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SUMMARY OF FAMILY FRIENDLY SURVEY RESULTS

The Family Friendly Survey was administered to the USAID/W workforce via HR website from August 18, 1997 to September 8, 1997. The survey had 996 respondents which represents approximately **49.4%** of the USAID/W workforce. The survey was designed to measure the employee's interests in various proposed family friendly programs and to provide management with the information needed to plan for possible implementation issues. Summary analysis for major areas of interest are listed below:

NOTE: The figures shown in the analysis below represent the top three responses given for each subject area. An "other" category was included for each heading which was used to identify the selections that did not rank among the top three responses and also included the number of people who elected not to answer the respective question.

I. About the USAID/W employee

Method of Commuting to work

Public Transit: 53% Drive Alone: 21% Car Pool: 21% Other: 5%

Time Spent Commuting to and from work

30-60 Min: 36% 60-90 Min: 28% 90-2hrs: 15% Other: 21%

Occurrence of conflict between work schedule and personal responsibilities

Frequently: 37% Occasionally: 36% Constantly: 17% Other: 10%

**Categories of conflict

Other Personal Commitments: 52.4% Child Care: 35.9%
Personal Medical Care: 32.8% Elder Care: 9.5%

II. Family Friendly Programs

A) Alternate Work Schedule

Participation in AWS if it were available at USAID/W

Yes: 90% No: 10%

Preferred AWS Schedule

5-4/9 Plan: 47% 4/10 Plan: 43% Other: 10%

II. Family Friendly Programs (Cont'd)

AWS Day Off

Friday: 49% Monday: 32% Wednesday: 7% Other: 12%

B) Telecommuting

Participation in Telecommuting if it were available at USAID/W

Yes: 72% No: 24% Other: 4%

Length of Participation

agreement renewable annually: 56% 1-3 months: 7%
6-12 months: 6% other: 31%

****Telecommuting Work Day**

Monday: 25% Friday: 25% Wednesday: 23%

****Equipment Needed when working off site**

Required Software: 54% Modem: 36% Fax Machine: 23%

C) Job Sharing

Participation in Job Sharing if it were available at USAID

No: 87% Yes: 7% Other: 5%

Preference, if participation was limited to one of the above three programs

Alternate Work Schedule: 71% Telecommuting: 25% Job Share: 1%
Other: 3%

**** The method used to present these questions in the survey did not allow for the usage of the other category and the figures represented in the analysis above will not equal 100%**