

WORKCARE

Social Quality and the Changing Relationships between Work, Care and Welfare in Europe

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Social, demographic and employment trends

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Comments

This paper was drafted for the EU project ‘Social Quality and the Changing Relationship between Work, Care and Welfare in Europe (WORKCARE)’ (Proposal No: 028361, Contract No: CIT5-CT-2006-028361). It provides information on current social, demographic and employment trends with the aim to map the EU 27 and candidate countries with respect to work, family/household and work-care patterns.

Abstract and summary of main findings

This paper was drafted for the EU project ‘Social Quality and the Changing Relationships between Work, Care and Welfare in Europe (WORKCARE)’ and covers work package 2 thereof. It maps current social, demographic and employment trends in the EU 27 and candidate countries from 1990 to 2005 from a macro perspective.

The report provides general knowledge for the further analysis of work-care policies and practices in the other work packages of the project. Monitoring factors affecting the individuals’ and families’ work-care balance, and linking the developments to the dimensions of the *Social Quality Model*, this paper intends to reveal and map work-care patterns, detect country similarities and differences and develop robust country groups (‘clusters’) for 2005.

Thus, the paper presents:

- *detailed information on work-care relevant macro indicators* (country situation, development and ranking relative to other EU countries): The data was structured to be a basis for further research but also as source of information for other work packages of the project.
- *data for the years 1990 to 2005*
- *data for the enlarged European Union*: Since *all EU27 and candidate countries* (Turkey and Croatia) are included in the analysis, the paper provides a new overall picture of Europe in terms of family, work and care patterns.

- linking of macro indicators to the dimensions of the Social Quality Model: How does this analysis fit into the *Social Quality Model*? All indicators can either be attributed to the four main sections of the social quality quadrangle (i.e., economic security, social cohesion, social inclusion and social and cultural empowerment) or fit into the global processes that determine the framework for individual decision processes in relation to social quality.
- *2005 macro country grouping* for selected work-care indicators: To reveal by means of cluster analysis the general structures and tendencies in family composition, female employment and child care participation in the enlarged European Union.

Note that **the country grouping is a classification of MACRO work-care outcomes in EU societies**. This, and the inclusion of all EU27 and candidate countries, gives a new perspective of work-care issues in Europe: What is the overall outcome of various policies and developments? Within the enlarged Union, i.e. from a broader perspective, country similarities and differences (as found in other work-care classification) change and the outcome of the new macro grouping can therefore not be directly compared to other classification approaches in this field.

The 2005 macro EU country grouping is based on the following

variables: *female employment rates (25-54 years.)*, *gender gaps in employment*, *female part-time rates*, *gender gaps in part-time employment*, *childcare participation rates for 3, 4 and 5 year olds*, *total fertility rates*, *share of young population (0-14 years)*.

The method used for the country grouping was a hierarchical clustering process, based on *nearest neighbour* and *Euclidean distance*. It resulted in *three* major groups: (1) Spain and Italy, (2) CEE countries, (3) North/Central European countries and UK, as well as '*countries in between*' (Cyprus, Greece and Finland) and various '*outlier*' countries (Ireland, Netherlands, Malta and Turkey).

Variations of variables, methods and countries involved and *checks for robustness* showed that within some major groups, sub-groups with even higher similarities could be detected, such as Poland and Croatia within the CEE group and Germany and Austria within the North/Central European group. Similarly, differences from the rest of a group became visible (e.g. Lithuania).

Taking into account the *most striking sub-groups*, we find within the enlarged EU the following *four macro work-care country groups*, as well as '*countries in between*' and '*outliers*' (with the terms '*stable*' and '*varying*' referring to the groups' reaction to variations in variables, methods or country composition):

- 1) Macro-group I (stable) – Spain and Italy: This group is generally characterised by a combination of rather low female employment rates (25-54 years), high gender gaps in employment, medium female

part-time employment rates and respective gender gaps with on the other hand high participation rates in childcare. However, the TFRs and the share of young population (0 - 14 years) tend to relatively low levels.

- 2) Macro-group II (varying) Poland and Croatia: Although this small group is mostly similar to the other CEE countries and linked to them within a common major group, it differs in certain respects: Poland and Croatia tend to have medium to low female employment rates (25-54 years) and medium to low gender gaps in employment, low participation rates in childcare and rather medium shares of young population (0-14 years).
- 3) Macro-group III (stable) - New Member States from CEE (Romania, Slovak Republic, Czech Republic, Hungary, Latvia, Slovenia, Bulgaria, Estonia) and Portugal: This group is generally characterised by a combination of high female employment rates (25-54 years), low to medium gender gaps in employment, but low female part-time employment rates and respective gender gaps due to the still weak flexibilisation of labour markets. Thus, high full-time employment of women is to be reconciled with medium to high participation rates in childcare. Also, the TFRs and the share of young population (0-14 years) tend to low levels. Note that due to its relatively high female employment rate and low part-time employment

- Portugal also belongs to this group.
- 4) 'Countries in between' (not a group and varying) IV - Lithuania, Cyprus, Greece and Finland: Although markedly different from other macro groups, each country shows certain similarities with a stable group. Differences mostly stem from low childcare participation rates, especially for 3 and 4 year old children. *Lithuania*, which is similar to the other CEE countries, differs with its medium share of young population (0-14 years). *Finland*, which is similar to the Nordic countries, has relatively lower female part-time employment, lower gender gap in part-time employment and a rather medium share of young people. *Greece* is similar to Spain and Italy, but it has a low female part-time employment rate and a low gender gap in part-time employment. *Cyprus* is similar to the NMS from CEE because of its high female employment rate (25-54 years), rather low female part-time employment and rather low gender gap in part-time employment. However, it has a high gender gap in employment and a high share of young people.
- 5) Macro-group V (stable part) - North European countries (Denmark and Sweden), Central European countries (Luxembourg, France and Belgium) and UK and (varying part) - Austria and Germany: Within the enlarged EU, this group is generally characterised by a combination of high female employment rates (25-54 years), medium to low gender gaps in employment, mainly high female part-time employment rates and respective gender gaps with also mainly high childcare participation rates (exceptions: Luxembourg, Austria, Germany and the UK for 3 year olds). Thus, the women in these countries have flexible options to combine paid work with childcare. At the same time, the TFRs in the countries of this group tend to high levels and the shares of young population (0-14 years) are medium to high. Austria and Germany show particularities (lower childcare participation for 3 year olds, medium fertility and medium to low share of young people), which make them a specific subgroup within the macro group.
- 6) 'Outliers' (not a group and varying) VI - Ireland, Netherlands, Malta, and Turkey: These countries, despite some similar characteristics with other macro groups, show a range of differences, which make them outliers. *Ireland* is similar to the UK, but has medium part-time employment, low childcare participation rates, a very high TFR and a high share of young population (0-14 years). The *Netherlands* are similar to the Central European countries but have an extremely high female part-time employment rate and respectively high gender gap in part-time employment, but a relatively low childcare

participation rate for 3 year olds. *Malta* is similar to Spain and Italy, because it has low female employment, high gender gap in employment. It has however higher TFR and share of young population (0-14 years). *Turkey* is very traditional in relation to

work and care: low female employment rate (full and part-time), a very high gender gap in employment and part-time employment, very low childcare participation rates but a very high TFR and share of young population (0-14 years).

Table 1: Summary of the 2005 macro work-care country grouping for the enlarged EU (general structures and tendencies)

I.	Spain & Italy: (<i>stable</i>)	Combine low female employment, medium female part-time employment with high childcare participation but with low fertility and share of young people.
II.	Poland & Croatia (<i>varying</i>)	Similar to CEE countries, but lower childcare participation rates and female employment and medium share of young people.
III.	CEE & Portugal (<i>stable</i>)	Combine high full-time female employment with medium to high childcare participation rates and low fertility and share of young people.
IV.	'Countries in between'	Lithuania & Cyprus: similar to CEE; Greece: similar to Spain & Italy; Finland: similarities to North European countries
V.	North/Central Europe (<i>stable</i>)	Combine high female total and part-time employment with mainly high childcare participation rates and rather high fertility and share of young people.
	Austria & Germany (<i>varying sub-group</i>)	Differ from other Central European countries by lower childcare participation rates, fertility and share of young people.
VI.	'Outliers'	Netherlands (very high female part-time employment), Turkey (very traditional gender roles), Ireland & Malta (different by several indicators)

Source: IHS

Including a **larger number of indicators** than those used in the grouping by means of cluster analysis (see *radar charts* in point 3), to account also for employment of women with small children (0-2 year and 3-5 year olds), shows the often striking similarities of work-care relevant indicators within one macro-group:

- 1) Spain and Italy have nearly matching values in all areas of investigation.
- 2) Poland and Croatia are strikingly similar in general female labour market behaviour. Yet, Croatian

women with children tend to work more and childcare participation rates are higher.

- 3) The NMS from CEE countries (Romania, the Slovak Republic, the Czech Republic, Hungary, Latvia, Slovenia, Bulgaria and Estonia) and Portugal show very similar female employment and female part-time employment as well as childcare participation rates. While Hungary, Slovakia and the Czech Republic show relatively low employment rates for women with children, rates are much higher in Slovenia,

Portugal and Romania. It is interesting to see how childcare participation rates correspond to the mothers' labour market activity.

- 4) The 'Countries in between' (Lithuania, Cyprus, Greece and Finland) are distinct. Women with children were most active in Lithuania, less so in Greece.
- 5) Countries in the North/ Central European group (Denmark, Luxembourg, France, Belgium, Austria, Germany and the UK) show highly similar patterns. Yet, German mothers work less than others while France and Belgium, followed by Sweden and Denmark, have the highest childcare participation for 3 year olds.
- 6) The outliers (Ireland, the Netherlands, Malta, and Turkey) are different from each other and all other countries. Mothers in the Netherlands are employed to a much higher degree than those in Malta. On the other hand, childcare participation rates in Malta are high due to early primary education (starting from 4 years).

Based on the **present macro exploration of general trends and macro country grouping** the following main **challenges** could be identified:

- Weak flexibilisation of labour market, e.g. in CEE countries;
- Insufficiencies in the supply of childcare facilities (as measured by childcare participation rates) for children under 3 years and for 3 year-olds in several EU countries, e.g. Spain, Italy, Ireland, Greece, Luxembourg, the UK, Germany, Austria and some CEE countries;
- High costs of childcare, e.g. in the UK, the Netherlands, Ireland and Portugal;
- Low labour market participation of women, e.g. in Spain, Italy, Turkey and Malta;
- Lower fertility and share of young people, e.g. in some CEE countries, Spain, Italy, Austria, Germany;
- Ageing of population, dissolution of traditional family – common EU trend.

The above issues open questions for further micro level research of individual attitudes towards work and care, of work-care combinations in different phases of the life cycle and for different social groups. Further important questions for policy research are to what extent, how and what policy mixes can influence the work-care reconciliation in the enlarged European Union.

1. Introduction and Theoretical Background

1.1. Introduction

This paper was drafted for the EU project ‘Social Quality and the Changing Relationship between Work, Care and Welfare in Europe (WORKCARE)’ and covers work package 2 thereof. It maps current social, demographic and employment trends in the EU 27 and candidate countries from 1990 to 2005. Monitoring factors affecting work-care balance, it aims to reveal and map trends and patterns, detect outliers and develop a macro country grouping for 2005. It is meant to provide general knowledge for further analysis of work-care policies, practices and their relevance for the maintenance of social quality within the EU.

The *balance between paid work and care in a social quality context*, and the satisfaction with objective conditions and subjective well-being arising from such situation, are influenced by many factors. Most prominent are demographic changes, new trends in employment and working hours, changes in household composition, the current stage of family life, changing gender role models and all childcare related issues. The currently observed low fertility rates and population ageing, the increasing participation of women in employment, the increasing flexibilisation of the labour markets in different aspects, as well as changes in traditional family structures result in the emergence of *new social risks and new needs* of specific groups that *require further reform of welfare states and adequate policy responses* (cf.

Moreno and Palier, 2004; Wallace 2002b; McInnes, 2006).

From the viewpoint of work-care consolidation, such reforms and policy responses concern not only (female) employment and social security policies but also policy measures targeted at and institutional structures allowing for and promoting the reconciliation of work and care responsibilities. Since the welfare state reforms take place within the process of European integration, the (likely) convergence of systems in various countries points to the emergence of a single *European Social Model* (cf. Walker, 2004) whose quality standards are yet to be set.

The reconciliation of work and care is a new concern in both *Western as well as in Eastern European countries*. On the one hand, in Western European countries, the increasing numbers of mothers in the labour force have posed the question of how to combine the parents divided paid work and family responsibilities. On the other hand, the socio-economic reforms in the post-socialist countries (where women traditionally worked full time while the state supported the care of children) changed existing economic and institutional system, including childcare infrastructure. Together with population ageing, which will lead to increased demand for care for elderly relatives, this reopened the discussion on work-care reconciliation all over Europe.

Here we will be especially looking into the provision and interpretation of (readily available) **macro data of factors influencing**

work-care decisions within the EU 27 and candidate countries. Demographic changes, new trends in (especially female) work patterns, changes in household and family composition as well as childcare provisions and their uptake form the *macro context* within which individuals act and take decision about combining paid work and care activities. The unit of our investigation is the *country level*.

In addition to mapping macro trends, and as far as data allows, *national differences in attitudes* on the desired number of children and preferred family policy issues as well as the responsibility for the care of elderly – as a second and growing group of people needing care – are explored.

Outside the scope of the paper are post-modern value changes regarding the role of men and women and the distribution of time between childcare and paid work as well as different family phases (and their work-care structures). Although the authors are aware of such changes and the importance of modelling them (Inglehart, R and Norris, P, 2003), they cannot be modelled here due to the chosen macro approach. The investigation of care is mostly limited to childcare. Care of elderly is only a side issue. Moreover, this paper does not include analysis of labour market and social policies, because they are topic of work package 3 of the Workcare project.

The investigation of the work-care situation as reflected by macroeconomic parameters is conducted by means of (1) an analysis of existing theoretical approaches to classify different work-care arrangements and welfare systems in

Europe, (2) definition of indicators that influence work-care arrangements, welfare and satisfaction within the *Social Quality Model*, (3) a *descriptive analysis* of dynamics and country differences of selected macro indicators in order to reveal common patterns and outliers, as well as to identify specific groupings of countries and (4) a *cluster analysis* based on female employment, child care and family composition for a grouping of all EU27 and candidate countries upon data for 2005.

1.2. Theory on welfare and work-care relationships

Classifications are a wide spread tool in international comparative research of welfare states, gender arrangements or more specific issues such as work-life or work-care balance. However, various limits occur to such analysis that result from the criteria, the explanation of dynamics or the level of analysis used in the classification. This section gives a brief overview of selected classification concepts for different European welfare states and methods of work-care consolidation, as well as presents the social quality concept. It will be used as basis for various classifications in the descriptive macro data analysis.

Broadly used in theoretical and empirical socio-economic research, the welfare regime classification by *Esping-Andersen* (1990; 1999) reveals qualitatively different arrangements between state, market and family that result from different historical developments in various countries. The classification proposes four ideal types of welfare regimes (first proposed in 1990, re-examined and completed in 1999): The *liberal*

welfare regimes is characterised by a predominance of means-tested assistance, modest universal transfers or social insurance and the promotion of market solutions and comprises the Anglo-Saxon countries such as Australia, New Zealand, the United States, Canada, Ireland and the UK. The *social democratic welfare regimes* (Nordic countries such as Denmark, Norway, Sweden, Finland) are based on the principle of universalism of social rights. The costs related to family care responsibilities are to a big extent socialised and individual interdependence is promoted. The welfare state grants transfers directly to children, takes direct responsibility for caring for children and elderly people. The developed social services allow for a large work participation of women. In *conservative welfare regimes (corporatist regimes)* the state is the principal provider of welfare. The corporatist regimes are committed to the preservation of traditional family. The employment centred social insurance excludes non-working women, family benefits encourage motherhood, day-care and similar services are underdeveloped because the state intervenes only when families are not able to provide care (continental countries such as Austria, France, Belgium, Germany, the Netherlands, Japan; Italy and Spain). However, a *Mediterranean fourth world* (Leibfried, 1992, cited from Esping-Andersen, 1999) includes Southern countries in a separate regime outside the conservative one in regard to social assistance, which is also characterised by strong familism (Italy, Spain and Portugal).

Although this typology provides important insights on historically formed welfare regime clusters it has been criticised due to three main facts: it is rather static, it creates only ideal types and it does not distinguish between contributions of paid and unpaid work. Lewis (1992) therefore suggests extending the concept of welfare regimes by incorporating the relationship between paid and unpaid work and welfare that is to add the breadwinner and caregiver relationship. Lewis (1992) also extends the classification to other countries and finds that the so called *breadwinner model* can be distinguished into various sub-forms based on the extent of female labour market participation, the sharing of (child) care obligations and the extent of state support. The *strong breadwinner* (Ireland and Britain) is characterised by women's part-time participation on the labour market, the lack of childcare services and maternity rights and gender inequality in social security. The *modified breadwinner (France)* is characterised by predominantly full-time employment of women who benefit from a social security system that prioritises horizontal redistribution (that is, between families with and without children) through the wage system. The *weak breadwinner* (Sweden) and *dual breadwinner* (social democratic governments – Scandinavian countries as a group) try to pull women into paid employment by the introduction of separate taxation and parental leave combined with increasing childcare provisions (Lewis, 2002). This extended classification allows further insights into the characteristics and

developments of various welfare systems.

Pfau-Effinger (2000), on the other hand, applies a culturalist approach to reveal the international differences in gender labour market activity and the sharing of private care and other household obligations. She uses five family typologies in order to analyse *development paths* within one society or across countries at a same point in time. The family models used by *Pfau-Effinger* are (1) the *family economic model* (where parents share work and responsibility within a family economy/enterprise), (2) the *housewife-breadwinner model*, (3) the *male breadwinner/female part-time carer model* (as in contemporary Germany), (4) the *dual breadwinner/state carer model* (as in contemporary Finland) and the (5) *dual breadwinner/dual carer model* (where both parents work and share care and household obligations, as in the contemporary Netherlands).

Haas (2003; 2005) recently reviewed the different models and proposes a new typology based on the synthesis of structuralist approaches (*Esping-Anderson*, *Lewis*) and culturalist approaches (*Pfau-Effinger*) towards welfare and gender arrangements classifications. She proposes new types of work-care regimes, which are related to the existing types. The decisive criterion is the parents' involvement in paid work (full-time, part-time or not at all) and unpaid care that depends on three dimensions: practice, culture and policies. Her thesis proved also in empirical research is that *each country may fit into different work-care models when analysing the three different dimensions: practices, culture and*

policy background (*Haas* 2003; *Haas*, *Steiber*, *Hartel*, *Wallace*, 2006).

Wallace (2002a; 2003) explores *household strategies* in international comparative research in relevance to issues as combining paid work and family responsibilities (care). According to *Wallace* the household strategies could be investigated as *concept* related to agency, as a *method* and as a *unit of analysis* by studying households behaviour in different societies: post-Fordist (Western European countries) and post-Communist (Eastern European countries). Furthermore, in exploring different flexibility types (regarding time, place, contract and income) *Wallace* classifies countries by flexibility regimes, actual flexibility, control that households' members have over flexibility, satisfaction with flexible arrangements, which is related to the opportunities for reconciliation of paid and unpaid work (care). The analysis is based on an empirical survey in selected Western but also Eastern European countries (not yet included in the above welfare regimes or gender arrangements classifications).

O'Reilly (2006) critically reviewed different approaches used in comparative employment and welfare research, including typologies, cluster systems, benchmarking, etc. Her analysis revealed important *boundaries* of these methods, such as the restriction of the models to a limited number of dimensions (factors), the static clustering of countries into particular types/'trajectory of development', which does not explain the current dynamics of the relation between welfare institutional setting and

employment ('why and how the welfare institutions and policies affect employment in different countries'). She also revealed the necessity of a stronger link between welfare and employment, taking into account the reforms in these areas. This would require redefined variables and groups concerned and the incorporation of past developments, contemporary states and future perspectives.

With the ongoing welfare state reforms throughout Europe and within the conditions of economic globalisation and European integration, we (might) observe the emergence of a single European social model. Walker (2004) discussed such a European social model and summarised current developments and future perspectives of a common European welfare model. Based on the four major fields of structural changes ongoing in Europe today (labour market flexibilisation, ICT and knowledge-based society deployment, demography changes and changes in household structures and gender roles), Walker visualises two quite contrary outcomes of a single European social welfare model. On the one hand, the new neo-liberalist economic globalisation implies reduction of social cost and minimal state intervention, resulting in (only) residual welfare states. On the other hand, an alternative to only minimum social standards is a *new approach of social quality*.

Such *social quality model* was developed in recent sociological literature (Beck, 2001; Walker, 2004) and encompasses four dimensions of a social framework for individual decisions: socio-economic security, social inclusion, social cohesion and

empowerment. There also is a relationship between global processes (such as demographic developments and changes in household composition) and the micro (individual) decision framework, and another between institutional settings and individuals/groups/networks. In a recent paper, Wallace and Abbott (2007) explain the development of the *social quality concept* in comparison to the more passive *quality of life approach*. While individuals in the *quality of life* concept are passive recorders of their life, whose quality is defined by objective and subjective indicators, the *social quality model* reflects the social context of every day life, where individuals are active social actors. The *social quality approach* focuses on the individual as active subject living in developing social conditions expressed in the dialectical relationship between structure and agency. The *social quality model* is applicable for analysis of various social issues upon a range of indicators. Indicators can be adapted to concrete research problems. Within the Workcare project, the social quality model will be applied for the analysis of European work-care interrelations (Wallace and Abbott, 2007).

In this analysis the macro determinants of work-care combinations will be defined and their development interpreted within the context of *Social Quality Model*.

1.3. Definition of Macro Indicators within the Social Quality Model

As described in above-mentioned *social quality model*, each individual's work-care balance (and thus welfare and satisfaction) is affected by general

and specific (individual) factors that both form the framework for individual work-care decisions. The theoretical definition translates into the following operationalisation of the dimensions and factors of the *social quality model*, attributing various macro variables within its structure in accordance with the principles of application of social quality to workcare, as follows (cf. Wallace and Abbott, 2007 and also scheme 1 below):

The *global processes* at the top of the model reflect the influence of general trends such as low fertility and population ageing, or changes in family structure having repercussions on one's work-life (work-care) balance.

The *economic security* dimension relates to more specific factors as employment of men and women and is measured by indicators such as 'employment rate' of men and women in two age groups and 'employment rate of women with small children'. These indicators reflect the division of paid (and unpaid) work between genders and the role of gender in economic security (which is mostly linked to the uptake of paid employment).

Social inclusion refers to access and the extent of involvement in paid work and is measured by indicators such as part-time employment by gender and the gender gap in employment and part-time employment. Apart from paid work, social inclusion also relates to the participation or involvement in formal care (day care and pre-school), which is expected to be bigger in societies with deployed care services than in societies where the family has the

main responsibility for care. Attitudes towards responsibility for and actual care of elderly in a society also reflect social inclusion.

Social and cultural empowerment refers to the active role of individuals, their ability to exercise control of their lives (Wallace and Abbott, 2007). In relation to work-care balance this means to have control of reconciliation of work and care activities. Therefore, indicators on cost of childcare, as well as indicators on the interrelation of paid work and employment of women will be investigated.

On the basis of the adapted *social quality model* the paper aims to present the general trends for the EU27 and candidate countries and to explore differences between countries. Moreover, the analysis of gender differences will reveal factors affecting the work-care balance of men and women.

Scheme 1: Adapted (operationalised) Social Quality Model for exploring work-care balance: analytical framework of macro level indicators (analysed in the present study)

Global processes		
<i>Fertility trends</i>	<i>Trends in population ageing</i>	<i>Household/Family Composition</i>
<ul style="list-style-type: none"> ○ Total fertility rate ○ Mean age of women at childbirth/Mean age of women at first birth ○ Percentage of X order life birth 	<ul style="list-style-type: none"> ○ Population aged 0 -14 yrs./Population aged 65 yrs. And more ○ Old age dependency ratio: 65 years plus/15 to 64 years ○ Dependency ratio: 0 – 19 and 60 and more years / 20 to 59 years 	<ul style="list-style-type: none"> ○ Households structure ○ Crude marriage rate ○ Mean age at first marriage ○ Life births outside marriage ○ Desired number of children ○ Preferred living arrangements

Economic security

- Male employment rate/Female employment rate (15-64 yrs./25-54 yrs.)
- Employment rate of women aged 25-49 yrs. With small children (0-2 years and 3-5 years the youngest)

Social cohesion¹

Social inclusion

Access or extent of involvement in to paid employment

- Part time workers in percentage of total employment, males/females
- Gender gap in employment rate (15-64); (25-54)
- Gender gap in part-time employment

Care related trends

- Enrolment in formal day care and pre-school
- Pre-school expectancy rates
- Pre-primary education (ISCED Level 0) participation rates for 3/4/5 year olds

Attitudes towards care of elderly

Social and cultural empowerment

Care related trends

- Cost and Availability of Childcare in EU countries (Fee for childcare services, two year olds; Overall childcare cost for two-earner household; Work incentives and Child care costs; Childcare related preferred family policy measures)

Reconciliation of work and care (possible indicators)

- Ideal situation for reconciliation of paid work and family
- Relationship between use of formal child care and maternal employment
- Reasons to work part-time because of personal or family responsibilities
- Reasons against the birth of children (professional activities)

Biographical processes

**State
Companies
Care
facilities**

**Communities
, groups,
individuals**

¹ Social cohesion indicators as understood within the *Social Quality Model* are out of the scope of this macro analysis on macro determinants of work-care relationships.

2. Macro level analysis of EU 27 and CC

This section investigates general trends, patterns, cross-country differences and outliers upon indicators related to work-care decisions on a *macro level*. It comprises cross-country descriptive analysis of all EU 27 and candidate countries from 1990 to 2005 and highlights patterns on European level in 2005. It also offers insights on the development of observed variables within one country over time, proposes possible interpretations and therefore allows insights into newly emerging social risks and areas to be closely investigated.

Since this descriptive macro analysis is the basis for further study of practices and attitudes regarding gender roles and work divisions in different countries, it goes into *great detail in order to sufficiently map general trends, recent developments and outliers*. The analysis covers indicators reflecting recent demographic changes (fertility and ageing), the emergence of new family structures and recent developments on the labour market and in the childcare sector. It is meant to be a source of information for further research that provides background information on all EU and candidate countries. *Country representation depends on data availability*. Data tables and additional figures can be found in the Annex.

2.1. Fertility trends

After long years of falling fertility since the last decade of the 19th century, with a partial recovery in the late 1930ies and 1960ies (Felderer,

2006), a number of European countries recently observed a turn-around of the long-term trend and showed slightly rising or relatively stable fertility rates. At the same time, the mean age of women at (first) birth rose throughout the EU and the rate of higher birth orders declined – indicating that women have children later in life and fewer of them.

Yet, this new wave of increased total fertility contributes to the European population growth that is also furthered by inward migration and longer life expectancy. In view of a long-run perspective of population ageing and an expected decline in skilled labour migration, the issue of *fertility rates* and their development as well as the *distribution of male and female time to (paid) work and (unpaid) care* has become a top concern in Europe.

Total fertility rate

Figure 4 (most figures see end of this section) monitors the total fertility rates (TFRs) of the 27 EU member states and candidate countries from 1950 onwards and clearly shows the formerly persistent long-term trend of falling fertilities. Yet, taking a closer look at the development in the last 15 years (

Figure 5) gives a different impression. Although the trend line is still falling in the beginning of the nineties, the development of TFRs seems to be more horizontal for most countries in the last seven to five years. Some

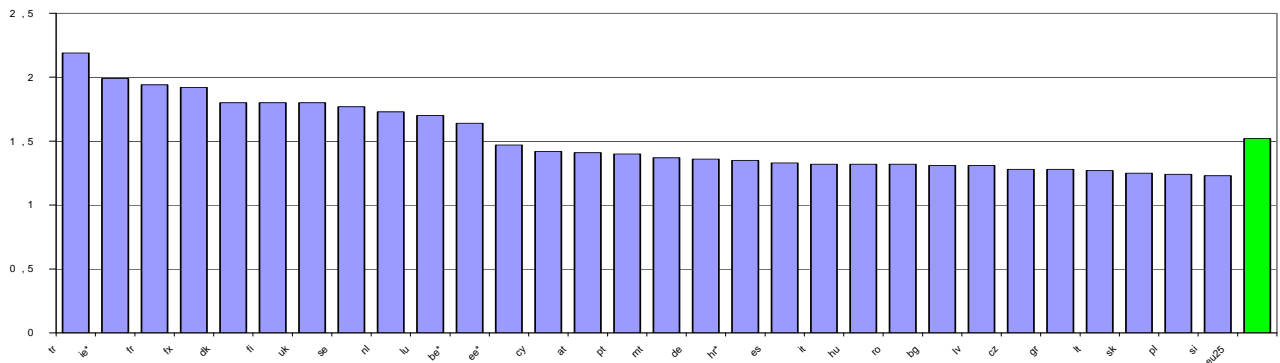
countries even show rising total fertility rates.

In order to identify countries with similar fertility patterns and dynamics, we will now look into fertility levels in 2005 and the changes in the TFRs in the last fifteen, ten and five years.

In 2005, TFRs in the EU 27 and candidate countries (Figure 1) show a wide variation and ranged

between 2.19 in Turkey and 1.23 in Slovenia. We see that (with the exception of Turkey) no European country reaches the reproductive level of 2.1 children per women, although Ireland and France with TFRs of close to 2 come very near to it. Analysing the countries with the *highest TFRs* (Figure 6) we see that while Ireland's TFR was very high throughout the observed period that of France rose from a lower level during the decade.

Figure 1: Total Fertility Rates in 2005 (* 2004) in the EU 27 and CC countries



most likely reflecting the recent changes in its political situation and social stability.

Countries with the *lowest TFR in 2005* (between 1.28 and 1.23) are the Czech Republic, Lithuania, Slovakia, Slovenia and Poland. The distinction between lower medium and low TFRs is quite difficult since it refers to one year only (2005) and cannot account for developments of fertility over the years. Yet, it is after all interesting to see that all countries with low (and lower medium) fertilities in 2005 seem to have reached a ‘bottom line’ in the last few years and are now experiencing slight increases or turn-arounds in their TFRs (Figure 8).

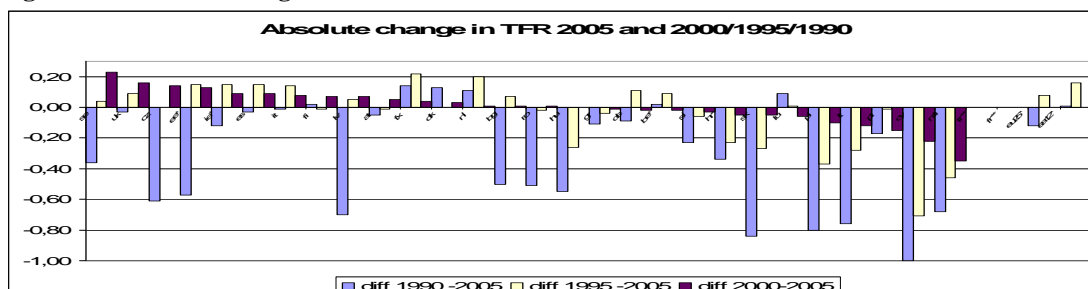
We will now take a look at the *changes in total fertility rate over time*. The changes in TFR of the EU27 and candidate countries in the last fifteen, ten and five years show certain groupings of countries: With a focus on *recent developments* (absolute change in TFR from 2000 to 2005, see Figure 2), we see that Sweden, the UK, the Czech Republic, Estonia, Ireland as well as Spain, Italy, Latvia and Austria were the countries whose TFRs increased most in absolute

terms. Countries such as Malta, Cyprus, Portugal, Lithuania and Poland suffered the highest absolute declines in TFR from 2000 to 2005. Measured in percentage values (change as percentage of value in first year, see ANNEX) we arrive at similar results for the 2000 to 2005 changes in total fertility rate.

Looking at changes in TFRs within a longer time horizon, we see that from 1995 to 2005 – that is *in the last ten years* – France and the Netherlands gained most in absolute terms, as well as Estonia, Ireland, Spain and Italy. The countries with the strongest fall in TFR in the last ten years were again Cyprus, Malta, and Poland, followed by Lithuania, Slovakia, Hungary and Croatia.

In the last fifteen years, and as expected due to the generally observed falling long term fertility trend, TFR rose in only some countries and to a lesser extent. Increases were realized in France, Denmark, the Netherlands and Luxemburg. In Belgium, Finland and Italy, the values in 1995 nearly matched those in 2005. The other countries showed declining TFRs. The countries with the strongest falls were identical with those with the strongest declines in the last ten years.

Figure 2: Absolute Changes in TFR from 1990/1995/2000 to 2005



Source: IHS based on EUROSTAT data (data extraction: January 2007)

* unavailable values replaced by last available value /** skipped if values totally unavailable

To summarise and trying to **group with respect to the actual total fertility rate in 2005** and the developments over the last years (Figure 3) we come up with the following *TFR-groups*:

- Countries with *highest* TFR and *positive* change in last 5 years: Ireland, France
- Countries with *high* TFR and *positive* change in last 5 years: Denmark, Finland, UK, Sweden, Netherlands
- Countries with *high* TFR and *negative* change in last 5 years: Luxemburg, Belgium
- Countries with *upper-medium* TFR and *positive* change in last 5 years: Estonia, Austria
- Countries with *lower-medium* TFR and *positive* change in last 5 years: Spain, Italy, Latvia, Hungary, Bulgaria, Romania
- Countries with *upper-medium* TFR and *negative* change in last 5 years: Cyprus, Portugal, Malta, Croatia
- Countries with *low* TFR and *positive* change in last 5 years: Czech Republic
- Countries with *low* TFR and *negative* change in last 5 years: Greece, Lithuania, Slovakia, Poland, Slovenia

Figure 3: Total Fertility Rates in 2005 and Development 2000-2005

Source: IHS based on EUROSTAT data (data extraction: January 2007)

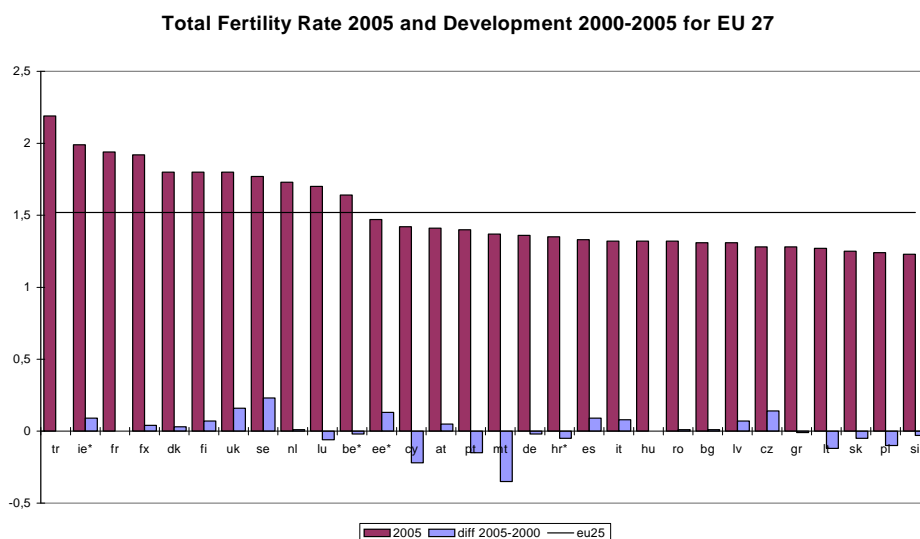
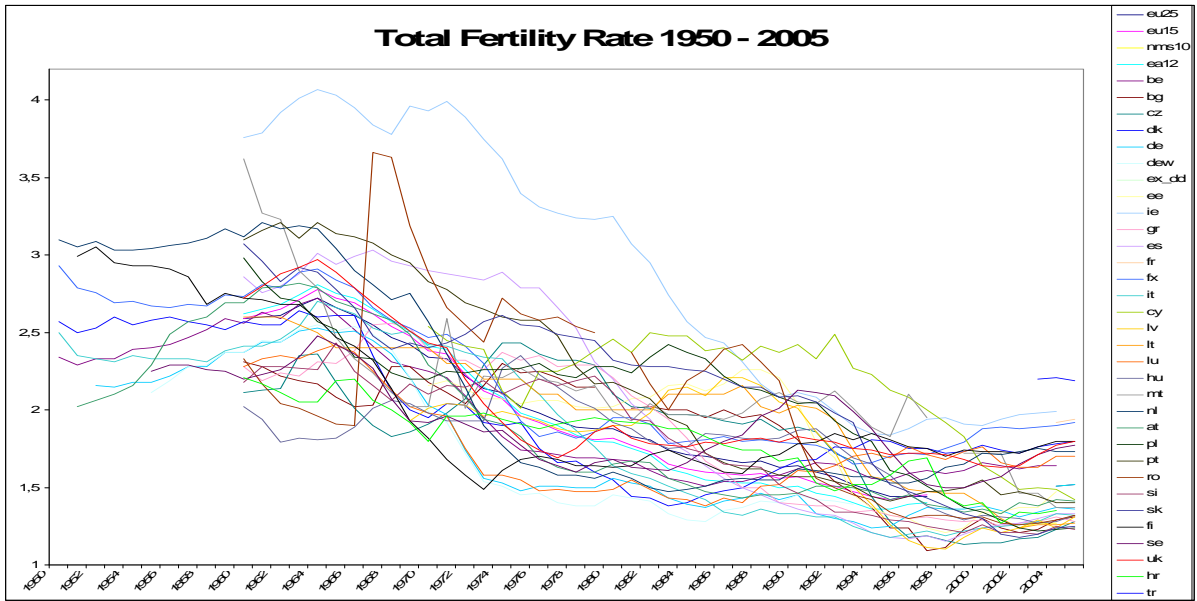
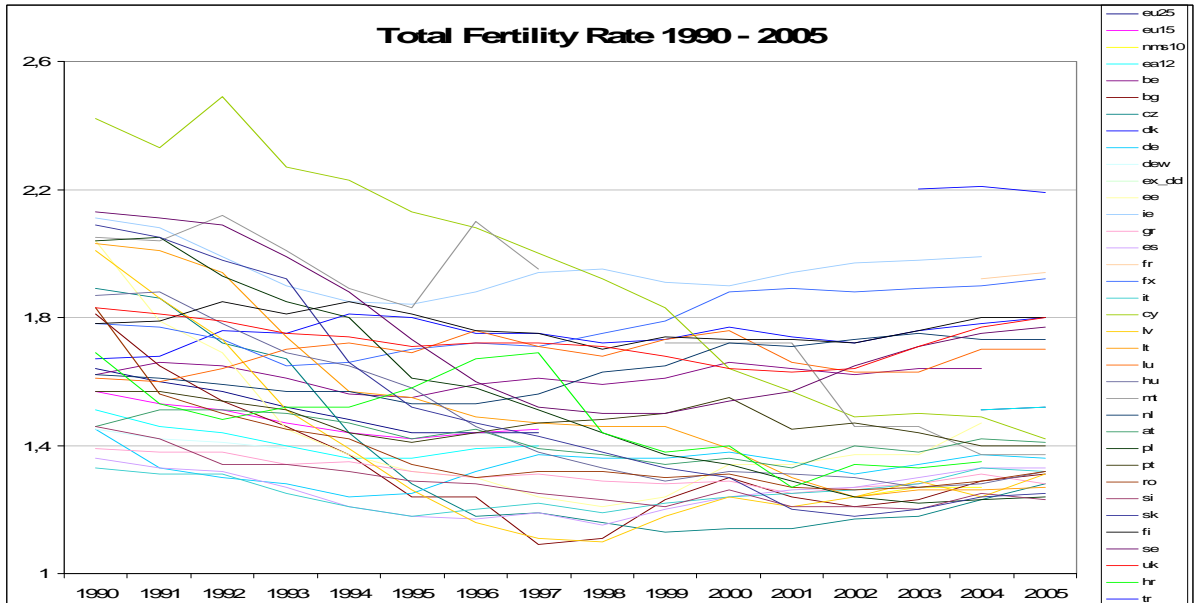


Figure 4: Total Fertility Rate 1950 – 2005



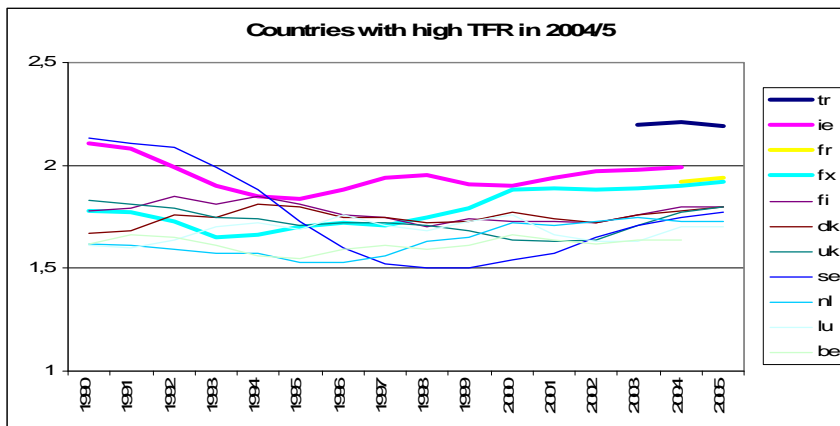
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 5: Total Fertility Rates 1990 - 2005



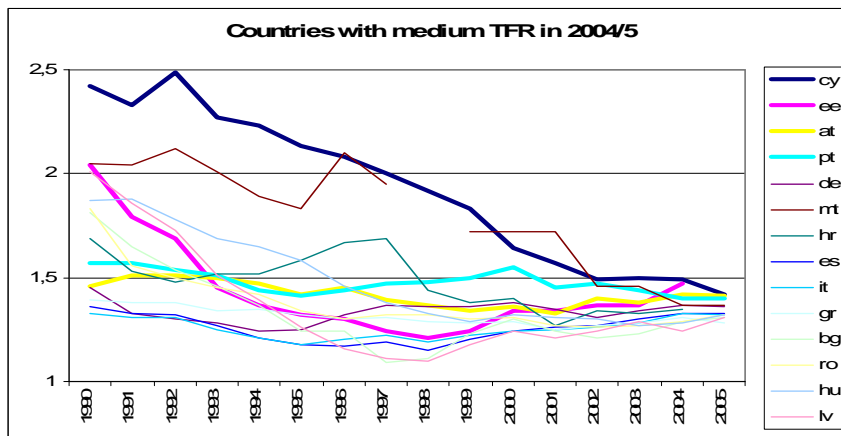
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 6: Countries with high TFRs (2005)



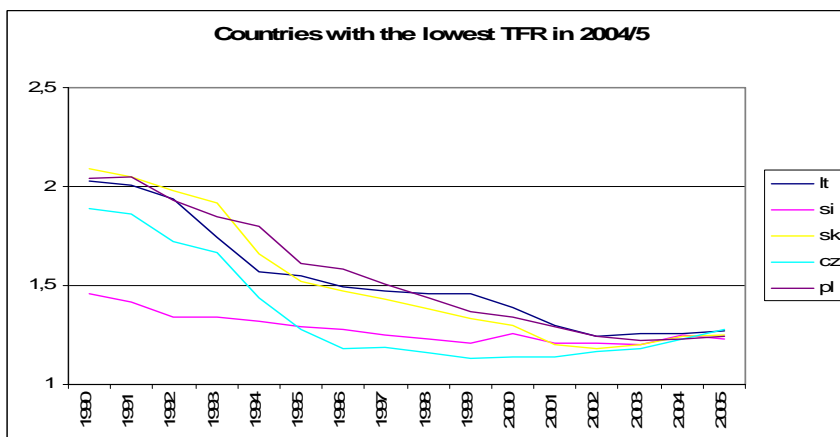
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 7: Countries with medium TFRs



Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 8: Countries with the lowest TFRs



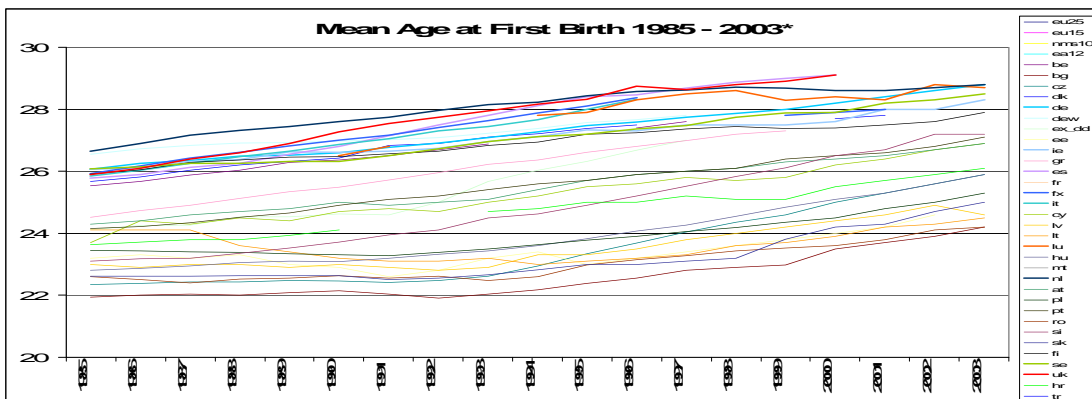
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Mean age of women at first birth

Similarly, the mean age at first birth rose from 1985 to 2003 (Figure 11). In 1985, the mean age varied between 21.9 in Bulgaria and 26.6 in the Netherlands. In 2003 (Figure 12) countries with the *highest* mean ages were the UK (29.3 in 2002) and Spain (29.2 in 2002), followed by the Netherlands and Germany (both 28.8), Luxemburg (28.7), Sweden (28.5) and Ireland (28.3). Together with Finland and Denmark, they form an upper age group. From 1985 to 2003, the mean age at first birth rose throughout all countries, with exceptional *temporary declines* in Lithuania, Estonia and Luxemburg.

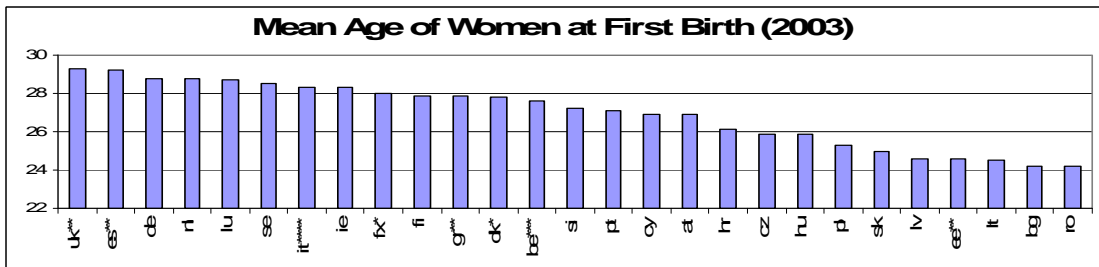
In 2003, countries with the *lowest* mean age of women at first birth were Bulgaria and Romania (24.2 each), Lithuania, Latvia and Estonia. Slovakia, Poland, Hungary and the Czech Republic followed with values under 26 years. Together with Croatia, these countries form a group of lower mean age at first birth. Countries such as Slovenia, Portugal, Austria and Cyprus are in the *mid range*, with Greece having changed from mid to upper range and Slovenia from lower to (upper) mid range in the observed time period (Figure 12).

Figure 11: Mean Age of Women at First Birth



Source: IHS based on EUROSTAT data (data extraction: January 2007), * last available data

Figure 12: Mean Age of Women at First Birth



Source: IHS based on EUROSTAT data (data extraction: January 2007), * last available data

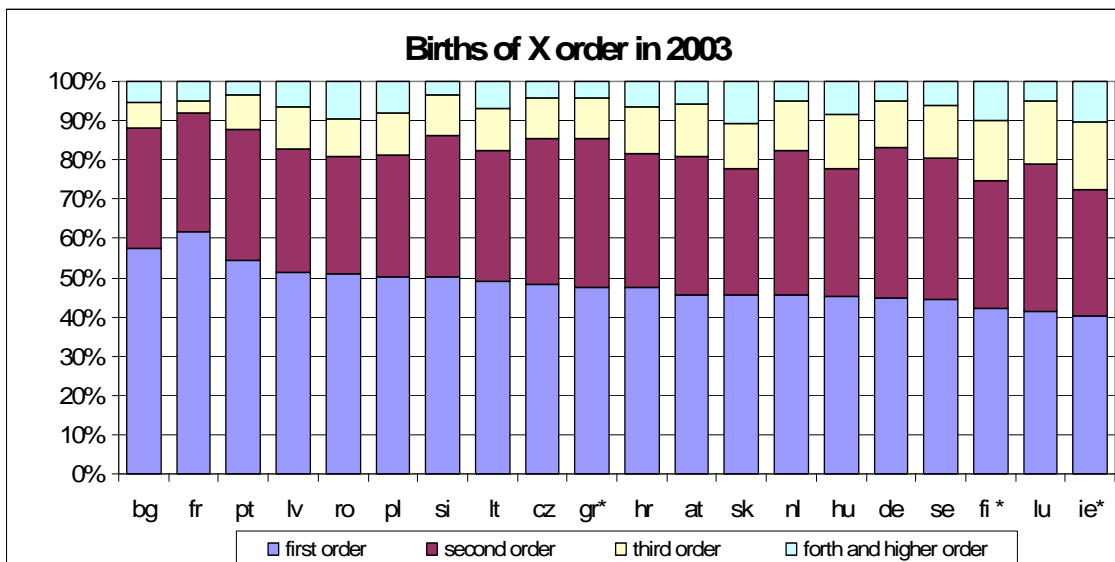
Percentage of X order life births

The analysis of the percentages of first, second, third and fourth and higher order of life births could not be interpreted extensively due to the *lack of consistent data and many missing values*. Yet, based on the data available we observe that the percentage of first order births grew over the last twenty years. As expected, the percentage of fourth and higher order births declined (Figure 13). This is consistent with the

general observation that women in Europe have less children than before and that families become smaller.

In 2003, as far as data are available, countries with a *high* percentage of first order births were Bulgaria and France, Portugal, Latvia, Romania, Poland, Slovakia and Lithuania. Countries with relatively *low* numbers of first order births were Ireland, Luxemburg, Finland, Sweden and Germany.

Figure 13: Births of X order in 2003



Source: IHS based on EUROSTAT data (data extraction: January 2007), * own calculations of missing values from existing data.

2.2. Trends in ageing

Since the 1980s, all countries in the EU have been experiencing population ageing, i.e. an increasing number of elderly people coupled with a declining number of younger people, resulting in unbalanced population structures (EUROSTAT yearbook 2004).

Yet, not all countries have been experiencing these developments to the same degree. Population pyramids show considerable differences in population structures between the regions (EUROSTAT yearbook 2004, p. 19). With the most important explanations for the change in population structure being the level of fertility, net migration flows and longer life expectancy, some countries (or areas) are better off than others.

To determine areas with high or low population ageing, we will now investigate the situation by looking at the proportion of younger (between 0 and 14 years) and older people (65 years and more) as well as the old age dependency ratio (ratio of the

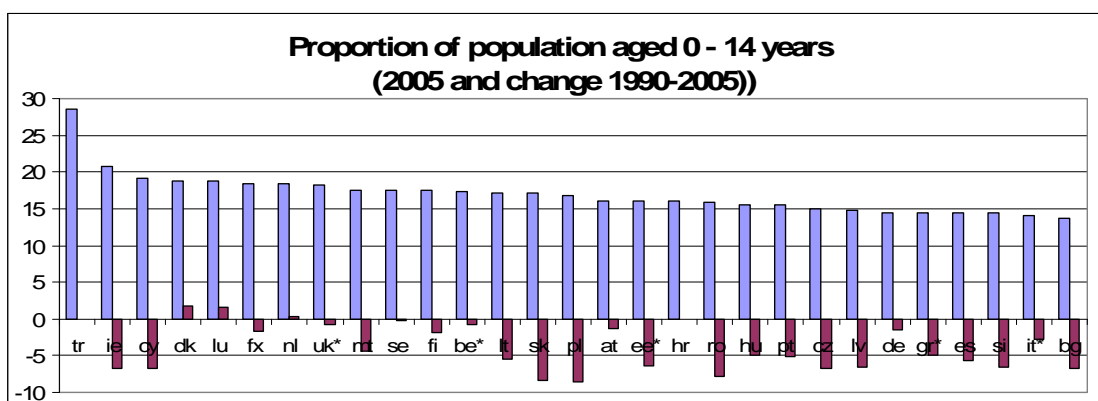
population aged 65 years and more to that of the population aged between 15 and 64 years) and another dependency ratio which also includes dependent young people (i.e. the ratio of the population aged 0 to 19 and 60 and more to that of the population aged between 20 and 59).

Population aged 0 to 14 years

In the EU27 and candidate countries, the proportion of the population aged 0 to 14 years in 2005 varied between 28.6 % in Turkey and 13.8 % in Bulgaria (Figure 14). Apart from Turkey, countries with a *high* share of younger people were Ireland (20.7 %) and Cyprus (19.2 %), followed by Denmark (18.8 %), Luxemburg (18.7 %), France and the Netherlands (18.5 % each) and the UK (18.2 %).

The countries with the *lowest* proportion of young population in 2005 were Bulgaria, Italy (14.1 %), Slovenia (14.4 %), Spain, Greece and Germany (with a share of 14.5 % of young population each).

Figure 14: Proportion of population aged 0-14 years (2005)



Source: IHS based on EUROSTAT data (data extraction: January 2007), * 2004

In the last fifteen years, we observed an overall *falling* (and *converging*) proportion of young people in Europe (see Figure 14 and Figure 18). Yet the development is not the same for all countries. While the decline is most visible in Poland, Slovakia and Romania, it is still very high in Bulgaria, the Czech Republic, Ireland, Cyprus, Latvia, Slovenia and Estonia. It is less marked in Spain, Lithuania and Portugal, as well as Malta, Hungary, and Italy. In contrast to the general trend - the proportion of the population aged 0 to 14 was *growing* in *Luxemburg, Denmark and the Netherlands* and was *nearly stable* in *Sweden*.

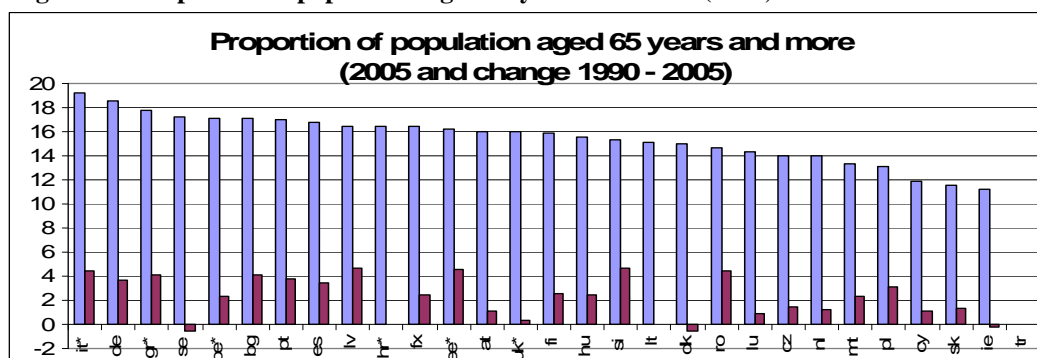
Population aged 65 years and more

On the other hand, the ageing of the population through lower mortalities and higher life expectancies is gradually becoming more important. According to EUROSTAT (EUROSTAT yearbook 2005), the share of the population aged 65 and over in the total population *increased* by approx. 2 percentage points in today's EU25 area between 1993 and

2003. The increase was even stronger in some southern, central and eastern countries with formerly lower proportions of older people (Slovenia, Latvia, Italy, Estonia, Portugal and Spain; see Figure 15 and Figure 19). Yet, some countries did not follow the above-mentioned trend: From 1990 to 2005, Sweden, Ireland and Denmark showed *falling* shares of population aged 65 years. The proportion of the population aged 65 years and more was relatively stable in the UK.

In 2005, the proportion of the population aged 65 years and more (Figure 15) was *highest* in Italy (19.2 %), Germany (18.6 %) and Greece (17.8 %), followed by Sweden, Belgium, Bulgaria and Portugal, all with a little more than or exactly 17 %. At the same time, the proportion of the older population was *lowest* in Ireland, Slovakia and Cyprus, with no values being available for Turkey. Poland, Malta, the Netherlands and the Czech Republic also showed low proportions of population aged 65 years and more.

Figure 15: Proportion of population aged 65 years and more (2005)



Source: IHS based on EUROSTAT data (data extraction: January 2007), * 2004

Old age dependency ratio: 65 years plus/15 to 64 years

Old age dependency ratios (ODRs) express the economic consequences of population ageing by relating the inactive part of the population to the number or persons of working age (EUROSTAT yearbook 2004). Accordingly, the *age dependency ratio* of the population aged 65 years and more to that of the population aged between 15 and 64 years (also known as ODR1) represents the ratio of elderly (and thus potential pension recipients) to that of economically active persons.

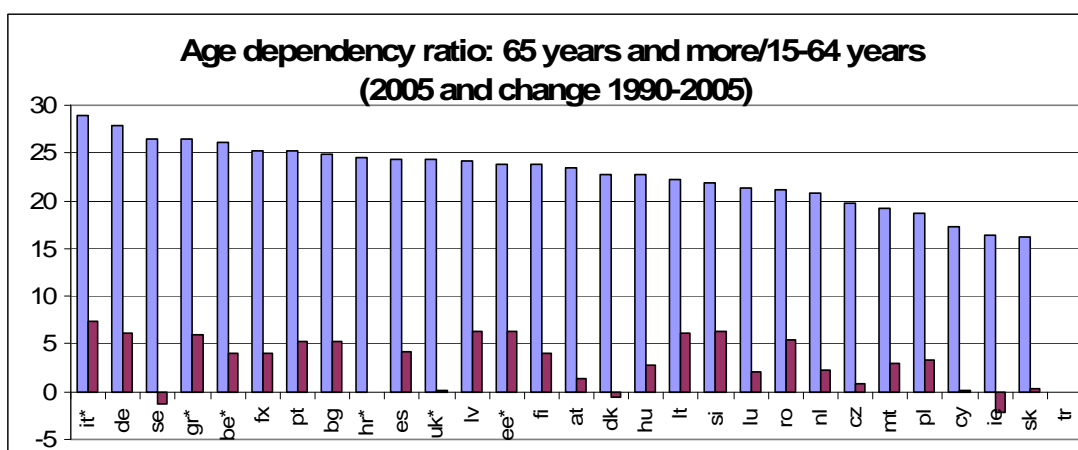
In 2005 (Figure 16), the old age ratio varied between 16.3 in Slovakia and 28.9 in Italy. It was *highest* in Italy and Germany (27.8), but also very high in Sweden, Greece, Belgium, France and Portugal – all of which ranged above a value of 25. Apart from Slovakia, it was *lowest* in Ireland and Cyprus, with no values available for Turkey. Other countries

with low ODR were Poland, Malta and the Czech Republic (all under a ratio of 20), as well as the Netherlands, Romania, Luxemburg and Slovenia (all under a ratio of 22).

The ODR1 has been *growing* in most of the EU countries in the last fifteen years, but was stable or even slightly falling in some of them (see also Figure 16 and Figure 20): Countries with overall *falling* ODR1 from 1990 to 2005 were Sweden, Denmark and Ireland. The ratio increased only marginally in Cyprus, the UK and Slovakia. Countries such as the Czech Republic, Austria, Luxemburg and the Netherlands showed *small increases*.

Countries with the *highest increases* in ODR1 from 1995 to 2005 (or 2004 if this is the last value available) were Italy (+ 7.4), Latvia, Estonia, Slovenia, Germany, Lithuania and Greece (all above + 6). Romania, Bulgaria and Portugal also showed high increases in ODR1.

Figure 16: Old Age dependency ratio of population aged 65 years and more to that aged 15 to 64 (2005)



Source: IHS based on EUROSTAT data (data extraction: January 2007), * 2004

Dependency ratio: 0 – 19 and 60 and more years / 20 to 59 years

Another interesting dependency ratio (ODR2) is that of the population aged 0 to 19 and 60 and more years to that of the population aged between 20 and 59, i.e. looking not only at elderly but also at young dependents. As expected, this second dependency ratio is much higher than the one examined above but also shows different country rankings reflecting varying shares of young and old population groups.

In 2005, ODR2 (Figure 17) varied between 69 in Slovakia and very high 89.3 in Sweden. Countries with *high* dependency ratios (apart from Sweden) are the UK and France, Estonia, Denmark, Lithuania, Germany, Belgium, Latvia, Croatia and Finland – all with a dependency ratio of above 80. Countries with relatively *low* ODR2 are Slovakia and the Czech Republic (below 70), followed by Slovenia, Spain and Poland (just above 70).

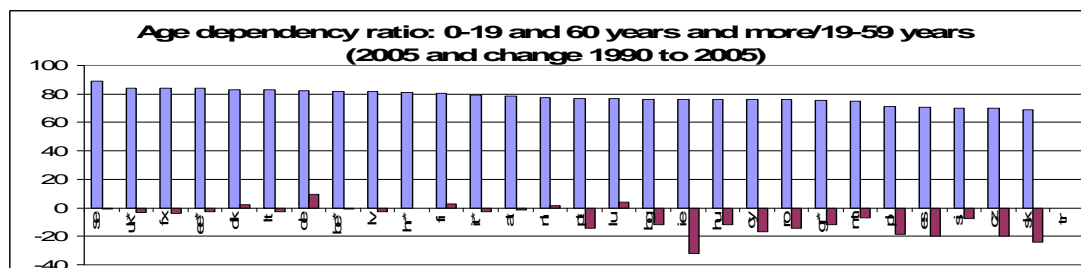
Developments in the last fifteen years (Figure 17 and Figure 21)

are less clear than that of ODR1: Overall *increases* in ratios were only observed in Germany, Luxemburg, Denmark, Finland and the Netherlands. Countries with the *highest ODR2 in 1990* (Ireland, Slovakia, Cyprus, Portugal, Spain, Romania and Poland) showed the *strongest declines* over time. Strong reductions in ODRs were also observed in the Czech Republic, Hungary and Greece. On the other hand, countries with *low ODRs in 1990* (Luxemburg, Germany, the Netherlands, Slovenia, Finland, Austria and Denmark) showed *small reductions* or increases in ODRs.

From the point of 2005 and looking at the overall development, *countries with high ODR2s in 2005* showed overall small declines in dependency ratios while countries with low ODR2s in 2005 experienced stronger declines.

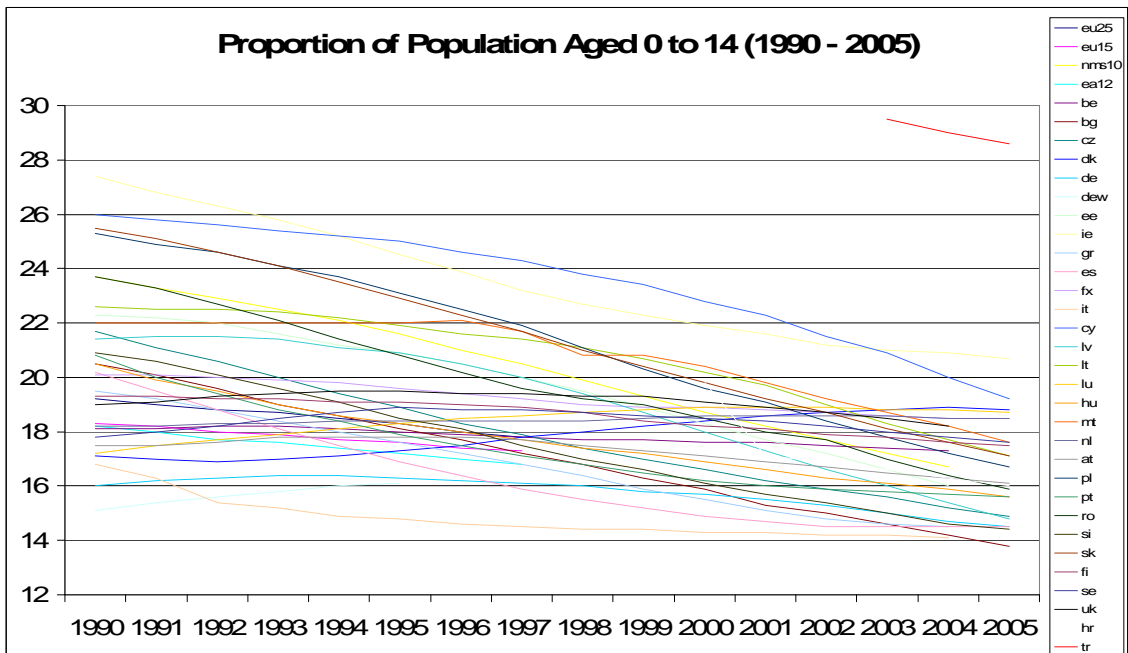
Outliers in development (see Figure 17) were Ireland (with strongest decline) and Germany (with strongest increases). Note also that most countries showed a mix of both falling and rising tendencies over the observed period.

Figure 17: Dependency ratio of population 0-19 and 60 years and more to that aged 20 to 59 (2005)



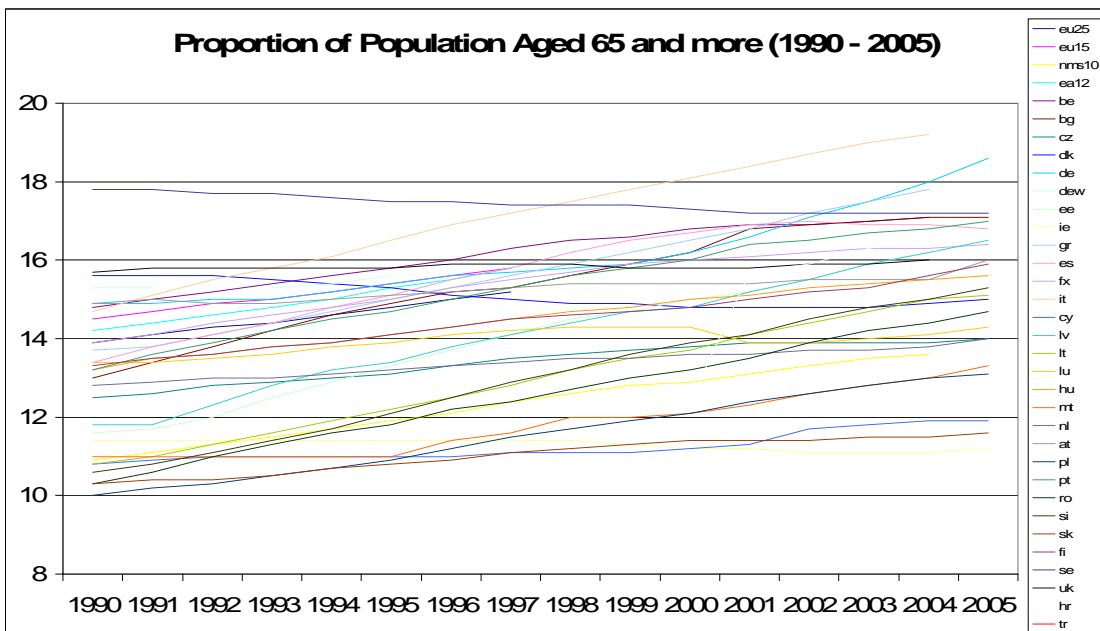
Source: IHS based on EUROSTAT data (data extraction: January 2007), * 2004

Figure 18: Proportion of Population Aged 0 – 14 years



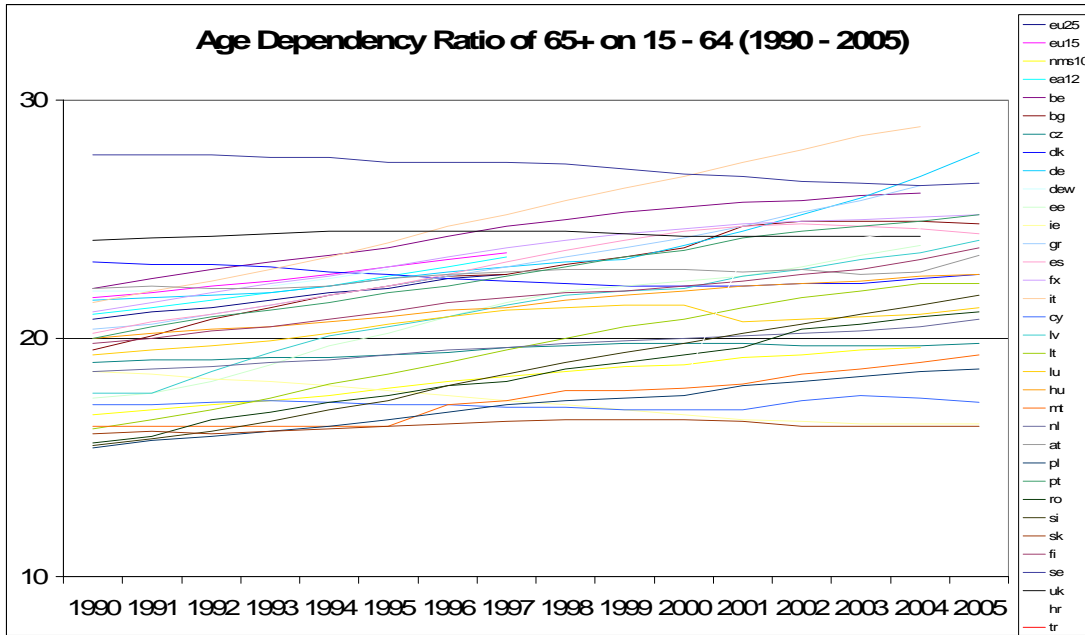
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 19: Proportion of Population Aged 65 years and older



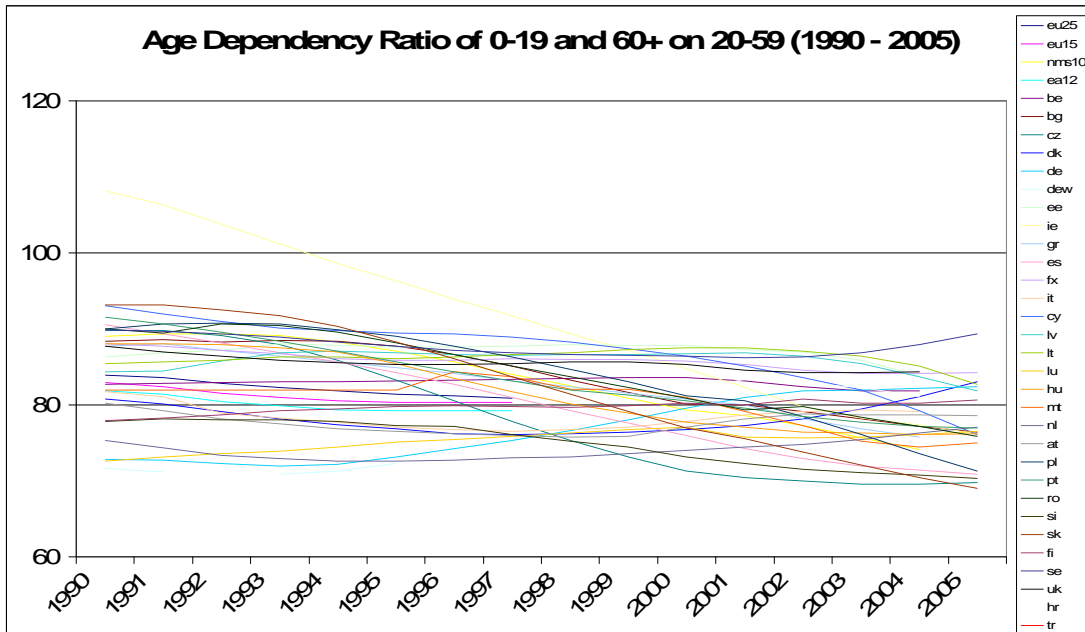
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 20: Old age dependency ratio: 65 years plus/15-64 years



Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 21: Old age dependency ratio: 0-19 and 60 years plus/20-59 years



Source: IHS based on EUROSTAT data (data extraction: January 2007)

2.3. Household/Family Composition

The dynamics and patterns related to household/family composition in EU 27 and candidate countries are observed upon the following indicators: private households by number of children less than 18 years crude marriage rate, mean age at first marriage, life births outside marriage, desired number of children and preferred living arrangements reflecting the new changes in the family formation and structures.

