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WOMEN AND MEN

Work and life partnership

2019 edition



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WOMEN AND MEN

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Foreword

"Your work is going to feel a large part of your life; to be truly satisfied (...) love what you do."

Steve Jobs

The "*Women and men: work and life partnership*" is a publication presenting a comparative statistical analysis of women and men in Romania, in a variety of areas that reflect social and economic life: demographic phenomena, health, education, income. This edition aims to examine closely reconciliation between work and family life.

As each of us may feel, the pace of daily life grows continuously, and for most people, the biggest challenge is to maintain a balance between the professional and personal life. The reconciliation of the two major components of everyday life is the extent to which a person is equally involved - and with the same satisfaction - in the role at work and in the family. However, we must not forget the fact that social norms and values influence the roles and division of labor by gender. Although influenced by the challenges of the modern society, the Romanian family still remains anchored in its values, but also in its traditional challenges. Therefore it is important to understand, based on statistical data, why there are differences between the values of gender indicators and what can be done about decreasing the discrepancies, where appropriate.

The word "reconciliation" can be replaced by the expression "to bring in harmony", which leads us to the idea that the process of reconciling "work" with "family" is a dynamic one, as a permanent adjustment of the balance pens. Throughout the history, the societies' transitions to higher stages of development have always assumed a higher level of efficiency, especially by reallocating the time for higher value-added activities. For example, during the last century, the working hours decreased significantly as a result of the trade unions' actions, of signing the collective working agreements and legislate for employment regulations. Furthermore, the computerization, robotics and informational communication have significantly influenced the growth of the labour productivity, which led to the earnings growth and maximize the effect of the working time substitution by the leisure time. Thus, the average duration of the working week has steadily decreased in all Member States of the European Union. According to Eurostat data, in 2016, the working week was, on average for all Member States, less than 40 hours, and in some countries, for example in Denmark, the working week was less than 38 hours.

The work reconciliation with the personal life is formulated, at European Union level, as a social problem, stipulated by documents, and a number of policies have been adopted as tools for facilitating it (working time, parental leave and part-time work directives). At the Member States level, there are important differences related to the balance between the professional and family lives, as a consequence of different social policies, but also of various values and traditions. It is also worth mentioning that the labour market is constantly changing. The new labor market is

characterized by a blurring of the boundaries between the physical and digital worlds, thanks to the major technological achievements, with a profound impact on the national economies, the business environment and the personal life of people around the world. Some of the technologies developed in recent years include Big Data manipulation, the algorithms-based management, the artificial intelligence (AI), the Internet of Things (IoT), the nanotechnology and the alternative forms of energy technology.

The sign of equality can never be put between the populations of different countries or between sexes, even when men and women enjoy the same rights and opportunities of the social life, including participation with equal opportunities on the labour market and with the same decision-making power. Their aspirations, necessities and behaviour patterns remain different, but they must be fairly valued and supported. Hence it results the necessity for an objective vision on the social and economic phenomena that are generated by the gender differences. The statistical accuracy and reliability provides the fundamental reference framework for the development of the most appropriate programs and policies whose central element is the human being, regardless of the gender characteristics or other socio-demographic and economic criteria.



Tudorel Andrei
President of the National Institute of Statistics

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1



Reconciliation between work and family life

Life between career and family in the context of employment

Family responsibilities - a women attribute?

Care services - social initiatives associated with the balance between work and personal life



The information presented in this chapter were mainly obtained on the basis of sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey" (AMIGO) during the second quarters of the years 2005, 2010 and 2018¹. The analysis also includes information from other data sources, produced at the National Institute of Statistics at different moments in time.

The smaller areas of economic and socio-professional life can be characterised on the basis of data requiring a greater degree of detail than those resulting from routine statistical surveys, carried out in the framework of official statistics with a certain periodicity. To make this possible, complementary modules are proposed at certain intervals, which bring new, more detailed information. It is also the case of the "Reconciliation between work and family life" module that supplements the employment data provided quarterly by AMIGO. The novelty lies in addressing the employment in connection with the family life of the participants in the economic activity.

Although the three complementary modules of the household labor force survey, carried out so far, have a common overall objective, they also had different specific objectives. Under such circumstances, the additional data of the first round of the year 2005, refers to the service typology to which the members of a household call for, the care of the different categories of dependent persons (children up to 15 years of age, persons who turned 15 years, but who are sick or have a certain disability, old people) and the reasons for practicing a specific work programme in relation to family responsibilities. During the second round, in the year 2010, the intention was to assess the impact of the family responsibilities on the participation of the

active working people in the economic activity and the flexibility degree of the labour market from the perspective of the reconciliation of the professional with the family lives. During the year 2018, the module "Reconciliation between work and family life" provided information on the availability of child and other dependent persons care services, as well as the extent to which they influence the participation on the labour market. Also, based on such data, it can be analyzed the flexibility degree offered by the working program, from the point of view of the reconciliation of professional with family lives, and the career interruptions related to the childrencare or to the other dependent persons care.

The modules "Reconciliation between work and family life" are addressed to all persons with the usual residence in Romania, members of households in the selected dwellings for AMIGO, aged between 15 and 64 years (18-64 years old-for the 2018 module).

1.1 Life between career and family in the context of employment

The balance between the professional and family lives reflects in the welfare of the employed persons on the labor market, being a goal of the social policy promoted in Romania and in all European Union member states. The targets of these policies mainly consist of stimulating the employment, especially among women, promoting the development of the children and the young people, and encouraging the gender equality. There are also direct family-oriented policies, such as social benefits that facilitate family life, parental leave, and formal methods of granting the dependent family members care. All these policies support the individual, **regardless of gender**, to facilitate the most actively participation on the labour market.

¹ The data for the year 2018 are provisional.

However, discrepancies on gender criteria are still occurring in the Romanian society, particularly as the consequence of the different biological nature of women and men, but also from the perspective of the traditional-historical models that put their mark on the contemporary society family.

In what the employment on the labor market is concerned, these differences have adverse effects, especially on women's opportunities to participate in economic activities to the same extent as men.

It is worth mentioning that during the last decade, the female participation on the labor market decreased continuously. In Romania, the female occupied population declined between 2008-2017, on average, with over 37 thousand persons annually. This assertion is not valid only for our country, but also for other Member States of the European Union, although the magnitude of the phenomenon is lower (Greece, Spain, Bulgaria, Latvia, Finland, Lithuania, Croatia and Portugal).

To the tendency of decreasing the women's employment is also added the fact that many of them occupy "traditional feminine jobs", worst paid. On the other hand, national economies are also faced with unfair distributions of women and men by sectors of the economy and occupations. In the presence of the gender barriers, many fields of the economy, as the science and the information technology, fail to attract or maintain the female gender as employees, despite the enormous development prospects of these areas and a permanent shortage of specialists. However, in Romania, in 2017, the ratio of men and women (15-64 years) working in the information and communication fields was 1.7, and in the EU Member States, the ratio was 2.3². Thus, in a world where changes are rapidly occurring and digitized, in which all skills matter, this circumstance adversely

influences the use of the full innovative and economic potential of the member countries of the European Community.

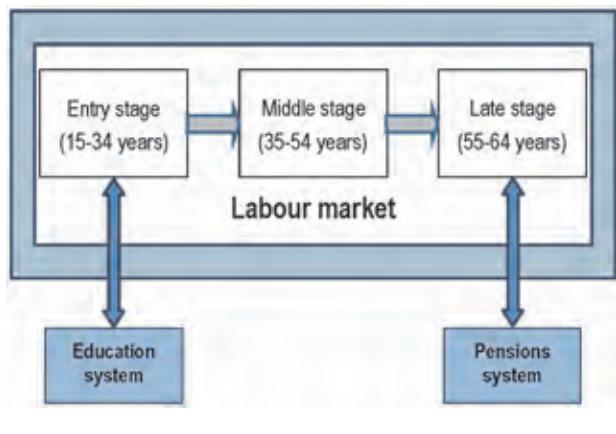
The *average duration of the professional life* is another indicator that outlines the specific models/patterns of each company as regards the participation on the labour market, in close correlation with the factors influencing the time allocated for work. During the life time, activities involving work originate in attending the education programs (childhood and youth), continuing during the active life through the economic activities carried out on the labour market, being followed by the period of the post-active activities from economic point of view (retirement).

The average duration of professional life in the European Union is around 35 years (35.9 years in the year 2017). The longest periods of professional activity are found in the Nordic countries, where the average duration of working life is around 40 years (Sweden, 41.7 years, Denmark 39.6 years and the Netherlands, 40.1 years). Romania is among the countries with the lowest lifetimes of professional life (33.4 years). The shortest period of the professional activity is registered in Italy (31.6 years).

Compared to a person's active age period (15-64 years) from the perspective of the participation on the labour market, the average working lifetime seems very low. In order to have the best possible perception of the two reference measurement points, we outline the profile of the person on the entire path of the active period, in relation to the professional life and the family life.

² <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

Fig.1.1 Path of professional life



The first is the **stage of entry into the labor market**, usually placed at the end of the study period and in the first part of the period when young people begin to carry out economic activities on the labor market. This stage of life is characteristic of the 15-34 age group, where the youth employment on the labor market is under the influence of several factors, the most important being the education, expressed through the period of schooling and the professional training, which lasts, on average up to 24 years. In Romania, there are no differences in terms of participation to the education of the girls and boys, but after graduation, most young people start their family life and gender differences - related employment - are becoming obvious. These assertions are supported by the fact that in the academic year 2016-2017, the students and students enrolled in higher education, all types of study programs (bachelor, master, doctorate and postgraduate studies) were balanced by gender, girls having a slight advantage (54.2% in 2017). The higher proportion of girls who follow university studies can be attributed to the fact that, at national level, the female population is superior to the masculine one.

On the other hand, after finalizing the studies, it is possible that children to be born who need care for, that being barriers to the professional

life, especially for women. According to the results of the module "Reconciliation between work and family life" in 2010, the female/male ratio in the group aged 25-34 years, who had dependent children under 15 years old, who need care for, was 1.66. This indicator speaks about the limitations that may occur in the access to the labor market for young women at this stage of life.

Also, in the entry phase on the labor market, a section of young people who are unemployed and who are not enrolled in any form of education (NEET³), is delineated. This phenomenon derives from the recent challenges of modern society and is a worrying factor for the labor market. The NEET indicator measures the number of young people aged between 15 and 34 years, who are not employed and do not follow a form of education or training. This segment of the population is a particular category of economically inactive people who are experiencing difficulties in transitioning from the education system to the labor market and employment issues. In Romania, in 2017, the rate of young people who are not professionally employed and who do not attend any education or training program was 18.7% (15.2% for young people aged 15-24), the most affected being the female gender (24.8%) and the rural youth (22.2%). The phenomenon is also encountered in the EU Member States, with a major concern - at the level of the European Community - as regards the employment of young people neither in employment nor in education or training. In 2017 in the European Union, 14.7% of the people aged 15 to 34 neither were in any education or training, nor worked (10.9% for the 15-24 age group). The situation is serious for some countries, such as Greece, Italy, Bulgaria, Romania and Croatia where NEET rate far exceeds the European average.

³ NEET - Neither in Employment nor in Education or Training.

The second stage of the professional life is **the middle phase on the labour market**, during which work occupies the most important place. It is the busiest phase, corresponding to the age of 35-54 years and where interfere, besides the formal work activities and the childcare, circumstances related to elderly parents care or others which differentiate the professional life pattern of the women from that of the men.

The recent experience of the European countries, has highlighted contradictory trends, generated on one hand by the factors related to employment policies, including those related to the extension of the working life and, on the other hand, to the policies in the field of social protection. Given the fact that during this period of life employees have childcare obligations, trends concerning the employment and working hours can be very different. Thus, in the more prosperous countries where the mothers' occupation is encouraged (through measures promoted by the employment and social policies), the occupancy rate and the number of mothers' working hours may be higher. At the opposite end, in the less prosperous countries, the situation may be different: either a high participation of women on the labor market, regardless of whether it is actively encouraged by providing social security benefits due to lower salary levels, two wages are necessary to meet living needs, or poor female participation, mainly because of the labor market constraints (women are the first to be threatened by unemployment) and / or their significant family obligations, with greater responsibility for childcare and domestic activity.

In the European Union, for example, on average, the male employment rate is higher than that of the women (73% compared to 62% in the EU in 2017). However, it is worth mentioning that the difference between the employment rates of women and men increases with the number of children. According to the Eurostat data, published in the work "Lives of women and men in Europe - a statistical portrait", in the year 2017, the average occupancy rate of EU Member States, calculated for the women with children was 66% and 74% - calculated for the men with children⁴. The rates were higher for women with one child (71%) and for men (86%). For women with two children, the rate is almost identical (72%) to women with a child, while the rate for men is higher (90%). For people with three or more children, the occupancy rate decreased and was 57% for women, compared to 85% for men. This pattern is observed in most EU Member States, including in Romania, where the men's occupancy rate is also superior to that of the women (71.8% versus 55.8% in 2017).

The last stage of the professional life, **the late or end-of-life on the labor market**, places people before the retirement age (55-64 years), but also after that age, when some of those belonging to this age segment are *capable and willing to continue working*.

Many European countries, especially those highly developed and with a significantly aged population, discourage early retirement, in other words, encouraging later retirement. In these countries, the trend is to increase occupancy rates and reduce the number of hours of work. On the other hand, in the countries where such measures are timid or lacking, the employment rates of people at this stage of life are rapidly decreasing, especially

⁴ http://www.insse.ro/cms/Women_and_man/wide-menu.html?lang=ro&lang=ro

if this is partly supported by the retirement system provisions.

At this stage, the professional life can be limited by certain factors of biological nature (poor health, for example) or socio-economic factors.

Generally, the women are more affected than men in terms of limitation of participation in the economic activity at this stage of life, mainly due to family responsibilities (helping the dependents), or household activities in their own households. In Romania, 12.2% of the women aged between 55 and 64 years were caring for dependent persons (in 2010), while the situation of the men of the same age was more favourable (with a share of 10.1%). The trend is to reduce the burden of the family responsibilities for both sexes, but increase the gap between them (in 2005, 14.8% of women aged between 55 and 64 years were taking care of the dependent persons, while the proportion of the men was 13.5%).

1.2 Family responsibilities - a women attribute?

The reconciliation of family and professional lives is a matter of great interest, both for women and for men. The difficulties faced by the feminine population - when it comes to stereotypes through which it is promoted the idea that only women are responsible for raising children and caring for the family - aggravates inequality between women and men. On the other hand, there are stereotypes and cultural expectations regarding the male population - men being perceived as the main support (financial) for the family.

The most important aspects discussed in this section of the paper-work reflect the participation of the population in professional life from the perspective of family

responsibilities⁵, the flexibility of work programs under the impact of family responsibilities and the limitation of the population's participation in professional life for family reasons. The analysis marks three moments in time (2005, 2010 and 2018), which coincide with the realization of the selective statistical research "Reconciliation between work and family life", carried out as complementary modules to "The Household Labour Force Survey" (AMIGO).

Population participation in the professional life from the family responsibilities perspective

The family responsibilities generally restrict the participation of the persons in the economic activities that they could carry out on the labour market. Among the responsibilities derived from the family life, childcare up to 15 years is the most common. The women are more affected in this respect because - traditionally - childcare concerns are related to maternal phenomena.

⁵ Family responsibilities refer to care activities for **children aged less than 15 years** (own, husband's/spouse's or life partner's), as well as to **other relatives** (being disabled) - **aged 15 years and over**; these two categories of persons are referred to as "**dependent persons**". In 2005 and 2010 the first category included children other than their own, their husbands's/spouse's or life partner's (for ex. grandchildren, younger brothers, etc.).

Tab.1.1 Population with family responsibilities, by gender and residence area, in 2005, 2010 and 2018 (%)

	People who care for dependent persons	Men	Women	Urban	Rural
2005	Total dependent persons	33.9	38.3	33.4	40.0
	Children*)	32.3	36.3	31.9	37.8
	Dependent adults**)	4.1	5.0	4.1	5.2
2010	Total dependent persons	32.9	38.0	34.0	37.5
	Children*)	30.0	34.2	30.4	34.4
	Dependent adults**)	5.8	8.0	6.8	7.0
2018	Total dependent persons	33.3	37.4	34.6	36.3
	Children*)	30.9	33.9	31.7	33.3
	Dependent adults**)	3.7	5.3	4.2	4.9

Note: *) children (aged less than 15 years), **) adults (15 years and over).

Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey", 2005, 2010, 2018

In our country, in the year 2005, 36.1% of the total people⁶ cared for dependent persons (children or adults), the situation being relatively unchanged in the years 2010 (35.5%) and 2018 (35.4%). The situation is different by sex and residence areas.

The share of the male, that were caring for dependent persons, was in the year 2005, 33.9%, and in 2010, 32.9. In the year 2018, the indicator is placed at the level of 33.3%. For women, the situation is different, in the sense that the burden of the family responsibilities is greater than that for the men: 38.3% (in 2005), 38.0% (in 2010) and 37.4% (in 2018).

In 2018, 34.6% of the total number of people in the urban area had in care dependent persons, higher percentage compared to those in 2010 and 2005, when the values were 34.0%, respectively 33.4%. In rural areas, the family responsibilities burden, especially those related to care for dependent persons is higher than in urban areas, but in time there is an improvement of the phenomenon: 36.3% (2018), 37.5% (in 2010) and 40.0% (in 2005).

If we only refer to children aged up to 15 years being in adults care, as responsibilities that could limit the participation in economic activities, the situation by sex and the both residence areas is as follows:

- 36.3% (in 2005), 34.2% (in 2010), respectively 33.9% (in 2018) of the total **womens**, were caring for children under the age of 15;
- 32.3% (in 2005), 30.0% (in 2010), respectively 30.9% (in 2018) of the total **mens** were caring for children under the age of 15;
- 31.9% (in 2005), 30.4% (in 2010), respectively 31.7% (in 2018) of the total persons in **urban** area, were caring for children under the age of 15;
- 37.8% (in 2005), 34.4% (in 2010), respectively 33.3% (in 2018) of the total persons in **rural** area, were caring for children under the age of 15.

⁶ The "Reconciliation between work and family life" modules cover: population aged 15-64 years in 2005 and 2010 and 18-64 years in 2018.

1 Reconciliation between work and family life

The deficiencies of the Romanian social protection system, as well as the cultural stereotypes regarding the traditional family, perpetuated generation-by-generation, saying that the younger members of the family have to take care of the elderly ones. More than that, there is a slight increase of the family responsibilities over time. Thus, in 2005, 4.6% of the persons belonging to the module target population, had in care dependent adults, 6.9% in 2010, respectively 4.5% in 2018. A higher pressure of the family responsibilities for adults is for the persons in age groups 35-44 years and 45-54 years, who in a proportion of 12.8%, respectively 10.4%, had dependent adults in care in the year 2010.

With regard to the frequency of the family responsibilities for different population categories, determined according to the education level, it is noted that in the years 2005 and 2010 the highest care responsibilities burden was for persons with medium educational level.

During the period under evaluation, the frequency of the care responsibilities among persons with secondary education continued to decrease (from 40.3% in 2005 to 32.7% in 2018), along with its increase among those with high education level (from 36.6% in 2005 to 43.8% in 2018) or with lower education level (from 29.2% in 2005 to 36.3% in 2018).

The findings are suitable for both women and men.

With regard to the marital status of the persons with family care responsibilities, the data are presented in the following table.

Tab.1.2 Population with family responsibilities, by gender and level of education, in 2005, 2010 and 2018 (%)

	Superior	Medium	Low
Total	% of people who care for dependent persons		
2005	36.6	40.3	29.2
2010	37.8	38.4	29.2
2018	43.8	32.7	36.3
Men	% of men who care for dependent persons		
2005	36.2	37.8	25.5
2010	35.3	36.3	24.5
2018	40.4	31.4	33.9
Women	% of women who care for dependent persons		
2005	37.0	43.1	32.1
2010	40.3	40.8	32.9
2018	46.8	34.2	38.5

Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey", 2005, 2010, 2018

Tab.1.3 Population with family responsibilities, by gender and marital status, in 2005, 2010 and 2018 (%)

	People who care for dependent persons	Unmarried	Married	Widower	Divorced
Total					
	Total dependent persons	7.8	49.1	19.3	3.6
	Children ^{*)}	6.3	47.3	16.8	29.3
Men					
2005	Total dependent persons	6.3	49.3	14.7	19.2
	Children ^{*)}	4.7	47.8	12.2	13.6
Women					
	Total dependent persons	10.1	48.9	20.5	41.3
	Children ^{*)}	8.5	46.8	17.9	37.7
Total					
	Total dependent persons	9.9	48.6	21.1	28.3
	Children ^{*)}	8.1	44.8	17.6	22.1
Men					
2010	Total dependent persons	7.6	48.5	21.7	17.8
	Children ^{*)}	5.7	45.2	18.3	13.5
Women					
	Total dependent persons	13.4	48.7	20.9	33.9
	Children ^{*)}	11.6	44.4	17.3	26.8
Total					
	Total dependent persons	12.4	48.0	13.2	27.8
	Children ^{*)}	10.0	45.1	8.9	22.9
Men					
2018	Total dependent persons	10.4	48.5	11.0	20.3
	Children ^{*)}	7.8	46.3	7.6	17.0
Women					
	Total dependent persons	15.7	47.6	14.0	33.7
	Children ^{*)}	13.6	43.9	9.4	27.6

Note: ^{*)} children aged less than 15 years.

Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey", 2005, 2010, 2018

Flexible working programs under the impact of family responsibilities

In this section, work flexibility is analyzed in the context of the family responsibilities of the working age population, according to data from statistical survey "Reconciliation between work and family life".

The traditional family model, where the husband is the family provider and the woman takes care of the children, has become less and less common in European countries. A significant part in the transition from the traditional to the modern family model is the

flexibility of the working program. Thus, new solutions of facilitating access to the labor market for persons with family responsibilities, especially women, such as part-time work, flexible working hours and distance work, were implemented. In Romania, the tendency to promote labor flexibility is not new. The concept of flexicurity has been launched at the European Union level, being defined as an integrated strategy of social policies, with the role of ensuring greater flexibility and stability on the labor market. The basic principles of the flexicurity include, besides the flexibility of work schedules, flexible contractual arrangements,

promoting the continuous vocational training and efficient policies for managing the rapid changes on the labor market. Although it has also been adopted in our country since 2007, the year of Romania's entering in the EU, the concept of flexicurity and its principles are still not reflected in reality. The remark is supported by the fact that in 2005, according to the results of the survey "Reconciliation of work and family lives", less than 10% of the employed population (9.8%) worked part-time. However, in the case of employed persons who were caring for dependent children and adults, the share was higher, 13.3% (15.2% for women, respectively 21.4% for people in rural areas). In 2010, the situation did not change much compared to 2005, in the sense that only 10.5% of the employed population worked part-time (11.0% for women, 20.3% for the people in the rural area).

