

Reconciliation between professional and private life:

Results of statistical survey

II Quarter 2010

Overview

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GENERAL PRESENTATION

The current work represents a synthesis of the survey results *Reconciliation between professional and private life* (RPP) carried out during the II Quarter of 2010, as a complementary module to *Labour Force Survey in households*. The survey was organised and carried out by the National Bureau of Statistics for the first time in the Republic of Moldova; the European Union standards and regulations were taken as a basis¹.

The conduction of the statistical survey was possible grace the methodological support offered to the National Bureau of Statistics by the National Institute of Statistics of Romania.

The objective of this survey is to ensure statistical information on:

- The impact of family responsibilities on participation of persons of 15-64 years in economic activity;
- Flexibility degree of the labour market in what concerning the reconciliation between professional and private life;
- Identification of care responsibilities (for children and dependent persons);
- Availability and quality of care services for children up to 14 and of dependent persons aged 15 years or more;
- Analysis of flexibility degree offered at the work place in the context of reconciliation of professional and private life.
- Share of persons that used or not the rights offered by the current legislation, to benefit of parental leave.

5 338 households were included in the sample. 11 326 persons aged between 15 – 64 years were interviewed, and the results were extended on the whole population of corresponding age. The response rate for this survey represented 88.09 %.

¹ Regulation of European Commission Nr. 20/2009 from 13 January 2009 on adoption of specifications of ad-hoc module on reconciliation between work and family life (OJ L 9/7 from 14.1.2009)

CONCEPTS AND DEFINITIONS USED

Key concepts and definitions used in the survey are as follows.

Category „**own children**” includes: biological children, adopted or stepchildren of the spouse/partner *under 15 years*, who live in the *same household* with the respondent.

Category „**other children**” includes:

- Own children or of the spouse/partner (biological children, adopted or stepchildren) *under 15 years*, who live in *other household*;
- nephews, younger brothers, neighbours’, relatives’ children, *under 15 years*, irrespective they live or not in the same household with the respondent.

Category „**dependent persons of 15 and over**” includes:

- sick persons, persons with disabilities, elderly relatives/friends *aged under 15 years and over* who need care, irrespective they *live or not in the same household* with the respondent.

Care services for children:

1. institution services: nursery, kindergarten, day care centres, family type care centres, schools with overtime program, boarding school;
2. services insured by natural persons, for a fee: babysitter, nanny, caretaker, etc.

Note: the following care services for children **shall not be considered**:

3. free care offered by grandparents, relatives, neighbours, older brothers, etc.
4. compulsory school courses, activity in sport clubs, foreign language courses, etc.

From the survey perspective **to take care** means: food preparation, housekeeping, laundry, assistance in homework, visits to doctors, walks, shopping, etc.

Regular care means: to perform these works periodically and habitually: every day, every week, every month.

Note: care as professional or voluntary activity is excluded.

Family responsibilities, in the context of this survey, presume:

- help (assistance) in activities concerning personal hygiene;
- housekeeping activities;
- supervision activities (during lessons/courses, walks, accompanying to the doctor or hospital, etc.).

Employed person: see „Methodology of Labour Force Survey in Households” (http://www.statistica.md/public/files/Rapoarte/Metodology_AFM.pdf).

ILO unemployment: (http://www.statistica.md/public/files/Rapoarte/Metodology_AFM.pdf).

Inactive population: (http://www.statistica.md/public/files/Rapoarte/Metodology_AFM.pdf).

The working program for **employees** implies the following categories:

1. **fixed** – *set by employer*, with a fixed hour to start and end the working day, without the possibility to modify the beginning and/or the end of working program from employee initiative.
2. **sliding** – the employee may vary *the beginning and the end of working program with the condition to respect the number of daily worked hours*;
3. **variable** – the employee may vary *both the beginning and the end of working day, and the number of daily worked hours, with the condition to respect the number of weekly/monthly worked hours*.

Possibility to change the working program presumes a *flexibility of working day beginning and end hours with at least one hour*, in order to fulfil family obligations. The person may adjust the working program if some days they need to take off, thus, working less in the corresponding days, however, the hours took off are worked either in advance or later on.

Possibility to absent the work either one or more days means *the possibility to be absent from work for one or more days*, without any holydays or leaves.

RESULTS ANALYSIS

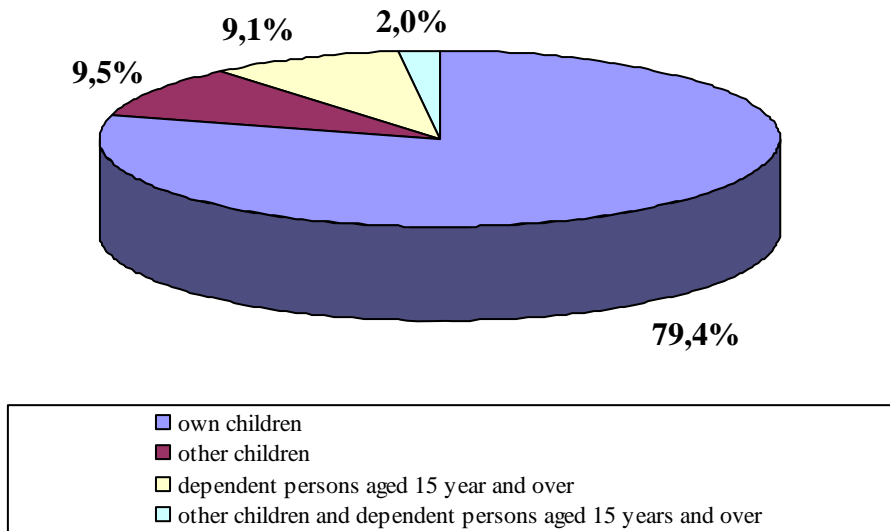
Introduction

The object of the survey *Reconciliation between professional and private life* were persons of 15-64 years. The number of these persons represents 2301,4 thousands, 54% of which were women. The share of persons from rural area represented 54.5%.

The persons absent from the household for an undetermined² period of time were not included in the survey.

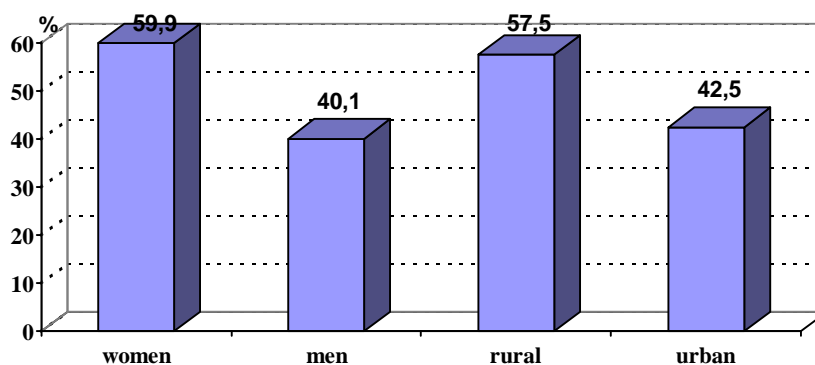
Over a third of persons aged of 15-64 years (36.5%) declared to take care of children under 15 years, relatives, friends, elderly persons, sick persons of own household or outside the household. The overwhelming majority of persons with family responsibilities (80%) took care of *own children*, and persons that took care of *other children* or of persons of 15 years and over had 9% each. The share of persons that took care of *other children*, and *dependent persons of 15 years and over* represented 2% (Figure 1).

