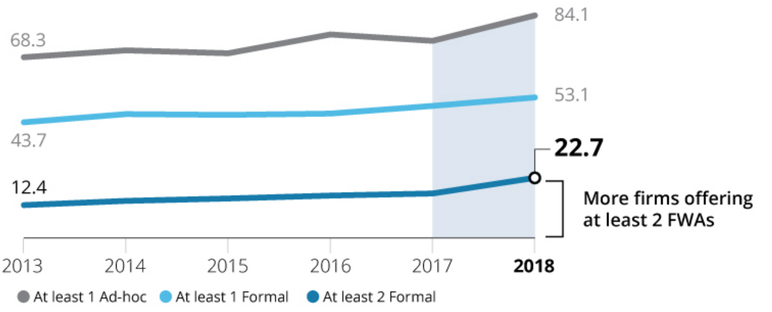
MORE FIRMS ADOPT PROGRESSIVE WORKPLACE PRACTICES

1 Greater flexibility in work arrangements

Formal and ad-hoc flexible work arrangements (FWAs), % of firms

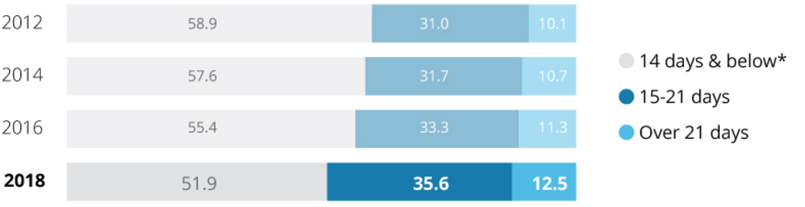


Type of FWAs,% of firms

Part-time Work	Flexi-time/ Staggered Hours	Formal Teleworking	Unplanned Time-off	Ad-hoc Teleworking
38.5	**29.3**	**8.4**	**81.3**	**18.6**

2 Better annual leave entitlement

Annual leave entitlement, % of full-time employees

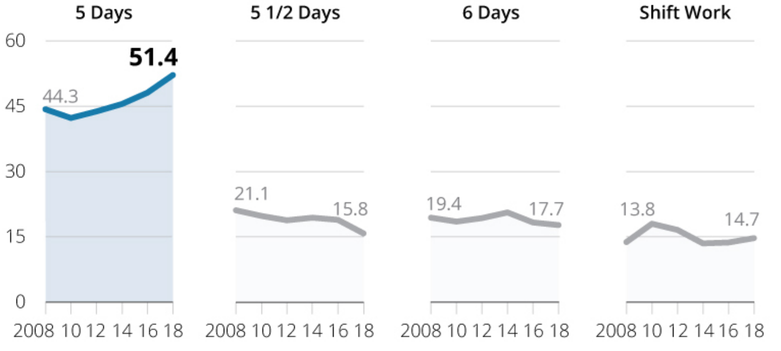


*Includes those who were not entitled to a fixed number of paid annual leave days

3 5-day work week trended up

although work-week pattern is largely contingent on work nature and business operations

Work-week pattern, % of full-time employees



4 Increased provision of marriage leave and family care leave benefits beyond statutory requirements

Type of non-statutory family-friendly leave, % of firms

Marriage Leave	**2018: 74.9** 2016: 73.9	
Family Care Leave	**2018: 20.3** 2016: 19.5	
Compassionate Leave	2018: 89.4 2016: 92.0	
Child Sick Leave (MC required)	2018: 13.8 2016: 16.7	
Study/Exam Leave	2018: 38.9 2016: 40.1	
Unpaid Leave of More Than 1 Month	2018: 51.9 2016: 54.1	

Source: Conditions of Employment 2018

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