Also, in 2010, the majority of the Romanian employees (90.5%) had fixed working program⁷. The results of the survey showed that there is no direct connection between the flexibility of the working program and the family responsibilities, the percentage of the employees who benefited from flexible working program, is almost the same among persons with and without family responsibilities: 9.5% and 9.4%.

⁷ For employees, the working program falls into the following categories:

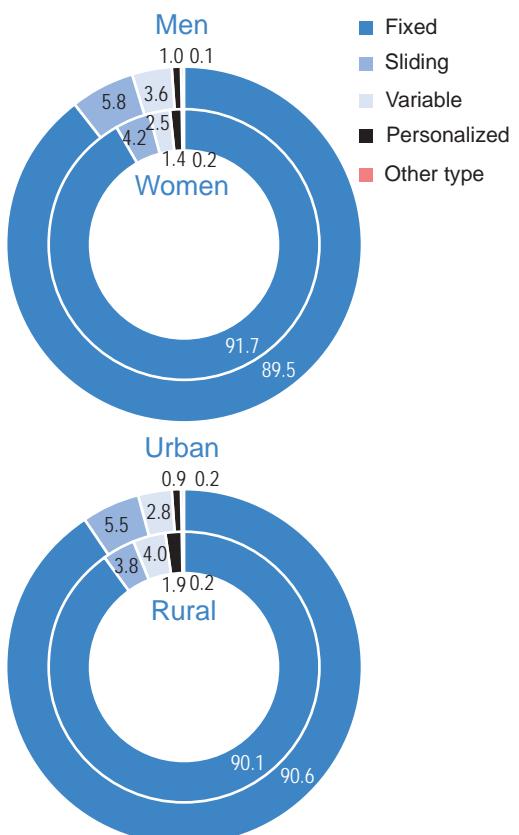
- Program established by the employer, *fixed* without the possibility to change the beginning and/or end of working schedule on the initiative of the employee. In this category falls also the working program in shifts, even if the employee has the option to "change the shift";
- Program established by agreement with the employee,
 - *sliding* - the employee may vary the start and end of the working program, provided that the number of daily working hours is observed (as established by the employment contract);
 - *variable* - both the beginning and end of the working day, and the number of the daily working hours may vary, provided the number of hours worked weekly/monthly is observed (as established by the employment contract);
- The employee may establish the own working program (subject of personal needs/preferences) without any restriction from the employer.

Employees with higher education levels tend to work in flexible working programmes.

However, there are no significant differences on levels of education. Thus, 11.1% of higher education graduates worked with a flexible programme form (sliding, variable or personalized) compared to 8.9% for those who graduated secondary studies, or 10.6% of those with primary education.

The tendency to adopt more flexibility alternatives with regard to the work program should be more visible in the economic activities, where the physical presence of the employees at the workplace is a secondary necessity. For example, in 2010, the largest number of the employees - who were working

Fig.1.2 Employee structure, by type of work program, by gender and residence area, in 2010 (%)



Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary module to "Household Labour Force Survey", 2010

with flexible programs - were met in real estate transactions (37.3% - 21.7% sliding program and 15.6% variable program).

The flexible program is also implemented in economic activities such as hotels and restaurants (21.3%), agriculture, forestry and fishing (18.0%), entertainment, cultural and recreation activities (16.1%), information and communications (15.3%).

There are no significant differences between women and men, related to the flexibility of the working programs, by activities of the national economy.

In Romania, the labor market remains a rigid one, where the ease of job change or the possibilities of flexible work programs are still below the level of other European countries. The absence from work for family reasons may sometimes even have negative consequences for keeping the job.

The employees are still forced to take some time off from their vacation days or even medical leave, to fulfill certain responsibilities. In 2005, only 38.9% of the employees with family responsibilities, were able to get one or more days off for family reasons. The situation improved over time, meaning that in 2010, 52.0% of the employees with family responsibilities were able to take one or more days off for family reasons. Eight years later (in 2018), the share increased only by 3.4 percentage points compared to 2010 (to 55.4%).

It is noted that the share of women who have the opportunity to be absent from work for family reasons is slightly higher than that of men for all the time periods under analysis (43.4% vs. 35.2% in 2005, 55.0% compared to 49.4% in 2010, or 59.1% compared to 52.3% in 2018). Among the employed women, the highest frequency of those who have the opportunity to be absent for family reasons is among those who have children up to 15 years

of age and dependent adults in care (53.2% in 2005, 61.3% in 2010).

Employees with family responsibilities also have the opportunity to agree on a more flexible working programme by modifying the start or end times of the daily program for family reasons. For the three analyzed moments, the situation is as follows: in 2005 the percentage of employees with family responsibilities that could vary the starting or ending time of the daily program was 34.6%, in 2010 the share increased to 49.6%, and in 2018, 47.0%. It is noted that in 2018, the variation of the programme became habitual for 20.8% of employees with family responsibilities (which may vary their starting or end time of the daily working programme), compared to 2005, when the share was only 4.9%.

The fact is more evident in the case of women employed: out of the total of 52.2% who could vary the start or end time of the daily working programme, in 2018, 25.0% could generally call for this facility and 27.2% only occasionally.

1.3 Care services - social initiatives associated with the balance between work and personal life

The conciliation of the professional and family life, can also be approached from the perspective of the care services that members of the society can benefit from. One of the priority actions stipulated by the Strategic Action Plan for 2015-2020 on Social Inclusion and Poverty Reduction is "the use of fiscal and policy facilities to support the childcare in the family, in order to activate the unoccupied population". As the consequences for participation at the economic activity, determined by the availability / unavailability of

adequate care services for dependent persons, have an unfavorable effect mainly on women with children, this section of the paper work addresses the gender issues related to the impact of care services on participation at the economic life, the use of childcare services as well as issues that influence or even cause professional career interruption.

Impact of the care services availability on the participation at the economic life

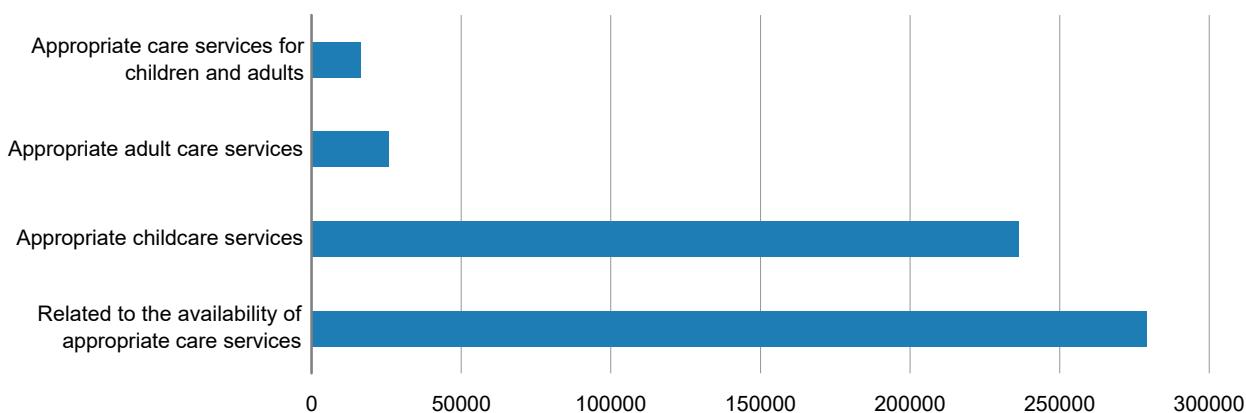
In 2010, 18.2% of the population with family responsibilities, who did not work or worked part-time, limited their participation on the labor market for reasons related to the availability of care services. Among these services, we can list those for the childrencare, adults care, or for both categories of dependent persons. For example, wishing not to neglect the education and the needs of the children, many parents turn to after school programs, a kind of "school after school", where children benefit from

supervision, additional lessons and rest. Also, the simple way to a nursery, kindergarten or school, are specialized care services, which can impact on the parents' working program.

For the meaning of the "Reconciliation between work and family life" statistical surveys, childcare services are considered the followings: crèche, kindergarten, day centers, semi-boarding school, after-school, services provided for by private persons (nanny, baby-sitter)⁸. The free of charge care of the grandparents, relatives, neighbors, older brothers, etc., are not considered childcare services, neither the compulsory schooling, language courses or sport clubs' activity.

According to the data in the module Reconciliation between work and family life of the year 2010, most people with family responsibilities - who do not work or work on a part-time basis - have children (under 15 years of age) in care (89.1%⁹ in the year 2010) who must be taken to the nursery, kindergarten or school, but also to extracurricular activities.

Fig.1.3 Population with family responsibilities not working or working part-time after the impact of the availability of adequate care services, by categories of dependent persons, in 2010 (persons)



Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary module to "Household Labour Force Survey", 2010

⁸ According to the methodology of the year 2010.

⁹ The value was calculated by the ratio of the dependent persons who care for children under the age of 15 and the total population with family responsibilities unemployed or working part-time.

Some of these persons do not work at all. etc.). The invoked reasons have been correlated with the following aspects: childcare services are too expensive and of poor quality (too many children in the group, inadequate food, inadequate sanitary conditions, insufficient educational content, care staff poorly prepared or not trustworthy etc.), or are not available (they do not exist at all, they are not located at a convenient distance, or the transportation is difficult, there are no vacancies, the timetable is not convenient for the respondent's situation, etc.).

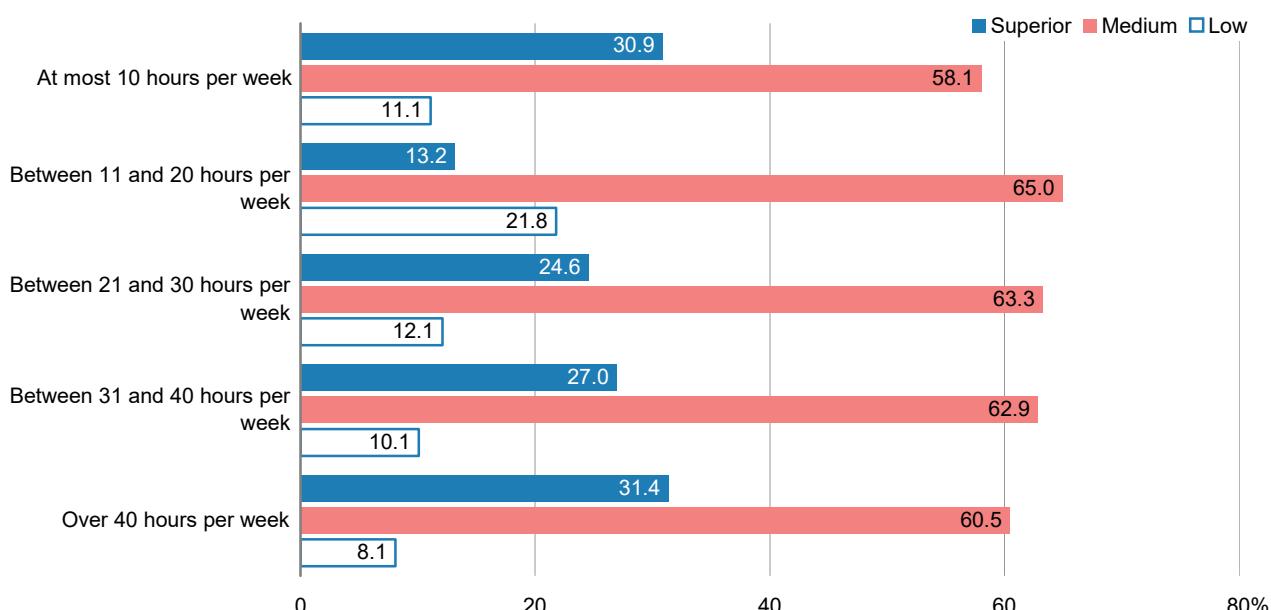
The most affected - in terms of access to the labor market or to the disruption / reduction of working program - are women: 9 out of 10 persons who did not work or work part-time in 2010, limited their participation on the labor

market due to reasons related to the children and / or adults care services, are the women.

The childrencare services have the greatest impact on the young mothers. More than 90% of all persons in the group of 25-34 years old, with family responsibilities, who do not work or work with a part-time program - for childcare reasons, are women (94.2% in 2010).

The higher the level of education is, the more time parents spend with their children, in the sense that they use a smaller number of weekly hours of specialized care services. In the case of parents with low education, the reduced frequency of the use of specialised childcare services should be seen from the perspective of covering their costs.

Fig.1.4 Population with children, by frequency of use of childcare services and level of education, in 2010 (%)



Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary module to "Household Labour Force Survey", 2010

The distribution of employees with family responsibilities, which use care services, on wage deciles, is atypical compared to the expectations set out in the analysis objectives. In 2010, for example, most employees who used special care services could be found in deciles 9 (12.8%), 8 (11.6%), but also in decile 1 (11.5%).

The distribution on wage decile indicates that the level of salary is not the only factor that determines employees to appeal to care services, but that the decision could be influenced by a complex of needs originating from the family responsibilities they have.

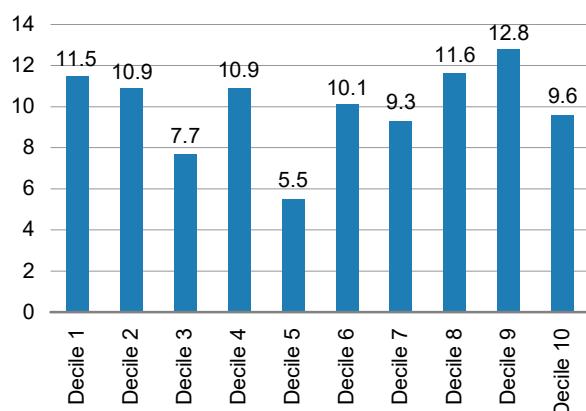
Temporary interruption of the professional career for parenting purposes

Traditionally the birth of a child is considered a fulfillment for the family. However, the decision to have children is becoming more and more difficult to take, the main reason being linked to the professional plans and the way in which child raising will interfere with them. Therefore, an increase in the average age of the mother at the first birth was observed, compared to the last decade (in the year 2017 the average age of the mother at first birth was 27.1 years, compared to 24.9 years in 2005).

The purpose of this section of the work is to identify and analyse situations on the labour market relating to temporary interruptions of the professional career¹⁰, for reasons relating to childcare. The analysis refers to the leave until the age of 2 years (3 years in the case of children with disabilities), also called *parental leave*.

In 2005, only 17.4% of the total number of people entitled to parental leave, benefited of it during the previous 12 months preceding the interview. Most of the people who did not benefit from parental leave, motivated that they did not meet the conditions for the contribution period (55.7%), or that they preferred their partner / life partner to be the beneficiary (23.1%). Only 3.2% did not interrupt their professional career because they were afraid of losing their job, or will not promote in their career.

Fig.1.5 Distribution of employees with family responsibilities, which use care services, on wage deciles, in 2010 (%)



Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary module to "Household Labour Force Survey", 2010

¹⁰ According to the methodology, it is also considered "work interruption" in cases when a person completes the studies and is able to enter the labor market, but does not, postponing that until later because wants first to take care of the own children.

According to the research carried out in 2010, 28.3% of the total number of persons who had at least one child under 15 years, had benefited from parental leave after the child was born, and another 1.3% had interrupted their professional activity for at least one month, using other arrangements, for the purpose of childcare.

In 2018, the situation is as follows: 27.1% of people who had children under 15 years, benefited from parental leave, at the child birth date, and 6.3% had used another form of professional activity interruption in order to take care of the child.

Although in Romania there is a balance of the parents in terms of numbers, by gender, the parental leave is a social benefit required, mostly by mothers. For example, in 2010, 48% of the total population with children were men. Among them, only 2.9% used parental leave (1.5% - full leave). 97.7% of fathers worked, and of those who worked, only 2.4% reduced their economic activity for parenting.

In rural areas, 4.9% of the total number of people who worked in 2010 and benefited integrally from parental leave, also reduced their activity for childcare purposes. In urban areas, the situation is almost similar, with a slightly higher share (5.4%).

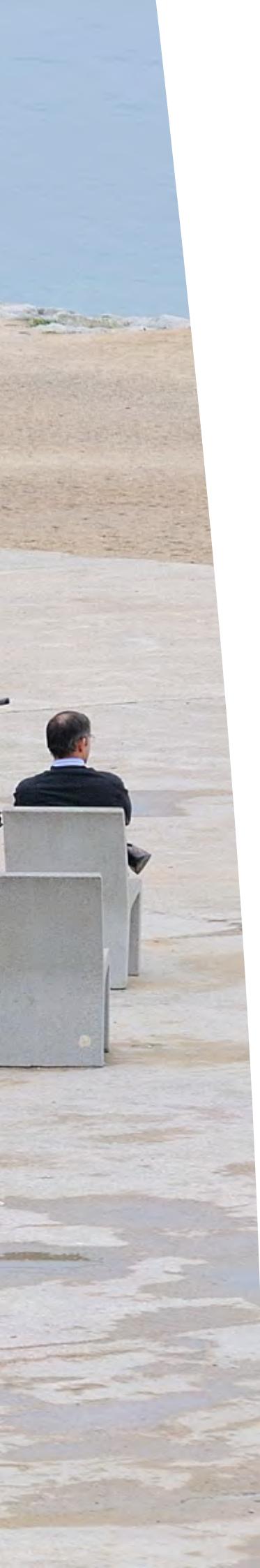
Fig.1.6 Population with children after using parental leave by gender, residence area and reduction of activity for childcare purpose, in 2010 (%)



Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary module to "Household Labour Force Survey", 2010

2





Demographic disparities by gender

Population

Demographic phenomena

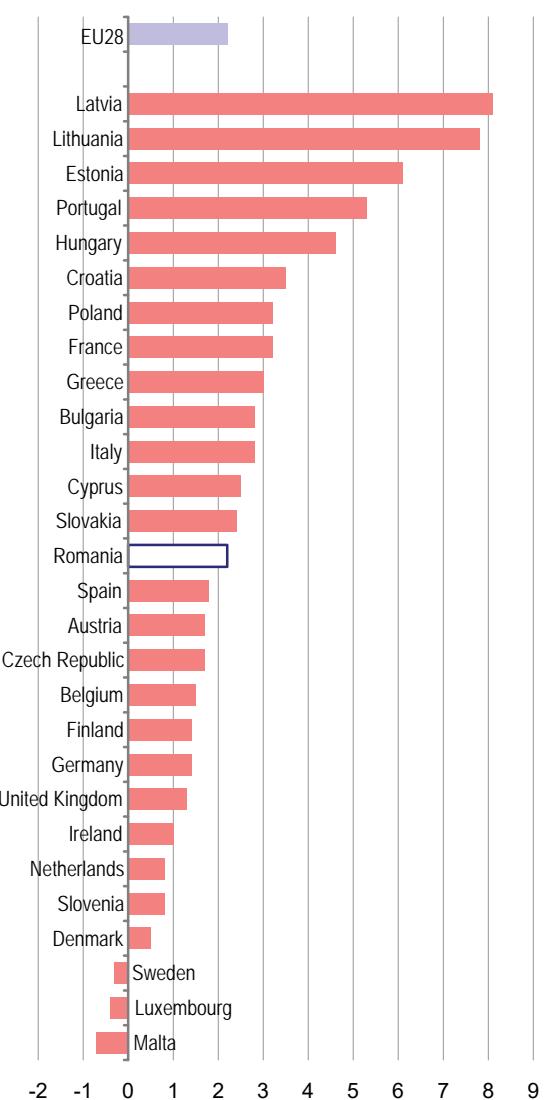
This paper aims at presenting gender disparities in terms of gender equality between women and men in the main areas of social and economic life, for example in education, health, employment and the balance between family life and the work. However, an equal distribution of population across the two sexes is the primary source of equal opportunities between women and men, which has the effect of further propagating in other areas. Development strategies, both at national and EU level, are closely linked to demographic factors, in particular to population size, gender and age structure, as well as its qualitative characteristics and to the demographic phenomena it generates.

2.1 Population

Usually resident population of the EU Member States

On January 1st, 2017, the usually resident population of the European Union reached 511.5 million inhabitants, with 3 million more persons than in 2015 and nearly 6 million more than in 2013, the year of the accession of Croatia in EU. Three quarters of the European Union population (74,3%) is located in only seven of the 28 countries (Germany, France, The United Kingdom, Italy, Spain, Poland and Romania). The population of the European Union is gender balanced, with a slightly higher share for women (51,1%). The Baltic countries stand out due to the large differences in the structure by gender, women being much more than men (the differences are of 8.1 p.p.¹⁾ for Latvia, 7.8 p.p. for Lithuania and 6.1 p.p. for Estonia). There are three countries where men have a slight superiority in terms of number: Malta (0,7 p.p.), Luxembourg (0,4 p.p.) and Sweden (0,3 p.p.).

Fig.2.1 Distribution of usual resident population gender gap (F- M), in the EU Member States, in 2017 (p.p.)



Source: EUROSTAT,
<http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

¹⁾ p.p. - percentage points.

The usually resident population of Romania

The change in couples' demographic behaviour towards their own reproduction, increased mortality as well as international migration have made the country's population to decrease steadily. On January 1st, 2018, the usually resident population of Romania was 19.52 million inhabitants (48.9% men and 51.1% women).

Tab.2.1 Usual resident population by gender, on January 1st (thousand persons)

Years	Total	Men	Women
2008	20635.5	10049.2	10586.3
2012	20096.0	9777.1	10318.9
2014	19953.1	9749.0	10204.1
2015	19875.5	9709.4	10166.1
2016	19760.6	9649.7	10110.9
2017	19644.4	9602.6	10041.8
2018 ^{p)}	19523.6	9543.2	9980.4

^{p)} Provisional data.

Source: NIS, Demographic statistics

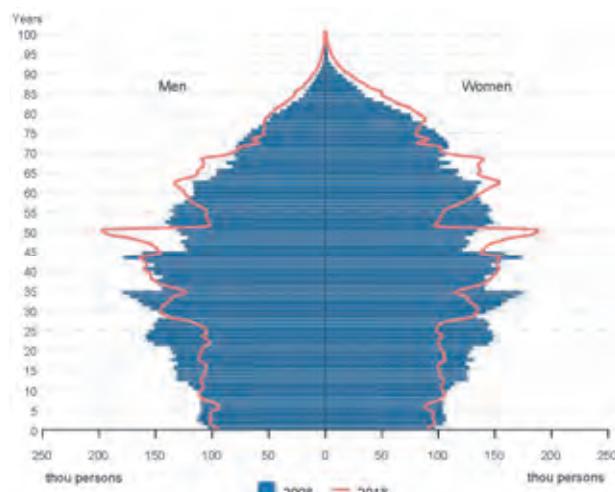
The ageing population phenomenon

The Member States of the European Union are facing a more or less marked demographic decline. The share of young population, aged between 0 and 14 years (15.6%) was left behind by the share of elderly population of 65 years and over (19.4%). Ireland and France have the largest share of young population (21.1%, respectively 18.3%), in contrast with Germany (13.4%) and Italy (13.5%). On the top of the list of countries with the largest

elderly population (aged 65 and over) is Italy, where the elderly population exceeds 22%.

