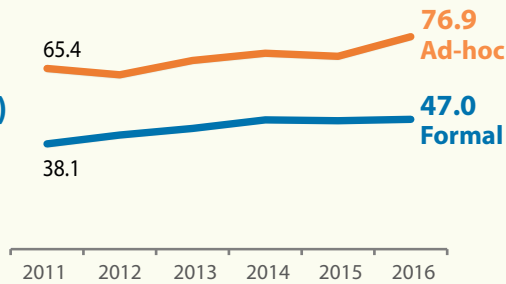


CONDITIONS OF EMPLOYMENT 2016

Greater adoption of work-life initiatives by employers

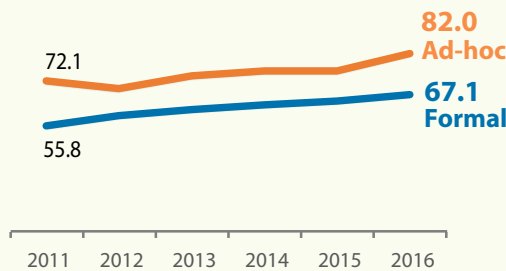
More firms offered flexible work arrangements (FWAs) on an ad-hoc basis

At least one formal/ad-hoc FWAs, % of firms



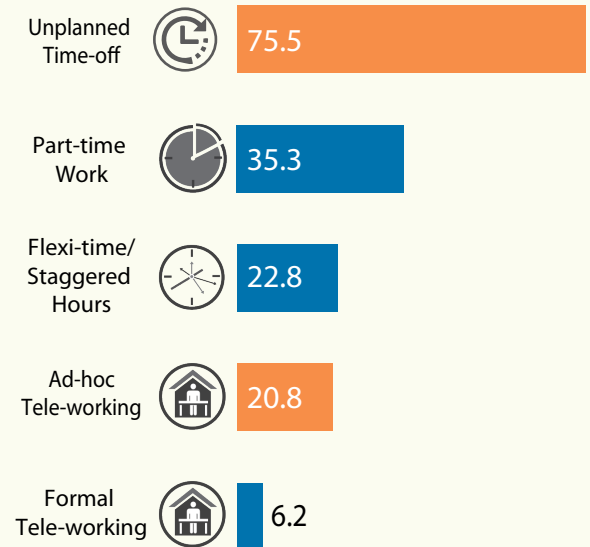
More employees now work in firms that offer FWAs

Employees working in firms that offer FWAs, % of employees



Type of FWAs, % of firms

Ad-hoc Formal



More employers offered leave benefits beyond statutory requirements

Non-statutory family-friendly leave, % of firms



Compassionate Leave

↑ 2016: **92.0**
2014: **88.8**



Marriage Leave

↑ 2016: **73.9**
2014: **71.2**



Unpaid Leave Of More Than 1 Month

↑ 2016: **54.1**
2014: **42.0**



Study/Examination Leave

↑ 2016: **40.1**
2014: **37.0**



Parental Care /Sick Leave

↑ 2016: **19.5**
2014: **17.3**



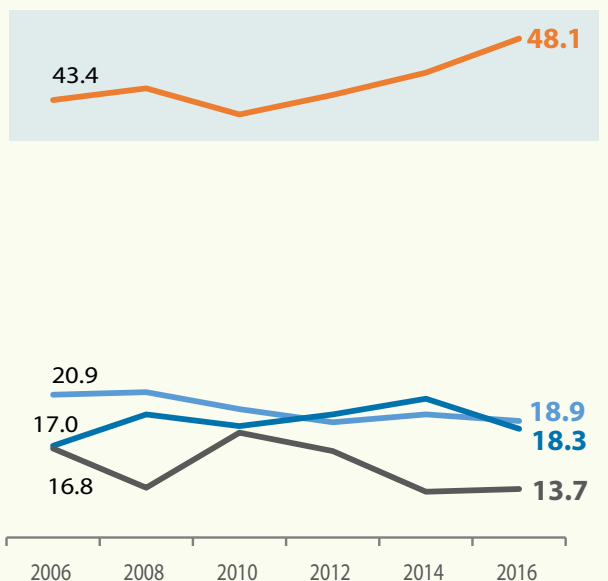
Childcare Sick Leave (MC Required)

↑ 2016: **16.7**
2014: **16.1**

More employees on a five-day work-week

Work-week pattern, % of full-time employees

5 Days 5½ Days* 6 Days* Shift Work



* includes those with periodic Saturday off