Private households by number of children less than 18 years

The structure of households by number of children less than 18 years differs across EU countries². Following the demographic changes the proportion of households with no children less than 18 years is quite big in six from the twenty observed countries. On the other side in five countries this share is low, whilst the share of households with two and three children less than 18 years is high. The following **groups** could be identified according to the **number of children less than 18 years** (Figure 22):

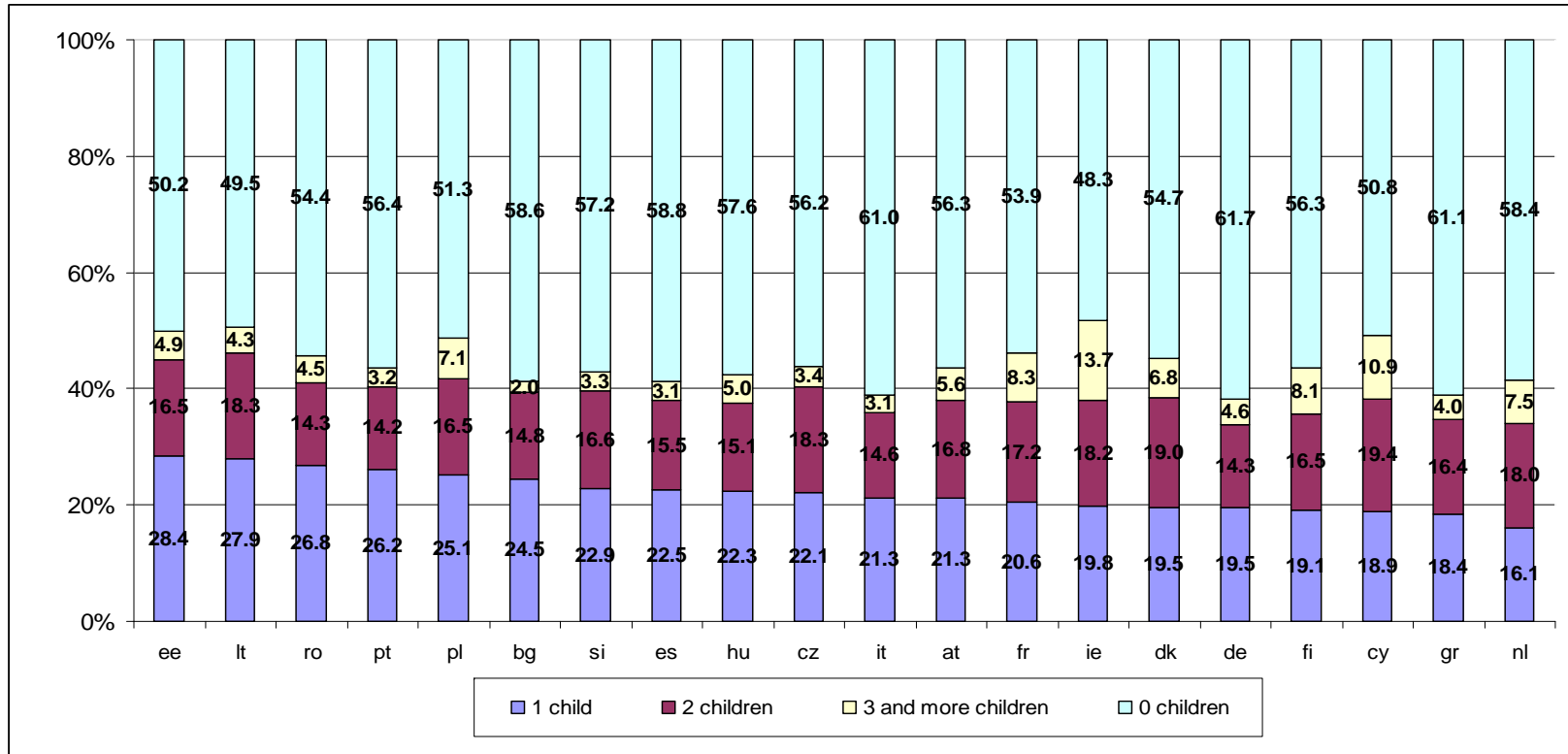
- Countries with *high* share of households with *no children* and *high* or *medium* share with *1 child*: Bulgaria, Spain and Italy
- Countries with *high* share of households with *no children* and *high* or *medium* share with *2 or 3 children*: Netherlands, Greece and Germany
- Countries with *medium* share of households with 0, 1, 2 or 3

children and predominantly low share with 2 or 3 children: Slovenia and Hungary

- Countries with *medium* share of households with 0, 1, 2 or 3 children and predominantly *high* share with 1 child: Romania, Austria
- Countries with *medium* share of households with 0, 1, 2 or 3 children and predominantly *high* share with 2 or 3 children: France, Finland, Denmark, Czech Republic
- Countries with *low* share of households with *no children*, *high* share with *1 child* and *medium* share with *2 or 3 children*: Estonia and Lithuania
- Countries with *low* share of households with *no children* and *high* share with *2 or 3 children*.

² Data not for all countries are available

Figure 22: Private households by number of children less than 18 yrs., % of total households, Census 2001



Source: IHS based on EUROSTAT data (data extraction: February 2007)

Crude marriage rate³

A general trend of slight decrease in the *crude marriage rate* is observed in the EU 27 and candidate countries during the period from 1990 to 2005 (observation based on the EU15/25 average development⁴). This trend may be explained by changes in family structures and the emergence of new forms of partners' cohabitation in recent years. Exceptions from this trend are the northern countries (Denmark, Sweden, Finland) and Turkey (2003-05).

In 1990, the crude marriage rate ranged between 9.82 and 4.26 (per 1 000 population) while in 2005, it was between 2.88 and 6.67. Several countries show distinct developments: The crude marriage rate in Cyprus was at quite a high level, probably due to the still widespread traditional values in this country. The Croatian rate was at a medium level, but strongly fluctuating. The Turkish rate increased from 6.8 (2003) to 9.05 (2005; Figure 23; Table 2).

In order to identify the countries variations and the possible outliers, the countries are observed in groups based on the welfare regimes classification of Esping-Andersen; New Member States (NMS) from Central and Eastern Europe (CEE) as well as Turkey and Malta are observed separately during the period (1990-2005) (Figure 24; Figure 25).

The crude marriage rates in the *continental countries* (Central European countries) did not vary and their level was around the EU average (EU15/25) from 1990 to 2005. With the exception of France, the rate generally decreased in the observed period. It moved towards EU mean (or below: Belgium). Specific developments are observed in France and the Netherlands: The French rate decreased from 1990 to 1996 and then increased, approaching EU average. The rate in Netherlands was relatively high. It decreased from a high level until 1995 and then increased until 2000.

Although a common trend towards increase of the crude marriage rate is observed in the *northern countries* from 1990 to 2005, the levels are quite different. While the Danish rate was very high and well above EU average, the rate in Finland was around EU average. The Swedish rate was relatively low (below average). Moreover, the rate in Sweden decreased from 1990 until 1998, but after that increased.

The crude marriage rate in *countries with liberal welfare regimes* (UK and Ireland) varied. The UK rate was close to EU average and decreased slightly from 1990 to 2005, while the Irish rate slightly decreased from 1990 to 1997 and then increased from 1999 to 2005.

The crude marriage rate in *southern countries* was close to EU average, with the exception of Portugal, which has a distinctly higher level (medium to high section). It decreased to some extent from 1990 to 1996 and then strongly from 1999 to 2005.

³ Definition of Eurostat: Crude marriage rate: the ratio of the number of marriages during the year to the average population in that year. The value is expressed per 1000 inhabitants.

⁴ EU15 and EU25 do not differ for this indicator

The crude marriage rate in the *NMS from Central and Eastern Europe* had a generally decreasing trend during the observed period. The biggest decline was observed in the Baltic States and in the Czech Republic. The Romanian rate was the highest among this group of countries, while the rate in Slovenia was the lowest (and slightly decreasing). Similarly, the Bulgarian rate is also quite low and decreasing.

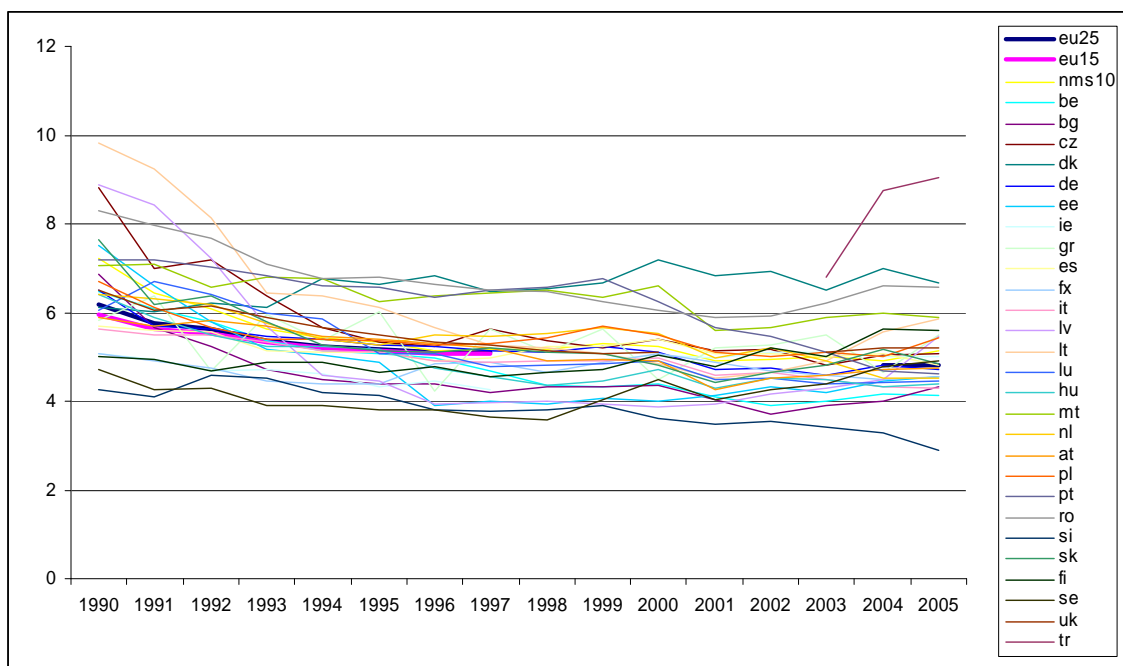
The crude marriage rate in *Malta and Turkey* was higher than EU average. It was decreasing in Malta, but increasing in Turkey (from 2003 to 2005; no other data available).

The country split according to Esping-Andersen welfare regimes

shows countries differences *within* the welfare regimes. Countries with extremely high or low **crude marriage rate** during various sub-periods from **1990 to 2005** are:

- The *highest* crude marriage rates were observed in Denmark, Romania, Malta, Turkey and Cyprus, as well as Portugal and the Baltic States at the beginning of the period.
- The *lowest* crude marriage rates were observed in Slovenia, Sweden (until 1998), France (until mid 90), Ireland (until 1997), Belgium (after mid 90s), Bulgaria (after 1994) and Latvia (1994-2002).

Figure 23: Crude marriage rate



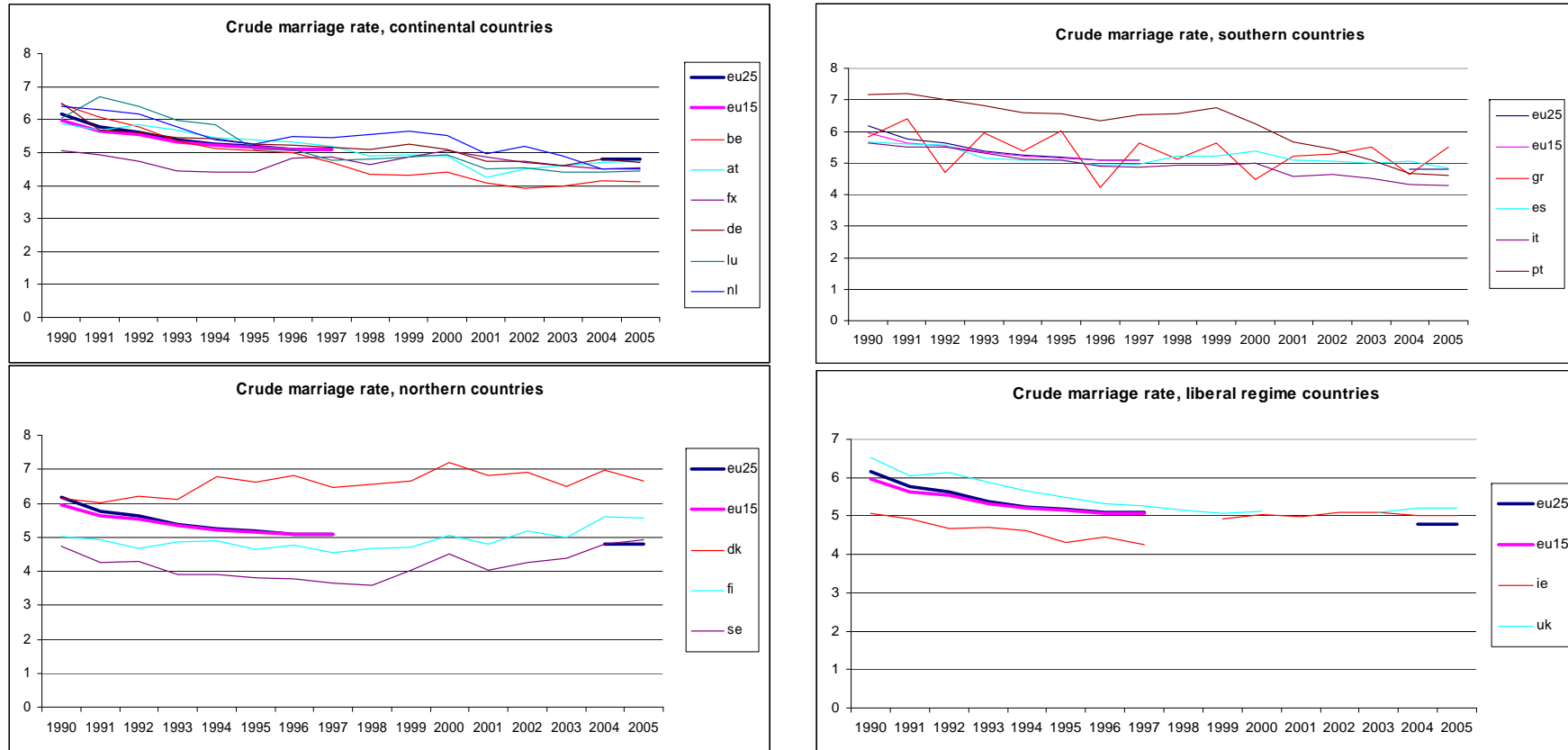
Source: IHS based on EUROSTAT data (data extraction: January 2007), **Cyprus and Croatia are not included**, because they have very different level and development; Note: 'fx' – France metropolitaine

Table 2: EU average, NMS average, Cyprus and Croatia: Crude marriage rate

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
eu25	6.17	5.77	5.63	5.38	5.25	5.18	5.09	5.1							4.8	4.8
eu15	5.96	5.64	5.54	5.33	5.21	5.15	5.08	5.08								
nms10	7.22	6.43	6.07	5.61	5.42	5.33	5.13	5.18	5.18	5.31	5.25	4.91	4.94	5	4.92	5.15
cy	9.67	10.46	8.04	9.71	9.7	10.25	8.71	10.71	11.4	13.22	14.09	15.07	14.48	7.7	7.23	7.76
hr	5.96	4.56	4.64	4.82	5.02	5.2	10.7				4.89			5	5.11	4.98

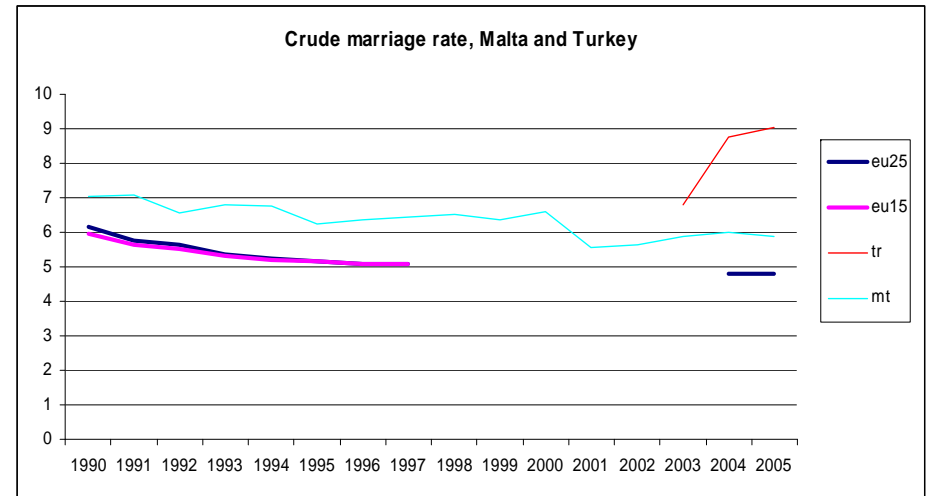
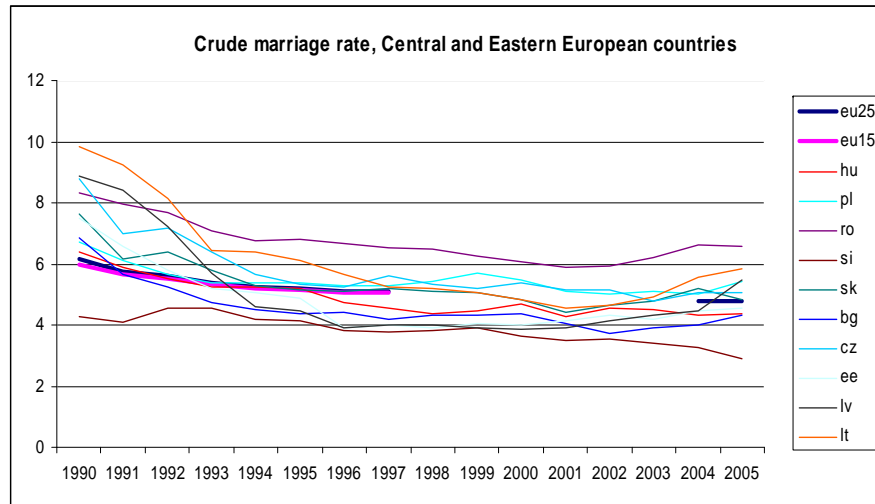
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 24: Crude marriage rate



Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 25: Crude marriage rate

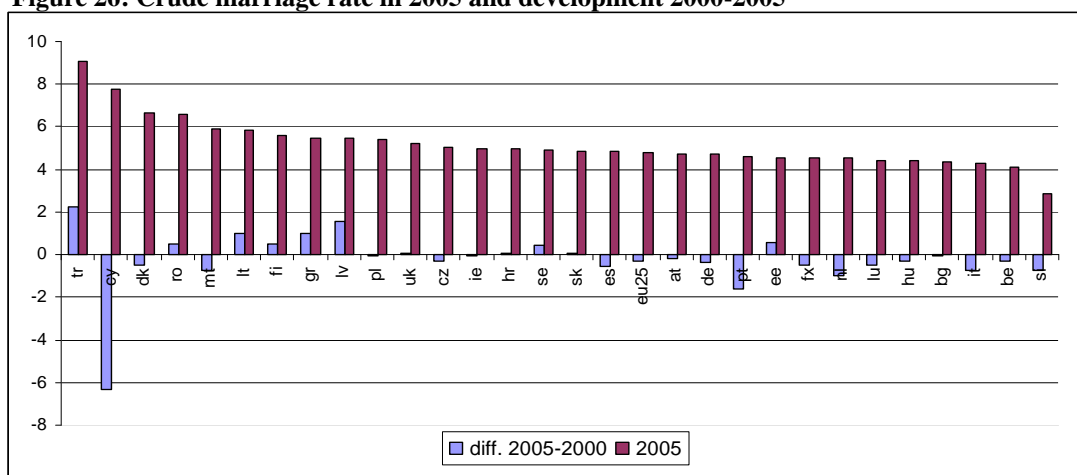


Source: IHS based on EUROSTAT data (data extraction: January 2007)

Regarding the **level in 2005 and development of crude marriage rate in the last 5 years** (absolute difference of crude marriage rate (2005 minus 2000) the following groups could be identified (Figure 26):

- Countries with *highest* crude marriage rate and *positive* change in last 5 years: Turkey and Romania
- Countries with *high* crude marriage rate and *positive* change in last 5 years: Lithuania, Finland, Greece, Latvia
- Countries with *high* crude marriage rate and *negative* change in last 5 years: Cyprus, Denmark, Malta
- Countries with *medium* crude marriage rate and *positive* change in last 5 years: Sweden, Estonia, UK, Croatia and Slovak Republic (positive, but near to zero change)
- Countries with *medium* crude marriage rate and *negative* change in last 5 years: Czech Republic, Spain, Austria, Germany, Portugal
- Countries with *low* crude marriage rate and *negative* change in last 5 years: France, Netherlands, Luxembourg, Hungary, Bulgaria, Italy, Belgium and Slovenia.

Figure 26: Crude marriage rate in 2005 and development 2000-2005



Source: IHS based on EUROSTAT data (data extraction: January 2007)

Note: EU 25 – data are for 1997 instead of 2000; Turkey data are from 2003 instead from 2000

Mean age at first marriage

A common trend of *increase* of mean age at first marriage for men and women is observed from 1990 to 2005. For *men*, it ranged from approx. 23 years to approx. 30 years in 1990, while in 2005 it ranged from approx. 27 years to approx. 33 years. For *women*, it ranged from approx. 21 years to approx. 27 years in 1990, while in 2005 it ranged from approx. 23.5 years to approx. 30.5 years (Figure 27). The postponing of family formation is a recent trend probably due to the prolongation of time spent in education, for further qualification and acquisition of professional experience.

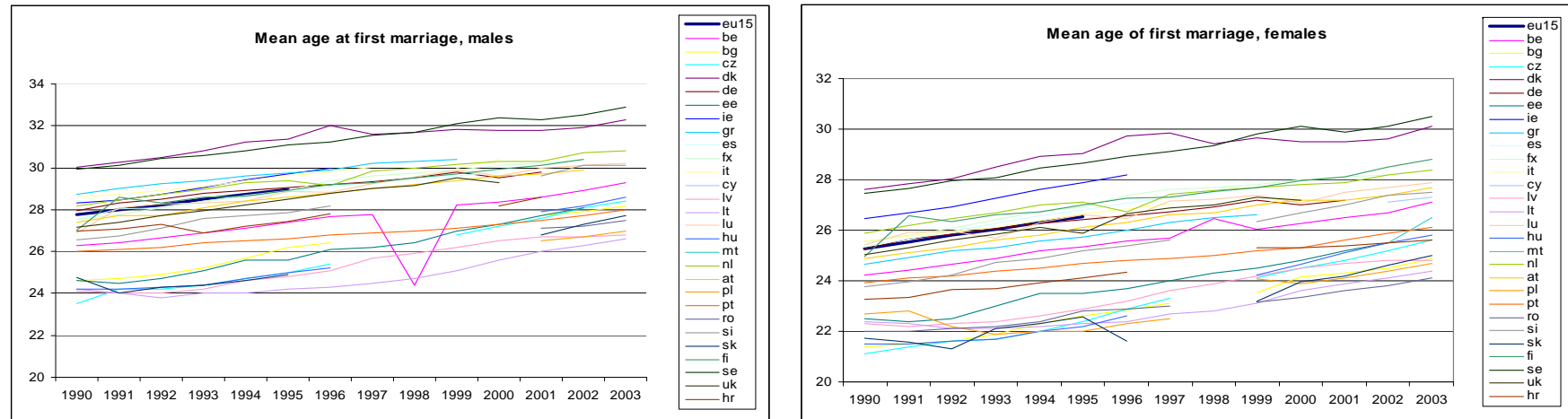
The countries with the highest *mean age at first marriage* of men are Denmark, Sweden, Greece, Ireland, while respectively with the lowest are Lithuania, Latvia, Czech Republic, Slovak Republic and Romania. In general, the *mean age at first marriage* in the NMS is comparatively low.

The countries with the *highest* mean age at first marriage of women are Denmark, Sweden and Ireland, those with the *lowest* Lithuania, Czech Republic, Romania and the other NMS, where the mean age at first marriage is much lower than in the rest of the EU. However, it increased much stronger than in the EU15 countries during the period (1995-2003) (Figure 27; Figure 29).

Regarding the most recent situation, the following **groups of countries for mean age at first marriage** were observed for 2003 (or last data available; Figure 28):

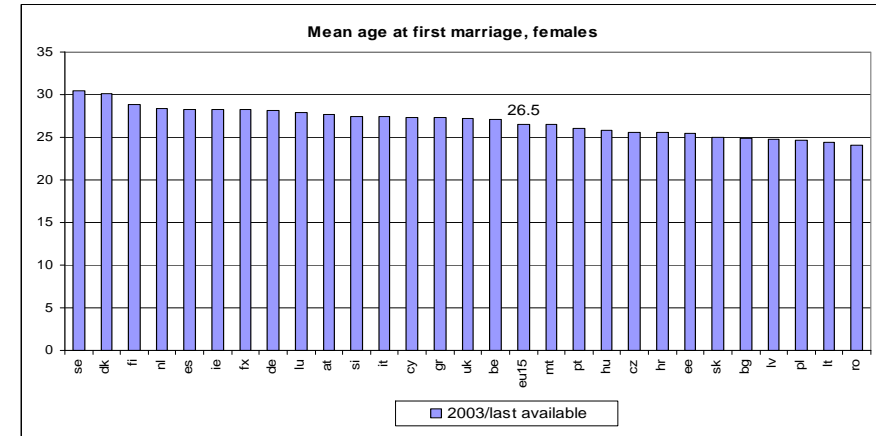
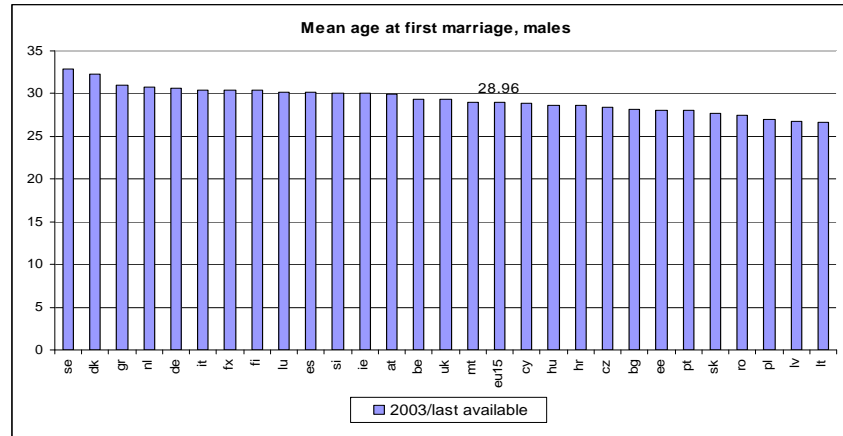
- Countries with the *highest* mean age at first marriage: Sweden and Denmark (for men and women)
- Countries with *high* mean age at first marriage: the Netherlands, Germany, France, Finland, Luxembourg, Spain, Ireland (for men and women), as well as Greece, Italy and Slovenia (only for men)
- Countries with *medium* mean age at first marriage: Belgium, the UK, Malta, Cyprus, Hungary, Croatia, the Czech Republic (for men) and Austria, Slovenia, Italy, Cyprus, Greece, the UK, Belgium and Malta (for women)
- Countries with *low* mean age at first marriage: Estonia and Portugal (for men and women), Bulgaria, Slovakia, Romania (for men) and Hungary, Czech Republic, Croatia (for women)
- Countries with the *lowest* mean age at first marriage: Poland, Latvia, Lithuania (for men) and the Slovak Republic, Bulgaria, Latvia, Poland, Lithuania and Romania (for women).

Figure 27: Mean age at first marriage

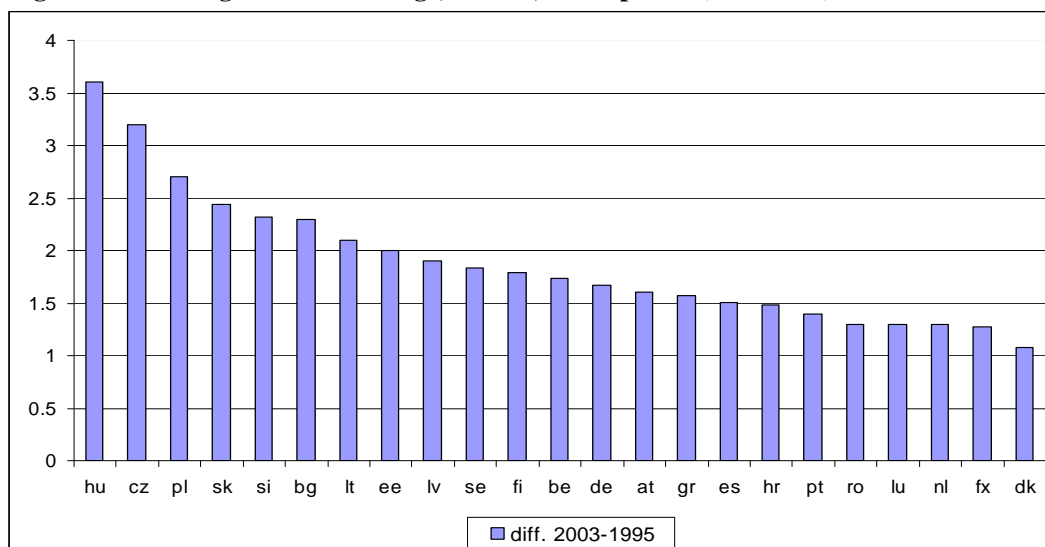


Source: IHS based on EUROSTAT data (data extraction: January 2007); Note: 'fx' – France métropolitaine

Figure 28: Mean age at first marriage in 2003/last available



Source: IHS based on EUROSTAT data (data extraction: January 2007); 'fx' – France metropolitaine; Note for males: Data for IE (1996); EU15 (1995); IT, CY, UK (2000), HR (2001); EE, GR, ES, FX, AT, FI (2002); Note for females: Data for IE (1996); EU15 (1995); IT, UK (2000); EE, GR, ES, FX (2002)

Figure 29: Mean age at first marriage, women, development (1995-2003)

Source: IHS based on EUROSTAT data (data extraction: January 2007); 'fx' – France métropolitaine; Note: only selected countries, because of lack of data; Estonia, Greece, Spain, FX - data are from 2002 instead of 2003; absolute difference (2003 minus 1995)

Life births outside marriage

The share of life births outside marriage in total life births rose over the period from 1990 to 2005 in all EU countries with the exception of Denmark, where it was stable and *slightly falling*. In the candidate country Croatia it was relatively stable and slightly increasing (Figure 30). In 1990 the share of life births outside marriage varied between 0.7% in Cyprus and 47.0% in Sweden. In 2005 the countries with the *highest* share of life births outside marriage were Spain (73.4%), followed by Estonia (58.5%), Sweden (55.4%). The countries with *lowest* share of life births outside marriage were Cyprus (4.4%) and Greece (5.1%).

Countries with *major increase* (expressed in percent points) during the last fifteen years were Spain

(63.8)⁵, France (48.4), Bulgaria (36.6), Estonia (31.3), Romania (28.5) and Latvia (27.7). Countries with *smallest increase* in this period were Greece (2.9), Cyprus (3.7) and Croatia (3.5), Italy (7.4), Sweden (8.4) and Belgium (9.4) (Figure 31).

To summarise and trying to group with respect to **the share of life births outside marriage in 2005** (Figure 32) we come up with the following *groups* (note that shares in all countries have been *growing* during the last 5 years, Figure 32):

- *highest* share of life births outside marriage: Spain, Estonia, Sweden
- *high* share of life births outside marriage: Bulgaria, France, Slovenia, Denmark, Latvia, the UK and Finland

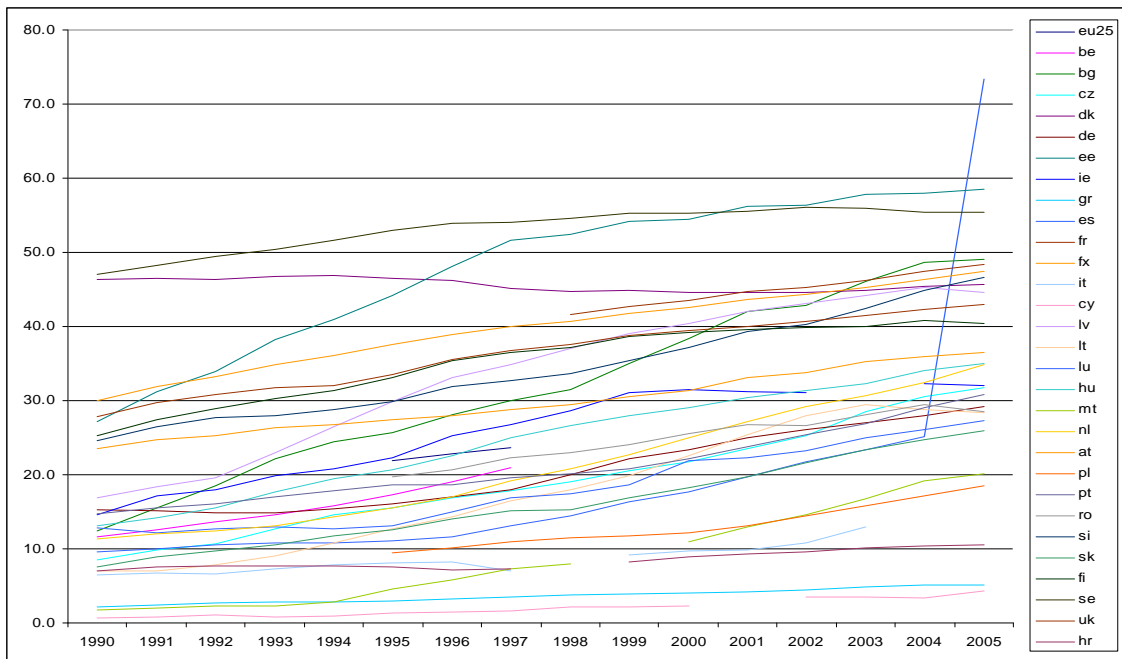
⁵ Although from 1990 to 2004 the rise was only (15,5), while from 2004 to 2005 it was (48,3)

- *medium* share of life births outside marriage: Austria, Hungary, Netherlands, Ireland, Czech Republic, Portugal, Germany, Romania, Lithuania, Luxembourg, Slovak Republic
- *low* share of life births outside marriage: Belgium, Malta, Poland
- *very low* share of life births outside marriage: Croatia, Greece and Cyprus.

One reason behind the increasing share of life births outside marriage could be the changes in family structure and deployment of

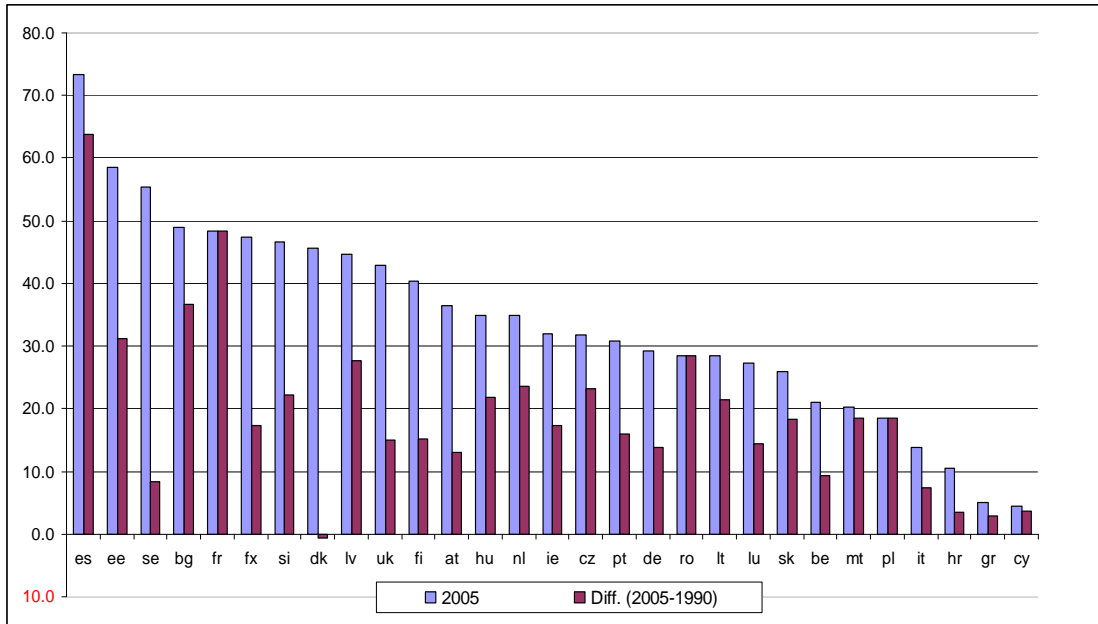
new forms of cohabitation. Other possible explanation could be preferential treatment of single parents/mothers in the social security system in different countries. Therefore, the interpretation of the country differences in the share of life births outside marriage is possible only in connection with an analysis of social security policies, as well as of preferences and norms in regard to living arrangements in different countries (which will be explored in other work packages of the project).

Figure 30: Life births outside marriage in percentage of all life births, 1990-2005 (%)



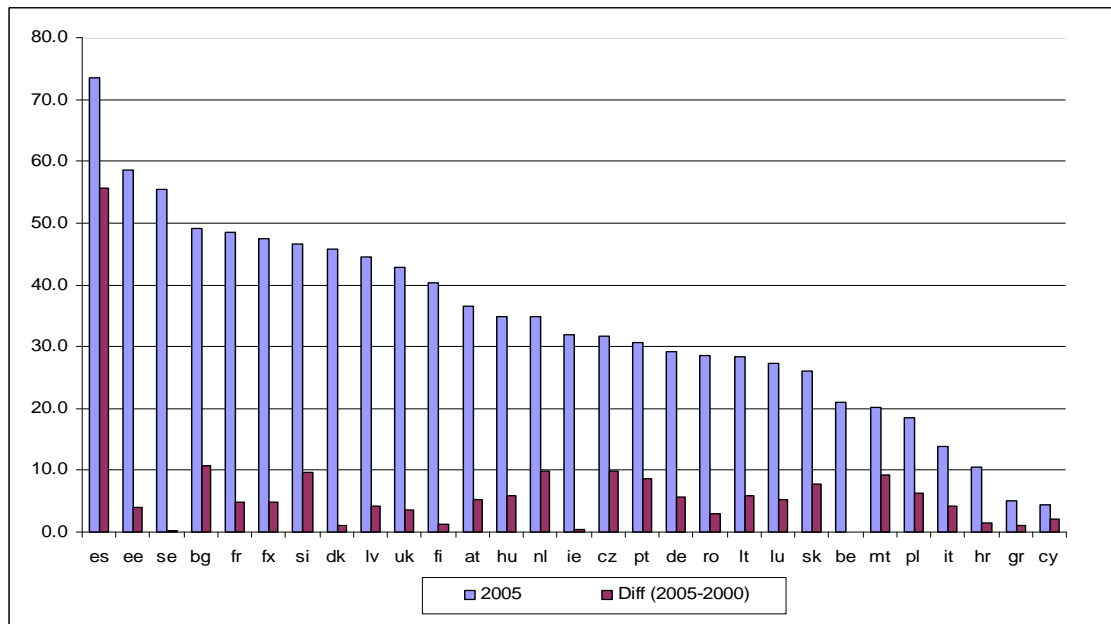
Source: IHS based on EUROSTAT data (data extraction: February 2007)

Figure 31: Life births outside marriage (%), 2005 and difference in the last fifteen years: 1990-2005 (percent points)



Source: IHS based on EUROSTAT data (data extraction: February 2007); ‘fx’ – France metropolitaine; data for BE are 1997 instead of 2005

Figure 32: Life births outside marriage in 2005 (%) and change in the last five years: 2000-2005 (percent points)



Source: IHS based on EUROSTAT data (data extraction: February 2007); ‘fx’ – France metropolitaine; data for BE are 1997 instead of 2005

Desired number of children

The desired or ideal number of children is an important factor affecting actual family composition (D'Addio A. and D'Ercole M., 2005). It is a *subjective* attitude and depends on many factors such as personal and general socio-economic conditions, labour market participation, expected family income, cultural norms, etc. Accordingly, gender and country differences can be observed. Data on the desired number of children was taken from an empirical study in *selected EU Member States and candidate countries* (BIB, 2005). The data suggest the following countries groups for **female and male attitudes** (Table 3):

- *women - highest* number of desired children: Cyprus, Poland, Hungary, Estonia, the Netherlands and Finland
- *women - medium* desired children: Italy, Slovenia, Lithuania and Czech Republic
- *women - low* desired children: Austria, Belgium, Germany

- *men - highest* desired children: Cyprus, Poland, Lithuania, Finland
- *men - medium* desired children: Estonia, Czech Republic, Slovenia, Netherlands
- *men - low* desired children: Austria, Belgium, Germany, Hungary, Italy

As for the *gender gap* in the desired number of children, the following groups could be observed: highest positive gap (Hungary), medium positive gap (Germany, Netherlands), lower positive gap (Estonia, Austria, Italy, Belgium, Finland, Poland), medium negative gap (Slovenia, Czech Republic, Cyprus) and high negative gap (Lithuania) (see Table 3). Extreme cases are *Germany*, where the number of desired children is low and the gender gap is medium and positive and *Slovenia and Cyprus*, where the number of desired children is medium and highest and the gender gap is low and negative.

Table 3: Desired number of children, 2003

Countries	Desired number of children (average)		Gender gap (women minus men)
	Women	Men	
Hungary	2.19	1.9	0.29
Germany	1.75	1.59	0.16
The Netherlands	2.13	1.98	0.15
Estonia	2.16	2.09	0.07
Austria	1.84	1.78	0.06
Italy	1.92	1.86	0.06
Belgium	1.86	1.81	0.05
Finland	2.18	2.14	0.04
Poland	2.33	2.29	0.04
Slovenia	2.01	2.02	-0.01
Czech Republic	1.97	2.02	-0.05
Cyprus	2.36	2.42	-0.06
Lithuania	2.03	2.16	-0.13

Source: IHS, data from BIB (2005) own calculation of gender gap (women minus men)

Preferred living arrangements

A more detailed observation of different forms of co-habitations with and without children (PPAS study, BIB 2005, for selected countries only) shows that *marriage without previous co-habitation* is the most preferred form of living in many of the observed countries (Czech Republic, Finland, Italy, Lithuania, Poland). *Non-marital co-habitation followed by marriage with children* ranks highest in Germany and the Netherlands but is also well accepted in the other countries. *Sharing dwelling with more than two persons* had the lowest preference in all observed countries, regardless of the existence of children.

Non-marital co-habitation with non-intention to marry (with and without children) is also favoured in many countries. According to the PPAS study, such living arrangement is widely preferred in the Netherlands and Finland, but also in Germany, Italy and the Czech Republic. It is relatively less preferred in Poland and Lithuania.

Non-marital co-habitation without children is extensively preferred in Netherlands, Germany, Finland and Czech Republic but less preferred in Italy, Lithuania, Poland (Table 4).

Table 4: Preferred living arrangements, 2003

Preferred living arrangements, respondents up to 50 years (in %)		Czech Rep.	Finland	Germany	Italy	Lithuania	The Netherl.	Poland
Living alone	with children	1,3	1,0	2,8		1,5	0,3	1,3
	without children	2,4	2,1	10,5		1,7	2,5	2,1
Partnership with separate households	with children	2,4	1,9	4,6	1,2	1,4	2,6	1,0
	without children	4,9	2,7	6,4	1,8	0,9	5,3	1,2
Non-marital co-habitation with no intention to marry	with children	4,9	7,1	6,4	5,3	3,4	9,0	1,7
	without children	3,4	3,5	5,4	1,3	1,3	5,7	0,9
Non-marital co-habitation followed by marriage	with children	22,9	27,6	40,7	27,6	13,9	43,6	8,1
	without children	14,1	2,7	4,3	2,6	3,7	13,3	2,4
Marriage without previous co-habitation	with children	41,2	48,2	12,2	58,2	67,4	9,5	78,3
	without children	1,2	1,8	0,6	2,0	3,4	3,0	1,3
Sharing dwelling with more than two persons	with children	0,0	0,5	2,2		0,2	1,0	0,6
	without children	0,7	0,2	1,2		0,8	1,5	0,8

Source: IHS, data from BIB (2005), Robert Bosch Stiftung, The demographic future of Europe – Facts, Figures, Policies, Results of the Population Policy Acceptance Study (PPAS) 1999-2003, results of the DIALOG Project, in: http://www.bib-demographie.de/ppa/PPAS_brochure_en.pdf

2.4. Employment patterns

According to Lisbon targets, the total overall employment rate in the EU should reach 70 % and those of women more than 60 % by 2010. According to the Stockholm European

Council intermediate employment goals are: the overall employment rate should reach 67 % and those of women 57 % by 2005. Following the mid-term review of the Lisbon Strategy, its new start in 2005

refocused efforts on two goals: stronger and lasting growth and more and better jobs (European Commission, 2000, 2001, 2005; European Commission, DG Employment and Social Affairs). Although trends of stable male and increasing female employment rates were observed all over the EU from 1992 to 2005, several country differences exist (Figure 34; Figure 35).

We monitored developments in two age groups, the generally known *working age population* (15-64 years) and a sub-group of the 25-54 years olds, reflecting a more appropriate approach to the *really active population* (note that labour market participation is postponed by education and limited by the actually observed low labour market exit ages in Europe today). The second group also represents people (parents) in the *family phase* – meaning that it is this group that has to combine work and care obligations.

Male employment rate of the working age population (15-64 years)

In most of the EU 27 and candidate countries, the annual employment rate of men aged 15-64 years ranged between 60 % and 80 % in the period of 1992 to 2005. Within this period, the *highest* rates of above 75 % were observed in the Netherlands, Denmark, the UK, Cyprus and Austria. However, *dynamics* in these countries *varied*: the rate rose strongly in the Netherlands, reached a peak of above 80 % in 2001 and declined afterwards. In the UK and Denmark, the male employment rate slowly increased, while in Cyprus it remained almost

constant and slowly decreased in Austria.

On the contrary, the *lowest* male employment rates (below 60 %) were observed in Poland, Bulgaria and Croatia (after 2000), and were most likely due to repercussions of the socio-economic transformation. Structural reforms of the economy combined with regional differentiation resulted in very poor regions with low employment rate e.g. in Poland (European Commission, 2002b) (Figure 34).

Regarding the level in 2005 and dynamics of **male employment rate (15-64 years)** during the last five years (2000-2005) the following groups could be identified (Figure 35):

- Countries with *highest* level of male employment rate (15-64 years): Netherlands, Denmark followed by Cyprus, UK, Ireland (growing strongly after mid of 90s) and Austria. The *change over the five years period is however not considerable*.
- Countries with *lowest* level of male employment rate (15-64 years) and *increase* during the 5 years period: Bulgaria, Slovakia and Lithuania (countries experienced socio-economic transformation).
- Countries with *lowest* level of male employment rate (15-64 years) with *decrease* or non-change during the 5 years period: Poland, Romania and Hungary (countries experienced socio-economic transformation). The rate decreased in Romania, because of late implementation of structural reforms of the economy. It also decreased in Poland due to of economic

problems in rural areas and small town regions (European Commission, 2002a).

Male employment rate of the 25-54 year age sub-group

In the 25-54 year sub-age group, the male employment rate in the major part of the EU 27 and candidate countries ranged between 80 and 90 %. It was higher and had country variations than the employment rate of the total working male population (which also includes the very young and the older workers). From 1992 to 2005, the *highest* rates (above 90 %) were observed in Austria, Luxembourg and the Netherlands (after 1997) and nearly 90 % in the Czech Republic and Portugal. On the contrary, the *lowest* rates (below 80 %) were observed in the transformation countries, such as Bulgaria, Poland, Lithuania, Latvia, Hungary and Estonia (in the period between mid/end of 90s and the beginning/mid of the new century; Figure 34).

Regarding the **level in 2005 and development during the last five years (2000-2005)** the following groups could be identified (Figure 35):

- Countries with *highest* male employment rate (25-54 years): Luxembourg, Cyprus, Netherlands, Czech Republic and Greece. The employment rate was *stable* over the five years period.
- Countries with *lowest* male employment rate (25-54 years) and *increase* during the five years period: Bulgaria, Latvia, Lithuania and Poland, as well as slightly in Estonia, Hungary (due to the economic recovery

after the socio-economic transformation)

- Countries with *lowest* male employment rate (25-54 years) and *decrease* during the five years period: Romania (due to the implementation of structural reforms).

Female employment rate of the working age population (15-64 years)

Female employment rates are in general lower than those of men and show greater variance between countries and age groups within the period (1992-2005). The female employment rate is sensitive to far more factors than the male rate. Apart from proper economic factors, also policies and institutional conditions regarding reconciliation of work and family life, cultures and established gendered labour division arrangements play a crucial role.

The annual *employment rate of women aged 15-64 years* in the EU 27 and candidate countries ranged between 40% and 60% (1992-2005). The *highest rate* was observed in the northern countries, i.e. in Denmark, Sweden (around 70%), Finland and the Netherlands (increasing above 60 % after 1997/8), as well as the UK (above 60% and it increased during the observed period), where there are extensive policies and institutional support for work-care balance. The female employment rate was also above 60 % in Portugal and Austria since 1999/2000.

The *lowest rates* of female employment were observed in Malta and Turkey, where more traditional gender roles are widespread. The rate was also low in the southern countries

like Spain, Italy and Greece (i.e. below 40% until the end of the 90ies). However, during the observed period (1992-2005) the female employment rates in the latter countries increased and reached 45-50% in 2005.

The female employment rates in the NMS and candidate countries reached an average level, although they experienced decreases and fluctuations due to the ongoing socio-economic reforms in these countries (Figure 34).

According to the European Commission (2006) nine countries (Denmark, Sweden, Finland, Netherlands, UK, Estonia, Austria, Portugal, Slovenia) reached in 2005 the 2010 target concerning female employment rate (60 %), while in Greece, Italy and Poland the gaps between the actual and target rates were more than 10 percent points and in Malta more than 26 percent points.

Regarding the **level in 2005 and during the last five years (2000-2005) of female employment (15-64 years)** the following groups could be identified (Figure 35):

- Countries with *highest* female employment rate (15-64 years): Denmark, Sweden, Finland, Netherlands, and UK. The rate is *stable* in Denmark and Sweden, while it *increased* in Finland, Netherlands, and UK.
- Countries with *lowest* female employment rate (15-64 years) and *increase* during the five years period: Greece, Italy, Spain
- Countries with *lowest* female employment rate (15-64 years) and *decrease* during the five years period: Turkey, Poland

(slightly). The rate is *low*, but *stable* in Malta.

Female employment rate of the 25-54 year age sub-group

The *female employment rate of the 25-54 year age sub-group* of most EU 27 and candidate countries is higher than the employment rate of the general working age female population because it does not include the youngest and older women having lower employment rates. Moreover, the difference is larger than that for men. The employment rate of women in this age group is a good indicator in regards to labour market participation of women in the family phase and respectively concerning reconciliation of *work* and *care*. Therefore, it will be observed in more detail than the other employment indicators concerning also the groupings of countries.

Dynamics of female employment rates for women of the 25-54 year age sub-group varied strongly at the beginning of the period (1992) when it ranged between 40 % and above 85 %. Since 2000, and especially at the end of the observation period (2005) a certain *convergence* of rates can be observed. Rates now range between above 60 % and nearly 80 %. Exceptions from this development remained *Turkey and Malta*, the countries with the lowest female employment rate, mostly due to still widespread traditional gender roles.

During the 90ies, rates in the countries with the *highest female employment rates for this age sub-group* (Sweden, Denmark and Finland) increased from the second half of 90ies to a level of around 80 %, suffering some temporary decreases at

the beginning of the period. The rate in Slovenia was also above 75% and increased to above 80% during recent years. The rate in Lithuania, although fluctuating, was also high (above 75%). The rate in the *southern countries* (Spain, Greece, Italy) rose significantly during the 90ies. Similarly, the female employment rate (25-64 years) in Ireland increased considerably during the period (1992-2005), i.e. from a level of below 45 % to over 65 %. In Portugal, the female employment rate reached quite high levels starting from the 70ies, a result of the colonial war (Torres, 2006), and experienced further increases to around 75 % in the 90ies. In the UK, the employment rate of women increased during the whole period from 68 % to 75 % (Figure 34).

Regarding the *continental countries*, the female employment rate (25-54 years) increased within the period (1992-2005). It was above EU mean in Austria, France, the Netherlands and Germany. The rate in Austria reached the level of 70 % by the mid 90ies, in the other continental countries at the end of 90ies. The rate in 2005 was near EU mean in Belgium, but below EU mean in Luxembourg (Figure 33).

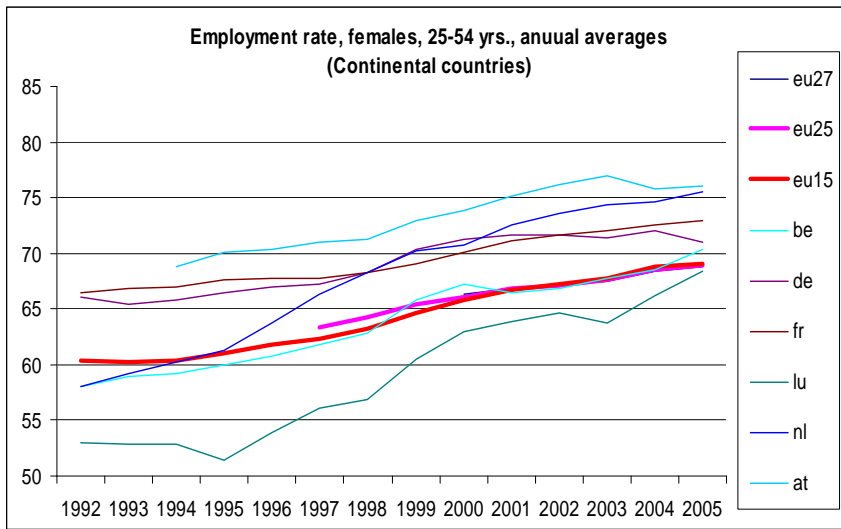
As a result of the full employment policy widespread during the former socialist regimes and the relatively lower flexibilisation of labour markets even after the socio-economic reforms, the *female employment rate (25-54 yrs.) in the NMS and candidate countries* was traditionally quite high. From 1992 to 2005, the rates in some countries (Slovenia, Estonia, Lithuania, Estonia, Czech Republic and Latvia) were even as high as those in the *northern*

countries and ranged between 75 % and 80 %. However, the socio-economic reforms provoked decreases and fluctuations in female employment in the *CEE* countries. The rates in Hungary, Bulgaria and Romania were around EU mean. The Romanian rate first decreased (1997-2002) due to structural reforms, then remained constant until 2005. The rate in Poland and Croatia was below EU mean (Figure 33).

Regarding the level in 2005 and the development during the *last five years (2000-2005)* the following **groups for female employment rates (25–54 years)** could be observed (Figure 35):

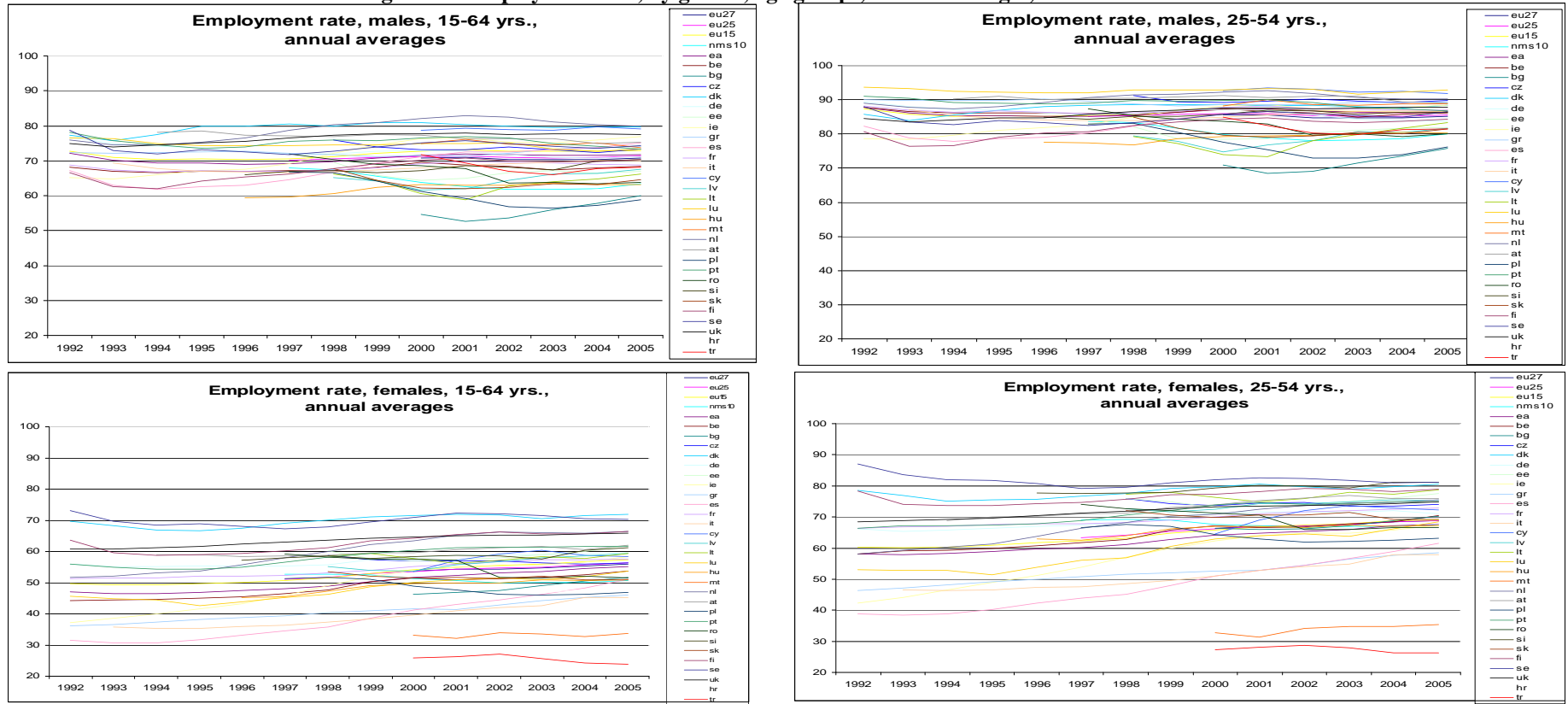
- Countries with *highest* rate: Slovenia, Lithuania, Estonia and Finland (*increase*), Denmark and Sweden (*stable*)
- Countries with *high* rate: Austria, the Netherlands, Latvia, Portugal, UK, Czech Republic, France, Cyprus (*increase*), Germany (*stable*)
- Countries with *upper-medium* rate: Belgium, Luxembourg, Bulgaria (*increase*), Slovak Republic (*decrease*)
- Countries with *lower-medium*: Ireland (*increase*), Hungary (*stable*), Romania (*decrease*)
- Countries with *low* rate: Spain, Greece Italy (*increase*), while in Poland (*decrease*, due to economic reasons)
- Countries with the *lowest* rate: Malta (*increase*) and Turkey (*decrease*).

Figure 33: Female employment rates (25-54 yrs., yearly average)



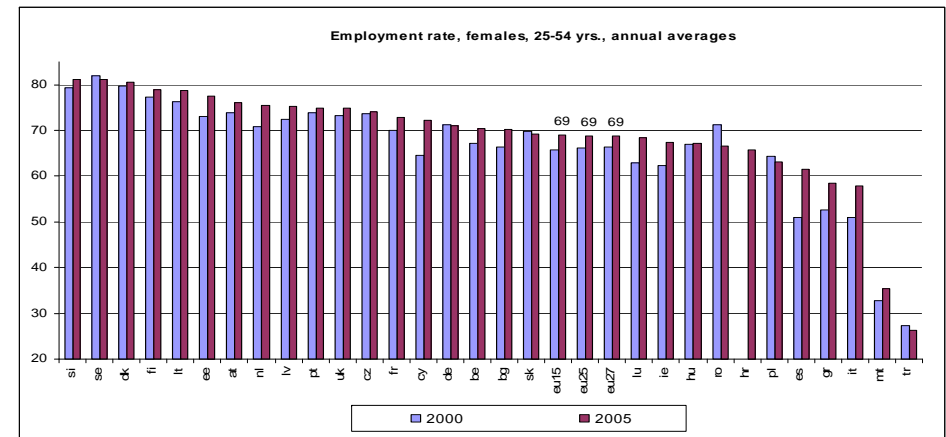
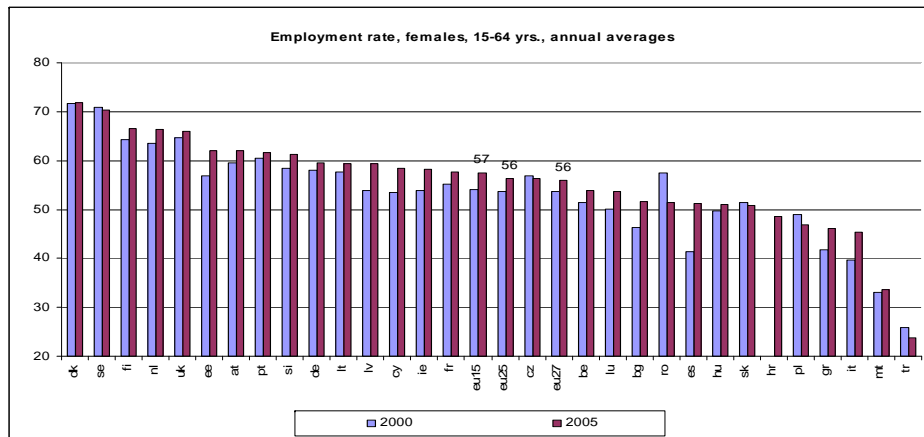
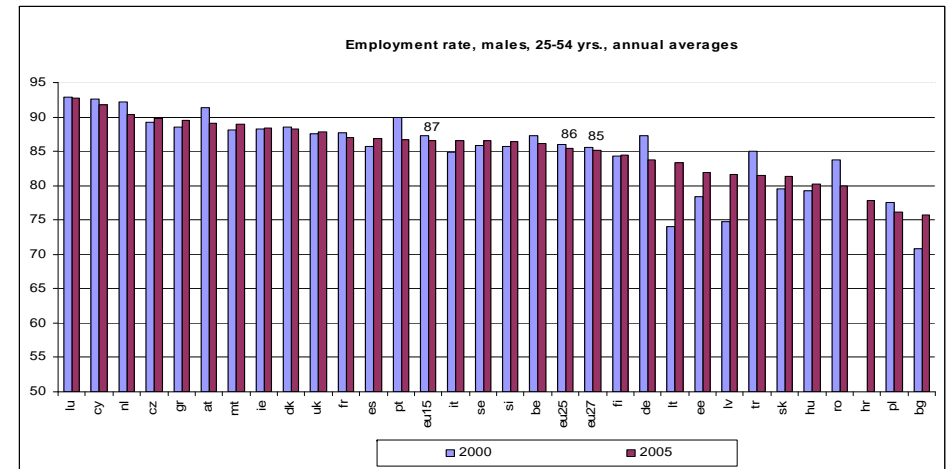
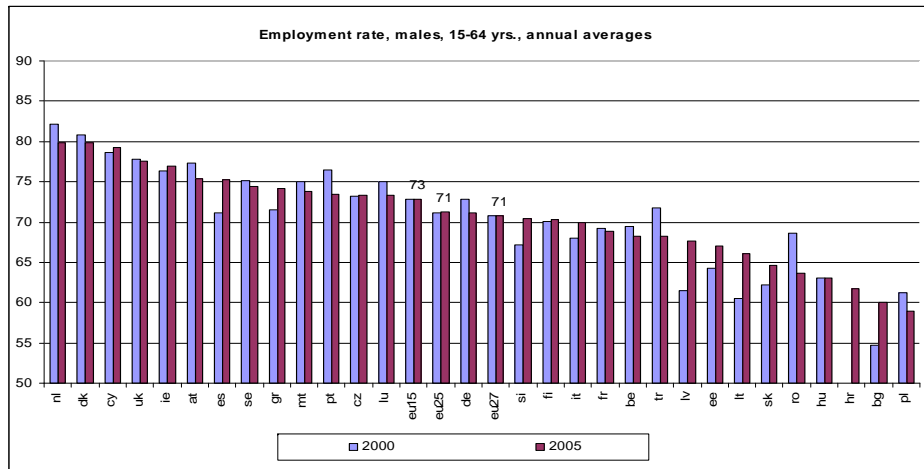
Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 34: Employment rate, by gender, age groups, annual averages, 1992-2005



Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 35: Employment rate, by gender, age groups, annual averages; 2000 and 2005



Source: IHS based on EUROSTAT data (data extraction: January 2007)

Part-time employment

The share of part-time employment of men and women in total employment depends on the *flexibilisation* of labour markets. Female part-time employment is considerably higher than that of men, who are in general full-time employed and have continued working careers (Wroblewski A., Leitner A., 2004). A common trend of *increased* part-time employment in the EU 27 and candidate countries can be observed from 1992 to 2005 (Figure 36).

The *Netherlands* shows the highest share of part-time employment in total employment for both men and women, thus representing an extreme case in this regard. Part-time employment in a cross-country analysis varies much for women than for men. *Female part-time employment varies* strongly between the former EU 15 countries on the one hand and the new member states and candidate countries on the other.

Apart from *Netherlands*, countries with the *highest shares of male part-time* workers were Denmark, Latvia, Romania and the UK. A possible interpretation for Romania is the relatively high involvement of male workers in part-time work/underemployment (European Commission, 2002a). Since 2000, both part-time work and overall employment decreased due to structural reforms. The *lowest shares* of male part-time workers were observed in Slovakia, Hungary, the Czech Republic, Bulgaria, in southern countries like Spain, Italy and Greece and also in Luxembourg. The share of part-time work in the 10 NMS was below EU average, mostly due to the

low flexibilisation of these labour markets (Figure 36).

In 2005 and during the *last five years* (2000-2005) the following country **groups** for **male part-time work** (share as percentage of total employment) could be identified (Figure 37):

- Countries with *high* shares of male part-time workers and *increase* during the last 5 years: Netherlands, Denmark, Sweden, UK, Finland
- Countries with *high* shares of male part-time workers and *decrease* during the last 5 years: Romania
- Countries with *medium* share of male part-time workers and *increase* during the last 5 years: Germany, Belgium, Slovenia, Portugal, Austria, Croatia
- Countries with *medium* share of male part-time workers and *decrease* during the last 5 years: Latvia, Ireland
- Countries with *low* share of male part-time workers and *increase* during the last 5 years: France, Cyprus, Italy, Spain and Malta
- Countries with *low* share of male part-time workers and *decrease* during the last 5 years: Lithuania, Estonia and Turkey.
- Countries with *lowest* share of male part-time workers and *increase* during the last 5 years: Hungary and Luxembourg and Slovakia.
- Countries with the *lowest* share of male part-time workers and *decrease* during the last 5 years: Greece, the Czech Republic and Bulgaria.