As in most European countries, Romania has to cope with the complex economic and social consequences of a population facing the slow but steady process of ageing. The ages pyramid reflects the long-term trends in fertility and mortality, but also the short-term effect of migration, demographic policies or changes occurred over a century of demographic history. The problem of ageing population is not only a demographic issue, but also an economic, social, cultural, medico-sanitary and moral one, therefore imposing the study of this phenomenon in a multidisciplinary vision.

Fig.2.2 Usual resident population by gender and age, on January 1st, 2008 and 2018^{p)}

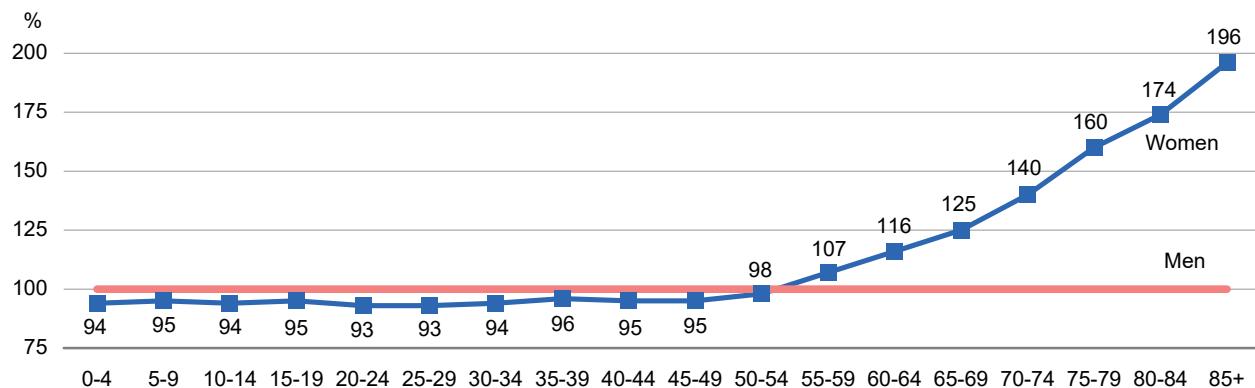


^{p)} Provisional data.

Source: NIS, Demographic statistics

2 Demographic disparities by gender

Fig.2.3 Women per 100 men on January 1st, 2018^{p)} (%)



p) Provisional data.

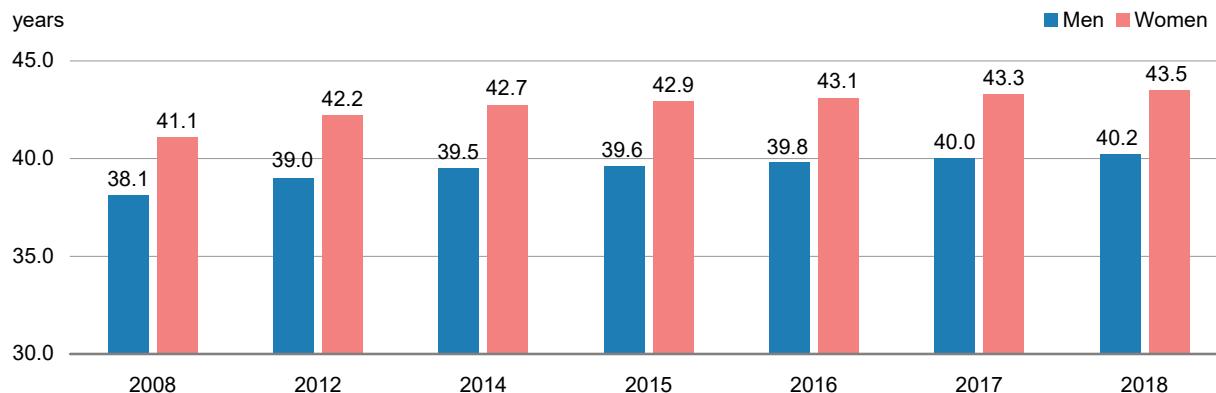
Source: NIS, Demographic statistics

The constancy on the long run of low birth rates has increasingly narrowed the pyramid basis. The usually resident population of the country is still characterised by a numerical surplus of female population, both in total and for the age groups above 55 years, most notably over 85 years. Sex ratio, on January 1st, 2018, was 95 males to 100 females. Until the age of 54 years, the number of men was larger than that of women, beyond that age the number of women becoming greater and reaching, for the age groups over 85 years, of around two times higher than that of men. Rural population is older than that of urban. On January 1st, 2018, about 20.2% of the rural population was aged over 65, while in the total female population of rural area, the weight of elderly women is almost 24.2%.

Among the population of 65 years and over, the number of women exceeded the number of men about 1.5 times in both rural and urban area.

On January 1st, 2018 the “long-lived” persons, the segment of the population of 80 years and over, accounted 4.5% of the total population, increasing as compared to 2008 (3.0%). Out of the total persons of 80 years and over, 35.1% were men and 64.9% women. The population ageing index increased in recent years for both sexes, amounting on January 1st, 2018 to 91.9 elderly men to 100 young men and 143.3 elderly women to 100 young women.

Compared to the year 2008, the demographic ageing index has increased by 17.0 percentage points for men and by 28.2 percentage points for women.

Fig.2.4 Average age of the usual resident population by gender (years)

Note: Data on January 1st, 2018 are provisional.

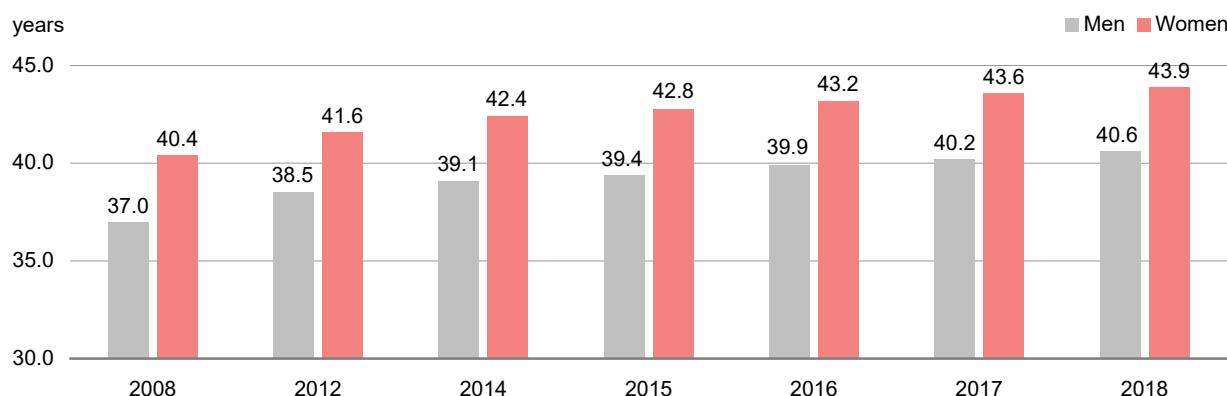
Source: NIS, Demographic statistics

The average age of the population in the country increased from 39.6 years (2008) to 41.9 years (January 1st, 2018), an average age characterising the countries with an “adult” population.

The female population, with an average age of 43.5 years continued to be in 2018 more aged than the males one, by 3.3 years.

In the urban area, the average age of women was 3.1 years higher than that of men, while in rural areas by 3.4 years.

Median age, higher for both sexes, was on January 1st, 2018 of 40.6 years for men and 43.9 years for women. Compared to 2008, the raise was 3.6 years for men and 3.5 years for women.

Fig.2.5 Median age of the usual resident population by gender (years)

Note: Data on January 1st, 2018 are provisional.

Source: NIS, Demographic statistics

2.2 Demographic phenomena

Natality

Tab.2.2 Main indicators of natality

	2008	2012	2014 ¹⁾	2015 ¹⁾	2016 ²⁾	2017
Birth rate (live-births per 1000 inhabitants)	10.1	9.0	10.0	10.2	10.1	9.6 ³⁾
Mean age of mother (years) for live-births with usual residence in Romania:						
- at first birth	25.3	26.2	26.8	27.0	27.0	27.1 ⁴⁾
- at all births	27.1	27.9	28.2	28.3	28.4	28.6 ⁴⁾

¹⁾ Revised data, according to the NIS Revisions timetable; ²⁾ Definitive data; ³⁾ Provisional data; ⁴⁾ Semi-final data.

Note: The data for the years 2008 and 2012 do not include live-births whose birth occurred abroad. Starting with 2014 are included only live-births whose mothers have had usual residence in Romania. The rates for the years 2008 to 2016 have been calculated with the usual resident population on July 1st of each year, calculated in terms of comparability with the final results of the 2011 Population and Housing Census. For the year 2017 the birth rate was calculated with the usual resident population on January 1st, 2017 and therefore the rate is provisional.

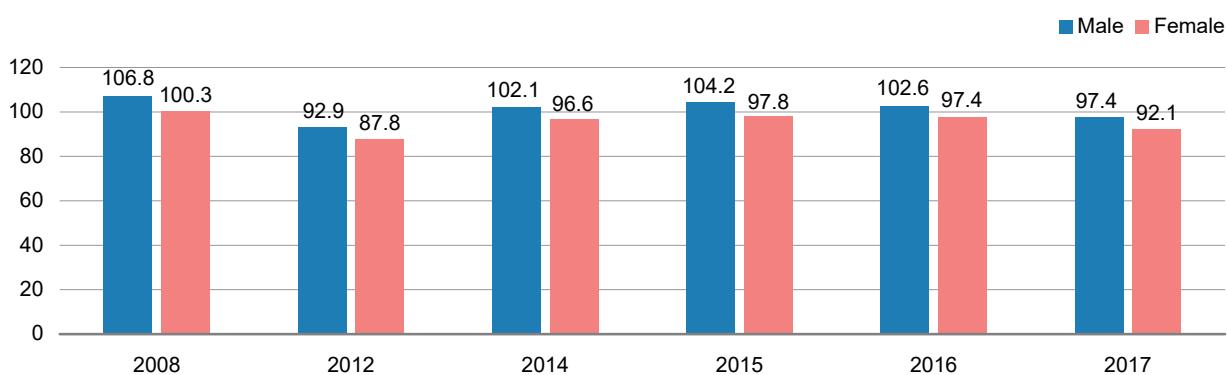
Source: NIS, Demographic statistics

In 2017² 189.5 thousand children were born, with 10.5 thousand fewer, compared to the previous year and with 17.6 thousand fewer, compared to 2008.

The birth rate was decreased slightly, reaching in 2017 9.6 live-births per 1000 inhabitants³, as

compared to 10.1 live-births per 1000 inhabitants in 2016. In 2017² more than half of all live-births were boys (nearly 97.4 boys and 92.1 girls), the *sex ratio* being 106 boys to 100 girls.

Fig.2.6 Number of live-births with usual residence in Romania, by gender (thousand persons)



Note: The data for 2008 and 2012 do not include live-births whose birth occurred abroad. Starting with 2014 are included only live-births whose mothers have had usual residence in Romania.

The data for 2014 and 2015 are revised, according to the NIS Revisions timetable.

Source: NIS, Demographic statistics

² Absolute data for 2017 are semi-final.

³ Rates for 2017 are calculated with the usual resident population on January 1st, 2017 and are provisional.

By residence area, the natality is more favourable in the urban area, both in terms of level and evolution over time. In 2017, in the rural area were born with 18.9 thousand fewer children than in the urban area.

Another important indicator reflecting one of the causes of live-birth decreasing in our country is the mother's mean age at first birth. Young couples are delaying more frequently the bringing a child to the world, so that the mother's mean age at first birth has continuously increased from 25.3 years in 2008 to 27.1 in 2017.

Natural increase

Natural increase had different evolutions for women and men; the negative natural increase was higher for male population than for female population, mainly due to male over-mortality. Compared to 2016, in 2017 the negative values of natural increase widened, both in men and women.

Tab.2.3 Natural increase of usual resident population, by residence area and gender, in 2017 (persons)

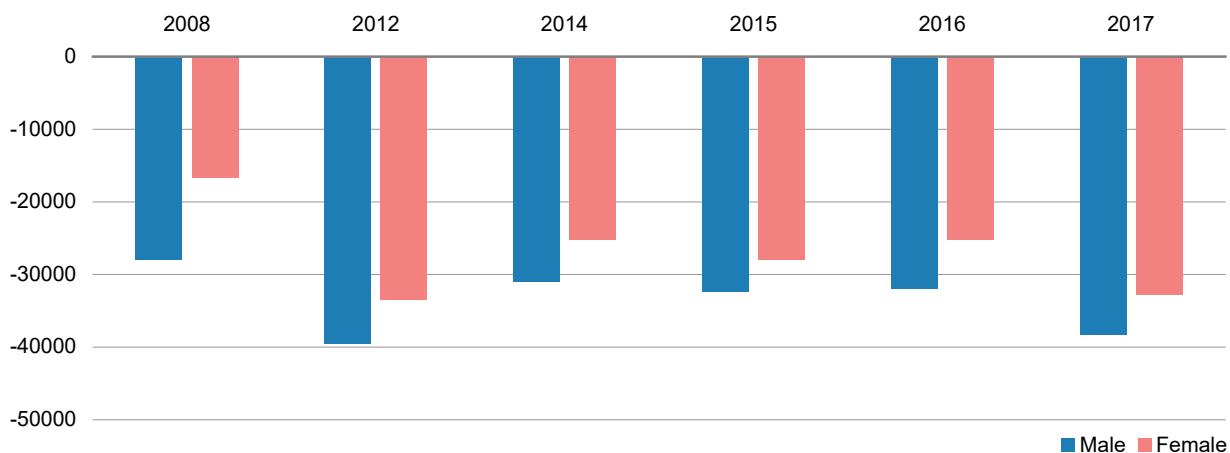
	Live-births	Deaths	Natural increase
Urban			
Male	53689	63618	-9929
Female	50481	58941	-8460
Rural			
Male	43660	72050	-28390
Female	41644	65990	-24346

Note: Are included only live-births whose mothers have had usual residence in Romania, respectively deaths with usual residence in Romania. For 2017 the data are semi-final.

Source: NIS, Demographic statistics

As in previous years, in 2017 the natural increase was negative, both in urban and rural area, for both sexes.

Fig.2.7 Natural increase of usual resident population, by gender (persons)



Note: The data for 2008 and 2012 do not include live-births whose birth occurred abroad and deaths whose death occurred abroad. Starting with 2014 are included only live-births whose mothers have had usual residence in Romania, respectively deaths with usual residence in Romania.

The data for 2014 and 2015 are revised, according to the NIS Revisions timetable.

Source: NIS, Demographic statistics

2 Demographic disparities by gender

Marriage and divorce

Tab.2.4 Main indicators of the marriage

	2008	2012	2014	2015	2016	2017
Marriage rate (marriages per 1000 inhabitants)	6.6	4.8	5.3	5.6	6.0	6.4 ¹⁾
Mean age at first marriage (years)						
Male	29.1	29.6	30.4	30.6	30.8	31.5
Female	25.9	26.4	27.3	27.4	27.6	28.2

Note: The marriage rates were calculated with the population by permanent residence on July 1st of each year; ¹⁾ Provisional data.

Source: NIS, Demographic statistics

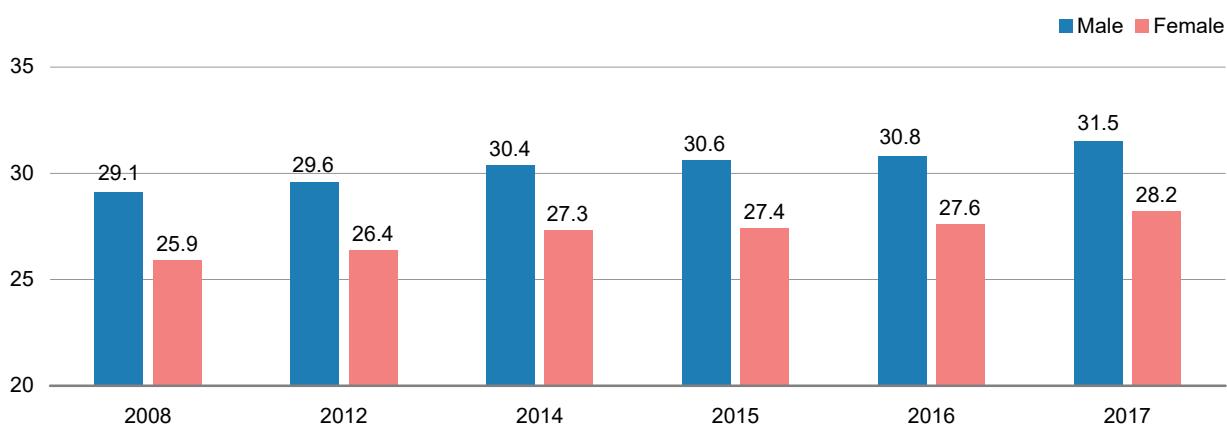
As a direct consequence of changes in the Romanian society, the marriage rate has experienced some changes. In 2017, the marriage rate was 6.4 marriages per 1000 inhabitants, increasing as compared to the previous year (6.0 marriages per 1000 inhabitants), but decreasing compared to 2008 (6.6 marriages per 1000 inhabitants).

The mean age at first marriage recorded an increasing trend for both sexes, the value in 2017 being higher than in 2008 with 2.4 years for men, respectively 2.3 years for women. Compared to 2016, the value of this indicator increased by 0.7 years for men and 0.6 years for women.

In 2017, the highest number of marriages (15.8% of the total number of marriages) were concluded by men and women in the age group 25-29 years, increasing as compared to 2008 (14.3% of the total number of marriages), but decreasing compared to the previous year (17.3% of the total number of marriages).

The changes in living conditions and the growing requirements on the level of adequate qualification and education required for stable employment have determined young people to increasingly postpone their marriage. However, in the Romanian society, the predominant form of union between men and women has remained the legally constituted marriage.

Fig.2.8 Mean age at first marriage, by gender (years)



Source: NIS, Demographic statistics

Tab.2.5 Main indicators of the divorce

	2008	2012	2014	2015	2016	2017
Divorce rate (divorces per 1000 inhabitants)	1.58	1.40	1.22	1.42	1.37	1.40 ¹⁾
Average duration of marriage dissolved by divorce (years)	13.3	13.2	13.7	14.0	14.3	14.8
Mean age at divorce (years)						
Male	39.9	40.4	41.0	41.4	41.9	42.5
Female	36.2	36.7	37.4	37.8	38.2	38.9

Note: The marriage rates were calculated with the population by permanent residence on July 1st of each year; ¹⁾ Provisional data.

Source: NIS, Demographic statistics

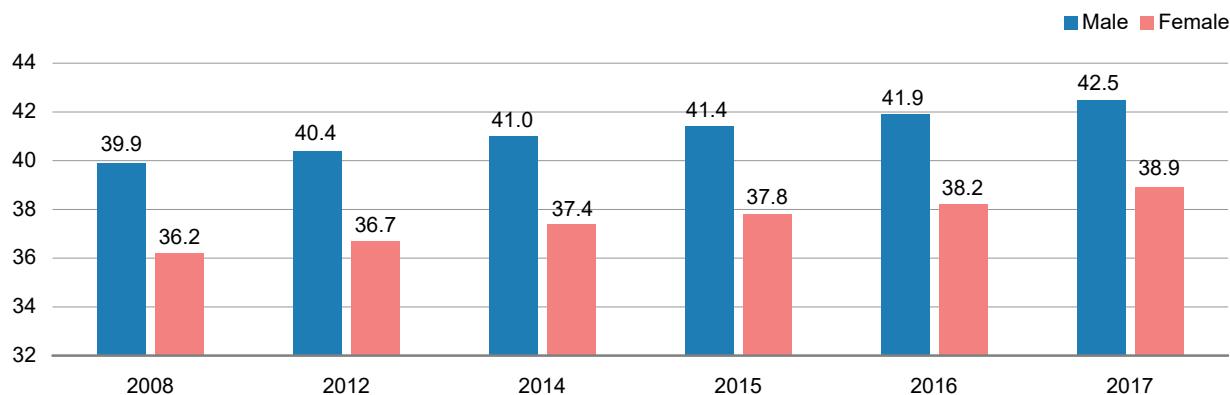
The social and economic changes that have occurred over the last years have not significantly influenced the evolution of divorce rate, its level remaining rather low.

In 2017 there were 31.1 thousand divorces, with 4.5 thousand fewer divorces compared to 2008 and decreasing by 650 divorces compared to the previous year. The divorce rate has been volatile over the last years, recording values ranging between 1.22 divorces per 1000 inhabitants in 2014 and 1.42 divorces per 1000 inhabitants in 2015. In 2017, the divorce rate was 1.40 divorces per 1000 inhabitants. The highest divorce rate in the last decade was recorded in 2008 (1.58 divorces per 1000 inhabitants).

The ratio of the number of divorces and the number of marriages has not showed so far a firm trend of changing the intensity of the phenomena over time.

The divorces recorded in 2017 occurred after the partners were married, on average, for 14.8 years. Over the last years, there has been an increasing trend of the average duration of marriages dissolved by divorce (by 1.5 years in 2017, compared to 2008).

The fact that early marriages and families with children from early age were replaced, gradually, by late, postponed marriages, has led also to a transition of the mean age at divorce. The mean age at which married persons have decided to divorce has increased, both in men and women. In 2017, the mean age of spouses at divorce was 42.5 years for men and 38.9 years for women, with higher values in urban areas than in rural areas.

Fig.2.9 Mean age at divorce, by gender (years)

Source: NIS, Demographic statistics

International migration

The continuous diminution in the number of persons living in Romania is caused, on the one hand, by live births decrease and, on the other hand, by the high level of international migration. Although after 2008, as a result of the economic crisis that became acute across the world economy, there is a new phenomenon - migration of return, though net balance continue to be of emigration, as the number of departures exceeds the one of arrivals.

In 2017, the number of emigrants was 219.3 thousand persons, while that of immigrants was 165.9 thousand persons. The significant decrease in the number of emigrants compared to 2008, in line with the much lower diminution of immigrants, triggered a significant reduction of the negative balance of international migration in recent years (the minimum being recorded in 2012, -2.9 thousand persons), the trend though being upward. The gender structure of emigrants is balanced (50.9% male in 2017).

