	0	0	0	3	0	0	0	3	0	3
Reduced hrs - 30 hrs/wk	0	0	5	0	25	0	4	0	34	0	34
Reduced hrs - 35 hrs/wk	0	0	0	0	0	0	0	0	0	0	0
Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
Teleworking	1	0	6	1	36	5	1	0	44	6	50
Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	2	0	15	1	89	6	9	0	115	7	122

MSOC-Soc. Pol.

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Maternity Leave	1		44		37		4		86		86
Adoption Leave	0	0	1	0	1	2	0	0	2	2	4
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	4	0	6	0	0	0	10	0	10
Parental Leave	2	0	39	0	28	1	1	0	70	1	71
Career Break	1	0	32	1	26	1	8	0	67	2	69
Leave to acc sps on gv asgmts abd	0	0	3	0	0	0	0	0	3	0	3
Reduced hrs - 20 hrs/wk	4	0	196	5	67	1	9	0	276	6	282
Reduced hrs - 25 hrs/wk	1	0	15	1	24	1	5	0	45	2	47
Reduced hrs - 30 hrs/wk	2	1	80	3	97	4	8	0	187	8	195
Reduced hrs - 35 hrs/wk	0	0	1	0	2	0	1	0	4	0	4
Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
Teleworking	1	0	13	0	8	1	0	0	22	1	23
Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	12	1	428	10	296	11	36	0	772	22	794

MSOC-HECC

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		Grand Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
Maternity Leave	0		0		5		0		5		5
Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	0	0	1	1	1	0	2	1	3
Parental Leave	0	0	0	0	14	0	0	0	14	0	14
Career Break	0	0	0	0	12	0	1	0	13	0	13
Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
Reduced hrs - 20 hrs/wk	0	0	1	0	31	0	0	0	32	0	32
Reduced hrs - 25 hrs/wk	0	0	2	0	11	1	2	0	15	1	16
Reduced hrs - 30 hrs/wk	0	0	11	0	41	3	9	1	61	4	65
Reduced hrs - 35 hrs/wk	0	0	1	0	2	0	0	0	3	0	3
Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
Teleworking	0	0	15	4	14	2	2	0	31	6	37
Flexible Work Schedules	4	17	33	55	64	57	19	30	120	159	279
<b>TOTALS</b>	4	17	63	59	195	64	34	31	296	171	467

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		Grand Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
Maternity Leave	0		1		7		0		8		8
Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	0	0	1	0	1	0	2	0	2
Parental Leave	0	0	0	0	5	0	0	0	5	0	5
Career Break	0	0	3	0	6	1	2	0	11	1	12
Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
Reduced hrs - 20 hrs/wk	0	0	1	0	7	0	4	0	12	0	12
Reduced hrs - 25 hrs/wk	0	0	1	0	3	0	2	0	6	0	6
Reduced hrs - 30 hrs/wk	0	0	1	0	62	2	6	0	69	2	71
Reduced hrs - 35 hrs/wk	0	0	0	0	0	0	0	0	0	0	0
Rdcd hrs - other amnts	0	0	0	0	0	0	0	0	0	0	0
Teleworking	2	0	4	0	5	0	1	0	12	0	12
Flexible Work Schedules	0	0	0	0	2	1	0	0	2	1	3
<b>TOTALS</b>	2	0	11	0	98	4	16	0	127	4	131

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Maternity Leave	3	-	108	-	95	-	10	-	216	-	216
Adoption Leave	0	0	1	0	2	2	0	0	3	2	5
Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
Responsibility Leave	0	0	10	1	14	2	2	1	26	4	30
Parental Leave	2	0	144	4	112	2	7	0	265	6	271
Career Break	1	0	110	5	97	3	18	0	226	8	234
Leave to acc sps on gv asgmts abd	0	0	6	1	0	0	0	0	6	1	7
Reduced hrs - 20 hrs/wk	5	0	213	9	139	2	25	1	382	12	394
Reduced hrs - 25 hrs/wk	2	0	22	2	60	3	14	0	98	5	103
Reduced hrs - 30 hrs/wk	4	1	115	7	293	14	48	4	460	26	486
Reduced hrs - 35 hrs/wk	0	0	2	0	7	1	1	0	10	1	11
Rdcd hrs - other amnts	0	0	0	0	1	0	0	0	1	0	1
Teleworking	8	0	56	7	134	13	7	0	205	20	225
Flexible Work Schedules	6	18	51	77	109	91	33	48	199	234	433
<b>TOTALS</b>	<b>31</b>	<b>19</b>	<b>838</b>	<b>113</b>	<b>1063</b>	<b>133</b>	<b>165</b>	<b>54</b>	<b>2097</b>	<b>319</b>	<b>2416</b>