Figure 1. Distribution of persons with family responsibilities by category of dependent persons



60% of women and 58% of persons from rural areas had care responsibilities for dependent persons (Figure 2).

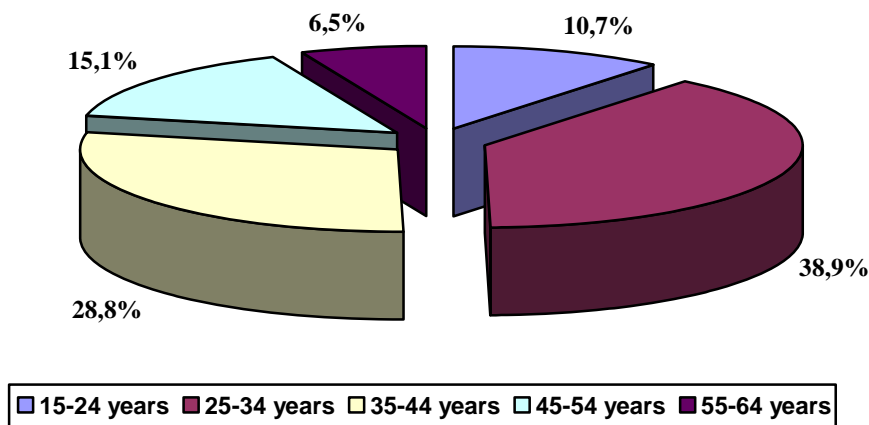
Figure 2. Distribution of persons with care responsibilities by sex and area



² The number of persons of 15-64 years represented 2607,9 thousands in the II Quarter 2010

The persons of 25-34 years had the biggest share in the number of persons with care responsibilities – 39%. The lowest share was represented by the persons of 55-64 years – 6,5% (Figure 3).

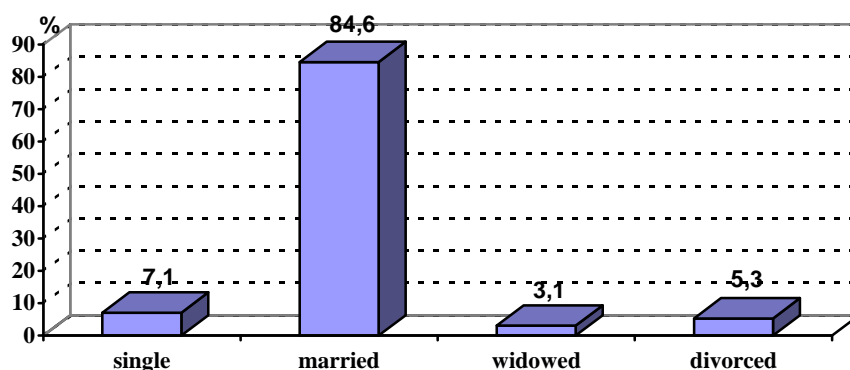
Figure 3. Distribution of persons with care responsibilities by age groups



Distribution of persons with family responsibilities by education reveals the fact that 23.3% of the total number of these persons had a lower education level, over a half (58.7%) had secondary education level, and 18% had a higher education level.

The married persons represent 85% of the total number of persons with care responsibilities. Other categories (single, widowed or divorced persons) represent insignificant shares in comparison with married persons (Figure 4).

Figure 4. Distribution of persons with care responsibilities by marital status



Active population of 15-64 years represented 1223,6 thousand persons. Significant sex differences were not registered. Notable discrepancies were registered by the residence area: 44.4% for urban area and 55.6% - for the rural.

41.1% of active persons declared to take care of dependent persons. 44.2% had *care responsibilities* of the total employed women, compared with men, who represented 38.1%. The same distribution is registered in case of residence localities of respondents: 44.1% - for rural area and 37.4% - for the urban area.

Number of ILO unemployment represented 94.5 thousand persons, of which two thirds were men and persons from rural area.

38.5% of unemployed had *care responsibilities* of dependent persons. Women with care responsibilities represented 39.4% of the total unemployed women, and men – 38.1%. From the

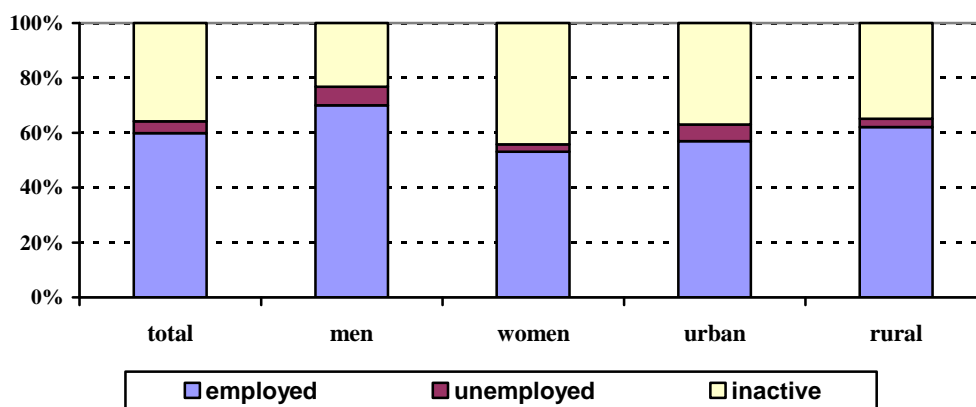
total number of unemployment, 43.6% of rural area had care responsibilities, compared to 35.8% of urban unemployment.

Inactive population of 15-64 years constituted 1289.8 thousand persons, what represents 49,5% of total population. Women (54.8%) and persons of rural area (59.2%) were predominant in this category.

23.3% of persons with *care responsibilities* were from the category of inactive persons. An obvious discrepancy is registered between the share of women with such responsibilities in the total number of women of this age group (31.5%) as compared to men in relation to corresponding category (13.4%). Distribution of shares by areas of residence is as follows: 25.1% - urban area and 22.1% in rural area.

In the context of distribution of persons with *family responsibilities* by labour status it is noticed that three of five persons were employed, and more than a third were inactive persons. Analysis of this distribution by sex reveals that the share of employed men represented 70% among men with *family responsibilities*, while women – 53%. The following situation is registered for the distribution by areas: the share of employed persons represented 62.1% in the rural area, and 56.9% - in the urban. (Figure 5).

Figure 5. Distribution of persons with care responsibilities by participation in economic activity, sex and area



The following groups are distinguished according categories of dependent persons from the total number of 840.2 thousand persons of 15-64 years with family responsibilities:

1. 746.8 thousand persons took care of *children under 15 years*;
 - 667.4 thousand persons took care of *own children*;
 - 96.2 thousand persons took care of *other children*;
2. 112.8 thousand persons took care of *dependent persons of 15 years and over*;
3. 21.1 thousand persons took care of *both, other children and dependent persons of 15 years and over*.

