Table of Contents

1 - Introduction			3	
1.1	Employ	yment growth	5	
1.2	Employ	yment rates and EU targets	8	
1.3	Unemp	Unemployment rates		
2 - The	abour ı	market for the 25 to 49-year olds	15	
2.1	Prelimi	Preliminary remarks		
	2.1.1	Employment rates	17	
	2.1.2	Unemployment rates	19	
	2.1.3	Part-time work	20	
	2.1.4	Fixed-term contracts	23	
2.2	Employ	yment status by type of household and impact of parenthood	26	
	2.2.1	Household structure	26	
	2.2.2	Employment status according to the household type	28	
	2.2.3	Impact of parenthood on employment rates	32	
3 - Divis	sion of t	time, participation in paid and unpaid family work	37	
3.1	Evolut	ion of weekly working hours	40	
3.2	Paid ar	nd unpaid working hours	42	
3.3	Satisfa	Satisfaction with the work–private life balance		
4 - Fam	ily resp	onsibilities and care services	51	
4.1	Childcare services		53	
	4.1.1	Provision and organisation of childcare services	53	
	4.1.2	Use of formal childcare services	57	
	4.1.3	Quality of childcare and early education services	62	
	4.1.4	Demand for childcare services according to household composition	66	
			67	
	4.1.5	Childcare arrangements other than formal care	67	
	4.1.5 4.1.6	Childcare arrangements other than formal care Labour Force Survey data: a different definition of formal care	71	
4.2	4.1.6	5		
4.2	4.1.6	Labour Force Survey data: a different definition of formal care	71	

Leave a	and family responsibilities	83
5.1 I	Introduction	85
5.2	Maternity / Paternity leave	86
Į.	 5.2.1 Length of leave and financial benefits 5.2.2 Eligibility conditions and job/pension protection 5.2.3 Supplementary provisions: Maternity allowances and birth grants 	86 90 91
5.3 F	Parental leave	93
! ! !	 5.3.1 Length and benefits 5.3.2 Timing and fractionability 5.3.3 Employment protection and safeguard of pension rights 5.3.4 Take-up of parental leave and influencing factors 5.3.5 Mothers' work resumption 	94 95 96 97 101
Workin	ng flexibilities	103
6.1	Working time flexibility: pros and cons	106
6.2	Working hours	109
6	6.2.1 Average length of working time6.2.2 Prevalence of part-time work6.2.3 Children's impact on the length of working time	109 110 112
6.3	Non-standard working hours, atypical work	114
(6.3.1 Shift work6.3.2 Evening and night work6.3.3 Weekend work	115 116 118
6.4 F	Flexible working arrangements and care responsibilities	120
	6.4.1 Working time flexibility6.4.2 Workplace flexibility: working at home or teleworking	120 126
6.5	Contributions of the employer	129
ference	2S	133