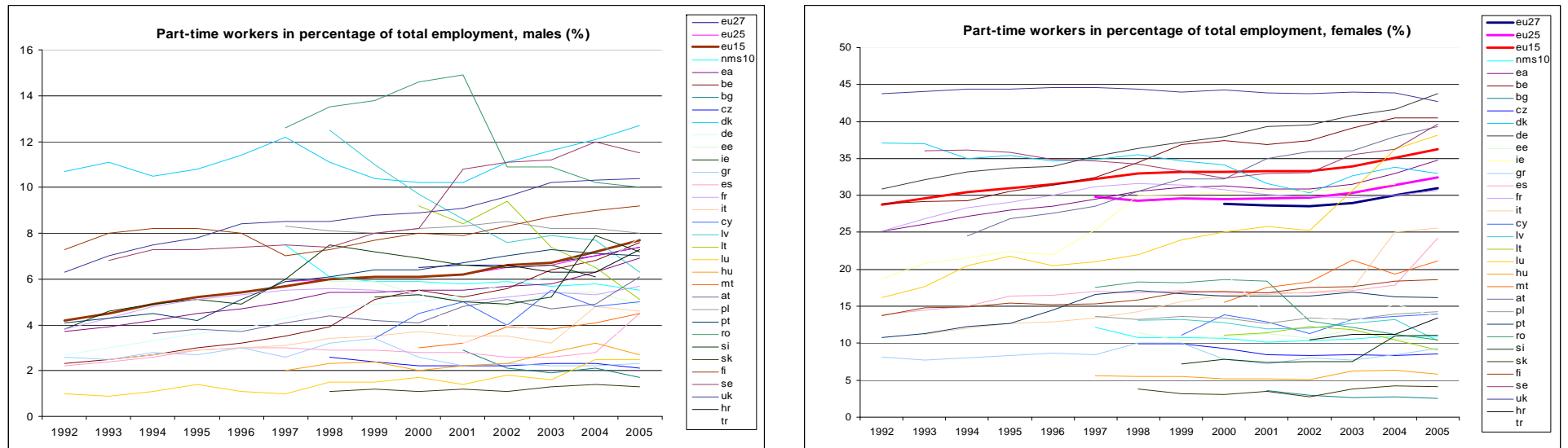
From 1992 to 2005, **female part-time workers** (as a percentage of total employment) can be grouped into two large groups: The first group with a *high share of female part-time* workers encompasses the UK (highest share), Germany, Belgium, Denmark (although decreasing), Austria and France (just below the EU15). In continental countries with high female part-time employment, women tend to work reduced hours after having their children.

The *second group with a lower share of female part-time* workers encompasses the new member states. *Bulgaria, Slovakia and Hungary* showed the lowest shares among all countries in this group. Such low female part-time shares result mostly from the full-time employment policies of the former socialist regimes and the still low flexibilisation of the labour markets even after the socio-economic reforms (Paoli, P., Parent-Thirion, A., 2004). The share of part-time employment in total employment is also lower in the *southern* countries (Italy, Spain, Greece). Traditionally fostering full-time involvement of women in the working life, *Finland* also shows low part-time employment of women.

In 2005 and during the *last five years* (2000-2005) the following **country groups for female part-time employment** could be identified (Figure 37):

- Countries with *high* shares of female part-time workers and slight *decrease* during the last 5 years: UK
 - Countries with *upper-medium* shares of female part-time workers: France, Ireland (near to the EU27 mean and stable/slight increase) and DK (*increase*)
 - Countries with *lower-medium*, Italy, Spain, Malta (*increase*)
 - Countries with *low* shares of female part-time workers and *increase* (Finland, Poland, Slovenia and Greece, Hungary Slovakia and Croatia) or *stable* development during the last 5 years: Portugal, Cyprus and Estonia
 - Countries with *low* shares of female part-time workers and *decrease* during the last 5 years: Turkey, Romania, Latvia, Lithuania and the Czech Republic and Bulgaria.
- Countries with *high* shares of female part-time workers and *increase* during the last 5 years: Netherlands, Germany, Belgium, Sweden, Luxembourg and Austria

Figure 36: Part-time workers in percentage of total employment, by gender



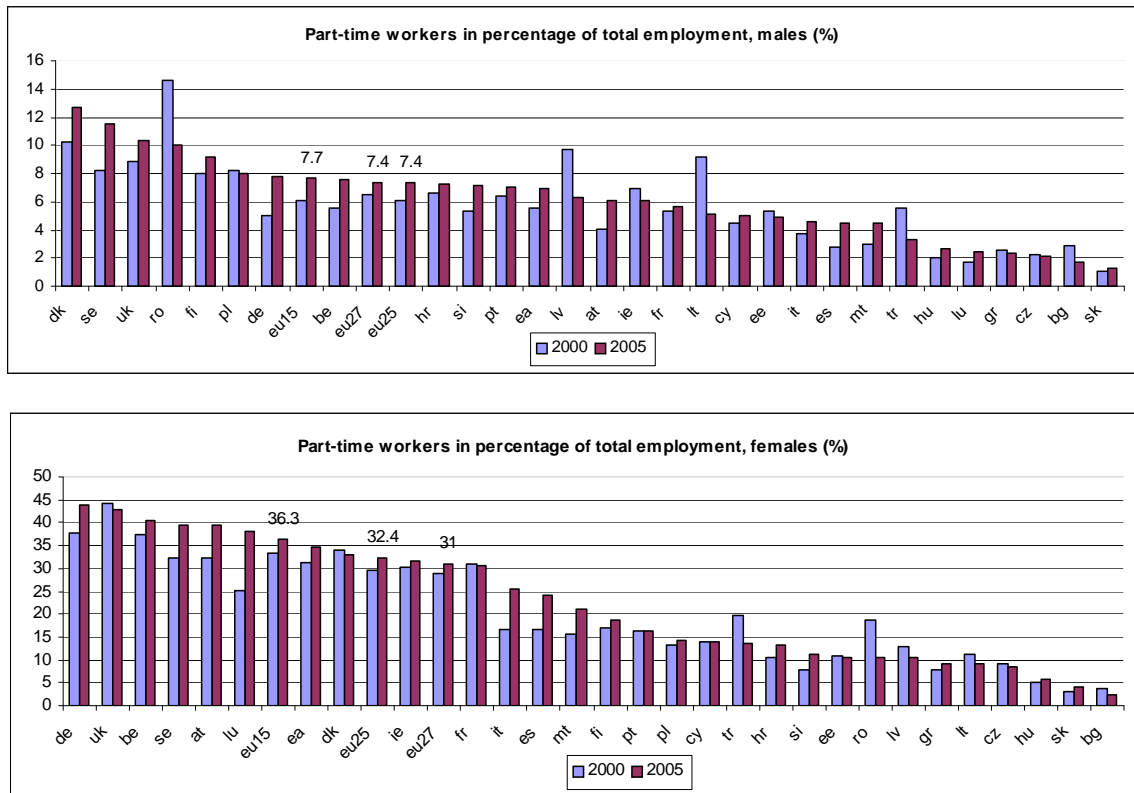
Source: IHS based on EUROSTAT data (data extraction: January 2007) (without NL)

Table 5: Netherlands, Part-time workers in percentage of total employment, by gender

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
males	15.2	15.3	16.3	16.7	16.9	17.2	18.1	18	19.3	20	21.2	22	22.3	22.6
females	64.4	64.6	66.1	67.4	68.1	67.3	67.6	68.9	71	71.3	73.1	74.1	74.7	75.1

Source: IHS based on EUROSTAT data (data extraction: January 2007)

Figure 37: Part-time workers as percentage of total employment, 2000 and 2005



Source: IHS based on EUROSTAT data (data extraction: January 2007) (without NL)

Note: Data for Ireland are from 2004 instead of 2005; Data for Bulgaria are from 2001 instead of 2000; Data for Croatia are 2002 instead of 2000

Gender gap in employment rate and part-time employment

The gender gap in employment and part-time employment sheds light on the divisions of paid work by gender in different societies. Different theoretical classifications and ideal type models, such as male breadwinner, modified male breadwinner, dual breadwinner, etc. (Lewis, 2002, Pfau-Effinger, 2000, O'Reilly, 2006) may be applied for explanation of these divisions. While the analysis of gender gaps in employment comprises two age groups (the general working age population (15-64 years) and the sub-group of the 25-54 year olds), gender gaps in part-time employment can only be analysed for the working age population (due to restricted data availability).

In **2005**, the following general groups regarding the **gender gap in employment rates (males minus females) for the age group (25-54 years)** could be identified:

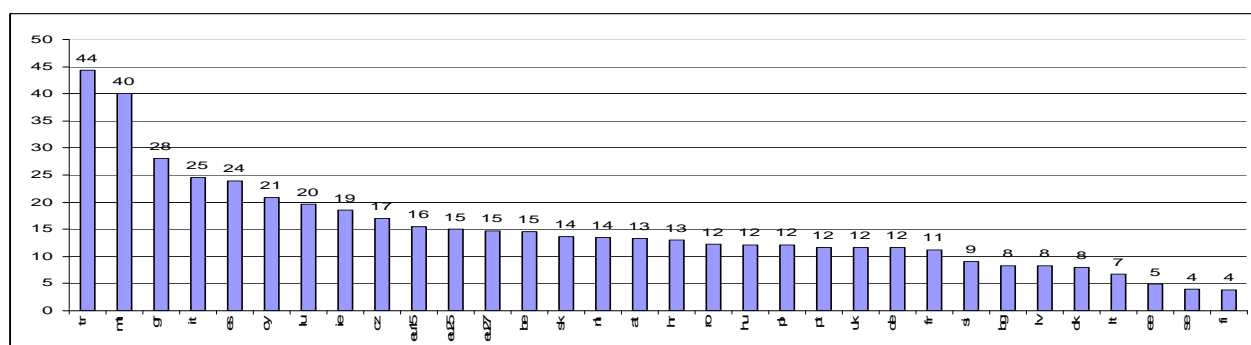
- Countries with *highest gender gap*: Turkey and Malta followed by the southern countries: Greece, Italy and Spain, Cyprus, where traditional gender roles and male breadwinner models are still prevalent, but also Ireland and Luxembourg

- Countries with *upper-medium gender gap* in employment: Czech Republic, Belgium, Netherlands, France, Romania
- Countries with *lower-medium gender gap* in employment: Hungary, Austria, Poland, UK, Germany, Slovak Republic, Croatia, Portugal
- Countries with *lowest gender gap*: northern countries (Denmark, Finland, Sweden) and in the most countries from Central Eastern Europe (Bulgaria, Latvia, Lithuania, Estonia, Slovenia).

Large gender gaps in employment was identified in the *Czech Republic*, which is untypical for a country from CEE.

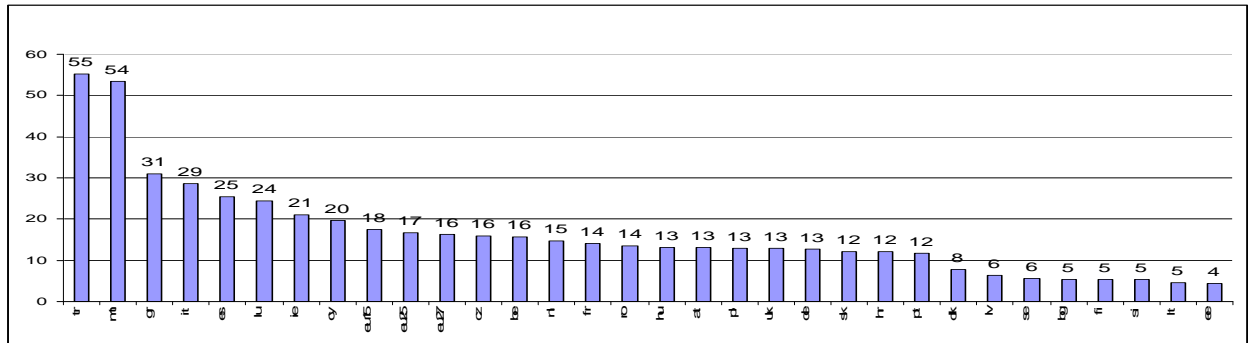
Note also, that gender gaps do not vary much between the age group of 15-64 years and the age group of 25-54 years: In the northern countries (Finland, Sweden), the gender gap is small within both age groups, while some Central Eastern European countries show higher gender gaps for the general working population (15-64 year olds). This allows the conclusion, that the labour market inclusion of women from all age groups is more efficient in the northern countries (Figure 38; Figure 39).

Figure 38: Gender gap (employment rates, 15-64 yrs., 2005), males minus females, in pp



Source: IHS based on EUROSTAT data (data extraction: January 2007), own calculations

Figure 39: Gender gap (employment rates, 25-54 yrs., 2005), males minus females, in pp



Source: IHS based on EUROSTAT data (data extraction: January 2007), own calculations

Regarding the **gender gap in part-time employment** (calculated as female minus male rates) in **2005** the following country groups could be identified (Figure 40):

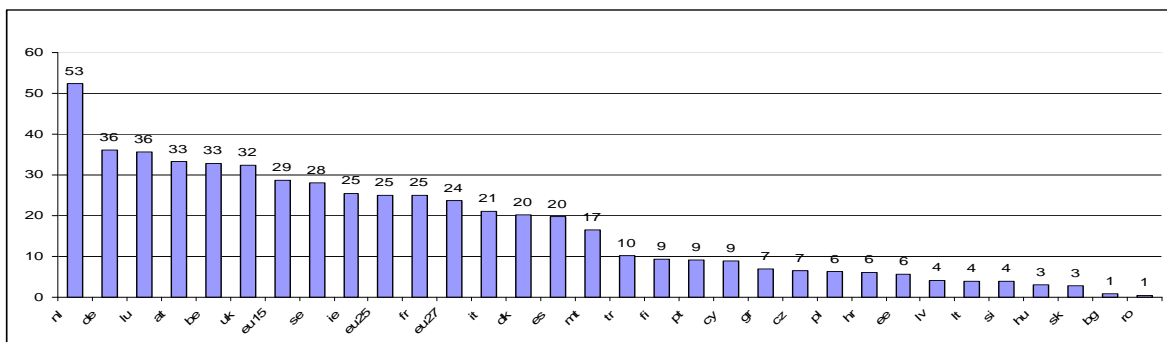
- Countries with the *highest* gender gap in part-time employment: the Netherlands, Germany, Luxembourg, Austria, Belgium and the UK followed by Sweden
- Countries with *medium* gender gap in part-time employment: France, Ireland, Italy, Denmark, Spain and Malta.
- Countries with *low* gender gap in part-time employment are: Turkey, Finland, Portugal,

Cyprus, Greece, Czech Republic, Poland, Croatia and Estonia.

- Countries with *lowest* gender gap in part-time employment: Latvia, Lithuania, Slovenia, Hungary, Slovakia, Bulgaria and Romania.

In countries with the highest gender gaps in part-time employment (continental countries and the UK), women were likely to undertake part-time work more often than men – which may be explained by pending family obligations (childcare). *The lowest* gender gaps in part-time employment were observed in the new member states and candidate countries.

Figure 40: Gender gap (part-time employment, 2005), females minus males, in pp.



Source: IHS based on EUROSTAT data (data extraction: January 2007), own calculations

(Please note that the EU means are relatively high due to the inclusion in the graph of Netherlands, which have extremely high gender gap in part-time employment)

Employment rate of women with small children

The employment rate of women aged 25-49 years with small children (the youngest aged between 0-2 years or 3-5 years, respectively) depends on maternity/parental leave regulations, on family-friendly provision of childcare services, degree of flexibilisation of the labour market, economic necessities of families and gender role models in the different countries. Moreover, the general level of employment is affected by the macroeconomic conditions and employment policies in each country. Thus, employment rates of women with children should always be considered in relation to the general female employment rate (rate within the observed age group independent of existence and number of children).

Due to lack of data this mapping of employment rates of women with small children does not include the Nordic countries and some Eastern countries are represented only since the mid 90ies. Also, these official employment rates may include mother in parental leave in some countries as e.g. in Austria and Germany, but exclude them in other as e.g. in Czech Republic and Slovakia (ILO, 2007; Eurostat, 2006). Thus, the observation of *active employment* (without parental leave) of women with children is possible only in some countries⁶. These specifics have to be kept in mind for the following section by interpretation of countries' ranking and trends.

In general, the analysis shows that female employment rates decline

with a rising number of children and increase, as the children grow older. The employment rate of women aged 25-49 years with 1, 2 or 3 children (the youngest aged 0-2 years) largely depends on maternity and parental leave regulations and childcare provisions.

In 2005, the **employment rates of women (25-49 years) with 1, 2 or 3 children (the youngest aged 0-2 years)** were highest/lowest in the following countries (Figure 41):

- Countries with the *highest* employment rate of women with 1, 2 or 3 children (the youngest aged 0-2 years) were Slovenia, Portugal and the Netherlands. The female employment rate in Slovenia was the highest in the last years and women in Slovenia are vastly involved in full-time work. The situation in Portugal was similar, although the employment rate was not so high. In the Netherlands, the high labour market participation of mothers mainly comes in the form of part-time work. It also declines to a greater extent with the number of children than it does in Slovenia and Portugal, most likely attributable to the lack of a developed childcare services (OECD, 2002; OECD, 2003).
- Countries with *lowest* employment rate of women with 1, 2 or 3 children (the youngest aged 0-2 years) are Hungary, Slovakia and the Czech Republic, followed by Bulgaria, Latvia and Germany. The low employment level of mothers, representing *active employment*, in these countries could be explained by the recently increased and comparatively longer parental

⁶ A detailed analysis of *active employment rate* of women with children requires further research.

leave (MISSOC, 2006; OECD 2007)⁷. In general, female employment rates are relatively high in these countries (except Hungary). Lower employment rates of women with small children were also observed in Malta, where the female employment is in generally very low.

The **employment rate of mothers with pre-school children** (the youngest aged 3-5 years) depends to a big extent on the provision of childcare services, the economic necessities of the families and gender roles models. It is affected by the overall employment rate in the countries, as well. The differences between the employment rates of women with *one and two children* are *less pronounced* for pre-school children (3 to 5 years).

In 2005, the **employment rates of women (25-49 years) with 1, 2 or 3 children (the youngest aged 3-5 years)** were highest/lowest in the following countries (

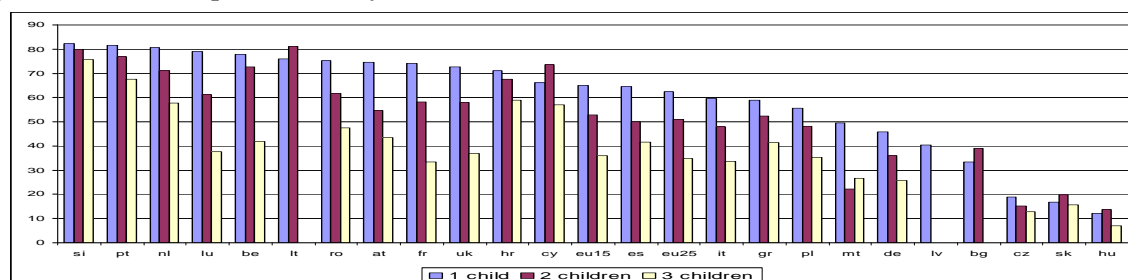
Figure 42):

- Countries with the *highest* female employment of mothers with 1, 2 or 3 children (the youngest aged 3-5 years) were Latvia and Slovenia, Lithuania, Portugal and Estonia also have relatively high employment rates of mothers, with the overall employment rates of women also being quite high.
- Countries with the *lowest* employment rates of women with 1, 2 or 3 children (the youngest aged 3-5 years) were Germany,

Greece, Spain, Italy (where the employment rate of women is principally low), and Malta (where traditional gender roles still prevail). The employment rate in Czech Republic is still comparatively lower due to the longer parental leave, but considerably higher than for very young children.

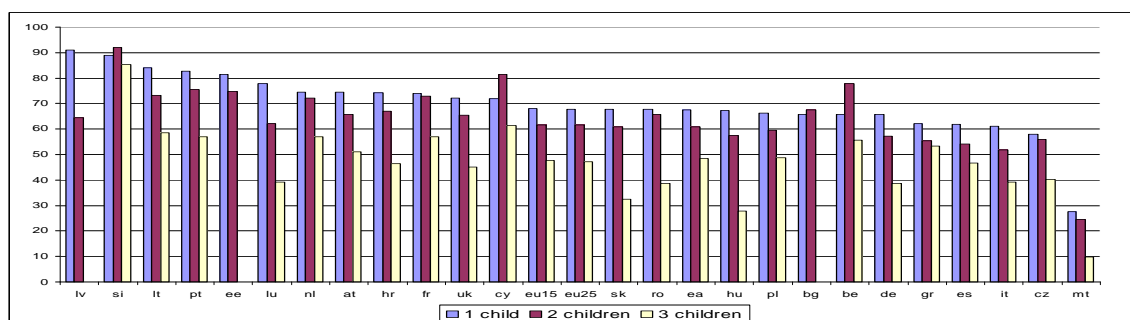
⁷ Please note that the employment rates of women with small children in these countries do not include mother in parental leave

Figure 41: Employment rate of women (25-49 yrs.) with 1, 2 or 3 children, the youngest aged 0-2 yrs., 2005 (second quarter of the year)



Source: IHS based on EUROSTAT data (data extraction: January 2007); No data for all countries is available. Note that these official employment rates may include mothers on parental leave.

Figure 42: Employment rate of women (25-49 yrs.) with 1, 2 or 3 children, the youngest aged 3-5 yrs., 2005 (second quarter of the year)



Source: IHS based on EUROSTAT data (data extraction: January 2007); No data not for all countries is available. Note that these official employment rates may include mothers on parental leave

A detailed observation of the development of employment rate by number of children in different age groups is presented below. In general, the labour market involvement of mothers with small children was *higher after the mid 90ies than before*, although some differences exist between countries.

Employment of women (25-49 yrs.) with 1 small child (aged 0-2 years)

In 1990, employment rates for mothers with one small child ranged between 40% and 80%. In the mid of 90ies, when data for some eastern countries became available, Slovenia had the highest rate (92% in 1996), while the Czech Republic had the lowest one (22,5% in 1997). In 2005, rates ranged between approx. 80%

(Slovenia, Portugal and the Netherlands) and a very low in Hungary (12%).

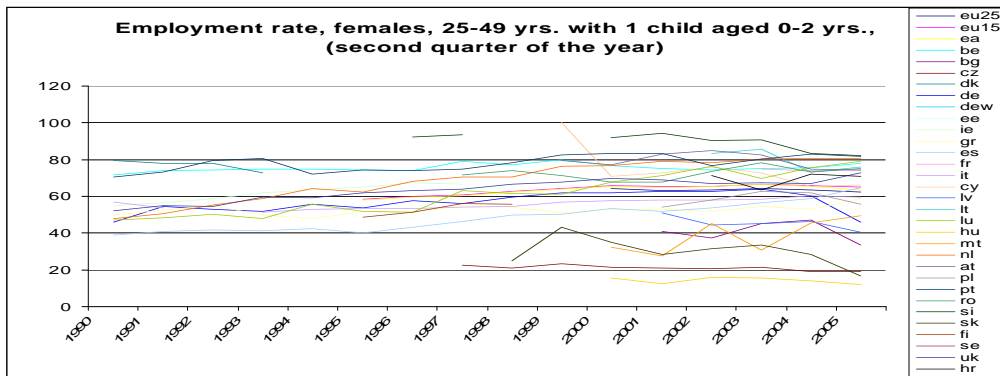
During the whole observed period (1990-2005), the countries with the *highest* employment rates of women with 1 child aged 0-2 years were Slovenia (however falling since 2001), Portugal, Austria, Belgium and Lithuania. The Netherlands (growing over the period) reached a high level in 2005. In the UK, the rate showed a similar trend but growth was less remarkable. In the Netherlands, maternity leave is very short resulting in fast returns of women into the labour market (MISSOC, 2006).

Countries with the *lowest* employment rate were Hungary, the

Czech Republic and the Slovak Republic, which as still mentioned may be explained by longer parental leaves

(MISSOC, 2006; OECD, 2007). Malta also showed low employment rates due to traditional gender roles (Figure 43).

Figure 43: Employment rate, females, 25-49 yrs. with 1 child aged 0-2 yrs., data: second quarter of the year



Source: IHS based on EUROSTAT data (data extraction: January 2007). Note that these official employment rates may include mothers on parental leave.

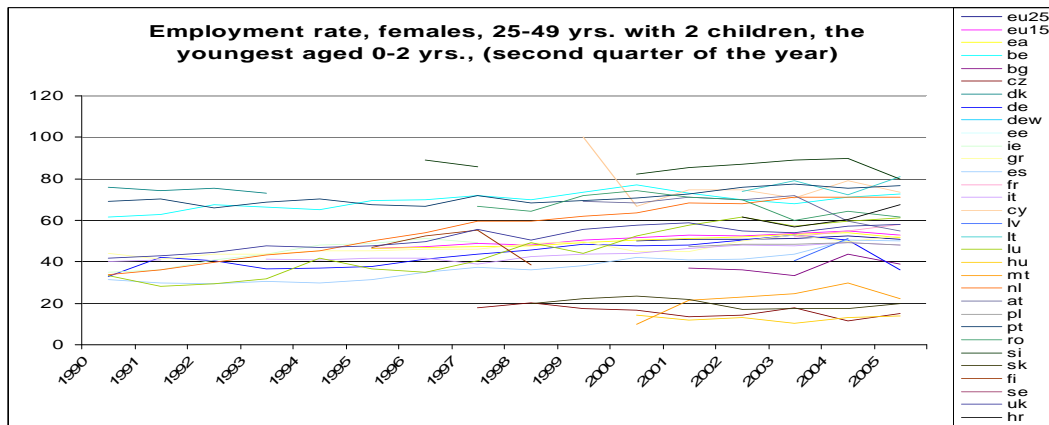
Employment of women (25-49 yrs.) with 2 children (the smallest aged 0-2 years)

The employment rates of mothers with two small children were *lower* than those of women with only one child. In 1990, rates ranged from 31.4% in Spain to 69.1 % in Portugal and 76 % in Denmark (data are available only for 1990-1993). Since the mid of 90ies data for more countries are available. The highest rate was measured again in

Slovenia (88.9% in 1996), while the lowest rate was counted in the Czech Republic (17.8% in 1997). In 2005, rate ranged from approx. 80 % (Slovenia, Lithuania) to 14% (Hungary) or 15% (Czech Republic).

During the *whole observation period (1990-2005)*, the ranking of countries for employment rates of women with 2 small children is in general very similar to that of women with only one small child (Figure 44).

Figure 44: Female employment rate (25-49 yrs.) with 2 children (the youngest aged 0-2 yrs.), data: second quarter of the year



Source: IHS based on EUROSTAT data (data extraction: January 2007). Note that these official employment rates may include mothers on parental leave.

Employment of women (25-49 years) with 3 children (the smallest aged 0-2 years)

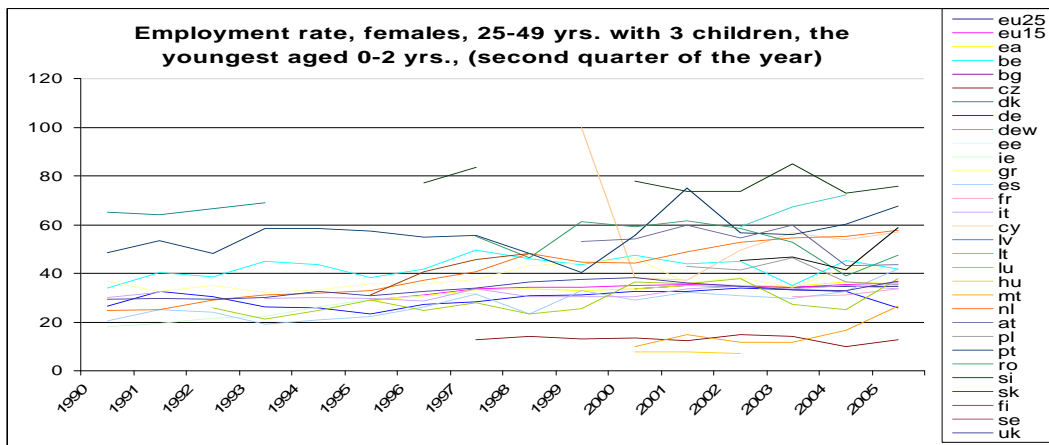
Observed employment rates for women aged 25 to 49 years with three children, the smallest being between 0 and 2 years, were lower than the rates for women with less children. In 1990, they varied from 18.1% (Ireland) and 20.4% (Spain) to 48.5% (Portugal) and 65% (Denmark (data available only for 1990-1993)).

The overall highest rate was measured as before in Slovenia (77% in 1996), while the Czech Republic had

the overall lowest one (12.6% in 1997). In 2005, employment rates of women with three children ranged between 75.8% (Slovenia) and 7% (Hungary).

From 1990 to 2005, countries with the *highest rates* were Slovenia, Portugal and Lithuania (data only for (2002-2004) are available). In the Netherlands, the rate strongly rose throughout the observed period. The Czech Republic, Hungary and Malta were the countries with the smallest participation also for women with 3 children (Figure 45).

Figure 45: Female employment rate (25-49 yrs.) with 3 children (the youngest aged 0-2 yrs.), data: second quarter of the year



Source: IHS based on EUROSTAT data (data extraction: January 2007). Note that these official employment rates may include mothers on parental leave.

Employment of women (25-49 years) with 1 child aged 3-5 years

In general, employment rates of women with pre-school children (aged 3-5 years) tend to be to a big extent dependent on established gender divisions of labour, the availability of family friendly child-care facilities allowing continuation of full-time employment of mothers, as well as flexible employment regulations allowing combination of child care with part-time work.

Female employment rates of mothers with one pre-school child (aged 3-5 years) were generally *higher* than those of women with one smaller child. Moreover, rates *rose faster* than those of mothers with younger children. Differences among observed countries were not large.

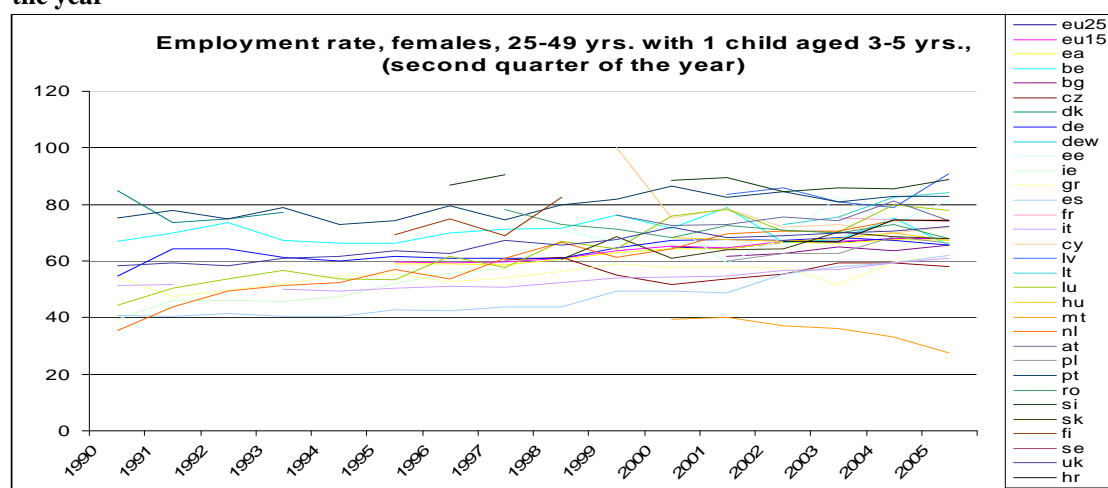
In 1990, female employment rates for mothers with one pre-school child ranged between 35.6% (the Netherlands) and 75.2% (Portugal). Slovenia showed again the highest rate

(87% in 1996), while Spain measured the lowest one (42.3% in 1997). In 2005, rates varied between 90.9% in Latvia (and 88.9% in Slovenia) and 27.5% in Malta.

Countries with the *highest* employment rates of women with one child aged 3-5 years during the whole observation period were Slovenia, Latvia, Lithuania, Portugal and Austria. Luxembourg and the Netherlands, whose rates were growing through the period, reached high female employment levels in 2005.

Countries with the *lowest* employment rates of women (25-49 years) with one child aged 3-5 years were the southern countries (Italy, Spain, Greece, Czech Republic and Malta), with Malta's rates being the lowest. In Czech Republic the employment rate of women with pre-school children is considerably higher as of those of women with small children (see Figure 46).

Figure 46: Employment rate, females, 25-49 yrs. with 1 child aged 3-5 yrs., data: second quarter of the year



Source: IHS based on EUROSTAT data (data extraction: January 2007). Note that these official employment rates may include mothers on parental leave.

Employment of women (25 to 49 years) with 2 children (the smallest aged 3-5 years)

Employment rates of women with two older children (the smallest aged 3-5 years) were generally *higher* than those of women with two smaller children (the smallest aged 0-2 years). Moreover, from 1990 to 2005, the rates *rose steeper* than those for women with smaller children. Differences among the observed countries were not very large.

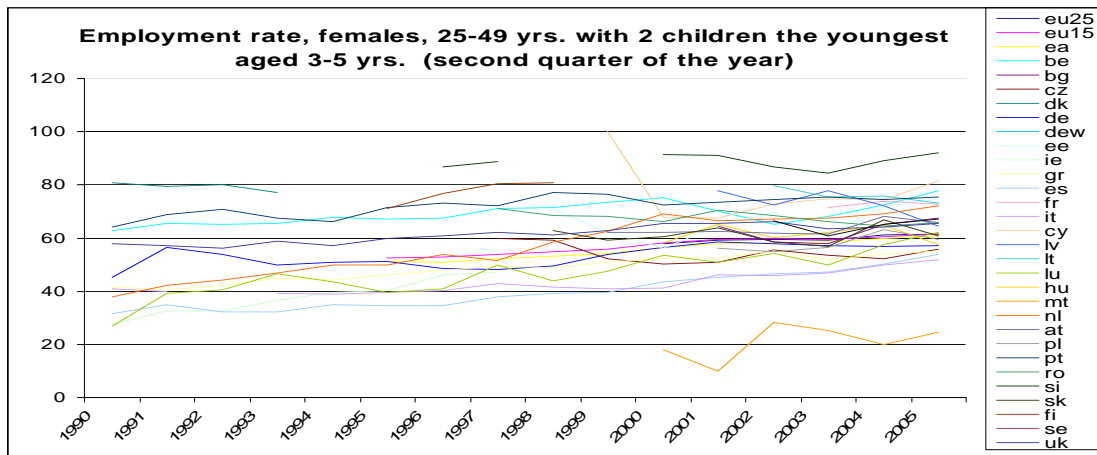
In 1990, the employment rate of women aged 25 to 49 years with two older children (the smallest aged 3-5 years) varied from 27% in Luxembourg (or 27.5 % in Ireland) to 64.2% in Portugal (or 80.9% in Denmark (data available only for (1990-1993)). Slovenia had the highest rate (87% in

1996) while Spain showed the lowest one (34.6%). In 2005, the rate ranged between 92.1% in Slovenia (81.4 % in Cyprus) and 51.7% in Italy (54% in Spain).

From 1990 to 2005, the countries with the *highest* employment rates of women with two (one of them pre-school) children were Slovenia, Latvia, Lithuania (data only after 2000), Portugal, Belgium and Cyprus. The Netherlands also reached a high level in 2005, after a growth of the rate during the observed period.

The countries with the *lowest* employment rates of women with two children (the smallest of pre-school age) were similar to those of women with 1 child of pre-school age (Italy, Spain, Greece, and Malta, Figure 47).

Figure 47: Employment rate, females, 25-49 yrs. with 2 children, the youngest aged 3-5 yrs., data: second quarter of the year



Source: IHS based on EUROSTAT data (data extraction: January 2007). Note that these official employment rates may include mothers on parental leave.

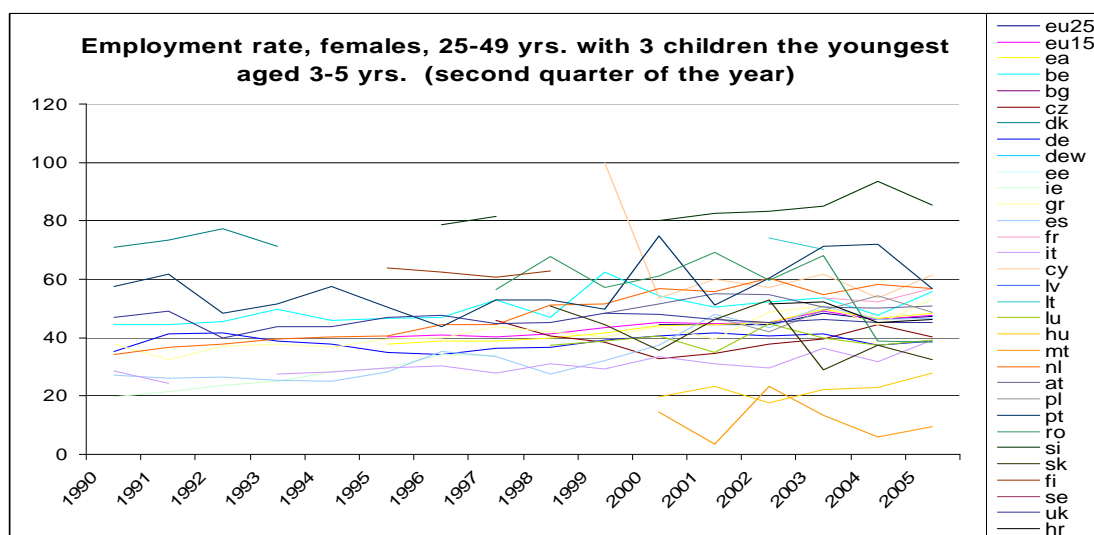
Employment of women (25-49 years) with 3 children (the smallest aged 3-5 years)

The employment rate of women aged 25 to 49 years with three children (the smallest aged between 3 and 5 years) is lower than the employment rate of women with two children of the same age definition. Country rankings were similar.

In 1990, the observed employment rates of women ranged

between 19.7% in Ireland and 57.7% in Portugal (and 71.1% in Denmark (data available only for (1990-1993)). Slovenia had the highest rate (78.8 % in 1996) while Italy had the lowest one (30.2%). In 2005 the rate ranged between around 85.4% (Slovenia) and 38.7% Germany, 27.9% (Hungary) with Malta being very low at 9.7% (Figure 48).

Figure 48: Female employment rate (25-49 yrs.) with 3 children (the youngest aged 3-5 yrs.), data: second quarter of the year



Source: IHS based on EUROSTAT data (data extraction: January 2007). Note that these official employment rates may include mothers on parental leave.

Conclusion related to (female) employment rates

In terms of the *social quality model*, employment rates influence both *economic security and social inclusion*. *Male employment rates* of all age groups show stable trends. Yet, they may be affected by consequences of socio-economic reforms in Central Eastern European countries, causing relatively lower levels of employment.

Employment rates of women in the age group of 25-54 years and the employment rate of women with children gives insights on the typical practices of how to combine job and childcare. Traditional values concerning gender roles tend to result in lower levels of female employment (Spain, Italy, Greece, Turkey and Malta). As a result of socio-economic transformation and structural reforms, Poland also had low female employment rates

(European Commission, 2002b). However, there is a *general trend of increase of female employment* and a *convergence* to a higher level.

The employment rate of women with small children depends on the age of children and the policy mix in the specific country. For *children within the 0-2 years age group*, some countries provide financial support for long parental leaves, such as e.g. Austria⁸, the Czech Republic and Hungary, Slovakia, etc. which give opportunities to women to care for children at home for a longer period (MISSOC, 2006; OECD, 2007). In the Nordic countries, family friendly provisions of child care services for very small children promote the continuous full time employment participation of women (OECD, 2003; OECD, 2005). In Netherlands the paid leave is very short, while part-time work is widespread. Thus, women combine childcare with part-time employment (OECD, 2003). For *children within the age group of 3-5 years*, factors such as the availability, costs, opening hours of childcare services, the degree of flexibilisation of labour market and the culture of gender labour division are of key importance for employment of mothers.

There is a *common pattern* of decreasing employment rates for women (25-49 years) with small children when the number of children increases. On the other hand, employment rates increase with the age (growing-up) of the children. A common trend of *higher* involvement of

women with small children in the labour market is observed from 1995 onwards.

Within the generally observed *increase of part-time*, female part-time is higher than that of men in all countries. Part-time employment is lower in CEE countries, due to the weaker flexibilisation of labour markets. While part-time employment creates opportunities for the combination of work and care (e.g. the Netherlands), it is also related to lower income and may create pressure for low-income families or single parents. *High gender gaps in part-time* (Netherlands, Germany, Luxemburg, Austria, Belgium, UK and Sweden) show that mostly women engage in employment at reduced hours likely in order to can undertake also care responsibilities. *Gender gaps in employment in general* are high in Spain, Italy, Greece, Cyprus, Turkey, Malta, but also Luxembourg and Ireland, while low in northern and CEE countries.

2.5. Care related trends

In order to monitor care related trends, we will look into the proportion of **children** using formal child care arrangements, pre-school expectancy rates, the cost and availability of childcare, family policy preferences but also care related attitudes of and towards the **elderly**.

Enrolment in formal day care and pre-school

Childcare provisions *differ greatly* from country to country and make international comparisons difficult. Enrolment rates as listed in the OECD family database (OECD, 2006) therefore comprise *all forms of formal*

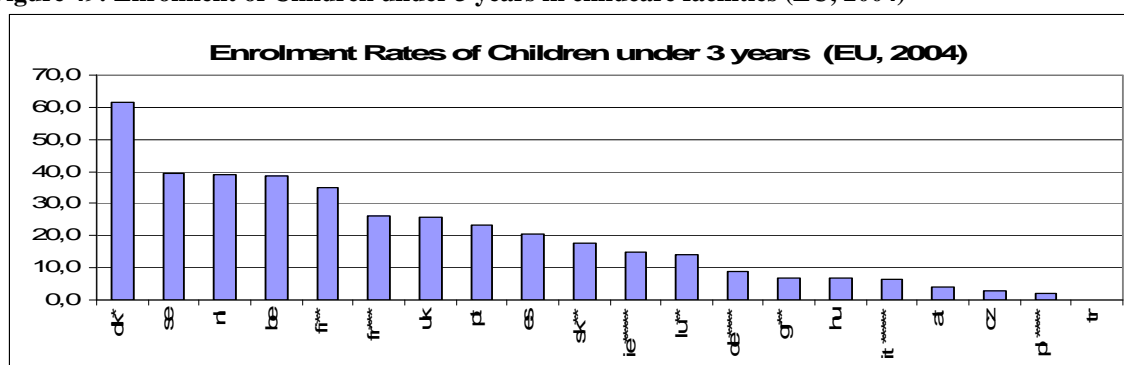
⁸ As mentioned the official employment rate includes mother on parental leave, thus the active involvement in employment is at a lower level.

child care such as group care in child care centres, registered child minders based in their own homes looking after one or more children and care provided by a carer at home who is not a family member but may live in the household.

Enrolment rates for 0 to 2 year olds cover all children of the relevant age groups irrespectable of the form of day care they are in (kindergarten, pre-school, etc). Accordingly, enrolment rates for 3 to 5 year olds cover formal pre-school arrangements and primary school. Currently, data in the OECD database are *available for 2004 (unless otherwise marked)*. Enrolment rates in the EU show a large variety of participation, especially in the lower age segment.

EU Countries with *high formal childcare participation in the 0 to 2 ages group* (Figure 49) are Denmark (61.7 %), Sweden (39.5 %), the Netherlands (39.5%) and Belgium (38.5 %). The lowest enrolment rates – as far as data were available – were detected for Poland and the Czech Republic (only 2 resp. 3 %) and Austria (4.1 %). Enrolment rates were also quite low in Italy (6.3 %), Hungary (6.9 %), Greece (7 %) and Germany (9 %). With rates above 25 %, France (26 %) and the UK (25.8 %) form the upper middle section. Portugal and Spain attained more than 20 %, followed by Slovakia, Ireland and Luxemburg with enrolment rates of children under three years between 14 and 18 %.

Figure 49: Enrolment of Children under 3 years in childcare facilities (EU, 2004)



Source: IHS based on OECD data (OECD 2006, family database, PF11, extraction 01/2007); countries marked with stars refer to other years (* 2005, ** 2003, ***2002; **** 2001, ***** 2000)

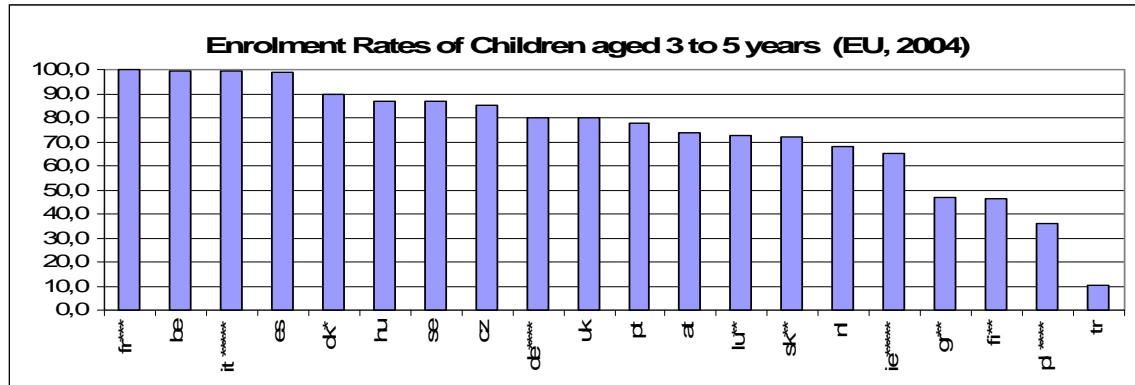
For *children in the 3 to 5 years old age group*, enrolment rates – as calculated by OECD and again comprising various forms of pre-school arrangements and primary school - are much higher than those for smaller children. The average rates in this age group vary between 100 % in France (and similarly high rates in Belgium, Italy and Spain) and very low 10 % in Turkey (see Figure 50). Other countries with relatively high enrolment rates for children aged three to five years are

Denmark, Hungary, Sweden and the Czech Republic – all with rates between 80 and 90 percent. Germany, the UK, Portugal, Austria, Luxemburg and Slovakia range between 80 and 70 percent, followed by the Netherlands and Ireland in the 60 to 70 percentage range.

Apart from Turkey, countries with relatively low enrolment rates (under 50 %) are Poland, Finland and Greece. Note that the Greek enrolment rate is likely to be underestimated due

to a missing value for the enrolment of children aged 3.

Figure 50: Enrolment of Children between 3 and 6 years (EU, 2004)



Source: IHS based on OECD data (OECD 2006, family database, PF11, data extraction: January 2007), countries marked with stars refer to other years (* 2005, ** 2003, ***2002; **** 2001, ***** 2000)

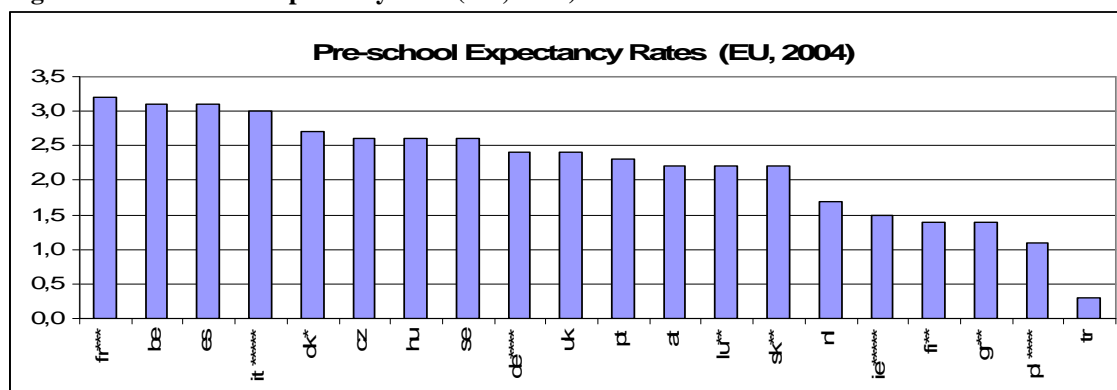
Pre-school expectancy rates

The OECD family database also looks into pre-school expectancy rates, i.e. the expected years of enrolment in pre-primary/primary of children aged 3 to 5 (calculated as the sum of yearly net enrolment rates) as indicator of *how extensive* pre-school participation is across the population group. Values close to three (years) signify 100% participation of the entire three to five year age group (e.g., in Belgium, France and Spain). Lower rates largely result from the non-participation of 3 (and 4)

year olds. Note that differences in daily/weekly use cannot be accounted for but might be significant.

The country ranking in the pre-school expectancy rates *closely matches* that of the enrolment rate of children aged 3 to 5 years. Yet, some countries have slightly changed position in respect to the other EU countries, for example Spain now ranks before Italy, the Czech Republic ranks shows the same value as Hungary and Sweden and the preschool participation rate of Finland matches that of Greece.

Figure 51: Pre-school Expectancy Rate (EU, 2004)



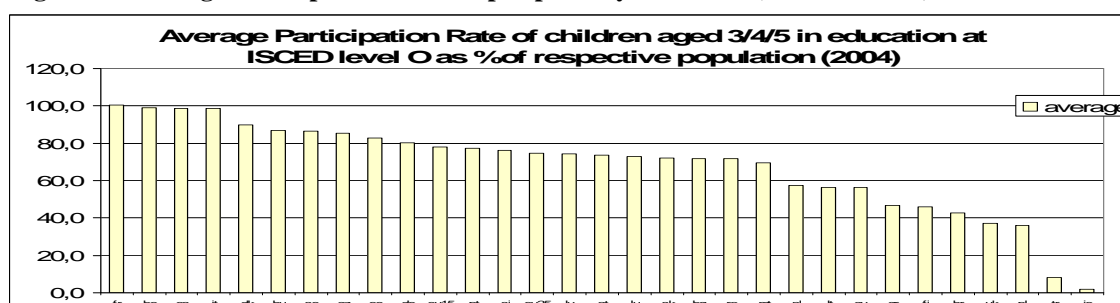
Source: IHS based on OECD data (OECD 2006, family database, PF11, data extraction: January 2007), countries marked with stars refer to other years (* 2005, ** 2003, ***2002; **** 2001, ***** 2000)

ISCED Level 0 participation rates for 3/4/5 year olds (EUROSTAT)

To get information on all EU countries and developments over time, we also used data from EUROSTAT for participation rates of children aged 3, 4 and 5 years in education of level 0. Programs at level 0 (also known as pre-primary) are 'defined as the initial stage of organised instruction are designed

primarily to introduce very young children to a school-type environment, i.e. to provide a bridge between the home and a school-based atmosphere. Upon completion of these programs, children continue their education at level 1 (primary education)' (EUROSTAT, 2007).

Figure 52: Average Participation Rates in pre-primary education (ISCED level 0) in 2004



Source: IHS based on EUROSTAT data (data extraction: February 2007)

In 2004, average participation rates in ISCED level 0 programs (pre-primary) for all EU 27 and CC are shown in Figure 52. Data generally match those of the above analysis, with the exception of rates for the *UK and Ireland* (which here do not include participation of 4 and 5 year olds in primary school and therefore show too low – or even internationally incomparable - rates). Greek rates are

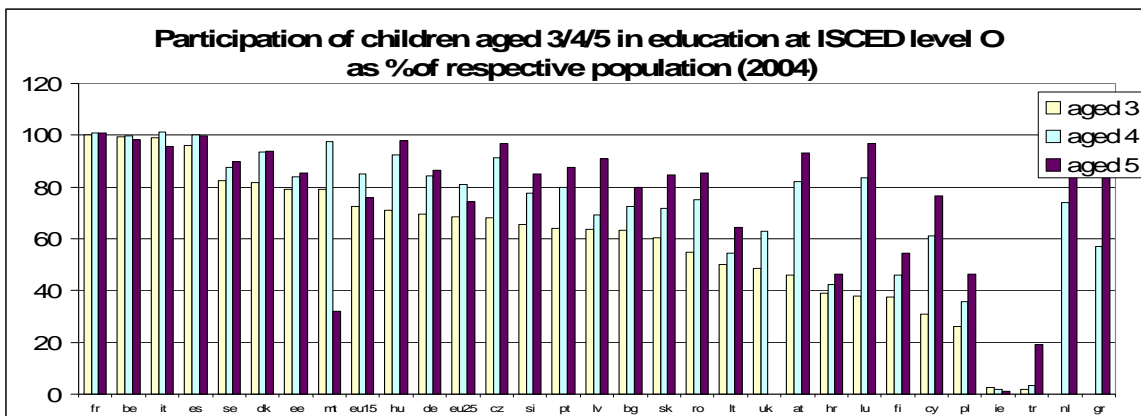
again too low due to data missing for the 3 year olds.

New countries: While Estonia, Slovenia and Latvia rank in the upper middle section, Bulgaria, Romania and Malta are in the lower middle section. Lithuania and Cyprus match the Netherlands participation rate, followed by Croatia in the low participation section.

Looking at the individual participation rates of children aged 3/4/5 years in education at ISCED level 0 (pre-primary) in 2004 we see that *participation rates for three year olds* are very high in France, Belgium, Italy and Spain (all between 95 and 100 %) and quite high in Sweden, Denmark, Estonia and Malta (all around 80 %). In the middle section, with participation rates of 60 to 70 percent, are Hungary, Germany, the Czech Republic, Slovenia, Portugal, Latvia, Bulgaria and Slovakia (note that all these countries

show strongly increasing participation rates for the older age groups). Countries with low 3 years old participation are Romania, Lithuania, the UK and Austria (all between 45 and 55 %). In the low participation segment, we find also countries such as Croatia, Luxemburg, Finland, Cyprus and Poland. The lowest rates for 3 year olds in pre-primary education were measured in Ireland, Turkey and the Netherlands (all between 0 and 2.5 %). No data was available for Greece.

Figure 53: Age group specific participation rates of children aged 3/4/5 in pre-primary education (ISCED level 0) in 2004, sorted by participation of children aged 3



Source: IHS based on EUROSTAT data (data extraction: February 2007)

As for the *development between age groups*, we observe only marginal changes in participation rates between children aged 3, 4 and 5 in countries with the highest rates for 3 year olds (France, Belgium, Italy and Spain). Countries with very strong increases with age are found within those with originally low participation rates (Austria, Luxemburg, Cyprus, the Netherlands and Greece).

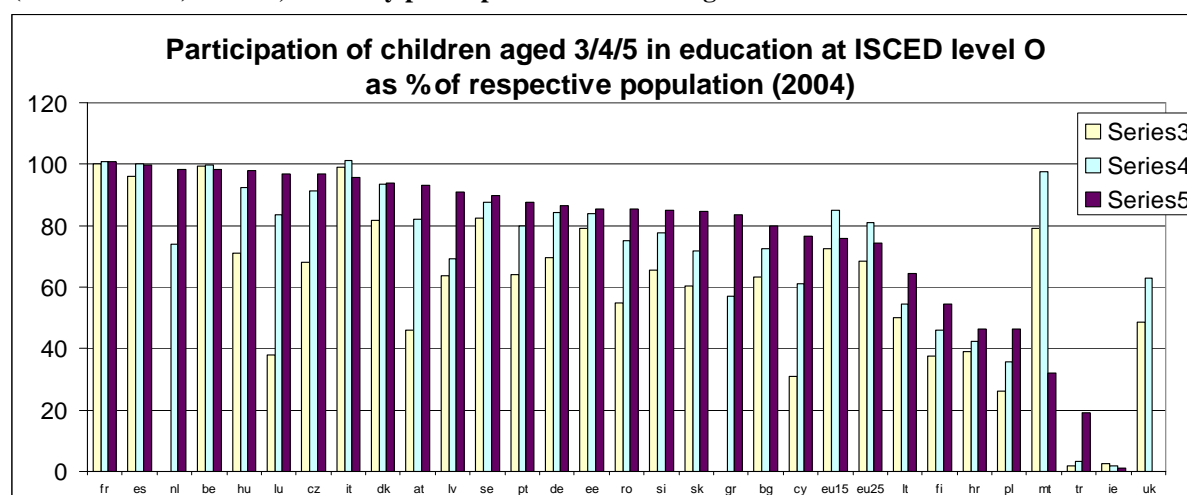
Looking at a *new* ranking of participation rates in pre-primary education of the individual age groups (now sorted by participation of children aged 5, Figure 54), we see that some

countries changed position as compared to the above ranking by participation of 3 year olds. Note again that participation rates for Ireland and the UK do not reflect real values due to primary school participation not being included in these rates. *Participation rates of children before entering school* are high in the same countries as before (F, BE, IT, ES) but also in the Netherlands, Luxemburg, Hungary, the Czech Republic, Denmark, Austria and Latvia (all between 90 and 100 %). Countries with the lowest values are Turkey and Malta (have they started school already?); Poland, Croatia and

Finland remain quite low in all age groups. In the upper middle section, we find Sweden, Portugal, Germany, Estonia, Romania, Slovenia, Slovakia

and Greece (all between 80 and 90 %), followed by Bulgaria, Cyprus and Latvia.

Figure 54: Age group specific participation rates of children aged 3/4/5 in pre-primary education (ISCED level 0) in 2004, sorted by participation of children aged 5



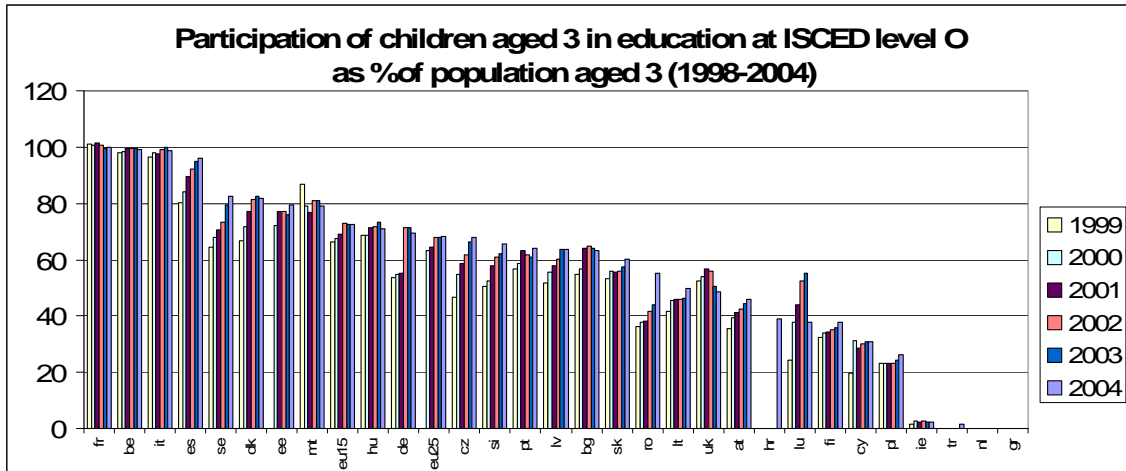
Source: IHS based on EUROSTAT data (data extraction: February 2007)

Taking now a look at the *development of pre-primary participation rates* for individual age groups over time (1998 – 2004), we see that *participation rates of children aged 3* (Figure 55) changed only marginally in countries with high rates (France, Belgium and Italy) and very low rates (the Netherlands and Ireland). For Greece and Turkey, no data was available. Countries with the highest increases in the 3 year olds participation from 1998 to 2004 were Luxemburg and Romania. Many countries showed steady increases over time, the exceptions being Malta, the UK and Luxemburg (all with some form of stronger reduction within the observed period). The strongest

increases in the 3 year olds participation rate in pre-primary education were experienced in Sweden, Denmark, the Czech Republic and Romania.

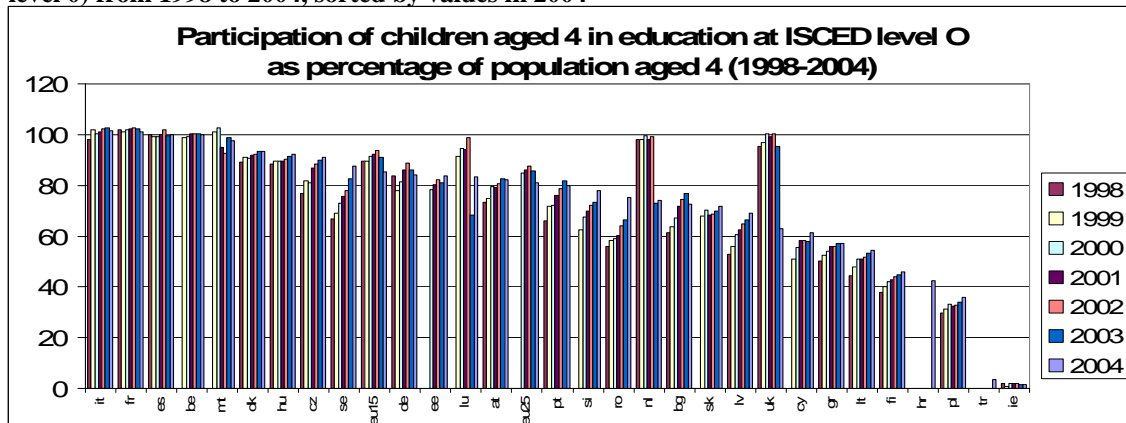
Changes in participation rates of the four year olds (Figure 56) are partly similar to those of the 3 year olds: In the observed time period from 1998 to 2004, rates temporarily fell in Malta, Luxemburg, the Netherlands and the UK (countries can be easily picked out visually due to the below ranking according to 2004 values which makes them stick out in the chart) and rose strongest in Sweden. Increases were also strong in Slovenia, Romania, Bulgaria and Latvia, with many other countries increasing moderately as well.

Figure 55: Development of participation rates of children aged 3 in pre-primary education (ISCED level 0) from 1998 to 2004, sorted by values in 2004



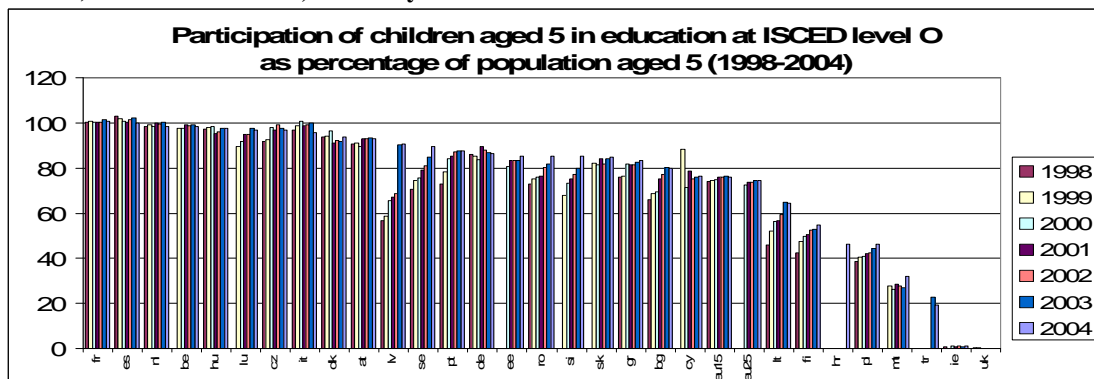
Source: IHS based on EUROSTAT data (data extraction: February 2007)

Figure 56: Development of participation rates of children aged 4 in pre-primary education (ISCED level 0) from 1998 to 2004, sorted by values in 2004



Source: IHS based on EUROSTAT data (data extraction: February 2007)

Figure 57: Development of participation rates of children aged 5 in pre-primary education (ISCED level 0) from 1998 to 2004, sorted by values in 2004



Source: IHS based on EUROSTAT data (data extraction: February 2007)

The *development of pre-primary participation rates for children of the 5-year's old age group* is characterized by strongly rising rates in the observed time period from 1998 to 2004 at various levels of participation (in Latvia, Sweden, Slovenia, Bulgaria and Latvia). Increasing participation rates of a lesser degree were realized in Luxemburg, Portugal, Romania, Greece, Finland and Poland. As in the other age groups, variations in the countries with the highest participation rates were only marginal. Reductions in participation rates – although only slight or temporary - were observed in Spain (data correction for formerly too high rates?), Italy, Germany, and Cyprus.

Special comments on enrolment rates in England, Ireland, Malta, the Netherlands and Greece

According to above data, the Irish participation rates for children in education at ISCED level 0 (pre-primary) are extremely low (nearly non-existent) for 4 and 5 year-old children and that those in the United Kingdom are unexpectedly low for 4 year olds while non-existent for 5 year olds. Similarly, participation rates for 5 year-old children in Malta are much lower than those for smaller children. There is no data for Greek participation rates for the three year olds. The Netherlands' participation rate for the same age group is 0.1%.

From above analysis, we get the somehow *wrong* impression that participation rates of children are unexpectedly *low* in some European countries (England, Ireland, Malta, the Netherlands and Greece). Yet, we have to take into account the fact, that children in Europe start primary education at different ages (between 4

and 6 to 7 years), that some countries (for whatever reason) may resort to private (less documented) rather than public care arrangements and that opinions on which form of education (kindergarten, school) belongs to which ISCED level obviously differ: while participation rates in France for 4 year old (school) children are nearly 100 % for ISCED 0 (pre-primary) level, they tend towards zero for Ireland and England.

*Correcting for primary education*⁹, we see that overall participation rates in education (or childcare) in *Ireland* rise to 46.6 % for 4 year olds and 99.4 % for 5 year olds. Similarly, rates in the *United Kingdom* rise to 92.9 % and 98.8 %. In *Malta*, pre-primary and primary education for 5 year old children also sum up to 100%, moving all three countries to the *top* section of the county ranking.

For non-existent or very low values (Greece, Netherlands) we have to resort to additional information sources. For the Netherlands, there seem to be a great variety of privately organized sources of childcare (see I Amsterdam, 2007), so that participation rates in some form of day care should realistically be higher for the 3 year olds. In addition, OECD enrolment rates (see above) for the 0-2 year age group amount to 39.5 %, so that participation rates for the 3 year olds can (at least) be assumed to be at this level. Greek enrolment rates for the 0-2 year age group amounted to 7%, participation rates for the 4-year-old children amount

⁹ Note that while above tables refer to official childcare participation rates, corrected "overall participation rates" (childcare and primary education) were used in the macro grouping process (cluster analysis).

to 57.2 %. No rates could be found for 3 year olds, but could safely be guessed to be at least 25% (authors' opinion).

Cost and Availability of Childcare in EU countries

The cost and availability of childcare is a decisive factor determining work care decisions of parents. The lack of such facilities and/or high cost of childcare can reduce parents' choices drastically.

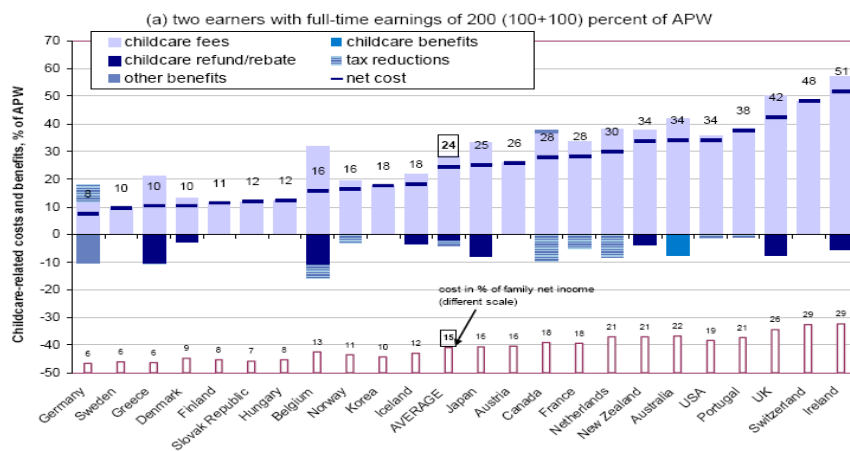
An OECD working paper (Immervoll, Barber 2005) investigates whether parents can *afford* to work, taking into account not only childcare costs but also tax-benefit policies and other work incentives in various countries: 'The paper quantifies the *net cost of purchasing centre-based childcare* in OECD countries taking into account a wide range of influences on household budgets, including fees charged by childcare providers as well as childcare-related tax concessions and cash benefits available to parents. Building on these calculations, family resources are evaluated for different employment situations in order to assess the financial trade-offs between work

and staying at home. Results are disaggregated to identify the policy features that present barriers to work for parents whose employment decisions are known to be particularly responsive to financial work incentives: lone parents and second earners with young children requiring care.' (Immervoll, Barber 2005, p. 4)

Parents out-of-pocket expenses, i.e. net cost of purchasing centre-based childcare, was calculated by comparing all cost and benefits incurred if using childcare services with a situation where no childcare services are used. *Several charts* in the OECD paper (all of them to be found in the annex) summarise the net cost of such childcare services in accordance with the parent's earnings. A table with *childcare benefit schemes* in different EU countries can also be found in the annex of this paper. An *example* for the calculation of such *net childcare costs* can be seen below in Figure 58, where childcare related costs and benefits are expressed in APW (i.e., gross earnings of an average production worker) and family net income (lower bars).

Figure 58: Fees for childcare services and overall childcare costs OECD

Figure 2.3. Overall childcare costs including benefits and tax concessions: two-earner couple, two children (1)



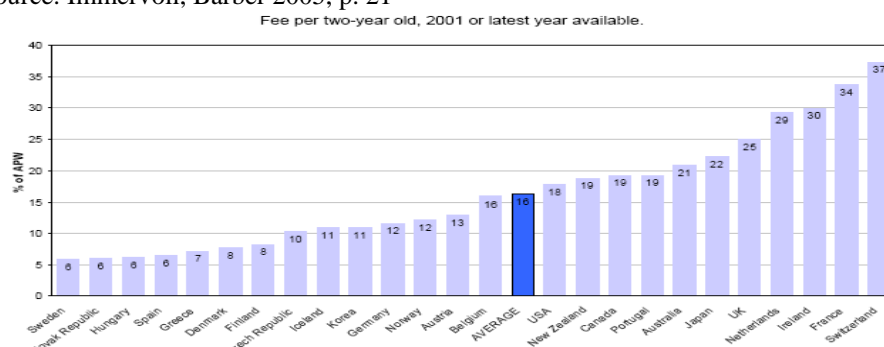
Source: Immervoll, Barber 2005, p. 15

The argument of the study - that fees charged by childcare centres are only **one** element of the real net cost incurred if purchasing childcare services - is an important one. Although country

rankings in general change only slightly, they are significant for several family and income groups (see example for two earner household and two year old child, Figure 59).