Type	Scale 1-5		Scale 6-10		Scale 11-15		Scale 16-20		Totals		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Maternity Leave	0.025	-	0.899	-	0.791	-	0.083	-	1.798	-	0.751
Adoption Leave	0.000	0.000	0.008	0.000	0.017	0.012	0.000	0.000	0.025	0.012	0.017
Leave for Fostering	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Responsibility Leave	0.000	0.000	0.083	0.006	0.117	0.012	0.017	0.006	0.216	0.024	0.104
Parental Leave	0.017	0.000	1.199	0.024	0.932	0.012	0.058	0.000	2.206	0.036	0.942
Career Break	0.008	0.000	0.916	0.030	0.807	0.018	0.150	0.000	1.881	0.048	0.813
Leave to acc sps on gv asgmts abd	0.000	0.000	0.050	0.006	0.000	0.000	0.000	0.000	0.050	0.006	0.024
Reduced hrs - 20 hrs/wk	0.042	0.000	1.773	0.054	1.157	0.012	0.208	0.006	3.180	0.072	1.369
Reduced hrs - 25 hrs/wk	0.017	0.000	0.183	0.012	0.499	0.018	0.117	0.000	0.816	0.030	0.358
Reduced hrs - 30 hrs/wk	0.033	0.006	0.957	0.042	2.439	0.084	0.400	0.024	3.829	0.155	1.689
Reduced hrs - 35 hrs/wk	0.000	0.000	0.017	0.000	0.058	0.006	0.008	0.000	0.083	0.006	0.038
Rdcd hrs - other amnts	0.000	0.000	0.000	0.000	0.008	0.000	0.000	0.000	0.008	0.000	0.003
Teleworking	0.067	0.000	0.466	0.042	1.115	0.078	0.058	0.000	1.706	0.119	0.782
Flexible Work Schedules	0.050	0.107	0.425	0.459	0.907	0.543	0.275	0.286	1.657	1.396	1.505
<b>TOTALS</b>	<b>0.258</b>	<b>0.113</b>	<b>6.976</b>	<b>0.674</b>	<b>8.849</b>	<b>0.794</b>	<b>1.374</b>	<b>0.322</b>	<b>17.456</b>	<b>1.903</b>	<b>8.397</b>

## APPENDIX 2

## Use of Family-friendly Measures by Public Sector Employees as on November 2009

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
AirMalta plc	Maternity Leave	0		1		5		0		6		6
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	1	0	0	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	64	2	0	1	65	3	68
	Teleworking	0	0	1	0	0	1	0	0	1	1	2
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	4	0	69	3	0	1	73	4	77

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Attorney General Agency	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	1	0	0	0	1	0	1
	Career Break	0	0	1	0	1	0	0	0	2	0	2
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	1	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	1	0	3	0	0	0	4	0	4

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Bldg. Ind. Cons. Council	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Broadcasting Authority	Maternity Leave	0		0		1		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	1	0	0	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	1	0	1	0	2	0	2
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	1	0	2	0	1	0	4	0	4

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Comm. for Children	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Co-Operatives Board	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	1	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	0	0	1	0	0	0	1	0

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
CPRT	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	1	0	0	0	0	0	1	0	1
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	1	0	0	0	0	0	1	0

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Employment Commission	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	1	0	0	0	1	0	1
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	0	0	1	0	0	0	1	0