3



Health differences by gender

Life expectancy

Mortality

The healthcare staff

3 Health differences by gender

This chapter analyses, based on statistical data, discrepancies that can appear between men and women, regarding life expectancy, healthy life expectancy, but also differences in mortality, by gender.

Also, the analysis covers aspects of gender balance in the Romanian healthcare human resources.

Generally, gender differences derive from anatomical characteristics, but can also be generated by the socio-cultural environment, social rights, and social status. The two approaches are considered distinct, by distinguishing between the terms *gender* and *sex*. The World Health Organization defines *gender* as the term *referring to the social characteristics of women and men, such as norms, roles and relationships between groups of women and men, which varies between societies and can be changed*. Gender relations influence people's susceptibility to different health conditions and affect their enjoyment of good mental, physical health and wellbeing¹. They also influence the average length of life and the number of years that people live in good health.

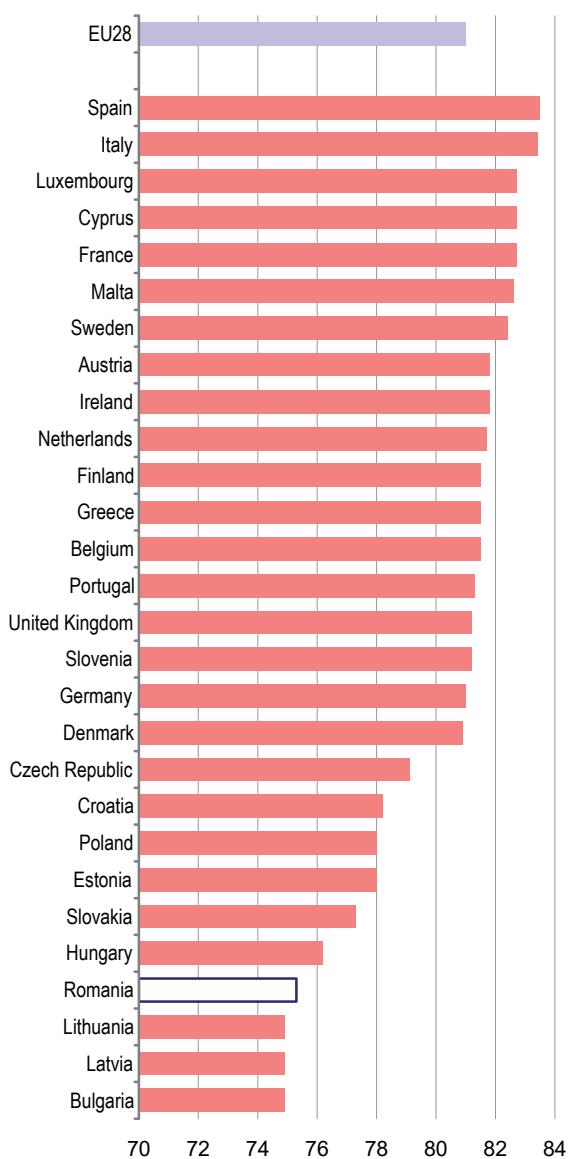
3.1 Life expectancy

Life expectancy at birth in the EU Member States

Good health is an essential element of wellbeing, representing a nation's value in itself. The health status of the population can be analysed, in general, by means of indicators on mortality and morbidity, but also based on synthetic indicators. To characterize demographic developments and the level of development of a population, the most commonly used indicator is *life expectancy at birth*, also known as the *average life span*.

Generally, increased attention is paid to medical care rather than the preventive aspect of the healthcare act, losing sight of the fact that effective prophylaxis could substantially reduce mortality and add a significant number of years to life expectancy. However, with every successive generation, the Romanian population lives more and more.

Fig.3.1 Life expectancy at birth in the EU Member States, in 2016 (years)



Source: EUROSTAT, <http://ec.europa.eu/eurostat/data/database>

¹ <http://www.who.int/gender-equity-rights/understanding/gender-definition/en/>

The evolution of the average life span has been influenced over time by a series of factors, a particular influence being attributed to the way of life, health status, nutrition, health education, as well as economic and social conditions. The progress made by our country in increasing the life expectancy over the last decades does not change the unfavourable position of Romania among the other EU member states. Compared with the average life expectancy at birth of the 28 EU countries (81.0 years), the gap for Romania was of 5.7 years in 2016. Our country is among the countries with the lowest life expectancy at birth in the EU (75.3 years) in 2016, with lower values being recorded only in Bulgaria, Latvia and Lithuania (74.9 years). Among the countries with the highest life expectancy in the European Union are Spain, 83.5 years, Italy (83.4 years), France, Luxembourg and Cyprus (82.7 years).

Why do European men die on average 5.4 years earlier than women? The chances of a longer life are, in all EU countries, higher for women. European statistics for 2016², show that women in the European Union live, on average, 83.6 years, while the average life expectancy of men is 78.2 years.

Researchers say this difference is largely explained by the lifestyle and different occupations of the two sexes.

In Romania, life expectancy at birth was in 2017³, 72.3 years for men and 79.2 years for women.

Life expectancy at certain ages

Life expectancy, calculated for certain ages, is a relevant indicator in the field of health statistics, being a benchmark for shaping social policies that take into account the life cycle of women and men, such as policies on employment, pensions, healthcare, long-term care, etc.

For example, based on the indicator *life expectancy at 60 years of age*, the longevity of a population can be determined, especially when it is marked by the ageing phenomenon. It is known that elderly people have a worse health status and higher mortality compared to people in younger age groups. In our country, life expectancy at 60 years of age is growing; in 2017, it was estimated that a person reaching this age would have lived, on average, another 20.15 years, compared to 2016, when a person reaching this age would

Tab.3.1 The difference between women's and men's life expectancy at certain ages (years)

Age	2008	2012	2014 ¹⁾	2015 ¹⁾	2016	2017 ²⁾
0	7.06	6.96	6.92	6.98	6.96	6.96
10	6.91	6.83	6.85	6.86	7.46	7.87
20	6.77	6.73	6.74	6.76	6.73	6.77
30	6.52	6.50	6.51	6.54	6.50	6.55
40	6.19	6.20	6.24	6.28	6.26	6.32
50	5.36	5.50	5.61	5.64	5.65	5.71
60	3.86	4.05	4.22	4.29	4.29	4.32
70	2.12	2.32	2.47	2.47	2.50	2.52
80	0.74	0.80	0.91	0.89	0.92	0.93

¹⁾ Revised data, according with the NIS Revisions timetable; ²⁾ Provisional data.

Note: Life expectancy at certain ages was calculated based on the domicile and on the number of deceased persons with permanent or usual residence in Romania.

Source: NIS, Demographic statistics

² Source: EUROSTAT, <http://ec.europa.eu/eurostat/data/database>

³ Provisional data

3 Health differences by gender

have lived, on average, 20.9 years.

Although life expectancy decreases with age, gender differences remain higher for women throughout their lives. At older ages, the gender gap diminishes, reaching less than one year at the age of 80.

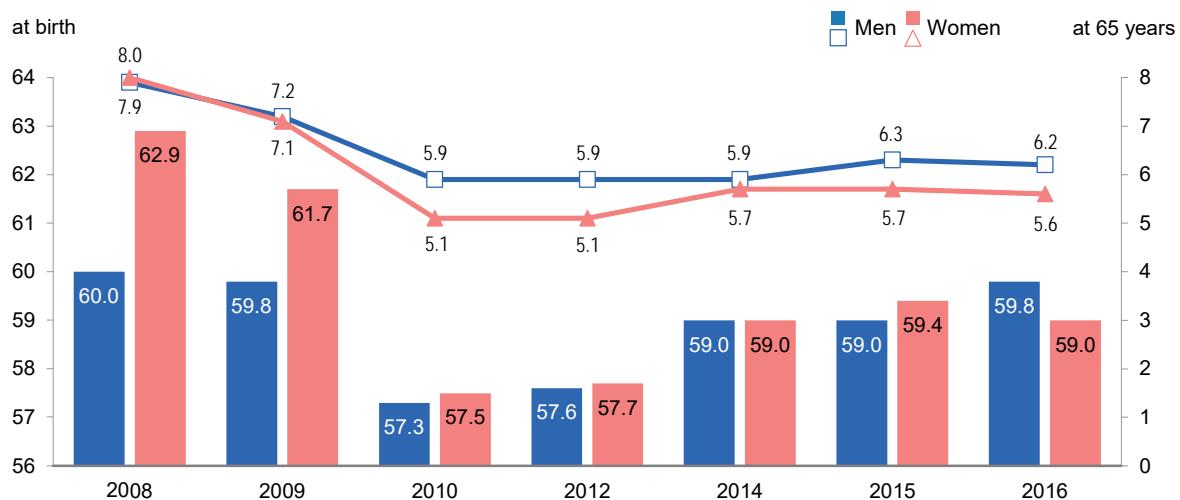
Healthy life expectancy

Healthy life expectancy measures the average number of years a person at a certain age is expected to live in good health, given the specific mortality, morbidity and disability risk for that year. The concept of healthy life expectancy was proposed by Sanders⁴ (1964), and the first method of estimating the values of the indicator named *healthy life expectancy* was proposed by Sullivan⁵ in 1971. The indicator combines information on the prevalence of health status and disease by

age with mortality data by age. In 1989, an international research network (REVES) was established to promote the use of the healthy life expectancy indicator and improve data comparability between world's countries. Today, the World Health Organization also calculates additional indicators - such as disability-adjusted life expectancy (DALE - Mathers⁶, 2000; OMS 2001).

The population of Romania is living longer compared to 2008, but not healthier. The statement applies for both sexes. In 2016, men had a healthy life expectancy greater than that of women by 0.8 years, compared with the reverse situation in 2008, when the healthy life expectancy of women exceeded that of men by 2.9 years.

Fig.3.2 Healthy life expectancy at birth and at 65 years, by gender (years)



Source: Eurostat, <http://ec.europa.eu/eurostat/database>

⁴ Sanders BS (1964) Measuring community health levels. American Journal of Public Health, 54(7):1063–1070

⁵ D. F. Sullivan, (1971) "A single index of mortality and morbidity", HSMHA Health Reports, vol. 86

⁶ Mathers, Colin D, Sadana, Ritu, Salomon, Joshua A, Murray, Christopher J. L, Lopez, Alan D. et al. (2000). Estimates of DALE for 191 countries : methods and results / Colin D Mathers ... [et al.]. Geneva : World Health Organization. <http://www.who.int/iris/handle/10665/67778>

The healthy life expectancy at birth for women was 59.0 years (in 2016), compared to 62.9 years (in 2008) and for men 59.8 years (in 2016), compared to 60.0 years (in 2008).

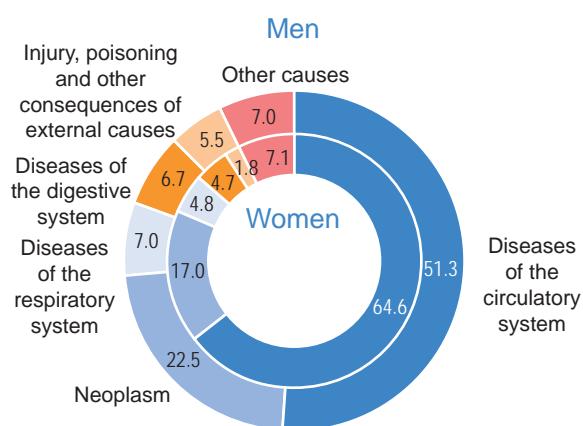
At EU level, in 2016, the gender gap is 0.7 years in favor of the female population, for whom the healthy life expectancy at birth is 64.2 years.

3.2 Mortality

Mortality, as a vital statistics phenomenon, refers to the frequency of deaths occurring within a population, in a limited time interval. The phenomenon is a negative component of the natural population change, influencing the size of the population and its structure by age groups.

The pattern of mortality is outlined by the impact of some causes of death. In our country diseases of the circulatory system (especially ischemic heart disease and cerebrovascular diseases) and tumours continue to be the main causes of death, both for women and men. In 2017, the deaths determined by these two

Fig.3.3 Share of the main causes of death by gender, in 2017 (%)



Note: Only deceased people with their usual residence in Romania are included. Semi-final data.

Causes of death have been coded according to the International Classification of Diseases - Revision X, 1994 - World Health Organization

Source: NIS, Demographic statistics

causes accounted for 77.5% of all deaths (73.8% for men and 81.6% for women). Relative to 2008, in 2017 the mortality rate increased (from 12.3‰ in 2008 to 13.3‰ in 2017).

Tab.3.2 Mortality rate, by the main causes of death and by gender (deaths per 100000 inhabitants)

	2008		2015 ¹⁾		2017 ²⁾	
	Men	Women	Men	Women	Men	Women
Total	1347.5	1110.6	1411.0	1240.9	1412.8	1244.1
Diseases of the circulatory system	725.9	756.0	737.0	816.1	724.5	803.3
Neoplasm	275.7	177.3	313.5	207.3	317.9	211.9
Diseases of the respiratory system	78.6	41.6	94.7	57.9	99.2	59.7
Diseases of the digestive system	92.9	57.9	89.7	56.5	94.5	59.0
Infectious and parasitic diseases	18.3	6.2	18.0	9.8	20.5	13.3
Endocrine, nutritional and metabolic diseases	10.4	11.6	13.0	13.9	13.0	14.8
Mental and behavioural disorders	10.2	9.5	16.9	20.7	18.3	24.2
Injury, poisoning and other consequences of external causes	98.8	27.3	78.1	22.1	78.2	22.4

¹⁾ Revised data, according to the NIS Revision calendar; ²⁾ Provisional data.

Note: Data for 2008 do not include deaths that occurred abroad, in 2015 and 2017 only deceased persons with their usual residence in Romania are included. For 2008 and 2015, the rates were calculated using the resident population on July 1st of each year. For the year 2017, the rates were calculated with the resident population on January 1st 2017, estimated in terms of comparability with the final results of the Population and Housing Census 2011.

Causes of death were coded in accordance with the International Classification of Diseases - Revision X, 1994 - World Health Organization.

Source: NIS, Demographic statistics

3 Health differences by gender

Compared to 2008, the mortality rate increased in both men (from 13.5‰ in 2008 to 14.1‰ in 2017) and women (from 11.1‰ in 2008 to 12.4‰ in 2017). The male over-mortality values in 2017, of 109 male deaths per 100 female deaths, decreased compared to 2008 when 115 male deaths were reported per 100 female deaths.

In 2017, as in the other years, the specific mortality rates by the main causes of death continued to have different values for men and women. Female mortality was higher compared to male mortality in the case of circulatory system diseases, endocrine, nutritional and metabolic diseases, as well as diseases of the nervous system. For the other causes of death, there is a "male supra-mortality", more pronounced in the case of tumours, traumatic injuries, poisoning and other consequences of external causes.

3.3 The healthcare staff

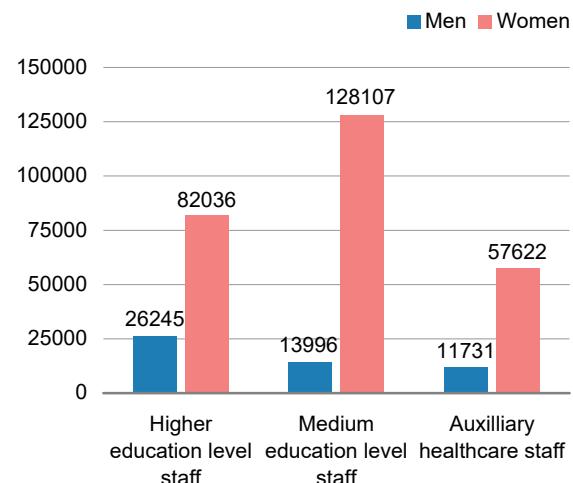
The healthcare staff represents all specialized medical professionals working in healthcare units and in medical research units in both public and private sectors. The medical staff in the national healthcare system consists of healthcare staff with higher education level, healthcare staff with medium education level and auxiliary healthcare staff. All three personnel categories followed an increasing trend over the 2008-2017 period: healthcare professionals with higher education level (physicians, dentists, pharmacists, physio- therapists and nurses with higher education level) were 40.2% more numerous in 2017 compared to 2008, the number of medium education level staff increased 1.1 times, and the number of auxiliary healthcare staff increased by 4.5%.

The highest increase (more than five times) is found among nurses with higher education level. The phenomenon is the result of encouraging nurses with medium education level (who graduated post-secondary health schools) to attend university studies, by launching new programs of study and professional development aimed at redefining the nursing profession. The Faculty of Midwifery and Nursing was established in 2005, by the Government Decision no. 916/2005 on the structures of higher education institutions accredited or authorized to operate provisionally and of specializations in the field of bachelor studies. In 2007 the first class of students of these institutions has graduated. Another program was launched in 2013 through a common objective of the Ministry of Health and the Order of Nurses, Midwives and Nurses in Romania, transposing the EU Directive 2013/55, aimed at attracting European funds for the implementation of the *Program for revalorization of the professional*

skills of nurses trained before Romania's accession to the EU.

Healthcare staff in the Romanian health system is characterized by a profound gender imbalance. This phenomenon is also the consequence of the fact that the medical professions are viewed as "female" professions. In 2017, the ratio between women and men in the category of healthcare staff with higher education level was 3:1, in favour of women. For the healthcare staff with medium education level, the ratio is 9:1, the situation being equally severe in both rural (91% women) and urban areas (90% women).

Fig.3.4 Healthcare staff by level of education and gender, in 2017 (persons)



Source: NIS, Healthcare statistics

4





Gender dimension in education

School population

**Gender differences in terms of success
in education**

Academic staff

**Structural indicators of population's
education level**

4 Gender dimension in education

Gender equality in education is one of the most important issue of the social policy, involving the valorisation of aspirations, needs and individual behaviours through equal access to all forms of education, irrespective of individuals' gender, nationality, religion or social ad family environment.

Through education, society is seeking to eliminate or to alleviate the social conventions' impact relating to gender discrepancies having strong lifelong influences, but also affecting the development of society as a whole.

One of the themes of scientific research on gender in education is the difference of performance between girls and boys. However, the main issue remains equal access for girls and boys to education and lifelong learning, as well as equality in the process of education and assessment of acquired knowledge.

In Romania, there is no gender disparity in access to education. Statistical data confirms that our country is not facing any gender gaps in education.

Gender disparities could appear on other dimensions, as the phenomenon is due to the inequality in the income of families the children are coming from, to the area of residence, but also to the geographical and regional economic development.

4.1 School population

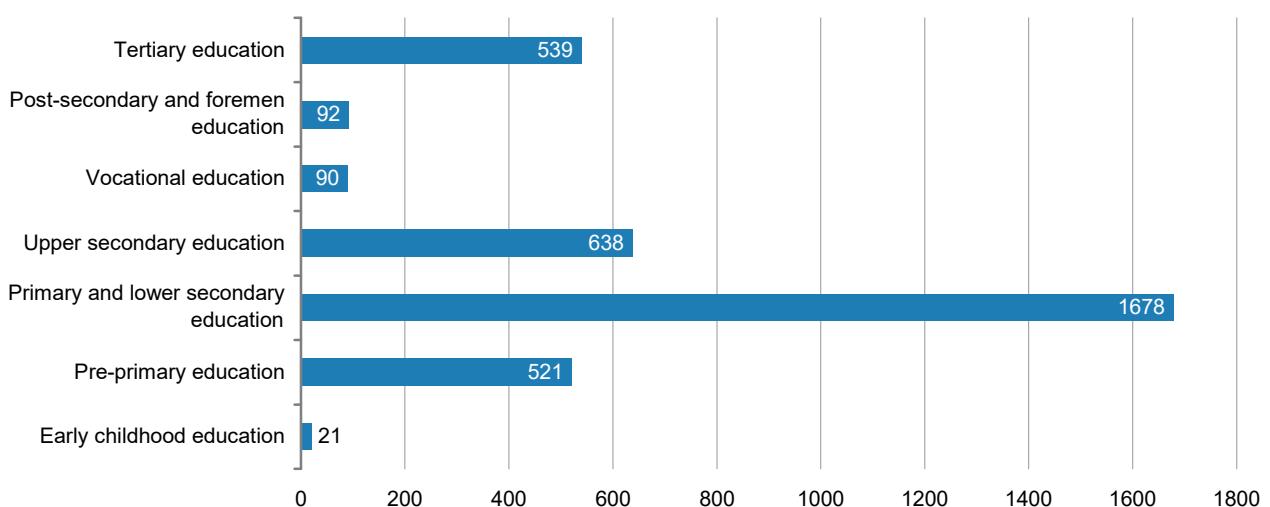
The continuing decrease in Romanian resident population during the last two decades has also affected the school population size.

In the 2017-2018 school year, school population in Romania amounted to 3578.6 thousands people¹⁾, 21.0% less than it was ten years ago.

The decline was most intense for the female school population (-22.3%) than for male population (-19.8%).

In general, school population is approximately balanced by gender, for all educational levels. In pre-university education, female population is about the same as the male population, the weight of girls exceeding 49%. In tertiary education, however, the situation is different.

Fig.4.1 School population by level of education in the school year 2017/2018 (thousand persons)



Source: NIS, Education statistics

¹⁾ Students enrolled in Master's degree, doctoral, postgraduate and post-doctoral programmes included.

For example, in the 2017-2018 academic year, 53.6% of the students enrolled in Bachelor programmes, respectively 55.9% of those enrolled in Master's degrees, postgraduate and doctoral courses were women.

An exception to the equilibrium of the school population by gender can be seen in vocational education, where, as a rule, more boys (68.8% in the school year 2017-2018) are registered.