Figure 59: Overall childcare cost for two-earner household

Source: Immervoll, Barber 2005, p. 21



1. See Figures 2.3 and 2.4 for comprehensive estimates of net costs. APW = gross earnings of an average production worker (see OECD, 2004). Fees are for one month of full-time care not taking into account reductions due to periods where childcare may not be available or required, such as vacation. Where fee information is provided per hour of care, full-time care is assumed to cover 40 hours per week. Fees are the gross amounts charged to parents, i.e. *after* any subsidies paid to the provider but *before* any childcare-related cash benefits, tax advantages available to parents or childcare refunds/rebates that are akin to benefits. Where prices depend on income or family characteristics, the *maximum* applicable fees are shown. Unless fees are rule-based or uniform across institutions, averages or "typical" fees are shown. The fee shown for Norway is for children older than 3 while fees are higher for younger children. Information is for 2001 except for Canada (1998), Portugal (2000), New Zealand, Spain, Sweden, and the United States (2002), and Belgium, France and the United Kingdom (2003). In a number of countries, available fee information relates to a particular region: Austria (Vienna), Belgium (Wallonie), Canada (Ontario), Germany (Nordrhein-Westfalen), Iceland (Reykjavik), Switzerland (Zürich), United States (Michigan). Full details underlying these numbers are shown in Annex Table A1.

The *main findings* of the OECD study can be summarised as follows:

1. Net child costs (after deduction of all relevant types of government support) are high in many countries and can take up a large portion (20 % and more) of total family budget.
2. If costs are prohibitively high (or good quality childcare is not available), people may decide not to have children or may find it difficult to combine work and childcare.
3. In some countries, although affordability is less of a problem, the undersupply of childcare facilities results in very limited numbers of children in non-parental childcare.
4. In some countries, supply-side subsidies to providers or direct cash support for parents succeed at keeping childcare costs low for those who manage to find a childcare place.
5. Policies differ in respect of government's objectives: Originally designed to further child development, childcare support is also provided in recognition of the public benefits of women's participation in the labour market.
6. Although policies today encourage female participation and distribute benefits accordingly, a balanced overall package would better ensure parents real choices.
7. Due to the high cost of childcare services especially at early ages, government support (cash transfers) can limit strains and

remove barriers to work. Yet, such subsidies are insufficient to create adequate childcare services, especially in disadvantaged areas.

8. The cost of childcare services is only one element contributing to the ‘affordability of work’ and needs to be analysed together with social and fiscal policies (tax burden, tax credits for families/childcare) that affect family income.
9. Low-wage employment can bring significant income gains for lone parents and potential second earners in two-parent families if childcare cost is not accounted

for. Yet, tax burdens and withdrawals of social benefits may result in less disposable income.

A **grouping of countries for both financial work incentives and childcare cost** reveals that different institutional set-ups or welfare state ‘regimes’ can lead to remarkably similar outcomes for parents (Table 6). Adverse work incentives can occur due to high childcare costs (e.g. Ireland, Switzerland) or because taxes and benefits make employment financially unattractive even before accounting for such costs (e.g. Slovak Republic, lone parents in France).

Table 6: Work incentives and childcare costTable 3.1. **Work incentives and childcare costs**

married couple

		Financial incentives to take up employment (Net Income Gain)		
		low	average	high
Impact of childcare cost on income gain	low	Denmark Hungary Slovak Republic	Finland (-) Iceland	Sweden
	average	Finland (+)	Belgium Norway	Greece Korea
	high	Australia (+) Ireland New Zealand (-) Portugal (-) Switzerland (Zürich) United Kingdom	Australia (-) Austria (Vienna) Canada (Ontario) France (+) Japan (-) Netherlands Portugal (+) United States (Michigan)	France (-) Japan (+) New Zealand (+)

(b) lone parent

		Financial incentives to take up employment (Net Income Gain)		
		low	average	high
Impact of childcare cost on income gain	low	Austria (Vienna) (-) Denmark France (-) Slovak Republic	Belgium Finland Germany Iceland Japan (-) Netherlands (-) Portugal (-)	Greece Norway Sweden United Kingdom (-) United States (Michigan) (-)
	average	Austria (Vienna) (+) France (+) Netherlands (+)		Australia (-) Hungary
	high	Canada (Ontario) Ireland Japan (+) Korea (-) New Zealand Switzerland (Zürich) United Kingdom (+)	Australia (+) Portugal (+)	Korea (+) United States (Michigan) (+)

country is classified in more than one cell if the relative position of that country differs significantly for low-wage (-) and high-wage (+) jobs.

Source: Immervoll, Barber 2005, p. 35

Childcare related preferred family policy measures

What importance do people in different EU countries attach to family policy measures concerning childcare and work-care balance? Or what do they feel lacks most?

While respondents in Austria and Belgium were mostly concerned about their *working conditions and income taxation* ('more and better part-time working opportunities', 'lower wage and income taxes' and 'flexible working hours'), respondents in Germany, Italy, the Netherlands and Cyprus showed similar concerns with additional preferences for 'improved parental leave' (NL, CY), 'better day care facilities for children under three' (DE) or a 'substantial rise in child allowances' (IT). Note the importance of income taxation and working hour

flexibility: they were an issue in seven, resp. six of the fourteen survey countries.

Financial support for families ('allowance at birth of each child' or 'substantial rise in child allowance') was a main issue in the Czech Republic, Estonia, Hungary, Italy, Lithuania and Poland and the *cost of education* was a preferred policy issue in Estonia and Hungary. *Better housing for families* was ranked as first preferred family policy measure in *Slovenia and Hungary, third in Romania*.

Improved parental leave arrangements – although never mentioned in first rank – were an issue in eight of the fourteen survey countries (CZ, EE, LT, NL, PL, RO, SL, CY) while financial support for parents taking care of their children was mentioned only twice (FI, LT) as preferred family policy measure.

Table 7: Preferences for Family Policy Measures

Preferences for family policy measures, female and male respondents, up to 50 years ("very in favour" and "somewhat in favour", in %)						
Countries	1st place	%	2nd place	%	3rd place	%
Austria	More and better part-time working opportunities	90,5	Lower wage and income taxes	88,8	Flexible working hours	88,3
Belgium	More and better part-time working opportunities	85,2	Flexible working hours	80,5	Lower wage and income taxes	80,2
Czech Rep.	An allowance at the birth of each child	90,5	Lower wage and income taxes	87,8	Improved parental leave arrangements	86,8
Estonia	A substantial decrease in the costs of education	96,0	A substantial rise in child allowance	94,5	Improved parental leave arrangements	91,0
Finland	Flexible working hours	82,6	Lower wage and income taxes	79,5	Financial support for parents taking care of their children	79,3
Germany	More and better part-time working opportunities	89,9	Flexible working hours	89,3	Better day-care facilities for children under 3 years old	88,5
Hungary	Better housing for families	94,9	A substantial decrease in the costs of education	93,7	A substantial rise in child allowance	92,3
Italy	More and better part-time working opportunities	89,2	A substantial rise in child allowance	89,2	Lower wage and income taxes	88,9
Lithuania	An allowance at the birth of each child	95,9	Financial support for parents taking care of their children	95,7	Improved parental leave arrangements	94,7
The Netherl.	More and better part-time working opportunities	78,9	Flexible working hours	72,0	Improved parental leave arrangements	71,2
Poland	Child allowance dependent on family income	92,5	An allowance at the birth of each child	92,2	Improved parental leave arrangements	91,1
Romania	Lower wage and income taxes	98,2	Improved parental leave arrangements	97,9	Better housing for families	97,4
Slovenia	Better housing for families	97,8	Better day-care facilities for children under 3 years old	97,8	Improved parental leave arrangements	97,3
Cyprus	Lower wage and income taxes	95,9	Improved parental leave arrangements	93,7	Flexible working hours	91,5

Source: BIB (2005), p. 14, in: www.bib-demographie.de/ppa/Main.htm

Attitudes towards and expectations of the elderly

Besides managing to balance work and childcare responsibilities, work-care situations also include caring for elderly. The study (BIB, 2005) offers insights into different attitudes towards taking responsibility for elderly, as well as the expectations concerning care arrangements for old people in various EU countries.

Results for this study are only available for selected European countries (Austria, Belgium, the Czech Republic, Estonia, Finland, Germany, Lithuania, Poland, Romania and Slovenia) but offer information on regional differences or similarities in attitudes. Answers and preferences reflect the differences in welfare states, economic well-being but also traditional family attitudes.

Measuring **attitudes toward care for elderly**, such as the *perceived responsibility for the care of elderly*, the statement that children should take care of their elderly parents is frequently

accepted, although society itself is also strongly called upon to provide services. Relatives in general (as compared to children) were regarded less responsible for taking care of the elderly. Concerning child-parent responsibility, Poland, Romania and Lithuania showed the highest approval, while the majority of Finnish respondents did not want to care for elderly parents.

Interestingly, most respondents of the PPAS study accepted their role as 'sandwich generation': with the expectation of Finland and Belgium (where nearly half the respondents disagreed), people were generally willing to care for small children and aged parents at the same time.

Accordingly, respondents in all countries except Slovenia were against sending old people to live in old people's homes and wanted their aged parents to live with them. The wish to take parents in was especially strong in Lithuania, Poland, Romania and Austria but very low in Slovenia and Germany.

Table 8: Responsibility for the Care of Elderly People

Responsibility for the care of elderly people ("strongly agree" and "agree" together, in %)								
Countries	Society should create proper institutions and services	Old people should live in an old people's home	It is the duty of the relatives to take care of the elderly	Old people should live in old people's homes only when there is nobody of the family who can take care of them	I would like my aged parents to live with me	Children should take care of the elderly	If you have small children you should not also have to care for your aged parents	It is not the task of the children to look after their aged parents
Austria	95,2	8,0	62,0	70,3	67,2	74,4	18,5	-
Belgium	-	-	-	36,4	23,5	-	46,3	-
Czech Republic	67,9	12,9	67,6	62,4	79,6	70,7	23,4	10,3
Estonia	61,8	8,4	19,4	51,9	42,9	57,5	9,1	11,2
Finland	84,3	17,7	19,4	38,3	42,7	31,6	43,5	23,9
Germany	84,4	14,6	67,8	47,9	16,4	73,5	21,5	14,8
Lithuania	81,9	8,5	34,5	79,1	82,9	85,8	6,6	5,8
Poland	65,3	6,1	80,2	67,9	85,1	90,1	32,4	9,3
Romania	85,5	5,3	64,0	57,0	85,9	87,4	12,8	7,6
Slovenia	93,1	66,5	47,9	77,2	8,2	58,4	10,9	15,2

Source: BIB (2005), Robert Bosch Stiftung, The demographic future of Europe – Facts, Figures, Policies, Results of the Population Policy Acceptance Study (PPAS) 1999-2003, results of the DIALOG Project, p.23, in: www.bib-demographie.de/ppa/Main.htm

What are the **preferred living arrangements of elderly people themselves**? For elderly people no longer able to deal with everyday household task, staying at home with assistance is the most widely preferred living arrangement. While elderly people in Germany and Austria prefer to be assisted by professional helpers or professional helpers and their children, elderly in Estonia, Romania, Slovenia, Lithuania, Poland and the Czech Republic mostly rely on family or their children's help.

Apart from the universal high preference for at-home-family-arrangements, living in a home for

elderly has only some importance in Slovenia as well as Austria and Germany. Interestingly, there a preferences for 'a room in a boarding house' in the Czech Republic and Estonia, which may indicate a preference for staying in some form of similar arrangement.

Although being cared for by the children and other helpers (in one's own home) is of universal high preference, sharing a house with relatives or friends is not a preferred living arrangement. Accordingly, there is nearly no preference for moving in with the children, except for some respondents in Lithuania.

Table 9: Preferred Living Arrangements in Older Age

Preferred living-arrangement in older age, if an elderly person is not longer able to deal with everyday chores in the household (in %)								
Preferred living-arrangement	Austria	Czech Republic	Estonia	Germany	Lithuania	Poland	Romania	Slovenia
At home, but with professional help	21,8	12,9	10,9	30,1	8,5	8,4	9,5	9,8
At home, but with regular help from children/family	18,8	23,3	17,0	21,3	35,5	60,2	53,0	34,2
At home, but with regular professional help and help from children or other relatives	27,6	17,8	41,4	29,3	16,3	14,0	12,6	14,1
At home, but with one of children or other relatives moving in with me	5,2	10,1	4,8	-	9,6	5,3	10,0	5,9
In a house that meets the needs of elderly people	7,0	9,2	9,9	-	3,5	2,2	2,9	6,3
Moving in the house of one of my children	2,5	4,6	1,8	4,2	13,7	3,5	5,5	4,6
Sharing a house with relatives or friends	2,4	2,9	0,3	1,9	1,8	2,5	2,1	1,8
In a room in boarding house	2,2	12,2	10,4	-	5,2	0,7	0,2	4,1
In a home for the elderly	11,0	6,6	2,9	10,8	2,8	3,2	4,0	18,9

Source: BIB (2005), p.24, in: www.bib-demographie.de/ppa/Main.htm

Summing up: Respondents in *Lithuania, Romania and Poland* feel strongly responsible for caring for their aged parents who in turn expect them to help regularly in their homes. On the other hand, professional help and homes for elderly are no issue. People in *Austria and Germany*, and to a lesser degree in the *Czech Republic and Estonia* still feel quite responsible for providing care for their parents, but are required/expected to help less. Elderly parents also like to engage professional helpers and live in

homes for elderly / boarding houses. *Slovenia* is special with its strong preference for living in homes for the elderly. Yet, while aged parents would also prefer their children to help them at home, children do not feel highly responsible. Respondents in *Finland and Belgium* dislike their role as ‘sandwich generation’ (unfortunately there is no data on the elderly’ living preferences in these countries).

2.6. Reconciliation of paid work and family

Reasons to work part-time because of personal or family responsibilities

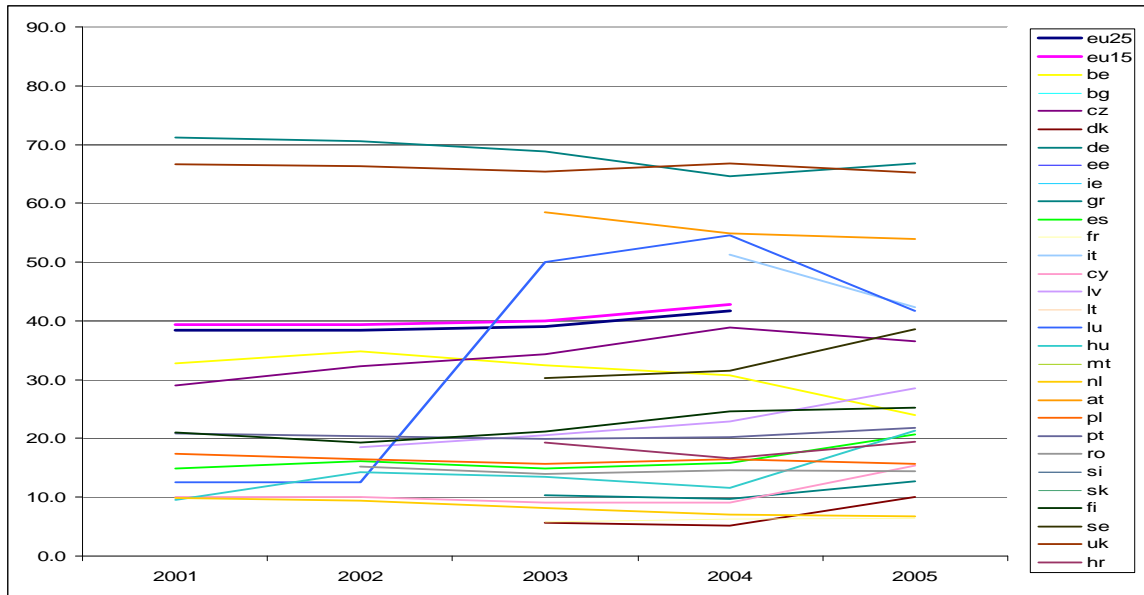
The share of female part-time employment due to personal or other family responsibilities for women in the 25 to 49 year age group varied between 10 % and 70 % from 2001 to 2005, revealing the following important country differences (Figure 60).

Countries with the *highest* share of female part-time employment because of personal or other family responsibilities and a *stable* development are Germany, the UK, Malta (all above 65%) and Austria (above 55%). The share is relatively

high (above 40 %) also in Italy (2004-05) and Luxembourg (2003-05). Regarding the observed indicator Luxembourg could be identified as an *outlier* having a high increase (+32.4 percent points) from 2001 to 2004 and afterwards from 2004 to 2005 a relatively big decrease (-13.2 percent points) in the last year.

Within the four year period, countries with a *medium* share (20-40%) and a *rise* are Czech Republic, Latvia, Sweden, Finland, and a *decline* - Belgium, and a *stable* development - Portugal. The countries with a *low* share (below 20%) and a *rise* are Spain, Cyprus, Greece, Denmark, Hungary, and a *decline* - Netherlands and a *stable* development - Croatia and Poland.

Figure 60: Share of female part-time employment due to personal or other family responsibilities* (women, 25-49 yrs., 2001-2005, second quarter of each year) as percentage of total part time employment



Source: IHS based on EUROSTAT data (data extraction: January 2007)

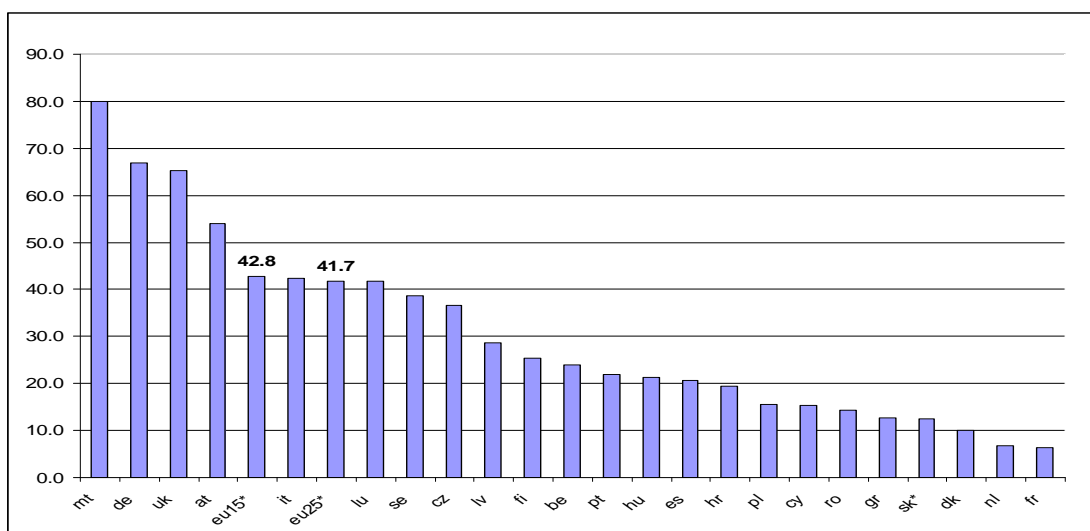
Note: Data not for all countries are available.

(*All reasons for part-time employment are: 1) could not find a full-time job; 2) did not want a full-time job; 3) own illness or disability; 4) other family or personal responsibilities; 5) in education or training; 6) no given reason)

Trying to group with respect to the **share of part-time employment because of personal or other family responsibilities of women (25-49 years) in 2005** we come up with the following groups (Figure 61):

- Countries with *highest* share are: Malta, Germany, the UK, Austria
- Countries with *high* share: Italy, Luxembourg, Sweden, Czech Republic
- Countries with *medium* share: Latvia, Finland, Belgium, Portugal, Hungary, Spain, Croatia
- Countries with *low* share: Poland, Cyprus, Romania, Greece, Slovak Republic
- Countries with *very low* share: Denmark, the Netherlands, and France.

Figure 61: Share of part-time employment for the reason* of other family or personal responsibilities in total part-time employment of women, 25-49 yrs., 2005, (second quarter of the year) (%)



Source: IHS based on EUROSTAT data (data extraction: January 2007)

Note: Data for EU 25, EU 15 and, SK are for 2004 instead of 2005

(*All reasons for part-time employment are: 1) could not find a full-time job; 2) did not want a full-time job; 3) own illness or disability; 4) other family or personal responsibilities; 5) in education or training; 6) no given reason

Reasons against the birth of children (professional activities)

The indicator *reasons against the birth of children because of job or professional activities* highlights the attitudes of women regarding the combination of paid work and family with children. According to the results of PPAS empirical study (BIB, 2005) the average number of women giving this reason is relatively high in comparison with other possible reasons in selected EU countries

(Table 10). The following country groups could be identified:

- Countries with *highest* level: Hungary, Poland, Finland, Italy
- Countries with *high* level: Lithuania, Netherlands, Estonia
- Countries with *medium* level: Romania, Slovenia, Cyprus
- Countries with *low* level: Germany, Czech Republic, Austria and Belgium.

Table 10: Reasons against the birth of children (professional activities)

Reasons against the birth of children, female respondents up to 50 years (means*)											
Countries	I already have all the children I want	My state of health does not allow it	I live alone and I don't have a steady partner	My job and professional activities would not allow it	I would have to give up leisure-time interests	I want to maintain my present standard of living	A(n)other child would cost too much	I am too concerned about the future my children will have	I would not be able to enjoy life as I have so far	I am / My partner is too old	My partner does not want a(n)other child
Austria	1,41	2,80	2,60	3,04	3,38	2,62	2,84	2,59	3,12	2,08	2,75
Belgium	1,82	2,46	2,49	2,49	-	-	2,97	2,53	3,03	2,36	2,83
Czech Rep.	1,99	2,12	2,78	3,35	3,85	3,52	3,21	2,61	3,82	2,72	2,68
Estonia	1,93	1,50	2,19	2,73	3,72	3,12	1,84	1,91	-	1,96	2,14
Finland	2,65	3,65	1,84**	4,27	4,38	3,96	4,06	3,54	4,01	2,92	3,47
Germany	1,96	3,39	2,07**	3,06	3,38	2,70	2,89	2,55	3,13	3,25	3,21**
Hungary	1,84	3,65	4,25	4,25	4,55	3,83	3,26	2,56	4,48	3,35	3,72
Italy	3,36	3,90	3,93	3,95	4,00	3,97	3,91	3,95	3,99	3,60	3,98
Lithuania	2,36	3,08	3,56	3,69	3,80	3,11	2,92	1,97	3,50	3,59	3,44
The Netherl.	2,45	3,14	3,58	3,85	3,86	3,30	3,45	3,15	3,59	2,96	3,21
Poland	2,18	3,05	2,84**	4,08	4,16	3,25	2,71	2,17	3,74	3,37	3,15
Romania	1,72	2,87	3,63	3,47	3,72	3,26	2,73	2,35	3,63	3,15	2,72
Slovenia	2,19	2,83	3,44	3,30	3,59	3,14	3,34	2,84	3,69	-	-
Cyprus	1,60	2,99	3,83	3,53	3,82	3,53	3,04	2,16	3,67	3,38	3,23

Source: Data from BIB (2005), Robert Bosch Stiftung, The demographic future of Europe – Facts, Figures, Policies, Results of the PPAS 1999-2003, results of the DIALOG Project, in: http://www.bib-demographie.de/ppa/PPAS_brochure_en.pdf

Ideal situation for reconciliation of paid work and family

The attitude regarding the preferred combination of employment (full-time versus part-time) and family life with or without children in different societies has been explored by the indicator *ideal situation for*

reconciliation of paid work and family life (PPAS study, BIB, 2005). According to the results of the PPAS study the majority of women in the observed countries take on the combination of paid work and family life, while choosing different models to balance work and care in

dependence of working hours and number of children.

However, the view only of women concerning their personal ideal situation of combining work and childcare has been investigated, but not these of men. Therefore, only a prevalence of attitudes towards traditional or modern role of women in different countries is presented below without ranging the countries to a specific *breadwinner* model (BIB, 2005, Lewis, 2002). The following groups (on the basis of selected investigated countries) could be identified (Table 11):

- Countries, where a comparatively *high* percentage of women prefer *not to have a job* at all when they have children is Netherlands (prevalence of attitudes towards traditional role of women as housewife)
- Countries, where a comparatively *high* percentage of women prefer to *work part-time* when they have children is Belgium (prevalence of attitudes towards traditional role of women as part-time carer)
- Countries, where a comparatively *high* percentage of women prefer to *work part-time*, when they have children or *not to have a job* as long as the children are young are Slovenia and Cyprus (no defined prevalence)
- Countries, where a comparatively *high* percentage of women prefer to *work full-time*, when they have children or *not to have a job* as long as the children are young is Poland (no defined prevalence).
- Countries, where a comparatively *high* percentage of women prefer to work full-time when they have children are Estonia, Romania (prevalence of attitudes towards modern role of women).

Table 11: Ideal situation for reconciliation of paid work and family, (%) 2003

Ideal situation for reconciliation of paid work and family, female respondents (in %)		Belgium	Estonia	Germany	Italy	Lithuania	The Netherl.	Poland	Romania	Slovenia	Cyprus
Full-time job	no children	5,1	1,6	7,9	2,1	2,9	7,3	3,0	5,5	2,6	1,8
Full-time job	one child	12,4	6,8	8,1	4,3	5,4	4,7	12,0	27,0	7,8	6,6
Full-time job	two children		55,7	8,1	6,1	8,2		27,7	34,4	29,4	23,8
Full-time job	more than two children		30,2	2,1		2,6		8,4	11,7	6,0	9,6
Part-time job	no children	2,0	0,2	1,7	0,7	0,3	6,2	0,4	0,5	1,3	13,7
Part-time job	one child	65,3	0,5	12,2	13,7	5,4	48,7	2,9	2,7	3,0	0,7
Part-time job	two children		2,1	24,1	49,1	16,2		14,2	7,4	17,7	1,1
Part-time job	more than two children		2,3	7,2		7,4		5,9	2,8	12,2	21,5
No job as long as the children are young		10,9	0,5	21,7	24,0	48,4	22,5	19,9	6,0	16,8	15,6
No job at all when there are children		4,0	0,1	4,9		3,3	10,6	5,5	2,1	3,1	5,9

Source: IHS, Data from BIB (2005), Robert Bosch Stiftung, The demographic future of Europe – Facts, Figures, Policies, Results of the PPAS 1999-2003, results of the DIALOG Project, in: http://www.bib-demographie.de/ppa/PPAS_brochure_en.pdf

2.7. Correlations between indicators related to work-care balance

The balance of work and care for children is of crucial importance in the phase when children are very young, i.e. under three years. The employment of women with small children is to a big degree dependent on the availability of formal child-care facilities. According to an OECD study (Immervoll H., Barber, B., 2005) there is a moderate positive relationship between formal childcare use and employment rates of mothers of young children across observed OECD countries (Figure 62). While such relationship does not establish causality, causal links are expected to run in both directions, i.e. higher employment rates lead to increased demand for childcare services, while adequate supply of such services

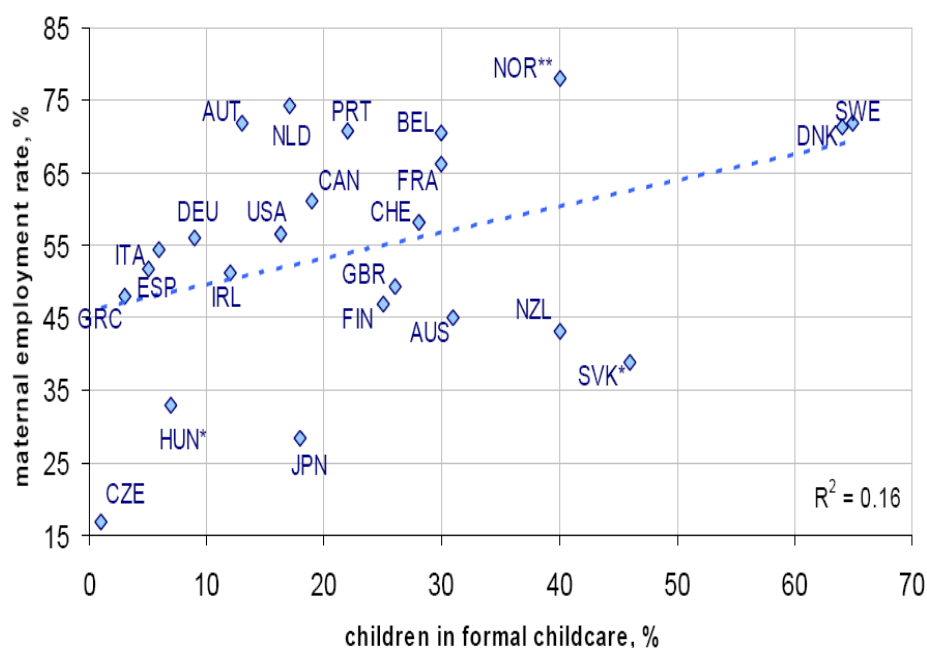
enables women to combine work and family life.

Trying to group the countries on the basis of different combination of maternal paid work and use of formal childcare facilities the following groups could be identified (Figure 62):

- *Low* employment rate of women with small children and *restraint* use of formal childcare: Czech Republic and Hungary
- *Middle* employment rate of women with small children and *restraint* use of formal childcare: Southern countries – Greece, Spain, Italy, followed by Germany and Ireland
- *Middle* employment rate of women with small children and *moderate* use of formal childcare: Great Britain and Finland

- *High* employment rate of women with small children and *moderate* use of formal childcare: Austria, Netherlands
- *High* employment rate of women with small children and *medium* use of formal child care: France and Belgium
- *High* employment rate of women with small children and *large* use of formal childcare: Northern countries – Denmark and Sweden

Figure 62: Use of formal child care and maternal employment rates¹⁰



Note: Employment rates are for mothers of children aged under three (*: children under six; **: all mothers). Employment rates include mothers on employment protected parental leave; data on childcare (see Table in Annex below); data on Employment (Labour force survey)

Source: Immervoll H., Barber B., 'Can Parents Afford to Work? Childcare costs, tax-benefit policies and work incentives', OECD, 2005

2.8. SUMMARY of findings in context of Social Quality Model and country grouping

This section summarises the results of the analysis of indicators on macro factors, as well as country differences in attitudes towards family arrangements, family policies and care

affecting the work-care balance. The analysis is carried out on macro level and therefore the work-care balance is understood in a wider social context.

The section presents the *general trends* in EU 27 and candidate countries upon the observed indicators, as well as *country groups*

¹⁰ Although the data used in the OECD study (Immervoll, H., Barber B., 2005) are not the recent ones the analysis gives a good impression of general trends

in respect of their *level* (low, medium, high) in the most recent year in the context of *Social quality model*. The results are summarised in relation to *general processes* and to three dimensions of the *social quality model*, i.e. *economic security*, *social inclusion* and *social and cultural empowerment*. Although the dimensions of social quality are presented here separately they have to be understood as interrelated **in one space on European level** (Wallace and Abbott, 2007).

Global processes

The factors of general character affecting the work-care balance refer to trends on fertility, population ageing and changes in household and family composition. The dynamics of these indicators is related to societal concerns of relevance to family and employment policies, including measures promoting reconciliation of work and care activities.

The *Total fertility rate* (TFR) shows a long-term decrease in the period from mid-60s to the year 2005. The falling of the fertility rate is traditionally explained by the increasing of labour market participation of women in the last decades (Becker, 1981; Willis, 1973). However, a smaller decline and even increase of the TFR in some countries is observed in the last years. The falling of TFR rate is a concern across European countries, but to a bigger extent in those of them having a relatively low level of TFR and a declining trend. According to our investigation the countries with low TFR in 2005 and a decrease within the last five years are mainly from Central and Eastern Europe (CEE), i.e.

Lithuania, Slovak Republic, Poland and Slovenia, but also Greece. A reason could be the postponement of marriage and child-bearing, although the mean age of first marriage and of the childbearing is still lower in the CEE countries than in the Western European countries. However, in the last 7 to 5 years the TFR has a more horizontal trend and even increase in several EU countries.

The *Mean age of women at childbirth* increased from 1985 to 2003 and a convergence to a higher level is observed. The highest age is observed in Spain, Italy, Ireland, Netherlands, Sweden, Denmark, Finland, Luxembourg and France. This development is one explanation of the TFR dynamics in short run, i.e. postponement of childbearing and future increase in the TFR.

Subjective attitudes play also an important role in the development of fertility rate. In this regard, the indicator *Desired number of children* has been observed. It is comparatively low in Austria, Belgium and Germany by women and men and also in Hungary and Italy by men (among the selected investigated countries¹¹).

The aging of the population in Europe is a big concern in relation to the shrinking of the working population, the sustainability of the pension system, but also to the care of elderly people and the combination of paid work with care for children and for old relatives. The general trends in the EU countries during the period

¹¹ Hungary, Germany, Netherlands, Estonia, Austria, Italy, Belgium, Finland, Poland, Slovenia, Czech Republic, Cyprus and Lithuania

(1990-2005) are related to the diminishing of the proportion of young people (0-14 years old) and augmentation of the proportion of elderly people (65 years and over). Consequently, the *Old age dependency ratio: 65+ yrs./15-64 yrs. (ODR1)* grew in EU 27 and in the candidate countries with the exception of Sweden, Denmark and Ireland from 1990 to 2005. The countries with the highest ODR1 in 2005 are Sweden, Germany, Belgium, France, Portugal, Italy and Greece. Moreover, the *Dependency ratio: 0-19 and 60+ yrs. / 20-59 yrs. (ODR2)* measuring the dependence of young and old people on the working aged population decreased in the majority of EU countries in the period (1990-2005), however increased in Germany, Luxembourg, Denmark, Finland and Netherlands. It is at a high level in the Nordic countries, the Baltic countries, as well as in UK, France, Germany, Belgium and Croatia.

The recent changes regarding household/family composition are related to *new social needs* and require adaptation and provision of new policy actions. Regarding the structure of households by number of children less than 18 years it differs across EU countries according to the Census 2001. In several countries the proportion of households without children less than 18 years is important. In some other countries the proportion of households with two and three children is high.

The *Crude marriage rate* decreased in the last fifteen years, except in the Nordic countries and Turkey. In 2005 it is at a relatively low level in France, Belgium, Luxembourg, Netherlands, Hungary,

Bulgaria, Slovenia and Italy in short run likely due to the postponing of marriage and in longer run due to the preferences of other forms of cohabitation, which became modern in the recent years. In this relation the *Mean age at first marriage* increased and it is high in the Nordic countries, Netherlands, Germany, France, Luxembourg, Spain, Ireland and Greece and Slovenia. The *Share of the life births outside marriage in total life births* rose in EU countries and Croatia (1990-2005). It was at a highest level in Spain, Estonia and Sweden, but also at a relatively high level in Bulgaria, France, Slovenia, Latvia, the UK, Finland and Denmark. Further detailed information is presented in Table 12 below.

Table 12: Global processes

	Indicators	General trends (1990-2005/last available)	Countries groups (2005/last available): Positive/negative change (+/-), (2000-2005)
Fertility	Total fertility rate	Long-term trend of falling fertility (since mid 1960-2005); More horizontal (last 7-5 yrs.) /several countries rising	High: IE, FR, DK, FI, UK, SE, NL, (+); LU, BE (-), TR (data only for last three yrs.) Medium: EE, AT (upper-medium), ES, IT, LV, HU, BG, RO (lower-medium) (+); CY, PT, MT, HR, DE (upper-medium) (-); Low: CZ (+); GR, LT, SK, PL, SI (-)
	Mean age of women at childbirth	Increase, convergence to a higher level (1985-2003/last available)	High: ES (2002), IE, NL, SE, DK, LU, FI, FX (2003), IT (2001) Medium: FX, CY, DE, PT, SI, AT, UK (2003), GR, MT (2002); BE (1997) Low: CZ, HR, HU, PL, SK, LV, LT, RO, BG (2003), EE (2002)
	Mean age of women at first birth	Increase, convergence to a higher level	Similar with some exceptions to the above grouping
	Percentage of X order life birth	First order births (rise); fourth/higher (fall)	
Population Ageing	Population aged 0 –14 yrs.	(0-14 yrs.): decrease , except: LU, DK, NL; SE (stable)	High: TR, IE, CY, DK, LU, FR, NL, UK; Low: BG, IT, SI, ES, GR, DE
	Population aged 65 yrs. and more	(65 +) – (increase) , except. SE, DK, IE	High: IT, DE, GR, SE, BE, BG, PT; Low: IE, SK, CY, PL, MT, NL, CZ,
	Old age dependency ratio: 65 yrs. plus/15 to 64 yrs.	Growing , except: SE, DK, IE	High: SE, GR, BE, FR, PT, IT, DE; Low: IE, CY, SK, PL, MT, CZ, NL, RO, LU, SI
	Dependency ratio: 0–19 and 60 and more yrs. / 20-59 yrs.	Decrease; increase – DE, LU, DK, FI, NL	High: SE, UK, FR, EE, DK, LT, DE, BE, LV, HR, FI; Low: SK, CZ; SI, ES, PL
Household/ Family Composition	Share of private households by number of children less than 18 yrs in total households	-	See grouping in text (Census 2001)
	Crude marriage rate	Decrease , except: DK, SE, FI, TR	High: TR, RO, LT, FI, GR, LV (+); CY, DK, MT (-) Medium: SE, EE, UK, HR, SK (+); CZ, ES, AT, DE, PT (-) Low: FR, NL, LU, HU, BG, IT, BE, SI (-)
	Mean age at first marriage	Increase	High: SE, DK, NL, DE, FR, FI, LU, ES, IE (m&f); GR, IT, SI (m) (2003/last) Medium: BE, UK, MT, CY, HU, HR CZ (m), AT, SI, IT, CY, GR, UK, BE, MT (f) Low: EE, PT (m&f), BG, SK, RO, PL, LV, LT (m), HU, CZ, HR, SK, BG, LV, PL, LT, RO (f)
	Life births outside marriage	Increase	High: ES, EE, SE, BG, FR, SI, LV, UK, FI, DK Medium: AT, HU, NL, IE, CZ, PT, DE, RO, LT, LU, SK Low: BE, MT, PL, HR, GR, CY
	Desired number of children (selected countries)*	-	High: CY, PL, HU, EE, NL, FI (f); CY, PL, LT, FI (m) (2003) Medium: IT, SI, LT, CZ (f); EE, CZ, SI, NL (m) (2003) Low: AT, BE, DE (f); AT, BE, DE, HU, IT (m) (2003)
	Preferred living arrangements: co-habitation with no intention to marry with/without children**	-	High: NL, FI, DE, IT, CZ (2003); Low: PL, LT (2003)

Source: summary table IHS, data from EUROSTAT, January 2007; BIB (2005), Op. cit.; Note: only selected countries investigated: *Hungary, Germany, Netherlands, Estonia, Austria, Italy, Belgium, Finland, Poland, Slovenia, Czech Republic, Cyprus and Lithuania; ** Czech Republic, Finland, Germany, Italy, Lithuania, Netherlands, Poland (respondents up to 50 yrs. (%))

Economic security

The employment rate is key indicator on economic security in the context of *social quality model*. The indicator is investigated by gender, stressing out the individual employment security of men and women, as well as in dependence on the age of children. This is of policy relevance in regards to the provision of target measures for female employment promoting the reconciliation of work and care activities.

The *Male employment rate (15-64 years)* had an overall stable trend (upon EU mean), from 1992 to 2005, although variations among countries are observed. The *Female employment rate (15-64 yrs.)* had a trend of overall increase according to the EU mean within the last thirteen years. Variations among countries are also observed. In year 2005 relatively lower level is observed in southern European countries, where more traditional gender roles are widespread: Greece, Italy, Spain, Turkey and Malta. Lower rate is

observed also in Poland. However, the *Female employment rate (25-54 yrs.)* is comparatively low in Spain, Greece, Italy, Turkey and Malta, but also in Poland.

The *Employment rate of women aged 25-49 years with children below 2 years* is comparatively low in Hungary, Slovakia, Czech Republic, Bulgaria, Latvia and Germany in 2005. This is likely due to specific maternity leave regulations or to difficulties to reconcile paid work and care for very small children. Regarding the *Employment rate of women with children (3-5 years)* the comparatively lowest rate in 2005 is observed in an other group of countries: Germany (likely due to long maternity leave and difficulties to combine paid work and care for small children), Greece, Spain, Italy and Malta (likely due to traditional roles), but also in Czech Republic (long maternity leave). Further detailed information is presented in Table 13 below.

Table 13: Economic security

	Indicators	General trends (1992-2005)	Countries groups (2005/last available): Positive/negative change (+/-); (2000-2005)
Employment	Male employment rate (15-64 yrs.)	Overall stable (EU mean), variations among countries	High: NL, DK, CY, UK, IE, AT (stable) Low: BG, SK, LT (+); PL, RO, HU (-)
	Male employment rate (25-54 yrs.)	Overall stable (EU mean), variations among countries	High: LU, CY, NL, CZ, GR (stable) Low: BG, LV, LT, PL, EE, HU, (+); RO (-)
	Female employment rate (15-64 yrs.)	Overall increase (EU mean), variations among countries	High: DK, SE, (stable); FI, NL, UK (+) Low: GR, IT, ES (+); TR, PL (-), MT (stable)
	Female employment rate (25-54 yrs.)	Overall increase (EU mean), variations among countries	Highest: DK, SE (stable); SI, FI, LT, EE (+); high: AT, NL, LV, PT, UK, CZ, FR, CY (+), DE (stable) Medium: BE, BG, LU (+), SK (-) (upper-medium); IE (+), HU (stable), RO (-) (lower-medium) Low: ES, GR, IT, (+); PL (-); lowest: MT (+), TR (-)
	Employment rate of women aged 25-49 yrs. with small children (0-2 yrs. the youngest)*	Variations among countries	High: SI, PT, NL Low: HU, SK, CZ, BG, LV, DE
	Employment rate of women aged 25-49 yrs. with small children (3-5 yrs. the youngest)*	Variations among countries	High: LV, SI, LT, PT, EE, Low: DE, GR, ES, IT, CZ, MT

Source: summary table IHS, data from EUROSTAT, January 2007

Note: data not for all EU countries and nor for Turkey is available; quarterly data;

* Note that the official employment rates of women with children may include mothers on parental leave and therefore the data have to be compared with caution.

Social inclusion

The social inclusion refers in the context of our investigation on work-care balance to the extent of participation in labour market, the access to and use of childcare services, the attitudes towards the elderly care.

The employment full-time or part-time reflects the extent of participation of men and women in the paid work. However, according to studies the part-time employment is a way of inclusion of women with children into employment in some countries as Netherlands (OECD, 2003).

The indicator *Part-time workers in percentage of total employment, males* increased according to EU mean during the period (1992-2005), although countries variations exist. The countries with the comparatively high part-time employment in 2005 are Netherlands, Denmark, Sweden, UK, Finland and Romania. Contrary, low part-time employment rate is observed in Cyprus, Spain, Italy, Greece, Malta, Hungary, Luxembourg, Slovak Republic, Lithuania, Estonia, Czech Republic, Bulgaria and Turkey, where flexible arrangements of labour market are not enough deployed (Paoli, Parent-Thirion, 2003).

The indicator *Part-time workers in percentage of total employment of women* had an overall increasing trend according to the EU mean (1992-2005) with variations among countries. In 2005 it is at a comparatively high level in Netherlands, Germany, Belgium, Sweden, UK, Austria and Luxembourg, while at lower level in the CEE countries, but also in Finland, Portugal, Greece, Cyprus and Turkey.

The disparities in paid work inclusion by gender, measured by the *Gender gap in employment rate* in 2005 is comparatively high in Turkey, Malta, Greece, Italy, Spain, Cyprus likely due to traditional gender roles and lower participation of women in the gainful employment. High gender gaps are found also in Luxembourg and Ireland.

However, the *Gender gap in part-time employment* (female minus male) is in 2005 relatively high in Netherlands, Germany, Luxembourg, Austria, Belgium and UK, followed also by Sweden. Therefore, the women in these countries have/use flexible opportunities to reconcile care with part-time employment.

Other aspect of social inclusion is the access to institutional and infrastructure context and use of respective services (Wallace and Abbott, 2007). Concretely the access and enrolment in childcare institution is of key importance for creating opportunities for work-care balance. The *Enrolment rate of children under 3 years in childcare facilities* is according to OECD data high in the Nordic countries (Denmark, Sweden), but also in Netherlands and Belgium (2004/last available). It is comparatively low in Poland, Czech Republic, Austria, Germany, Italy, Hungary and Greece likely due to longer maternity leave (Czech Republic, Hungary) (Haas, Steiber, Hartel, Wallace, 2006). In respect to the indicators *Enrolment of children 3-5 years old children in childcare facilities* (OECD data, selected countries), the rates are comparatively high in France, Belgium, Italy, Spain, Denmark, Sweden, Hungary and Czech Republic (2004 or last) and low

in Turkey, Poland, Finland and Greece. Concerning *average* participation in pre-primary education for 3-5 years (ISCED Level 0, Eurostat data), it is high in France, Belgium, Spain, Italy, Denmark, Sweden, Hungary, Czech Republic and Estonia, while low in Netherlands, Lithuania, Cyprus, Greece, Finland, Croatia, UK, Poland, Turkey and Ireland. However, in observing the participation rates separately for 3, for 4 and for 5 years old children the country groups change. For example the participation rates tend to low level in, Austria, UK and Luxembourg and to medium in Germany for 3 years old children.

A third aspect of social inclusion is related to the social inclusion of elderly. Specifically, the attitudes towards the responsibility for care of elderly people (respondents who 'strongly agree' and 'agree') are investigated upon a range of indicators for selected countries¹² (according to PPAS study, BIB, 2005). Regarding the indicator *Children should take care of the elderly* the highest share of respondents who agreed with this statement are observed in the CEE countries: Poland, Romania, Latvia. This attitude is similar also to other countries from this region according to traditional established practices. The rate is respectively low in Finland, because institutional arrangements for elderly care are established. Moreover, the perceived responsibility for care for elderly and children is

comparatively low in Finland and Belgium.

According to the same study¹³ the *Preferred living-arrangement in older age* the preference to 'Staying at home with professional help' is comparatively high in Germany and Austria and low in Estonia, Romania, Slovenia, Lithuania, Poland, Czech Republic, which prefer family/children to take care of them.

Due to the fact that the study includes only selected countries the following distinction could be done, although with caution. According to the attitudes and preferences the care for elderly is done by family members in the CEE, while institutional arrangements and professional helpers at home are more widespread in the Western European countries.

Further information is presented Table 14 below.

¹² Austria, Belgium, Czech Republic, Estonia, Finland, Germany, Lithuania, Poland, Romania, Slovenia

¹³ Austria, Czech Republic, Estonia, Germany, Lithuania, Poland, Romania, Slovenia

Table 14: Social inclusion

	Indicators	General trends (1990-2005)	Countries groups (2005/last available): Positive/negative change (+/-); (2000-2005)
Employment	Part-time workers in percentage of total employment, males	Increase (EU mean), countries variations	High: NL, DK, SE, UK, FI (+); RO (-) Medium: FI, DE, BE, SI, PT, AT, HR (+); LV, IE (-) Low: CY, IT, ES, MT, HU, LU, SK (+); LT, EE, TR, GR, CZ, BG (-)
	Part-time workers in percentage of total employment, females	Increase (EU mean), countries variations	High: NL, DE, BE, SE, AT, LU (+); UK (-) Medium: IE, IT, ES, MT (+), FR (stable); DK (-) Low: FI, PL, SI, GR, HU, SK, HR (+); PT, CY, EE (stable); TR, RO, LV, LT, CZ, BG (-)
	Gender gap in employment rate (25-54 yrs.)	-	High: TR, MT, GR, IT, ES, CY, LU, IE Medium: CZ, BE, NL, FR, RO (upper-medium); HU, AT, PL, UK, DE, SK, HR, PT (lower-medium) Low: DK, FI, SE, BG, LV, LT, EE, SI
	Gender gap in employment rate (15-64 yrs.)		Similar to above
	Gender gap in part-time employment	-	High: NL, DE, LU, AT, BE, UK, SE Medium: IE, FR, IT, DK, ES, MT Low: TR, FI, PT, CY, GR, CZ, PL, HR, EE, lowest: LV, LT, SI, HU, SK, BG, RO
Care	Enrolment of children under 3 yrs. in childcare facilities (selected countries)*	-	High: DK, SE, NL, BE (2004 or last available) Medium: FR, UK, PT, ES, SI, IE, LU (2004 or last available) Low: PL, CZ, AT, IT, HU, GR, DE (2004 or last available)
	Enrolment of children 3-5 yrs. in childcare facilities, average (selected countries)*	-	High: FR, BE, IT, ES, DK, HU, SE, CZ (2004 or last) Medium: DE, UK, PT, AT, LU, SK, NL, IE (2004 or last) Low: TR, PL, FI, GR (2004 or last)
	Pre-school expectancy rates (3-5 years)*	-	Similar to above
	Pre-primary education (ISCED Level 0) participation rates for 3/4/5 years olds (average)**	-	High: FR, BE, ES, IT, DK, HU, SE, CZ, EE (2004/last) Medium: DE, PT, SI, LV, AT, LU, SK, BG, RO, MT Low: NL, LT, CY, GR, FI, HR, UK, PL; very low TR, IE

Source: summary table IHS, data from EUROSTAT, extraction: January 2007; OECD 2006, family database, PF11, extraction: January 2007

*OECD countries; ** average based on official statistical data from Eurostat

Table 14. Social inclusion (continuation)

	Indicators	General trends (1990-2005)	Countries groups (2003)
Perceived responsibility for care of elderly	Children should take care of the elderly (selected countries)*	-	High: PL, RO, LT Low: FI
	'If you have small children you should not also have to care for your aged parents' (selected countries)*	-	High: FI, BE
	Old people should live in old people home (selected countries)*		High: SI
	Live with old parents (selected countries)*		High: LT, PL, RO, AT Low: SI, DE
Preferred arrangements/elderly	Staying home with assistance – professional helpers (selected countries)**		High: DE, AT Low: EE, RO, SI, LT, PO, CZ (prefer family /children)

Source: summary table IHS, data BIB (2005), Op. cit.

Note: only selected countries investigated: * Austria, Belgium, Czech Republic, Estonia, Finland, Germany, Lithuania, Poland, Romania, Slovenia

**Austria, Czech republic, Estonia, Germany, Lithuania, Poland, Romania, Slovenia

Social and cultural empowerment

The social and cultural empowerment is related to the active role of individuals to exercise control over their life. Social empowerment requires not only the availability of favourable objective conditions, but also the ability of individuals to use the existing opportunities (Wallace and Abbot, 2007). In respect to work-care this concerns the freedom of choice to undertake paid employment when having care responsibilities. This choice depends on the childcare infrastructure opportunities allowing a family-friendly use of them, on the possibility of women with small children to undertake paid employment, on the family policies and cultures¹⁴. In the present investigation the major part of the observed indicators reflects the opportunities for women, as well as the attitudes of women regarding the combination of work and care, without taking into consideration the attitudes towards the involvement of men/partners. Therefore, only prevalence to more traditional or modern role of women could be identified.

The opportunities for practical use of childcare infrastructure are to a big extent dependent on the costs of childcare services. The indicator *Fee for childcare services* (only OECD countries are observed; example of two earners couple, two children; two earners with full-time earnings of 200 (100+100) % of AWP (average production worker)) is at a

comparatively high level in Ireland, Netherlands, UK and Portugal (2001/last available data). The high level of costs could limit the use of the childcare facility and respectively to undertake paid employment by women. Relatively lower level of childcare costs are found in Sweden, Denmark, Finland, Slovak Republic, Hungary, Germany (2001/last available data). Regarding overall costs for childcare, including benefits and tax concessions (example for a two earner household, fees per two year old) they are highest in France, Ireland, Netherlands, UK and Portugal and respectively the lowest in Sweden, Slovak Republic, Hungary, Spain, Greece, Denmark and Finland.

Concerning the relationship between the actual use of formal childcare (children under 3 yrs.; Hungary and Slovak Republic - under 6 yrs. old children) and maternal employment rate there are various practices across countries¹⁵. The combination of paid employment and institutional childcare is more widespread in Denmark, Sweden, France and Belgium. Therefore in these countries the opportunities of childcare services augment the ability of women to undertake paid work. In Czech Republic a longer maternity leave is introduced and therefore for children under three years the maternity employment rate and use of childcare services is low (Haas, Steiber, Hartel, Wallace, 2006). Thus, the empowerment in respect of control over reconciliation of work and care is realised through a different mix of

¹⁴ The synthesis approach regarding policies, cultures, practices – see (Haas, 2003, 2005); (Haas, Steiber, Hartel, Wallace, 2006)

¹⁵ only OECD countries are observed

policies and services in the various countries.

Moreover, the policies related to support of families is of crucial importance for reconciliation of paid work and care activities. The concept of social empowerment supposes that the individuals are not passive recipients of policies, but actively using the policies' opportunity in order to find optimal work-care combination. In this respect the indicator *Childcare related preferred family policy measures* reflects the attitudes towards policy support measures in selected countries. According to the interrelation between paid work and care the attitudes towards *Ideal situation for reconciliation of paid work and family* reflect the prevalence of attitudes towards traditional or modern role of women (data from PPAS study, BIB, 2005).

Regarding specific indicators on reconciliation of work and care the *Share of part-time employment for the reason of personal or other family responsibilities* in total part-time employment of women in 2005¹⁶ reflects the restrictions that women have by undertaking paid work, when combining with care and other family or personal responsibilities. The relatively highest level in this respect is observed in Malta, Germany, the UK, Austria, Italy, Luxembourg, Sweden and Czech Republic¹⁷. However, part-time work could be seen also as a chance for women to be

involved in the labour market in these societies. Further information is presented in Table 15 below.

¹⁶ second quarter of the year

¹⁷ Note: Data from Eurostat. No data for all EU 27 and Candidate countries are available for this indicator.

Table 15: Social and cultural empowerment

	Indicators	Countries groups (2005/last available)
Childcare costs	Fees for childcare services* (example: two earners couple, two children; two earners with full-time earnings of 200 (100+100) % of AWP (average production worker))	High: IE, NL, UK, PT (2001; last available) Medium: FR, BE, AT, GR (2001; last last availavle) Low: DE, SE, SK, HU, ES, DK, FI (2001; last available)
	Overall childcare cost (incl. Benefits, tax concessions) for 2-earner household, 2 children*	Multidimensional indicator (see Figure 59)
	Work incentives and childcare costs – married/lone parents*	Grouping of countries see table 6 (report)
Childcare related preferred family policy measures (selected countries)**	Working conditions&income taxation**	High: AT, BE (2003)
	Working conditions and income taxation, improved parental leave**	High: DE, IT, NL, CY (2003)
	Financial support for families**	High: CZ, EE, HU, IT, LT, PL (2003)
	Better housing for families**	High: SI, HU, RO (2003)
	Improve parental leave arrangements**	High: CZ, EE, LT, NL, PL, RO, SI, CY (2003)
	Financial support of parents taking care of their children**	High: FI, LT (2003)
Reconciliation of work and care (possible indicators)	Relationship between use of formal child care (under 3 yrs; HU; SK – under 6 yrs.) and maternal employment (OECD countries)*	High empl./large use of childcare: DK, SE High empl./medium use of childcare: FR, BE High empl./moderate use of childcare: AT, NL Medium. empl./moderate use of childcare: UK, FI Medium. empl./restraint use of childcare: GR, ES, IT, DE, IE Low empl./restraint use of childcare: CZ, HU
	Reasons to work part-time because of personal or family responsibilities (Eurostat, no data for all countries)	High: MT, DE, UK, AT, IT, LU, SE, CZ (2005) Medium: LV, FI, BE, PT, HU, ES, HR (2005) Low: PL, CY, RO, GR, SK, DK, NL, FR (2005)
	Ideal situation for reconciliation of paid work and family (selected countries)***	Not to have when have children: NL (2003) Part-Time when have children: BE (2003) Part-time when have children/not to have job when children are small: NL, DE, IT (2003) Full time / not to have job when children are small: SI, CY (2003) Full time when have children: EE, RO (2003)

Source: summary table IHS, data from EUROSTAT, January 2007; OECD, Immervoll, Barber (2005); data BIB (2005), Op. cit.

Note: only selected countries investigated: *OECD countries; **Czech Republic, Finland, Germany, Italy, Lithuania, Netherlands, Poland

*** Belgium, Estonia, Germany, Italy, Lithuania, The Netherlands, Poland, Romania, Slovenia, Cyprus

**** Data from Eurostat, no data for countries (EU27 and candidate countries) are available

3. Grouping countries with different indicators

3.1. Cluster analysis for female employment, child care and family situation

Based on above literature and empirical findings on the situation of female employment, childcare arrangements and family composition in the EU27 and candidate countries, we tried to come up with country grouping to reflect similarities and differences in 2005. Where data for 2005 was not available, data for the last available year was used.

Note that **the country grouping is a classification of MACRO work-care outcomes in EU societies**. This, and the inclusion of all EU27 and candidate countries, gives a new perspective of work-care issues in Europe: What is the overall outcome of various policies and developments? Within the enlarged Union - i.e. from a broader perspective - country similarities and differences (as found in other work-care classification) change and the outcome of the new macro grouping can therefore not be directly compared to other classification approaches in this field. For the cluster analysis, that is based on *hierarchical clusters*, we firstly applied the *nearest neighbour method*¹⁸ and *Euclidean distance*¹⁹

¹⁸In this method, the distance between two clusters is determined by the distance of the two closest objects (nearest neighbours) in the different clusters. This rule will, in a sense, string objects together to form clusters, and the resulting clusters tend to represent long "chains." (<http://www.mgs.bionet.nsc.ru/>)

measures. For data input, we relied on readily available²⁰ EUROSTAT data for the following variables, which we standardised with *z scores*²¹ in order to eliminate distortions caused by different measures:

- *Female employment rate* (25-54 years);
- *Female part-time rate* (female part-time workers as % of total female employment);
- *Gender gaps in employment* (absolute difference in employment rates, i.e. male minus female, 25-54 years group);
- *Gender gaps in part-time employment* (absolute difference in the share of part-time workers in total employment, i.e. female minus male);
- *Childcare participation rates* (pre-primary/ primary, including our corrections for the UK; Ireland, Malta, Netherlands);
- *Total fertility rate* and

¹⁹ Euclidean distance: the distance between two items is the square root of the sum of the squared differences between the values for the items (cf. SPSS 15.0).

²⁰ We had to rely on data sets available for all countries. Otherwise, they would automatically have been excluded from the cluster analysis.

²¹ Standardisation of the values with Z scores, with a mean of 0 and a standard deviation of 1. From each value for the variable or case that is being standardized the mean value is subtracted, and then divided by the standard deviation by the *Proximities algorithm*. If the standard deviation is 0, all values for the case or variable were set to 0. This setting is the default if *Standardize* is used without specifications (cf. SPSS 15.0).

- *Share of young population between 0 and 14 years.*

These variables were chosen to reflect the countries' similarities and differences in three important dimensions of work-care situations on a *macro level*: female labour market activity, care arrangements and options and general family structures. The indicators relate to different dimensions of the *social quality model* reflecting the space, where women make decisions and undertake activities in regard to work and care.

By means of cluster analysis we aim to reveal general structures and tendencies concerning relationships between employment, childcare and family in the enlarged European Union.

After running the *cluster with the above variables and methods* (nearest neighbour method and Euclidean distance measure), we identify *three* major groups: (1) Spain and Italy, (2) CEE countries, (3) North/Central European countries and UK, as well as '*countries in between*' (Cyprus, Greece, Finland) and various '*outlier countries*' (Ireland, Netherlands, Malta and Turkey).

In order to test for robustness of groups and variation in results, clustering methods (using also Ward's method, squared Euclidean distance), input variables and countries involved were varied throughout the analysis.

These variations showed that within some major groups, sub-groups with even higher similarities could be detected, such as Poland and Croatia in the CEE group and Germany and Austria in the North/Central European group. Similarly, differences from the

rest of a group became visible (e.g. Lithuania).

Taking into account the *most striking sub-groups*, we find within the enlarged EU the following *four macro work-care country groups*, as well as '*countries in between*' and '*outliers*' (with the terms 'stable' and 'varying' referring to the groups reaction to variation in variables, methods and countries involved in the different groupings outcomes), as follows (Dendogram 1; Table 16)

1. Macro-group I (stable) –

Spain and Italy: This group is generally characterised by a combination of rather low female employment rates (25-54 years), high gender gaps in employment, medium female part-time employment rates and respective gender gaps with on the other hand high participation rates in childcare. However, the TFRs and the share of young population (0 - 14 years) tend to relatively low levels.

2. Macro-group II (varying)

Poland and Croatia: Although this small group is mostly similar to the other CEE countries and linked to them within a common major group, it differs in certain respects: Poland and Croatia tend to have medium to low female employment rates (25-54 years) and medium to low gender gaps in employment, low participation rates in childcare and rather medium shares of young population (0-14 years).

3. Macro-group III (stable) –
New Member States from CEE
(Romania, Slovak Republic, Czech Republic, Hungary, Latvia, Slovenia, Bulgaria, Estonia) and

Portugal: This group is generally characterised by a combination of high female employment rates (25-54 years), low to medium gender gaps in employment, but low female part-time employment rates and respective gender gaps due to the still weak flexibilisation of labour markets. Thus, high full-time employment of women is to be reconciled with medium to high participation rates in childcare. Also, the TFRs and the share of young population (0-14 years) tend to low levels. Note that due to its relatively high female employment rate and low part-time employment Portugal also belongs to this group.

4. 'Countries in between' (not a group and varying) IV - Lithuania, Cyprus, Greece and Finland: Although markedly different from other macro groups, each country shows certain similarities with a stable group. Differences mostly stem from low childcare participation rates, especially for 3 and 4 years old children. *Lithuania*, which is similar to the other CEE countries, differs with its medium share of young population (0-14 years). *Finland*, which is similar to the Nordic countries, has relatively lower female part-time employment, lower gender gap in part-time employment and a rather medium share of young people. *Greece* is similar to Spain and Italy, but it has a low female part-time employment rate and a low gender gap in part-time employment. *Cyprus* is similar to the NMS from CEE because of its high female employment rate (25-

54 years), rather low female part-time employment, rather low gender gap in part-time employment. However, it has high gender gap in employment and a high share of young people.

5. Macro-group V (stable part) - North European countries (Denmark and Sweden), Central European countries (Luxembourg, France and Belgium) and UK and (varying part) - Austria and Germany: Within the enlarged EU, this group is generally characterised by a combination of high female employment rates (25-54 years), medium to low gender gaps in employment, mainly high female part-time employment rates and respective gender gaps with also mainly high childcare participation rates (exceptions: Luxembourg, Austria, Germany and the UK for 3 year olds). Thus, the women in these countries have flexible options to combine paid work with childcare. At the same time, the TFRs in the countries of this group tend to high levels and the shares of young population (0-14 years) are medium to high. Austria and Germany show particularities (lower childcare participation for three year olds, medium fertility and medium to low share of young people), which make them a specific sub-group within the macro group.

6. 'Outliers' (not a group and varying) VI - Ireland, Netherlands, Malta, and Turkey: These countries, despite some similar characteristics with other macro groups, show a range of differences, which make them outliers. *Ireland* is similar to the

UK, but has medium part-time employment, low childcare participation rates, a very high TFR and a high share of young population (0-14 years). The *Netherlands* are similar to the Central European countries but have an extremely high female part-time employment rate and respectively high gender gap in part-time employment, but a relatively *low* childcare participation rate for 3 year olds. *Malta* is similar to Spain and Italy,

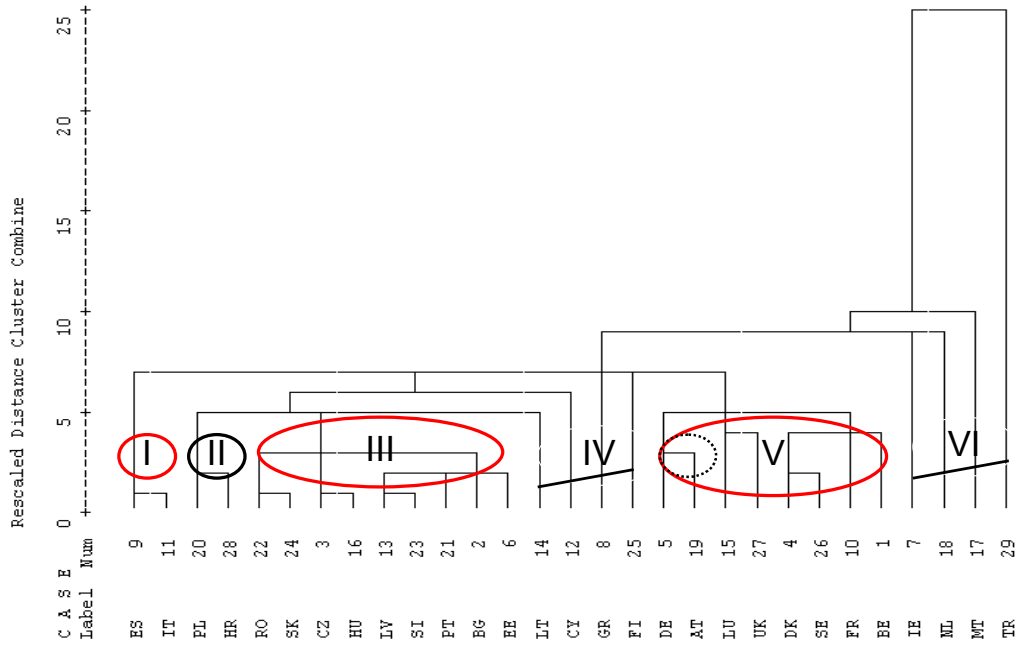
because it has low female employment and high gender gap in employment. However, it has higher TFR and share of young population (0-14 years). *Turkey* is very traditional in relation to work and care: low female employment rate (full and part-time), very high gender gap in employment and part-time employment, very low childcare participation rates but a very high TFR and share of young population (0-14 years).

Table 16: Summary of the 2005 macro work-care country grouping for the enlarged EU

I	Spain & Italy: (<i>stable</i>)	Combine low female employment, medium female part-time employment with high childcare participation but with low fertility and share of young people.
II.	Poland & Croatia (<i>varying</i>)	Similar to CEE countries, but lower childcare participation rates and female employment and medium share of young people.
III.	CEE & Portugal (<i>stable</i>)	Combine high full-time female employment with medium to high childcare participation rates and low fertility and share of young people.
IV.	‘Countries in between’	Lithuania & Cyprus: similar to CEE; Greece: similar to Spain & Italy; Finland: similarities to North European countries
V.	North/Central Europe (<i>stable</i>)	Combine high female total and part-time employment with mainly high childcare participation rates and rather high fertility and share of young people.
	Austria & Germany (<i>varying sub-group</i>)	Differ from other Central European countries by lower childcare participation rates, fertility and share of young people.
VI.	‘Outliers’	Netherlands (very high female part-time employment), Turkey (very traditional gender roles), Ireland & Malta (different by several indicators)

Source: IHS

Dendrogram 1: Macro work-care country grouping for the enlarged EU 2005

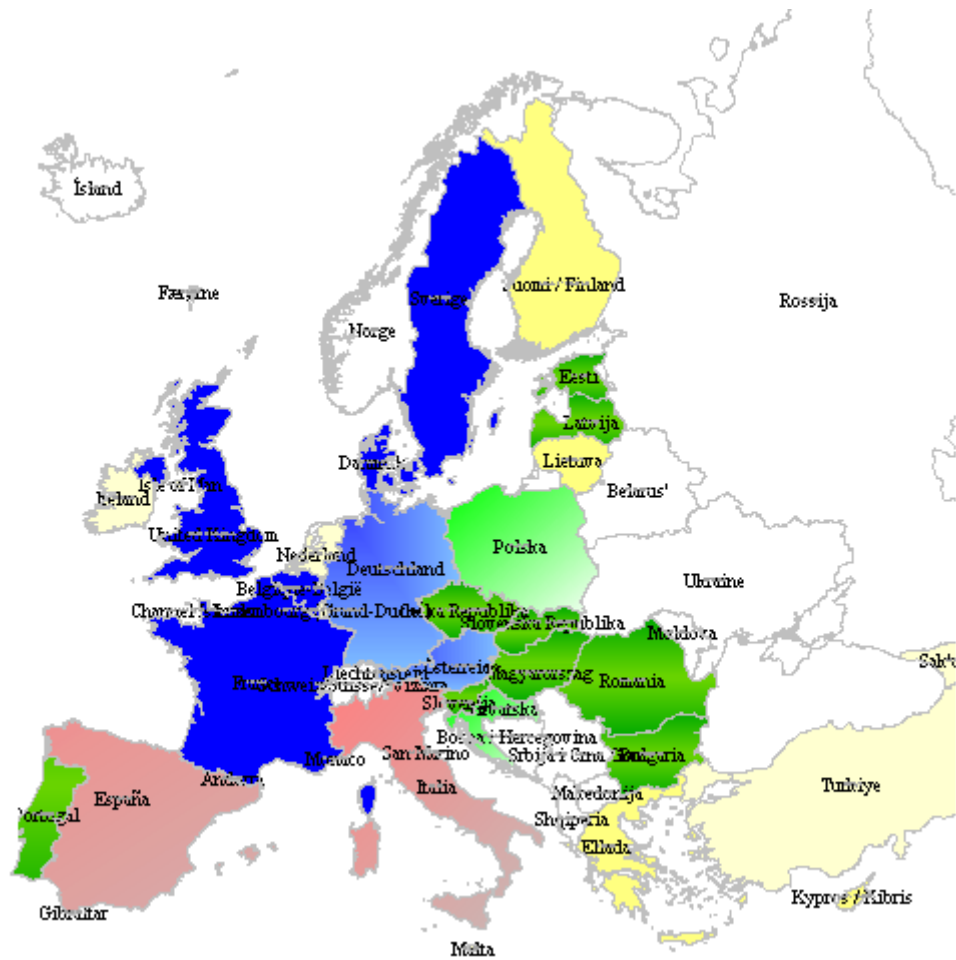


Source: IHS, based on data from Eurostat, all data are 2005 or last available

(Hierarchical cluster, method: nearest neighbour, measure: Euclidean distance)

Variables: Female employment rates (25-54 yrs.); Gender gaps in employment (absolute difference in employment rates, i.e. male minus female, 25-54 yrs.); Female part-time rates (female part-time workers as percentage of total employment of women), Gender gaps in part-time employment (absolute difference in the share of part-time workers in total employment, i.e. female minus male); Childcare participation rates for 3, 4 and 5 year olds, Total fertility rates, Share of young population (0-14 yrs.)