1. Family responsibilities

1.1. Childcare responsibilities for own children

Number of persons with childcare responsibilities is 746.8 thousands, of which 89.3% took care of *own children*. The share of persons that took care of *own children* in the total number of persons with *care responsibilities* represents 79.4%.

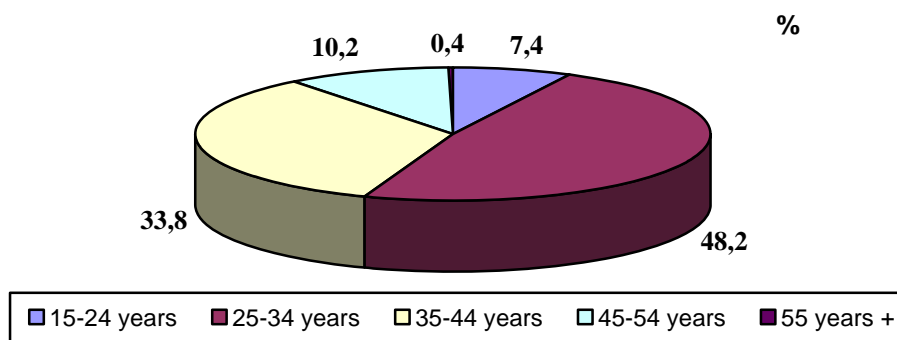
The share of persons that took care of children under 15 years represented the overwhelming majority – 88.9% of the total number of persons with care responsibilities.

Of the 667.4 thousand persons who took care of *own children*, 91% took care **only of** own children, the remaining (8.6%) took care of other persons: 3% also took care of *other children*, 5% - *dependent persons of 15 years and over*, 1% - both *other children*, and *dependent persons of 15 years and over*.

The women were predominant (58.1%), and the persons living in rural area (58.3%) of the total number of persons that took care of *own children*. The fact that mostly women are the ones to take care of the children reveals the biggest share (40.5%) of women with responsibilities to take care of their own children in total women of 15-64 years who participated in the survey, compared to the share of men (31.9%). Also, differences are registered by residence area: the share of persons from rural area that take care of own children in the total number of population of 15-64 years from rural localities (38.5%) is higher than the corresponding share of persons from urban area (34.1%).

It was noticed that relatively young persons are predominant in classification of parents that took care of *own children* by age groups: almost half of them were of 25-34 years, one third were aged between 35-44 years (*Figure 6*).

Figure 6. Distribution of persons with childcare responsibilities for own children by age groups

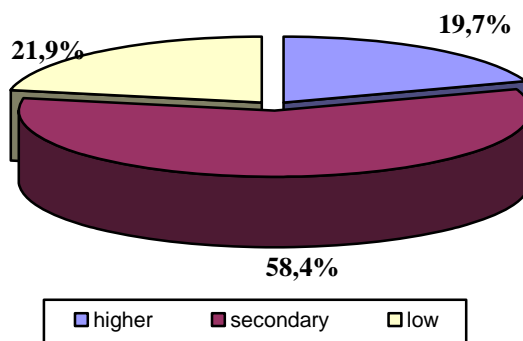


Almost two thirds (63.3%) of persons with childcare responsibilities for *own children* were employed, (compared to 4.4% - unemployed and 32.2% - inactive persons). Women represented 58%. The same share had the persons of rural areas. Over 92% of persons who took care of own children were married, 4.8% - divorced, 1.8% - single, and 1.3% - widowed.

The persons with secondary education (58%) are predominant in the analysis of distribution by education level³. Persons with higher and primary education have similar shares (22% and accordingly 20%) (*Figure 7*).

³ **Lower** – primary, secondary; **Secondary** – high /vocational school, college; **Higher** – university, postgraduate

Figure 7. Distribution of persons with childcare responsibilities for own children by level of education

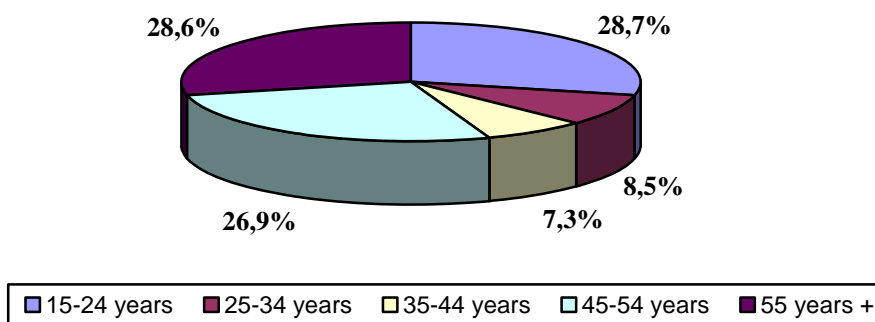


1.2. Childcare responsibilities for other children

Number of persons that took care of other children represented 96.2 thousands, what is 11.4% of the total number of persons with care responsibilities. The overwhelming majority (82.6%) took care only of *other children*, the remaining took care of their *own children* too. The share between women and men represented 2:1, between urban and rural - 1:3. In the distribution by sex, women represent 5.1% of the total number of women of 15-64 years, while men – 3%. The same shares are registered in the distribution by areas of residence: rural – 5.1% and urban – 3.1%.

Distribution of these persons by age groups varies significantly from the distribution of persons who took care of own children. In this case the persons from segment extremities are predominant: from the group of 15-24 years – 28%, 45-54 years – 27%, 55 years and over – 29%. These persons can be the elder sisters and brothers of these children, aunts, uncles, grandparents or other unrelated persons (*Figure 8*).

Figure 8. Distribution of persons with childcare responsibilities for other children by age groups

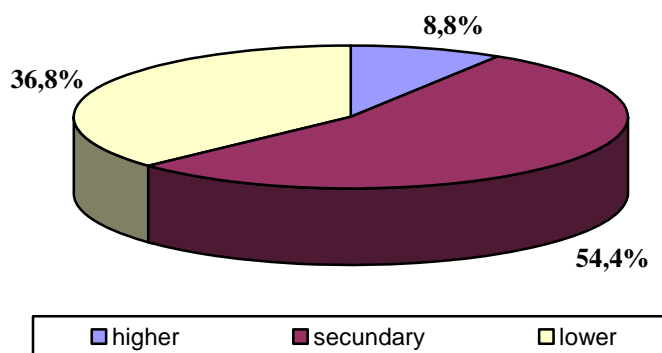


Their distribution by labour status reflects the fact that these responsibilities are supported by youngest and oldest persons. Over a half (54%) of them are inactive, 41.9% - employed, and the remaining are unemployed.