Enrolment rate

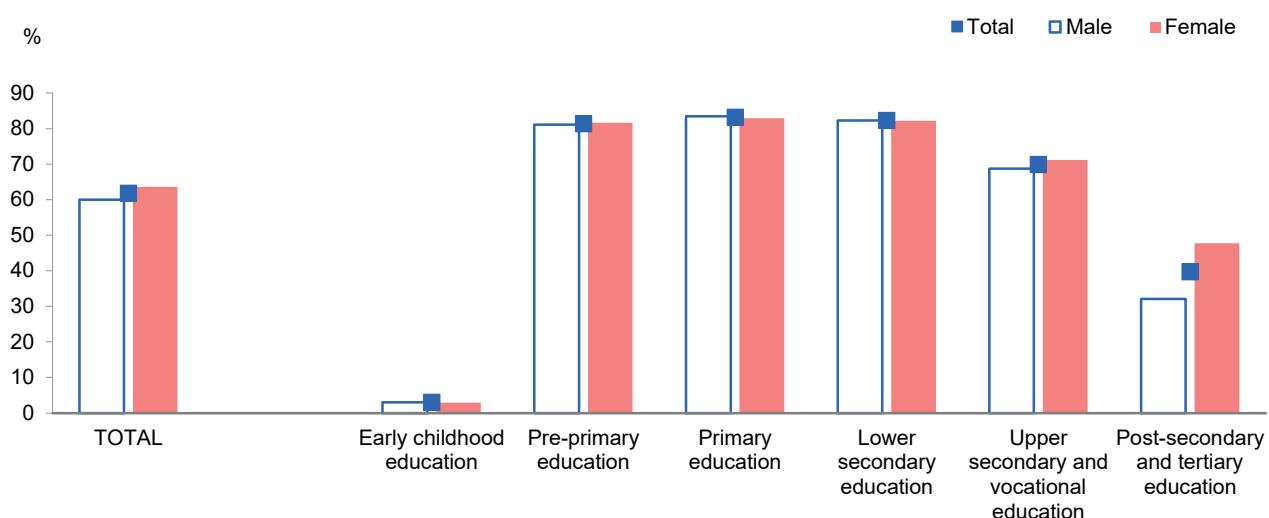
In the 2016-2017 school year, the net enrolment rate was 61.8%,²⁾ decreasing slightly compared to previous years (63.7% in 2014-2015 and 62.4% in 2015-2016). The indicator registered a higher value for girls (63.6%), compared with that of boys (60.0%). The lowest net participation rates are in pre-school education for both boys (3.0%) and girls (2.9%).

The most obvious disparities in education are among the development regions and the areas of residence. Although Bucharest Municipality is characterised by the highest net enrolment rate in Romania (95.5% in the school year 2016-2017), it also registers the highest gender disparity in the net enrolment rate (10.3 percentage points in favour of girls).

The lowest net enrolment rate is to be found in Ilfov county, for both sexes (36.8% for girls, 37.9% for boys) and in the rural areas of Cluj county (32.0%).

The gross enrollment rate was 72.1% in the school year 2016-2017. This indicator also has different values by gender (73.8% for girls and 70.5% for boys).

Fig.4.2 Net enrolment rate by education level, in the school year 2016/2017 (%)



Source: NIS, Education statistics

²⁾ As of the 2014-2015 school year, this indicator also includes the number of children in crèches (early childhood education).

School dropout

Another relevant indicator in relation to the participation in education, or more correctly, which reflects the non-participation, is the school dropout rate. In Romania, dropping out of school is much more common for boys than for girls.

In the 2016-2017 school year, the school dropout rate recorded a higher value for the male school population, both in primary and lower secondary education, as well as in upper secondary education (high-school and vocational education) and in post-secondary education.

School dropout is most evident in post-secondary education, the rate of drop out of the education system is 10.0% (9.5% for girls and 11.0% for boys).

4.2 Gender differences in terms of success in education

In recent years, the educational system in Romania faced an unfavourable phenomenon: the decrease in the rate of success in the Baccalaureate examination. At individual level, the phenomenon has a strong influence on students already in this situation, but it is also transmitted across the society and the national economy through the impact it has on the labour market.

Tab.4.1 Dropout rate, by level of education and gender, in the 2016/2017 school year (%)

	Total	Male	Female
Primary and lower secondary	1.6	1.8	1.4
- Primary	1.5	1.7	1.4
- Lower secondary	1.8	2.0	1.5
Upper secondary and vocational	2.6	3.0	2.3
Post-secondary	10.0	11.0	9.5

Source: NIS, Education statistics

In the 2016-2017 school year, only 61.6% of all students who have graduated the final grades of upper secondary school (grades XII and XIII) in that year failed to obtain the Baccalaureate diploma.

Situation is different by gender; namely, the success rate in the Baccalaureate examination is higher for girls (68.9%), as compared to boys (53.7%).

The low success rate is also influenced by the fact that a large number of students graduating upper secondary school did not participate in the Baccalaureate exam in the year of graduation.

As far as the graduates of the school year 2016-2017, the share of the students who obtained the baccalaureate diploma in the total number of those who went to the exam was 77.6%.

Tab.4.2 Number of students who participated in the Baccalaureate examination and succeeded to obtain the Baccalaureate diploma, by gender and track, in the academic year 2016/2017 (persons)

Sector	Participants					Degree Graduates				
	Total		Current year graduates		Total		Current year graduates			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	66645	74565	55339	66481	43440	57334	40004	54548		
Theoretical track	32742	45232	29848	42445	27225	39853	26193	38815		
Technological track	27163	23325	20108	18495	11852	12409	9860	10920		
Vocational track	6740	6008	5383	5541	4363	5072	3951	4813		

Source: NIS, Education statistics

As for vocational and post-secondary education success rates, they recorded high values (95.4% and 87.1%, respectively); greater differences by gender were registered only in post-secondary education (8.8 percentage points in favour of girls).

In tertiary education, almost all Bachelor's degree programmes graduates obtain the diploma. In the 2016-2017 academic year, the success rate in tertiary education for the Bachelor's degree programmes was 98.0%. Girls' disposition to continue the studies programmes of the national educational system is also present in tertiary education. 58.1% of the total number of students completing Bachelor's degree study programmes in the 2016-2017 academic year are females. The situation by gender is the same also by ownership of the tertiary education institutions; as such, girls represent 58.4% of public institutions' Bachelor's degree graduates, and, 56.7% of the private units' Bachelor's degree graduates.

In the case of Master's degree and post-graduate studies, male graduates are fewer than girls, which are by 23.0% more. As for the doctoral and post-doctoral programmes,

the situation is more balanced by gender (54.4% of the graduates are women).

4.3 Academic staff

In Romania, as in almost all European countries, teacher profession in pre-university education is most popularly between women (77.3% in the 2017-2018 school year).

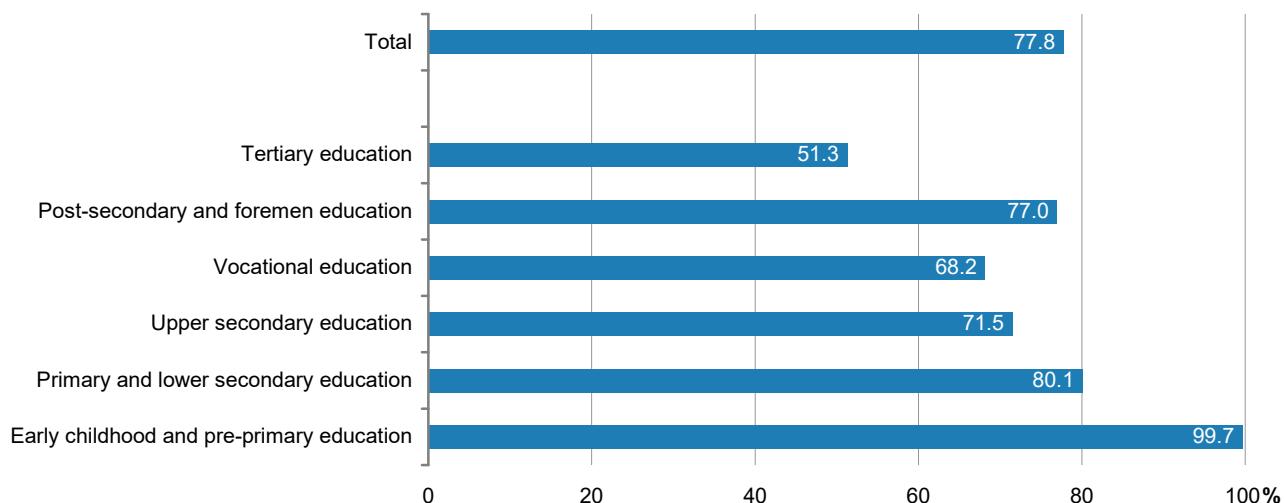
As the level of education increases, the share of female teachers decreases. Thus, in early childhood and pre-school education, the share of women was 99.7% in the 2017-2018 school year, 80.1% in primary and lower secondary education, and 71.5% for upper secondary education.

Tertiary education shows a right balance by gender in terms of teaching staff (51.3%).

In the academic year 2017-2018, mostly women (66.1%) occupy the management positions in pre-university education.

The share of women in the total teaching staff of tertiary education decreases with the advancement in rank in the academic career. Although this aspect can be partly explained by the fact that, in many cases, women do not choose academic careers, the "barrier" raised against women's advancement is also the

Fig.4.3 Share of female teaching staff by level of education, in the academic year 2017/2018 (%)



Source: NIS, Education statistics

4 Gender dimension in education

partial result of the dominant male culture which has been perpetuated in the academic world.

Men are the most frequent managers in tertiary education. Of the total management teaching staff in tertiary education, only 39.7% were women in the 2017-2018 academic year.

4.4 Structural indicators of population's education level

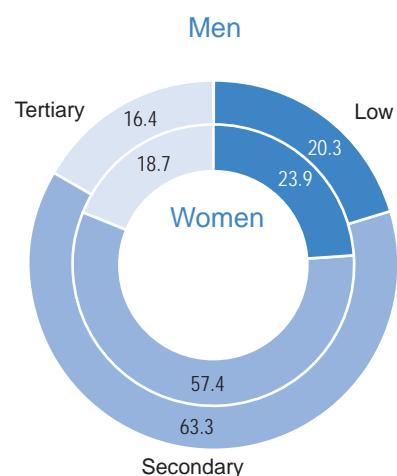
Although the number of tertiary graduates has increased significantly over the last two decades, our country is still below the European average in terms of the share of people with higher education in the total population. In 2017, 17.6% of people aged 25 to 64 had graduated tertiary education in Romania compared to 31.4% in EU Member States³⁾.

Therefore, Romania remains a country with a population who had mostly attained an upper secondary level of education. The situation is becoming more unfavourable, as in recent years, the number of students was halved (in the academic year 2017-2018, the number of students was 49.1% of the level for 2008-2009).

From the point of view of gender gaps, there are differences between male and female adult population (aged 25-64) with regard to the structure by level of education, especially for the lower levels. While men who have successfully completed secondary education record a higher share than women (63.3%, compared to 57.4%), in the case of persons who have at most attained a lower secondary level of education, women record a higher frequency.

Based on data derived from the Labour Force Survey, a number of other indicators reflect population's level of education. For example, early school leavers (aged 18-24) was 18.1%

Fig.4.4 Structure of adults (aged 25-64) by level of education and gender, in 2017 (%)



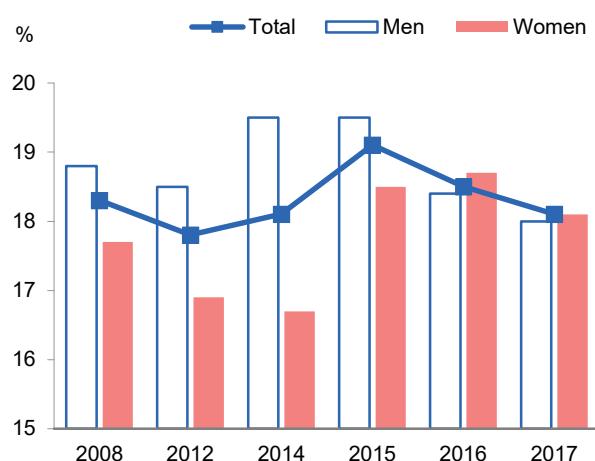
Note:

Education level:

- low: lower secondary, primary, no graduated studies;
- secondary: upper secondary, step I, vocational, specialised post-secondary or foremen technical education;
- tertiary: short and long cycle university studies, including Master's degree, doctorate, post-doctoral and postgraduate studies.

Source: NIS, Household Labour Force Survey (AMIGO)

Fig.4.5 Early school leavers (aged 18-24), by gender (%)



Source: NIS, Household Labour Force Survey (AMIGO)

³⁾ <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

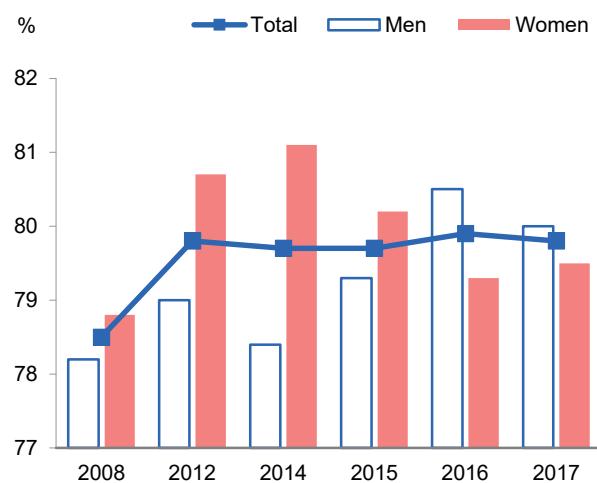
in 2017, slightly increasing as compared to the values recorded during the last three years.

In Romania, the situation is balanced by gender, with the indicator being approximately equal for 18-24 year olds (18.0% for the male population and 18.1% for the female population in 2017).

Another indicator, named *youth education attainment level* for people aged 20-24, was 79.8% in 2017. Indicator values show differences in gender, the young women aged 20-24 are placed in a slightly unfavorable position (79.5%) compared to young men (80.0%).

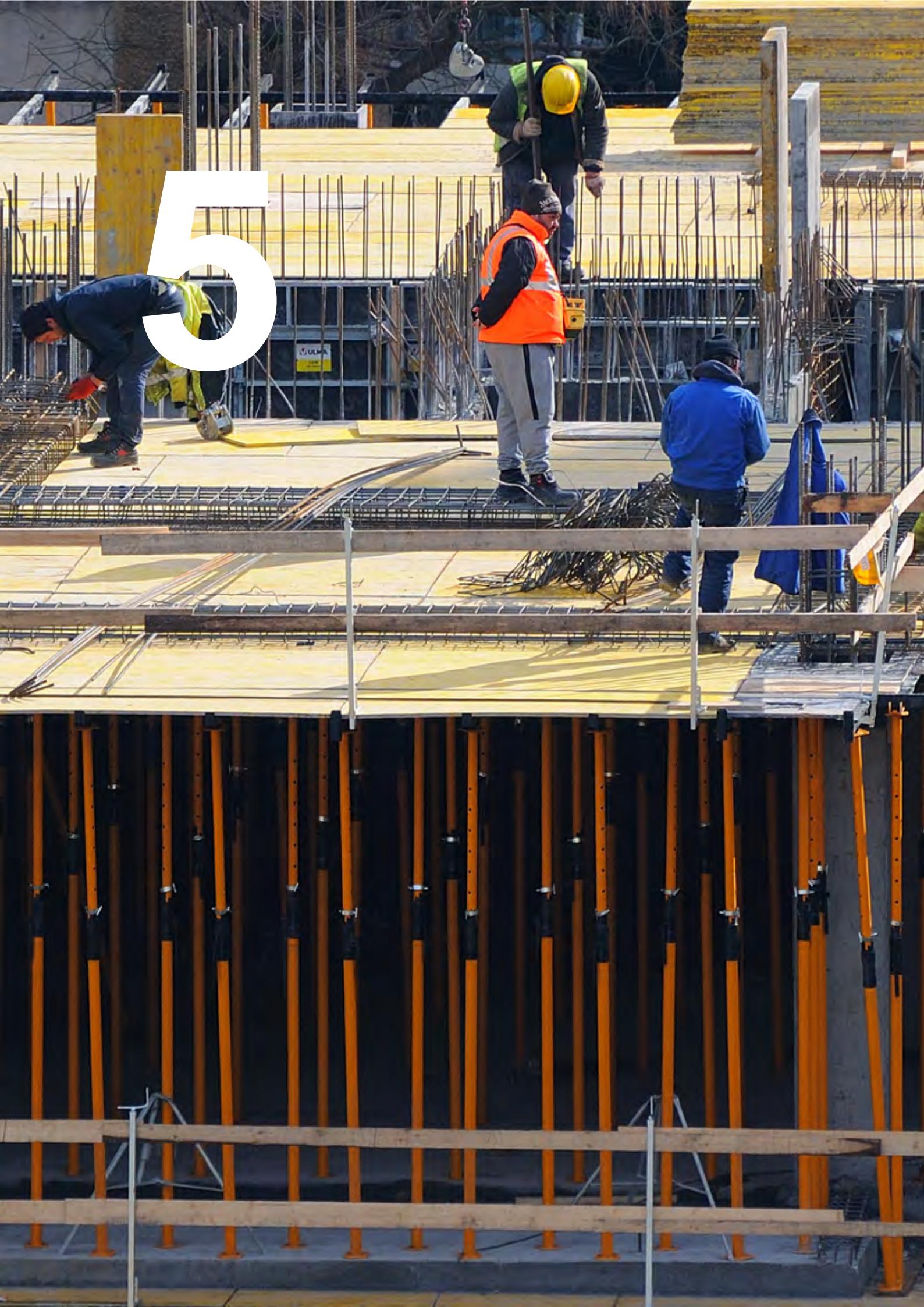
Youth education is correlated with premature dropout of the education system. *Early school leavers (18-24 years)* represents the ratio of the 18-24 years old population with elementary (low) education, who do not attend any type of education (formal and non-formal) in the last four weeks before the interview, in total population aged 18-24 years.

Fig.4.6 Youth education attainment level (aged 20-24), by gender (%)



Source: NIS, Household Labour Force Survey (AMIGO)

5



A vertical photograph showing three construction workers on a site. One worker in a yellow high-visibility jacket is kneeling, while two others are standing behind him. They are surrounded by construction materials like wooden beams and metal rebar.

Labour force

Gender gaps in employment and unemployment

Underemployment and potential additional labour force

NEET - young people neither in employment nor in education or training

Gender equality on the labour market is a topic of interest for social policies, companies and non-governmental organizations. Beyond strategies, goals and reports, what happens on the labour market can be analysed based on statistical data. The main source of the information presented in this chapter is the Labour Force Survey (LFS), a harmonized selective statistical survey for all EU member states.

The EU's main employment target for the labour force in the *Europe 2020 Strategy* states that *75% of the population aged between 20 and 64 years to be employed by 2020*. For Romania, the target is 70%.

The current situation shows that, in 2017, the employment rate at EU level for persons aged 20-64 years was 72.1%)¹⁾ (77.9% for men and 66.4% for women). In the case of men, the highest employment rates were registered in the Czech Republic (86.3%) and Sweden (83.8%), and the lowest in Greece (67.7%) and Croatia (68.9%). For women, the employment rate ranged between 48.0% (Greece) and 79.8% (Sweden).

In Romania, in 2017, the employment rate for persons aged 20-64 years was 68.8%, registering higher values for men (77.3%, compared to 60.2% for women).

As the average employment rate for women is lower than that of men, the *Europe 2020 Strategy*'s target may only be achieved if efforts are made in all Member States to increase woman's participation in the labour market. The gender gap between employment rates is explained by the fact that women often have to choose between developing a professional career and dedicating themselves - for a period - to family and children. However, as the analysis from the first chapter regarding the *reconciliation of work and family life* shows, the development of childcare services, the

flexibility of work, but also the diminishing of gender stereotypes in balancing the balance of home activities may increase the women's employment.

5.1 Gender gaps in employment and unemployment

In Romania, although the gender structure of the population aged 15 years and over is characterized by a slight female predominance (1069 women to 1000 men, in 2017), labour market participation is higher for men: the ratio of men and women employed was 1.3 in 2017.

Employment

Of the total population aged 15 years and over, 54.9% were economically active persons (employed and unemployed), the rest being economically inactive persons.

In 2017, the employed population numbered 8671 thousand persons, while the employment rate of the population aged 15 to 64 years was 63.9%.

Of the total employed population, 43.6% were women.

¹⁾ http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsi_mp_a&lang=en

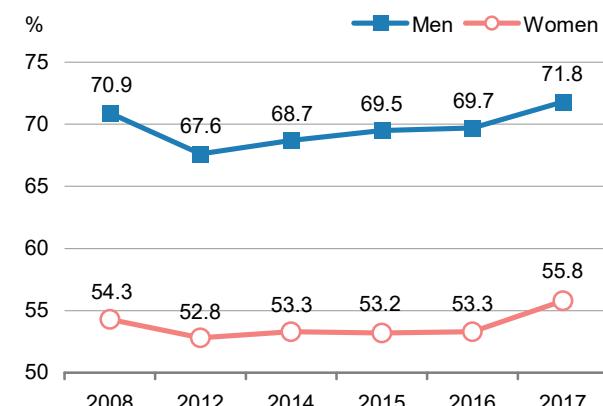
The employment rate for men (15-64 years) was 71.8%, by 16 percentage points (p.p.) higher than that of women. The gap is also maintained in the 25-54 years age group (15.8 p.p.), increasing for persons aged 55-64 years (20.4 p.p.).

Youth employment (15-24 years) is much lower, compared to the working age population (15-64 years), and the gender gap is more blurred. For example, the employment rates for the age group 15-24 years were, in 2017, 28.4% for men and 20.4% for women.

The highest employment rate was recorded for men in the age group 35-54 years (88.9%).

In 2017, employment distribution by status in employment shows that employees had the highest share (73.7%) in total employment (of which 44.6% were women). Women remain the main persons with precarious professional status. For example, contributing family workers accounted for 8.2% of the employed population, but women were predominant (67.7% out of all contributing family workers). The highest discrepancy by gender regarding the status in employment is noticed among employers, in the sense that women are disadvantaged in terms of entrepreneurship: the ratio between men and women employers was, in 2017, 3:1.

Fig.5.1 Unemployment rate (15-24 years), by gender (%)



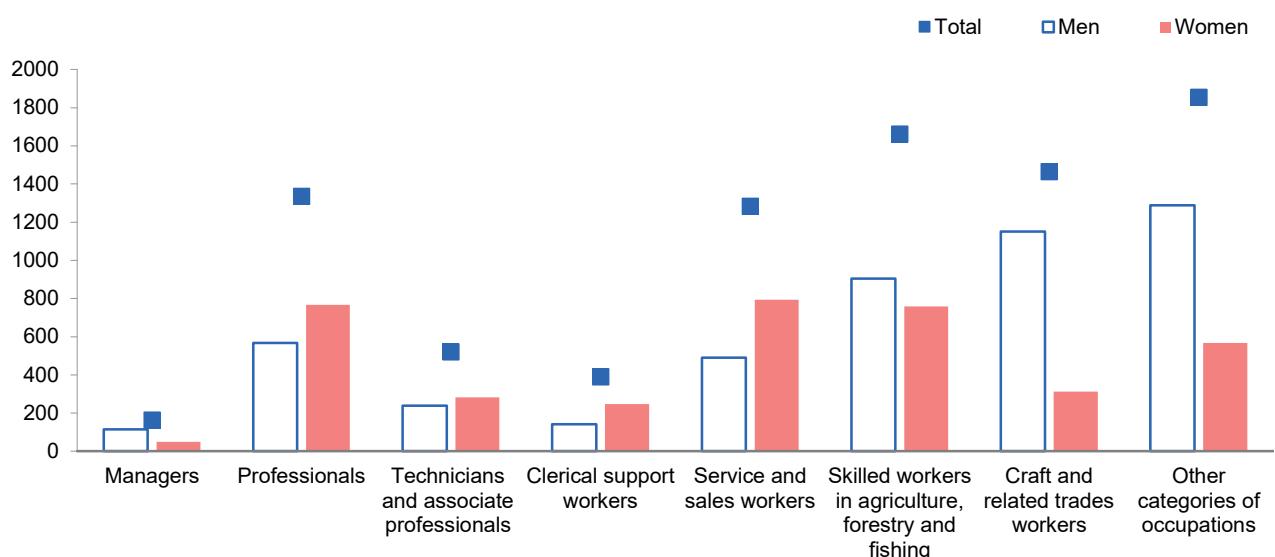
Source: NIS, Household Labour Force Survey (AMIGO)

In our country, as in most EU Member States, there are gender specific occupations. Women generally work in economic sectors and professions where their job activity is compatible with their family responsibilities. Among the activities of the national economy in which employed women dominate the labour market, we mention (for 2017): health and social assistance (80.9%), education (75.6%), financial intermediation and insurance (67.1%) and other activities of the national economy (65.2%).