Mapping of macro work-care country groups for the enlarged EU 2005



Source: IHS (mapping of groups, based on cluster analysis, see also Dendrogram 1 above)

Comparison with other classifications

The above presented macro grouping differs from the classification of welfare regimes of Esping-Andersen (1990; 1999) and Leibfried (1992). This is due to the different variables used in our research, i.e. macro indicators focusing on female employment, childcare participation and family composition, as well as the included countries: all EU27 and candidate countries. Moreover, the proposed grouping does not include indicators on policies.

In this regard it is interesting to see that *Portugal* is in the same group as the New Member States from Central Eastern Europe and not in the *Mediterranean group* together with Italy and Spain as in the welfare regimes classification (Leibfried, 1992, cited from Esping-Andersen, 1999). With a high female employment rate (25-54 years), relatively low female part-time employment rate, low gender gap in part-time employment, Portugal is more similar to the CEE countries than to Spain and Italy.

Furthermore, Macro-group V (North and Central European countries and UK) includes countries from different welfare regimes, i.e. conservative, democratic and liberal according to the classification of Esping-Andersen (1990, 1999). However, as a result of our analyses with variation of variables, methods of grouping and countries involved we identified the varying sub-group of Austria and Germany, which differs from the other countries in the macro-group (for differences see Table 16). It should be noted that Sweden and

Denmark, which according to Lewis (1992) fit to the dual breadwinner model, have higher female employment rates (25-54 years), lower gender gaps in employment and higher TFR than the other countries in the *Group V*.

Variation of variables and methods

In this section the above-mentioned changes in groupings' outcome resulting from variation of variables and methods of clustering are presented in more details.

When *varying the variables* or *methods* on which the groupings are based, we detected only slight changes in macro countries' groupings. The variations presented below are in relation to the country grouping, which resulted from cluster analysis, based on *nearest neighbour*, *Euclidean distance* and the nine variables listed above. The most *striking changes* in the different groupings' outcomes were taken into consideration by defining the groups of 2005 macro work-care country grouping for the enlarged EU (as in Dendogram 1; Table 16).

(1) When we used *fewer* variables in the cluster analysis, e.g. with accent on employment rate, childcare for younger children, fertility and share of young population in using the following variables: female employment rate (25-54 years), female part-time employment, participation rates in childcare (for 3 and 4 year olds), TFR and share of young population (0-14 years) the major groups remain stable with some slight changes. *Germany* and *Austria* detached from the group of North/Central European countries and occur as a separate group. This is

because in this cluster analysis the used variables amplify the differences between Austria and Germany and the other countries from this group, i.e. the lower participation rates in childcare for 3 year olds, lower TFR and lower shares of young population (0-14 years). Moreover, Poland and Croatia remain as a sub-group within a major group of CEE countries. *Greece* moves to the (sub-)group of Poland and Croatia as a separate unit, because of its similarities with these countries concerning low female part-time employment and relatively low participation rates in childcare for small children. Lithuania is linked to the other CEE countries as a separate member. At the same time, *Finland* moves to the other 'outliers': Netherlands, Ireland, Malta and Turkey (see as example Dendogram 2).

(2) If we use only variables concerning *work and care* (and skip those with family and demographic content), the number of groups declines and they become very large and therefore *cannot accurately reflect* differences in work and care arrangements among the European societies. For example when using the variables: female employment rates (25-54 years), female part-time employment rates, gender gaps in part-time, participation rates in childcare (or pre-primary/primary school for 3/4/5 years old children) the resulting group has only two main groups. The one consists of the New Member states from CEE plus Poland, Croatia, Cyprus, Lithuania, Finland and Greece. Italy and Spain move to the North/Central European countries group and form a second large group.

The other countries appear as 'outliers'.

(3) By including *more variables* (i.e. *crude marriage rate*) the major country groups remain *stable*. When introducing the *crude marriage rate* into the analysis *Germany* and *Austria* remain in the group of the North/Central European countries, but become a more distinguished sub-group, because the two countries are very similar regarding family building. *Poland* and *Croatia* occur as a striking sub-group within the major group of CEE countries. The other CEE countries become more differentiate, however on a very low level. In general, the inclusion of the variable *crude marriage rate* in the analysis causes rather insignificant changes (see as example Dendogram 3).

(4) When applying *Ward's method*²² (instead of the nearest neighbour) for the same variables, the graphical representation of country groups in the dendogram change, although the main groups remain stable. Outliers are attached to the various country groups, although as separate members. In such analysis,

²² Ward's method for cluster analysis takes as input, a subject by variable matrix of maximum size (300 x 300). Ward's method is a hierarchical method designed to optimize the minimum variance within clusters. The algorithm begins with one large cluster encompassing all objects to be clustered. In this case, the error sum of squares is 0. The program searches objects that can be grouped together while minimizing the increase in error sum of squares. Ward's method creates clusters of near equal size, having hyperspherical shapes (<http://marketing.byu.edu/htmlpages/books/pcmds/WARD.html>)

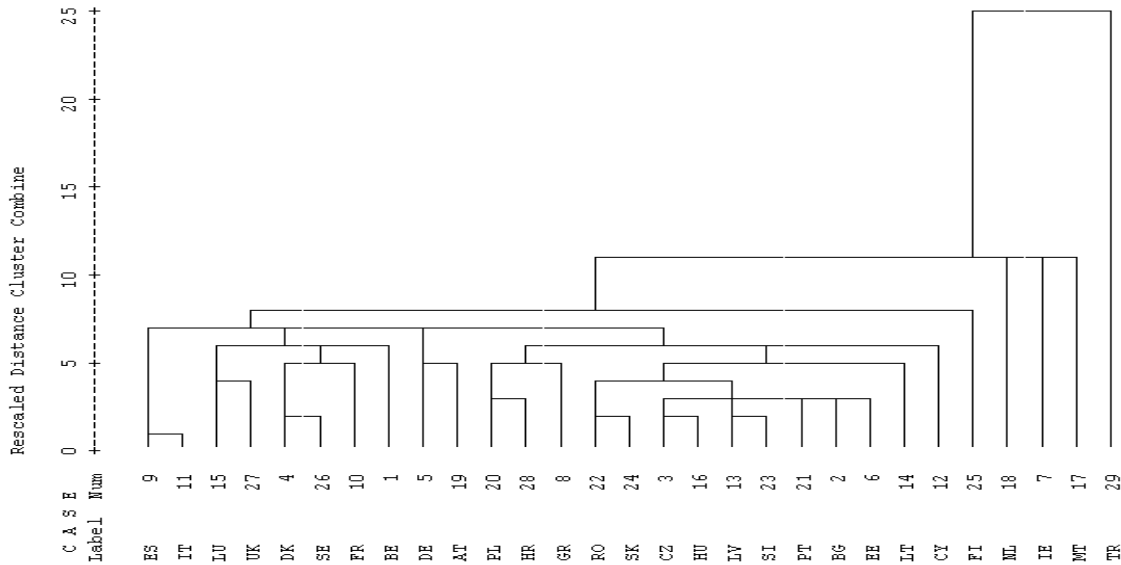
Malta, for example, becomes part of the group of Spain and Italy. Although as a separate sub-group *Poland* and *Croatia* are in a group with Cyprus, Lithuania, Finland and Greece. Turkey is attached as a separate member in a bigger group with Spain and Italy and with North/Central European countries. Moreover, the group of the New Member States from CEE divides in two sub-groups: (1) Estonia, Portugal, Latvia, Slovenia and Bulgaria and (2) Czech Republic, Hungary, Romania and Slovakia. Similarly, the group of North/Central European countries divides in the sub-group of Denmark, Sweden, Belgium, France and the sub-group of Germany, Austria, Luxembourg, UK, Netherlands and Ireland. It is interesting that *Netherlands* and *Ireland* are included in this group, which could be expected on the basis of the existing classifications (i.e. Netherlands belongs to the countries with conservative welfare regime and Ireland with UK are countries with liberal welfare regime). However, Netherlands and Ireland represent some kind of 'outliers' and therefore they are attached as separate members to the group.

(5) By using the Squared Euclidean distance in the cluster

analysis, which amplified the outliers, the major country groups in the country grouping remained stable.

(6) By applying *factor analysis* in extracting *two factors* (by principal components method) from the nine variables used in cluster analysis (cumulative variance explained: 70,7%) and by setting them on a scatter plot we find country grouping similar to those resulting from cluster analysis (Figure 63). The *North/Central European countries* appear as a main group, although Luxembourg and UK are slightly separated. The later countries could be identified as a sub-group at the lowest level in the grouping resulting from cluster analysis. *Italy* and *Spain* could be seen as a separate group. The *NMS from CEE* could also be identified as a group. However, *Lithuania* is very close to Slovakia and Romania and these three countries are slightly separated from the other NMS from CEE. In addition, separated groups are (1) *Poland* and *Croatia* and (2) *Greece*, *Cyprus* and *Finland*. *Otliers* are Ireland, Netherlands and Malta and Turkey. As in the cluster analyses Turkey is an outlier extremely different from all other countries.

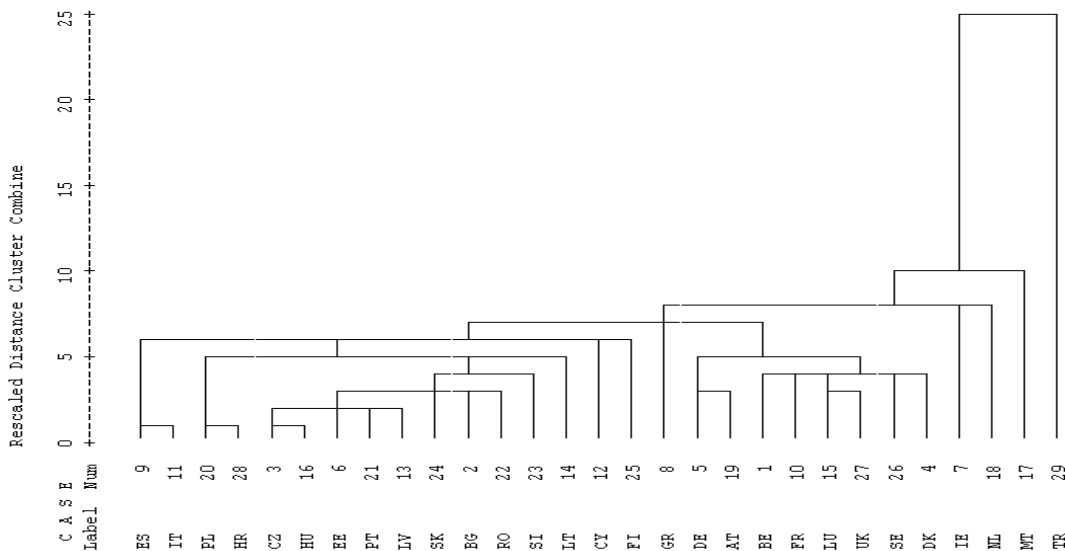
Dendrogram 2: Macro work-care country grouping for the enlarged EU (example with fewer variables)



Source: IHS, based on data from Eurostat, all data are 2005 or last available
 (Hierarchical cluster, method: nearest neighbour, measure: Euclidean distance)

Fewer variables: Female employment rates (25-54 yrs.), Female part-time rates, Childcare participation rates for 3 and 4 year olds, TFR, Share of young population (0-14 yrs.)

Dendrogram 3: Macro work-care country grouping for the enlarged EU (example with an additional variable)



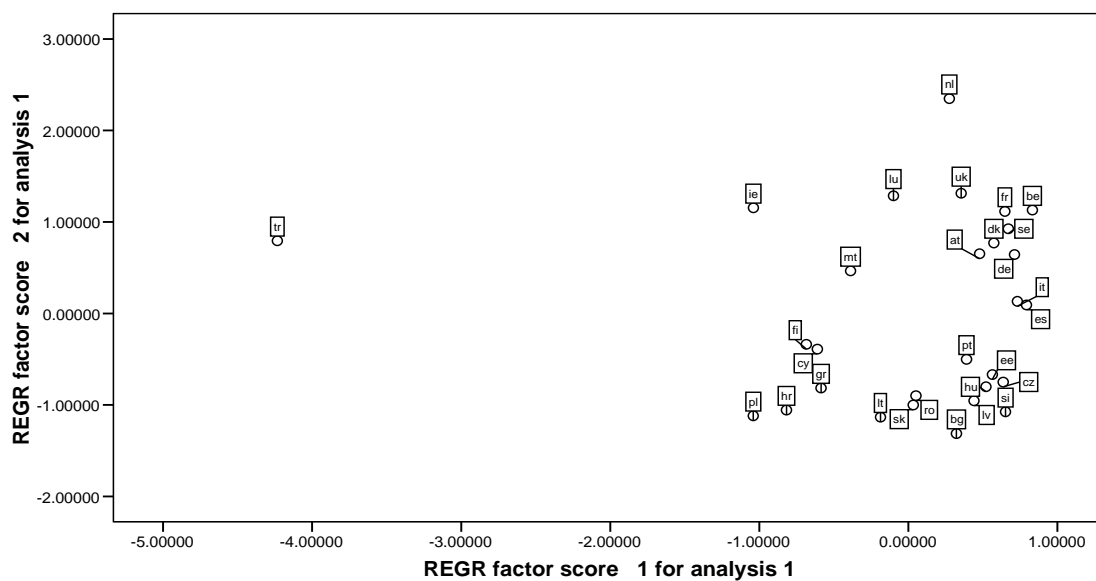
Source: IHS, based on data from Eurostat, all data are 2005 or last available
 (Hierarchical cluster, method: nearest neighbour, measure: Euclidean distance)

Variables: Female employment rates (25-54 yrs.); Gender gaps in employment (male minus female, 25-54 yrs.); Female part-time rates, Gender gaps in part-time employment (female minus male); Childcare participation rates for 3, 4 and 5 year olds, Total fertility rates, Share of young population (0-14 yrs.)

Additional variable: Crude marriage rate

Figure 63: Two Factors' Plot

(see table below for variables used for factors' extraction)



Source: IHS, based on Eurostat data, 2005 or last available year

Component Matrix* (factor loadings)

Variables	Component	
	1	2
Female employment rates (25-54 yrs.)	.676	-.076
Gender gaps in employment (25-54 yrs.)	-.587	.287
Female part-time rates	.220	.904
Gender gaps in part-time employment	.214	.926
Childcare participation rates for 3 year olds	.763	.023
Childcare participation rates for 4 year olds	.874	.243
Childcare participation rates for 5 year olds	.789	.349
Total fertility rates	-.415	.737
Share of young population (0-14 yrs.)	-.779	.483

Extraction Method: Principal Component Analysis. * 2 components extracted

Source: IHS based on Eurostat data; all data are 2005 or last available

Variation of countries

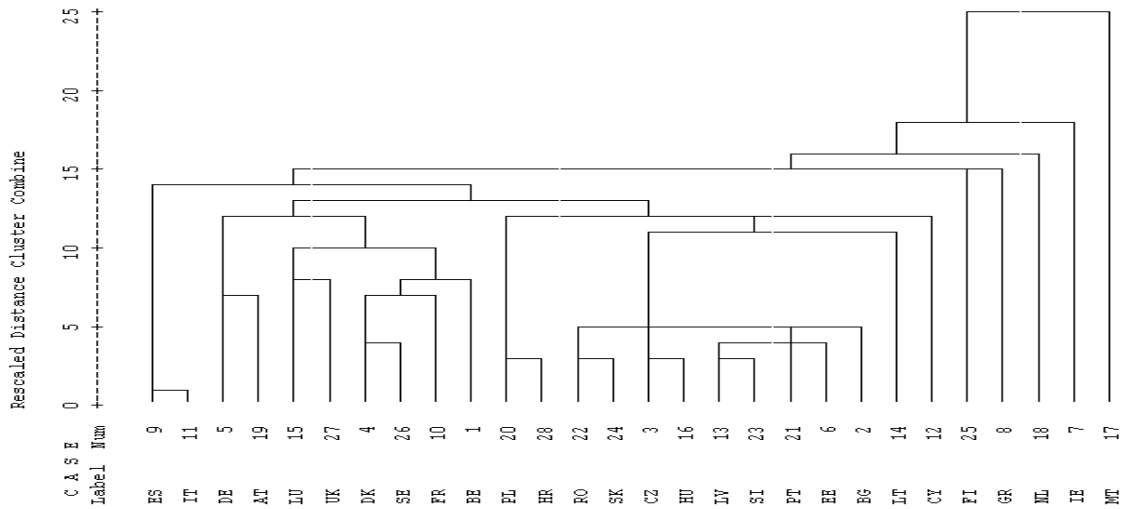
For the reason that Turkey represents an extreme ‘outlier’ distinctly different from all other countries we explored changes in the macro grouping without including Turkey, but using the same method (*nearest neighbour*), measure (*Euclidean distance*) and variables (the above listed nine macro indicators on female employment, child care participation and family composition).

After performing this analysis we identify that the major groups of countries remain stable with a stronger emphasis on the sub-groups revealed in previous analyses. In the group of North/Central European countries *Austria* and *Germany* appear as separate sub-group. Poland and Croatia represent a striking sub-group within the major group of CEE countries. Lithuania and Cyprus are linked to the group of CEE countries as separate members due to the similarities with these countries, while Finland and Greece represent a separate group. The ‘outliers’ countries remain the same: Netherlands, Ireland and Malta (see Dendogram 4).

In order to look further in differences between countries we performed the cluster analysis including only the EU15 Member States. The major groups remain stable, while differences between the sub-groups are bigger. *Germany* and *Austria* form again a separate sub-group. Concerning the other countries within the group of North/Central European countries, Luxembourg and the UK differ from the sub-group of Denmark, Sweden, France and

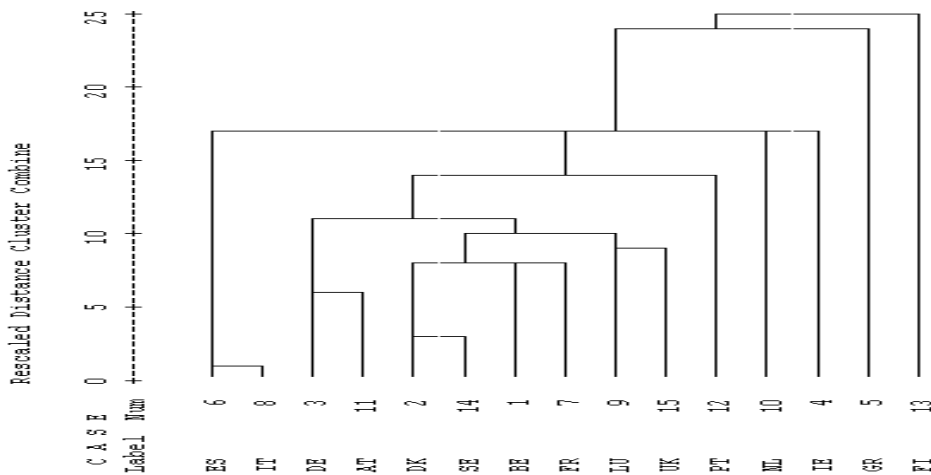
Belgium. Reason for this is the lower childcare participation rates for 3 years old children. Moreover, Portugal occurs as a separate member within this macro grouping, because it is more similar to the CEE countries, which are not included in this analysis. Netherlands and Ireland, which were ‘outliers’ in grouping of all countries of the enlarged EU, occur here as separate members. In this analysis Greece and Finland represents ‘outliers’ (Dendogram 5).

Dendrogram 4: Country grouping for female employment, childcare and family situation 2005, EU27 and Croatia



Source: IHS, based on data from Eurostat, all data are 2005 or last available
 (Hierarchical cluster, method: nearest neighbour, measure: Euclidean distance)
 Variables: Female employment rates (25-54 yrs.); Gender gaps in employment (male minus female, 25-54 yrs.); Female part-time rates, Gender gaps in part-time employment (female minus male); Childcare participation rates for 3, 4 and 5 year olds, Total fertility rates, Share of young population (0-14 yrs.)

Dendrogram 5: Country grouping for female employment, childcare and family situation 2005, EU15



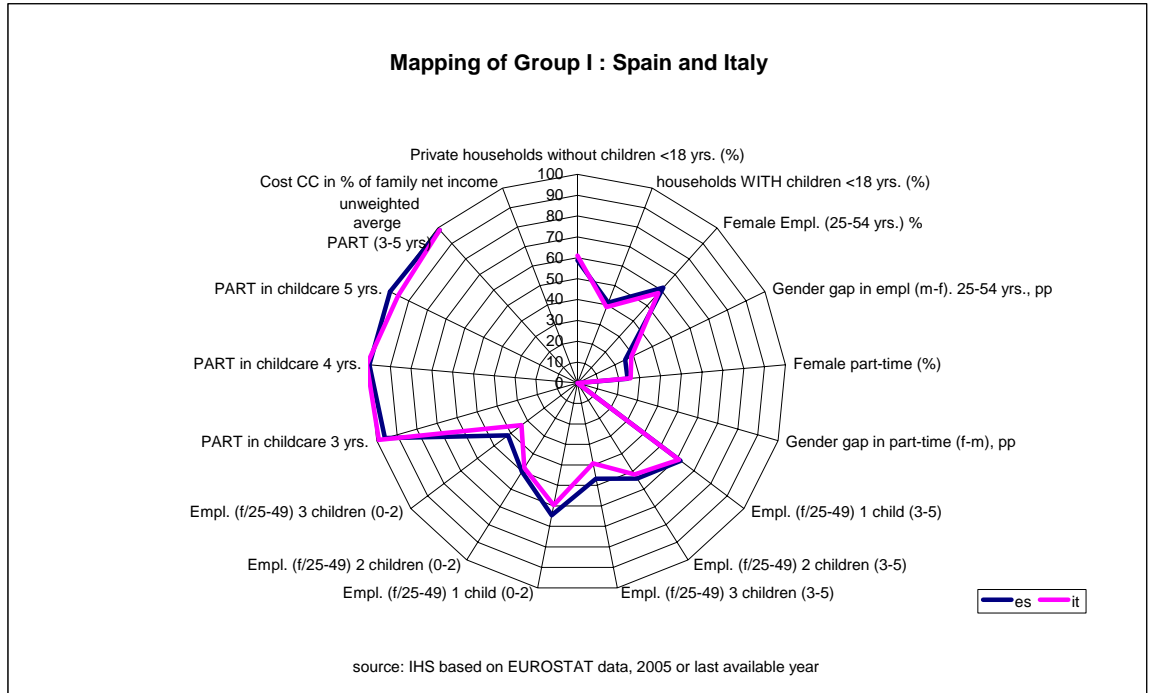
Source: IHS, based on data from Eurostat, all data are 2005 or last available
 (Hierarchical cluster, method: nearest neighbour, measure: Euclidean distance)
 Variables: Female employment rates (25-54 yrs.); Gender gaps in employment (male minus female, 25-54 yrs.); Female part-time rates, Gender gaps in part-time employment (female minus male); Childcare participation rates for 3, 4 and 5 year olds, Total fertility rates, Share of young population (0-14 yrs.)

3.2. Graphical Mapping of the four groups, the countries in between and the outliers (Radar Charts)

Including a **larger number of indicators**, than those used in the grouping by means of cluster analysis (see *radar charts* below), to account also for employment of women with small children (0-2 years and 3-5 years olds), shows the often striking similarities of work-care relevant indicators within one macro-group:

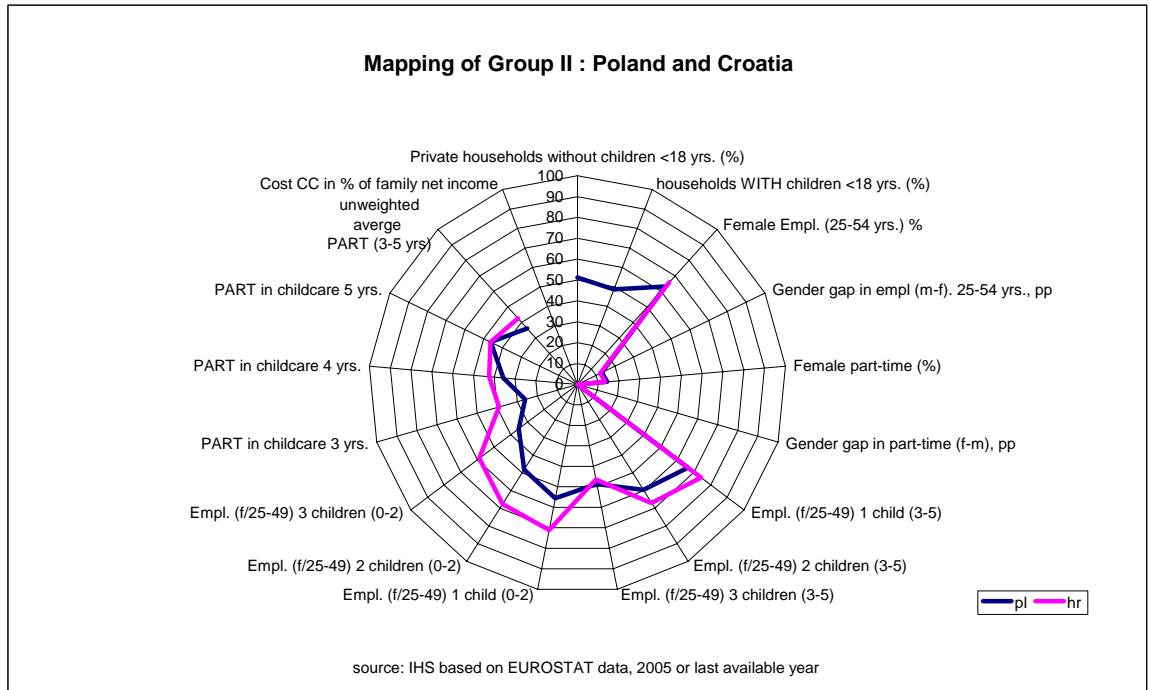
- 1) Spain and Italy have nearly matching values in all areas of investigation.
- 2) Poland and Croatia are strikingly similar in general female labour market behaviour. Yet, Croatian women with children tend to work more and childcare participation rates are higher.
- 3) The NMS from CEE (Romania, Slovak Republic, Czech Republic, Hungary, Latvia, Slovenia, Bulgaria and Estonia) and Portugal show very similar female employment and female part-time rates as well as childcare participation rates. While Hungary, Slovakia and the Czech Republic show relatively low employment of women with children, rates are much higher in Slovenia, Portugal and Romania. It is interesting to see how childcare participation rates correspond to the mothers' labour market activity
- 4) The 'Countries in between' (Lithuania, Cyprus, Greece and Finland) are distinct in their graphical representation. Women with children were most active in Lithuania, less so in Greece.
- 5) Countries in the North/Central European countries (Denmark, Luxembourg, France, Belgium, Austria, Germany and UK show highly similar patterns. Yet, German mothers work less than others while France and Belgium, followed by Sweden and Denmark have the highest childcare participation rates for 3 year olds.
- 6) The 'outliers' (Ireland, Netherlands, Malta, and Turkey, although represented within one radar chart, differ each other and all other countries. Mothers in the Netherlands are employed to a much higher degree than those in Malta. On the other hand, childcare participation rate in Malta are high due to early primary education (4 years).

Figure 64: Mapping of Group I: Spain and Italy



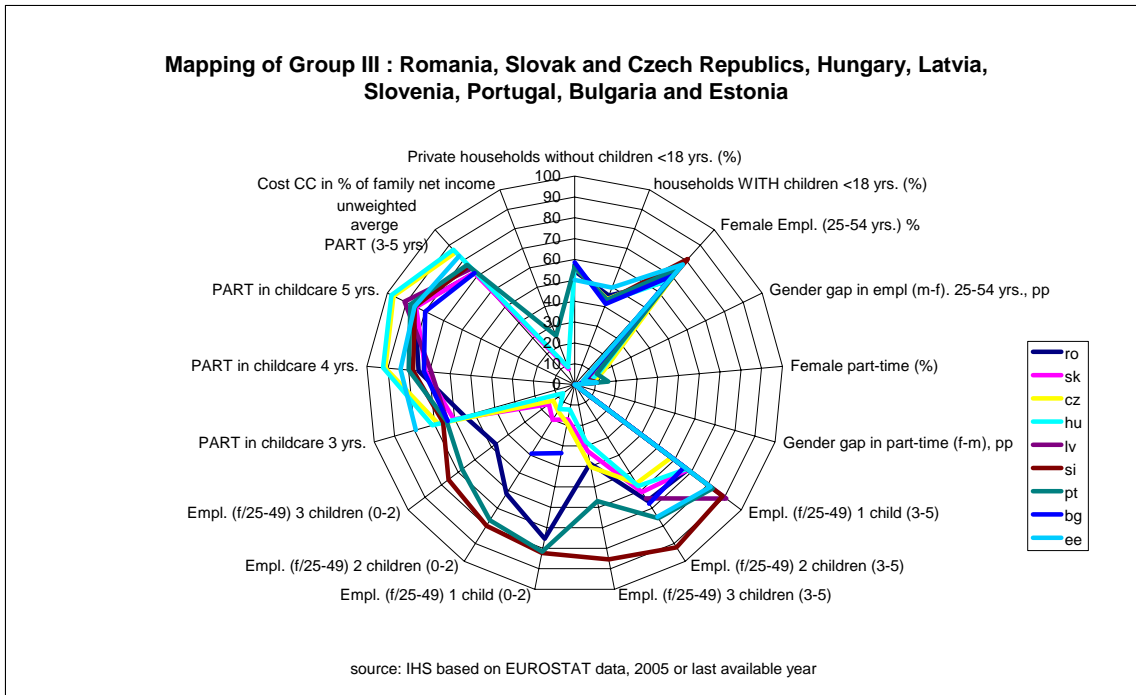
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 65: Mapping of Group II: Poland and Croatia



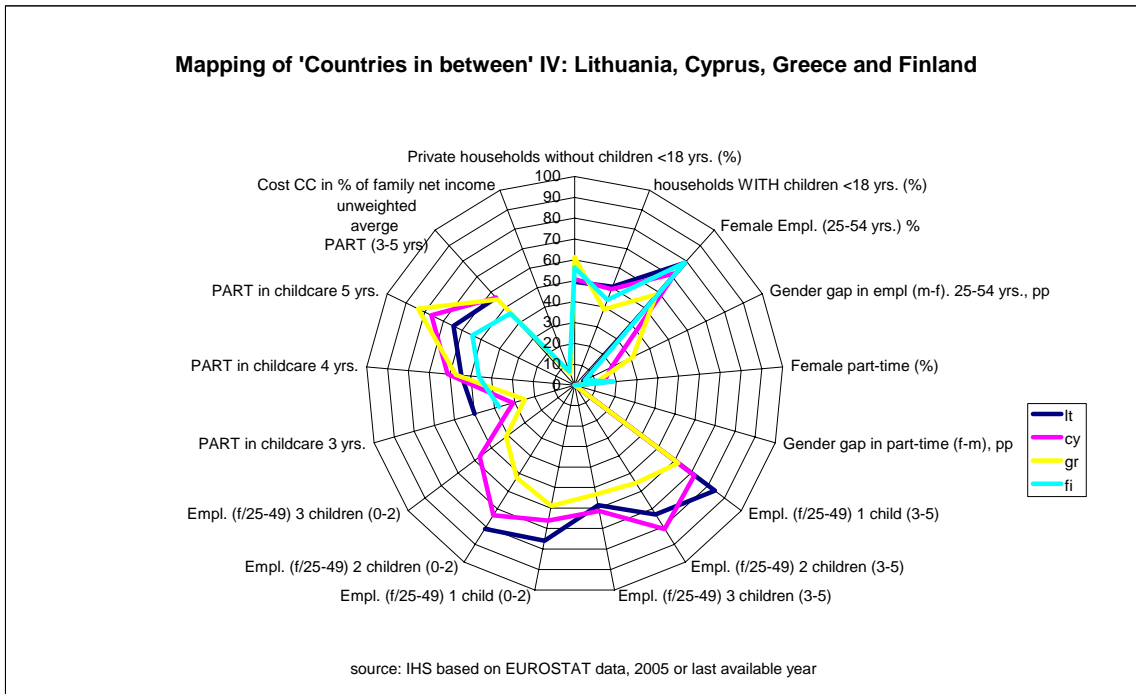
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 66: Mapping of Group III: Romania, Slovak and Czech Republics, Hungary, Latvia, Slovenia, Portugal, Bulgaria and Estonia



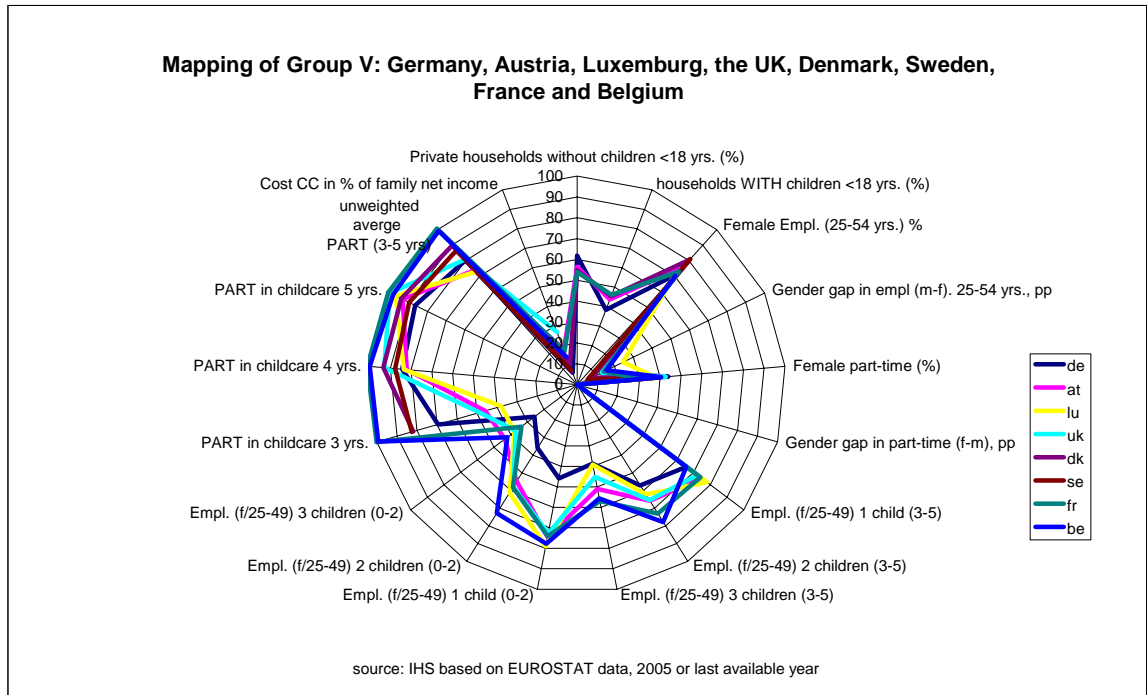
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 67: Mapping of 'Countries in between' IV: Lithuania, Cyprus, Greece and Finland



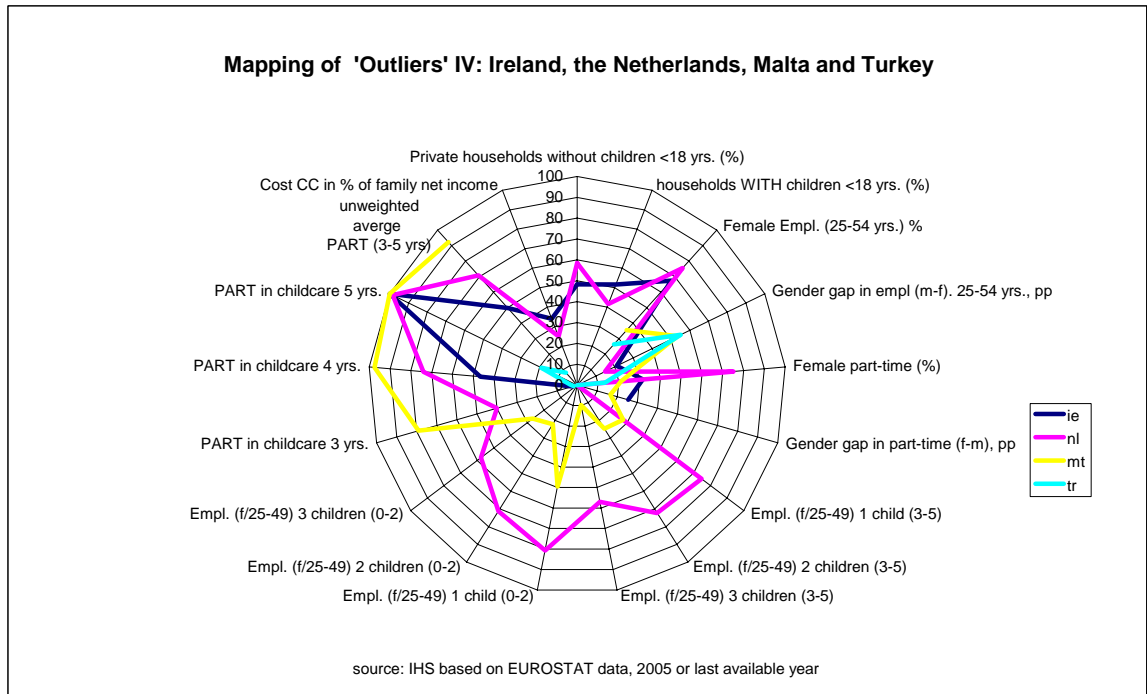
Source: IHS based on EUROSTAT data, 2005 or last available

Figure 68: Mapping of Group V: Germany, Austria, Luxembourg, the UK, Denmark, Sweden, France and Belgium



Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 69: Mapping of 'Outliers' IV: Ireland, the Netherlands, Malta and Turkey



Source: IHS based on EUROSTAT data, 2005 or last available year

3.3. Country Mapping of Work-Care Decision Space

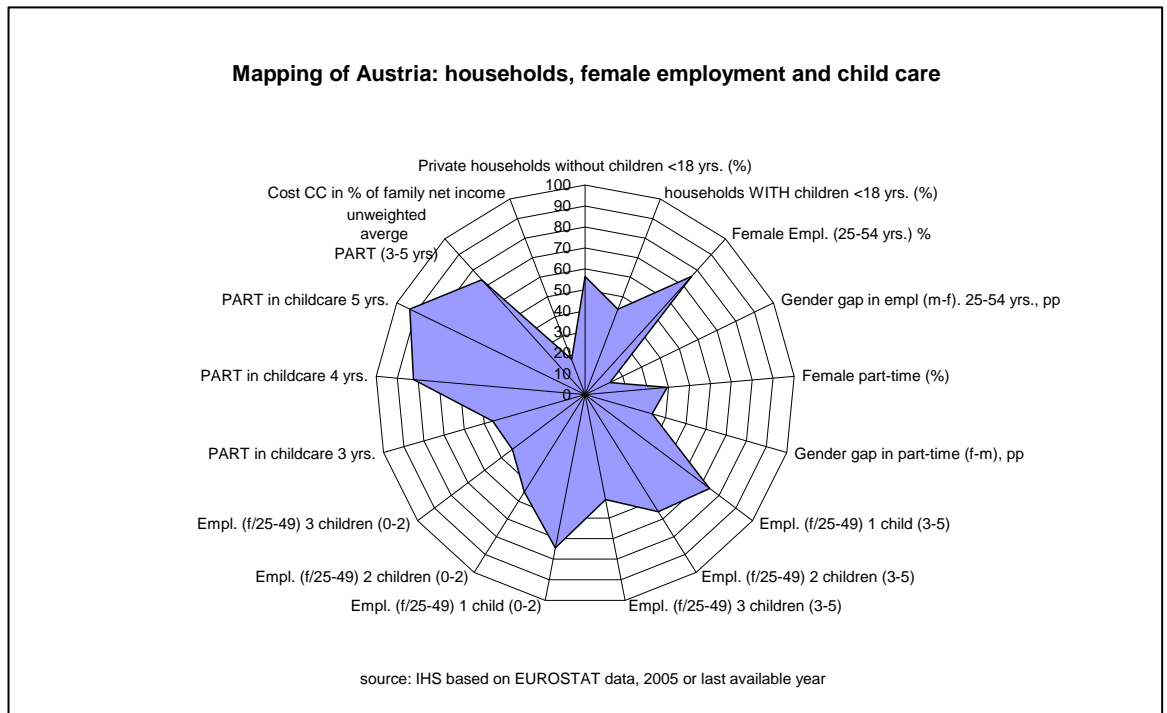
This section is meant to be a *more detailed supplement for the above country grouping* and provides a country-wise summary of the *most relevant macro data for 2005* (or the last year available). The mapping for each of the EU27 and candidate countries includes several parameters for household composition, female employment and childcare.

Although not all indicators could be graphically monitored (due to their smallness relative to other parameters), below graphical representations give a good impression

about country differences and similarities as well as a complete picture of each country.

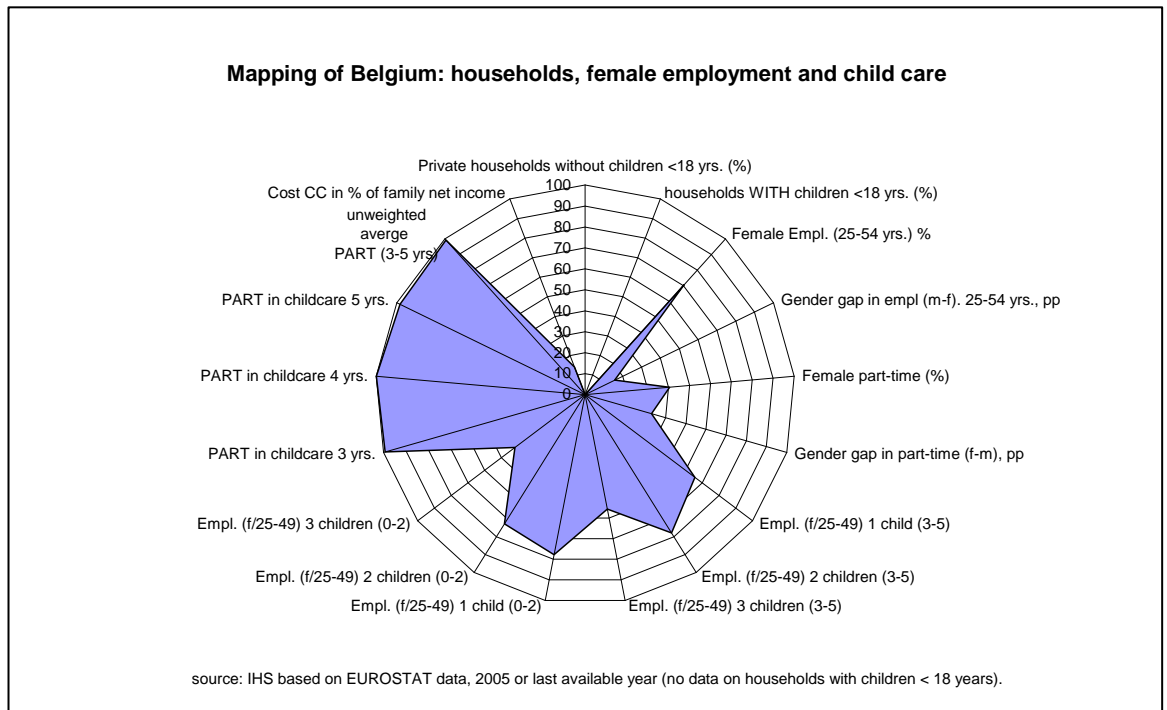
A *summary* of the country mappings can be found in the conclusions of the cluster analysis (see section 3.2) where countries are *grouped in four macro groups, 'countries in between' and outliers found within the enlarged European Union today*. The below country listing follows the generally used EU country list (as, for example, found in the EUROSTAT data base); Austria has been placed first as the authors' home country.

Figure 70: Mapping of Austria: households, female employment and childcare



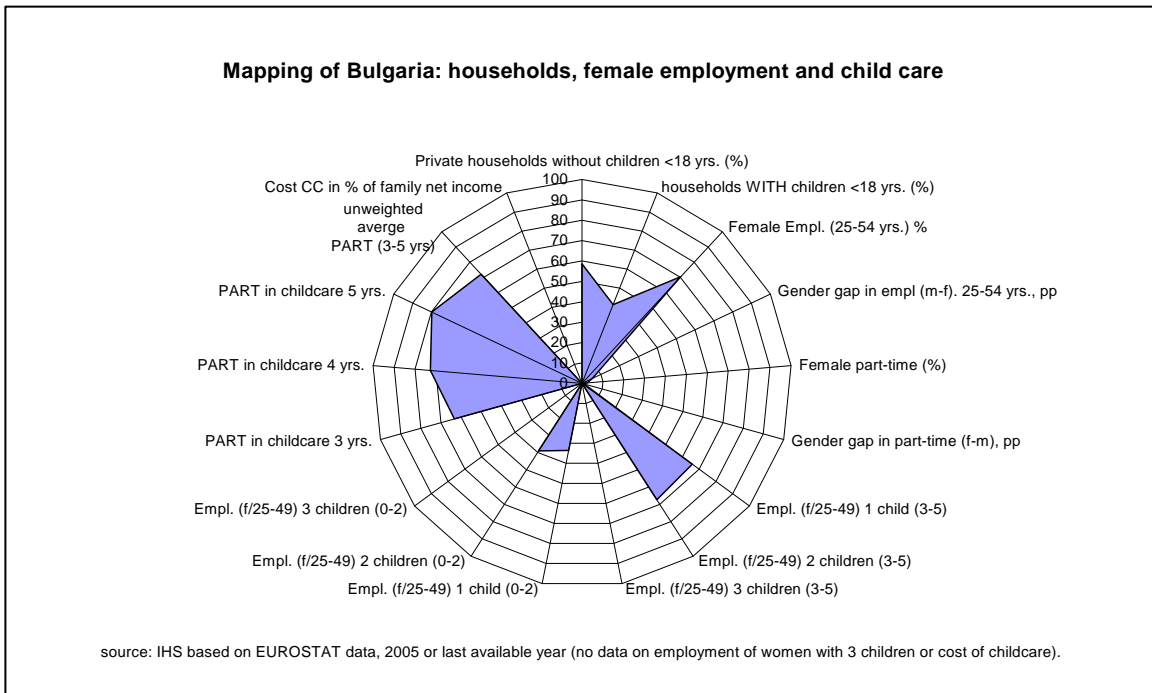
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 71: Mapping of Belgium: households, female employment and childcare



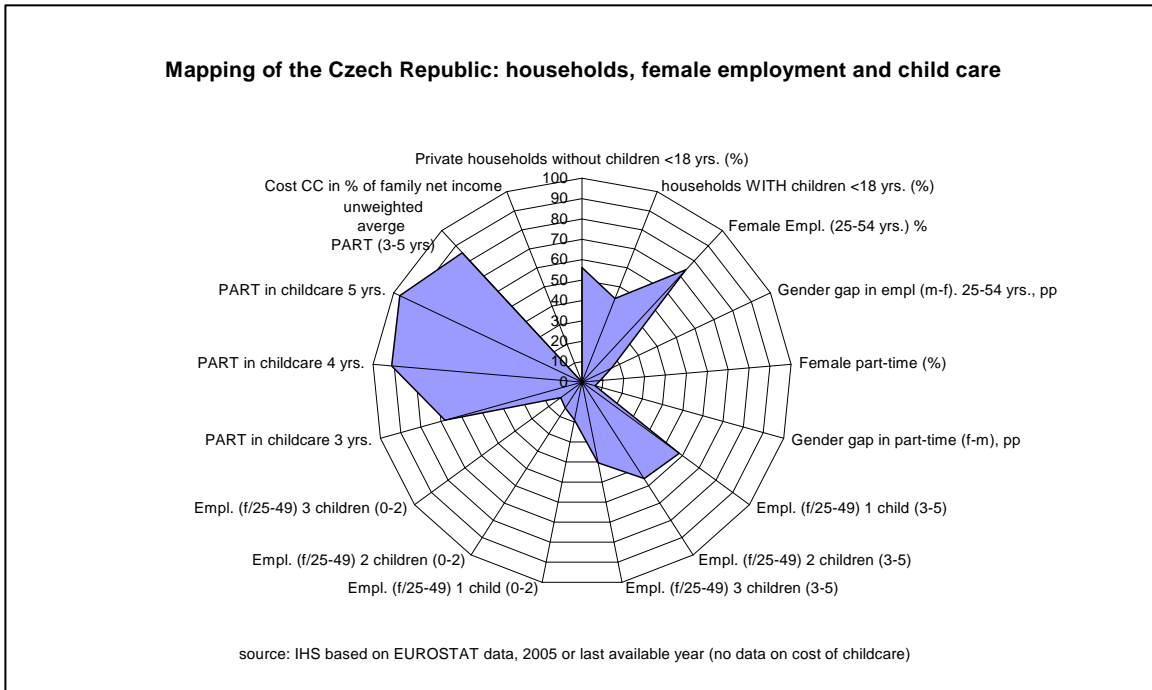
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 72: Mapping of Bulgaria: households, female employment and childcare



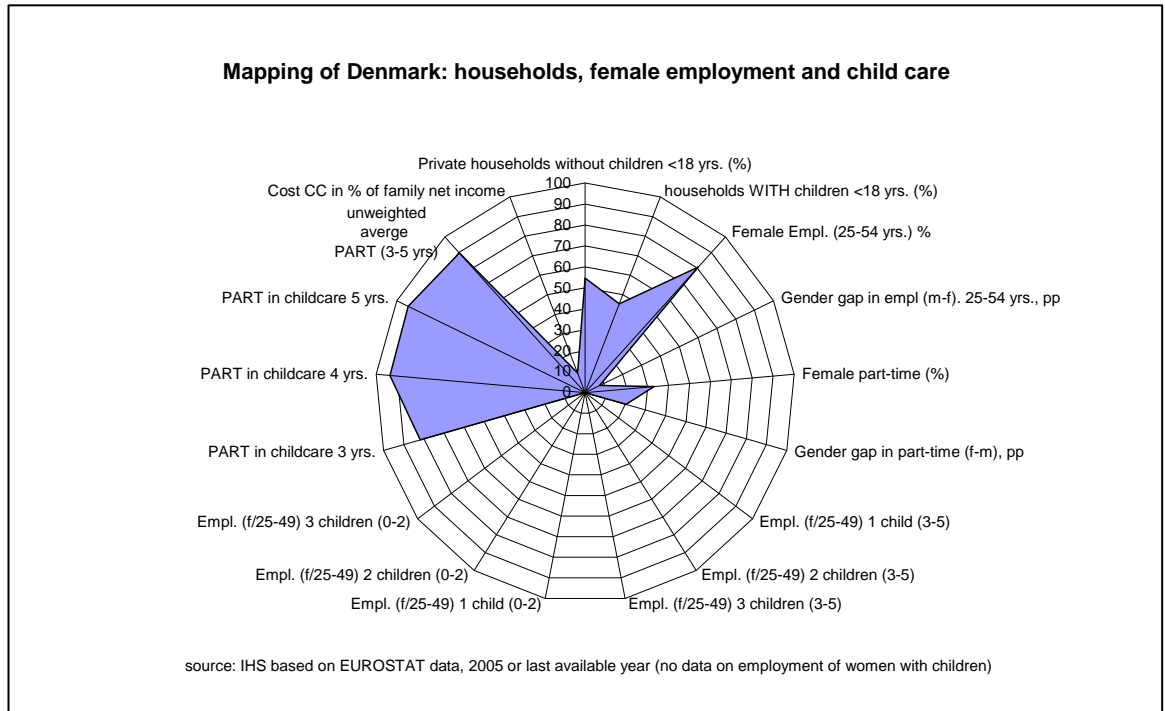
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 73: Mapping of the Czech Republic: households, female employment and childcare



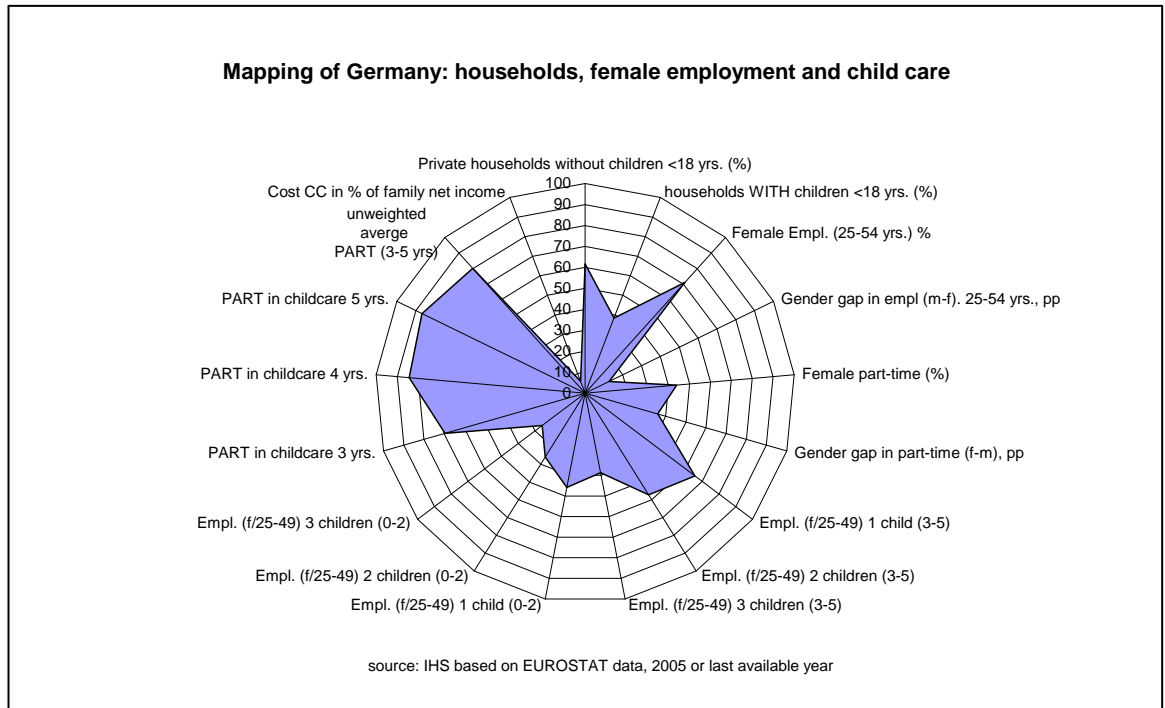
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 74: Mapping of Denmark: households, female employment and childcare



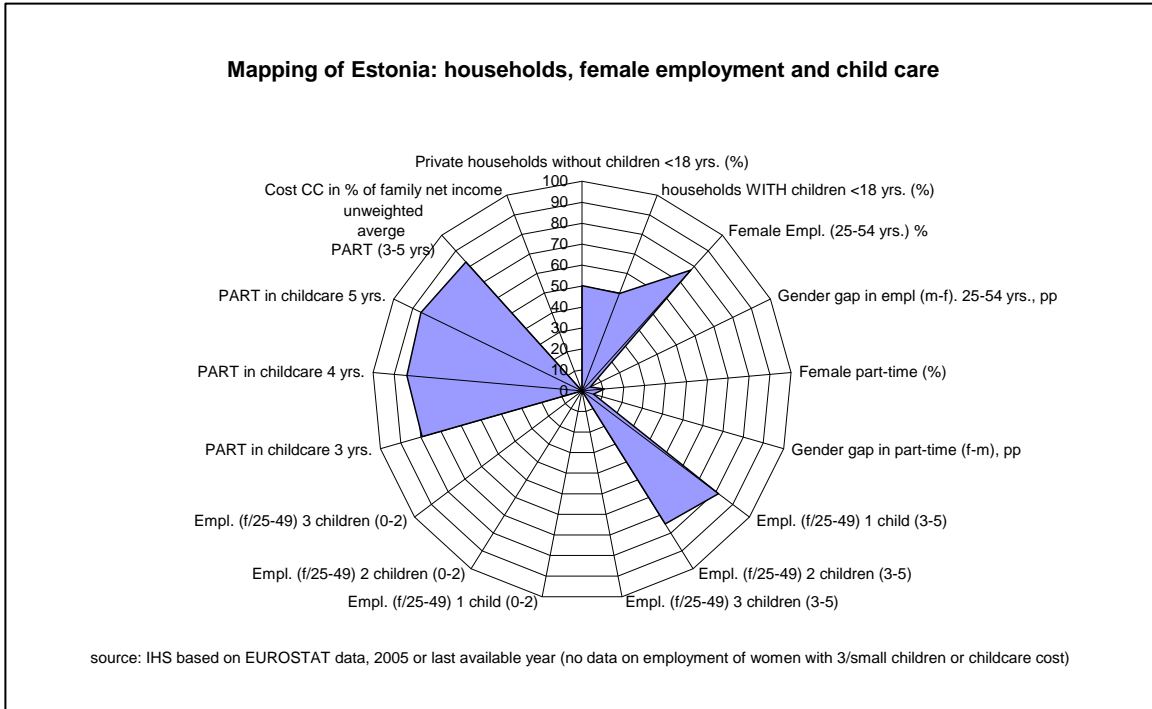
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 75: Mapping of Germany: households, female employment and childcare



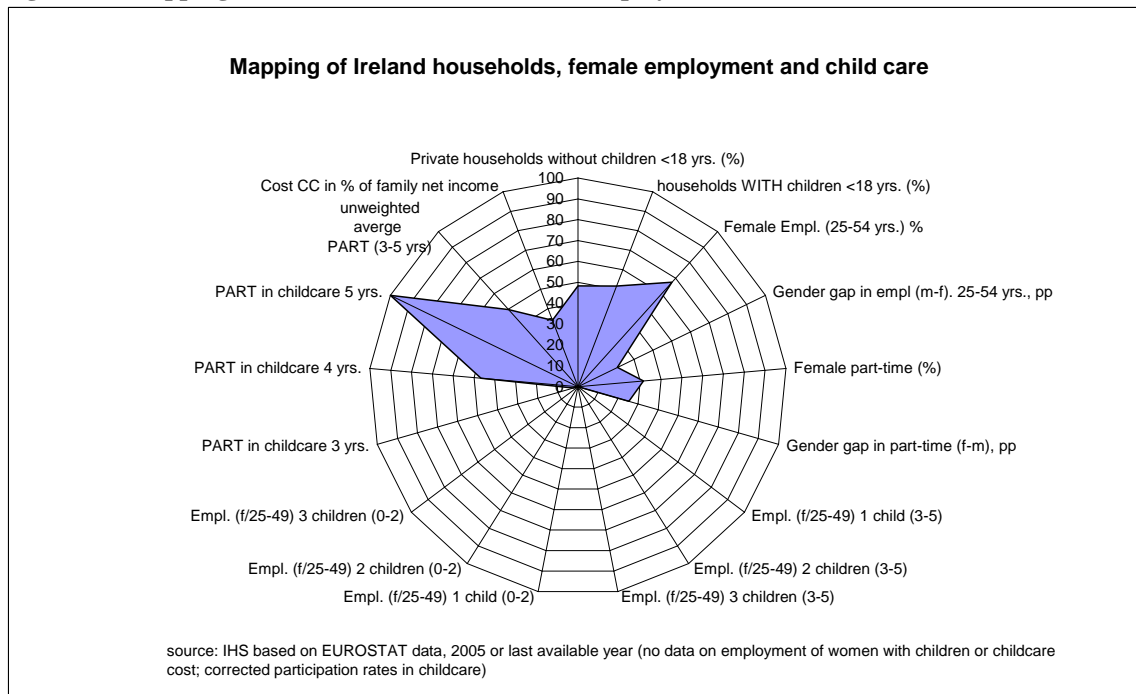
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 76: Mapping of Estonia: households, female employment and childcare



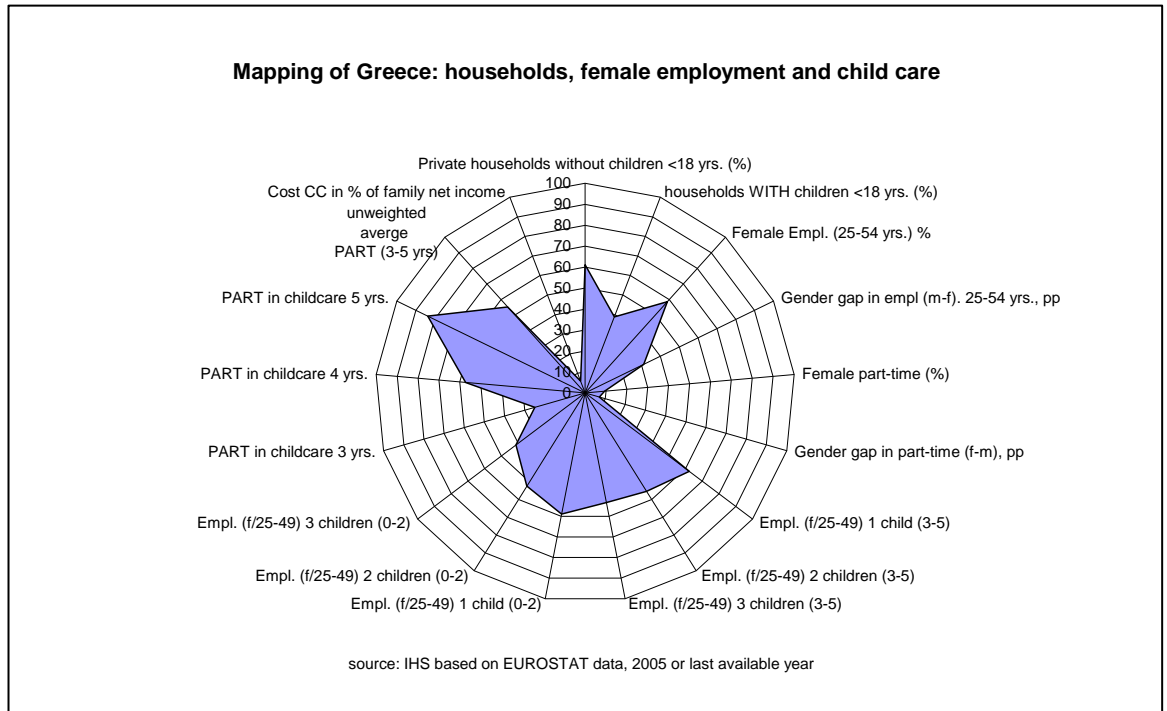
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 77: Mapping of Ireland: households, female employment and childcare



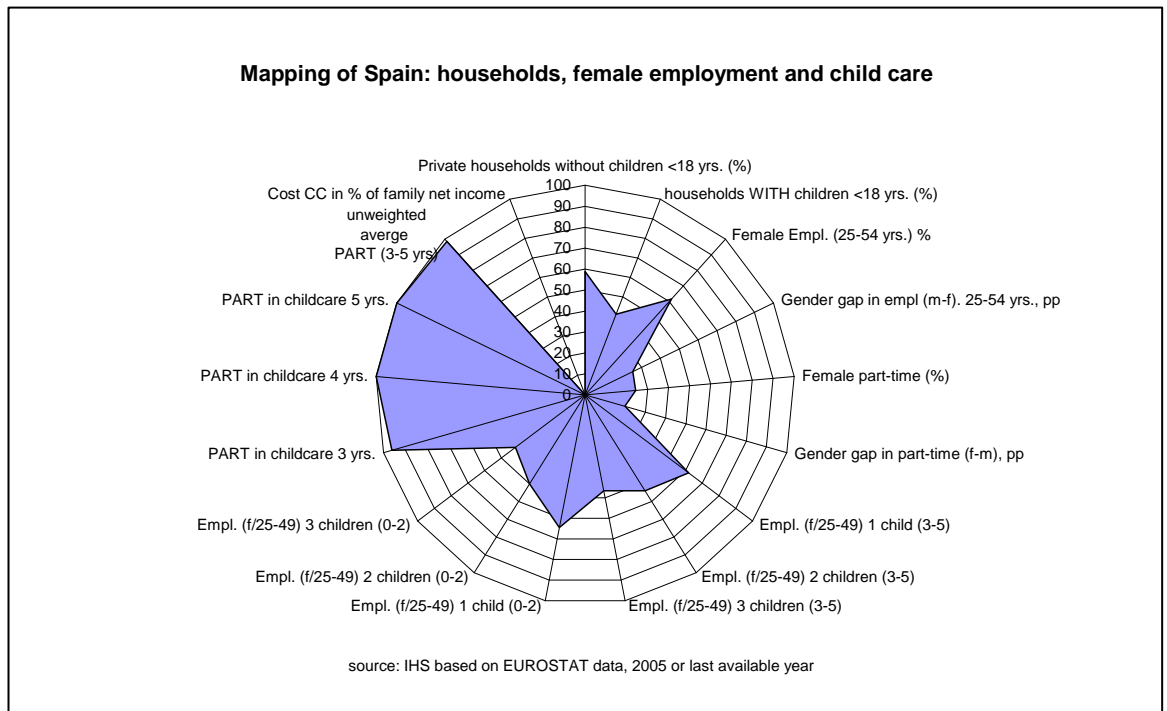
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 78: Mapping of Greece: households, female employment and childcare



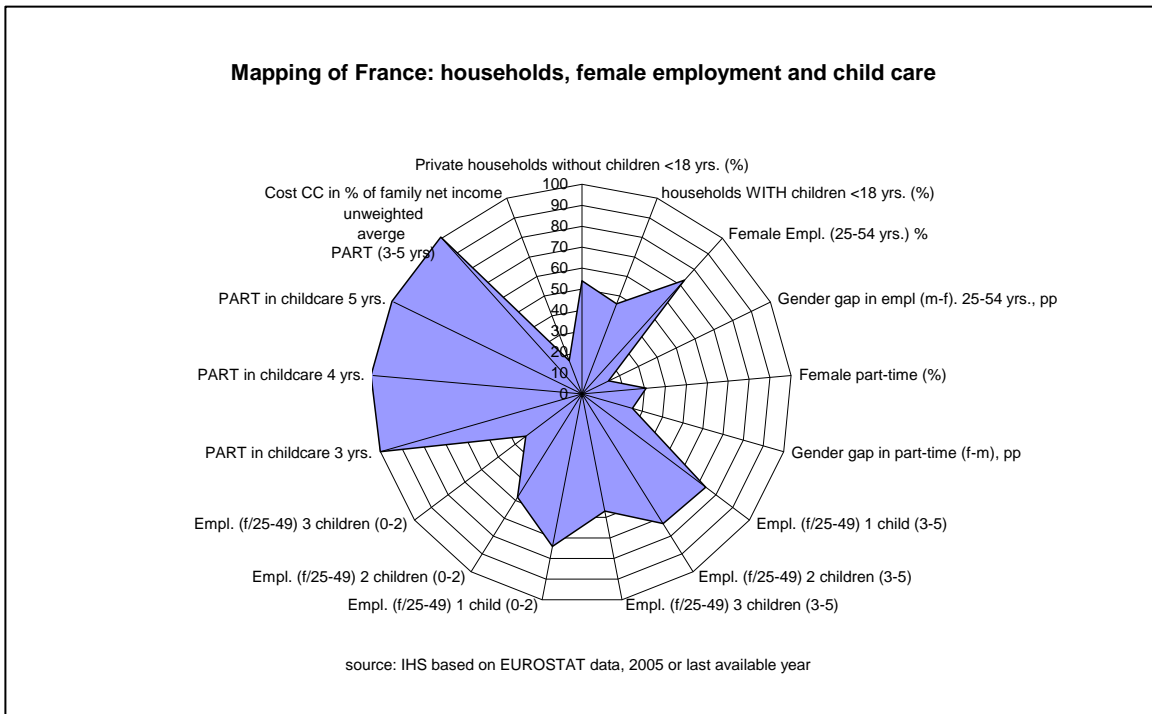
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 79: Mapping of Spain: households, female employment and childcare



