

Table 7.A2.2. **Canadian flexible workplace practices**

Percentage of Canadian employer provision and percentage of employee take-up of selected family-friendly policies, 1998-99

	Employer provision			Employee take-up			
	Part-time work ¹	Childcare services ²		Flexible hours		Teleworking	
		Total	Women	Men	Women	Men	Women
All workplaces	57	6	6	36	44	5	5
Company size							
Less than 10	53	2	1	42	53	7	6
10-49	68	3	2	35	48	4	5
50-99	74	3	3	41	39	5	4
100-499	72	4	4	34	37	4	4
500-999	86	9	12	34	39	5	6
1 000+	91	23	24	30	39	4	7
Collective bargaining status							
No coverage in workplace	57	3	3	38	48	6	6
Some coverage in workplace	57	12	11	32	36	3	4
Employment status							
Full-time				35	44	5	6
Part-time				41	42	6	3
Permanent				36	43	5	5
Non-permanent				37	54	8	4

Definitions: **Part-time**: Less than 30 working hours per week. **Childcare services**: Category includes a variety of support services, such as information and referral services and assistance with external suppliers or on-site centres. **Flexible hours**: Employee has no set start or finish time but a required number of hours per week. In some cases, specific core hours might be required. **Teleworking**: Arrangement to work at home for some of regularly scheduled hours.

1. The proportion refers to employees who have used the policy.
2. Denotes percentage of workplaces employing part-time workers.
3. The proportion refers to employees who have knowledge of employer offering policy.

Source: Comfort et al. (2003).

Table 7.A2.3. **Flexible workplace practices in Japan**

Workplace measures for employees with young children, 1999

	Percentage of companies ¹
Total proportion of firms providing measures	59.6
Proportion of firms providing:	
Short-time working hours	70.6
Flexitime	17.5
Adjustment of time to start/end work	46.1
Exemption of non-scheduled work	51.5
Providing childcare centre	2.7
Financial aid for childcare	3.3

1. For companies with more than 30 employees.

Source: Basic Survey of Employment Management of Women, Ministry of Labour, 1999.