	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Enemalta Corporation</b>	Maternity Leave	0		0		3		0		3		3
	Adoption Leave	0	0	0	0	1	0	0	0	1	0	1
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	5	0	0	0	5	0	5
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	13	0	4	1	18	1	19
	Teleworking	0	0	0	0	15	0	0	0	15	0	15
	Flexible Work Schedules	0	0	12	18	25	5	1	12	38	35	73
	<b>TOTALS</b>		0	0	13	18	62	5	5	13	80	36

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>ETC</b>	Maternity Leave	0		0		0		1		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	1	2	0	0	0	2	1	3
	Career Break	0	0	0	0	1	0	0	0	1	0	1
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	20	4	0	0	20	4	24
	Teleworking	0	0	0	0	2	1	0	0	2	1	3
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	0	1	25	5	1	0	26	6

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>EUPA</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	0	0	0	0	0	0	0	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Finl. Analysis Intell. Unit</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Fond. Centru ghal-Kreativita</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	1	1	3	1	0	0	0	0	4	2	6
	Flexible Work Schedules	1	1	3	1	32	0	0	6	36	8	44
	<b>TOTALS</b>	2	2	6	2	32	0	0	6	40	10	50

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Found. for Educ. Serv.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Found. for Tomorrow's Sch	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	1	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	2	0	0	0	2	0	2
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	3	0	0	0	3	0	3

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
FSWS	Maternity Leave	0		3		0		5		8		8
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	4	0	1	0	5	0	10	0	10
	Career Break	0	0	7	0	0	0	1	1	8	1	9
	Leave to acc sps on gv asgmts abd	0	0	1	0	0	0	0	0	1	0	1
	Reduced hrs timetable	1	0	12	1	0	1	6	0	19	2	21
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		1	0	27	1	1	1	17	1	46	3	49

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Gozo Channel Co. Ltd.	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	1	0	1	0	1
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	1	1	0	0	0	1	1	2
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	1	1	0	1	0	2	1	3

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Grand Harbour Reg. Corp.	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Heritage Malta	Maternity Leave	0		1		1		0		2		2
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	1	0	0	0	1	0	1
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	7	0	0	0	8	0	8
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	2	0	9	0	0	0	11	0	11

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Housing Authority	Maternity Leave	0		0		1		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	2	0	0	0	2	0	2
	Career Break	0	0	0	0	2	0	0	0	2	0	2
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	2	0	8	0	0	0	10	0	10
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	2	0	13	0	0	0	15	0	15

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Ins. for Tourism Studies	Maternity Leave	0		2		0		0		2		2
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	2	0	1	0	3	0	3
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	5	0	4	0	0	0	9	0	9
	Teleworking	0	0	1	0	0	0	0	0	1	0	1
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	0	0	8	0	6	0	1	0	15	0	15	

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
IPSL Ltd	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0	

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
KNPD	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	0	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	2	0	0	0	0	1	0	0	2	1	3
<b>TOTALS</b>	2	0	1	0	0	1	0	0	3	1	4	

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Kunsill Malti għall-iSport</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	2	0	0	0	2	0	2
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	1	1	0	0	1	1	2
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	0	0	3	1	0	0	3	1

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Lotteries &amp; Gaming Auth.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	1	0	0	0	0	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		1	0	0	0	0	0	0	0	1	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Malta Air Traffic Serv. Ltd.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	1	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	0	0	0	0	1	0	1	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Malta Comm. Auth.	Maternity Leave	0		1		0		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	2	0	1	0	0	0	3	0	3
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	2	0	0	0	3	0	3
	Teleworking	0	0	2	1	0	0	0	0	2	1	3
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	6	1	3	0	0	0	9	1	10

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Malta Coun Culture & Arts	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	1	0	0	0	1	0	1
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	1	0	1	0	2	0	2
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	2	0	1	0	3	0	3

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Malta Enterprise	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	1	0	0	0	0	0	1	1
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	6	0	0	0	6	0	6
	Teleworking	0	0	3	0	1	0	0	0	4	0	4
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	3	1	7	0	0	0	10	1	11

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Malta Finl Services Auth.</b>	Maternity Leave	1		3		0		0		4		4
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	2	0	3	0	0	0	5	0	5
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	7	0	4	0	0	0	11	0	11
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	1	0	12	0	7	0	0	0	20	0	20