Among the persons working in agriculture in 2017 (22.8% of employed persons), 42.6% were women. Among non-agricultural sectors, women accounted for 43.8%.

5 Labour force

Fig.5.2 Employment, by groups of occupation and gender, in 2017 (thousand persons)



Note: ISCO-08 was used.

Source: NIS, Household Labour Force Survey (AMIGO)

The distribution of employment by groups of occupations reveals that, in 2017, higher shares in total employment were recorded for women working as clerical support workers (63.6%), service and sales workers (61.8%), professionals (57.4%) and technicians and associate professionals (54.2%).

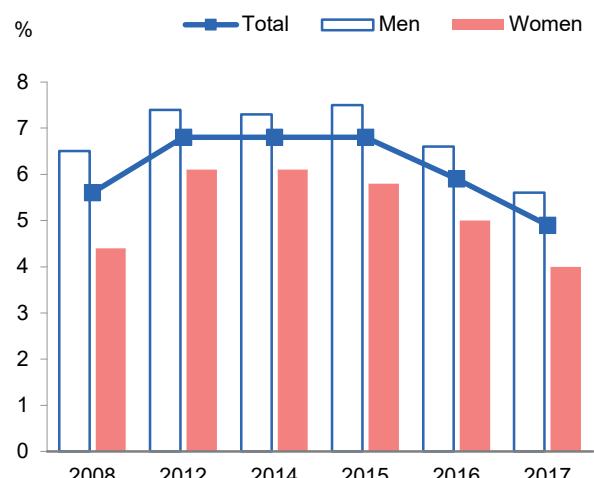
It is worth noting that the number of men in the group of Managers was 2.3 higher than that of woman (in 2017).

Unemployment

The ILO unemployment rate²⁾, at EU level³⁾, was, in 2017, 7.6% (7.4% for men and 7.9% for women). In the case of men, the unemployment rate ranged between 2.3% in the Czech Republic and 17.8% in Greece. For women, the lowest unemployment rate was recorded in Germany (3.3%), and the highest in Greece (26.1%).

In Romania, the unemployment rate was, in 2017, 4.9% (5.6% for men, 4.0% for women).

Fig.5.3 Unemployment rate, by gender (%)



Source: NIS, Household Labour Force Survey (AMIGO)

²⁾ According to the International Labor Office criteria.

³⁾ http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=une_rt_a&lang=en

In the case of young people (15-24 years), the recorded unemployment rate was 18.3%, but slightly higher in the case of women population (18.6%).

The number of ILO unemployed was, in 2017, 449 thousand persons, down 81 thousand, compared to the previous year. The gender distribution of the total unemployed reveals that men are predominant (64.6%).

The share of young unemployed in the total population aged 15-24 years was, in 2017, 5.5%, down by 1.6 percentage points compared to 2014. The level of this indicator is higher for men (6.3%, compared to 4.7% in the case of young women aged 15-24 years).

The level of education and professional training plays an important part in facilitating integration on the labour market, finding a decent, properly remunerated job and working in better conditions. A higher level of education ensures higher qualification and/or specialisation and, implicitly, a more stable job, less exposed to the unemployment risk. In 2017, the unemployed with high-school education (44.8%) held the highest shares in total unemployment. Among the unemployed, 9.8% had university education, out of which women accounted for 44.2%.

The highest unemployment rate was recorded for unemployed men with a low level of education (8.1%), and the lowest (2.1%) for unemployed women with a superior level of education.

The gender gap for the unemployment rate (expressed by the difference between men's unemployment rate and women's unemployment rate) highlights that the men unemployment rate was higher than that of women in all eight regions. The largest differences between the two rates (men vs. women) were recorded in West (2.8 percentage points), South-East (2.2 percentage points) and Bucharest-Ilfov (2.1 percentage points), while the lowest were in North-West (0.7 percentage points) and South-Muntenia (0.9 percentage points).

The long-term unemployment rate (the weight of ILO unemployed under unemployment for 12 months and over in the economically active population) was 2.0%. By gender, this indicator recorded values of 2.4% for men and 1.5% for women.

Tab.5.1 Unemployment rate by level of education, by gender, in 2017 (%)

	Total	Men	Women
Total	4.9	5.6	4.0
Superior (short-term and long-term university including master, Ph.D., post-Ph.D. and post university studies)	2.4	2.8	2.1
Medium (post high-school of specialty, high school and vocational, complementary or of apprentices)	5.1	5.5	4.6
Low (gymnasium, primary and without education)	6.8	8.1	4.8

Source: NIS, Household Labour Force Survey (AMIGO)

5.2 Underemployment and potential additional labour force

Underemployment

In the broad sense, underemployment manifests itself by complete non-use of available labour resources. In a narrower sense, underemployment includes employed persons, who work less hours than the usual average duration of the working week or do not fully use their skills, education and professional experience with the current job; moreover, they do not have the capacity to change their job in occupations requiring a higher level of education and training.

According to the definition by Eurostat⁴⁾, underemployed persons are employed persons who are working part-time and who wish and are available to work more hours than at present.

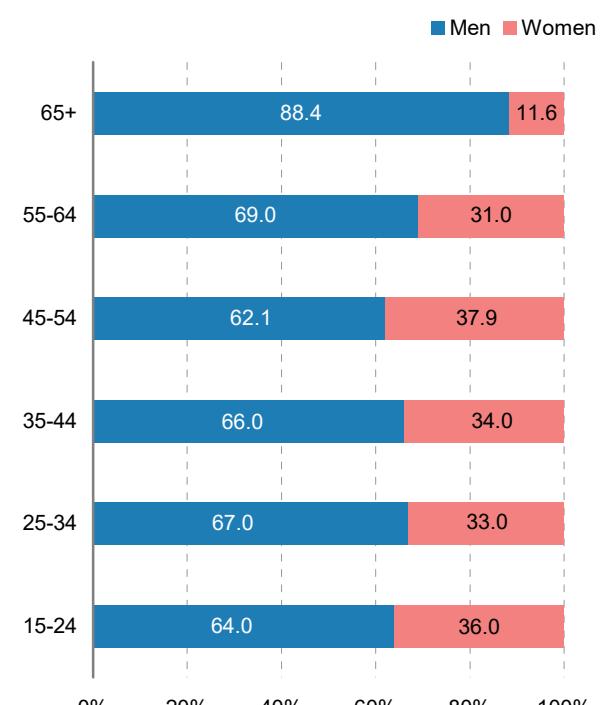
Romania is country with a high working time potential, but it is not fully utilised. Thus, in 2017, 207 thousand persons were considered underemployed. This category of persons accounted for 2.3% of the economically active population, respectively 2.4% of the employed population. Of the total number of underemployed persons, 65.4% were men, and 50.4% were aged between 25-44 years.

Over half (55.3%) of the underemployed persons had low level of education, and 43.4% had medium level of education.

The incidence of underemployment (the share of underemployed persons in total employment in the same category) had higher values in activities of private households as employer of domestic personnel; activities of private households producing goods and services for own consumption (15.5%), in agriculture,

forestry and fishing (8.1%), in water distribution and sanitation (4.3%) and construction (3.1%). In 2017, 11.1% of contributing family workers, 8.0% of self-employed and only 0.2% of employees were underemployed.

Fig.5.4 Distribution of underemployed persons, by gender and age groups, in 2017 (%)



Source: NIS, Household Labour Force Survey (AMIGO)

⁴⁾ Underemployed part-time workers,
http://ec.europa.eu/eurostat/statistics-explained/index.php/Underemployment_and_potential_additional_labour_force_statistics

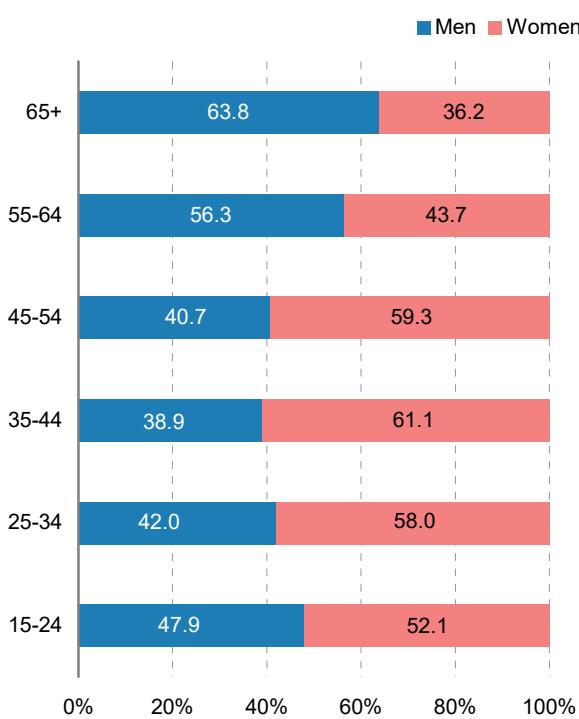
Potential additional labour force

A distinct category of persons, currently among inactive population, is the so-called *potential additional labour force*, representing „economically inactive persons who are seeking a job, but are not available to start working” and „economically inactive persons who are not seeking a job, but are available to start working”.

In 2017, 281 thousand persons were part of the potential additional labour force. Of these, 56.3% were women. It is noted that women are dominant (26.9%), especially, between 35-44 years, when their work potential is high.

Of the total potential additional labour force, 277 thousand persons were available to start work but did not seek a job. Only an insignificant number of persons out of the potential additional labour force, although

Fig.5.5 Distribution of potential additional labour force by gender and age group, in 2017 (%)



Source: NIS, Household Labour Force Survey (AMIGO)

seeking for a job, were not available to start working.

Almost half (48.3%) of the potential additional labour force had a low level of education, and 47.8% had a medium level.

5.3 NEET - young people neither in employment nor in education or training

A major concern in terms of employment at the European community level is represented by young people aged between 15 and 24 years, who are not neither in employment nor in education or training, a concept known as the NEET. This segment of population is a particular category of economically inactive persons. The indicator also shows interest for the 15-34 years age group.

The rate young people neither in employment nor in education or training in Romania signals difficulties in transitioning from the education system to the labour market and the problems connected to employment for the young population, outside the education system.

In Romania, 15.2% of youth aged 15-24 years were not neither in employment, nor in education or training. The NEET rate is higher in the case of women.

Tab.5.2 Rate of young people neither in employment nor in education or training, by gender, in 2017 (%)

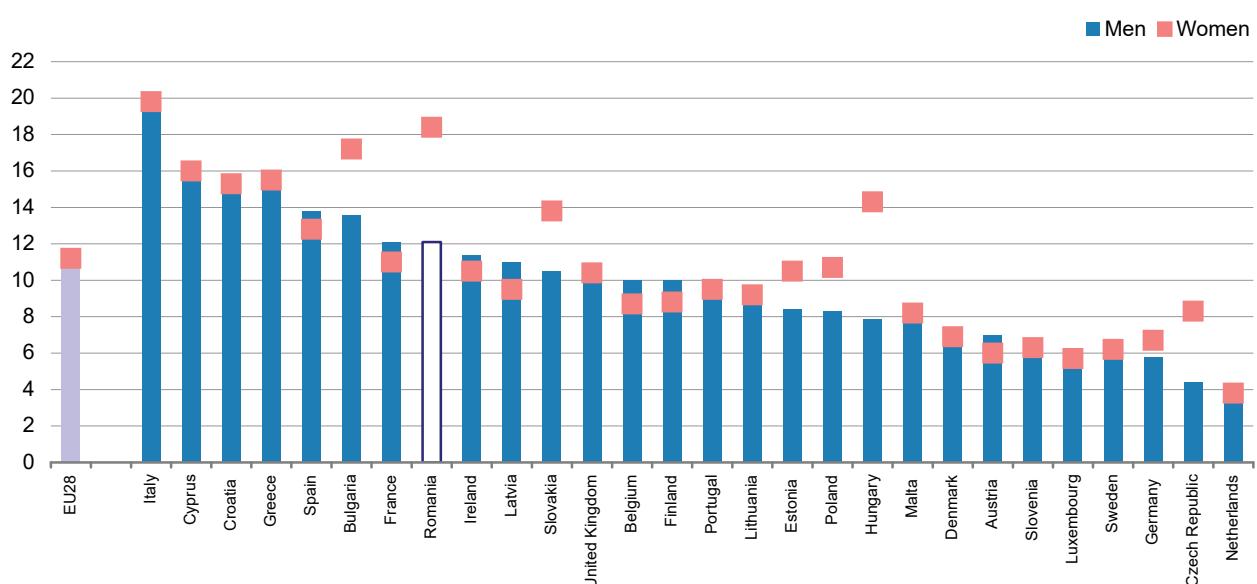
Age group	Total	Men	Women
15-24 years	15.2	12.1	18.4
15-34 years	18.7	12.9	24.8

Source: NIS, Household Labour Force Survey (AMIGO)

At territorial level, the rate young people neither in employment nor in education or training shows wide variations between development regions. In 2017, the highest value of the indicator was recorded in the Center region (22.3%), followed by the regions South-East (20.5%) and South-Muntenia (19.6%). On the opposite end are Bucharest-Ilfov (9.8%), North-East (10.2%), and the region North-West (10.3%).

In 2017, around 10.9% of the persons aged 15-24 years in the EU were neither in employment nor in education or training (11.2% of women and 10.7% of men). The situation is very serious for some states, like Italy, Cyprus, Croatia, Greece and Bulgaria, where the NEET rate exceeds by far the European average.

Fig.5.6 Rate of young people aged 15-34 years neither in employment nor in education or training, by gender, in EU Member States, in 2017 (p.p.)



Source: EUROSTAT, <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

6





Income

Earnings - equal pay for equal work?

Pensions - same job, same pension?

Household income

The principle of equality between men and women on equal pay for equal work was incorporated into the European Commission Directive 54/2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment. At the end of 2017, the European Commission published a report on the implementation of the recommendations on strengthening the principle of equal pay, through pay transparency. The four measures proposed by EU Member States for pay transparency are: *citizens' right to request information on remuneration levels, company reporting, salary audits and equal pay in collective negotiations*¹.

Income differences, mainly labor income, primarily affect women, based on complex and interrelated causes, women traditionally working in less remunerated economic activities. Even in the sectors they dominate, women are poorly represented in leadership positions, especially at the top level. These situations have a negative impact on career opportunities, training opportunities and pension and other social insurance rights. That is why the European Commission's recommendation is to encourage Member States to implement measures to ensure that employers (from companies and organizations with at least 50 employees) regularly inform employees, workers' representatives and social partners about average remuneration, by categories of employees or positions, but also by gender.

In Romania, there is no gender discrimination in any field of economic activity. However, there are gender differences between earnings, which are generated indirectly by certain socio-demo-economic circumstances. For example, women's skills and competences can often be underestimated, especially in fields where women are a majority. There are also situations where women's earnings are affected by various factors that reduce payment capability or limit access to complementary means of rewarding work. For example, women's working time is lower on average than men, as a consequence of interference between work and family life. The most important causes affecting women's professional lives are maternity or parental leave up to 2 years, and variable work schedules.

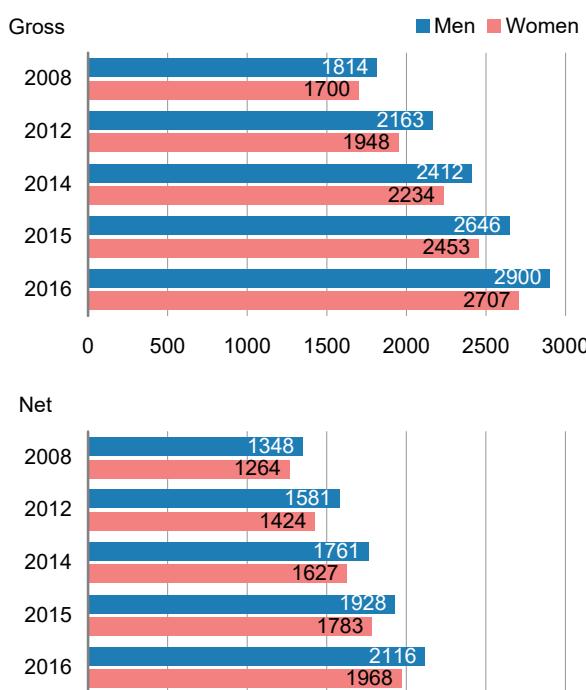
The chapter presents information on the most significant forms of incomes of the Romanian population: earnings, household incomes, pensions.

¹ <http://ec.europa.eu/transparency/regdoc/rep/1/2017/RO/COM-2017-671-F1-RO-MAIN-PART-1.PDF>. European Commission recommendations provide that the disclosure of any information containing personal data under these measures should be done in accordance with national data protection laws (Regulation 2016/679).

6.1 Earnings - equal pay for equal work?

In 2016, in our country, the average monthly gross earnings were 2809 RON, and the net one 2046 RON, having an upward evolution for the 2008-2016 period, both for women and men. It should be noted as an exception the year 2010, when the net earnings of women decreased on average by 2 RON compared to 2009 (2009: 1310 RON, 2010: 1308 RON). The gender pay gap related to the average monthly gross and net earnings remains in men's favour. In 2016, men had a higher average monthly gross earnings than women with 193 RON and a net one with 148 RON.

Fig.6.1 Average monthly gross and net earnings, by gender (RON/person)



Source: NIS, Labour cost survey

In Romania there are gender pay gaps by activities of the national economy, due to the different level of qualification, the hierarchical position at work or occupation. As a general rule, for most activities of the national economy gender gaps in earnings (gross and net) are in men's favour.

The data show that women employed in some economic activities considered "men's only", such as mining and constructions, have higher wage earnings than men. However, the share of women employed in these activities is low. In 2016 the average gross monthly earnings of men working in extractive industries were 664 RON lower than those of women, and the net one 473 RON less. In constructions, women had gross earnings with 330 RON / month higher than men (on average), respectively a net earning higher with 234 RON. Wage differences in favor of women are due to the fact that they work in positions that require higher and better paid qualifications. In administrative services and support services women earned on average 507 RON more than men, the net earnings having a difference of 357 RON.

However, there are also high pay gaps in men's favour. For example, in financial and insurance activities women had gross average monthly earnings with 2246 RON lower than men, respectively with 1664 RON for net.

Fig.6.2 Average monthly gross and net earnings, by activities of national economy and gender, in 2016 (RON)



A Agriculture, forestry and fishing

B Mining and quarrying

C Manufacturing

D Electricity, gas, steam and air conditioning supply

Water supply; sewerage, waste management and

E remediation activities

F Construction

G Wholesale and retail trade; repair of motor vehicles and motorcycles

H Transportation and storage

I Accommodation and food service activities

J Information and communication

K Financial and insurance activities

L Real estate activities

M Professional, scientific and technical activities

N Administrative and support service activities

O Public administration *

P Education

Q Human health and social work activities

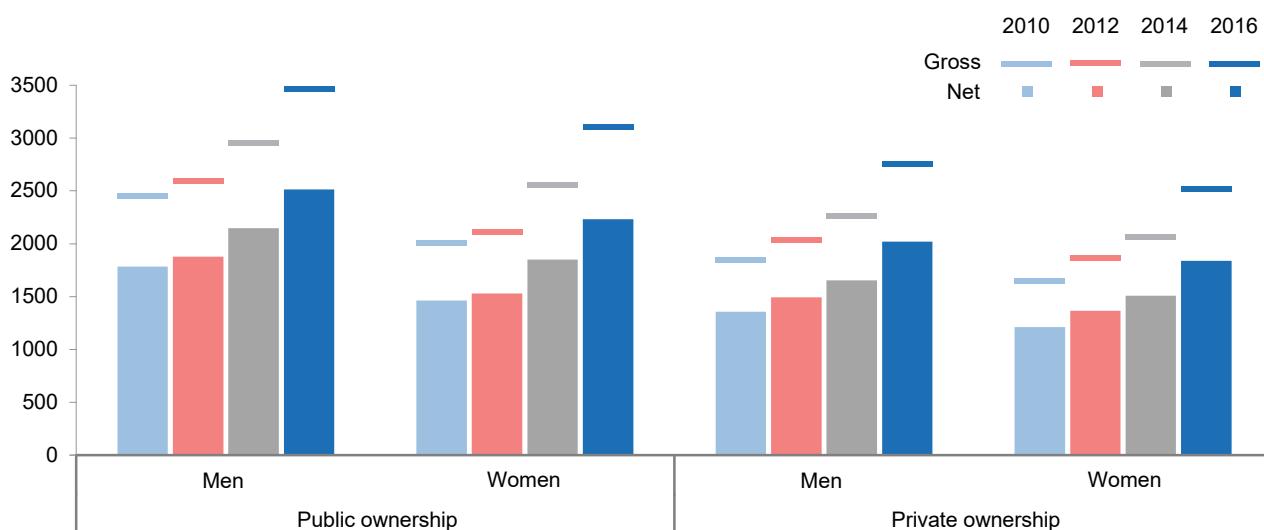
R Arts, entertainment and recreation

S Other service activities

Source: NIS, Labour cost survey

* except armed forces and related.

Another aspect of the earning model of the labor force market in our country is that in Romania employment in the public sector is more advantageous for both women and men in terms of earnings. For certain activities of the national economy things differ, as the earnings in the private sector might exceed the average ones in the public sector.

Fig.6.3 Average monthly gross and net earnings, by ownership types and gender (RON)

Source: NIS, Labour cost survey

It should be noted that women are paid less than men regardless of the ownership form of the employer. In 2016, the annual average net earning of men working in the public sector was 283 RON higher than that of women. The situation is similar in the private sector but the gap is smaller (179 RON).