Similarly with the previous chapter in what concerning the distribution by education level, the persons with secondary education are predominant (54%). The distribution of persons with higher and lower levels of education differs significantly from the situation of the previous

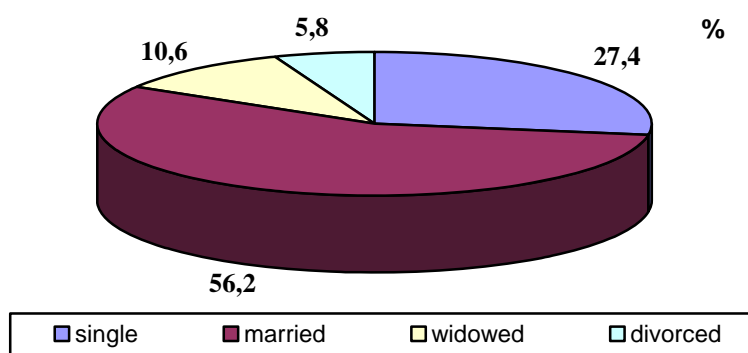
chapter. The share of persons with lower level of education increased considerably (37%), thus contributing to the decrease of share of persons with higher education – 9% (Figure 9).

Figure 9. Distribution of persons with childcare responsibilities for other children by level of education



The distribution by the marital status of persons that took care of *other children* registers notable discrepancies in what concerning the distribution by this criterion of persons that took care of *own children*: the share of married persons decreases (56%, compared to 92%), while the shares of other categories increase. Thus, the single persons have 27% compared to 1.8%, widowed – 11% compared to 1.3% and divorced – 5.8% compared to 4.8% (Figure 10).

Figure 10. Distribution of persons with childcare responsibilities for other children by marital status



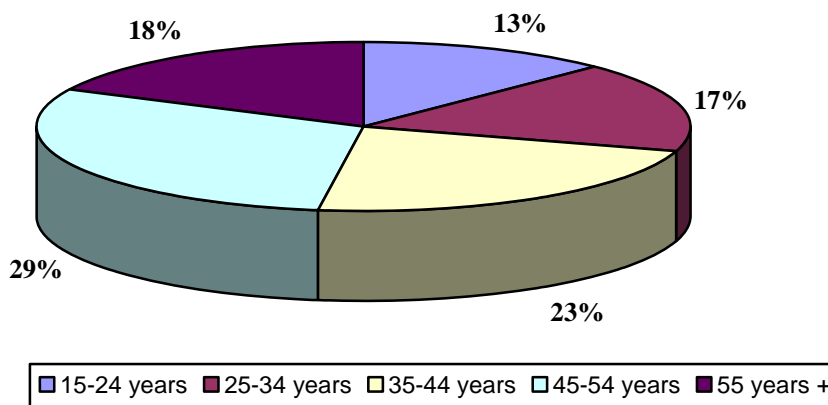
1.3. Responsibilities for adults

112.8 thousand persons took care of *dependent persons of 15 years and over*, of which 68% took care exclusively of *adult persons*, the remaining took care and of *own children*. Their share represents 13.4% in the total of number of persons with care responsibilities. Two thirds were women in the total number of persons that took care of persons of 15 years and over. The share of persons from urban and rural area was equal: 1:1. Women with this responsibilities in the total number of women aged 15-64 years old represented – 6%, men -3.6%, urban – 5.4%, rural – 4.5%.

Analysis of distribution of persons with care responsibilities for adults by age groups reveals the fact that the share of these persons increase simultaneously with the increase of their age,

meaning, the younger are the persons, the less *care responsibilities for adults* they have, and the older persons become the more these responsibilities increase (*Figure 11*).

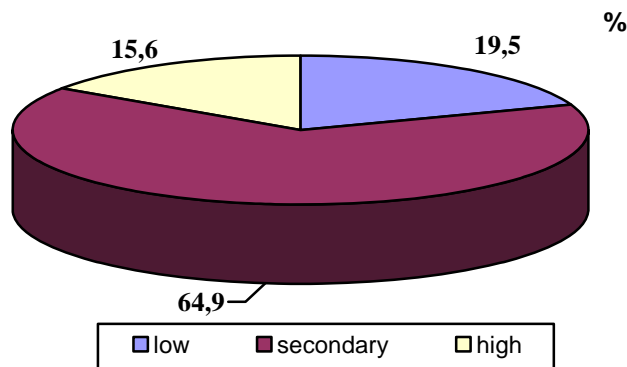
Figure 11. Distribution of persons with care responsibilities for adults by age groups



More than a half of these persons (55.4%) were employed, 41.4% - inactive persons, and 3.2% were unemployed.

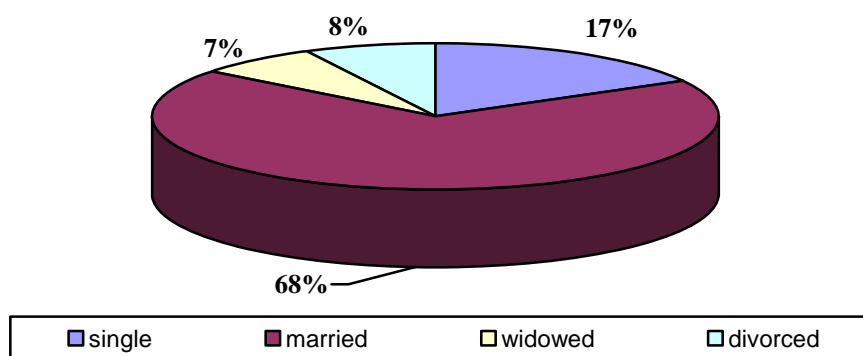
The biggest share in the total of persons with care responsibilities for adults have the persons with secondary education (two from three). Every fifth person had a lower level of education. And persons with higher education had only 16% (*Figure 12*).

Figure 12. Distribution of persons with care responsibilities for adults by level of education



More than two thirds were married. Single persons represented 17%. The divorced and widowed persons had 8% and 7% accordingly. (*Figure 13*).

Figure 13. Distribution of persons with care responsibilities for adults by marital status



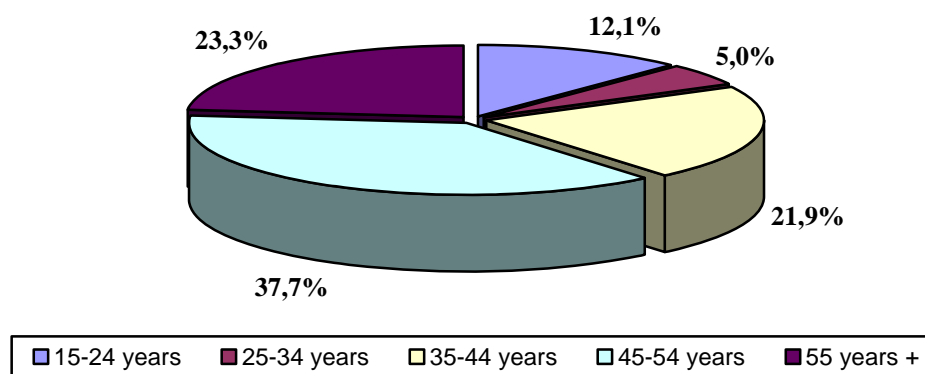
1.4. Child care and care responsibilities for adults

21.1 thousand persons of the total number who took care both of *other children*, and *dependent adults* (representing 2.5% in the total of persons with responsibilities), 78.8% took care only of such persons, the remaining also had *care responsibilities* for *own children*. Two thirds from the total of persons with such responsibilities were women and over a half (52.7%) were persons living in urban areas. In the total of persons of 15-64 years, women that took care of other children and of persons of 15 years and over represented 1.1%, men – 0.7%, those from urban areas – 1.1%, and 0.8% had the persons living in rural areas.