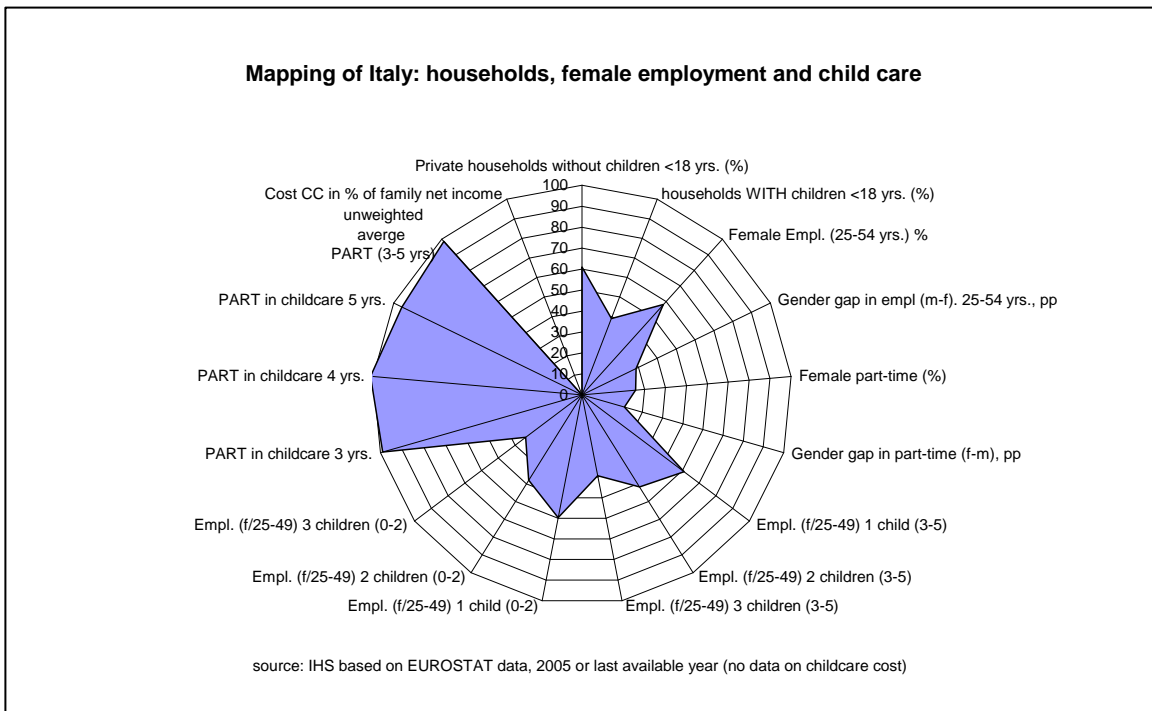
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 80: Mapping of France: households, female employment and childcare



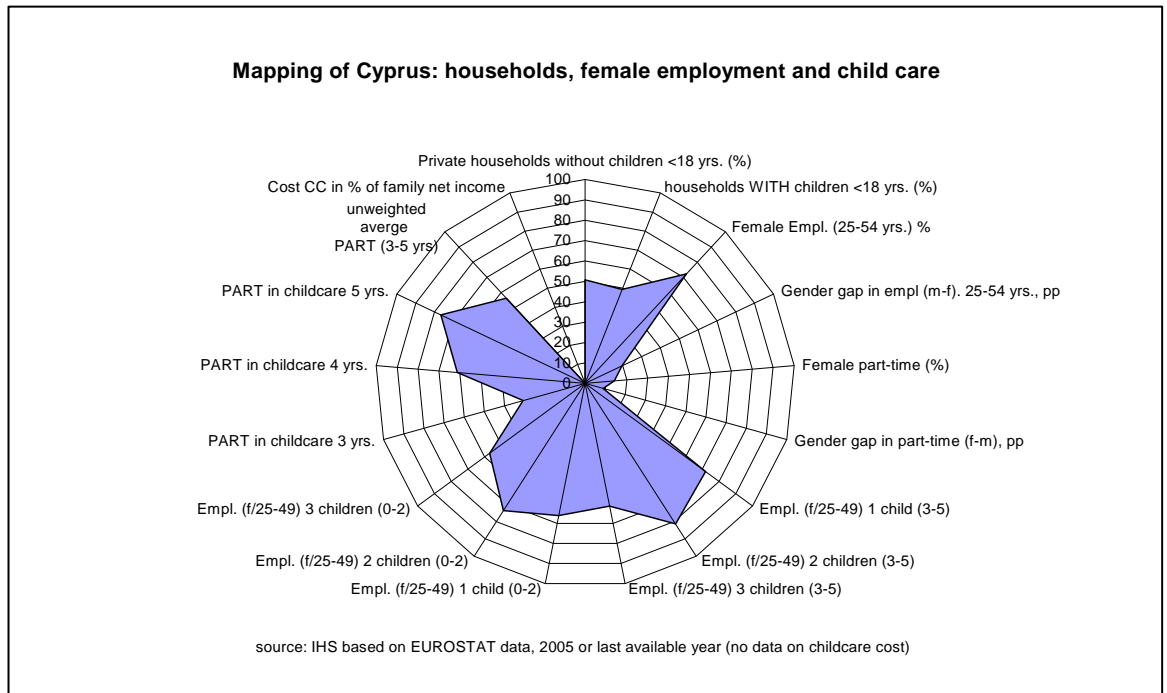
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 81: Mapping of Italy: households, female employment and childcare



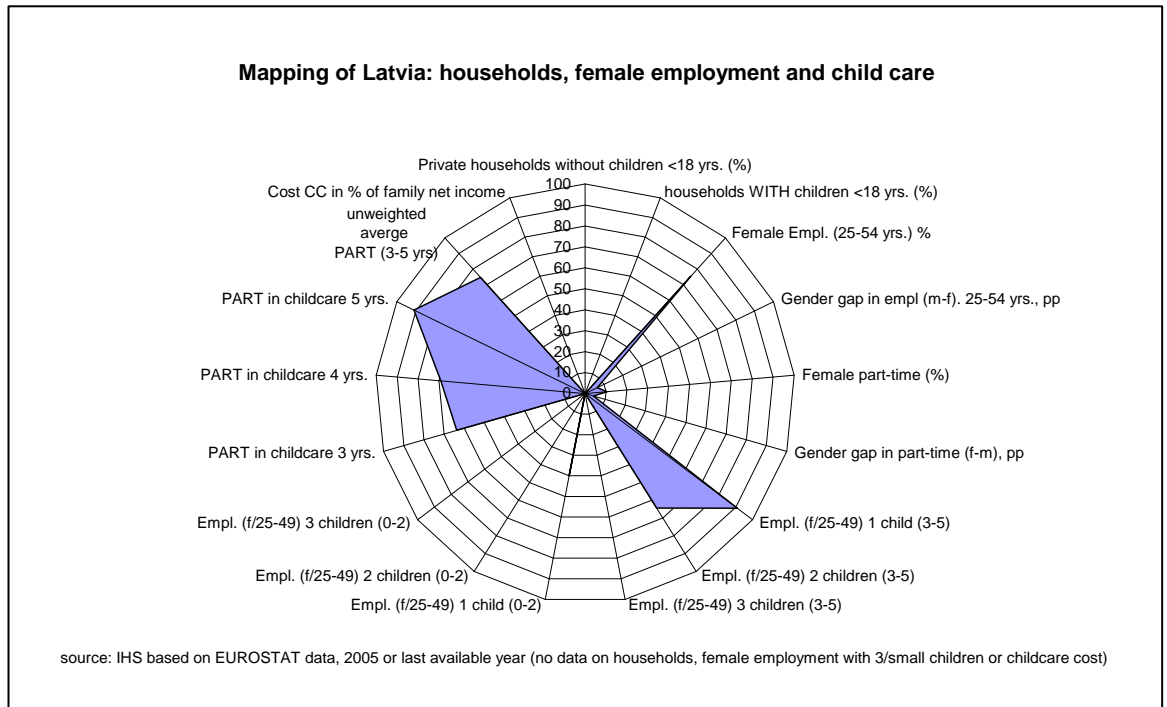
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 82: Mapping of Cyprus: households, female employment and childcare



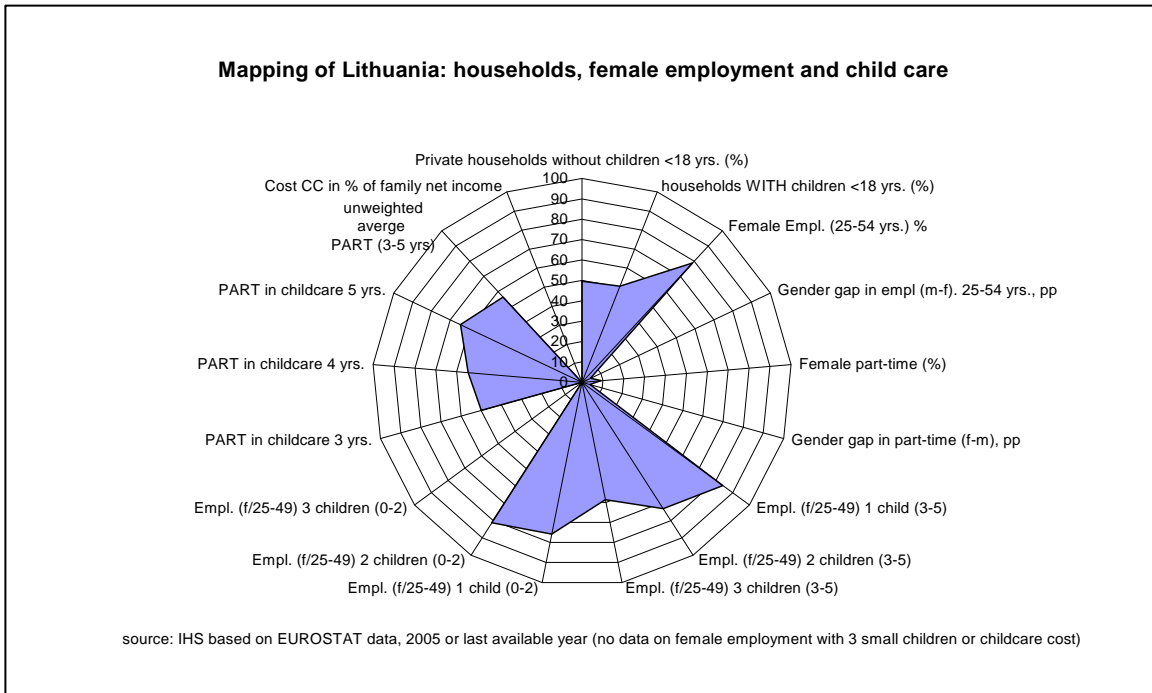
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 83: Mapping of Latvia: households, female employment and childcare



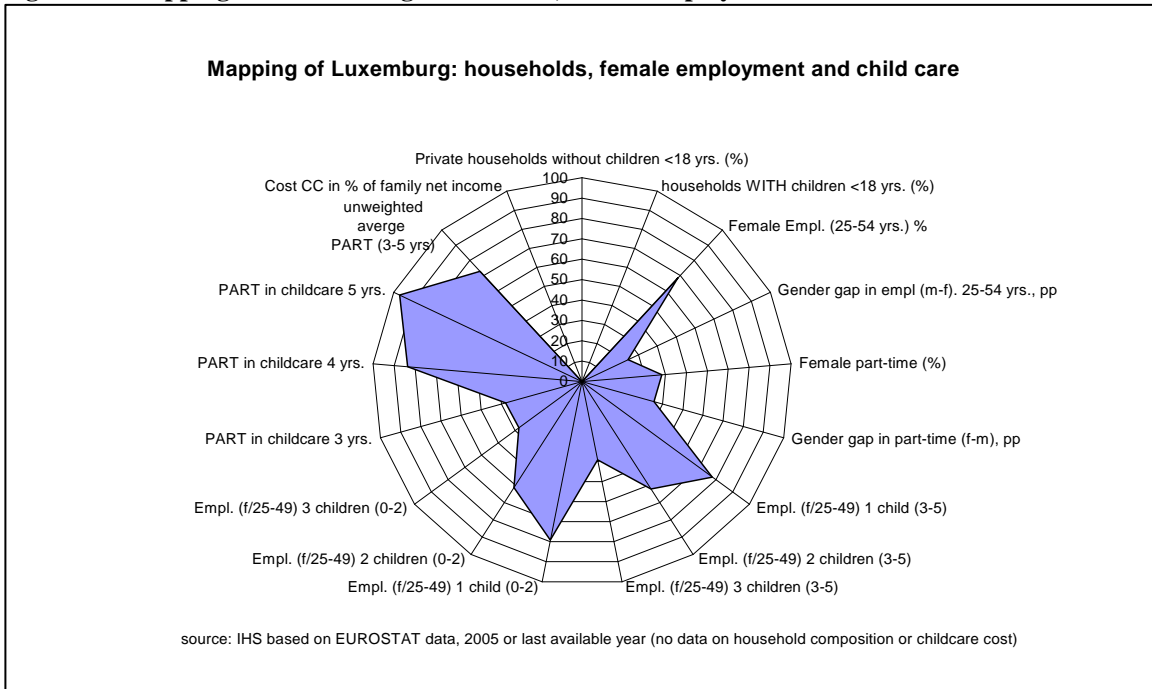
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 84: Mapping of Lithuania: households, female employment and childcare



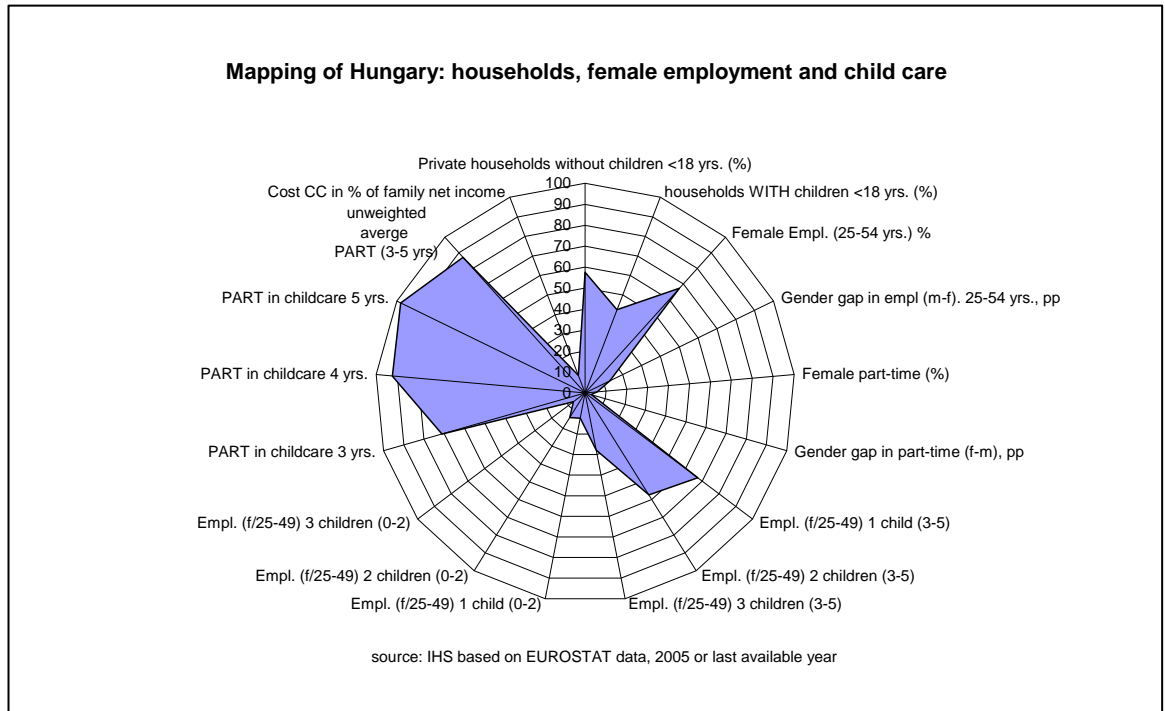
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 85: Mapping of Luxembourg: households, female employment and childcare



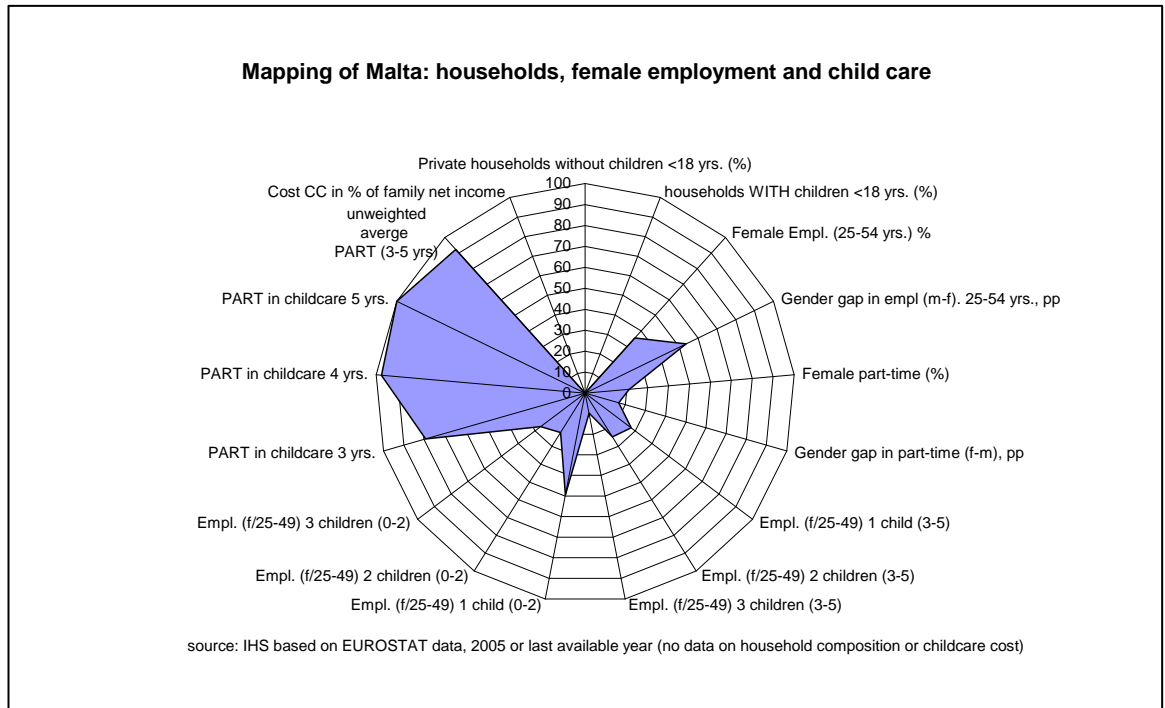
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 86: Mapping of Hungary: households, female employment and childcare



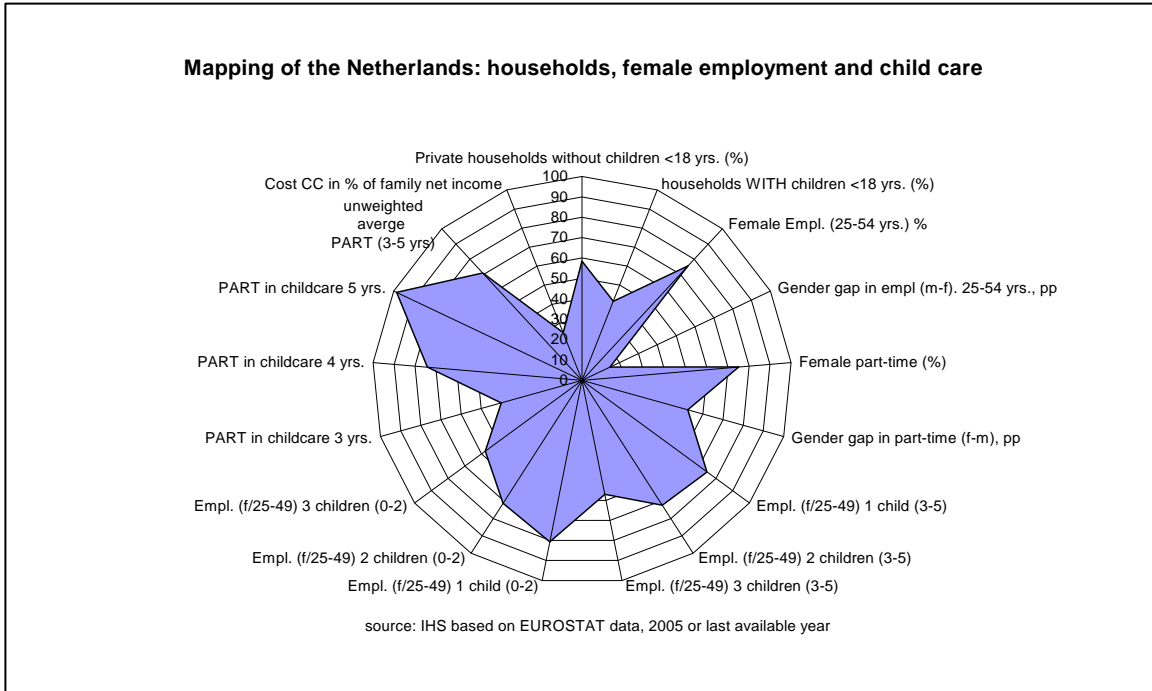
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 87: Mapping of Malta: households, female employment and childcare



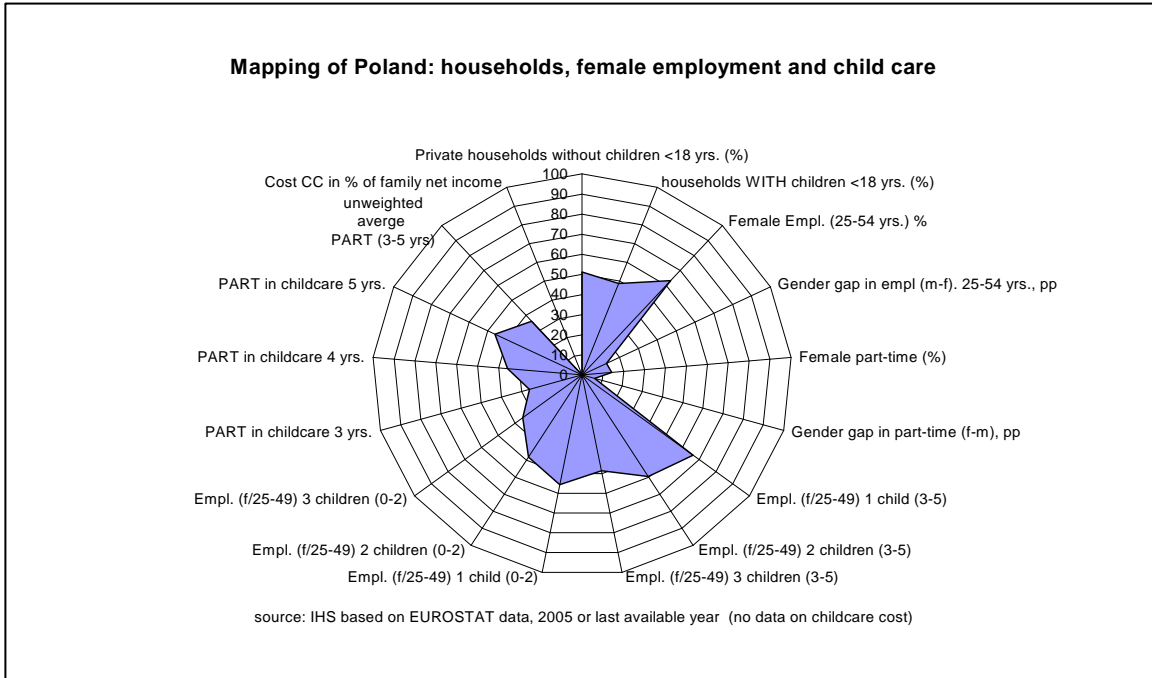
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 88: Mapping of the Netherlands: households, female employment and childcare



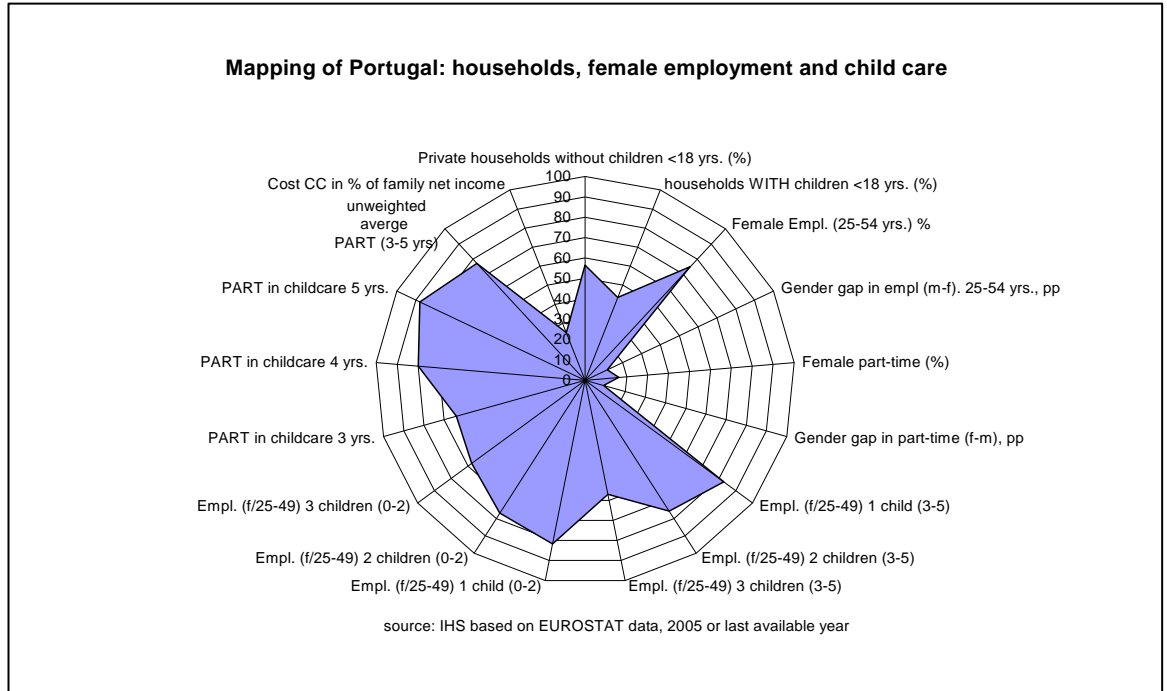
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 89: Mapping of Poland: households, female employment and childcare



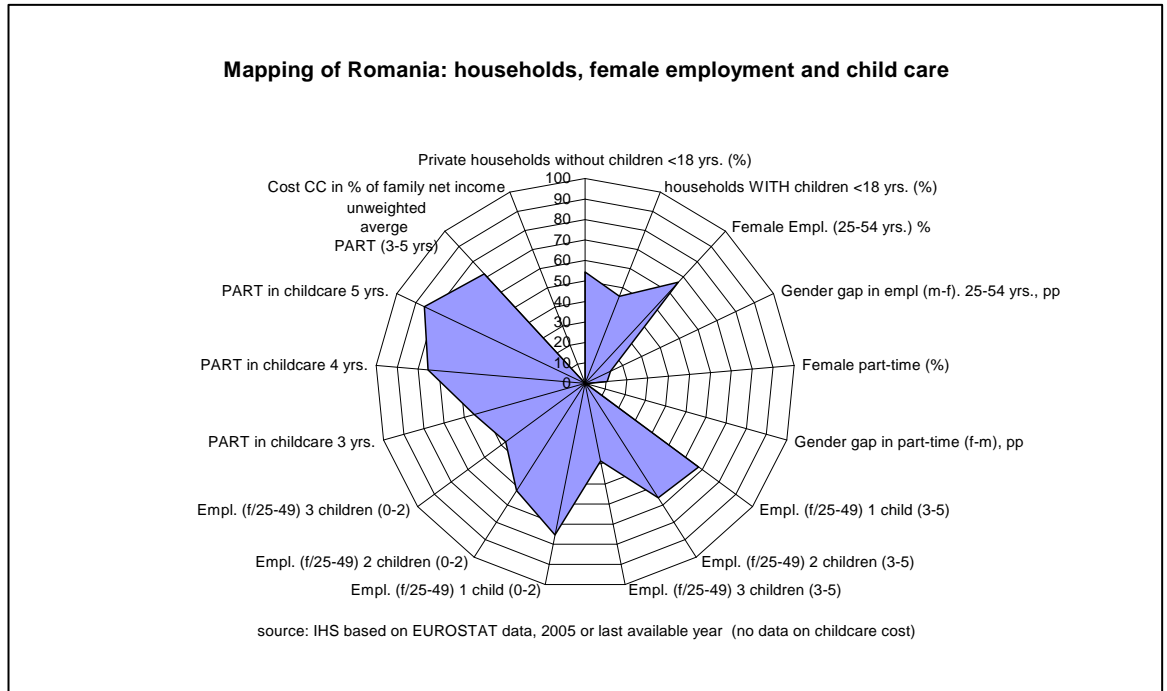
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 90: Mapping of Portugal: households, female employment and childcare



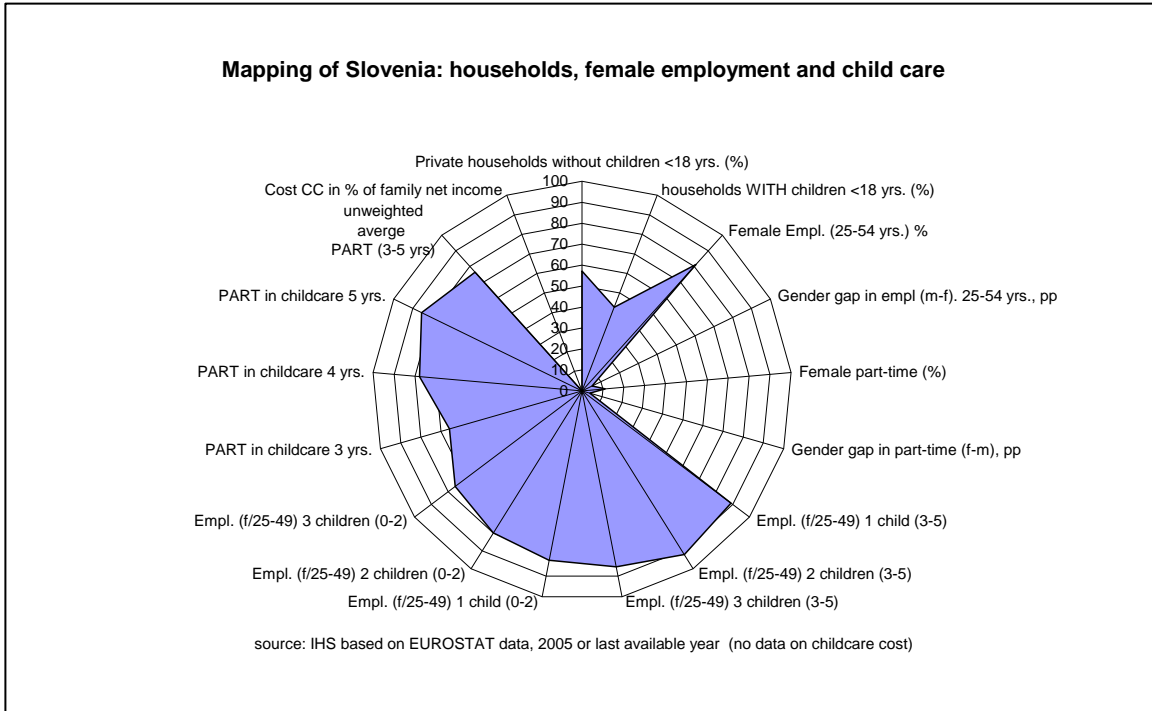
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 91: Mapping of Romania: households, female employment and childcare



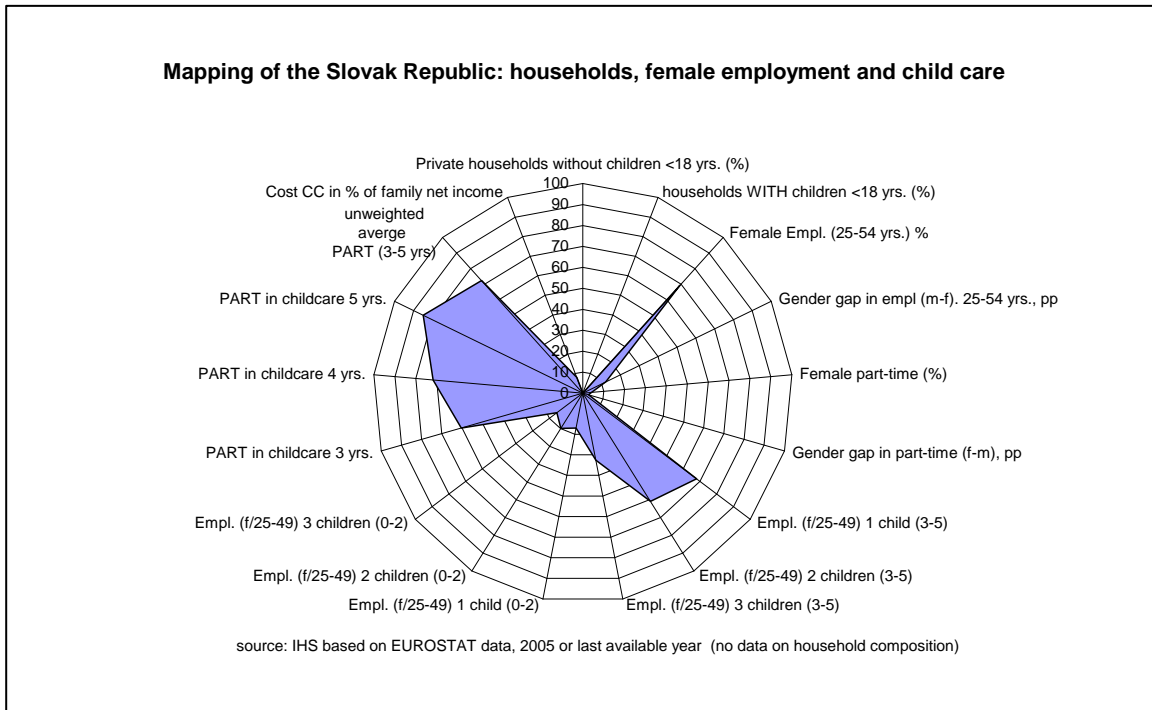
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 92: Mapping of Slovenia: households, female employment and childcare



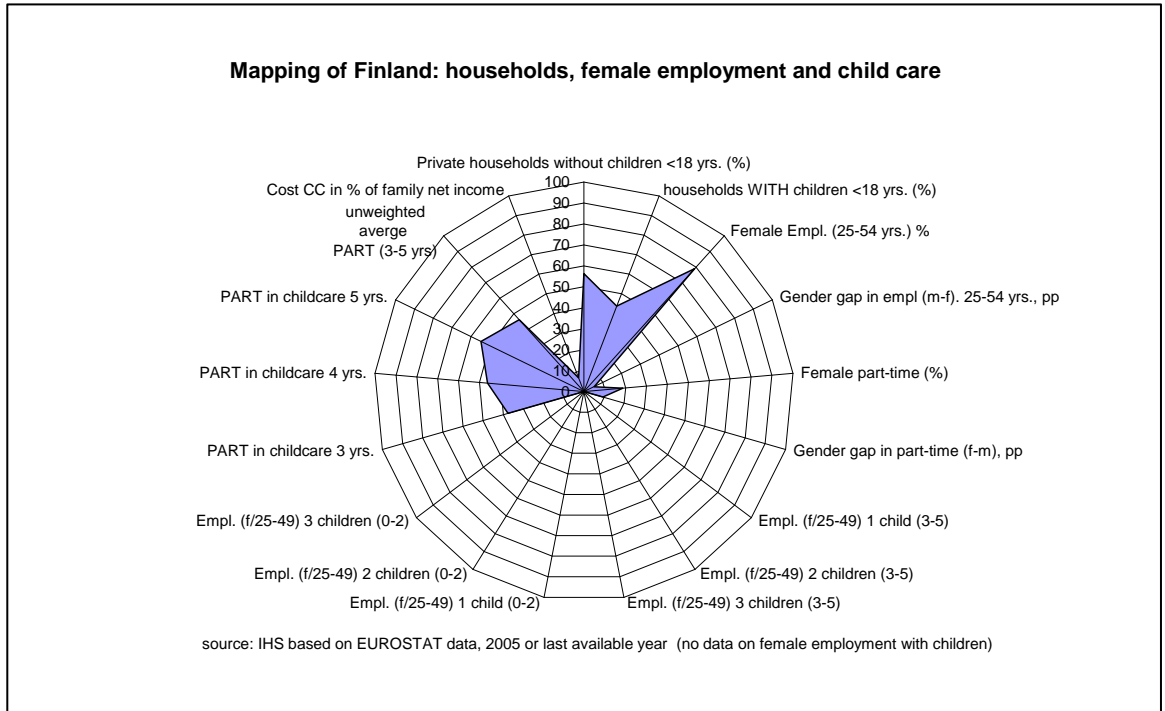
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 93: Mapping of the Slovak Republic: households, female employment and childcare



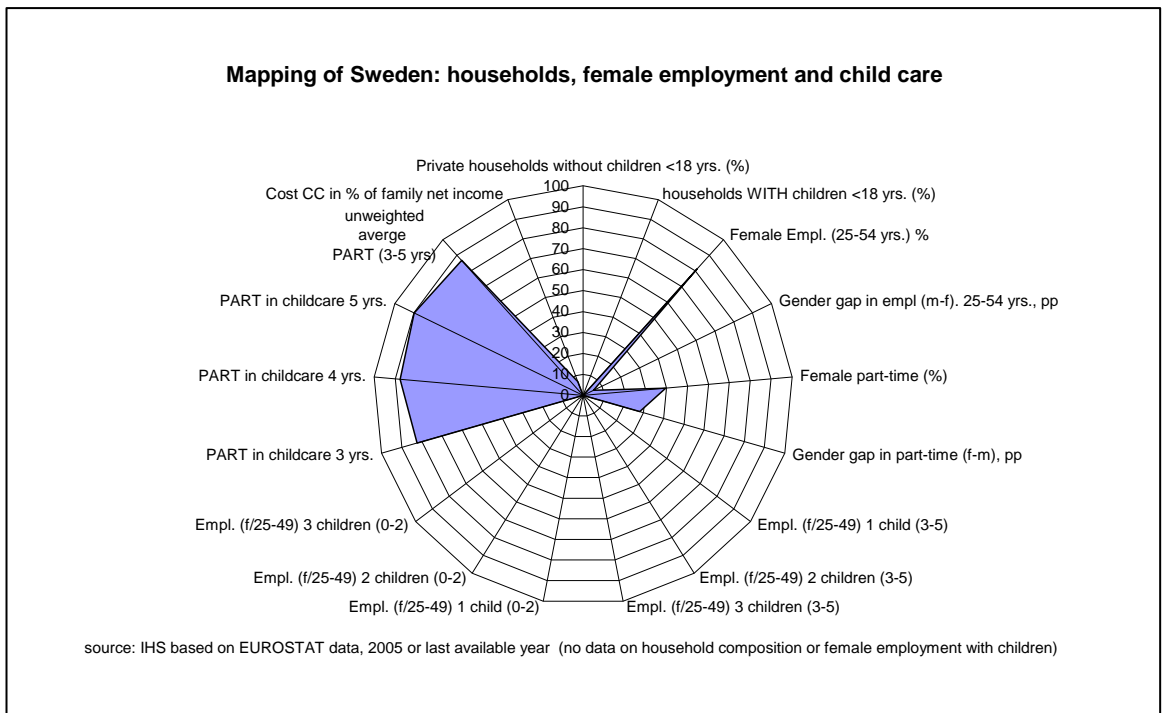
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 94: Mapping of Finland: households, female employment and childcare



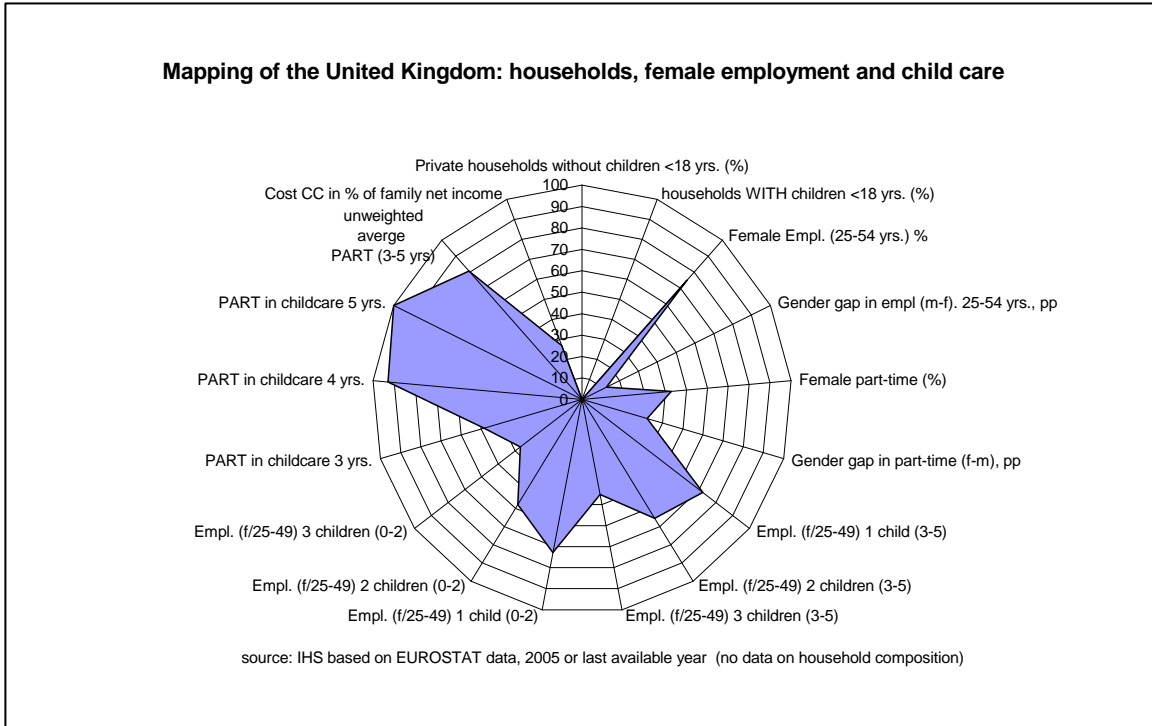
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 95: Mapping of Sweden: households, female employment and childcare



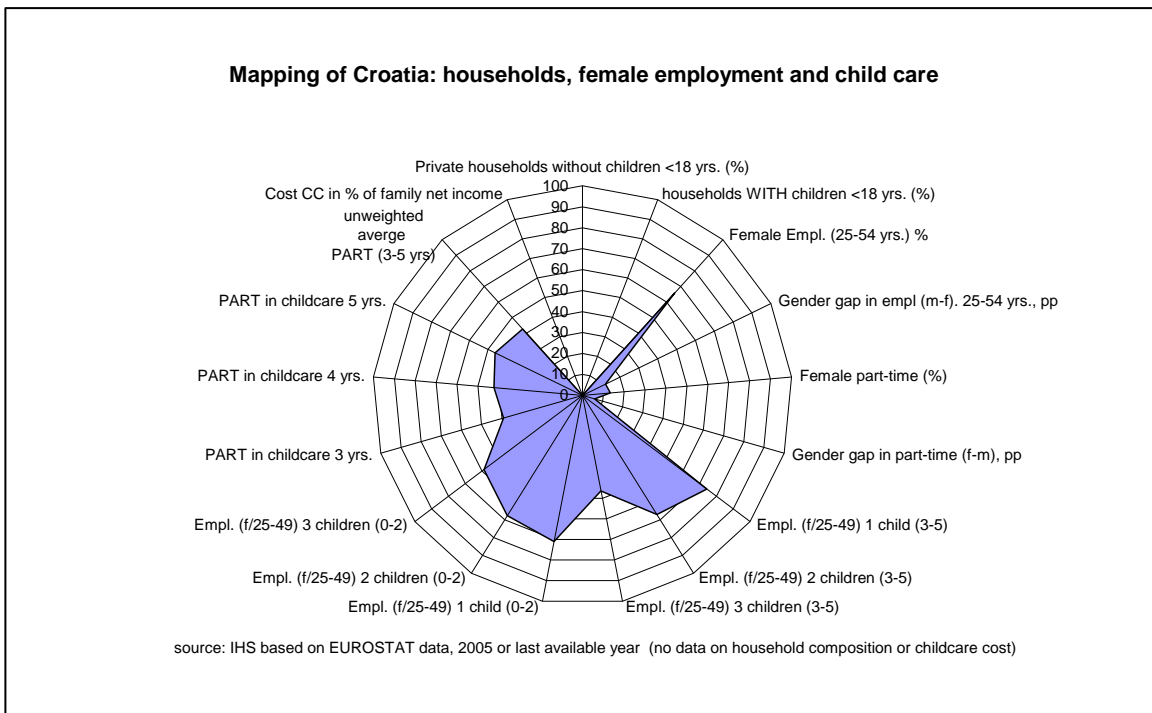
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 96: Mapping of the UK: households, female employment and childcare



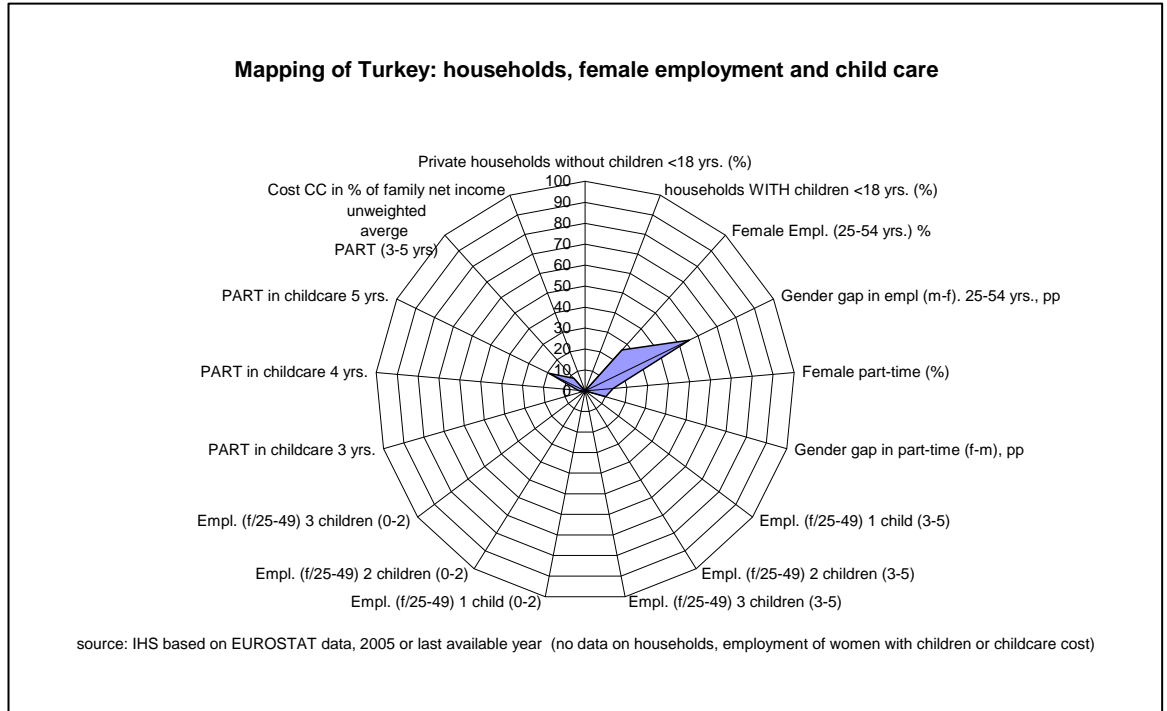
Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 97: Mapping of Croatia: households, female employment and childcare



Source: IHS based on EUROSTAT data, 2005 or last available year

Figure 98: Mapping of Turkey: households, female employment and childcare



Source: IHS based on EUROSTAT data, 2005 or last available year

Table 17: Macro country data (2005, or last year available) - Part 1

	TFR	DESIRED number of children by women (mean)	mean AGE of women at FIRST birth (yrs.)	POP aged 0-14 years (%)	POP aged 65 and more years (5)	ODR1 (65+/15-64) %	ODR2 (0-19 and 60+ / 20-59) %	Private households without children <18 yrs. (%)	households WITH children <18 yrs. (%)	Private households with 1 child <18 yrs (%)	Private households with 2 children <18 yrs. (%)	Private households with 3+ children <18 yrs. (%)
be	1.64	1.86	27.6	17.3	17.1	26.1	81.8					
bg	1.31		24.2	13.8	17.1	24.8	76.4	58.6	41.4	24.5	14.8	2.0
cz	1.28	1.97	25.9	14.9	14	19.8	69.8	56.2	43.8	22.1	18.3	3.4
dk	1.8		27.8	18.8	15	22.7	83	54.7	45.3	19.5	19.0	6.8
de	1.36	1.75	28.8	14.5	18.6	27.8	82.4	61.7	38.3	19.5	14.3	4.6
ee	1.47	2.16	24.6	16	16.2	23.9	83.8	50.2	49.8	28.4	16.5	4.9
ie	1.99		28.3	20.7	11.2	16.4	76.2	48.3	51.7	19.8	18.2	13.7
gr	1.28		27.9	14.5	17.8	26.4	75.8	61.1	38.9	18.4	16.4	4.0
es	1.33		29.2	14.5	16.8	24.4	70.9	58.8	41.2	22.5	15.5	3.1
fr	1.94		28	18.5	16.4	25.2	84.2	53.9	46.1	20.6	17.2	8.3
it	1.32	1.92	28.32	14.1	19.2	28.9	79.1	61.0	39.0	21.3	14.6	3.1
cy	1.42	2.36	26.9	19.2	11.9	17.3	76.1	50.8	49.2	18.9	19.4	10.9
lv	1.31		24.6	14.8	16.5	24.1	81.8					
lt	1.27	2.03	24.5	17.1	15.1	22.3	82.7	49.5	50.5	27.9	18.3	4.3
lu	1.7		28.7	18.7	14.3	21.3	76.5					
hu	1.32	2.19	25.9	15.6	15.6	22.7	76.2	57.6	42.4	22.3	15.1	5.0
mt	1.37			17.6	13.3	19.3	75					
nl	1.73	2.13	28.8	18.5	14	20.8	77.1	58.4	41.6	16.1	18.0	7.5
at	1.41	1.84	26.9	16.1	16	23.5	78.6	56.3	43.7	21.3	16.8	5.6
pl	1.24	2.33	25.3	16.7	13.1	18.7	71.3	51.3	48.7	25.1	16.5	7.1
pt	1.4		27.1	15.6	17	25.2	77	56.4	43.6	26.2	14.2	3.2
ro	1.32		24.2	15.9	14.7	21.1	75.9	54.4	45.6	26.8	14.3	4.5
si	1.23	2.01	27.2	14.4	15.3	21.8	70.3	57.2	42.8	22.9	16.6	3.3
sk	1.25		25	17.1	11.6	16.3	69					
fi	1.8	2.18	27.9	17.5	15.9	23.8	80.6	56.3	43.7	19.1	16.5	8.1
se	1.77		28.5	17.6	17.2	26.5	89.3					
uk	1.8		29.3	18.2	16	24.3	84.3					
hr	1.35		26.1	16	16.5	24.6	81.1					
tr	2.19			28.6								

Source: IHS based on Eurostat data; all data are from 2005/last available, data from BIB (PPAS) for 'desired number of children'

NOTE: This is a summary data sheet. For explanations of the variables refer to the relevant chapters in the macro analysis (section 2)

Table 17: Macro country data (2005, or last year available) - Part 2

	Crude marriage rate (per 1000 inhabitants)	Job as reasons against birth (mean)	Life births outside marriage (%)	Female Empl. (25-54 yrs.) %	Gender gap in empl (m-f). 25-54 yrs., pp	Female part-time (%)	Gender gap in part-time (f-m), pp	Empl. (f/25-49) 1 child (3-5)	Empl. (f/25-49) 2 children (3-5)	Empl. (f/25-49) 3 children (3-5)
be	4.12	2.49	21.0	70.4	15.7	40.5	32.9	65.6	77.8	55.6
bg	4.33		49.0	70.3	5.4	2.5	0.8	65.8	67.4	
cz	5.06	3.35	31.7	74	15.8	8.6	6.5	58.1	55.9	40.3
dk	6.67		45.7	80.6	7.7	33	20.3			
de	4.7	3.06	29.2	71	12.7	43.8	36	65.6	57.1	38.7
ee	4.56	2.73	58.5	77.5	4.4	10.6	5.7	81.5	74.8	
ie	5		32.0	67.3	21.1	31.5	25.4			
gr	5.5		5.1	58.5	31	9.3	7	62.1	55.3	53.3
es	4.82		73.4	61.5	25.4	24.2	19.7	61.9	54	46.7
fr	4.54		48.4	72.9	14.1	30.7	25	73.9	72.9	57
it	4.28	3.95	13.8	57.9	28.7	25.6	21	61	51.7	39.3
cy	7.76	3.53	4.4	72.2	19.6	14	9	71.9	81.4	61.4
lv	5.45		44.6	75.3	6.4	10.4	4.1	90.9	64.4	
lt	5.84	3.69	28.4	78.8	4.5	9.1	4	84.1	73.1	58.6
lu	4.44		27.2	68.4	24.4	38.2	35.7	77.8	62.1	39.1
hu	4.39	4.25	35.0	67.2	13.1	5.8	3.1	67.2	57.4	27.9
mt	5.88		20.2	35.4	53.5	21.1	16.6	27.5	24.6	9.7
nl	4.52	3.85	34.9	75.5	14.8	75.1	52.5	74.6	72.2	57
at	4.75	3.04	36.5	76	13.1	39.3	33.2	74.4	65.8	51
pl	5.42	4.08	18.5	63.1	13	14.3	6.3	66.3	59.6	48.6
pt	4.61		30.7	74.9	11.8	16.2	9.2	82.8	75.6	57
ro	6.56	3.47	28.5	66.5	13.5	10.5	0.5	67.8	65.8	38.6
si	2.88	3.3	46.7	81.1	5.3	11.1	3.9	88.9	92.1	85.4
sk	4.85		26.0	69.2	12.2	4.1	2.8	67.9	60.9	32.6
fi	5.58	4.27	40.4	79	5.4	18.6	9.4			
se	4.92		55.4	81.1	5.5	39.6	28.1			
uk	5.2		42.9	74.8	13	42.7	32.3	72.1	65.4	45.1
hr	4.98		10.5	65.7	12.2	13.4	6.1	74.2	67	46.4
tr	9.05			26.3	55.2	13.5	10.2			

Source: IHS based on Eurostat data; all data are from 2005/last available, data from BIB (PPAS) for 'job as reason against birth'

Note: data for employment of women with children may include mothers at parental leave

NOTE: This is a summary data sheet. For explanations of the variables refer to the relevant chapters in the macro analysis (section 2)

Table 17: Macro country data (2005, or last year available) - Part 3

	Empl. (f/25-49) 1 child (0-2)	Empl. (f/25-49) 2 children (0-2)	Empl. (f/25-49) 3 children (0-2)	PART in childcare 3 yrs.	PART in childcare 4 yrs.	PART in childcare 5 yrs.	unweighte d average PART (3-5 yrs)	Cost CC in % of family net income
be	77.8	72.7	41.9	99.3	99.9	98.3	99.2	14
bg	33.5	39.1		63.3	72.6	79.8	71.9	
cz	19	15.1	12.8	68	91.2	96.7	85.3	
dk				81.8	93.4	93.9	89.7	10
de	45.8	36	25.7	69.5	84.3	86.5	80.1	6
ee				79.3	83.9	85.4	82.9	
ie				2.4	46.6	100	49.7	34
gr	58.9	52.4	41.3	25	57.2	83.5	55.2	6
es	64.5	50.1	41.6	95.9	100	99.9	98.6	
fr	74.1	58.1	33.5	100.1	101	100.8	100.6	17
it	59.6	48	33.6	98.9	101.3	95.6	98.6	
cy	66.1	73.6	57	30.8	61.2	76.5	56.2	
lv	40.5			63.7	69.1	90.8	74.5	
lt	75.9	81.2		49.9	54.5	64.6	56.3	
lu	79.1	61.2	37.7	37.9	83.5	96.8	72.7	
hu	12.2	13.9	7	71	92.3	97.8	87.0	9
mt	49.5	22.1	26.6	79.1	97.5	100	92.2	
nl	80.7	71.1	57.7	40	74	98.4	70.8	25
at	74.5	54.8	43.4	45.9	82.1	93.1	73.7	18
pl	55.6	48.2	35.3	26.1	35.7	46.2	36.0	
pt	81.7	76.8	67.6	63.9	79.9	87.7	77.2	25
ro	75.3	61.7	47.4	55	75.2	85.3	71.8	
si	82.3	79.9	75.8	65.7	77.8	85.2	76.2	
sk	16.9	19.9	15.6	60.3	71.7	84.7	72.2	8
fi				37.7	46.1	54.6	46.1	7
se				82.5	87.7	89.7	86.6	7
uk	72.8	57.9	36.9	48.7	92.9	100	80.5	27
hr	71	67.6	58.8	39.1	42.4	46.3	42.6	
tr				1.7	3.4	19.1	8.1	

Source: IHS based on Eurostat data; all data are from 2005/last available (data correction for childcare participation rates of children 3/4/5 years by IHS for IE, UK, NL, GR, MT)

Data from OECD (Immervoll, 2005) for 'Cost CC in % of family net income' (two earners with full-time earnings of 167 (100+67) % APW (average production worker))

NOTE: This is a summary data sheet. For explanations of the variables refer to the relevant chapters in the macro analysis (section 2)

Conclusions

The *reconciliation of work and care* is a policy concern of growing importance in Europe. The present macro study analysed the large spectrum of *diversities* and *common trends* within the enlarged European Union, as well as revealed *major country groups* upon general and specific macro indicators related to work and care. The European societies were compared in the context of *Social quality model*, reflecting the space for individual decisions and actions in relation to work and care.

Common global trends in the enlarged Union concerning *contemporary social risks* are the ageing of population, the increase of old age dependency ratio, the decrease of crude marriage rate, increase of the age of marriage and childbirth, the dissolution of traditional families, i.e. increasing of births outside marriage and establishment of cohabitations as preferred living form. Also according to empirical surveys the number of desired children is comparatively low in some countries from the conservative welfare regime, as Austria, Germany, Belgium. Although, low level and falling trend of fertility is observed in many CEE countries, i.e. Lithuania, Poland, Slovak Republic, Greece and a long-term falling trend all over the Europe since 1950 onwards, in the last 7 to 5 years the trend of TFR is more horizontal and an increase is observed in several EU countries. This positive trend in fertility and the contemporary growing labour market participation of women in the EU reveal the *new tendency of reconciliation of paid work and family care responsibility* of women. Women in modern European societies play an active role in *economic security* of the families.

An efficient balancing of work and care depends to a big extent on the ways of *inclusion* of women into the labour market, i.e. the existence of flexible options of part-time work, as well as the availability of family-friendly childcare provisions. Presently, there are large diversities between European countries or groups of countries in respect of these indicators. The female *part-time employment* is high in North and Central Europe, the highest rate is observed in the Netherlands, while medium rates exist in Spain, Italy and respectively low rates in the CEE countries. Moreover, a considerable share of women in Malta, Austria, Germany and UK choose to *work part-time because of family and personal responsibilities*. The *childcare participation* is high in the northern countries (Denmark and Sweden) and in France for children under 3 years and from three years in Spain and Italy, as well as in the major part of countries from North and Central Europe. Medium and low childcare participation rates are observed in some CEE countries, as well as in Austria, Germany, Luxembourg and UK for 3 year olds.

The *costs of childcare* play crucial role for the *control of women (parents) over reconciliation of work and care*. The *fees of childcare* (upon an example of fees for a couple of two earners with two children; two earners with full-time earnings of 200 (100+100) % of AWP (average production worker)) are relatively high in UK, Netherlands, Ireland and Portugal, while low in Sweden, Denmark, Finland, Greece, Hungary, Slovak Republic and Germany. Regarding *overall costs for childcare*, including benefits and tax concessions (example for a two earner household, fees per two year olds) they

are the highest in France, Ireland, Netherlands, UK and Portugal and respectively the lowest in Sweden, Slovak Republic, Hungary, Spain, Greece, Denmark and Finland. Moreover, combinations of high maternal employment and of participation in formal childcare for children under 3 years are observed in Denmark, Sweden, France and Belgium. In Spain and Italy the formal childcare participation is low, but the maternal employment is medium, which supposes the use of informal care. In Czech Republic and Hungary due to long paid maternal leave the *active* employment of mothers and the participation in formal childcare are low.

Furthermore, within the present study a robust *macro country grouping* (four main ‘macro groups’, ‘countries in between’ and ‘outliers’) for selected work-care indicators from 2005 has been revealed by means of cluster analysis. This classification presents main *work-care outcomes* with the inclusion of all EU 27 and candidate countries. The grouping helps to explore general structures, as well as tendencies in work-care relationships within main country groups. Due to the output orientation and the inclusion of all EU 27 and candidate countries the grouping is different from existing work-care classifications, but it provides knowledge about the overall *outcome of various policies and developments in relation to work and care* within the enlarged Union.

Concerning existing *policies* related to work and care within the established various welfare regimes in Europe they are nowadays confronted by new developments and new social risks, as well as by trends to convergence within the process of European

integration, i.e. the emergence of *European social model*.

Thus, due to *diversity* and *dynamics* regarding welfare states within the enlarged Europe *no one ideal model* for work-care reconciliation, but *different solutions* based on mix of different policies exists. While some countries provide financial support for long parental leaves, such as e.g. Austria, the Czech Republic and Hungary, Slovakia, etc. which give opportunities to women to care for children at home for a relatively longer period, in the northern countries, the family friendly provisions of child care services for very young children promote the continuous full-time employment participation of women. In Netherlands the paid leave is very short, while part-time work is widespread and thus, women combine childcare with part-time employment (MISSOC, 2006; OECD, 2003, 2005, 2007). Also individual preferences of work-care arrangements for different social groups play a crucial role.

Based on the present **macro exploration** of **general trends** and **macro country grouping** the following main **challenges** could be identified:

- Weak flexibilisation of labour market, e.g. in CEE countries;
- Insufficiencies in the supply of childcare facilities (as measured by childcare participation rates) for children under 3 years and for 3 year-olds in several EU countries, e.g. Spain, Italy, Ireland, Greece, Luxembourg, the UK, Germany, Austria and some CEE countries;
- Higher costs of childcare, e.g. in the UK, the Netherlands, Ireland and Portugal;

- Low labour market participation of women, e.g. in Spain, Italy, Turkey and Malta;
- Lower fertility and share of young people, e.g. in some CEE countries, Spain, Italy, Austria and Germany;
- Ageing of population, dissolution of traditional family – common EU trend.

The above issues open questions for further micro level research of individual

attitudes towards work and care, of work-care combinations in different phases of the life cycle and for different social groups.

Furthermore, important questions for policy research are to what extent, how and what policy mixes can influence work-care reconciliation in the enlarged European Union.