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Malta Freeport Corp.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	1	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	1	0	0	0	1	0	1

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Malta Industrial Parks Ltd</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	1	0	0	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	0	0	2	0	3	0	3
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	1	5	2	6	6	4	2	11	11	26	37
	<b>TOTALS</b>	1	5	4	6	6	4	4	11	15	26	41



	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Malta Maritime Auth.	Maternity Leave	0		0		1		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	1	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	12	0	1	0	13	0	13
	Teleworking	0	0	0	0	1	0	0	0	1	0	1
	Flexible Work Schedules	0	0	4	1	9	0	1	0	14	1	15
<b>TOTALS</b>		0	0	4	1	24	0	2	0	30	1	31

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Malta Philharmonic Orch.	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	1	0	0	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	1	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	1	0	1	0	0	0	2	0	2

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Malta Qualifications Coun.	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	1	0	0	0	2	0	2
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	1	0	1	0	0	0	2	0	2

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Malta Resources Auth.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	0	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	1	0	0	0	0	0	1	0	1
<b>TOTALS</b>		0	0	2	0	0	0	0	0	2	0	2

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Malta Shipyards Ltd.</b>	Maternity Leave	0		0		1		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	1	2	0	0	1	2	3
	<b>TOTALS</b>		0	0	0	0	2	2	0	0	2	2

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Malta Standards Authority</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	0	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>		0	0	1	0	0	0	0	0	1	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Malta Tourism Authority	Maternity Leave	0		1		2		3		6		6
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	2	0	0	0	2	0	2
	Career Break	0	0	0	0	2	0	0	0	2	0	2
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	2	0	7	0	1	0	0	0	10	0	10
	Teleworking	1	0	1	0	2	0	0	0	4	0	4
	Flexible Work Schedules	0	0	0	0	6	0	0	0	6	0	6
<b>TOTALS</b>		3	0	9	0	15	0	3	0	30	0	30

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Mgt. Efficiency Unit	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	1	0	0	0	0	0	1	1
	Flexible Work Schedules	0	0	1	0	1	0	0	0	2	0	2
<b>TOTALS</b>		0	0	1	1	1	0	0	0	2	1	3

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
MCAST	Maternity Leave	0		3		0		0		3		3
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	1	0	5	0	2	0	0	0	8	0	8
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	10	3	5	0	0	0	15	3	18
	Teleworking	0	0	0	0	3	0	0	0	3	0	3
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		1	0	18	3	10	0	0	0	29	3	32

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>MCESD</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>MCST</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTALS</b>	0	0	0	0	0	0	0	0	0	0	0

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Med Auth / ZCH / KGH</b>	Maternity Leave	0		0		0		2		2		2
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	1	0	1
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	3	6	36	7	3	0	52	5	94	18	112
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	2	2	1	2	6	2	12	9	21	15	36
	<b>TOTALS</b>	5	8	37	9	9	2	66	14	118	33	151

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Med. Conf. Centre</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	0	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	1	0	0	0	0	0	1	0	1

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Med Offsh. Bunkering Co.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	0	0	0	0	0	0	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>MEPA</b>	Maternity Leave	0		1		2		0		3		3
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	2	0	1	0	0	0	3	0	3
	Career Break	0	0	2	0	5	0	0	0	7	0	7
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	7	1	21	3	0	0	28	4	32
	Teleworking	0	0	10	0	2	0	0	0	12	0	12
	Flexible Work Schedules	1	0	0	0	0	1	0	0	1	1	2
<b>TOTALS</b>		1	0	22	1	31	4	0	0	54	5	59

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
MEUSAC	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	1	0	0	0	0	0	1	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	0	0	0	1	0	0	0	0	0	1	1	

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
MIMCOL	Maternity Leave	0		1		0		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	1	0	0	0	0	0	0	0	1	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	0	1	1	0	0	0	0	0	0	1	1	2

		Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
Type		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
MITA	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	1	1	0	0	0	2	1	3	4
	Parental Leave	0	0	0	0	0	2	0	7	0	9	9
	Career Break	0	0	0	0	1	0	7	1	8	1	9
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	1	0	1	1
	Reduced hrs timetable	0	0	1	1	10	1	8	2	19	4	23
	Teleworking	0	0	1	0	8	0	7	1	16	1	17
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>	0	0	3	2	19	3	22	14	44	19	63	

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>National Archives</b>	Maternity Leave	0		0		1		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	1	0	0	0	1	0	1

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>National Employment Auth.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	0	0	0	0	0	0	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>National Statistics Office</b>	Maternity Leave	0		1		0		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	2	0	4	0	0	0	6	0	6
	Career Break	0	0	1	0	0	0	0	0	1	0	1
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	7	1	13	0	0	0	20	1	21
	Teleworking	0	0	2	0	3	0	0	0	5	0	5
	Flexible Work Schedules	6	16	45	20	41	10	3	8	95	54	149
<b>TOTALS</b>		6	16	58	21	61	10	3	8	128	55	183

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>NCHE</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	0	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	1	0	0	0	0	0	1	0	1

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>NCPE</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	0	0	0	0	0	0	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Off. of the Data Pro. Comm.</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	0	0	0	0	0	0	0



	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>OHSA</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	1	0	0	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	1	0	0	0	1	0	1
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	1	0	1	0	0	0	2	0	2

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>PBS</b>	Maternity Leave	0		0		1		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	1	0	0	0	1	0	1
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	2	0	0	0	2	0	2
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	4	0	0	0	4	0	4

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>Suptndc of Cult Heritage</b>	Maternity Leave	0		0		0		0		0		0
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	0	0	0	0	0	0	0	0	0

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
University of Malta	Maternity Leave	0		5		9		0		14		14
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	6	2	17	0	0	0	23	2	25
	Career Break	0	0	2	1	10	0	1	0	13	1	14
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	0	0	0	0	0	0	0
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	13	3	36	0	1	0	50	3	53