The shares of inactive persons (50.3%) and of economically active (49.7%) were equally distributed by labour status. 82.1% were employed and 17.9% - unemployed in the total number of active persons.

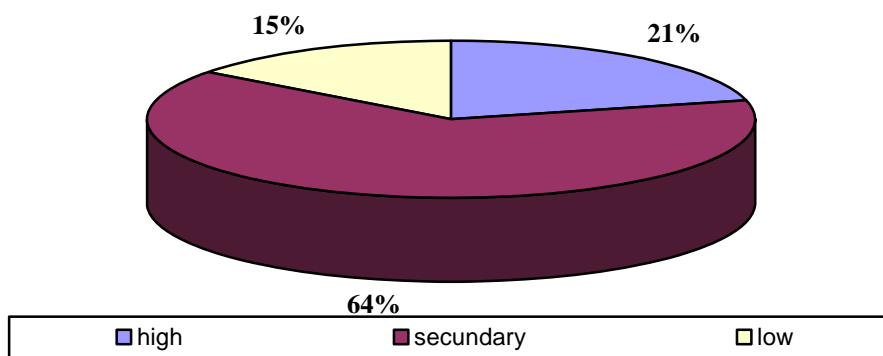
Following the *Figure 14*, it is revealed that these responsibilities are predominant in the group of older persons, namely, the persons of 45 years and over represented more than a half (61%). The lowest share had the persons of 25-34 years – only 5%.

Figure 14. Distribution of persons with responsibilities for other children and adults by age groups



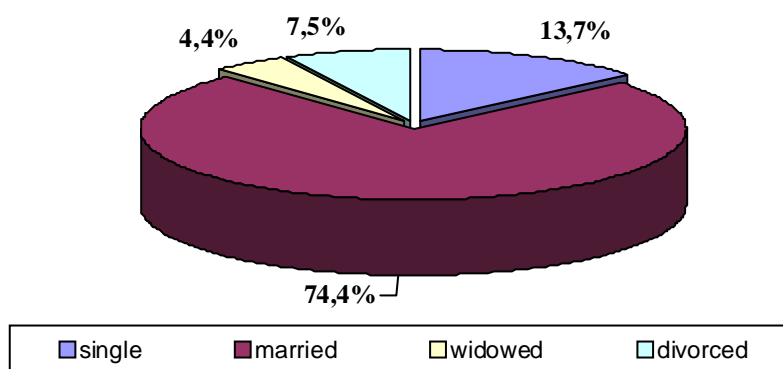
The distribution by education (*Figure 15*) repeats the same structure as in the previous chapters: persons with secondary education are predominant. The difference consists in the fact that persons with higher education are predominant as compared to the persons with lower education level (See *Figure 9* and *Figure 12*).

Figure 15. Distribution of persons with responsibilities for other children and adults by level of education



Three fourths of persons with responsibilities for *other children* and for *adults* were married persons. In this case, the lowest share had the widowed persons (4%) (Figure 16).

Figure 16. Distribution of persons with responsibilities for other children and for adults by marital status



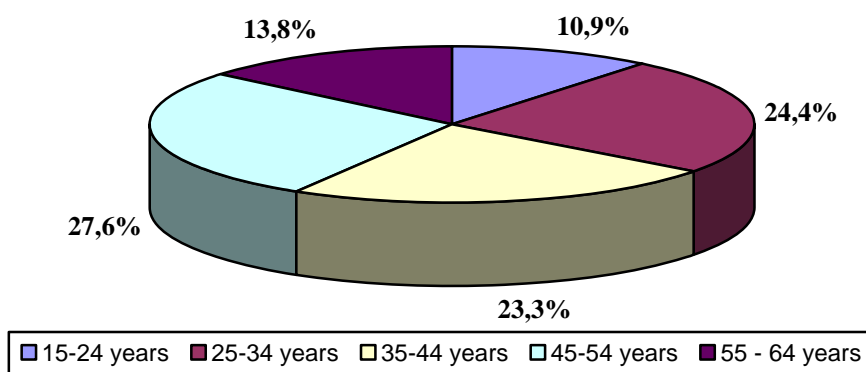
2. Reconciliation between work and family life

2.1. General characteristics of employed population

1223.6 thousand persons were employed in the category of persons of 15-64 years, of which 49,4% were women and 55.6% - persons from rural localities. Two thirds were *employees* and one third – *self-employed*. Nine of ten persons were *own account workers* among *self-employed*.

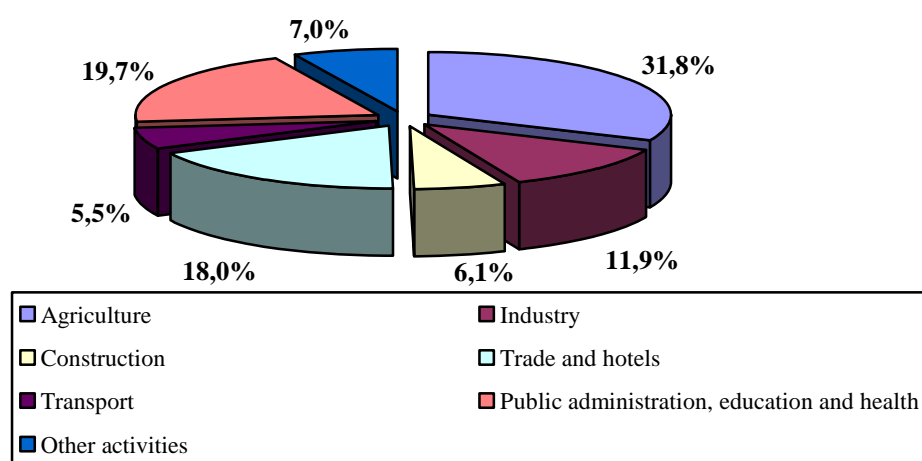
Three fourths of employed population was concentrated in the population segment from 24 to 54 years. The shares of employed population from 15-24 years and 55-64 years registered values of 11% and 13.7% accordingly at the segment extremities (Figure 17).

Figure 17. Distribution of employed population by age groups



Distribution of this category of population by economic activities (*Figure 18*) reveals a significant share (31.4%) of those that performed their activity in agriculture, followed by persons from public administration, education and health care(20,3%), and trade -18%.

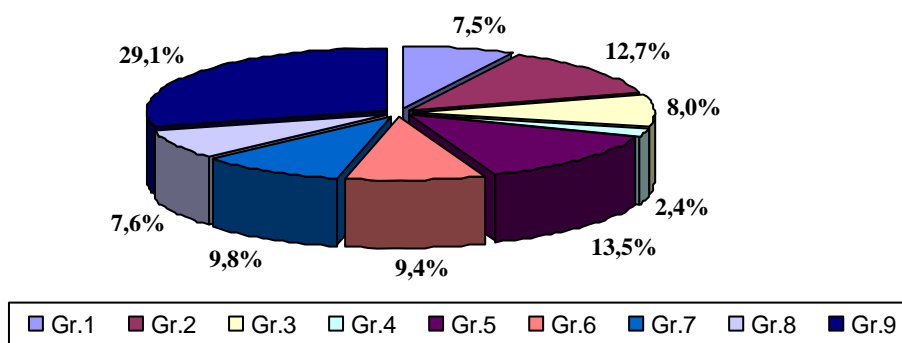
Figure 18. Distribution of employed population by economic activities



Distribution of employed population by groups of occupation⁴ reveals higher shares for unskilled workers (29.1%). The workers in services and trade registered 13.5%, and professionals – 12,7% (*Figure 19*).