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Annex: Detailed Data used in Macro Analysis

1. Total Fertility Rates (TFR, 1990 – 2005)
2. Change in TFR (in last five, ten and fifteen years: 1990/2000/2005)
3. Percentage Changes in TFR from 1990/1995/2000 to 2005 (figure)
4. Mean age of women at child birth (1985 – 2003*); * last year available
5. Mean age of women at first birth (1985 – 2003*); * last year available
6. Proportion of Population Aged 0 to 14
7. Proportion of Population Aged 65 years and more
8. Old Dependency Ratio (population aged 65 and over to population 15 to 64 years)
9. Age Dependency Ratio (Population aged 0-19 and 60 + to pop. aged 20-59)
10. Enrolment Rates of Children aged 0-2 and 3-5 in the EU (OECD, 2004)f
11. Participants at ISCED level 0 aged 3/4/5 years (EUROSTAT)
12. Overall childcare cost for various households (Immervoll, Barber 2005)
13. Child Care Benefit Scheme 2002
14. Private households by number of children less than 18 yrs., % of total private households, Census 2001
15. Crude marriage rate, 1990-2005
16. Mean age at first marriage, male, 1990-2005
17. Mean age at first marriage, female, 1990-2005
18. Share of life births outside marriage in total life births, 1990-2005
19. Employment rate (15-64 yrs.), males, annual, 1992-2005
20. Employment rate (15-64 yrs.), females, annual, 1992-2005
21. Employment rate (25-54 yrs.), males, annual, 1992-2005
22. Employment rate (25-54 yrs.), females, 1992-2005
23. Part-time workers in % of total employment, males, 1992-2005
24. Part-time workers in % of total employment, males, 1992-2005
25. Gender gap in employment (male-female), (15-24 yrs.) 2005
26. Gender gap in employment (male-female), (25-54 yrs.) 2005
27. Gender gap in part-time employment (female –male), 2005
28. Share of part-time employment for the reason of other family or personal responsibilities in total part-time employment of women (25-49 yrs.), 2001-2005 (second quarter of each year)
29. Employment rate of women with children (25-49 yrs), with 1 child aged 0-2 yrs. (second quarter of each year)
30. Employment rate of women with children (25-49 yrs), with 2 children, the youngest aged 0-2 yrs. (second quarter of each year)
31. Employment rate of women with children (25-49 yrs), with 3 children the youngest aged 0-2 yrs. (second quarter of each year)
32. Employment rate of women with children (25-49 yrs), with 1 child aged 3-5 yrs. (second quarter of each year)
33. Employment rate of women with children (25-49 yrs), with 2 children the youngest aged 3-5 yrs. (second quarter of each year)
34. Employment rate of women with children (25-49 yrs), with 3 children the youngest aged 3-5 yrs. (second quarter of each year)
35. Children in registered childcare

Total Fertility Rate 1990 - 2005																
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
eu25	1,64	1,6	1,57	1,52	1,48	1,44	1,44	1,44							1,51	1,52
eu15	1,57	1,53	1,51	1,47	1,44	1,42	1,44	1,45								
nms10													1,24	1,27	1,27	
ea12	1,51	1,46	1,44	1,4	1,36	1,36	1,39	1,4							1,51	1,52
be	1,62	1,66	1,65	1,61	1,56	1,55	1,59	1,61	1,59	1,61	1,66	1,64	1,62	1,64	1,64	
bg	1,81	1,65	1,54	1,46	1,37	1,24	1,24	1,09	1,11	1,23	1,3	1,24	1,21	1,23	1,29	1,31
cz	1,89	1,86	1,72	1,67	1,44	1,28	1,18	1,19	1,16	1,13	1,14	1,14	1,17	1,18	1,23	1,28
dk	1,67	1,68	1,76	1,75	1,81	1,8	1,75	1,75	1,72	1,73	1,77	1,74	1,72	1,76	1,78	1,8
de	1,45	1,33	1,3	1,28	1,24	1,25	1,32	1,37	1,36	1,36	1,38	1,35	1,31	1,34	1,37	1,36
dew	1,45	1,42	1,41	1,39												
ex_dd																
ee	2,04	1,79	1,69	1,45	1,37	1,32	1,3	1,24	1,21	1,24	1,34	1,34	1,37	1,37	1,47	
ie	2,11	2,08	1,99	1,9	1,85	1,84	1,88	1,94	1,95	1,91	1,9	1,94	1,97	1,98	1,99	
gr	1,39	1,38	1,38	1,34	1,35	1,32	1,3	1,31	1,29	1,28	1,29	1,25	1,27	1,28	1,31	1,28
es	1,36	1,33	1,32	1,27	1,21	1,18	1,17	1,19	1,15	1,2	1,24	1,26	1,27	1,3	1,33	1,33
fr															1,92	1,94
fx	1,78	1,77	1,73	1,65	1,66	1,7	1,72	1,71	1,75	1,79	1,88	1,89	1,88	1,89	1,9	1,92
it	1,33	1,31	1,31	1,25	1,21	1,18	1,2	1,22	1,19	1,22	1,24	1,25	1,26	1,28	1,33	1,32
cy	2,42	2,33	2,49	2,27	2,23	2,13	2,08	2	1,92	1,83	1,64	1,57	1,49	1,5	1,49	1,42
lv	2,01	1,86	1,73	1,51	1,39	1,26	1,16	1,11	1,1	1,18	1,24	1,21	1,24	1,29	1,24	1,31
lt	2,03	2,01	1,94	1,74	1,57	1,55	1,49	1,47	1,46	1,46	1,39	1,3	1,24	1,26	1,26	1,27
lu	1,61	1,6	1,64	1,7	1,72	1,69	1,76	1,71	1,68	1,73	1,76	1,66	1,63	1,63	1,7	1,7
hu	1,87	1,88	1,78	1,69	1,65	1,58	1,46	1,38	1,33	1,29	1,32	1,31	1,3	1,27	1,28	1,32
mt	2,05	2,04	2,12	2,01	1,89	1,83	2,1	1,95		1,72	1,72	1,72	1,46	1,46	1,37	1,37
nl	1,62	1,61	1,59	1,57	1,57	1,53	1,53	1,56	1,63	1,65	1,72	1,71	1,73	1,75	1,73	1,73
at	1,46	1,51	1,51	1,5	1,47	1,42	1,45	1,39	1,37	1,34	1,36	1,33	1,4	1,38	1,42	1,41
pl	2,04	2,05	1,93	1,85	1,8	1,61	1,58	1,51	1,44	1,37	1,34	1,29	1,24	1,22	1,23	1,24
pt	1,57	1,57	1,54	1,51	1,44	1,41	1,44	1,47	1,48	1,5	1,55	1,45	1,47	1,44	1,4	1,4
ro	1,83	1,56	1,5	1,45	1,42	1,34	1,3	1,32	1,32	1,3	1,31	1,27	1,26	1,27	1,29	1,32
si	1,46	1,42	1,34	1,34	1,32	1,29	1,28	1,25	1,23	1,21	1,26	1,21	1,21	1,2	1,25	1,23
sk	2,09	2,05	1,98	1,92	1,66	1,52	1,47	1,43	1,38	1,33	1,3	1,2	1,18	1,2	1,24	1,25
fi	1,78	1,79	1,85	1,81	1,85	1,81	1,76	1,75	1,7	1,74	1,73	1,73	1,72	1,76	1,8	1,8
se	2,13	2,11	2,09	1,99	1,88	1,73	1,6	1,52	1,5	1,5	1,54	1,57	1,65	1,71	1,75	1,77
uk	1,83	1,81	1,79	1,75	1,74	1,71	1,72	1,72	1,71	1,68	1,64	1,63	1,64	1,71	1,77	1,8
hr	1,69	1,53	1,48	1,52	1,52	1,58	1,67	1,69	1,44	1,38	1,4	1,27	1,34	1,33	1,35	
tr														2,2	2,21	2,19

Source: IHS based on EUROSTAT data (extraction: January 2007) *WORKCARE: Work, Care and Welfare in Europe*

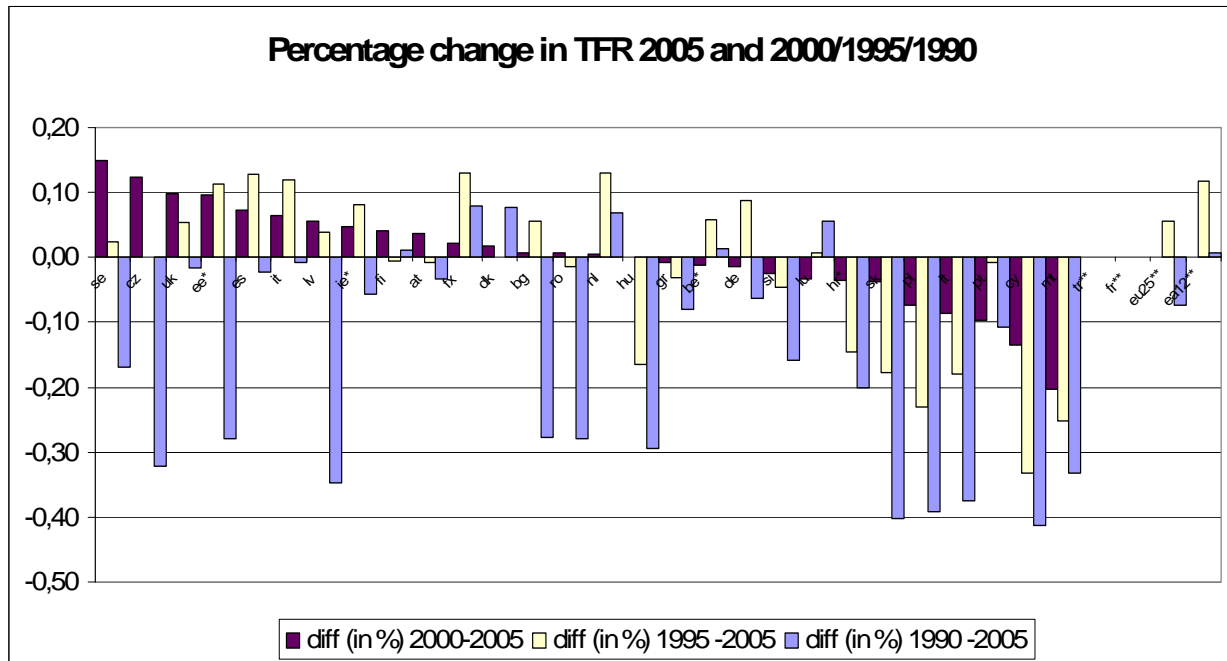
Changes in TFR (in last five/ten/fifteen years)							
	difference in TFR absolute values				difference in TFR percentages		
	diff 2000- 2005	diff 1995 - 2005	diff 1990 - 2005		diff% 2000- 2005	diff%1995 - 2005	diff% 1990 - 2005
se	0,23	0,04	-0,36	se	0,15	0,02	-0,17
uk	0,16	0,09	-0,03	cz	0,12	0,00	-0,32
cz	0,14	0,00	-0,61	uk	0,10	0,05	-0,02
ee*	0,13	0,15	-0,57	ee*	0,10	0,11	-0,28
ie*	0,09	0,15	-0,12	es	0,07	0,13	-0,02
es	0,09	0,15	-0,03	it	0,06	0,12	-0,01
it	0,08	0,14	-0,01	lv	0,06	0,04	-0,35
fi	0,07	-0,01	0,02	ie*	0,05	0,08	-0,06
lv	0,07	0,05	-0,70	fi	0,04	-0,01	0,01
at	0,05	-0,01	-0,05	at	0,04	-0,01	-0,03
fx	0,04	0,22	0,14	fx	0,02	0,13	0,08
dk	0,03	0,00	0,13	dk	0,02	0,00	0,08
nl	0,01	0,20	0,11	bg	0,01	0,06	-0,28
bg	0,01	0,07	-0,50	ro	0,01	-0,01	-0,28
ro	0,01	-0,02	-0,51	nl	0,01	0,13	0,07
hu	0,00	-0,26	-0,55	hu	0,00	-0,16	-0,29
gr	-0,01	-0,04	-0,11	gr	-0,01	-0,03	-0,08
de	-0,02	0,11	-0,09	be*	-0,01	0,06	0,01
be*	-0,02	0,09	0,02	de	-0,01	0,09	-0,06
si	-0,03	-0,06	-0,23	si	-0,02	-0,05	-0,16
hr*	-0,05	-0,23	-0,34	lu	-0,03	0,01	0,06
sk	-0,05	-0,27	-0,84	hr*	-0,04	-0,15	-0,20
lu	-0,06	0,01	0,09	sk	-0,04	-0,18	-0,40
pl	-0,10	-0,37	-0,80	pl	-0,07	-0,23	-0,39
lt	-0,12	-0,28	-0,76	lt	-0,09	-0,18	-0,37
pt	-0,15	-0,01	-0,17	pt	-0,10	-0,01	-0,11
cy	-0,22	-0,71	-1,00	cy	-0,13	-0,33	-0,41
mt	-0,35	-0,46	-0,68	mt	-0,20	-0,25	-0,33
tr**				tr**			
fr**				fr**			
eu25**		0,08	-0,12	eu25**		0,06	-0,07
ea12**		0,16	0,01	ea12**		0,12	0,01
nms10**				nms10**			
eu15				eu15			
dew				dew			
ex_dd				ex_dd			

Source: IHS based on EUROSTAT data (extraction: January 2007)

* unavailabel values replaced by last available value

** skipped if values totally unavailable

Percentage Changes in TFR from 1990/1995/2000 to 2005



Source: IHS based on EUROSTAT data (data extraction: January 2007)

* unavailabel values replaced by last available value /** skipped if values totally unavailable

Mean age of women at childbirth SORTED BY highest age in 2003 (last available)																			
	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
eu25																			
eu15	27,59	27,66	27,79	27,88	28,07	28,17	28,3	28,46	28,59	28,75	28,9	28,98							
nms10																			
ea12	27,68	27,75	27,89	28	28,21	28,32	28,46	28,63	28,76	28,92	29,09	29,16							
ie	29,8	29,86	29,89	29,85	29,95	29,88	29,88	30,01	30,05	30,12	30,24	30,2	30,4	30,3	30,3	30,4	30,5	30,6	30,6
nl	28,42	28,63	28,84	28,99	29,16	29,31	29,47	29,67	29,82	29,9	30,04	30,15	30,18	30,25	30,27	30,3	30,3	30,4	30,4
se	28,38	28,43	28,52	28,53	28,57	28,58	28,74	28,87	28,99	29,15	29,24	29,38	29,48	29,73	29,81	29,9	30	30,1	30,3
dk	27,75	27,91	28,08	28,21	28,35	28,46	28,63	28,77	28,94	29,08	29,21	29,28	29,42	29,52	29,62	29,7	29,7	29,9	30,1
lu	27,89	28,11	28,27	28,29	28,26	28,39	28,43	28,58	28,6	28,73	28,93	29,16	29,18	29,25	29,36	29,3	29,3	29,5	29,9
fi	28,44	28,55	28,68	28,75	28,78	28,89	28,87	28,95	29,02	29,13	29,3	29,35	29,45	29,55	29,58	29,6	29,7	29,7	29,8
fx	27,47	27,66	27,87	28,04	28,19	28,32	28,4	28,55	28,67	28,83	28,99	29,12	29,21	29,32	29,3	29,4	29,4	29,5	29,5
cy	26,2	26,7	26,7	26,8	27,1	27,1	27,3	27,5	27,8	28	28,2	28,2	28,4	28,4	28,6	28,7	28,9	29,1	29,3
de	27,06	27,24	27,38	27,49	27,57	27,64	27,79	27,93	28,07	28,19	28,31	28,37	28,52	28,58	28,7	28,7	28,8	29	29,1
pt	27,15	27,11	27,2	27,18	27,22	27,32	27,5	27,6	27,7	27,8	28	28,1	28,3	28,4	28,5	28,6	28,7	28,9	29
si	25,46	25,51	25,53	25,64	25,75	25,88	26,12	26,18	26,55	26,78	27,04	27,27	27,53	27,81	27,97	28,2	28,5	28,8	29
at	26,7	26,8	26,9	26,9	27,1	27,2	27,2	27,3	27,3	27,5	27,7	27,8	27,9	28	28,1	28,2	28,4	28,6	28,8
uk	27,32	27,38	27,45	27,45	27,57	27,65	27,72	27,84	27,94	28,11	28,16	28,17	28,26	28,32	28,4	28,5	28,6	28,7	28,8
cz	24,58	24,63	24,66	24,71	24,75	24,76	24,72	24,82	25,05	25,4	25,77	26,1	26,38	26,64	26,9	27,2	27,6	27,8	28,1
hr	25,66	25,66	25,72	25,72	25,82	26,04	26,22	26,52	26,83	26,96	27,4	27,6	27,9	27,6	27,5	27,7	28	28	28,1
hu	25	25,2	25,32	25,4	25,51	25,56	25,68	25,8	26	26,22	26,35	26,51	26,69	26,86	27,07	27,3	27,6	27,8	28
pl	26,4	26,39	26,33	26,31	26,24	26,21	26,25	26,38	26,61	26,82	26,89	27,02	27,12	27,19	27,31	27,4	27,6	27,8	27,9
sk	25,13	25,12	25,06	25,1	25,08	25,1	24,99	25,13	25,26	25,45	25,63	25,82			26,39	26,6	26,8	27	27,3
lv	25,5	25,7	25,8	25,7	25,9	25,7	25,5	25,4	25,4	25,8	25,8	26	26,4	26,6	26,8	27,2	27,4	27,6	27,2
lt	26,84	26,74	26,71	26,2	25,9	25,9	25,7	25,6	25,6	25,5	25,6	25,7	25,9	26,2	26,4	26,6	26,8	26,9	27,1
ro	25,19	25,51	25,79	25,77	25,73	25,52	24,94	24,82	24,69	24,87	25,03	25,19	25,27	25,43	25,55	25,7	25,9	26,1	26,2
bg	23,91	23,96	23,96	23,96	23,94	23,92	23,68	23,68	23,81	23,99	24,14	24,34	24,47	24,53	24,68	24,9	25,1	25,3	25,5
dew	27,86	28,01	28,13	28,2	28,25	28,28	28,29	28,31	28,38	28,46	28,58	28,62	28,76						
ex_dd	24,82	24,9	25,1	25,16	25,23	25,11	24,81	25,27	25,75	26,15	26,47	26,77	27,06						
fr																			
it	28,04	28,18	28,36	28,57	28,71	28,88	29,01	29,21	29,29	29,48	29,72	30			30,3	30,3	30,3		
tr																			
be	27,2	27,33	27,49	27,64	27,8	27,87	27,95	28,09	28,2	28,34	28,47	28,5	28,6						
ee	25,86	25,92	25,95	26	25,8	25,6	25,3	25,3	25,3	25,4	25,6	25,9	26,2	26,4	26,6	27	27,2	27,5	
gr	26,27	26,44	26,54	26,78	26,98	27,16	27,38	27,55	27,84	28,01	28,19	28,37	28,58	28,7	28,9			29,4	
es	28,45	28,52	28,56	28,57	28,72	28,85	29,04	29,25	29,47	29,74	29,98	30,2	30,4	30,55	30,7	30,7		30,8	
mt	28,94	29,09	28,75	29,01	28,87	28,67	28,8	28,83	28,81	28,9	29,06	28,8	28,68	28,87	29	28,6	28,9	29,2	

Source: IHS based on EUROSTAT data (extraction January 2007)

Mean age of women at birth of first child SORTED BY 2003 (last available)																			
	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
eu25																			
eu15																			
nms10																			
ea12																			
de	26,07	26,26	26,35	26,49	26,52	26,6	26,77	26,92	27,09	27,27	27,47	27,58	27,75	27,87	28	28,2	28,4	28,6	28,8
nl	26,64	26,9	27,17	27,32	27,44	27,6	27,75	27,97	28,15	28,23	28,43	28,58	28,62	28,72	28,68	28,6	28,6	28,7	28,8
lu						26,5	26,8			27,8	27,9	28,3	28,5	28,61	28,29	28,4	28,3	28,8	28,7
se	26,08	26,15	26,26	26,26	26,31	26,32	26,51	26,72	26,96	27,11	27,19	27,36	27,48	27,75	27,88	27,9	28,2	28,3	28,5
ie	26,06	26,12	26,31	26,38	26,63	26,62	26,64	26,74	26,96	27,12	27,33	27,3	27,5	27,5	27,5	27,6	28	28	28,3
fi	25,91	26,05	26,29	26,37	26,46	26,48	26,57	26,65	26,83	26,95	27,19	27,24	27,37	27,44	27,38	27,4	27,5	27,6	27,9
si	23,1	23,18	23,2	23,35	23,52	23,72	23,95	24,1	24,5	24,63	24,91	25,2	25,52	25,83	26,11	26,5	26,7	27,2	27,2
pt	24,16	24,21	24,34	24,51	24,65	24,9	25,1	25,2	25,4	25,6	25,7	25,9	26	26,1	26,4	26,5	26,6	26,8	27,1
cy	23,7	24,4	24,3	24,5	24,4	24,7	24,8	24,7	25	25,2	25,5	25,6	25,8	25,7	25,8	26,2	26,4	26,7	26,9
at	24,3	24,4	24,6	24,7	24,8	25	24,9	25	25,1	25,4	25,7	25,9	26	26,1	26,3	26,4	26,5	26,7	26,9
hr	23,64	23,71	23,8	23,8	23,94	24,1			24,7	24,8	25	25	25,2	25,1	25,1	25,5	25,7	25,9	26,1
cz	22,35	22,39	22,43	22,43	22,47	22,46	22,42	22,48	22,61	22,94	23,34	23,69	24,04	24,35	24,6	25	25,3	25,6	25,9
hu	22,8	22,87	22,94	23,06	23,1	23,09	23,2	23,33	23,43	23,6	23,82	24,08	24,26	24,54	24,85	25,1	25,3	25,6	25,9
pl	23,45	23,44	23,4	23,38	23,34	23,3	23,28	23,39	23,49	23,63	23,77	23,9	24,06	24,18	24,35	24,5	24,8	25	25,3
sk	22,61	22,61	22,61	22,64	22,64	22,64	22,51	22,55	22,66	22,82	23	23	23,1	23,2	23,81	24,2	24,3	24,7	25
lv	23	22,9	23	23	22,9	23	22,9	22,8	22,9	23,3	23,3	23,5	23,8	24	24,2	24,4	24,6	24,9	24,6
lt	24,1	24,1	24,1	23,6	23,4	23,2	23,1	23,1	23,2	23	23,1	23,2	23,3	23,6	23,7	23,9	24,2	24,3	24,5
bg	21,94	22	22,03	22,01	22,09	22,15	22,04	21,91	22,03	22,18	22,39	22,56	22,8	22,9	22,98	23,5	23,7	23,9	24,2
ro	22,6	22,51	22,4	22,52	22,56	22,63	22,55	22,61	22,48	22,6	22,98	23,15	23,27	23,43	23,52	23,6	23,8	24,1	24,2
tr																			
be	25,54	25,67	25,88	26,04	26,28	26,37	26,5	26,69	26,88			27,4	27,6						
dk	25,67	25,82	26,03	26,21	26,32	26,42	26,83	26,9	27,1	27,21	27,38	27,49				27,7	27,8		
dew	26,55	26,72	26,83	26,91	26,93	26,97	27,02	27,09	27,22	27,38	27,57	27,66	27,8						
ex_dd	24,13	24,24	24,26	24,53	24,53	24,62	24,6	25	25,67	26,03	26,32	26,68	27						
ee	23,2	23,3	23,2	23,3	23	22,9	22,6	22,8	23,2	23,4	23	23,2	23,4	23,6	23,8	24	24,2	24,6	
gr	24,52	24,73	24,9	25,12	25,34	25,49	25,72	25,95	26,23	26,36	26,62	26,8	26,99	27,2	27,3			27,9	
es	25,78	25,89	26,13	26,25	26,55	26,8	27,15	27,5	27,8	28,12	28,4	28,46	28,69	28,87	29	29,1		29,2	
fr																			
fx	25,92	26,17	26,42	26,62	26,82	27,01	27,17	27,41	27,63	27,88	28,1	28,37			27,8	27,9	28		
it	25,85	26,04	26,26	26,47	26,64	26,86	27,05	27,31	27,44	27,67	27,99	28,32							
mt																			
uk	25,9	26,1	26,4	26,6	26,9	27,28	27,54	27,75	27,94	28,16	28,32	28,74	28,64	28,8	28,9	29,1		29,3	

Source: IHS based on EUROSTAT data (extraction January 2007)

WORKCARE: Work, Care and Welfare in Europe

Proportion of population aged 0-14 years																
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
eu25	19,2	19	18,8	18,7	18,5	18,3	18	17,8								
eu15	18,3	18,2	18	17,9	17,7	17,6	17,4	17,3								
nms10	23,7	23,3	22,9	22,5	22,1	21,6	21	20,5	19,9	19,3	18,7	18,2	17,7	17,2	16,7	
ea12	18,2	18	17,7	17,6	17,4	17,2	17	16,8								
be	18,1	18,1	18,2	18,2	18,1	18	17,9	17,8	17,7	17,7	17,6	17,6	17,5	17,4	17,3	
bg	20,5	20,1	19,6	19	18,6	18,1	17,7	17,2	16,8	16,3	15,9	15,3	15	14,6	14,2	13,8
cz	21,7	21,1	20,6	20	19,4	18,9	18,3	17,9	17,4	17	16,6	16,2	15,9	15,6	15,2	14,9
dk	17,1	17	16,9	17	17,1	17,3	17,5	17,8	18	18,2	18,4	18,6	18,7	18,8	18,9	18,8
de	16	16,2	16,3	16,4	16,4	16,3	16,2	16,1	16	15,8	15,7	15,5	15,3	15	14,7	14,5
dew	15,1	15,4	15,6	15,8	16	16,1										
ee	22,3	22,2	22	21,6	21,2	20,9	20,5	20	19,5	18,9	18,3	17,7	17,2	16,6	16	
ie	27,4	26,8	26,3	25,8	25,2	24,5	23,9	23,2	22,7	22,3	21,9	21,6	21,2	21	20,9	20,7
gr	19,5	19,2	18,8	18,4	18	17,6	17,2	16,8	16,4	15,9	15,5	15,1	14,8	14,6	14,5	
es	20,2	19,5	18,8	18,1	17,5	16,9	16,4	15,9	15,5	15,2	14,9	14,7	14,5	14,5	14,5	14,5
fx	20,1	20,1	20	19,9	19,8	19,6	19,4	19,2	19	18,9	18,9	18,8	18,7	18,6	18,5	18,5
it	16,8	16,3	15,4	15,2	14,9	14,8	14,6	14,5	14,4	14,4	14,3	14,3	14,2	14,2	14,1	
cy	26	25,8	25,6	25,4	25,2	25	24,6	24,3	23,8	23,4	22,8	22,3	21,5	20,9	20	19,2
lv	21,4	21,5	21,5	21,4	21,1	20,9	20,5	20	19,4	18,7	18	17,3	16,6	16	15,4	14,8
lt	22,6	22,5	22,5	22,4	22,2	21,9	21,6	21,4	21,1	20,7	20,2	19,7	19	18,3	17,7	17,1
lu	17,2	17,5	17,7	17,9	18,1	18,3	18,5	18,6	18,7	18,8	18,9	18,9	18,9	18,8	18,8	18,7
hu	20,5	19,9	19,5	19	18,6	18,3	18	17,7	17,4	17,2	16,9	16,6	16,3	16,1	15,9	15,6
mt	22	22	22	22	22	22	22,1	21,7	20,8	20,8	20,4	19,8	19,2	18,7	18,2	17,6
nl	18,2	18,2	18,3	18,3	18,4	18,4	18,4	18,4	18,4	18,5	18,6	18,6	18,6	18,6	18,5	18,5
at	17,5	17,5	17,6	17,8	17,8	17,8	17,8	17,7	17,5	17,3	17,1	16,9	16,7	16,5	16,3	16,1
pl	25,3	24,9	24,6	24,1	23,7	23,1	22,5	21,9	21,1	20,3	19,6	19,1	18,4	17,8	17,2	16,7
pt	20,8	20	19,4	18,8	18,4	17,9	17,5	17,1	16,8	16,5	16,2	16	15,9	15,8	15,7	15,6
ro	23,7	23,3	22,7	22,1	21,4	20,8	20,2	19,6	19,2	19	18,5	18	17,7	17	16,4	15,9
si	20,9	20,6	20,1	19,6	19,1	18,5	18,1	17,5	17	16,6	16,1	15,7	15,4	15	14,6	14,4
sk	25,5	25,1	24,6	24,1	23,5	22,9	22,3	21,7	21	20,4	19,8	19,2	18,7	18,1	17,6	17,1
fi	19,3	19,3	19,2	19,2	19,1	19,1	19	18,9	18,7	18,4	18,2	18,1	17,9	17,8	17,6	17,5
se	17,8	18	18,2	18,5	18,7	18,9	18,8	18,8	18,7	18,6	18,5	18,4	18,2	18	17,8	17,6
uk	19	19,1	19,3	19,4	19,5	19,5	19,4	19,4	19,3	19,3	19,1	18,9	18,7	18,5	18,2	
hr											19,8	17,1	16,9	16,6	16,3	16
tr														29,5	29	28,6

Source: IHS based on EUROSTAT data (extraction January 2007)

Proportion of population aged 65 years and more																
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
eu25	13,9	14,1	14,3	14,4	14,6	14,8	15	15,2								
eu15	14,5	14,7	14,9	15	15,2	15,4	15,6	15,8								
nms10	10,9	11,1	11,3	11,5	11,7	11,9	12,1	12,4	12,6	12,8	12,9	13,1	13,3	13,5	13,6	
ea12	14,2	14,4	14,6	14,8	15	15,3	15,5	15,8								
be	14,8	15	15,2	15,4	15,6	15,8	16	16,3	16,5	16,6	16,8	16,9	16,9	17	17,1	
bg	13	13,4	13,8	14,2	14,6	14,9	15,2	15,3	15,6	15,9	16,2	16,8	16,9	17	17,1	17,1
cz	12,5	12,6	12,8	12,9	13	13,1	13,3	13,5	13,6	13,7	13,8	13,9	13,9	13,9	13,9	14
dk	15,6	15,6	15,6	15,5	15,4	15,3	15,1	15	14,9	14,9	14,8	14,8	14,8	14,8	14,9	15
de	14,9	14,9	15	15	15,2	15,4	15,6	15,7	15,8	15,9	16,2	16,6	17,1	17,5	18	18,6
dew	15,3	15,3		15,3	15,4	15,6										
ee	11,6	11,7	12	12,5	12,9	13,3	13,7	14,1	14,5	14,7	15	15,2	15,5	15,9	16,2	
ie	11,4	11,4	11,4	11,4	11,4	11,4	11,4	11,4	11,4	11,3	11,2	11,2	11,1	11,1	11,1	11,2
gr	13,7	13,8	14,1	14,4	14,7	15	15,3	15,6	15,9	16,2	16,5	16,8	17,2	17,5	17,8	
es	13,4	13,8	14,1	14,4	14,8	15,1	15,5	15,8	16,2	16,5	16,7	16,9	17	16,9	16,9	16,8
fx	13,9	14,1	14,4	14,6	14,8	15	15,3	15,5	15,7	15,9	16	16,1	16,2	16,3	16,3	16,4
it	14,7	15,1	15,5	15,8	16,1	16,5	16,9	17,2	17,5	17,8	18,1	18,4	18,7	19	19,2	
cy	10,8	10,9	11	11	11	11	11	11,1	11,1	11,1	11,2	11,3	11,7	11,8	11,9	11,9
lv	11,8	11,8	12,3	12,8	13,2	13,4	13,8	14,1	14,4	14,7	14,8	15,2	15,5	15,9	16,2	16,5
lt	10,8	11	11,3	11,6	11,9	12,2	12,5	12,8	13,2	13,5	13,7	14,1	14,4	14,7	15	15,1
lu	13,4	13,4	13,5	13,6	13,8	13,9	14,1	14,2	14,3	14,3	14,3	13,9	13,9	14	14,1	14,3
hu	13,2	13,5	13,6	13,8	13,9	14,1	14,3	14,5	14,7	14,8	15	15,1	15,3	15,4	15,5	15,6
mt	11	11	11	11	11	11	11,4	11,6	12	12	12,1	12,3	12,6	12,8	13	13,3
nl	12,8	12,9	13	13	13,1	13,2	13,3	13,4	13,5	13,5	13,6	13,6	13,7	13,7	13,8	14
at	14,9	15	14,9	14,9	15	15,1	15,2	15,3	15,4	15,4	15,4	15,4	15,5	15,5	15,5	16
pl	10	10,2	10,3	10,5	10,7	10,9	11,2	11,5	11,7	11,9	12,1	12,4	12,6	12,8	13	13,1
pt	13,2	13,6	13,9	14,2	14,5	14,7	15	15,3	15,6	15,8	16	16,4	16,5	16,7	16,8	17
ro	10,3	10,6	11	11,3	11,6	11,8	12,2	12,4	12,7	13	13,2	13,5	13,9	14,2	14,4	14,7
si	10,6	10,8	11,1	11,4	11,7	12,1	12,5	12,9	13,2	13,6	13,9	14,1	14,5	14,8	15	15,3
sk	10,3	10,4	10,4	10,5	10,7	10,8	10,9	11,1	11,2	11,3	11,4	11,4	11,4	11,5	11,5	11,6
fi	13,3	13,5	13,6	13,8	13,9	14,1	14,3	14,5	14,6	14,7	14,8	15	15,2	15,3	15,6	15,9
se	17,8	17,8	17,7	17,7	17,6	17,5	17,5	17,4	17,4	17,4	17,3	17,2	17,2	17,2	17,2	17,2
uk	15,7	15,8	15,8	15,8	15,8	15,8	15,9	15,9	15,9	15,8	15,8	15,8	15,9	15,9	16	
hr											12,4	15,7	15,9	16,3	16,5	
tr																

Source: IHS based on EUROSTAT data (extraction January 2007)

Old dependency ratio (population 65 and over to population 15 to 64 years)																
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
eu25	20,8	21,1	21,3	21,6	21,9	22,1	22,5	22,7								
eu15	21,7	21,9	22,2	22,4	22,7	23	23,3	23,6								
nms10	16,8	17	17,2	17,4	17,6	17,9	18,2	18,4	18,6	18,8	18,9	19,2	19,3	19,5	19,6	
ea12	21	21,3	21,6	21,9	22,2	22,6	23	23,4								
be	22,1	22,5	22,9	23,2	23,5	23,8	24,3	24,7	25	25,3	25,5	25,7	25,8	26	26,1	
bg	19,5	20,1	20,8	21,3	21,8	22,2	22,6	22,7	23,1	23,4	23,8	24,7	24,9	24,9	24,9	24,8
cz	19	19,1	19,1	19,2	19,2	19,3	19,4	19,6	19,7	19,8	19,8	19,8	19,7	19,7	19,7	19,8
dk	23,2	23,1	23,1	23	22,8	22,7	22,5	22,4	22,3	22,2	22,2	22,2	22,3	22,3	22,5	22,7
de	21,6	21,7	21,8	21,9	22,2	22,5	22,8	23	23,2	23,3	23,9	24,5	25,2	25,9	26,8	27,8
dew	22	22		22,2	22,5	22,9										
ee	17,5	17,7	18,2	18,9	19,7	20,2	20,9	21,5	22	22,2	22,4	22,6	23	23,5	23,9	
ie	18,6	18,5	18,3	18,2	18	17,8	17,6	17,4	17,2	17	16,8	16,6	16,5	16,4	16,4	16,4
gr	20,4	20,6	21	21,4	21,8	22,2	22,6	23	23,4	23,8	24,2	24,7	25,3	25,8	26,4	
es	20,2	20,7	21	21,4	21,8	22,2	22,7	23,2	23,7	24,1	24,5	24,7	24,8	24,7	24,6	24,4
fx	21,1	21,5	21,9	22,3	22,6	23	23,4	23,8	24,1	24,4	24,6	24,8	24,9	25	25,1	25,2
it	21,5	22	22,4	22,9	23,4	24	24,7	25,2	25,8	26,3	26,8	27,4	27,9	28,5	28,9	
cy	17,2	17,2	17,3	17,4	17,3	17,2	17,2	17,1	17,1	17	17	17	17,4	17,6	17,5	17,3
lv	17,7	17,7	18,6	19,4	20,1	20,5	20,9	21,4	21,8	22	22,1	22,6	22,9	23,3	23,6	24,1
lt	16,2	16,6	17	17,5	18,1	18,5	19	19,5	20	20,5	20,8	21,3	21,7	22	22,3	22,3
lu	19,3	19,5	19,7	19,9	20,2	20,6	20,9	21,2	21,3	21,4	21,4	20,7	20,8	20,9	21	21,3
hu	20	20,2	20,4	20,5	20,7	20,9	21,2	21,3	21,6	21,8	22	22,2	22,3	22,4	22,6	22,7
mt	16,3	16,3	16,3	16,3	16,3	16,3	17,2	17,4	17,8	17,8	17,9	18,1	18,5	18,7	19	19,3
nl	18,6	18,7	18,8	19	19,1	19,3	19,5	19,6	19,8	19,9	20	20,1	20,2	20,3	20,5	20,8
at	22,1	22,2	22,1	22,1	22,2	22,5	22,7	22,8	22,9	22,9	22,9	22,8	22,9	22,7	22,8	23,5
pl	15,4	15,7	15,9	16,1	16,3	16,6	16,9	17,2	17,4	17,5	17,6	18	18,2	18,4	18,6	18,7
pt	20	20,5	20,9	21,2	21,5	21,9	22,2	22,6	23	23,4	23,7	24,2	24,5	24,7	24,9	25,2
ro	15,6	15,9	16,6	16,9	17,3	17,6	18	18,2	18,7	19	19,3	19,6	20,4	20,6	20,9	21,1
si	15,5	15,8	16,1	16,5	17	17,4	18	18,5	19	19,4	19,8	20,2	20,6	21	21,4	21,8
sk	16	16,1	16	16,1	16,2	16,3	16,4	16,5	16,6	16,6	16,6	16,5	16,3	16,3	16,3	16,3
fi	19,8	20	20,3	20,5	20,8	21,1	21,5	21,7	21,9	22	22,2	22,4	22,7	22,9	23,3	23,8
se	27,7	27,7	27,7	27,6	27,6	27,4	27,4	27,4	27,3	27,1	26,9	26,8	26,6	26,5	26,4	26,5
uk	24,1	24,2	24,3	24,4	24,5	24,5	24,5	24,5	24,5	24,4	24,3	24,3	24,3	24,3	24,3	
hr											18,2	23,4	23,7	24,2	24,6	
tr																

Source: IHS based on EUROSTAT data (extraction January 2007)

Age dependency ratio (Population aged 0-19 and 60 and more to pop. aged 20-59)																
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
eu25	83,9	83,6	82,8	82,3	81,8	81,4	81,2	80,9								
eu15	82,9	82,4	81,5	81	80,5	80,3	80,3	80,3								
nms10	89	89,4	89,4	89,1	88,3	87,1	85,6	84	82,5	80,9	79,4	78,6	77,3	75,7	74,1	
ea12	81,8	81,4	80,4	79,9	79,4	79,2	79,2	79,2								
be	82,7	82,8	82,9	83	83	83,1	83,3	83,4	83,5	83,6	83,6	83,2	82,4	81,8	81,8	
bg	88,4	88,6	88,3	88,5	88,4	87,7	86,6	85,1	83,3	81,6	80,1	80	79,1	78,1	77,2	76,4
cz	89,8	89,8	89,1	87,9	85,9	83,3	80,5	77,8	75,3	73,2	71,3	70,4	70	69,6	69,6	69,8
dk	80,8	80,1	79,1	78,2	77,4	76,9	76,2	76,1	76,2	76,4	76,7	77,3	78,2	79,5	81,1	83
de	72,8	72,7	72,3	72	72,2	73,1	74,2	75,3	76,6	78	79,6	81	81,9	82	82,2	82,4
dew	71,6	71,2		70,9	71,3	72,3										
ee	86,3	86,8	87,2	88	87,8	87,6	87,6	87,7	87,9	87,8	87,8	87,3	87	85,9	83,8	
ie	108,1	106,3	103,8	101,2	98,6	96,3	93,9	91,7	89,4	87,2	84,8	82,3	79,8	78,3	77,4	76,2
gr	87,7	88	87,2	86,4	85,6	84,9	84,1	83,2	82,4	81,5	80,8	80	78,2	76,8	75,8	
es	90,5	89,4	88,2	86,9	85,6	84,2	82,7	81	79,2	77,6	76	74,2	72,9	72	71,4	70,9
fx	88	87,7	87,2	86,7	86,1	85,9	85,9	86,1	86	86	85,8	85,3	84,6	84,1	84,1	84,2
it	81,7	81,1	78,9	78,3	77,7	77,1	76,7	76,5	76,7	77,1	77,8	78,7	79,1	79,4	79,1	
cy	93	92	91	90,1	89,8	89,5	89,3	88,9	88,3	87,4	86,4	85,1	83,6	82	79,2	76,1
lv	84,3	84,5	85,8	86,8	87,1	86,8	86,6	86,5	86,6	86,6	86,7	86,8	86,4	85,4	83,7	81,8
lt	85,4	85,7	85,9	86,3	86,3	86,1	86,3	86,6	86,9	87,3	87,5	87,5	87,1	86,4	85,1	82,7
lu	72,6	73,2	73,6	73,9	74,5	75,1	75,4	75,9	76,3	76,7	77,1	75,8	75,6	75,8	76,1	76,5
hu	88	88	87,9	87,5	87	85,4	83,5	81,7	80,1	78,9	77,7	77,1	76,4	76,3	76,1	76,2
mt	82	82	82	82	82	82	84,3	83,7	82,1	82,1	81	79,1	77,3	75,2	74,5	75
nl	75,3	74,3	73,4	72,9	72,6	72,6	72,7	73	73,2	73,6	74	74,5	74,8	75,4	76,3	77,1
at	80,2	79,2	78,2	77,5	76,9	76,5	76,2	76	75,8	75,9	77,1	78,2	78,8	78,7	78,7	78,6
pl	90	90,6	90,8	90,6	89,9	89	87,7	86,3	84,7	83	81,2	80,5	78,5	76,1	73,6	71,3
pt	91,5	90,7	89,6	88,4	87,1	85,7	84,4	83,1	82	81,3	80,5	79,6	78,5	77,7	77,2	77
ro	90	89,5	90,6	90,4	89,6	88,1	86,6	85,1	83,7	82,3	80,9	79,4	79,8	78,4	77,2	75,9
si	77,8	78,1	78	78	77,8	77,3	77,2	76,1	75,2	74,5	73,1	72,3	71,5	71,1	70,8	70,3
sk	93,2	93,1	92,5	91,7	90,3	88,3	86,1	83,7	81,4	79,1	77	75,5	73,8	72,1	70,4	69
fi	77,9	78,3	78,7	79,2	79,5	79,8	79,9	79,8	79,7	79,9	80,2	80	80,8	80,2	80,2	80,6
se	89,9	89,7	89,3	88,9	88,3	87,7	87,2	86,9	86,6	86,5	86,4	86,2	86,3	86,8	87,9	89,3
uk	87,7	87	86,4	85,9	85,5	85,3	85,3	85,4	85,7	85,7	85,3	84,6	84,2	84,2	84,3	
hr											82	83,4	82,8	82,3	81,1	
tr																

Source: IHS based on EUROSTAT data (extraction January 2007)

Enrolment Rates of Children aged 0-2 and 3-5 years (EU, 2004)							
		age <3	age 3	age 4	age 5	average of 3/4/5	expYears
Austria	at	4,1	45,9	82,1	93,1	73,7	2,2
Belgium	be	38,5	99,3	99,9	99,7	99,6	3,1
Czech Republic	cz	3,0	68,0	91,2	96,7	85,3	2,6
Denmark	dk*	61,7	81,6	93,4	93,9	89,6	2,7
Finland	fi**	35,0	37,7	46,1	54,6	46,1	1,4
France	fr***	26,0	100,0	100	100	100,0	3,2
Germany	de****	9,0	69,5	84,3	86,7	80,2	2,4
Greece	gr**	7,0		57,2	84,1	47,1	1,4
Hungary	hu	6,9	71,0	92,3	97,8	87,0	2,6
Ireland	ie*****	15,0	48,0	46,6	100	64,9	1,5
Italy	it*****	6,3	98,7	100	100	99,6	3,0
Luxemburg	lu**	14,0	37,9	83,5	96,9	72,8	2,2
Netherlands	nl	39,0	32,3	74	98,4	68,2	1,7
Poland	pl****	2,0	26,1	35,7	46,2	36,0	1,1
Portugal	pt	23,5	63,9	79,9	90,2	78,0	2,3
Slovakia	sk**	17,7	60,3	71,7	84,7	72,2	2,2
Spain	es	20,7	95,9	100,0	100,0	98,6	3,1
Sweden	se	39,5	82,5	87,7	89,7	86,6	2,6
Turkey	tr		1,7	3,4	26,2	10,4	0,3
United Kingdom	uk	25,8	50,2	92,0	98,2	80,1	2,4

definitions: age <3	enrolment rate of children aged 0 to 2
age 3	enrolment rate of children aged 3
age 4	enrolment rate of children aged 4
age 5	enrolment rate of children aged 5
average of 3/4/5	average enrolment rate of children aged 3 to 5
expYears	pre-school expectancy rate for children aged 3 to 5

Source: IHS based on OECD data (OECD 2006, family database, PF11, extraction 01/2007); countries marked with stars refer to other years (* 2005, ** 2003, ***2002; **** 2001, ***** 2000)

Participants at ISCED level 0 aged 3 years - as % of population aged 3							
	1998	1999	2000	2001	2002	2003	2004
eu25			63,1	64,5	68	68,1	68,3
eu15	66,6	66,3	67,7	69	72,9	72,6	72,5
be		98	98,2	99,5	99,4	99,6	99,3
bg	50,8	54,8	56,9	63,9	65	63,9	63,3
cz	43,6	46,5	54,9	58,5	61,6	66,3	68
dk	70,5	66,8	71,8	77,1	81,4	82,7	81,8
de	61,8	53,5	54,8	55,1	71,4	71,4	69,5
ee			72,3	77,1	77,1	76,2	79,3
ie	2,8	1,7	2,8	2,5	2,6	2,3	2,4
gr							
es	72,5	80,3	84,3	89,7	92,4	94,8	95,9
fr	100,6	101	100,6	101,3	100,9	99,7	100,1
it	96,8	96,5	97,9	97,8	99,3	100	98,9
cy		19,5	31,2	28,7	30,1	30,9	30,8
lv	47	51,8	55,6	57,7	60,2	63,7	63,7
lt	38,5	41,5	45,7	45,8	45,8	46,3	49,9
lu		24,2	37,7	44,1	52,6	55,1	37,9
hu	68,7	68,5	68,6	71,2	71,8	73,4	71
mt		86,9	79	76,6	81,2	81,2	79,1
nl	0	0,1	0,1	0,1	0,1	0,1	0,1
at	33,3	35,6	39,3	41,2	42,5	44,2	45,9
pl	20,9	23,3	23,3	23,2	23,2	24,5	26,1
pt	54,5	56,8	58,6	63,4	61,7	60,8	63,9
ro	34,8	36,1	37,9	38,1	41,7	44,1	55
si	151,7	50,5	52,4	58	61,1	62,3	65,7
sk		53,1	56,1	55,4	56,1	57,5	60,3
fi	32,7	32,4	33,9	34,4	35	35,8	37,7
se	61,5	64,4	68	70,6	73,2	79,5	82,5
uk	51,4	52,6	54,1	56,7	56,1	50,7	48,7
hr							39,1
tr							1,7

Source: EUROSTAT database (extraction:02/2007)

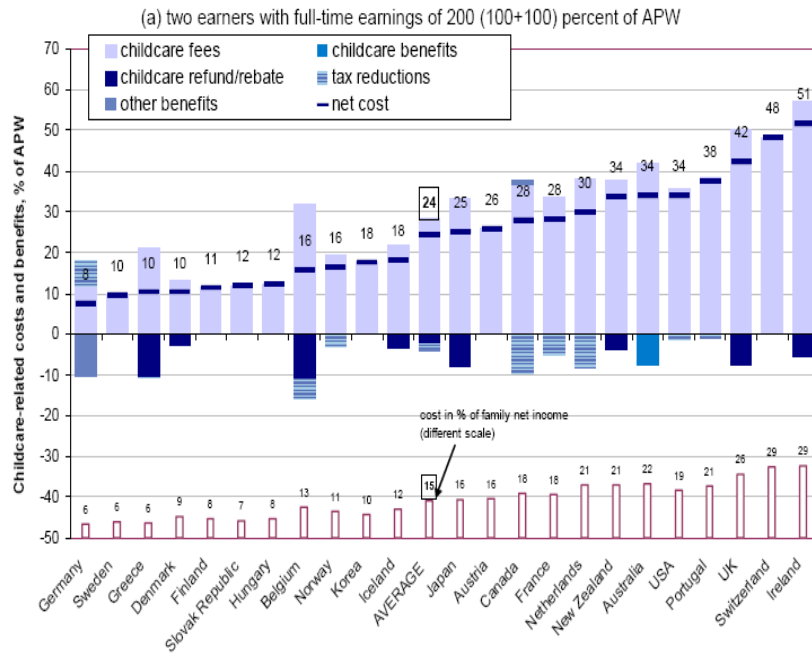
Participants at ISCED level 0 aged 4 years - as % of population aged 4							
	1998	1999	2000	2001	2002	2003	2004
eu25			85	85,9	87,5	85,7	80,9
eu15	89,5	89,6	91,3	92,3	93,9	91,2	85,1
be		98,8	99,2	100,2	100,2	100,5	99,9
bg	61,2	63,8	67	71,8	74,6	76,6	72,6
cz	76,9	81,9	81	87	88,3	89,8	91,2
dk	89,1	90,9	90,6	92	92,3	93,2	93,4
de	83,7	78	81,4	85,9	88,9	85,9	84,3
ee			78,2	80,4	82,1	80,9	83,9
ie	1,9	0,9	2	1,8	1,8	1,5	1,7
gr	50	52,6	53,9	55,8	55,9	57	57,2
es	99,8	99	99	100	102	99,5	100
fr	102	101,2	102	102,1	102,8	102,4	101
it	98,1	102	100,3	101	102,3	102,8	101,3
cy		50,9	55,7	58,3	58,3	58	61,2
lv	52,9	56,1	60,6	62,6	64,7	66,5	69,1
lt	44,3	47,9	51	51	51,6	53,1	54,5
lu		91,4	94,7	94,2	98,8	68,3	83,5
hu	88,3	89,4	89,5	89,6	90,2	91,6	92,3
mt		101,2	102,5	95	92,6	98,7	97,5
nl	97,9	98	99,5	98,1	99,1	73	74
at	73,2	74,7	79,5	79,2	80,7	82,5	82,1
pl	29,7	31,2	33,3	32,4	32,7	34,1	35,7
pt	65,8	71,7	72,3	76	78,7	81,9	79,9
ro	56,1	58,3	59	60,3	64,2	66,2	75,2
si		62,6	67,7	70	72,3	73,5	77,8
sk		67,8	70,3	68,4	68,5	70	71,7
fi	37,8	40	41,9	42,8	44	44,7	46,1
se	66,8	69,2	72,8	75,5	77,8	82,7	87,7
uk	95,3	96,8	100,4	99	100,4	95,3	63
hr							42,4
tr							3,4

Source: EUROSTAT database (extraction:02/2007)

Participants at ISCED level 0 aged 5 years - as % of population aged 5							
	1998	1999	2000	2001	2002	2003	2004
eu25			72,4	73,6	73,8	74,6	74,5
eu15	74,1	74,6	74,8	76	76,1	76,5	76
be		97,6	97,8	99,1	98,9	99,2	98,3
bg	65,9	68,6	69,3	75,3	77,2	80,1	79,8
cz	91,8	92,5	98	96,8	99	97,6	96,7
dk	93,9	94,2	96,6	91,1	92,3	92	93,9
de	85,9	85,1	83,8	89,5	88	86,8	86,5
ee			80,7	83,3	83,3	83,2	85,4
ie	0,9		1,2	0,9	1,1	0,8	1
gr	76	76,4	81,7	81,6	81,4	82,7	83,5
es	103,1	101,7	100,9	100,5	101,4	102,4	99,9
fr	100,4	100,7	100,2	100,5	100,4	101,3	100,8
it	96,8	98,8	100,7	98,7	99,2	99,9	95,6
cy		88,2	71,5	78,6	75,4	76,2	76,5
lv	56,6	58,6	65,6	67	68,5	90,2	90,8
lt	46,1	52,2	56,5	56,9	59,6	64,9	64,6
lu		89,4	91,7	94,8	94,9	97,6	96,8
hu	97,4	97,9	98,2	95,2	96,2	97,8	97,8
mt		27,9	26,2	28,4	27,8	27,2	31,9
nl	98,5	99,1	98,5	99,9	99,4	100,2	98,4
at	90,7	91,1	89,5	92,8	93	93,5	93,1
pl	38,7	40,7	40,9	41,9	42,3	44,5	46,2
pt	73,1	78,3	84,1	85,3	87,1	87,7	87,7
ro	72,9	75,3	75,9	76,5	80,4	81,8	85,3
si		68	73,3	75,4	77,1	80	85,2
sk		82	81,5	84,2	81,9	84,1	84,7
fi	42,4	47,5	49,6	50,5	52,4	52,9	54,6
se	70,5	74,5	75,8	79,2	81,1	85	89,7
uk	0,2	0,2	0,1	0	0	0	0
hr							46,3
tr						22,7	19,1

Source: EUROSTAT database (extraction:02/2007)

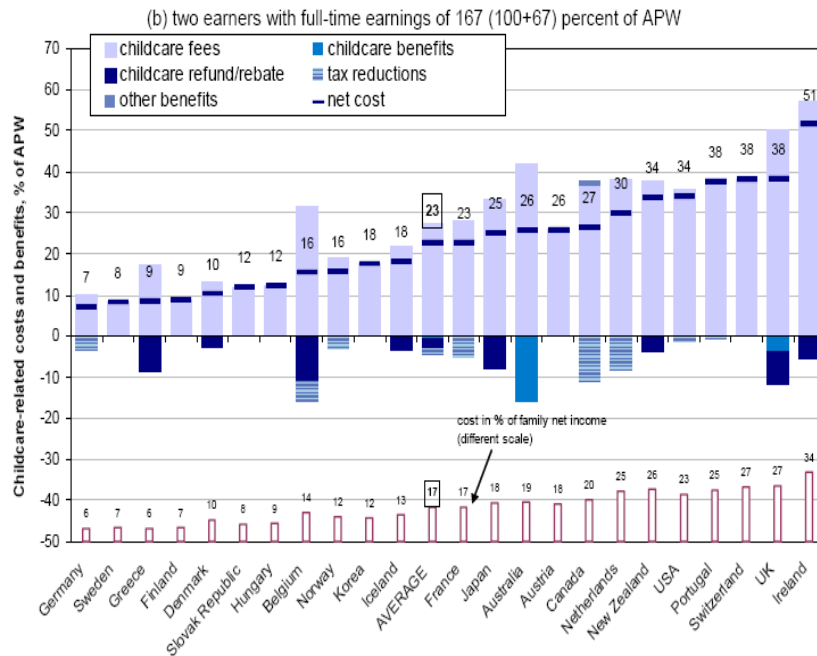
Figure 2.3. Overall childcare costs including benefits and tax concessions: two-earner couple, two children (1)



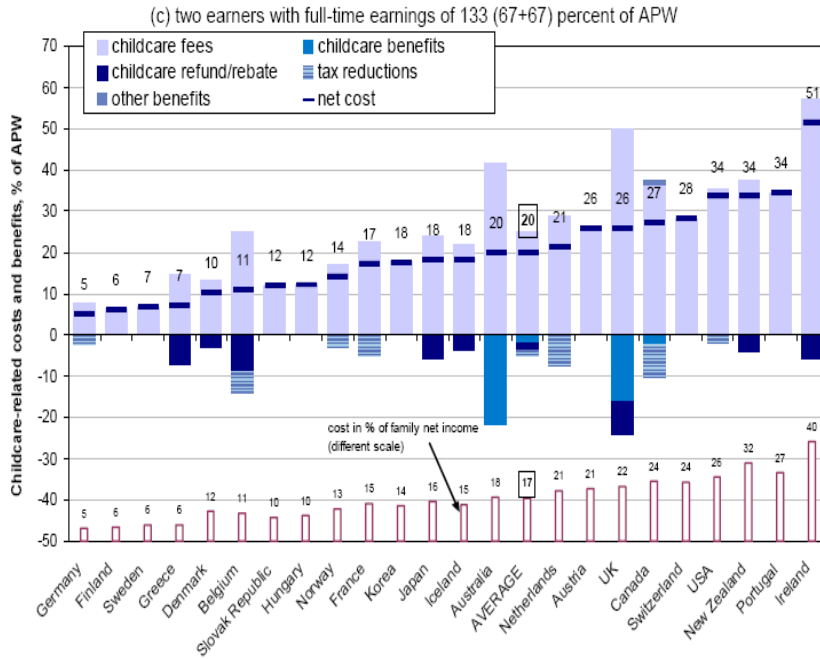
Source: OECD tax-benefit models.

Source: Overall childcare cost for two earner household (Immervoll, Barber 2005, p. 21)

Figure 2.3. (cont.)

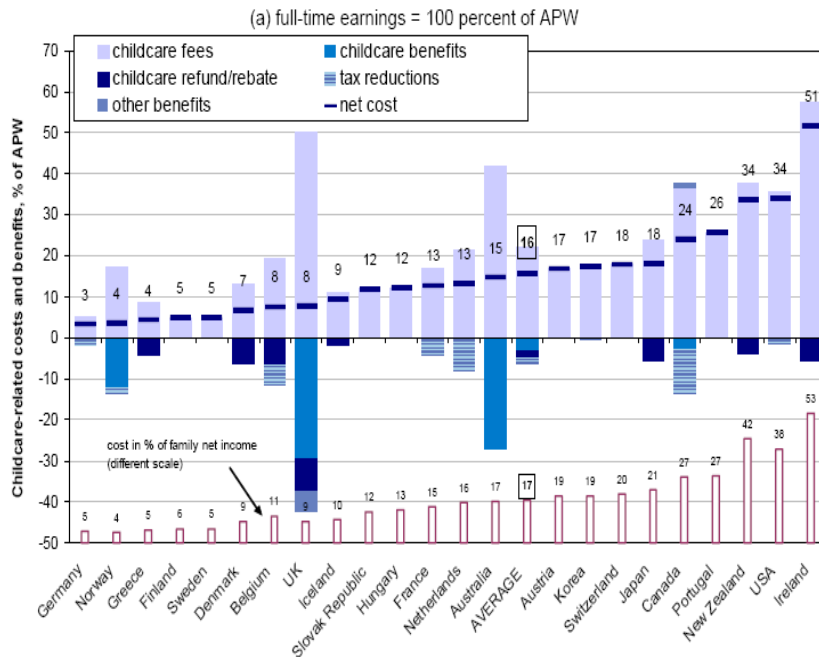


Source: Overall childcare cost for two earner household (Immervoll, Barber 2005, p. 22)

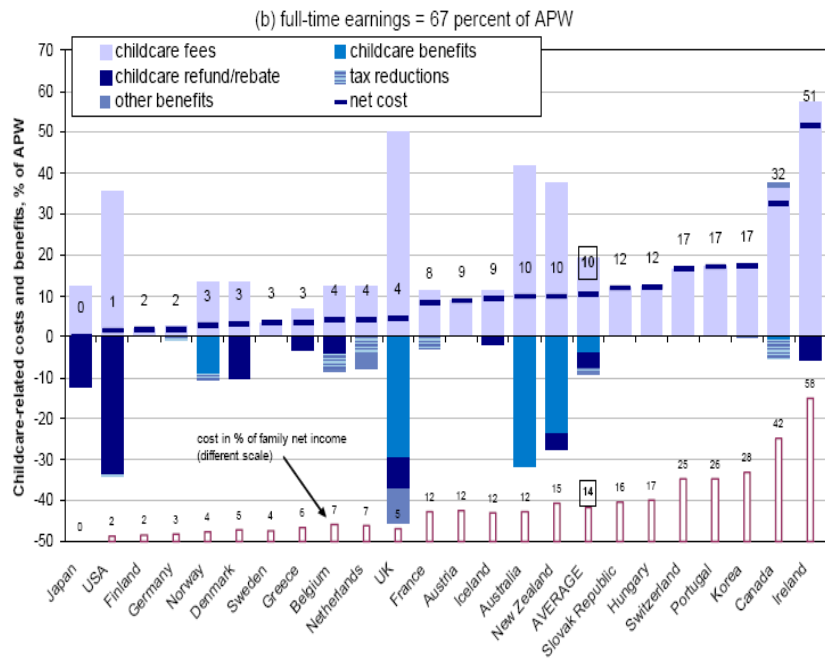


Source: Overall childcare cost for two earner household (Immervoll, Barber 2005, p. 22)

Figure 2.4. Overall childcare costs including benefits and tax concessions: lone parents, two children (1)



Source: Overall childcare cost for lone parent household (Immervoll, Barber 2005, p. 25)



1. Results are for 2001 (2002 for Belgium, France, New Zealand, Sweden, United Kingdom, United States). Two children aged 2 and 3. "Family net income" is the sum of gross earnings plus cash benefits minus taxes and social contributions. See Figure 2.2 and annex Tables A.1 and A.2 for details and assumptions.

Source: OECD tax-benefit models.

Source: Overall childcare cost for lone parent household (Immervoll, Barber 2005, p. 25)

Childcare benefit schemes, 2002

	Cash benefits and tax reductions for users of non-parental childcare [1]	Benefits for parental care at home ("home care" and "child-raising" allowances) [2]	Childcare facilities subsidised? [3]	Income test? [4]
Australia	Benefits paid for <i>approved care</i> (institutions) and <i>registered care</i> (child carer is officially registered). If both parents (or a lone parent) are working they are eligible for both types of CB. If neither parent is working they are eligible for up to 20 hours of approved care only.	<i>Parenting payment</i> provides income support to low-income persons who have primary care of children under 16 years of age. Families must receive no other income support payments. However, recipients can work while receiving the benefit (subject to a means test).	For approved care the benefit may be paid directly to the institution to reduce the fees charged.	Both rebates for approved care and parenting payments are family income tested (No income test for <i>registered care</i> fees).
Austria	--	Childcare benefit is combined with the post-natal parental leave scheme and entitlement is linked to previous employment record. The benefit is payable for 18 months for one parent plus (optionally) another 8 for the other parent and is independent of the other parent's income or work status. May be combined with part-time work.(2)	Yes, varies by state (<i>Land</i>).	Yes, for child-raising allowances.
Belgium	Costs are tax deductible (up to a limit) if the care is in approved centres and only for children up to age 3 (free school starts at age 4). The alternative is a refundable tax credit.	--	Yes, varies by province (<i>Communauté</i>).	Yes for fees paid in centres.
Canada	Federal tax allowance for expenses up to limit. The Canada Child Tax Benefit includes a supplement for families with children aged under 7: full amount for those not claiming the childcare expenses as a tax allowance, reduction of 25% of childcare costs for those claiming it. Provincial governments may cover all or part of the cost if SA beneficiaries are involved in training or similar programmes. Some benefits available at provincial level, e.g. Ontario Child Care Supplement for Working Families (OCCS).	--	Varies by province. Individual jurisdictions legislate maximum subsidy amounts, based on age of child, type of care setting, and duration of care (full/part time).	For Federal tax allowance: least of childcare expenses, 2/3 of earned income (of spouse with lowest earnings) or limits based on age of child. For OCCS (greater of 50% of childcare expenses or percentage of earnings over a limit which varies with number of children).
Czech Republic	--	Parental allowance for full-time care for at least one child up to age 4. Rate is individual SA rate plus 10%. A parent with low work income may be eligible under certain conditions (e.g. maximum 5 days of childcare per month).	No	Yes for working parent (maximum 1.5 times individual SA amount).
Denmark	For low-income families, a graduated pay-scale reduces the (subsidised) fees by up to 100%. Reductions are shown as refund/rebate in Fig. 2.3 and 2.4.	--	Heavily subsidised day care is available to all households with young children (parents only pay 30-32% of provider costs).	

Childcare benefit schemes, 2002 (continuation)

	Benefits to cover costs [1]	Benefits for parental care at home ("child-raising allowances", often "non-activity" tested) [2]	Childcare facilities subsidised? [3]	Income test? [4]
Finland	Users of private childcare in the Helsinki area are entitled to a private day care allowance. This is comparable in size to the Helsinki municipal supplement to home-care allowance. However, the allowance is not modelled in this paper as the results in Finland refer to public day care.	Home care allowance and supplement (income-tested and payable for one child only) available to parents caring for own children aged under 3. Increases with number of children cared for (aged under 6). Parents in the Helsinki area, the region considered in this paper, are entitled to an additional supplement (not income-tested).	Heavily subsidised public day care is available to all children aged under 7 (school age). Instead of home care allowance, there is a private day care allowance and supplement for users of private day care. This is paid directly to providers and is not accounted for in this paper (public care is assumed).	Public day care fees are a percent of income exceeding a limit based on family size. Same income limits apply to the supplements for home care and private day care but not to the allowances.
France(3)	Benefits cover (some or all of) the social security contribution costs due for the employment of a person to care for children aged under 6. Either at the parents' home (AGED) or by a qualified carer in their home (AFEAMA). There is also a tax deduction for collective care costs (crèches) or for employing a home worker (in addition to AGED) and a nonrefundable tax credit for working parents amounting to 25% of childcare expenditures (an upper limit applies).	Parental education benefit (APE) for families with at least 2 children (one aged under 3) on condition that the parent leaves (partially or totally) employment that has lasted at least 2 years in last 5. (In the model calculations it is assumed that this condition is met.)	Public sector crèches are subsidised. The majority of children aged 3 and above are in school full time.	Yes, ceilings based on number and age of children.
Germany	Expenses are tax deductible up to limits.	Federal child raising allowance for parents taking personal care of at least one child aged under 2 (some states provide allowances for additional periods afterwards). Employment protection is provided for leave durations of up to three years.	Yes. Children aged 3-6 are entitled to a place in a kindergarten. Children of other ages are admitted if possible.	Child raising allowance is income tested for level of benefit but parent concerned can work up to 30 hours/week.
Greece	30% of total household expenses, including for childcare, are tax deductible (up to a maximum of EUR 984 per year).	--	Yes in public nurseries.	Yes for public nurseries.
Hungary	Socially indigent, disabled children and children growing up in large families can be eligible for a 50% or 100% discount.	Childcare allowance: for parent or grandparent raising a child up to age 3. Child raising support: for parent raising 3 children of which youngest is aged 3-8. Both are equal to minimum old age pension amount. Also childcare benefit (following pregnancy/confinement) for up to 2 years which is 70% of previous earnings up to a limit.	--	Work disregard of 4 hours/day for childcare allowance and child raising support (but benefit becomes taxable as soon as income is earned). Childcare benefit is lost as soon as there is earned or other income.
Iceland	--	--	Day care centres and "day mothers" are heavily subsidised by municipalities.	--
Ireland	--	New carers allowance is a tax credit for families where one parent stays at home to care for children.	Collective childcare is not well developed, very few state subsidies for private provision.	Yes based on working spouse's income up to limit, benefit reduced above limit.
Italy	--	--	In Rome, 80% of nurseries for children aged under 3 are public and subsidised; 90% of children aged 3-6 attend school.	Depends on municipality.
Japan	--	--	Municipal childcare is subsidised for children aged under 5.	Yes, based on the amount of income tax payable.

Private households by number of children less than 18 yrs., % of total private households, Census 2001					
Countries		0 children	1 child	2 children	3 and more children
Bulgaria	bg	58.6	24.5	14.8	2.0
Czech Republic	cz	56.2	22.1	18.3	3.4
Denmark	dk	54.7	19.5	19.0	6.8
Germany (incl. ex-GDR from 1991)	de	61.7	19.5	14.3	4.6
Estonia	ee	50.2	28.4	16.5	4.9
Ireland	ie	48.3	19.8	18.2	13.7
Greece	gr	61.1	18.4	16.4	4.0
Spain	es	58.8	22.5	15.5	3.1
France	fr	53.9	20.6	17.2	8.3
Italy	it	61.0	21.3	14.6	3.1
Cyprus	cy	50.8	18.9	19.4	10.9
Lithuania	lt	49.5	27.9	18.3	4.3
Hungary	hu	57.6	22.3	15.1	5.0
Netherlands	nl	58.4	16.1	18.0	7.5
Austria	at	56.3	21.3	16.8	5.6
Poland	pl	51.3	25.1	16.5	7.1
Portugal	pt	56.4	26.2	14.2	3.2
Romania	ro	54.4	26.8	14.3	4.5
Slovenia	si	57.2	22.9	16.6	3.3
Finland	fi	56.3	19.1	16.5	8.1

Source: IHS, data from Eurostat, Date of extraction: 19.02.2007; Last update: 03.11.2005

*For Germany - the number of households with 0 children less than 18 y. on the basis of which the percentage is calculated has been corrected (deduction of 100 from the original value), because in the original data the sum of households with 0, 1, 2, 3+ children less than 18 yrs. differ with 100 with the total value.