Tab.6.1 Gender pay gap in the monthly average gross and net earnings, by ownership types (RON)

	2010	2012	2014	2016
The gap of gross earning (M-F)				
Public ownership	446	484	403	375
Private ownership	202	176	196	245
The gap of net earning (M-F)				
Public ownership	322	349	295	283
Private ownership	144	127	145	179

Source: NIS, Labour cost survey

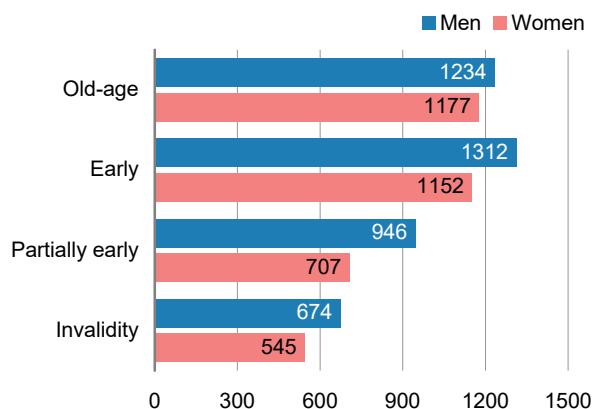
6.2 Pensions - same job, same pension?

The most important form of income for persons over 65 years of age is the old-age pension. The impact of the gender pay gap throughout working life propagated over time, with consequences for the greater risk of poverty faced by women in the older age.

Women's average pension level in 2017 was less than the average pension of men, for all categories of pension scheme (exceptie făcând pensia pentru limită de vîrstă cu stagiu incomplet de cotizare).

The gender gap in old-age pension follows an upward trend by 2016 this being 1.8 times higher than the level recorded in 2008, as in 2017 the gap will drop sharply to only 57 RON. The partial anticipated pension category recorded the highest gap between the men's and women's pensions (239 RON), the lowest difference being for the old-age pension category with full contribution (31 RON).

Fig.6.5 Average monthly social insurance pension, by pension category and gender, in 2017 (RON)



Source: NIS, Statistical survey on pensions

Fig.6.4 Gender gap in old-age pension (RON)



Source: NIS, Statistical survey on pensions

6.3 Household income

An analysis of household income level is particularly important, as it provides information on the level of socio-economic development of the country, as well as the population living standard. In our country, the gap between the income of households headed by women and those headed by men was and still remains high.

In 2017, the average monthly income of Romanian households amounted to 3391.7 RON, their level in households headed by men being 1.6 times higher than that for households in which women are the representatives.

The largest share of household income is monetary income, for both sexes (90.3% for men, 90.4% for women), but for this category of income as well there are major disparities between women and men. The monthly average income obtained in the households headed by women was 64.2% of that recorded in households headed by men.

An important share of household income in Romania is held by the income in kind (9.7%), which are mainly revenues resulting from the equivalent value of agro-food products from own resources (85.7%). In the case of income in kind, there are no big differences between households headed by men (9.7%) and those headed by women (9.6%).

In 2017, the income from social benefits have been, on average, lower for women (with 31.2 RON per month), although the main component is represented by pensions (90.0%), which are higher in households headed by women (with 17.5 RON per month). A small part of the amounts available for consumption, at the level of households in Romania, is for borrowings, loans taken and amounts withdrawn from banks and other similar institutions.

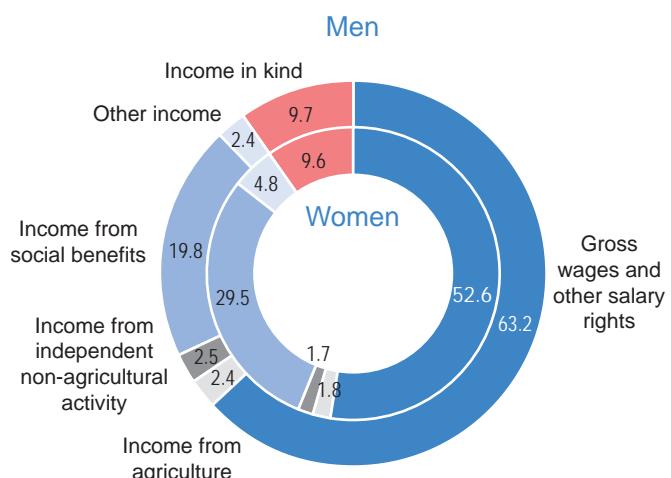
In general, households headed by men rely more on debt. In 2017, the ratio of the average level of loans for households headed by the two groups of the population (male/female) was 2,4:1.

Tab.6.2 Income and other financial resources, for households headed by men and women, in 2017 (monthly averages per household, RON)

	Men	Women
TOTAL INCOME (A + B)	3758.4	2411.1
A. Monetary income	3392.6	2179.1
Gross wages and salaries	2375.1	1268.9
Income from agriculture	91.9	44.1
Income from independent non-agricultural activity	93.5	41.3
Income from social benefits	742.8	711.6
Property income	4.6	2.1
Income from the sale of assets of the household patrimony	41.0	30.9
Other income	43.6	80.3
B. Income in kind	365.8	231.9
Equivalent value of income in kind obtained by employees and recipients of social benefits	49.7	40.3
Equivalent value of the consumption of agro-food products from own resources	316.1	191.6

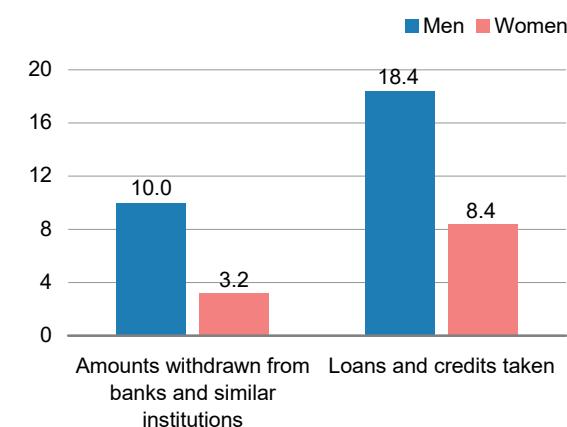
Source: NIS, Household Budget Survey

Fig.6.6 Structure of total population income by category of households, in 2017 (%)



Source: NIS, Household Budget Survey

Fig.6.7 Loans, credits taken, amounts withdrawn by households from banks and similar institutions, by gender, in 2017 (RON monthly per household)



Source: NIS, Household Budget Survey

A1. Share of the population with family responsibilities¹⁾ by participation in economic activity, by gender

	Total	Economically active	Employed	Unemployed	Economically inactive
Year 2005					
Total					
Have dependants to care for:	36.1	42.5	43.0	36.4	23.9
- children aged up to 15 years	34.3	40.7	41.2	34.9	22.2
- dependant adults (aged 15 years and over)	4.6	4.8	4.8	4.4	4.2
- dependants children and adults	2.8	2.9	2.9	2.9	2.5
Male					
Have dependants to care for:	33.9	41.6	42.3	33.2	12.4
- children aged up to 15 years	32.3	39.9	40.5	32.2	11.1
- dependant adults (aged 15 years and over)	4.1	4.5	4.6	3.5	2.9
- dependants children and adults	2.5	2.8	2.9	2.5	1.7
Female					
Have dependants to care for:	38.3	43.8	44.0	41.0	30.9
- children aged up to 15 years	36.3	41.8	42.0	38.7	29.0
- dependant adults (aged 15 years and over)	5.0	5.0	5.0	5.6	5.0
- dependants children and adults	3.0	3.0	3.0	3.4	3.1
Year 2010					
Total					
Have dependants to care for:	35.5	42.6	43.2	35.5	21.3
- children aged up to 15 years	32.1	38.9	39.4	32.1	18.7
- dependant adults (aged 15 years and over)	6.9	8.0	8.1	6.4	4.7
- dependants children and adults	3.5	4.2	4.3	3.0	2.1
Male					
Have dependants to care for:	32.9	40.6	41.3	30.6	9.8
- children aged up to 15 years	30.0	37.3	38.0	27.8	8.1
- dependant adults (aged 15 years and over)	5.8	7.0	7.1	4.9	2.4
- dependants children and adults	2.9	3.7	3.8	2.1	0.6
Female					
Have dependants to care for:	38.0	45.4	45.5	42.9	28.0
- children aged up to 15 years	34.2	40.9	41.1	38.5	24.9
- dependant adults (aged 15 years and over)	8.0	9.3	9.4	8.7	6.1
- dependants children and adults	4.1	4.9	4.9	4.2	3.0

A1. Share of the population with family responsibilities¹⁾ by participation in economic activity, by gender - continued

	Total	Economically active	Employed	Unemployed	Economically inactive
Year 2018²⁾					
Total					
Have dependants to care for:	35.4	39.7	40.2	29.1	24.2
- children aged up to 15 years	32.4	37.0	37.5	26.8	20.6
- dependant adults (aged 15 years and over)	4.5	4.5	4.5	4.0	4.6
- dependants children and adults	1.5	1.7	1.7	1.7	1.0
Male					
Have dependants to care for:	33.3	38.4	38.9	27.0	11.0
- children aged up to 15 years	30.9	36.0	36.5	24.5	8.6
- dependant adults (aged 15 years and over)	3.7	3.9	4.0	3.6	2.6
- dependants children and adults	1.3	1.5	1.6	1.0	0.2
Female					
Have dependants to care for:	37.4	41.6	41.9	33.2	30.7
- children aged up to 15 years	33.9	38.5	38.7	31.3	26.6
- dependant adults (aged 15 years and over)	5.3	5.2	5.2	4.9	5.6
- dependants children and adults	1.8	2.0	2.0	2.9	1.4

¹⁾ Family responsibilities refer to caring for children aged up to 15 years (own children, spouse's or life partner's children), as well as caring for other relatives (disabled) - aged 15 and over.

²⁾ Provisional data.

Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey", 2005, 2010, 2018

A2. Distribution of employees with family responsibilities by the possibility of varying the start or end time of the work program for family reasons, by gender

	Total	Male	Female	-%-
Year 2005				
Total	100.0	100.0	100.0	
Can vary the start or end time of the work program	34.6	30.4	39.7	
- in general	4.9	3.6	6.5	
- occasionally	29.7	26.8	33.2	
Cannot vary the start or end time of the work program	65.4	69.6	60.3	
Year 2010				
Total	100.0	100.0	100.0	
Can vary the start or end time of the work program	49.6	47.1	52.6	
- in general	8.3	7.9	8.7	
- occasionally	41.3	39.2	43.9	
Cannot vary the start or end time of the work program	50.4	52.9	47.4	
Year 2018¹⁾				
Total	100.0	100.0	100.0	
Can vary the start or end time of the work program	47.0	42.7	52.2	
- in general	20.8	17.3	25.0	
- occasionally	26.2	25.4	27.2	
Cannot vary the start or end time of the work program	53.0	57.3	47.8	

¹⁾ Provisional data.

Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey", 2005, 2010, 2018

A3. Distribution of employees with family responsibilities, by the possibility to take days off for family reasons, by gender

	Total	Male	Female	-%-
Year 2005				
Total	100.0	100.0	100.0	
Can take days off	38.9	35.2	43.4	
- in general	4.0	3.0	5.3	
- occasionally	34.9	32.2	38.1	
Cannot take days off	61.1	64.8	56.6	
Year 2010				
Total	100.0	100.0	100.0	
Can take days off	52.0	49.4	55.0	
- in general	5.0	4.1	6.0	
- occasionally	47.0	45.3	49.0	
Cannot take days off	48.0	50.6	45.0	
Year 2018¹⁾				
Total	100.0	100.0	100.0	
Can take days off	55.4	52.3	59.1	
- in general	24.0	20.5	28.2	
- occasionally	31.4	31.8	30.9	
Cannot take days off	44.6	47.7	40.9	

¹⁾ Provisional data.

Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey", 2005, 2010, 2018

A4. Distribution of parents¹⁾ by breaking off the career for childcare, by gender

	2005	2010	2018 ²⁾	-%
Total	100.0	100.0	100.0	
Have benefitted from parental leave	17.4	28.3	27.1	
Did not benefitted from parental leave, but had interrupted work (for at least one month) for childcare reasons	4.2	1.3	6.3	
Did not benefitted from parental leave and also did not interrupted work, using other arrangements	78.3	70.4	66.5	
Male	100.0	100.0	100.0	
Have benefitted from parental leave	2.9	2.9	2.8	
Did not benefitted from parental leave, but had interrupted work (for at least one month) for childcare reasons	5.9	1.2	3.0	
Did not benefitted from parental leave and also did not interrupted work, using other arrangements	91.2	95.9	94.3	
Female	100.0	100.0	100.0	
Have benefitted from parental leave	30.3	51.8	49.7	
Did not benefitted from parental leave, but had interrupted work (for at least one month) for childcare reasons	2.8	1.4	9.5	
Did not benefitted from parental leave and also did not interrupted work, using other arrangements	66.9	46.8	40.9	

¹⁾ Persons living with at least one of their own / husband's / wife's/ partner's child aged up to 15 years.

Source: NIS, sample statistical survey "Reconciliation between work and family life", carried out as complementary modules to "Household Labour Force Survey", 2005, 2010, 2018

A5. Usually resident population on January 1st, by gender and residence area

	Total	Male	Female	Urban	Rural	-persons-
2008	20635460	10049194	10586266	11194399	9441061	
2009	20440290	9951873	10488417	11011171	9429119	
2010	20294683	9880409	10414274	10942040	9352643	
2011	20199059	9832949	10366110	10902302	9296757	
2012	20095996	9777107	10318889	10853728	9242268	
2013	20020074	9761480	10258594	10790541	9229533	
2014 ^{r)}	19953089	9748979	10204110	10752617	9200472	
2015 ^{r)}	19875542	9709385	10166157	10703051	9172491	
2016 ^{r)}	19760585	9649733	10110852	10636418	9124167	
2017	19644350	9602578	10041772	10531255	9113095	
2018 ^{p)}	19523621	9543228	9980393	10498059	9025562	

^{r)} Revised data; ^{p)} Provisional data.

Source: NIS, Demographic statistics

A6. Masculinity ratio of elderly usually resident population

	65-69 years	70-74 years	75-79 years	80-84 years	-men to 100 women-
	85 years and over				
2008	79.1	71.2	65.0	57.8	49.7
2012	79.0	70.0	64.0	58.3	49.4
2013	79.5	70.2	63.5	58.3	50.1
2014 ^{r)}	79.6	70.7	62.9	58.2	50.5
2015 ^{r)}	79.8	71.3	62.5	57.7	50.9
2016 ^{r)}	79.8	71.4	62.3	57.5	51.0
2017	79.6	72.0	62.3	57.0	51.1
2018 ^{p)}	79.3	72.8	62.6	56.2	51.1

^{r)} Revised data; ^{p)} Provisional data.

Source: NIS, Demographic statistics

A7. Life expectancy at birth, by gender

	Total	Male	Female	-years-
2008	73.47	69.99	77.05	
2010	73.90	70.27	77.64	
2012	74.69	71.24	78.20	
2013	75.15	71.73	78.60	
2014 ^{r)}	75.41	71.97	78.89	
2015 ^{r)}	75.35	71.88	78.86	
2016 ^{d)}	75.56	72.11	79.07	
2017 ^{p)}	75.73	72.28	79.24	

^{r)} Revised data, according to the NIS Revisions timetable; ^{p)} Provisional data; ^{d)} Definitive data.

Note: Life expectancy at birth was calculated with the population by domicile and with deceased with their permanent or usual residence in Romania.

Source: NIS, Demographic statistics

A8. Healthy life years at birth in the European Union (EU-28) and in Romania

	2008	2009	2010	2011	2012	2013	2014	2015	2016	-years-
EU-28										
Male	:	:	61.8	61.7	61.5	61.4	61.4	62.6	63.5	
Female	:	:	62.6	62.1	62.1	61.5	61.8	63.3	64.2	
Romania										
Male	60.0	59.8	57.3	57.4	57.6	58.6	59.0	59.0	59.8	
Female	62.9	61.7	57.5	57.0	57.7	57.9	59.0	59.4	59.0	

: Data not available.

Source: EUROSTAT, <http://ec.europa.eu/eurostat/database>

A9. Healthy life years at 65 years in the European Union (EU-28) and in Romania

	2008	2009	2010	2011	2012	2013	2014	2015	2016	-years-
EU-28										
Male	:	:	8.7	8.5	8.5	8.5	8.6	9.4	9.8	
Female	:	:	8.8	8.6	8.5	8.6	8.6	9.4	10.1	
Romania										
Male	7.9	7.2	5.9	5.4	5.9	5.8	5.9	6.3	6.2	
Female	8.0	7.1	5.1	4.7	5.1	5.2	5.7	5.7	5.6	

: Data not available.

Source: EUROSTAT, <http://ec.europa.eu/eurostat/database>

A10. Healthcare staff by category of staff and by gender

Healthcare staff with higher education level							Healthcare staff with medium education level				-persons-	
of which:							of which:					
Physicians	Family doctors (GPs)	Dentists	Pharmacists	Physio-kinesitherapists	Nurses with higher education level	Total	Nurses with medium education level	Physio-kinesitherapists with medium education level	Auxiliary health-care staff	of which:		
Total												
2008	50267	11567	11901	11704	593	2791	132464	:	996	66339		
2012	53681	13767	13814	15435	822	9424	125141	112368	697	59440		
2013	54086	12736	14282	16301	927	10941	126860	114168	722	59626		
2014	54929	12655	14879	17099	1093	11844	128899	115762	727	60720		
2015	56110	12333	15556	17135	1282	12902	133173	119513	775	62857		
2016	57304	12334	16442	17180	1435	13780	137246	122792	824	66256		
2017	58583	12185	15653	17833	1599	14613	142103	127208	890	69353		
Male												
2008	15370	2721	4348	999	189	233	11289	:	194	10217		
2012	16732	3294	4854	1573	281	707	11186	9072	133	9800		
2013	16790	2963	4960	1608	322	811	11208	8974	155	9921		
2014	16958	2892	4988	1785	380	851	11214	9053	153	10312		
2015	17058	2690	5211	1786	453	969	12756	10237	151	10544		
2016	17412	2750	5346	1788	504	1182	13338	10692	182	11171		
2017	17591	2668	5144	1841	556	1113	13996	11242	196	11731		
Female												
2008	34897	8846	7553	10705	404	2558	121175	:	802	56122		
2012	36949	10473	8960	13862	541	8717	113955	103296	564	49640		
2013	37296	9773	9322	14693	605	10130	115652	105194	567	49705		
2014	37971	9763	9891	15314	713	10993	117685	106709	574	50408		
2015	39052	9643	10345	15349	829	11933	120417	109276	624	52313		
2016	39892	9584	11096	15392	931	12598	123908	112100	642	55085		
2017	40992	9517	10509	15992	1043	13500	128107	115966	694	57622		

A10. Healthcare staff by category of staff and by gender - continued

										<i>-persons-</i>	
Healthcare staff with higher education level										Healthcare staff with medium education level	
of which:										of which:	
Physicians	Family doctors (GPs)	Dentists	Pharmacists	Physio-kinesitherapists	Nurses with higher education level	Total	Nurses with medium education level	Physio-kinesitherapists with medium education level	Auxiliary health-care staff		
Urban											
2008	44697	6993	10427	10099	522	2636	118948	:	911	58109	
2012	48192	9216	12017	13146	738	9135	112063	100506	649	52304	
2013	48511	8142	12463	13803	842	10576	113505	102151	667	52358	
2014	49283	7994	12952	14225	989	11409	115062	103333	685	53167	
2015	50474	7735	13598	14218	1145	12437	119009	106750	710	55479	
2016	51664	7846	14426	14133	1294	13292	122631	109634	765	58438	
2017	52927	7701	13608	14644	1452	14086	126852	113484	823	61305	
Male											
2008	13755	1451	3762	816	163	211	10094	:	182	8658	
2012	15194	2089	4179	1302	251	685	10102	8209	129	8599	
2013	15216	1729	4287	1328	295	783	10065	8071	146	8807	
2014	15409	1671	4307	1468	339	814	10059	8148	149	9095	
2015	15533	1520	4497	1446	398	931	11542	9281	142	9367	
2016	15878	1599	4608	1413	453	1145	12103	9727	173	9905	
2017	16057	1541	4444	1444	499	1065	12686	10220	187	10483	
Female											
2008	30942	5542	6665	9283	359	2425	108854	:	729	49451	
2012	32998	7127	7838	11844	487	8450	101961	92297	520	43705	
2013	33295	6413	8176	12475	547	9793	103440	94080	521	43551	
2014	33874	6323	8645	12757	650	10595	105003	95185	536	44072	
2015	34941	6215	9101	12772	747	11506	107467	97469	568	46112	
2016	35786	6247	9818	12720	841	12147	110528	99907	592	48533	
2017	36870	6160	9164	13200	953	13021	114166	103264	636	50822	

A10. Healthcare staff by category of staff and by gender - continued

Healthcare staff with higher education level										Healthcare staff with medium education level			<i>-persons-</i>
of which:										of which:			
	Physicians	Family doctors (GPs)	Dentists	Pharmacists	Physio-kinesitherapists	Nurses with higher education level	Total	Nurses with medium education level	Physio-kinesitherapists with medium education level	Auxiliary health-care staff			
Rural													
2008	5570	4574	1474	1605	71	155	13516	:	85	8230			
2012	5489	4551	1797	2289	84	289	13078	11862	48	7136			
2013	5575	4594	1819	2498	85	365	13355	12017	55	7268			
2014	5646	4661	1927	2874	104	435	13837	12429	42	7553			
2015	5636	4598	1958	2917	137	465	14164	12763	65	7378			
2016	5640	4488	2016	3047	141	488	14615	13158	59	7818			
2017	5656	4484	2045	3189	147	527	15251	13724	67	8048			
Male													
2008	1615	1270	586	183	26	22	1195	:	12	1559			
2012	1538	1205	675	271	30	22	1084	863	4	1201			
2013	1574	1234	673	280	27	28	1143	903	9	1114			
2014	1549	1221	681	317	41	37	1155	905	4	1217			
2015	1525	1170	714	340	55	38	1214	956	9	1177			
2016	1534	1151	738	375	51	37	1235	965	9	1266			
2017	1534	1127	700	397	57	48	1310	1022	9	1248			
Female													
2008	3955	3304	888	1422	45	133	12321	:	73	6671			
2012	3951	3346	1122	2018	54	267	11994	10999	44	5935			
2013	4001	3360	1146	2218	58	337	12212	11114	46	6154			
2014	4097	3440	1246	2557	63	398	12682	11524	38	6336			
2015	4111	3428	1244	2577	82	427	12950	11807	56	6201			
2016	4106	3337	1278	2672	90	451	13380	12193	50	6552			
2017	4122	3357	1345	2792	90	479	13941	12702	58	6800			

: Data not available.