⁴ Major groups according the Classification of Occupations of the Republic of Moldova harmonised with ISCO-88

Figure 19. Distribution of employed persons by groups of occupations



During the II Quarter 2010, persons that worked a full-time program represented 92.3% of the total employed population of 15-64 years.

The effective duration of working week represented 37.7 hours. One of ten persons worked up to 20 hours per week, for 26.7% the week duration varied between 21-40 hours, for one third it represented 40 hours. 26.7% exceeded the 40 hours working week duration.

2.2. Flexibility of working program and family responsibilities

Generally, the survey results outline that the working program of employees **is not flexible** for the overwhelming majority of persons. From the total number, 88.5% do not have possibility to vary with at least one hour the beginning and the end of working program due to family reasons, 7.3% may vary the beginning and the end of working day with the condition to respect the number of daily worked hours. The same situation is noticed in the sex distribution, and the distribution by residence areas. A higher flexibility in adjusting the working program according *family responsibilities and needs* is registered in rural area – 14.8% and for the men – 15.4%. In case of women this share represents 9.1% and in urban localities – 8.6%.

Of the total number of employed persons of 15-64 years who do not have a *flexible working program*, however, if needed, 22.4% have the possibility, *in general*, to change the beginning and the end of working day, 36.6% can do it *seldom* and 40.9% *can not do it at all*.

In general, 28.2% from the total employees had the possibility to take off one or two holidays for family reasons, 41.9% benefited *seldom* of such days and 29.9% did not have this possibility

2.3. Type of childcare

As usual, the following can be used for the care of at least one child:

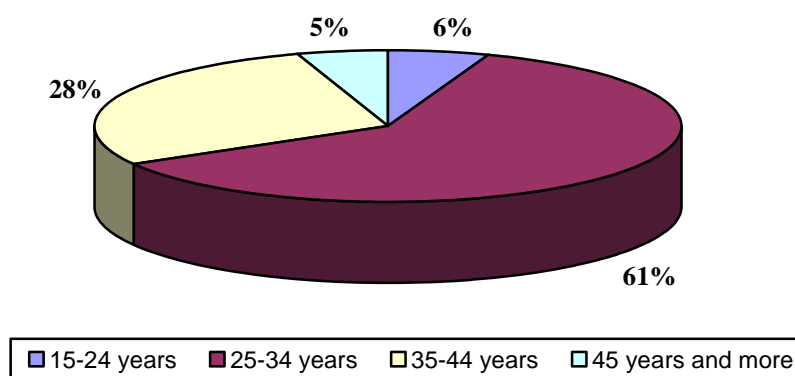
- Institutional care services;
- Services provided by natural persons;
- Assistance provided by spouse, partner, or other unremunerated persons (relatives, neighbours, friends, etc.).

Of the total of persons that took care of *own children* almost one third use *care services*. Number of persons from towns, that appeal to this care service was practically equal to the number of such persons from rural localities.

Employed persons that use *care services* of *own children* represent 70% of the total persons that use such services. Women have a higher share (38.5%) as compared to men (32.3%). The shares in the distribution by areas are more similar: 34.5% for urban area and 36.3% for the rural.

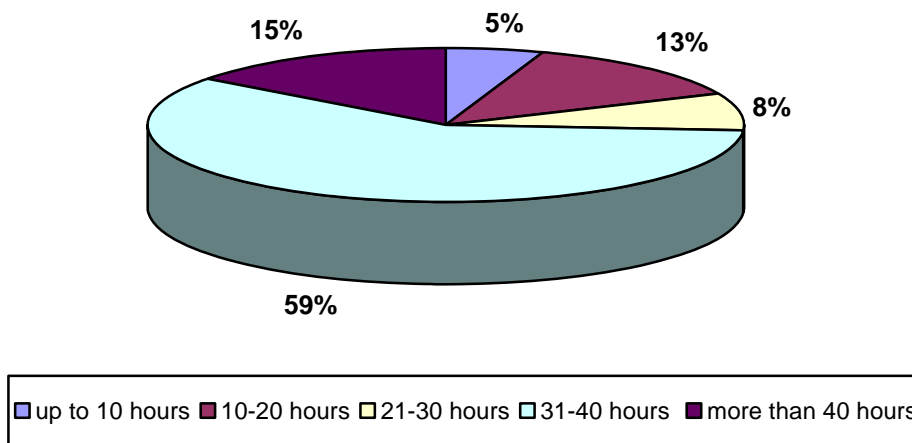
Persons of 25-34 years represented approximately two thirds, those of 35-44 years – more than one fourth in the distribution by age groups (*Figure 20*).

Figure 20. Distribution by age groups of persons that use care services for own children



Almost 60% of the total number of these persons use *care services* up to 40 hours per week.

Figure 21. Distribution of persons that use care services for own children by duration of use of care services



2.4. Reorganisation of professional activity according family responsibilities

706,6 thousand persons (84.1%) **did not want** the modification of organisation of professional life, either in case of inactive persons, meaning they wanted to get employed or seeking for a job, or in case of employed persons, meaning the intensification or relaxing of existing working program of those 840.2 thousand persons of 15-64 years who took care of *dependent persons*.

Only 133.6 thousand persons of the total of those with *care responsibilities* of *dependent persons* were available to reorganise *professional life*: to start work (in case of those that were not employed) or to modify the existing working program.

Over a half (56%) of these persons wanted to work, thus having less time for care. Over one fourth represented the share of those persons that wanted to work more, having already one job, also, decreasing the time for care.

By opposite, 18% represented the share of persons that wanted to work less so as to have the possibility to have more time for *dependent persons*.

The distribution by sex of persons who wanted to reorganize their *professional life* reveals that women represented 70.5% and men – 29.5%. Persons from urban localities represented 47.1%, while those of rural – 52.9%.

Women were predominant (22.3%) compared to men (7.3%) and persons from urban area (22.3%) compared to persons from rural area (13.9%) among the persons who wanted to work less or not to work at all so as to have more time for persons that need care.

22.4% declared the reason for not working (or do not work more) is connected with the availability of adequate care services for children and/or adults of those 109.6 thousand persons who wanted to work (in case of those who did not have a job) or wanted to work more (have already a job). Of the total of these persons, 47.4% declared the main reason *the lack of care services for children and/or adults*, while 26.2% declared that the *available services were too expensive*.

2.5. Parental leave

The number of households that had in the household at least one child under 7 years was 421.9 thousands, what represents a half of the total number of persons with *care responsibilities*. Persons of rural area represented more than a half (54.4%) compared to the number of persons from urban area.