Crude marriage rate																	
		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25	6.17	5.77	5.63	5.38	5.25	5.18	5.09	5.1							4.8	4.8
European Union (15 countries)	eu15	5.96	5.64	5.54	5.33	5.21	5.15	5.08	5.08								
New Member States	nms10	7.22	6.43	6.07	5.61	5.42	5.33	5.13	5.18	5.18	5.31	5.25	4.91	4.94	5	4.92	5.15
Belgium	be	6.48	6.07	5.79	5.37	5.14	5.07	4.98	4.69	4.35	4.32	4.4	4.09	3.91	4	4.16	4.12
Bulgaria	bg	6.87	5.66	5.25	4.72	4.49	4.38	4.4	4.18	4.31	4.33	4.36	4.04	3.71	3.9	3.99	4.33
Czech Republic	cz	8.8	6.98	7.18	6.39	5.66	5.32	5.22	5.61	5.35	5.2	5.39	5.13	5.17	4.8	5.04	5.06
Denmark	dk	6.13	6.03	6.22	6.1	6.78	6.64	6.83	6.48	6.55	6.66	7.19	6.82	6.92	6.5	6.98	6.67
Germany (incl. ex-GDR from 1991)	de	6.5	5.68	5.62	5.45	5.41	5.27	5.22	5.15	5.09	5.25	5.09	4.73	4.75	4.6	4.8	4.7
Estonia	ee	7.5	6.59	5.79	5.18	5.04	4.88	3.9	3.99	3.92	4.06	4	4.14	4.31	4.2	4.45	4.56
Ireland	ie	5.08	4.93	4.68	4.7	4.63	4.32	4.45	4.25		4.93	5.04	4.98	5.1	5.1	5	5
Greece	gr	5.81	6.39	4.69	5.94	5.38	6.02	4.24	5.62	5.12	5.62	4.48	5.21	5.27	5.5	4.64	5.5
Spain	es	5.68	5.6	5.57	5.14	5.09	5.1	4.92	4.97	5.22	5.22	5.39	5.08	5.07	5	5.06	4.82
France métropolitaine	fx	5.06	4.92	4.74	4.44	4.4	4.4	4.83	4.88	4.65	4.88	5.06	4.87	4.69	4.6	4.5	4.54
Italy	it	5.64	5.5	5.5	5.32	5.13	5.1	4.9	4.88	4.92	4.92	4.99	4.58	4.65	4.5	4.31	4.28
Cyprus	cy	9.67	10.46	8.04	9.71	9.7	10.25	8.71	10.71	11.4	13.22	14.09	15.07	14.48	7.7	7.23	7.76
Latvia	lv	8.87	8.43	7.23	5.69	4.59	4.46	3.92	3.98	4	3.93	3.88	3.93	4.16	4.3	4.48	5.45
Lithuania	lt	9.82	9.24	8.14	6.44	6.38	6.1	5.67	5.26	5.21	5.07	4.83	4.53	4.66	4.9	5.57	5.84
Luxembourg (Grand-Duché)	lu	6.05	6.7	6.4	5.98	5.84	5.08	5.08	4.78	4.8	4.85	4.92	4.49	4.53	4.4	4.41	4.44
Hungary	hu	6.4	5.9	5.5	5.22	5.23	5.18	4.75	4.56	4.37	4.44	4.71	4.28	4.53	4.5	4.33	4.39
Malta	mt	7.05	7.1	6.58	6.79	6.75	6.26	6.36	6.43	6.51	6.35	6.6	5.58	5.66	5.9	5.99	5.88
Netherlands	nl	6.4	6.3	6.17	5.77	5.39	5.27	5.48	5.45	5.54	5.66	5.53	4.97	5.2	4.9	4.51	4.52
Austria	at	5.89	5.69	5.83	5.69	5.45	5.4	5.31	5.2	4.91	4.94	4.9	4.25	4.52	4.6	4.71	4.75
Poland	pl	6.7	6.1	5.66	5.4	5.39	5.37	5.27	5.3	5.42	5.68	5.49	5.1	5.02	5.1	5.02	5.42
Portugal	pt	7.18	7.2	7.01	6.83	6.6	6.56	6.33	6.52	6.57	6.75	6.23	5.67	5.45	5.1	4.68	4.61
Romania	ro	8.3	7.97	7.66	7.1	6.78	6.79	6.65	6.52	6.46	6.23	6.05	5.87	5.92	6.2	6.61	6.56
Slovenia	si	4.26	4.09	4.57	4.53	4.18	4.14	3.8	3.78	3.8	3.89	3.62	3.48	3.54	3.4	3.28	2.88
Slovakia	sk	7.63	6.17	6.39	5.78	5.27	5.13	5.11	5.19	5.1	5.07	4.81	4.42	4.66	4.8	5.18	4.85
Finland	fi	5.01	4.93	4.67	4.87	4.89	4.65	4.77	4.56	4.66	4.7	5.05	4.79	5.19	5	5.61	5.58
Sweden	se	4.73	4.27	4.29	3.9	3.9	3.81	3.79	3.65	3.57	4.03	4.5	4.02	4.26	4.4	4.79	4.92
United Kingdom	uk	6.52	6.05	6.14	5.87	5.67	5.5	5.33	5.26	5.15	5.06	5.12			5.1	5.2	5.2
Croatia	hr	5.96	4.56	4.64	4.82	5.02	5.2	10.7				4.89			5	5.11	4.98
Turkey	tr														6.8	8.75	9.05
Iceland	is	4.53	4.79	4.75	4.62	4.92	4.63	5.02	5.46	5.58	5.62	6.32	5.21	5.75	5.3	5.19	5.42
Liechtenstein	li	5.64	6.27	14.19	7.48	12.98	13.18	14.16	12.56					7.54	6.3	4.76	5.38
Norway	no	5.17	4.66	4.49	4.51	4.75	4.97	5.29	5.41	5.27	5.26	5.65	5.09	5.3	4.9	4.06	4.84
Switzerland	ch	6.94	7	6.56	6.23	6.06	5.8	5.75	5.52	5.44	5.69	5.53	4.98	5.51	5.5	5.34	5.4
Albania	al	8.86	7.71	8.31	8.13	8.62	8.26	8.38	7.22	8.29	8.06				8.7	6.7	8.4
Bosnia and Herzegovina	ba	6.65	6.27						6.37						5.6	5.8	5.6
Macedonia, the former Yugoslav Re	mk	8.34	8.06	7.74	7.54	8.08	8.05	7.11	7.05	6.97	7.03	7.03		7.15	7.1	6.92	7.12
Serbia and Montenegro	cs	6.26	5.91	6.08	5.92	5.62	5.72	5.36	5.28		4.99	5.48	5.37	4.88	5.7	5.6	5.66

Source: Eurostat, Date of extraction: 18.01.07; Last update: 20.12.06

Mean age at first marriage - males															
		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
European Union (15 countries)	eu15	27.75	28.01	28.24	28.48	28.74	28.96								
Belgium	be	26.27	26.43	26.66	26.88	27.13	27.4	27.68	27.78	24.37	28.22	28.38	28.6	28.9	29.3
Bulgaria	bg	24.6	24.7	24.9	25.2	25.7	26.2	26.4					27.7	27.9	28.2
Czech Republic	cz	23.5	24.2	24.2	24.4	24.7	25	25.4			26.8	27.2	27.6	28.1	28.4
Denmark	dk	30.03	30.24	30.5	30.82	31.25	31.36	32.01	31.58	31.71	31.81	31.79	31.8	31.9	32.3
Germany (incl. ex-GDR from 1991)	de	27.93	28.32	28.52	28.79	28.93	29.07	29.19	29.33	29.53	29.8	29.5	29.8		30.6
Estonia	ee	24.6	24.5	24.7	25.1	25.6	25.6	26.1	26.2	26.4	27	27.3	27.7	28.1	
Ireland	ie	28.3	28.46	28.72	29.06	29.41	29.7	30							
Greece	gr	28.74	29.01	29.26	29.38	29.59	29.75	29.87	30.21	30.3	30.4			31	
Spain	es	27.53	28.04	28.07	28.36	28.62	28.81	29.09	29.31	29.47	29.6	29.8		30.2	
France métropolitaine	fx	27.54	27.77	28.08	28.41	28.7	28.91	29.39	29.61	29.74	29.9	30.1	30.2	30.4	
Italy	it	28.58	28.73	28.9	29.12	29.37	29.63	29.8	30.04		30	30.4			
Cyprus	cy											28.9			
Latvia	lv	24.1	24	24	24.2	24.6	24.8	25.1	25.7	25.9	26.2	26.5	26.7	26.7	26.8
Lithuania	lt	24.2	24	23.8	24	24	24.2	24.3	24.5	24.7	25.1	25.6	26	26.3	26.6
Luxembourg (Grand-Duché)	lu	26.89	28.09	28.28	28.32	28.42	28.87	28.81	29.26	29.55	29.87	29.61	30	30.1	30.2
Hungary	hu	24.2	24.2	24.3	24.4	24.7	25	25.2					27.9	28.2	28.6
Malta	mt														29
Netherlands	nl	28.16	28.47	28.74	28.98	29.29	29.4	29.16	29.83	29.96	30.15	30.3	30.3	30.7	30.8
Austria	at	27.4	27.7	27.7	28.1	28.4	28.6	28.8	29	29.2	29.4	29.6	29.7	29.9	
Poland	pl												26.5	26.7	27
Portugal	pt	26	26.1	26.2	26.4	26.5	26.6	26.8	26.9	27	27.1	27.3	27.5	27.7	28
Romania	ro												27.1	27.2	27.5
Slovenia	si	26.57	26.76	27.13	27.6	27.73	27.87	28.18					29.6	30.1	30.1
Slovakia	sk	24.77	24.03	24.3	24.41	24.62	24.88						26.8	27.3	27.7
Finland	fi	27.02	28.61	28.32	28.58	28.63	28.94	29.2	29.29	29.52	29.71	29.95	30.1	30.4	
Sweden	se	29.94	30.14	30.43	30.6	30.82	31.08	31.25	31.55	31.71	32.09	32.37	32.3	32.5	32.9
United Kingdom	uk	27.18	27.41	27.71	27.96	28.22	28.49	28.79	29.03	29.16	29.5	29.3			
Croatia	hr	26.97	27.05	27.29	26.89	27.21	27.45	27.8				28.2	28.6		
Turkey	tr														
Iceland	is	29.17	28.77	29.63	29.73	30.44	30.43	30.75	31.72	31.76	31.67	32.04	31.7	32.3	32.4
Liechtenstein	li	:										31.4	31.4		
Norway	no	28.68	27.79	29.05	29.33	29.68	29.79	30.19	30.36	30.74	30.98		30.8	30.9	31.6
Switzerland	ch	29.2	29.25	29.23	29.41	29.64	29.76	29.77	29.4	30.11	30.27	30.29	30.7	30.5	30.7
United States	us	26.9													
Japan	jp	28.4	28.4	28.4	28.4	28.5									

Source: Eurostat, Extraction: 18.01.07; Last update: 20.12.06

Mean age at first marriage - females															
		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
European Union (15 countries)	eu15	25.28	25.53	25.81	26.04	26.31	26.52								
Belgium	be	24.25	24.42	24.67	24.9	25.18	25.36	25.56	25.68	26.45	26.05	26.28	26.5	26.7	27.1
Bulgaria	bg	21.4	21.5	21.6	21.9	22.3	22.6	22.85	23.1		23.54	24.14	24.3	24.5	24.9
Czech Republic	cz	21.1	21.4	21.6	21.7	22	22.4	22.9	23.3		24.1	24.5	24.8	25.2	25.6
Denmark	dk	27.6	27.84	28.05	28.49	28.93	29.02	29.73	29.86	29.44	29.64	29.49	29.5	29.6	30.1
Germany (incl. ex-GDR from 1991)	de	25.26	25.64	25.83	26.09	26.28	26.43	26.57	26.74	26.93	27.2	27	27.2		28.1
Estonia	ee	22.5	22.4	22.5	23	23.5	23.5	23.7	24	24.3	24.5	24.8	25.2	25.5	
Ireland	ie	26.46	26.71	26.93	27.28	27.62	27.9	28.2							
Greece	gr	24.65	24.94	25.21	25.3	25.56	25.73	26.01	26.31	26.5	26.6			27.3	
Spain	es	25.33	25.66	25.96	26.27	26.59	26.79	27.08	27.31	27.49	27.7	27.8		28.3	
France métropolitaine	fx	25.55	25.79	26.08	26.42	26.73	26.92	27.38	27.6	27.68	27.8	28	28.1	28.2	
Italy	it	25.58	25.76	25.98	26.12	26.39	26.67	26.84	27.05		27	27.4			
Cyprus	cy											26.1		27.1	27.3
Latvia	lv	22.3	22.2	22.3	22.4	22.6	22.9	23.2	23.6	23.9	24.2	24.5	24.7	24.8	24.8
Lithuania	lt	22.4	22.3	22.1	22.1	22.2	22.3	22.4	22.7	22.8	23.1	23.6	23.9	24.1	24.4
Luxembourg (Grand-Duché)	lu	25.41	25.92	25.98	25.68	26.32	26.6	26.48	27.14	27.24	27.38	27.09	27.5	27.7	27.9
Hungary	hu	21.5	21.5	21.6	21.7	22	22.2	22.6			24.23	24.64	25.1	25.5	25.8
Malta	mt													25.5	26.5
Netherlands	nl	25.88	26.21	26.48	26.68	26.99	27.1	26.74	27.42	27.57	27.69	27.81	27.9	28.2	28.4
Austria	at	24.9	25.1	25.3	25.6	25.8	26.1	26.3	26.6	26.7	27	27.2	27.2	27.4	27.7
Poland	pl	22.7	22.8	22.2	21.9	22	22	22.3	22.5		24.07	23.89	24.1	24.4	24.7
Portugal	pt	23.94	24.1	24.2	24.4	24.5	24.7	24.8	24.9	25	25.2	25.3	25.6	25.9	26.1
Romania	ro	22	22	22.1	22.2	22.4	22.8	22.9	23		23.17	23.36	23.6	23.8	24.1
Slovenia	si	23.76	23.96	24.23	24.72	24.9	25.18	25.4	25.6		26.33	26.69	27	27.4	27.5
Slovakia	sk	21.75	21.56	21.3	22.12	22.32	22.56	21.6			23.21	23.98	24.2	24.6	25
Finland	fi	24.97	26.57	26.36	26.63	26.73	27.01	27.26	27.3	27.52	27.71	27.97	28.1	28.5	28.8
Sweden	se	27.47	27.65	27.95	28.07	28.45	28.67	28.92	29.13	29.33	29.81	30.12	29.9	30.1	30.5
United Kingdom	uk	25.03	25.3	25.6	25.84	26.11	25.87	26.67	26.87	27.01	27.3	27.2			
Croatia	hr	23.27	23.33	23.66	23.68	23.92	24.12	24.34			25.31	25.3	25.4	25.5	25.6
Turkey	tr														
Iceland	is	26.83	26.8	27.35	27.73	28.5	28.38	28.81	30.1	29.71	29.76	29.88	29.6	30.3	30.5
Liechtenstein	li											29.8	29.4	29	29.8
Norway	no	26.25	25.6	26.63	26.85	27.09	27.34	27.69	27.94	28.26	28.64		28.5	28.6	29.1
Switzerland	ch	26.8	26.92	26.91	27.06	27.22	27.35	27.31	27.48	27.68	27.72	27.85	28.1	28.2	28.4
United States	us	25													
Japan	jp	25.9	25.9	26	26.1	26.2									

Source: Eurostat, Extraction: 18.01.07; Last update: 20.12.06

Share of life births outside marriage in total life births (%)																	
		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25						21.8	22.9	23.6								
Belgium	be	11.6	12.6	13.6	14.5	15.8	17.3	19.1	21.0								
Bulgaria	bg	12.4	15.5	18.5	22.1	24.5	25.7	28.1	30.0	31.5	35.1	38.4	42.0	42.8	46.1	48.7	49.0
Czech Republic	cz	8.6	9.8	10.7	12.7	14.5	15.6	16.9	17.8	19.0	20.6	21.8	23.5	25.3	28.5	30.6	31.7
Denmark	dk	46.4	46.5	46.4	46.8	46.9	46.5	46.3	45.1	44.8	44.9	44.6	44.6	44.6	44.9	45.4	45.7
Germany (incl. ex-GDR from 199	de	15.3	15.1	14.9	14.8	15.4	16.1	17.0	18.0	20.0	22.1	23.4	25.0	26.1	27.0	27.9	29.2
Estonia	ee	27.2	31.2	33.9	38.2	41.0	44.2	48.1	51.6	52.5	54.2	54.5	56.2	56.3	57.8	58.0	58.5
Ireland	ie	14.6	17.2	18.0	19.9	20.8	22.3	25.3	26.8	28.7	31.1	31.5	31.2	31.1		32.3	32.0
Greece	gr	2.2	2.4	2.6	2.8	2.9	3.0	3.3	3.5	3.8	3.9	4.0	4.3	4.4	4.8	5.1	5.1
Spain	es	9.6	10.0	10.5	10.8	10.8	11.1	11.7	13.1	14.5	16.3	17.7	19.7	21.8	23.4	25.1	27.3
France	fr									41.7	42.7	43.6	44.7	45.2	46.2	47.4	48.4
France métropolitaine	fx	30.1	31.8	33.2	34.9	36.1	37.6	38.9	40.0	40.7	41.7	42.6	43.7	44.3	45.2	46.4	47.4
Italy	it	6.5	6.7	6.7	7.4	7.8	8.1	8.3	7.0		9.2	9.7	9.9	10.9	13.0		13.8
Cyprus	cy	0.7	0.8	1.1	0.8	1.0	1.4	1.5	1.6	2.1	2.2	2.3		3.5	3.5	3.3	4.4
Latvia	lv	16.9	18.4	19.6	23.0	26.4	29.9	33.1	34.8	37.1	39.1	40.3	42.1	43.1	44.2	45.3	44.6
Lithuania	lt	7.0	7.0	7.9	9.1	10.9	12.8	14.3	16.5	18.0	19.8	22.6	25.4	27.9	29.5	28.7	28.4
Luxembourg (Grand-Duché)	lu	12.8	12.2	12.7	12.9	12.7	13.1	15.0	16.8	17.5	18.6	21.9	22.3	23.2	25.0	26.1	27.2
Hungary	hu	13.1	14.1	15.6	17.6	19.4	20.7	22.6	25.0	26.6	28.0	29.0	30.3	31.4	32.3	34.0	35.0
Malta	mt	1.8	2.0	2.3	2.2	2.9	4.6	5.8	7.4	7.9		10.9	12.9	14.6	16.8	19.1	20.2
Netherlands	nl	11.4	12.0	12.4	13.1	14.3	15.5	17.0	19.2	20.8	22.7	24.9	27.2	29.1	30.7	32.5	34.9
Austria	at	23.6	24.8	25.2	26.3	26.8	27.4	28.0	28.8	29.5	30.5	31.3	33.1	33.8	35.3	35.9	36.5
Poland	pl						9.5	10.2	11.0	11.6	11.7	12.1	13.1	14.4	15.8	17.1	18.5
Portugal	pt	14.7	15.6	16.1	17.1	17.8	18.7	18.7	19.6	20.1	20.9	22.2	23.8	25.5	26.9	29.1	30.7
Romania	ro				17.0		19.7	20.7	22.2	23.0	24.1	25.5	26.7	26.7	28.2	29.4	28.5
Slovenia	si	24.5	26.4	27.7	28.0	28.8	29.8	31.9	32.7	33.6	35.4	37.1	39.4	40.2	42.5	44.8	46.7
Slovakia	sk	7.6	8.9	9.8	10.6	11.7	12.6	14.0	15.1	15.3	16.9	18.3	19.8	21.6	23.3	24.8	26.0
Finland	fi	25.2	27.4	28.9	30.3	31.3	33.1	35.4	36.5	37.2	38.7	39.2	39.5	39.9	40.0	40.8	40.4
Sweden	se	47.0	48.2	49.5	50.4	51.6	53.0	53.9	54.1	54.7	55.3	55.3	55.5	56.0	56.0	55.4	55.4
United Kingdom	uk	27.9	29.8	30.8	31.8	32.0	33.6	35.5	36.7	37.6	38.8	39.5	40.1	40.6	41.5	42.3	42.9
Croatia	hr	7.0	7.5	7.7	7.7	7.6	7.5	7.1	7.3		8.2	9.0	9.4	9.6	10.1	10.4	10.5

Source: IHS, data from Eurostat, Date of extraction: 20.02.2007; Last update: 15.02.2007

Employment rate (15 to 64 years), males, annual averages

Countries		1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (27 countries)	eu27									70.8	70.9	70.3	70.3	70.3	70.8
European Union (25 countries)	eu25						70.2	70.6	71	71.2	71.3	71	70.8	70.9	71.3
European Union (15 countries)	eu15	72.8	71	70.4	70.5	70.4	70.6	71.2	72.1	72.8	73.1	72.8	72.7	72.7	72.9
New Member States	nms10						67.9	67.3	65.6	63.7	62.6	61.8	61.7	62	63.3
Euro area (EA11-2000, EA12-2006, EA13)	ea	72.1	70.2	69.4	69.3	69	69.2	69.8	70.8	71.6	72	71.7	71.6	71.6	71.8
Belgium	be	68.2	67	66.6	66.9	66.9	67.1	67.1	68.1	69.5	68.8	68.3	67.3	67.9	68.3
Bulgaria	bg									54.7	52.7	53.7	56	57.9	60
Czech Republic	cz							76	74	73.2	73.2	73.9	73.1	72.3	73.3
Denmark	dk	77.4	75.8	77.5	79.9	80	80.5	79.9	80.8	80.8	80.2	80	79.6	79.7	79.8
Germany (including ex-GDR from 1991)	de	76.7	74.9	74.1	73.7	72.6	71.9	71.9	72.8	72.9	72.8	71.8	70.9	70.8	71.2
Estonia	ee								69.6	65.8	64.3	65	66.5	67.2	66.4
Ireland	ie	65.1	64.8	65.9	67.1	67.5	69.1	72.1	74.5	76.3	76.6	75.4	75.2	75.9	76.9
Greece	gr	72.4	72.1	72.4	72.5	72.7	72.1	71.7	71.1	71.5	71.4	72.2	73.4	73.7	74.2
Spain	es	67.1	63	61.8	62.5	62.9	64.5	66.8	69.3	71.2	72.5	72.6	73.2	73.8	75.2
France	fr	68.7	67.3	66.8	67.2	67	66.9	67.4	68	69.2	69.7	69.5	69.4	69	68.8
Italy	it		69.3	67.7	66.9	66.7	66.5	66.8	67.3	68	68.5	69.1	69.6	70.1	69.9
Cyprus	cy									78.7	79.3	78.9	78.8	79.8	79.2
Latvia	lv							65.1	64.1	61.5	61.9	64.3	66.1	66.4	67.6
Lithuania	lt							66.2	64.3	60.5	58.9	62.7	64	64.7	66.1
Luxembourg (Grand-Duché)	lu	76.5	76.4	74.9	74.4	74.3	74.3	74.5	74.5	75	75	75.1	73.3	72.8	73.3
Hungary	hu					59.5	59.7	60.5	62.4	63.1	62.9	62.9	63.5	63.1	63.1
Malta	mt									75	76.2	74.7	74.5	75.1	73.8
Netherlands	nl	75.9	74.6	74.5	75.3	76.5	78.8	80.2	80.9	82.1	82.8	82.4	81.1	80.2	79.9
Austria	at			78.1	78.5	77.3	77.1	77	77.6	77.3	76.4	76.4	76.4	74.9	75.4
Poland	pl						66.8	66.5	64.2	61.2	59.2	56.9	56.5	57.2	58.9
Portugal	pt	78.1	75.8	74.5	73.5	73.9	75.5	75.9	75.8	76.5	77	76.5	75	74.2	73.4
Romania	ro						71.9	70.4	69	68.6	67.8	63.6	63.8	63.4	63.7
Slovenia	si					66	67	67.2	66.5	67.2	68.6	68.2	67.4	70	70.4
Slovakia	sk							67.8	64.3	62.2	62	62.4	63.3	63.2	64.6
Finland	fi	66.6	62.5	62	64.2	65.4	66.2	67.8	69.2	70.1	70.8	70	69.7	69.7	70.3
Sweden	se	78.8	73	72	73.1	72.6	71.7	72.8	74	75.1	75.7	74.9	74.2	73.6	74.4
United Kingdom	uk	75	73.9	74.5	75.1	75.5	76.6	77.3	77.7	77.8	78	77.6	77.7	77.8	77.6
Croatia	hr											60.5	60.3	61.8	61.7
Turkey	tr									71.8	69.4	66.9	65.9	67.8	68.2
Iceland	is												86.3	85.8	86.9
Norway	no									81.3	80.7	79.9	78.3	77.9	77.8
Switzerland	ch					86.9	85.9	87.2	87.2	87.3	87.6	86.2	85.1	84.5	83.9
United States	us	78.3	78.7	79	79.5	79.7	80.1	80.5	80.5	80.6	79.4	78	76.9	77.2	77.6
Japan	jp	82.2	82.3	81.9	81.9	82.1	82.4	81.7	81	80.9	80.5	79.9	79.8	80	80.4

Source: Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Employment rate (15 to 64 years), females, 1992-2005

Countries		1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (27 countries)	eu27									53.7	54.3	54.4	54.8	55.4	56
European Union (25 countries)	eu25						51.1	51.8	52.9	53.6	54.3	54.7	55	55.7	56.3
European Union (15 countries)	eu15	49.7	49.2	49.3	49.7	50.2	50.8	51.6	53	54.1	55	55.6	56	56.8	57.4
New Member States	nms10						52.7	52.8	52.5	51.3	50.7	50	50.2	50.2	50.7
Euro area (EA11-2000, EA12-2006, EA13)	ea	47.1	46.5	46.5	46.9	47.4	48	48.9	50.4	51.7	52.4	53.1	53.6	54.5	55.2
Belgium	be	44.3	44.5	44.6	45	45.4	46.5	47.6	50.4	51.5	51	51.4	51.8	52.6	53.8
Bulgaria	bg									46.3	46.8	47.5	49	50.6	51.7
Czech Republic	cz							58.7	57.4	56.9	56.9	57	56.3	56	56.3
Denmark	dk	69.7	68.2	66.9	66.7	67.4	69.1	70.2	71.1	71.6	72	71.7	70.5	71.6	71.9
Germany (including ex-GDR from 1991)	de	55.9	55.1	55.1	55.3	55.3	55.3	55.8	57.4	58.1	58.7	58.9	58.9	59.2	59.6
Estonia	ee							60.3	57.8	56.9	57.4	57.9	59	60	62.1
Ireland	ie	37.1	38.5	40.1	41.6	43.2	45.9	49	52	53.9	54.9	55.4	55.7	56.5	58.3
Greece	gr	36.2	36.6	37.3	38.1	38.7	39.3	40.5	41	41.7	41.5	42.9	44.3	45.2	46.1
Spain	es	31.5	30.7	30.7	31.7	33.1	34.6	35.8	38.5	41.3	43.1	44.4	46.3	48.3	51.2
France	fr	51.4	51.5	51.6	52.1	52.2	52.4	53.1	54	55.2	56	56.7	57.3	57.4	57.6
Italy	it		35.8	35.4	35.4	36	36.4	37.3	38.3	39.6	41.1	42	42.7	45.2	45.3
Cyprus	cy									53.5	57.2	59.1	60.4	58.7	58.4
Latvia	lv							55.1	53.9	53.8	55.7	56.8	57.9	58.5	59.3
Lithuania	lt							58.6	59.4	57.7	56.2	57.2	58.4	57.8	59.4
Luxembourg (Grand-Duché)	lu	45.7	44.8	44.4	42.6	43.8	45.3	46.2	48.6	50.1	50.9	51.6	50.9	51.9	53.7
Hungary	hu					45.2	45.4	47.2	49	49.7	49.8	49.8	50.9	50.7	51
Malta	mt									33.1	32.1	33.9	33.6	32.7	33.7
Netherlands	nl	51.8	52.2	53.2	53.8	55.8	58	60.1	62.3	63.5	65.2	66.2	66	65.8	66.4
Austria	at			58.9	59	58.4	58.6	58.8	59.6	59.6	60.7	61.3	61.6	60.7	62
Poland	pl						51.3	51.7	51.2	48.9	47.7	46.2	46	46.2	46.8
Portugal	pt	55.9	55	54.4	54.4	54.9	56.5	58.2	59.4	60.5	61.3	61.4	61.4	61.7	61.7
Romania	ro						59.1	58.2	57.5	57.5	57.1	51.8	51.5	52.1	51.5
Slovenia	si					57.1	58	58.6	57.7	58.4	58.8	58.6	57.6	60.5	61.3
Slovakia	sk							53.5	52.1	51.5	51.8	51.4	52.2	50.9	50.9
Finland	fi	63.7	59.5	58.7	59	59.4	60.3	61.2	63.4	64.2	65.4	66.2	65.7	65.6	66.5
Sweden	se	73.1	69.7	68.5	68.8	68.1	67.2	67.9	69.4	70.9	72.3	72.2	71.5	70.5	70.4
United Kingdom	uk	60.8	60.8	61.2	61.7	62.5	63.1	63.6	64.2	64.7	65	65.2	65.3	65.6	65.9
Croatia	hr											46.7	46.7	47.8	48.6
Turkey	tr									25.8	26.3	27	25.7	24.3	23.8
Iceland	is												80.1	78.8	80.5
Norway	no									73.6	73.6	73.7	72.6	72.2	71.7
Switzerland	ch					67.1	67.8	68.8	69.6	69.3	70.6	71.5	70.7	70.3	70.4
United States	us	63.5	64	65.2	65.8	66.3	67.1	67.4	67.6	67.8	67.1	66.1	65.7	65.4	65.6
Japan	jp	56.9	56.6	56.5	56.4	56.8	57.6	57.2	56.7	56.7	57	56.5	56.8	57.4	58.1

Source: Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Employment rate (25 to 54 years), males

Countries		1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (27 countries)	eu27									85.6	85.5	84.8	84.7	84.7	85.1
European Union (25 countries)	eu25						85.1	85.4	85.7	86	85.9	85.4	85.2	85.2	85.5
European Union (15 countries)	eu15	87.3	85.7	85.2	85.4	85.2	85.3	85.8	86.5	87.2	87.3	86.8	86.5	86.4	86.6
New Member States	nms10						83.8	83.4	81.7	79.8	78.8	78	78.2	78.7	80.1
Euro area (EA11-2000, EA12-2006, EA13)	ea	87.8	86.1	85.3	85.4	85.1	85.1	85.5	86.4	87.1	87.3	86.7	86.3	86.2	86.3
Belgium	be	87.7	86.6	86.1	86.2	86.1	86	85.6	86.3	87.3	86.5	86.1	85	85.8	86.1
Bulgaria	bg									70.8	68.4	69	71.4	73.5	75.7
Czech Republic	cz							91.3	89.5	89.3	89.7	90.2	89.7	89.2	89.8
Denmark	dk	85.8	84	85.5	87	88	88.3	88.5	88.6	88.5	88.2	88.4	87.9	87.6	88.3
Germany (including ex-GDR from 1991)	de	89.4	87.9	87.2	87	86.1	85.7	85.8	86.9	87.2	86.9	85.6	84.3	83.9	83.7
Estonia	ee							82	78.6	78.4	78.7	80.3	81	81.6	81.9
Ireland	ie	78.6	78.4	79.7	81	81.8	82.6	84.9	86.9	88.2	88.6	87.4	87	87.8	88.4
Greece	gr	90.1	89.9	89.9	89.8	90.2	89.7	88.8	88.2	88.5	88.5	88.7	89.3	89.3	89.5
Spain	es	82.2	78.8	77.8	78.6	79	80.2	82.2	84.5	85.7	85.9	85.7	85.9	86.1	86.9
France	fr	88.2	86.9	86.4	86.7	86.3	86	86.1	86.5	87.7	88.1	87.4	87.1	86.9	87
Italy	it		87.1	85.4	84.5	84.2	83.9	84	84.3	84.9	85.5	86	86.5	86.7	86.6
Cyprus	cy									92.6	93.4	93	92.2	92.5	91.8
Latvia	lv							79.5	77.8	74.8	76.7	78.1	80.7	80.4	81.7
Lithuania	lt							79.2	77.3	74	73.3	78	79.8	81.7	83.3
Luxembourg (Grand-Duché)	lu	93.7	93.2	92.5	92.2	92.1	92.1	92.8	92.8	92.9	93.2	93.1	91.6	92.2	92.8
Hungary	hu					77.7	77.4	76.8	78.7	79.2	79.4	79.7	80.1	80.5	80.3
Malta	mt									88.1	90	88.5	88.3	88.8	88.9
Netherlands	nl	89.1	87.7	87.4	88	89.3	90.7	91.4	91.7	92.2	92.7	91.8	90.6	90.2	90.3
Austria	at			90.3	91	90.1	90.4	90.5	90.8	91.3	90.6	91.1	91.1	89.4	89.1
Poland	pl						82.8	83.1	80.5	77.6	75.4	73	73	73.9	76.1
Portugal	pt	91	90.4	89.3	89	88.8	89.1	89.8	89.6	89.9	90.1	89.2	87.8	87.4	86.7
Romania	ro						87.4	85.3	84.3	83.7	82.8	79.6	80.1	79.2	80
Slovenia	si					84.9	84.3	85.2	85.2	85.7	87	86.7	85.7	86.4	86.4
Slovakia	sk							84.9	81.7	79.6	79	79.5	80.5	80	81.4
Finland	fi	80.7	76.4	76.5	79	80.2	80.6	82.4	83.5	84.3	84.7	83.8	83.3	83.8	84.4
Sweden	se	87.9	83.6	82.7	84	83.3	82.5	83.4	84.4	85.8	86.6	85.9	85.3	85	86.6
United Kingdom	uk	84.5	83.6	84.1	84.7	84.8	85.8	86.6	87	87.5	87.5	87.4	87.6	87.7	87.8
Croatia	hr											77.6	77.2	77.7	77.9
Turkey	tr									85	82.4	80.2	79.9	81.2	81.5
Iceland	is												91.9	91.9	92.3
Norway	no									88.9	89	88.3	86.3	86.3	86.5
Switzerland	ch					94.3	93.2	94.3	95.1	95.2	95.3	93.9	92.4	92.3	92.6

Source: Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Employment rate (25 to 54 years), females

Source: Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Countries		1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (27 countries)	eu27									66.3	66.9	67.1	67.5	68.4	68.8
European Union (25 countries)	eu25						63.4	64.2	65.4	66.1	66.8	67.1	67.6	68.5	68.9
European Union (15 countries)	eu15	60.4	60.2	60.4	61	61.8	62.3	63.2	64.7	65.8	66.7	67.3	67.7	68.8	69.1
New Member States	nms10						69.1	69.3	69	67.6	67.1	66.6	66.9	67	67.4
Euro area (EA11-2000, EA12-2006, EA13)	ea	58.1	57.9	58.2	58.8	59.6	60.2	61.2	62.8	64.1	64.7	65.4	66	67.2	67.6
Belgium	be	58.1	59	59.2	60	60.7	61.8	62.8	65.8	67.2	66.5	66.8	67.8	68.5	70.4
Bulgaria	bg									66.3	65.9	66.1	67.1	68.8	70.3
Czech Republic	cz							76	74.2	73.7	74.4	74.7	73.5	73.4	74
Denmark	dk	78.6	76.9	75.1	75.4	75.7	76.7	77.6	79.2	79.8	80.6	79.8	79	79.8	80.6
Germany (including ex-GDR from 1991)	de	66.1	65.4	65.8	66.4	67	67.3	68.3	70.3	71.2	71.6	71.6	71.4	72.1	71
Estonia	ee							75.9	74.8	73.1	73.5	73.6	74.8	76.2	77.5
Ireland	ie	42.2	44.2	46.5	49	51.2	53.8	57.1	60	62.4	64	64.7	64.8	65.8	67.3
Greece	gr	46.4	47.1	48.2	49.1	49.9	50.8	51.5	51.9	52.7	52.8	54.5	56.4	57.6	58.5
Spain	es	38.8	38.5	38.9	40.3	42.2	43.8	45.1	47.9	51	52.9	54.4	56.6	58.9	61.5
France	fr	66.4	66.8	67	67.6	67.7	67.7	68.3	69	70.1	71.1	71.7	72	72.5	72.9
Italy	it		46.6	46.3	46.6	47.3	47.6	48.5	49.6	50.9	52.8	54	54.9	57.8	57.9
Cyprus	cy									64.6	69	72	73.6	72.8	72.2
Latvia	lv							72.7	71.6	72.5	74.3	74.3	74.9	75.5	75.3
Lithuania	lt							77.4	77.9	76.3	74.8	75.8	78	77.3	78.8
Luxembourg (Grand-Duché)	lu	53	52.8	52.9	51.4	53.9	56.1	56.9	60.5	63	63.9	64.6	63.8	66.2	68.4
Hungary	hu					62.9	62.5	63.9	66.1	66.9	67	66.5	67.4	67	67.2
Malta	mt									32.7	31.4	34.2	34.7	34.8	35.4
Netherlands	nl	58	59.2	60.3	61.3	63.7	66.3	68.3	70.2	70.8	72.5	73.6	74.4	74.6	75.5
Austria	at			68.8	70.1	70.3	71	71.3	73	73.8	75.2	76.2	76.9	75.8	76
Poland	pl						66.6	67.5	67	64.3	63	61.9	62.1	62.6	63.1
Portugal	pt	66.4	67.2	67.1	67.4	67.8	68.9	70.7	72	73.9	74.7	74	74.3	74.9	74.9
Romania	ro						74	72.7	72	71.2	70.6	65.9	66	66.6	66.5
Slovenia	si					77.8	77.5	77.8	78	79.3	80.1	80	79.3	81.2	81.1
Slovakia	sk							72.1	70.6	69.8	70.7	70.6	71.5	69.3	69.2
Finland	fi	78.3	74.1	73.7	73.7	74.2	74.7	75.7	77.1	77.3	78.1	79.2	78.9	78.2	79
Sweden	se	87	83.6	81.9	81.8	80.7	79.1	79.5	80.9	81.9	82.5	82.4	81.7	80.9	81.1
United Kingdom	uk	68.4	68.8	69.2	69.7	70.5	71.3	71.8	72.7	73.2	73.5	73.7	73.8	74.2	74.8
Croatia	hr											63.1	63.2	64.3	65.7
Turkey	tr									27.3	28.1	28.8	27.8	26.3	26.3
Iceland	is												84.6	82.8	82.9
Norway	no									81.6	81.1	80.8	79.7	79.8	79.9
Switzerland	ch					72.8	73.5	75.5	75.1	75.6	76.8	78	77.3	77.1	77.5

Part-time workers in % of total employment, males

Countries		1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (27 countries)	eu27									6.5	6.6	6.6	6.7	7	7.4
European Union (25 countries)	eu25						5.9	6	6.1	6.1	6.2	6.5	6.6	7	7.4
European Union (15 countries)	eu15	4.2	4.5	4.9	5.2	5.4	5.7	6	6.1	6.1	6.2	6.6	6.7	7.2	7.7
New Member States	nms10						7.5	6.1	5.9	5.9	5.8	5.9	5.7	5.8	5.5
Euro area (EA11-2000, EA12-2006, EA13)	ea	3.7	3.9	4.2	4.5	4.7	5	5.4	5.4	5.5	5.5	5.7	5.8	6.3	6.9
Belgium	be	2.3	2.5	2.7	3	3.2	3.5	3.9	5.1	5.5	5.2	5.6	6.4	6.8	7.6
Bulgaria	bg										2.9	2.1	1.9	2.1	1.7
Czech Republic	cz							2.6	2.4	2.2	2.2	2.2	2.3	2.3	2.1
Denmark	dk	10.7	11.1	10.5	10.8	11.4	12.2	11.1	10.4	10.2	10.2	11.1	11.6	12.1	12.7
Germany (including ex-GDR from 1991)	de	2.7	3	3.3	3.6	3.8	4.3	4.7	4.9	5	5.3	5.8	6.1	6.5	7.8
Estonia	ee							5.9	5.9	5.3	5.1	4.8	5.4	5.4	4.9
Ireland	ie	3.8	4.6	4.9	5.1	4.9	6	7.5	7.2	6.9	6.6	6.5	6.6	6.1	
Greece	gr	2.6	2.5	2.8	2.7	3	2.6	3.2	3.4	2.6	2.2	2.3	2.2	2.2	2.3
Spain	es	2.2	2.4	2.6	2.9	3	3	2.9	2.9	2.8	2.8	2.6	2.6	2.8	4.5
France	fr	3.8	4.3	4.8	5.1	5.3	5.5	5.6	5.5	5.3	5	5.2	5.4	5.3	5.7
Italy	it		2.5	2.7	2.9	3	3.1	3.4	3.5	3.7	3.5	3.5	3.2	4.8	4.6
Cyprus	cy								3.4	4.5	5	4	5.5	4.8	5
Latvia	lv							12.5	11	9.7	8.6	7.6	7.9	7.7	6.3
Lithuania	lt									9.2	8.4	9.4	7.4	6.5	5.1
Luxembourg (Grand-Duché)	lu	1	0.9	1.1	1.4	1.1	1	1.5	1.5	1.7	1.4	1.8	1.6	2.5	2.5
Hungary	hu						2	2.3	2.4	2	2.2	2.3	2.8	3.2	2.7
Malta	mt									3	3.2	3.9	3.8	4.1	4.5
Netherlands	nl	15.2	15.3	16.3	16.7	16.9	17.2	18.1	18	19.3	20	21.2	22	22.3	22.6
Austria	at			3.6	3.8	3.7	4.1	4.4	4.2	4.1	4.8	5.1	4.7	4.9	6.1
Poland	pl						8.3	8.1	8	8.2	8.3	8.5	8.2	8.2	8
Portugal	pt	4.1	4.3	4.5	4.2	5.1	5.9	6.1	6.4	6.4	6.7	7	7.3	7.1	7
Romania	ro						12.6	13.5	13.8	14.6	14.9	10.9	10.9	10.2	10
Slovenia	si								5.2	5.3	5	4.9	5.2	7.9	7.2
Slovakia	sk							1.1	1.2	1.1	1.2	1.1	1.3	1.4	1.3
Finland	fi	7.3	8	8.2	8.2	8	7	7.3	7.7	8	7.9	8.3	8.7	9	9.2
Sweden	se		6.8	7.3	7.3	7.4	7.5	7.4	8	8.2	10.8	11.1	11.2	12	11.5
United Kingdom	uk	6.3	7	7.5	7.8	8.4	8.5	8.5	8.8	8.9	9.1	9.6	10.2	10.3	10.4
Croatia	hr											6.6	6.3	6.3	7.3
Turkey	tr									5.5	3.2	4	3.7	3.9	3.3
Iceland	is												9.4	9.2	8.7
Norway	no						8.7	9.2	9.3	9.9	10.6	11.2	11.2	14	14.6
Switzerland	ch					8.7	9.2	9.3	9.9	10.8	11.5	10.9	11.6	11.8	11.8

Source: Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Part-time workers in % of total employment, females

Countries		1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (27 countries)	eu27									28.9	28.6	28.5	29	30	31
European Union (25 countries)	eu25						29.8	29.3	29.6	29.5	29.6	29.7	30.3	31.4	32.4
European Union (15 countries)	eu15	28.8	29.6	30.4	31	31.5	32.2	33	33.2	33.2	33.3	33.3	33.9	35.1	36.3
New Member States	nms10						12.2	10.8	10.8	10.7	10.2	10.4	10.6	11	10.9
Euro area (EA11-2000, EA12-2006, EA13)	ea	25.2	26.1	27.2	28	28.5	29.5	30.6	31.1	31.3	30.9	30.9	31.5	33	34.8
Belgium	be	28.9	29.2	29.3	30.5	31.4	32.4	34.5	36.9	37.4	36.9	37.4	39.1	40.5	40.5
Bulgaria	bg										3.6	3	2.6	2.7	2.5
Czech Republic	cz							9.9	9.9	9.3	8.5	8.3	8.5	8.3	8.6
Denmark	dk	37.1	37	35	35.4	34.7	34.9	35.5	34.7	34.1	31.6	30.3	32.7	33.8	33
Germany (including ex-GDR from 1991)	de	30.9	32.1	33.2	33.7	33.9	35.3	36.4	37.2	37.9	39.3	39.5	40.8	41.6	43.8
Estonia	ee							11.4	10.4	10.9	11.3	10.7	11.8	10.6	10.6
Ireland	ie	18.7	20.8	21.6	22.4	22	25.4	30	30.1	30.3	30.7	30.6	31	31.5	
Greece	gr	8.1	7.7	8	8.4	8.7	8.5	10	10	7.8	7.2	8	7.7	8.5	9.3
Spain	es	13.8	14.5	15	16.4	16.5	17	16.8	17.1	16.8	16.8	16.8	17.1	17.9	24.2
France	fr	25.2	26.9	28.3	29.1	30	31.2	31.6	31.4	30.8	30.1	29.8	29.7	30	30.7
Italy	it		11.2	12	12.7	12.9	13.4	14.3	15.6	16.5	16.6	16.9	17.3	25	25.6
Cyprus	cy								11.1	13.9	12.9	11.3	13.2	13.6	14
Latvia	lv							13.1	13.2	12.8	11.9	12	12.7	13.2	10.4
Lithuania	lt									11.1	11.4	12.3	11.8	10.5	9.1
Luxembourg (Grand-Duché)	lu	16.2	17.7	20.5	21.8	20.5	21	22	24	25.1	25.8	25.3	30.7	36.3	38.2
Hungary	hu						5.6	5.5	5.5	5.2	5.2	5.1	6.2	6.3	5.8
Malta	mt									15.5	17.5	18.3	21.3	19.3	21.1
Netherlands	nl	64.4	64.6	66.1	67.4	68.1	67.3	67.6	68.9	71	71.3	73.1	74.1	74.7	75.1
Austria	at			24.5	26.8	27.6	28.5	30.5	32.2	32.2	35	35.9	36	38	39.3
Poland	pl						13.6	13.2	13.6	13.4	12.7	13.4	13.2	14	14.3
Portugal	pt	10.8	11.3	12.3	12.7	14.5	16.6	17.1	16.7	16.4	16.4	16.4	16.9	16.3	16.2
Romania	ro						17.5	18.3	18.2	18.6	18.4	13	12.2	11.2	10.5
Slovenia	si								7.2	7.8	7.4	7.5	7.5	11	11.1
Slovakia	sk							3.8	3.2	3.1	3.5	2.7	3.8	4.2	4.1
Finland	fi	13.7	14.8	14.9	15.4	15.2	15.3	15.9	16.9	17	16.8	17.5	17.7	18.4	18.6
Sweden	se		36	36.2	35.8	34.9	34.7	34.3	33.3	32.3	33	33.1	35.5	36.3	39.6
United Kingdom	uk	43.8	44.1	44.4	44.4	44.6	44.6	44.4	44	44.3	43.9	43.8	44	43.9	42.7
Croatia	hr											10.5	11.2	11.2	13.4
Turkey	tr									19.6	14	13.7	12.8	15.3	13.5
Iceland	is												36.2	36.8	37.5
Norway	no									43	42.9	43.3	45.3	45.4	44.2
Switzerland	ch					53.5	55.2	55.4	56.2	55.6	57.2	57	58.4	58.8	58.8

Source: Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Gender gap in employment (male-female) (15 to 64 years), 2005

Countries		males	females	gender gap
European Union (27 countries)	eu27	70.8	56	14.8
European Union (25 countries)	eu25	71.3	56.3	15
European Union (15 countries)	eu15	72.9	57.4	15.5
New Member States	nms10	63.3	50.7	12.6
Euro area (EA11-2000, EA12-2006, EA13)	ea	71.8	55.2	16.6
Belgium	be	68.3	53.8	14.5
Bulgaria	bg	60	51.7	8.3
Czech Republic	cz	73.3	56.3	17
Denmark	dk	79.8	71.9	7.9
Germany (including ex-GDR from 1991)	de	71.2	59.6	11.6
Estonia	ee	67	62.1	4.9
Ireland	ie	76.9	58.3	18.6
Greece	gr	74.2	46.1	28.1
Spain	es	75.2	51.2	24
France	fr	68.8	57.6	11.2
Italy	it	69.9	45.3	24.6
Cyprus	cy	79.2	58.4	20.8
Latvia	lv	67.6	59.3	8.3
Lithuania	lt	66.1	59.4	6.7
Luxembourg (Grand-Duché)	lu	73.3	53.7	19.6
Hungary	hu	63.1	51	12.1
Malta	mt	73.8	33.7	40.1
Netherlands	nl	79.9	66.4	13.5
Austria	at	75.4	62	13.4
Poland	pl	58.9	46.8	12.1
Portugal	pt	73.4	61.7	11.7
Romania	ro	63.7	51.5	12.2
Slovenia	si	70.4	61.3	9.1
Slovakia	sk	64.6	50.9	13.7
Finland	fi	70.3	66.5	3.8
Sweden	se	74.4	70.4	4
United Kingdom	uk	77.6	65.9	11.7
Croatia	hr	61.7	48.6	13.1
Turkey	tr	68.2	23.8	44.4
Iceland	is	86.9	80.5	6.4
Norway	no	77.8	71.7	6.1
Switzerland	ch	83.9	70.4	13.5
United States	us	77.6	65.6	12
Japan	jp	80.4	58.1	22.3

Source: IHS based on data from Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Gender gap in employment (males-females) (25 to 54 years), 2005

Countries		males	females	gender gaps
European Union (27 countries)	eu27	85.1	68.8	16.3
European Union (25 countries)	eu25	85.5	68.9	16.6
European Union (15 countries)	eu15	86.6	69.1	17.5
New Member States	nms10	80.1	67.4	12.7
Euro area (EA11-2000, EA12-2006, EA13)	ea	86.3	67.6	18.7
Belgium	be	86.1	70.4	15.7
Bulgaria	bg	75.7	70.3	5.4
Czech Republic	cz	89.8	74	15.8
Denmark	dk	88.3	80.6	7.7
Germany (including ex-GDR from 1991)	de	83.7	71	12.7
Estonia	ee	81.9	77.5	4.4
Ireland	ie	88.4	67.3	21.1
Greece	gr	89.5	58.5	31
Spain	es	86.9	61.5	25.4
France	fr	87	72.9	14.1
Italy	it	86.6	57.9	28.7
Cyprus	cy	91.8	72.2	19.6
Latvia	lv	81.7	75.3	6.4
Lithuania	lt	83.3	78.8	4.5
Luxembourg (Grand-Duché)	lu	92.8	68.4	24.4
Hungary	hu	80.3	67.2	13.1
Malta	mt	88.9	35.4	53.5
Netherlands	nl	90.3	75.5	14.8
Austria	at	89.1	76	13.1
Poland	pl	76.1	63.1	13
Portugal	pt	86.7	74.9	11.8
Romania	ro	80	66.5	13.5
Slovenia	si	86.4	81.1	5.3
Slovakia	sk	81.4	69.2	12.2
Finland	fi	84.4	79	5.4
Sweden	se	86.6	81.1	5.5
United Kingdom	uk	87.8	74.8	13
Croatia	hr	77.9	65.7	12.2
Turkey	tr	81.5	26.3	55.2
Iceland	is	92.3	82.9	9.4
Norway	no	86.5	79.9	6.6
Switzerland	ch	92.6	77.5	15.1

Source: IHS based on data from Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Gender gaps in part-time employment (absolute difference in the share of part-time workers in total employment, i.e. female minus male), 2005			
	Male	Female	Gender gap
eu27	7.4	31.0	23.6
eu25	7.4	32.4	25.0
eu15	7.7	36.3	28.6
be	7.6	40.5	32.9
bg	1.7	2.5	0.8
cz	2.1	8.6	6.5
dk	12.7	33.0	20.3
de	7.8	43.8	36.0
ee	4.9	10.6	5.7
ie	6.1	31.5	25.4
gr	2.3	9.3	7.0
es	4.5	24.2	19.7
fr	5.7	30.7	25.0
it	4.6	25.6	21.0
cy	5.0	14.0	9.0
lv	6.3	10.4	4.1
lt	5.1	9.1	4.0
lu	2.5	38.2	35.7
hu	2.7	5.8	3.1
mt	4.5	21.1	16.6
nl	22.6	75.1	52.5
at	6.1	39.3	33.2
pl	8.0	14.3	6.3
pt	7.0	16.2	9.2
ro	10.0	10.5	0.5
si	7.2	11.1	3.9
sk	1.3	4.1	2.8
fi	9.2	18.6	9.4
se	11.5	39.6	28.1
uk	10.4	42.7	32.3
hr	7.3	13.4	6.1
tr	3.3	13.5	10.2

Source: IHS, based on data from Eurostat, Extraction: 11 Jan 07; Last update: 05 Dec 2006

Note: Data for Ireland are 2004 instead of 2005

Share of part-time employment for the reason* of other family or personal responsibilities in total part-time employment of women, 25-49 yrs., 2001-2005, (second quarter of each year), (%)						
Countries		2001	2002	2003	2004	2005
European Union (25 countries)	eu25	38.4	38.4	39.0	41.7	
European Union (15 countries)	eu15	39.4	39.3	40.0	42.8	
Belgium	be	32.7	34.7	32.5	30.7	24.0
Bulgaria	bg					
Czech Republic	cz	29.0	32.3	34.3	38.9	36.5
Denmark	dk			5.6	5.2	10.0
Germany (incl. ex-GDR from 1991)	de	71.1	70.5	68.9	64.6	66.8
Estonia	ee					
Ireland	ie					
Greece	gr			10.4	9.8	12.6
Spain	es	14.9	16.1	14.9	15.9	20.7
France	fr			5.9	6.3	6.4
Italy	it				51.2	42.4
Cyprus	cy	10.0	10.0	9.1	9.1	15.4
Latvia	lv		18.5	20.6	22.9	28.6
Lithuania	lt					
Luxembourg (Grand-Duché)	lu	12.5	12.5	50.0	54.5	41.7
Hungary	hu	9.6	14.3	13.6	11.7	21.3
Malta	mt	40.0		33.3		80.0
Netherlands	nl	9.9	9.3	8.2	7.1	6.7
Austria	at			58.5	54.9	54.0
Poland	pl	17.3	16.5	15.7	16.5	15.6
Portugal	pt	20.8	20.4	19.9	20.3	21.8
Romania	ro		15.2	13.9	14.6	14.4
Slovenia	si					
Slovakia	sk				12.5	
Finland	fi	21.0	19.3	21.2	24.7	25.3
Sweden	se			30.3	31.6	38.6
United Kingdom	uk	66.6	66.3	65.4	66.8	65.3
Croatia	hr			19.4	16.7	19.4

Source: IHS, Eurostat, Date of extraction: 20.07.2007; Last update: 25.01.2007

(*All reasons for part-time employment are: 1) could not find a full-time job; 2) did not want a full-time job; 3) own illness or disability; 4) other family or personal responsibilities; 5) in education or training; 6) no given reason)

Employment rates, females, 25-49 yrs., 1 child aged 0-2 yrs. (%); LFS Quarterly data, second quarter (q02)																	
Countries		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25											64.2	63	63.5	64.4	63.5	62.3
European Union (15 countries)	eu15						58.4	60.1	60.9	62.8	64.4	65.8	65.4	65.5	66.6	65.8	64.9
Euro area (EA11-2000, EA12-2006, EA13)	ea						57.9	59.7	60.4	62.3	64	65.4	64.7	65.3	66.5	65.6	63.4
Belgium	be	71.5	74	74.6	74.8	74.8	74.3	74	79	77	79.8	76.7	75.2	74.5	75.3	75.5	77.8
Bulgaria	bg												40.9	37.4	45.1	47.1	33.5
Czech Republic	cz								22.5	21.1	23.2	21.6	20.9	20.5	21.6	19.2	19
Denmark	dk	79.6	78.1	77.8	72.7												
Germany (including ex-GDR from 1991)	de	45.9	54.5	52.9	52	55.6	53.7	57.5	56.2	59.8	61.8	62	62.7	62.7	63.8	60.2	45.8
Federal Republic of Germany (excl. ex-GDR)	dew	45.9															
Estonia	ee																
Ireland	ie	54.9	56.6	59	62.1	63.6	64.9	67.5	66.7								
Greece	gr	49.9	52.6	55	50	48.1	51.8	51.6	55	54.1	51	52.8	52.9	51.8	54.7	53.1	58.9
Spain	es	38.9	41	41.6	41.4	42.4	40.1	43.3	46.2	49.9	50.2	53.2	51.7	53.9	56.6	58.7	64.5
France	fr														74.9	74.2	74.1
Italy	it	56.9	53.7		51.5	52.9	53.2	53.2	54.2	54.6	57	57.7	57.9	58	58.3	60.2	59.6
Cyprus	cy										100	71	72.8	76	72.8	65.3	66.1
Latvia	lv											50.9	44.4	45	46.3	40.5	
Lithuania	lt													83.3	85.8	73.2	75.9
Luxembourg (Grand-Duché)	lu	47.3	48.3	50.3	47.9	55.8	52	51.3	63.1	61.6	61.3	67.6	71.3	76.4	69.9	75.6	79.1
Hungary	hu											15.6	12.6	16.1	15.6	14	12.2
Malta	mt											32.5	27.7	45.2	30.7	45.6	49.5
Netherlands	nl	47.9	50.8	55.2	58.8	64.3	62.4	68.1	70.4	70.5	76.2	76.7	78.9	78.5	80.4	80.5	80.7
Austria	at										79.6	77.1	83.1	85	82.6	74.8	74.5
Poland	pl												54.1	58.2	62.7	62	55.6
Portugal	pt	70.6	73.4	79.5	80.6	72	74.6	73.9	74.7	78.3	82.5	83.3	83.3	76.9	80.3	82.9	81.7
Romania	ro								71.6	74.2	71.4	67.8	67.9	73.8	78.2	73.2	75.3
Slovenia	si							92.3	93.5			92	94.2	90.3	90.6	83.2	82.3
Slovakia	sk									24.8	43.2	35	28.4	31.6	33.5	28.5	16.9
Finland	fi						48.6	51.3	56.2	55.6							
Sweden	se																
United Kingdom	uk	52.2	54.9	54.5	59.8	59.4	61.8	63	63.9	66.6	67.7	69.8	69	67	67.4	66.9	72.8
Croatia	hr													71.3	63.7	72	71
European Economic Area (EEA)	eea18						60.8	62.2	62.7	62.9	66.4	67.2	69.2	65.5	66.6	65.8	64.9
Iceland	is																
Norway	no						76.6										
Switzerland	ch																

Source: Eurostat, Extraction: 12.01.07; Last update: 08.01.07; Note that these official employment rates may include mothers on parental leave.

Employment rates, females, 25-49 yrs., 2 children, the youngest aged 0-2 yrs. (%); LFS Quarterly data, second quarter (q02)																	
Countries		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25											50	50.7	50.7	51.4	52.4	50.9
European Union (15 countries)	eu15						46.6	47.4	48.8	48.1	50.5	51.6	52.7	52.6	53.5	54.7	52.8
Euro area (EA11-2000, EA12-2006, EA13)	ea						46.4	46.9	47.2	47.5	49.4	50.4	51.3	52.2	53.3	54.1	51.8
Belgium	be	61.7	62.6	67.6	66.4	65.1	69.7	69.9	72.1	69.8	73.5	77.2	73.1	69.9	68.1	71.2	72.7
Bulgaria	bg												36.9	36	33.5	43.8	39.1
Czech Republic	cz								17.8	20.4	17.6	16.7	13.5	14.5	17.7	11.6	15.1
Denmark	dk	76	74.2	75.4	73.3												
Germany (including ex-GDR from 1991)	de	33	42.2	40.7	36.6	36.8	37.7	41.2	43.7	45.7	48.6	47.7	47.9	50.5	53	50.5	36
Federal Republic of Germany (excl. ex-GDR)	dew	33															
Estonia	ee																
Ireland	ie	34.8	36.2	41.1	43.8	48.1	49	51.2	49.2								
Greece	gr	44.3	41.5	43.9	43.9	45.3	45.1	45.9	46.1	48.7	49.5	45	44.8	49.9	52.9	49.8	52.4
Spain	es	31.4	30	29.3	30.4	29.7	31.3	35.1	37.5	36.3	38.2	42.3	41	41.4	43.8	50.4	50.1
France	fr														52.1	54.9	58.1
Italy	it	40.1	40.9		41.5	40.9	41.8	41.6	38.9	42.5	43.7	44.2	46.4	48.2	47.5	49.4	48
Cyprus	cy										100	66.9	74.9	74.9	70.7	79.1	73.6
Latvia	lv												48.6		40.7	51.2	
Lithuania	lt													73.8	79	72.5	81.2
Luxembourg (Grand-Duché)	lu	33.4	28.2	29.4	31.9	41.7	36.7	34.8	40.6	49.1	44.3	52.3	57.6	61.4	57.1	59.7	61.2
Hungary	hu											14.2	12.1	13	10.2	13	13.9
Malta	mt											10	21.6	23.1	24.8	29.8	22.1
Netherlands	nl	33.7	36.3	39.8	43.3	45.3	50	54.2	59.7	59.6	61.8	63.4	68.3	67.9	71	71.3	71.1
Austria	at										69.1	68.5	71.3	70.1	72.1	59.5	54.8
Poland	pl												47.2	48.3	48.6	49.1	48.2
Portugal	pt	69.1	70.3	66.1	68.8	70.3	67.6	66.6	72	68.4	69.4	70.6	72.9	75.9	77.3	75.3	76.8
Romania	ro								66.7	64.4	72.1	74.5	71	69.8	60.1	64.4	61.7
Slovenia	si							88.9	86			82.3	85.5	86.9	88.9	90	79.9
Slovakia	sk									19.7	22.4	23.4	22	17.2	17.6	17.6	19.9
Finland	fi						47	52.5	55.3	38.4							
Sweden	se																
United Kingdom	uk	41.9	42.9	44.4	47.8	46.7	47.6	49.5	55.8	50.5	55.5	57.7	58.7	54.7	54.2	57.4	57.9
Croatia	hr													61.5	56.9	60.4	67.6
European Economic Area (EEA)	eea18						49.1	48.9	50.2	48.1	52.2	52.1	55.6	52.2	53.5	54.7	52.8
Iceland	is																
Norway	no						69.4										
Switzerland	ch																

Source: Eurostat, Extraction: 12.01.07; Last update: 08.01.07. Note that these official employment rates may include mothers on parental leave.

Employment rates, females, 25-49 yrs., 3 children, the youngest aged 0-2 yrs. (%); LFS Quarterly data, second quarter (q02)																	
Countries		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25											33.8	34.9	34.6	34.5	34.7	34.8
European Union (15 countries)	eu15						29.1	31.3	33.6	34.4	34.3	35	35.4	35.1	34.3	35.5	36
Euro area (EA11-2000, EA12-2006, EA13)	ea						28.5	30.7	33.3	33.5	33	33.5	35.2	35.2	34.7	36.3	35.8
Belgium	be	33.9	40.3	38.7	45	43.4	38.4	41.8	49.5	46	43.6	47.3	43.9	45	35.1	45.2	41.9
Bulgaria	bg																
Czech Republic	cz								12.6	14	13.2	13.3	12.4	15	14.1	9.8	12.8
Denmark	dk	65	64.1	66.7	69.1												
Germany (including ex-GDR from 1991)	de	26.7	32.4	30.3	26.3	25.9	23.4	27.2	28.4	30.7	31.2	32.5	32.5	34.1	33.4	32.4	25.7
Federal Republic of Germany (excl. ex-GDR)	dew	26.7															
Estonia	ee																
Ireland	ie	18.1	19.6	21.5	22.3	26.1	29.5	30.9	31.9								
Greece	gr	36.9	32.5	35.1	32.1	33.1	35.7	35.8	37.5	43.3	44.4	46.5	36.2	38.3	34.3	42.3	41.3
Spain	es	20.4	25	24.2	19.2	20.9	22.4	26.3	31.4	23.2	33	29.1	32.3	30.7	29.7	32.4	41.6
France	fr														30.6	31.3	33.5
Italy	it	30	32.2		29.7	30.2	29.8	28.6	33.6	30.6	30.5	30.4	33.8	34.7	33.7	34.9	33.6
Cyprus	cy										100	38.2	37.2	49.5	56.6	53.8	57
Latvia	lv																
Lithuania	lt													59.2	67.2	72.1	
Luxembourg (Grand-Duché)	lu			26	21.4	24.7	29.1	24.9	27.9	23.4	25.4	36.4	35.9	37.9	27.3	25.3	37.7
Hungary	hu											7.8	7.7	7.1			7
Malta	mt											9.8	14.7	11.7	11.8	16.7	26.6
Netherlands	nl	24.8	25.1	29.1	31.1	32	33	37.1	40.8	48.2	44.5	44.4	49	52.8	54.4	55.2	57.7
Austria	at										53.2	54.2	60	54.4	60	43.3	43.4
Poland	pl												43	41.3	46.4	36.3	35.3
Portugal	pt	48.5	53.3	48.1	58.5	58.4	57.2	55	55.7	48.3	40.3	55.4	75	56.6	55.8	60.2	67.6
Romania	ro								55.1	46.2	61.4	59.1	61.5	58.3	52.6	39.1	47.4
Slovenia	si							77.2	83.6			77.8	73.5	73.7	85.1	72.8	75.8
Slovakia	sk									16.6							15.6
Finland	fi						31.3	40.7	45.6	48.2							
Sweden	se																
United Kingdom	uk	29.5	29.9	29.5	30.1	32.5	30.7	32.6	34.1	36.3	37.5	38.3	36.2	34.6	33.2	32.9	36.9
Croatia	hr													45.2	46.9	41.5	58.8
European Economic Area (EEA)	eea18						30.3	31.7	33.7	34.6	34.5	34.7	36.4	34.6	34.3	35.5	36
Iceland	is																
Norway	no						57.6										
Switzerland	ch																

Source: Eurostat, Extraction: 12.01.07; Last update: 08.01.07. Note that these official employment rates may include mothers on parental leave.

Employment rates, females, 25-49 yrs., 1 child aged 3-5 yrs. (%); LFS Quarterly data, second quarter (q02)																	
Countries		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25											65	64.3	66.5	66.7	68	67.9
European Union (15 countries)	eu15						59.6	59.3	59.8	61.1	63.5	65.2	64.7	66.9	66.9	67.9	68
Euro area (EA11-2000, EA12-2006, EA13)	ea						59	58.9	58.7	60.5	62.9	64.3	64.2	66.6	66.4	67.5	67.4
Belgium	be	66.9	69.8	73.5	67.2	66.2	66.4	70.1	71.4	71.7	76.3	71.7	79	66.7	67.5	75.1	65.6
Bulgaria	bg												61.8	62.7	65.1	63.8	65.8
Czech Republic	cz								60.3	61.4	54.9	51.7	53.8	55.4	59.4	59.2	58.1
Denmark	dk	84.7	73.6	74.8	77.1												
Germany (incl. ex-GDR from 1991)	de	54.8	64.3	64.4	61.4	60	61.7	60.9	60.9	60.9	64.6	67.4	67.7	67.4	68.3	67.4	65.6
Federal Republic of Germany (excl. ex-GDR)	dew	54.8															
Estonia	ee									71	66.6	73.1	59.4	68.2	82.4	73.2	81.5
Ireland	ie	39.6	46.1	46.1	45.8	47.3	51.9	55.7	57.2								
Greece	gr	54.3	47.4	49.7	52.2	54.8	55.2	52.8	54.1	56.4	59	57.7	57.7	57.6	51.7	59.6	62.1
Spain	es	40.7	40.3	41.5	40.5	40.3	42.7	42.3	43.6	43.6	49.5	49.5	48.6	55.4	58	59.5	61.9
France	fr														75.1	74.5	73.9
Italy	it	51.5	51.6		50.2	49.5	50.3	50.9	50.8	52.3	53.9	54.5	54.6	56.7	57	59.4	61
Cyprus	cy										100	75.3	78.6	71.9	72.9	69.9	71.9
Latvia	lv												83.6	85.8	80.8	78.9	90.9
Lithuania	lt													72.9	75.5	82.4	84.1
Luxembourg (Grand-Duché)	lu	44.3	50.5	53.8	56.8	53.7	53.5	61.6	57.8	66.8	64.4	75.8	78.2	70.5	70.4	79.8	77.8
Hungary	hu											68.4	67.6	66.9	68.1	69.9	67.2
Malta	mt											39.6	40	37.2	36	33.3	27.5
Netherlands	nl	35.6	43.7	49.5	51.5	52.3	57.1	53.8	61	66.5	61.3	64.4	69.6	70.7	70.5	74.2	74.6
Austria	at										76.3	72.7	72.9	75.5	74.3	81.3	74.4
Poland	pl											60	62.7	62.8	68.5	66.3	
Portugal	pt	75.2	77.8	74.8	79	72.8	74.2	79.5	74.6	80	82	86.4	82.5	84.5	80.9	82.8	82.8
Romania	ro								78.2	72.8	71.3	68.2	72.6	71	69.9	72.8	67.8
Slovenia	si							87	90.6			88.4	89.4	84.6	86	85.6	88.9
Slovakia	sk									60.5	68.6	61.1	64.1	64.2	70.2	68.7	67.9
Finland	fi						69.3	74.9	68.8	82.5							
Sweden	se																
United Kingdom	uk	58.3	59.4	58.4	60.9	61.7	63.8	62.6	67.3	65.6	67.7	71.8	68.2	68.8	69.8	70.6	72.1
Croatia	hr												66.8	66.8	74.5	74.2	
European Economic Area	eea18						61.9	61.9	62.4	62.1	65.9	67.1	67.9	67	66.9	67.9	68
Iceland	is																
Norway	no						75.2										
Switzerland	ch																

Source: Eurostat, Extraction: 12.01.07; Last update: 08.01.07. Note that these official employment rates may include mothers on parental leave.

Employment rates, females, 25-49 yrs., 2 children, the youngest aged 3-5 yrs. (%); LFS Quarterly data, second quarter (q02)																	
Countries		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25											58	59.3	59.5	59.3	61	61.5
European Union (15 countries)	eu15						52.5	52.7	53.8	54.7	55.7	58.1	59.4	59.8	59.4	60.6	61.6
Euro area (EA11-2000, EA12-2006, EA13)	ea						51.1	51	52.1	53.3	54.2	56.6	58	58.2	58.5	59.9	60.8
Belgium	be	62.7	65.5	65.2	65.4	67.7	67.1	67.6	71.2	71.5	73.4	75	70	65.3	68.2	72.6	77.8
Bulgaria	bg												64.5	58.6	58	65.2	67.4
Czech Republic	cz								59.7	59.2	52.2	50.1	50.8	55.4	53.6	52.3	55.9
Denmark	dk	80.9	79.3	80	77												
Germany (incl. ex-GDR from 1991)	de	45.2	56.4	53.7	49.9	50.9	51.1	48.6	48.3	49.6	53.8	56.5	58.4	57.9	57.1	57	57.1
Federal Republic of Germany (excl. ex-GDR)	dew	45.2															
Estonia	ee									71.2	62.2	56.1	64.6	69.9	61.5	71.8	74.8
Ireland	ie	27.5	32.7	32.5	36.4	39.5	40.3	46.2	47.3								
Greece	gr	41.6	40.4	42.2	44.9	44.2	46.1	47.9	49.4	48.8	51	52.6	52.5	55.1	52	53.7	55.3
Spain	es	31.6	34.8	32.1	32.3	34.8	34.7	34.6	37.9	39.2	39.6	43.7	45.3	46.5	47.3	50.3	54
France	fr														71.4	73.7	72.9
Italy	it	41	39.8		39.2	38.8	39.7	40.2	42.8	41.5	41	41.3	46.1	45.9	46.9	50	51.7
Cyprus	cy										100	67.8	67.6	72.8	74.8	74.4	81.4
Latvia	lv												77.8	72.6	77.9	72.1	64.4
Lithuania	lt													79.7	75.4	75.7	73.1
Luxembourg (Grand-Duché)	lu	26.9	39.1	40.6	46.6	43.6	39.4	41	49.9	43.8	47.7	53.6	50.7	54.3	49.7	57.4	62.1
Hungary	hu											58.3	65.3	60.1	62	64.8	57.4
Malta	mt											18.1	10	28.2	25.2	19.9	24.6
Netherlands	nl	37.8	42.3	44.3	46.8	50	49.9	54	51.5	58.4	62.6	69	66.6	67.1	67.5	69.3	72.2
Austria	at										62.1	62.2	62.5	61.9	61.5	68.2	65.8
Poland	pl												56.2	54.9	56.6	63	59.6
Portugal	pt	64.2	68.8	70.7	67.4	66.1	71.5	73	72.2	77.2	76.4	72.3	73.5	74.4	75.6	74.6	75.6
Romania	ro								71	68.5	68.2	66.1	70.6	68.5	66	64.4	65.8
Slovenia	si							86.7	88.8			91.5	91.1	86.7	84.5	89.1	92.1
Slovakia	sk									62.7	59.2	60.6	63.9	58.5	56.8	66.8	60.9
Finland	fi						71.2	76.8	80.6	80.8							
Sweden	se																
United Kingdom	uk	57.8	57.3	56.3	58.8	57.3	59.9	60.9	62.2	61.2	62.7	65.4	65.6	66.3	63.6	64	65.4
Croatia	hr													66.6	60.9	65.2	67
European Economic Area (EEA)	eea18						55.4	55.4	56.3	55.4	58.1	59.9	62.3	59.7	59.4	60.6	61.6
Iceland	is																
Norway	no						78.1										
Switzerland	ch																

Source: Eurostat, Extraction: 12.01.07; Last update: 08.01.07. Note that these official employment rates may include mothers on parental leave.

Employment rates, females, 25-49 yrs., 3 children, the youngest aged 3-5 yrs. (%); LFS Quarterly data, second quarter (q02)																	
Countries		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
European Union (25 countries)	eu25											44.3	44.6	44.6	48.3	46.3	47.2
European Union (15 countries)	eu15						40.1	41.1	40.4	41.3	43.4	45.2	44.8	45.2	49	46.2	47.6
Euro area (EA11-2000, EA12-2006, EA13)	ea						37.9	39	38.7	40	41.7	44.2	44.3	45.2	49.9	46.6	48.4
Belgium	be	44.6	44.3	45.7	49.8	46	46.7	47	52.9	47.1	62.3	54.2	50.5	52.2	53.7	47.6	55.6
Bulgaria	bg																
Czech Republic	cz								45.8	40.7	38.5	32.7	34.6	37.9	39.6	44.3	40.3
Denmark	dk	71.1	73.5	77.4	71.3												
Germany (including ex-GDR from 1991)	de	35.3	41.2	41.8	39	37.9	34.9	34.4	36.4	36.7	39.3	40.6	41.8	40.6	41.4	37.3	38.7
Federal Republic of Germany (excluding ex-G)	dew	35.3															
Estonia	ee																
Ireland	ie	19.7	21.5	23.5	24.9	28.4	29.5	34.2	33.8								
Greece	gr	37.6	32.3	37.2	37.6	36.7	39.4	40	43.9	41.9	40.2	43.6	39.7	48.8	50.9	44.3	53.3
Spain	es	27.3	26.1	26.5	25.5	24.9	28.4	35.4	33.4	27.6	32.1	37.5	48.1	43.3	50.8	46.3	46.7
France	fr														53.5	52.3	57
Italy	it	28.6	24.5		27.5	28.4	29.6	30.2	27.8	31.1	29.2	33.4	31	29.5	36.5	31.6	39.3
Cyprus	cy										100	53.8	59.9	57.1	61.9	53.5	61.4
Latvia	lv																
Lithuania	lt													74	70.4		58.6
Luxembourg (Grand-Duché)	lu				32.9		49.3			37.3	38.8	40.7	35.1	44.8	39.9	37.3	39.1
Hungary	hu											19.9	23.3	17.5	22.1	22.8	27.9
Malta	mt											14.5	3.7	23.4	13.5	5.9	9.7
Netherlands	nl	34.1	36.7	37.8	39.5	40.3	40.6	44.3	44.6	51.3	51.5	56.8	55.9	60.2	54.8	58.4	57
Austria	at										48.2	51.6	54.9	54.6	50.5	50.2	51
Poland	pl												47	42.1	49.4	54.2	48.6
Portugal	pt	57.7	61.8	48.3	51.4	57.6	50.3	43.6	53	53	49.6	75	51.1	60.4	71.2	71.9	57
Romania	ro								56.5	67.6	57.2	61.2	69.1	59.7	68.2	39	38.6
Slovenia	si							78.8	81.5			80.2	82.7	83.2	85	93.4	85.4
Slovakia	sk									50.7	44.3	35.8	46.2	53	29.1	37.5	32.6
Finland	fi						63.9	62.3	60.8	62.9							
Sweden	se																
United Kingdom	uk	46.9	49.2	40	43.7	43.9	47	47.7	45	45.1	48.4	47.9	46.3	45.1	46.2	45.1	45.1
Croatia	hr													51.7	52.2	45.2	46.4
European Economic Area (EEA) (EU-15 plus	eea18						41.9	41.6	41.1	41.5	44.3	45.3	45.1	45	49	46.2	47.6
Iceland	is																
Norway	no						68.6										
Switzerland	ch																

Source: Eurostat, Extraction: 12.01.07; Last update: 08.01.07. Note that these official employment rates may include mothers on parental leave.

Children in registered childcare

	Year	Childcare use (% of children aged 0-2)
Australia	1999	31
Austria	2001	13
Belgium	2000	30
Canada	2001	19
Czech Republic	2000	1
Denmark	1999	64
Finland	2003	25
France	2001	30
Germany	2001	9
Greece	2000	3
Hungary	2003	6-8
Iceland	2003	38
Ireland	1997	12
Italy	1998	6
Japan	2001	18
Korea	2000	7
Luxembourg	--	--
Netherlands	1997	17
New Zealand	2002	40
Norway	1997	40
Poland	2003	2
Portugal	2002	22
Slovak Republic	1999	46
Spain	2000	5
Sweden	2003	65
Switzerland	2003	28
United Kingdom	2003	26
United States	1997	16

Source: Immervoll H., Barber B., 'Can Parents Afford to Work? Childcare costs, tax-benefit policies and work incentives', OECD, 2005

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