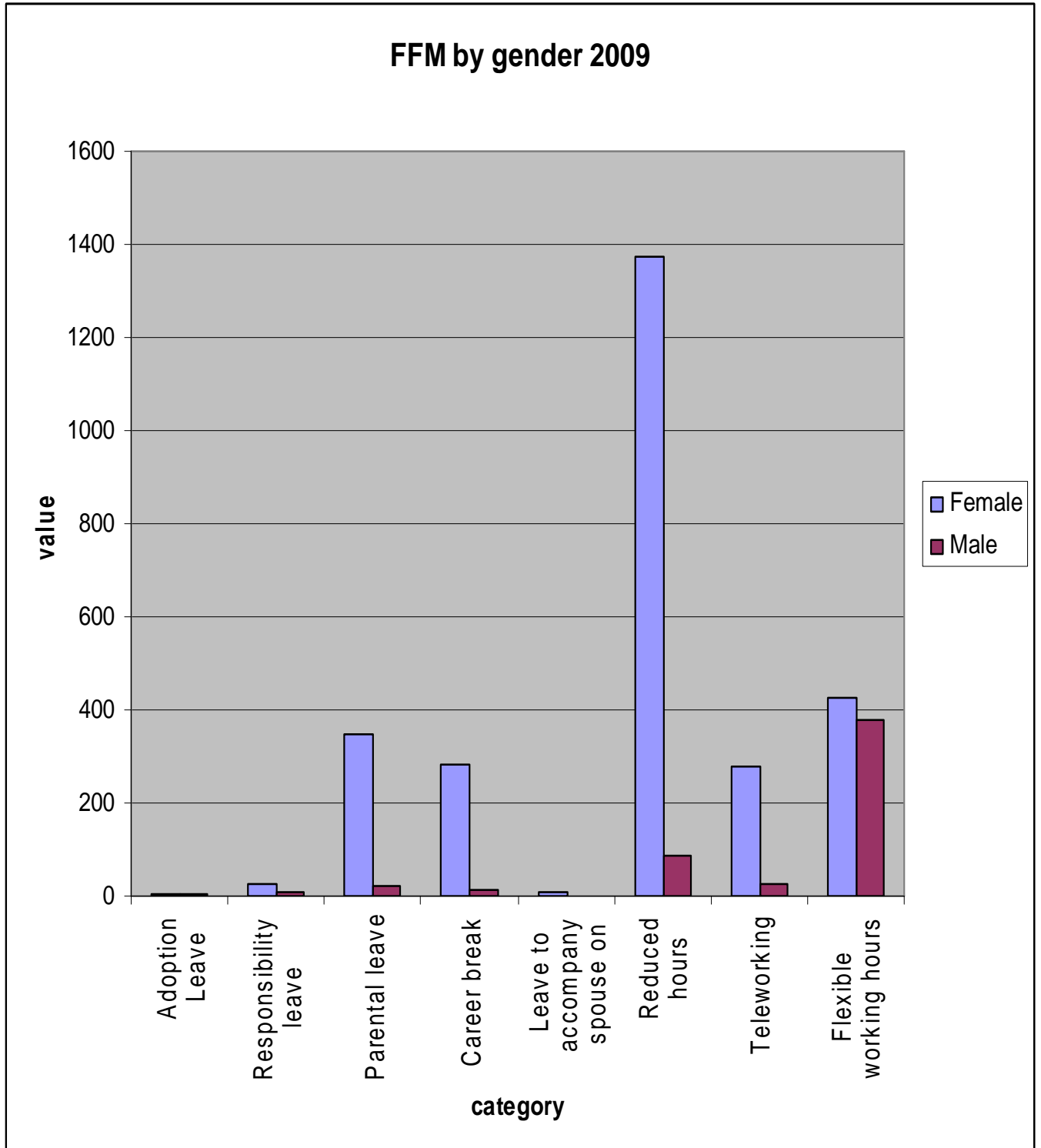
	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
WasteServ	Maternity Leave	0		0		1		0		1		1
	Adoption Leave	0	0	0	0	0	0	0	0	0	0	0
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	0	0	0	0	0	0	0	0	0
	Career Break	0	0	0	0	0	0	0	0	0	0	0
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	0	0	2	0	0	0	2	0	2
	Teleworking	0	0	1	0	0	0	0	0	1	0	1
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	1	0	3	0	0	0	4	0	4

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
Water Services Corp.	Maternity Leave	0		0		3		0		3		3
	Adoption Leave	0	0	0	0	0	0	0	1	0	1	1
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	0	0	0	0	0	0	0	0	0
	Parental Leave	0	0	1	0	2	0	0	0	3	0	3
	Career Break	0	0	1	0	5	0	0	1	6	1	7
	Leave to acc sps on gv asgmts abd	0	0	0	0	0	0	0	0	0	0	0
	Reduced hrs timetable	0	0	1	0	27	2	0	1	28	3	31
	Teleworking	0	0	0	0	0	0	0	0	0	0	0
	Flexible Work Schedules	0	0	0	0	0	0	0	0	0	0	0
<b>TOTALS</b>		0	0	3	0	37	2	0	3	40	5	45

	Type	Top Management		Middle Mgt & Professional		Administrative/ Executive/ Clerical		Supervisory/ Technical/ Industrial		Totals		
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Grand Total
<b>ENTITIES TOTALS</b>	Maternity Leave	1		23		32		11		67		67
	Adoption Leave	0	0	0	0	1	0	0	1	1	1	2
	Leave for Fostering	0	0	0	0	0	0	0	0	0	0	0
	Responsibility Leave	0	0	1	1	1	0	0	2	2	3	5
	Parental Leave	1	1	29	4	49	2	6	7	85	14	99
	Career Break	0	0	14	2	31	0	11	3	56	5	61
	Leave to acc sps on gv asgmts abd	0	0	1	0	0	0	0	1	1	1	2
	Reduced hrs timetable	7	6	106	14	234	14	75	10	422	44	466
	Teleworking	2	1	26	4	38	2	7	1	73	8	81
	Flexible Work Schedules	13	24	69	48	127	25	19	46	228	143	371
	<b>TOTALS</b>	24	32	269	73	513	43	129	71	935	219	1154