From the total number of these persons every fifth person benefited of *maternity leave for child care under 6 years*. Women that benefited of such leave represented 99% and men – 1%.

Those over 87 thousand women that benefited of *parental leave* represented more than a third (35.7%) of the total number of women entitled to this type of leave.

34.9% were still in the parental leave, 8.5% took it integrally and 56.6% - partly of the total number of beneficiaries.

The survey results reveal the fact that 62.2% restarted professional activity with a child under 3 years, 32.3% benefited of this leave until the age of 3 years of the child and only 5.5% used this right even after their children exceeded the 3 years age from the total number of persons who benefited of partial *parental leave*.

Over a half of persons (56.1%) entitled to parental leave were employed persons. 23.9% benefited of this right, of which 99.5% were women from the total. 93% were employees and worked in non-agricultural activities 96.4%.

The number of persons who did not use the *parental leave* represented 333.7 thousands, what represents 80% of the total number of persons entitled to this right, of which 47.1% were women and 58.3% were from rural area. The share of employed persons in this category represented 54%, the employees – 57.3%, of which 87.6% - in non-agricultural activities. The share of non-agricultural self-employed in the total number of self-employed represents 88.9%.

Three of five of the persons that did not benefit of *parental leave* or benefited of it partially or with interruptions were employed.

For 62.5% the main reason for not benefiting of child care leave was that they were not entitled to this right, 15.1% declared that the partner chosen this type of leave, 8.1% did not need to use this type of leave. The low paid or unpaid leave determined 7% of persons not to benefit of this leave.

KEY FINDINGS

1. Following the survey results, more than one third of persons of 15-64 years took care either of children under 15 years or of relatives, friends, elderly persons, sick persons either from own household or from outside the household. The distribution by sex of these persons reveals that more women than men (60% women and 40% men) and more rural than urban inhabitants (58% and 42% accordingly) are responsible for care activities for dependent persons.
2. Four of five persons with childcare responsibilities take care of own children, while one person of five take care of other children or adults (15 years and over).
3. The employed persons are predominant according the distribution by labour status of persons with care responsibilities: three of five; more than one third are inactive persons. Simultaneously, 41% from the total number of employed persons had care responsibilities for dependent persons, 38.5% from the total number of unemployed and 23.3% from the total number of inactive persons.
4. Two thirds of persons with childcare responsibilities for own children were employed. Employed persons are predominant and among persons with care responsibilities for adults (55.4%). Simultaneously, the inactive persons (54%) are predominant among persons with childcare responsibilities (exclusively own children) followed by the employed persons (41.9%).
5. Although, the Labour legislation provides the possibility to set individual working programs for employees, with a flexible working time, etc., this right is not widely used by employees: the working program for the majority of workers (88.5%) is not flexible, fact valid in case of distribution by sex, and by areas. Simultaneously, the share of persons with family responsibilities, who were available to reorganise their professional life, meaning to start working or to reorganise their current working program represented 16% of the total number of persons with such responsibilities; 70% of the total number of persons who wanted to modify the way of organisation of professional life were women.
6. Out of total employees aged 15-64 years who had family responsibilities 22,4% *generally* could vary with at least one hour the start or end their working day from family reasons/responsibilities.
7. By the possibility of taking one or more days off from family reasons, without using any kind of leaves benefited 28,2% of the total employees aged 15-64 years.
8. One third of total number of persons with children under 15 years use childcare services. The share of employed persons in the total number of beneficiaries of such services represents 70%. Simultaneously, over one fifth of persons who wanted to work (in case of those who did not have a job) or wanted to work more (having already a job) declared the reason for not working (or do not work more) is connected to the availability of corresponding care services for children and/or adults.
9. Every sixth persons who had at least one child under 7 years benefited of parental leave, majority of them (62.2%) restarted working when the child was under 3 years.

Table 1. Distribution of population with care responsibilities by sex and area

Sex, area	Total	Population with care responsibilities Total	Of which:			
			Childcare responsibilities for own children	Childcare responsibilities for other children	Care responsibilities for persons aged 15 and over	Care responsibilities for other children and persons aged 15 and over
thousand persons						
Total	2301,4	840,2	667,4	96,2	112,8	21,1
<i>Men</i>	1057,9	337,2	279,4	32,2	37,8	7,0
<i>Women</i>	1243,5	503,0	388,1	64,0	75,0	14,1
<i>Urban</i>	1048,3	357,5	278,6	32,2	56,1	11,1
<i>Rural</i>	1253,1	482,8	388,8	64,0	56,7	10,0
Total	2301,4	840,2	667,4	96,2	112,8	21,1
percent						
<i>Men</i>	1057,9	31,9	26,4	3,0	3,6	0,7
<i>Women</i>	1243,5	40,5	31,2	5,1	6,0	1,1
<i>Urban</i>	1048,3	34,1	26,6	3,1	5,4	1,1
<i>Rural</i>	1253,1	38,5	31,0	5,1	4,5	0,8

Table 2. Distribution of population with childcare responsibilities by age group

Age group	Population with care responsibilities Total	Which:		
		Childcare responsibilities for own children	Childcare responsibilities for other children	Childcare responsibilities for own children up to 7 years, inclusive
thousand persons				
Total	746,8	667,4	79,4	421,9
15-24 years	74,3	49,6	24,7	49,6
25-34 years	323,6	321,5	2,1	265,5
35-44 years	227,4	225,3	2,1	93,8
45-54 years	91,4	68,0	23,4	12,4
55 years +	30,1	3,0	27,2	0,6

Table 3. Distribution of population aged 15-64 years by labour status, sex, area and care responsibilities

Sex, area	thousand persons			
	Active population			Inactive population
	Total	Employed	ILO unemployed	
Total, persons aged 15-64 years	1318,1	1223,6	94,5	1289,8
<i>Men</i>	679,3	618,8	60,5	583,1
<i>Women</i>	638,8	604,8	34,0	706,7
<i>Urban</i>	604,7	543,5	61,2	526,8
<i>Rural</i>	713,4	680,1	33,3	763,0
Total, persons with care responsibilities	539,7	503,3	36,4	300,5
<i>Men</i>	259,0	236,0	23,0	78,2
<i>Women</i>	280,7	267,3	13,4	222,4
<i>Urban</i>	225,3	203,4	21,9	132,1
<i>Rural</i>	314,4	299,9	14,5	168,4

Table 4. Distribution of employed population by age group, sex and area

Age group	percent				
	Total	Men	Women	Urban	Rural
Total, thousand	1223,6	618,8	604,8	543,5	680,1
15-24 years	10,9	13,0	8,8	10,0	11,7
25-34 years	24,4	25,7	23,1	29,2	20,6
35-44 years	23,3	20,9	25,7	21,9	24,3
45-54 years	27,6	25,4	29,7	25,8	29,0
55-64 years	13,8	14,9	12,7	13,1	14,4

Table 5. Distribution of employed population by status in employment, sex and area

Status in employment	thousand persons				
	Total	Men	Women	Urban	Rural
Total	1223,6	618,8	604,8	543,5	680,1
Employee	821,7	389,9	431,8	475,2	346,5
Employer	10,8	7,5	3,3	6,1	4,8
Own account worker	355,3	209,2	146,1	59,4	295,9
Contributing family worker	35,9	12,3	23,6	2,9	33,0

Table 6. Distribution of employed population with family responsibilities by status in employment, sex and area

Status in employment	thousand persons				
	Total	Men	Women	Urban	Rural
Total	503,3	236,0	267,3	203,4	299,9
Employee	326,8	141,9	184,8	174,2	152,6
Employer	4,5	3,8	0,7	1,9	2,6
Own account worker	158,1	87,2	70,9	26,0	132,1
Contributing family worker	13,9	3,1	10,8	1,4	12,6

Table 7. Distribution of employed population by duration of the working week, sex and area

Duration of the working week	percent				
	Total	Men	Women	Urban	Rural
Total, hours	37,7	39,1	36,2	39,3	36,4
Less than 20 hours	8,8	7,0	10,8	7,1	10,2
21-39 hours	26,7	23,7	29,8	18,4	33,4
40 hours	37,7	37,1	38,3	48,9	28,7
41 hours and over	26,7	32,3	21,1	25,6	27,7

Table 8. Distribution of employees by family responsibilities, sex and area

Family responsibilities	thousand persons				
	Total	Men	Women	Urban	Rural
Total	503,3	236,0	267,3	203,4	299,9
Responsibilities for children	454,3	220,3	234,0	178,6	275,8
of which own children	422,8	209,3	213,5	170,9	251,9
Adults	42,1	13,2	29,0	22,0	20,2
Children and adults	6,8	2,5	4,3	2,8	4,0

Table 9. Distribution of population with care responsibilities by willingness to reorganize their professional life, sex and area

Sex, area	Total, thousand	percent		
		Persons who wanted to start working	Persons who wanted to work more	Persons who wanted to work less
Total	133,6	55,5	26,6	17,9
Men	39,5	56,3	36,4	7,3
Women	94,1	55,2	22,5	22,3
Urban	62,9	62,1	15,5	22,3
Rural	70,7	49,6	36,5	13,9

Table 10. Distribution of employees by possibility to vary the start and end of working day⁵, sex and area

Sex, area	Total, thousand	percent		
		Generally possible	Rarely possible	Not possible
Total	313,2	22,4	36,6	40,9
Men	133,6	23,6	36,7	39,7
Women	179,6	21,6	36,5	41,9
Urban	169,3	20,6	40,7	38,7
Rural	144,0	24,6	31,8	43,6

⁵ Persons with fixed start and end of a working day and varying working time were included

Table 11. Distribution of employees by possibility to take days off⁶, sex and area

Sex, area	Total, thousand	percent		
		Generally possible	Rarely possible	Not possible
Total	326,8	28,2	41,9	29,9
Men	141,9	27,9	42,6	29,5
Women	184,8	28,4	41,5	30,1
Urban	174,2	24,5	44,5	31,1
Rural	152,6	32,5	39,1	28,5

Table 12. Distribution of employees by type of working program, sex and area

Sex, area	Total	thousand persons				
		Fixed start and end of a working day	Daily number of hours fixed, but some flexibility within the day	Varying working time	Determines own work schedule	Other working time
Total	326,8	289,3	23,8	0,7	12,9	0,1
Men	141,9	121,3	12,1	0,7	7,7	0,1
Women	184,8	167,9	11,7	0,0	5,2	0,0
Urban	174,2	159,2	10,0	0,5	4,5	0,0
Rural	152,6	130,0	13,8	0,2	8,4	0,1

⁶Persons with all types of working program were included

Table 13. Distribution of employees with family responsibilities by type of working program, sex and area

Family responsibilities, sex, area	thousand persons					
	Total	Fixed start and end of a working day	Daily number of hours fixed, but some flexibility within the day	Varying working time	Determines own work schedule	Other working time
Total	326,8	289,3	23,8	0,7	12,9	0,1
Responsibilities for children	292,4	258,4	21,2	0,7	12,0	0,1
of which own children	275,6	243,5	20,0	0,7	11,3	0,1
Adults	30,1	26,9	2,3	0,0	0,9	0,0
Children and adults	4,3	3,9	0,3	0,0	0,0	0,0
Men	141,9	121,3	12,1	0,7	7,7	0,1
Responsibilities for children	131,1	112,1	11,2	0,7	7,0	0,1
of which own children	125,2	107,1	10,6	0,7	6,7	0,1
Adults	9,2	7,8	0,7	0,0	0,7	0,0
Children and adults	1,6	1,4	0,2	0,0	0,0	0,0
Women	184,8	167,9	11,7	0,0	5,2	0,0
Responsibilities for children	161,3	146,3	9,9	0,0	5,0	0,0
of which own children	150,4	136,5	9,4	0,0	4,6	0,0
Adults	20,9	19,1	1,6	0,0	0,2	0,0
Children and adults	2,6	2,5	0,1	0,0	0,0	0,0
Urban	174,2	159,2	10,0	0,5	4,5	0,0
Responsibilities for children	153,7	140,9	8,5	0,5	3,9	0,0
of which own children	147,1	134,5	8,3	0,5	3,9	0,0
Adults	19,1	16,9	1,6	0,0	0,6	0,0
Children and adults	1,4	1,4	0,0	0,0	0,0	0,0
Rural	152,6	130,0	13,8	0,2	8,4	0,1
Responsibilities for children	138,7	117,5	12,7	0,2	8,1	0,1
of which own children	128,5	109,0	11,7	0,2	7,4	0,1
Adults	11,0	10,0	0,7	0,0	0,3	0,0
Children and adults	2,9	2,5	0,3	0,0	0,0	0,0

Table 14. Distribution of employees with care responsibilities and by possibility take days off, sex and area

Family responsibilities, sex, area	thousand persons			
	Total	Usually possible	Occasionally possible	Not possible
Total	326,8	92,1	137,1	97,6
Children	292,4	82,0	122,4	87,9
of which own children	275,6	78,6	116,0	81,0
Adults	30,1	8,9	12,8	8,5
Children and adults	4,3	1,2	1,9	1,1
Bărbați	141,9	39,6	60,4	41,8
Children	131,1	36,0	55,7	39,4
of which own children	125,2	34,6	53,7	36,9
Adults	9,2	2,9	3,8	2,5
Children and adults	1,6	0,7	0,9	0,0
Femei	184,8	52,5	76,6	55,7
Children	161,3	46,0	66,7	48,6
of which own children	150,4	44,1	62,2	44,1
Adults	20,9	6,0	8,9	6,0
Children and adults	2,6	0,5	1,0	1,1
Urban	174,2	42,6	77,5	54,1
Children	153,7	37,5	69,2	46,9
of which own children	147,1	36,8	66,3	44,0
Adults	19,1	4,6	8,1	6,3
Children and adults	1,4	0,4	0,1	0,9
Rural	152,6	49,6	59,6	43,4
Children	138,7	44,5	53,2	41,0
of which own children	128,5	41,9	49,6	37,0
Adults	11,0	4,2	4,6	2,2
Children and adults	2,9	0,8	1,8	0,3