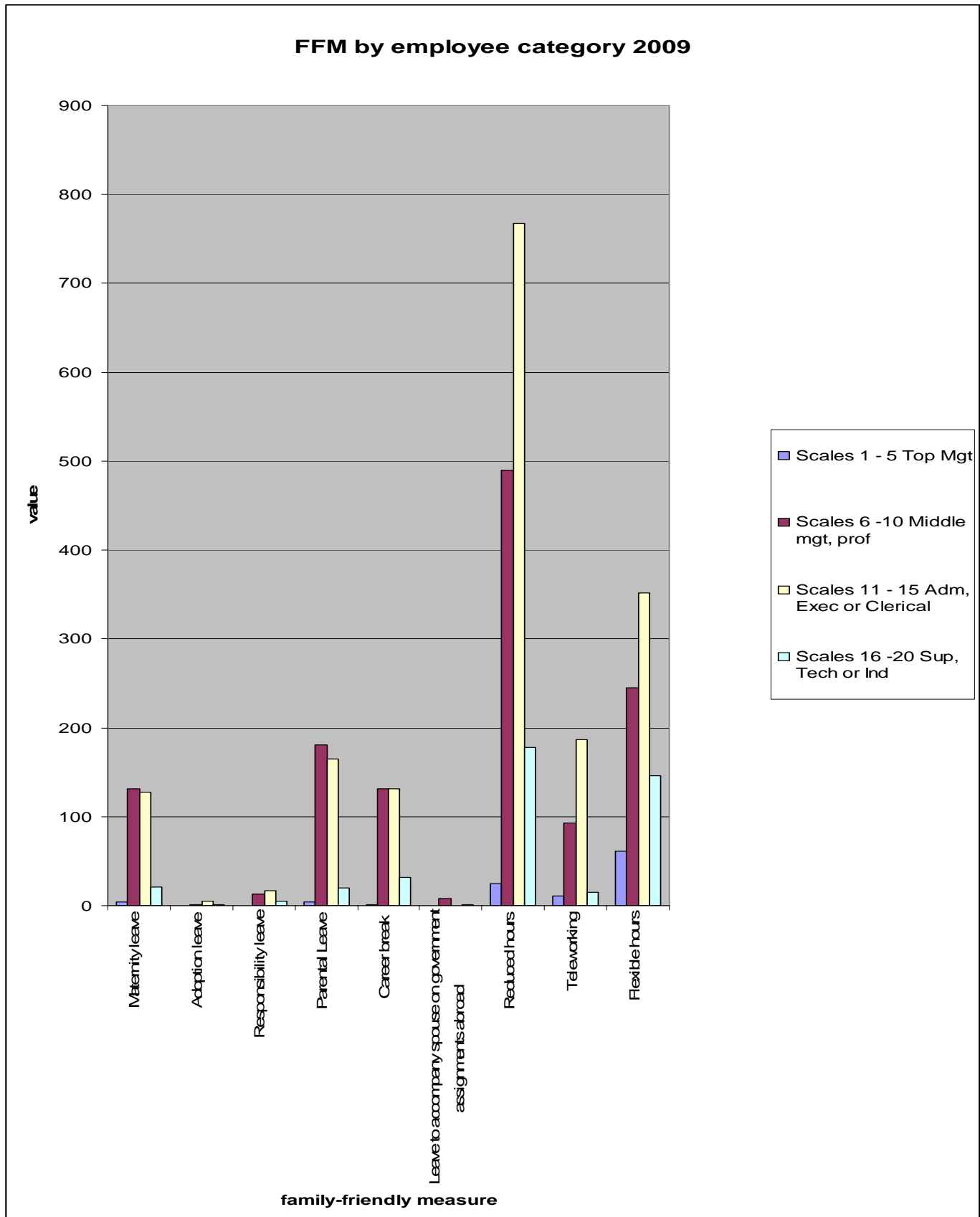
### APPENDIX 3

#### Family-friendly measures by gender



### APPENDIX 4

#### Family-friendly measures by employee category



## APPENDIX 5

### Teleworking and Flexible Hours