Source: NIS, Healthcare statistics

A11. General mortality by area and gender

	<i>-deaths per 1000 inhabitants-</i>				
	Total			Urban	Rural
	Both genders	Male	Female		
2008	12.3	13.5	11.1	10.2	14.7
2010	12.7	13.9	11.6	10.6	15.2
2012	12.6	13.6	11.8	10.8	14.9
2013	12.4	13.2	11.6	10.6	14.4
2014 ^{r)}	12.8	13.7	12.0	11.0	14.9
2015 ^{r)}	13.2	14.1	12.4	11.5	15.3
2016 ^{d)}	13.1	14.0	12.2	11.4	14.9
2017 ^{p)}	13.3	14.1	12.4	11.6	15.1

^{r)} Revised data, according to the NIS Revisions timetable; ^{p)} Provisional data; ^{d)} Definitive data.

Note: The data for 2008-2013 do not include deaths that occurred abroad, starting with 2014 only deceased with their usual residence in Romania are included. For the 2008-2016 period, the rates were calculated with the usual resident population on July 1st of each year. For the year 2017, the rates were calculated with the usual resident population on January 1st, 2017, estimated in terms of comparability with the final results of the 2011 Population and Housing Census.

Source: NIS, Demographic statistics

A12. School-aged population by educational level

	<i>-persons-</i>								
	2008-2009	2010-2011	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	
TOTAL	4532082	4228067	3887891	3796404	3735552	3642632	3597280	3578561	
FEMALE (%)	50.7	50.3	49.7	49.8	49.7	49.7	49.8	49.9	
Early childhood education	:	:	:	:	18612	18811	20099	20761	
FEMALE (%)	:	:	:	:	46.6	47.0	47.1	47.1	
Pre-primary education	652855	673736	581144	568659	559565	534742	521196	521161	
FEMALE (%)	48.9	48.8	48.8	48.7	48.7	48.7	48.6	48.7	
Primary and lower secondary education	1752335	1691441	1744192	1743254	1732305	1712088	1695461	1677968	
FEMALE (%)	48.4	48.3	48.2	48.2	48.2	48.2	48.2	48.2	
Upper secondary education	784361	866543	831810	776616	727072	673615	650832	637706	
FEMALE (%)	51.5	49.1	49.0	49.6	50.6	51.0	51.6	51.8	
Vocational education	189254	54538	19734	26493	50788	68682	84390	90205	
FEMALE (%)	37.2	35.4	24.1	22.5	26.1	28.8	30.5	31.3	
Post-secondary and foremen education	55089	69967	92854	102677	105557	99476	93716	91889	
FEMALE (%)	71.5	72.2	68.6	66.7	65.9	65.9	67.0	67.9	
Tertiary education	1098188	871842	618157	578705	541653	535218	531586	538871	
FEMALE (%)	56.3	56.0	53.9	53.8	53.7	53.9	53.9	54.2	
- of which: Bachelor's degree	891098	673001	464592	433234	411229	410697	405638	408179	
FEMALE (%)	55.3	54.8	52.8	52.9	53.0	53.3	53.3	53.6	

: Missing data. Starting with the school year 2014-2015, data on early childhood education (nurseries) are collected.

Source: NIS, Education statistics

A13. Net enrolment rate, by educational level and gender

	2014-2015	2015-2016	2016-2017 -percentage-
TOTAL	63.7	62.4	61.8
Early childhood education	2.8	2.8	3.0
Pre-primary education	82.1	81.9	81.4
Primary education	85.4	84.3	83.2
Lower secondary education	83.1	82.4	82.3
Upper secondary and vocational education	73.7	70.2	69.9
Post-secondary and tertiary education	40.4	40.1	39.7
MALE	61.7	60.6	60.0
Early childhood education	2.9	2.9	3.0
Pre-primary education	81.7	81.6	81.1
Primary education	85.7	84.6	83.5
Lower secondary education	83.3	82.5	82.3
Upper secondary and vocational education	72.6	69.4	68.7
Post-secondary and tertiary education	32.2	32.3	32.1
FEMALE	65.8	64.3	63.6
Early childhood education	2.7	2.7	2.9
Pre-primary education	82.4	82.2	81.7
Primary education	85.1	84.1	82.9
Lower secondary education	83.0	82.3	82.2
Upper secondary and vocational education	74.8	71.1	71.1
Post-secondary and tertiary education	49.1	48.2	47.7

Source: NIS, Education statistics

A14. Teaching staff, by educational level

	<i>-persons-</i>							
	2008-2009	2010-2011	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
TOTAL	275426	252953	245174	248016	244551	237443	235806	236208
FEMALE	200730	187112	184217	186996	186663	182528	182305	183720
as %	72.9	74.0	75.1	75.4	76.3	76.9	77.3	77.8
Early childhood and pre-primary education¹⁾	38253	37353	35071	35433	35605	35084	34944	35468
FEMALE	38155	37218	34961	35306	35479	34940	34839	35349
as %	99.7	99.6	99.7	99.6	99.6	99.6	99.7	99.7
Primary and lower secondary education	138560	125005	123640	125454	123144	117829	116713	117183
FEMALE	104088	94554	95250	97102	96700	93484	93013	93870
as %	75.1	75.6	77.0	77.4	78.5	79.3	79.7	80.1
Upper secondary education	60647	59609	57080	56843	55913	55409	54942	54257
FEMALE	40827	40590	39322	39306	39139	38984	38953	38798
as %	67.3	68.1	68.9	69.1	70.0	70.4	70.9	71.5
Vocational education	5129	116	150	142	251	376	730	1155
FEMALE	2938	59	79	90	163	233	510	788
as %	57.3	50.9	52.7	63.4	64.9	62.0	69.9	68.2
Post-secondary and foremen education	864	1124	1678	1933	1866	1796	1859	1879
FEMALE	604	786	1254	1477	1452	1407	1455	1446
as %	69.9	69.9	74.7	76.4	77.8	78.3	78.3	77.0
Tertiary education	31973	29746	27555	28211	27772	26949	26618	26266
FEMALE	14118	13905	13351	13715	13730	13480	13535	13469
as %	44.2	46.7	48.5	48.6	49.4	50.0	50.8	51.3

¹⁾ Starting with the school year 2014/2015, including the teaching staff in early childhood education.

Source: NIS, Education statistics

A15. Structural indicators on the educational level, by gender

	2008	2010	2012	2013	2014	2015	2016	-%	2017
Early schools leavers for young people (18-24 years)									
TOTAL	18.3	19.3	17.8	17.3	18.1	19.1	18.5		18.1
MEN	18.8	19.5	18.5	18.7	19.5	19.5	18.4		18.0
WOMEN	17.7	19.0	16.9	15.9	16.7	18.5	18.7		18.1
Distribution of adult persons (25-64 years) by level of education									
TOTAL									
- low	25.5	26.2	24.6	24.3	27.2	25.0	23.2		22.0
- secondary	61.5	60.2	60.1	60.1	56.9	57.8	59.4		60.4
- tertiary	13.0	13.6	15.3	15.6	15.9	17.2	17.4		17.6
MEN									
- low	20.6	21.6	20.7	20.7	24.5	22.4	21.1		20.3
- secondary	66.0	64.7	64.3	64.3	60.2	61.2	62.4		63.3
- tertiary	13.4	13.7	15.0	15.0	15.3	16.4	16.5		16.4
WOMEN									
- low	30.3	30.6	28.5	27.9	30.0	27.6	25.5		23.9
- secondary	57.2	55.9	55.9	56.0	53.6	54.5	56.3		57.4
- tertiary	12.5	13.5	15.6	16.1	16.4	17.9	18.2		18.7
Youth education attainment level (20-24 years)									
TOTAL	78.5	78.4	79.8	80.3	79.7	79.7	79.9		79.8
MEN	78.2	78.4	79.0	79.5	78.4	79.3	80.5		80.0
WOMEN	78.8	78.5	80.7	81.1	81.1	80.2	79.3		79.5

Educational level:

- low: lower secondary, primary, no graduated school;
- secondary: upper secondary, first cycle, vocational, specialised post-secondary or technical foremen education;
- tertiary: short and long cycle university studies, including Master's degree, doctorate, post-doctoral and post-university studies.

Source: NIS, Household Labour Force Survey

A16. Population aged 15 years and over by labour status, by gender

	Total	Economically active persons			-thousand persons-
	Total	Employed	Unemployed	Economically inactive persons	
Year 2008					
TOTAL	17252	9808	9259	549	7444
MEN	8314	5561	5199	362	2753
WOMEN	8938	4247	4060	187	4691
Year 2010					
TOTAL	17067	9365	8713	652	7702
MEN	8223	5280	4881	399	2943
WOMEN	8844	4085	3832	253	4759
Year 2012					
TOTAL	16905	9232	8605	627	7673
MEN	8144	5181	4800	381	2963
WOMEN	8761	4051	3805	246	4710
Year 2013					
TOTAL	16874	9202	8549	653	7672
MEN	8150	5191	4791	400	2959
WOMEN	8724	4011	3758	253	4713
Year 2014					
TOTAL	16844	9243	8614	629	7601
MEN	8146	5228	4844	384	2918
WOMEN	8698	4015	3770	245	4683
Year 2016					
TOTAL	16713	8979	8449	530	7734
MEN	8085	5145	4806	339	2940
WOMEN	8628	3834	3643	191	4794
Year 2017					
TOTAL	16600	9120	8671	449	7480
MEN	8022	5184	4894	290	2838
WOMEN	8578	3936	3777	159	4642

Source: NIS, Household Labour Force Survey

A17. Activity rate by gender and age groups

Age groups	Gender	2008	2010	2012	2013	2014	2015	2016	2017	-%
15 - 64 years	TOTAL	66.5	64.9	64.8	64.9	65.7	66.1	65.6	67.3	
	MEN	76.1	73.7	73.2	73.4	74.3	75.3	74.8	76.2	
	WOMEN	57.0	56.2	56.4	56.3	56.9	56.7	56.2	58.2	
15 - 24 years	TOTAL	34.3	31.2	30.5	30.1	29.6	31.3	28.0	30.0	
	MEN	41.4	36.5	35.3	35.1	34.8	37.0	33.9	34.6	
	WOMEN	26.7	25.6	25.5	24.7	24.0	25.2	21.8	25.0	
25 - 54 years	TOTAL	83.3	81.9	81.5	81.5	82.1	82.5	81.9	83.4	
	MEN	93.1	90.9	89.9	90.0	90.5	91.6	91.0	92.2	
	WOMEN	73.4	72.7	72.9	72.7	73.3	72.9	72.4	74.2	
55 - 64 years	TOTAL	43.4	42.1	43.0	43.4	44.6	42.7	44.2	46.0	
	MEN	54.1	52.3	53.6	53.9	55.4	53.8	55.1	57.4	
	WOMEN	34.0	33.1	33.7	34.1	35.0	32.8	34.4	35.7	

Source: NIS, Household Labour Force Survey

A18. Employment rate by gender and age groups

Age groups	Gender	2008	2010	2012	2013	2014	2015	2016	2017	-%
15 - 64 years	TOTAL	62.6	60.2	60.2	60.1	61.0	61.4	61.6	63.9	
	MEN	70.9	67.9	67.6	67.6	68.7	69.5	69.7	71.8	
	WOMEN	54.3	52.5	52.8	52.6	53.3	53.2	53.3	55.8	
15 - 24 years	TOTAL	28.2	24.3	23.7	22.9	22.5	24.5	22.3	24.5	
	MEN	34.1	28.5	27.5	27.0	26.6	29.4	27.2	28.4	
	WOMEN	22.1	19.9	19.6	18.6	18.0	19.3	17.1	20.4	
25 - 54 years	TOTAL	79.2	76.8	76.6	76.3	77.1	77.4	77.6	79.9	
	MEN	87.8	84.8	84.1	83.8	84.6	85.2	85.5	87.6	
	WOMEN	70.6	68.6	68.9	68.6	69.3	69.2	69.2	71.8	
55 - 64 years	TOTAL	42.4	40.7	41.6	41.8	43.1	41.1	42.8	44.5	
	MEN	52.2	49.9	51.2	51.4	53.2	51.2	53.0	55.3	
	WOMEN	33.8	32.6	33.1	33.2	34.2	32.1	33.6	34.9	

Source: NIS, Household Labour Force Survey

A19. ILO^{*)} unemployment rate by gender and age groups

	Total			15-24 years			25 years and over			-%
	Total	Men	Women	Total	Men	Women	Total	Men	Women	
2008	5.6	6.5	4.4	17.6	17.7	17.3	4.3	5.2	3.2	
2010	7.0	7.6	6.2	22.1	22.1	22.1	5.6	6.1	4.9	
2012	6.8	7.4	6.1	22.6	22.2	23.0	5.4	6.0	4.7	
2013	7.1	7.7	6.3	23.7	23.2	24.6	5.7	6.3	4.9	
2014	6.8	7.3	6.1	24.0	23.6	24.7	5.5	6.0	4.8	
2015	6.8	7.5	5.8	21.7	20.6	23.4	5.6	6.4	4.6	
2016	5.9	6.6	5.0	20.6	19.9	21.8	4.8	5.5	3.9	
2017	4.9	5.6	4.0	18.3	18.1	18.6	3.9	4.6	3.0	

^{*)}According to the International Labour Office.

Source: NIS, Household Labour Force Survey

A20. ILO^{*)} long-term unemployment rate by gender and age groups

	Total			15-24 years			25 years and over			-%
	Total	Men	Women	Total	Men	Women	Total	Men	Women	
2008	2.3	2.8	1.7	9.8	9.8	9.9	1.7	2.2	1.2	
2010	2.4	2.8	1.9	12.7	13.5	11.5	2.0	2.3	1.6	
2012	3.0	3.3	2.7	13.6	13.9	13.1	2.4	2.7	2.2	
2013	3.2	3.4	3.0	13.8	13.7	14.0	2.7	2.9	2.4	
2014	2.8	3.1	2.4	14.3	14.2	14.6	2.3	2.6	2.0	
2015	3.0	3.3	2.6	13.1	12.6	14.0	2.6	2.9	2.2	
2016	3.0	3.3	2.5	13.0	12.3	14.1	2.5	2.9	2.0	
2017	2.0	2.4	1.5	11.1	11.1	11.1	1.7	2.1	1.1	

^{*)}According to the International Labour Office.

Source: NIS, Household Labour Force Survey

A21. ILO^{*)} long-term unemployment incidence by gender and age groups

	Total			15-24 years			25 years and over			-%-
	Total	Men	Women	Total	Men	Women	Total	Men	Women	
2008	40.9	42.3	38.3	55.9	55.2	57.2	40.2	41.7	37.0	
2010	34.5	36.7	31.1	57.5	61.2	51.9	35.2	36.8	32.7	
2012	44.2	44.2	44.1	60.1	62.5	56.6	45.2	44.5	46.3	
2013	45.2	44.1	46.8	58.3	59.1	57.1	47.7	46.5	49.6	
2014	41.1	41.8	40.0	59.7	60.0	59.2	42.7	43.0	42.3	
2015	43.9	43.8	44.1	60.6	61.2	59.9	46.0	45.1	47.7	
2016	50.0	50.1	49.8	63.1	62.0	64.8	52.5	52.7	52.0	
2017	41.4	43.6	37.5	60.4	61.1	59.5	42.6	45.1	37.6	

^{*)}According to the International Labour Office.

Source: NIS, Household Labour Force Survey

A22. Weight of young ILO^{*)} unemployed (15-24 years) in total young people, by gender

	Total	Men	Women	-%-
2008	6.0	7.3	4.6	
2010	6.9	8.1	5.7	
2012	6.9	7.9	5.9	
2013	7.1	8.1	6.1	
2014	7.1	8.2	5.9	
2015	6.8	7.6	5.9	
2016	5.8	6.7	4.8	
2017	5.5	6.3	4.7	

^{*)}According to the International Labour Office.

Source: NIS, Household Labour Force Survey

A23. Employment by gender and by main activities of the national economy

Activities of the national economy (CANE Rev.2)	<i>-thousand persons-</i>							
	2014		2015		2016		2017	
	Men	Women	Men	Women	Men	Women	Men	Women
Total	4844	3770	4848	3687	4806	3643	4894	3777
of which:								
Agriculture, forestry and fishing	1337	1104	1241	943	1128	824	1133	841
Mining and quarrying	67	8	61	12	59	10	56	9
Manufacturing	917	679	906	645	923	675	941	726
Production and supply of electric and thermal energy, gas, hot water and air conditioning	75	18	69	14	68	13	68	12
Water distribution; sanitation, waste administration, decontamination activities	66	24	64	21	74	23	75	28
Constructions	589	50	592	45	635	43	653	43
Wholesale and retail; repair of motors vehicles and motorcycles	508	604	520	629	519	658	542	665
Transport and storage	358	74	399	77	402	70	424	69
Hotels and restaurants	67	114	75	111	83	123	79	124
Information and communications	94	54	102	71	105	63	117	70
Financial intermediation and insurance	38	75	37	68	40	71	38	78
Real estate transactions	13	8	13	10	10	8	8	7
Professional, scientific and technical activities	89	104	82	103	85	110	93	123
Activities of administrative services and activities of support services	138	46	150	54	149	58	147	59
Public administration and defence; social insurance of public system	250	141	281	161	273	161	260	164
Education	77	234	86	269	82	265	89	275
Health and social assistance	72	297	81	307	79	311	78	329
Showbiz, cultural and recreation activities	26	29	29	27	30	31	31	34

Source: NIS, Household Labour Force Survey

A24. Employment by gender and by activity sectors of the national economy

Gender Sectors of activity ¹⁾	-thousand persons-							
	2008	2010	2012	2013	2014	2015	2016	2017
TOTAL	9259	8713	8605	8549	8614	8535	8449	8671
Agriculture	2746	2702	2557	2501	2442	2184	1952	1975
Industry and constructions	2888	2467	2427	2418	2492	2429	2525	2612
Services	3625	3544	3621	3630	3680	3922	3972	4084
MEN	5199	4881	4800	4791	4844	4848	4806	4894
Agriculture	1473	1462	1377	1361	1338	1241	1128	1134
Industry and constructions	1939	1705	1667	1664	1713	1692	1760	1793
Services	1787	1714	1756	1766	1793	1915	1918	1967
WOMEN	4060	3832	3805	3758	3770	3687	3643	3777
Agriculture	1273	1240	1180	1140	1104	943	824	841
Industry and constructions	949	762	760	754	779	737	765	819
Services	1838	1830	1865	1864	1887	2007	2054	2117

¹⁾ CANE Rev.2

Source: NIS, Household Labour Force Survey

A25. Employment by gender and status in employment

Gender Status in employment	2008	2010	2012	2013	2014	2015	2016	2017
TOTAL - thousand persons	9259	8713	8605	8549	8614	8535	8449	8671
Employee - thousand persons	6150	5649	5734	5744	5850	6062	6201	6390
Employer - thousand persons	127	115	107	108	99	96	87	91
Self-employed ¹⁾ - thousand persons	1863	1854	1717	1691	1670	1560	1444	1482
Contributing family worker - thousand persons	1119	1095	1047	1006	995	817	717	708
Share of employees in total employment - %	66.4	64.8	66.6	67.2	67.9	71.0	73.4	73.7
MEN - thousand persons	5199	4881	4800	4791	4844	4848	4806	4894
Employee - thousand persons	3442	3134	3200	3214	3277	3398	3469	3539
Employer - thousand persons	99	88	77	79	72	72	64	68
Self-employed ¹⁾ - thousand persons	1335	1340	1214	1197	1189	1111	1041	1058
Contributing family worker - thousand persons	323	319	309	301	306	267	232	229
Share of employees in total employment - %	66.2	64.2	66.7	67.1	67.7	70.1	72.2	72.3
WOMEN - thousand persons	4060	3832	3805	3758	3770	3687	3643	3777
Employee - thousand persons	2708	2515	2534	2529	2573	2664	2732	2851
Employer - thousand persons	28	27	30	30	27	24	23	23
Self-employed ¹⁾ - thousand persons	528	514	503	494	481	449	403	424
Contributing family worker - thousand persons	796	776	738	705	689	550	485	479
Share of employees in total employment - %	66.7	65.6	66.6	67.3	68.2	72.2	75.0	75.5

¹⁾ Including member of an agricultural holding or of a non agricultural cooperative.

Source: NIS, Household Labour Force Survey

A26. Employment by gender and groups of occupations (ISCO 2008^{*)})

Gender Groups of occupations	<i>-thousand persons-</i>	2012	2014	2015	2016	2017
TOTAL		8605	8614	8535	8449	8671
Managers		193	176	187	183	163
Professionals		1154	1164	1261	1286	1335
Technicians and associate professionals		552	509	492	506	520
Clerical support workers		352	365	373	369	389
Service and sales workers		1108	1166	1242	1261	1283
Skilled workers in agriculture, forestry and fishing		2059	2010	1823	1643	1662
Craft and related trades workers		1326	1365	1354	1403	1464
Other categories of occupations		1861	1859	1803	1798	1855
<i>of which: Elementary occupations</i>		920	878	819	788	793
MEN		4800	4844	4848	4806	4894
Managers		133	120	128	122	114
Professionals		493	502	553	565	568
Technicians and associate professionals		262	239	225	233	238
Clerical support workers		121	132	141	141	141
Service and sales workers		429	462	489	485	490
Skilled workers in agriculture, forestry and fishing		1065	1063	998	906	904
Craft and related trades workers		1049	1069	1077	1109	1151
Other categories of occupations		1248	1257	1237	1245	1288
<i>of which: Elementary occupations</i>		518	498	468	462	471
WOMEN		3805	3770	3687	3643	3777
Managers		60	56	59	61	49
Professionals		661	662	708	721	767
Technicians and associate professionals		290	270	267	273	282
Clerical support workers		231	233	232	228	248
Service and sales workers		679	704	753	776	793
Skilled workers in agriculture, forestry and fishing		994	947	825	737	758
Craft and related trades workers		277	296	277	294	313
Other categories of occupations		613	602	566	553	567
<i>of which: Elementary occupations</i>		402	380	351	326	322

^{*)} ISCO-08 was used.

Source: NIS, Household Labour Force Survey

**A27. Average monthly gross and net earnings, by activity of national economy
(CANE Rev.2) and gender**

Economic activity (CANE Rev.2)	-RON/person-													
	2008		2010		2012		2013		2014		2015		2016	
	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net
Men														
TOTAL	1814	1348	2007	1466	2163	1581	2246	1640	2412	1761	2646	1928	2900	2116
Agriculture, forestry and fishing	1210	919	1395	1029	1508	1105	1629	1190	1764	1279	1899	1377	2244	1626
Industry total	1799	1343	2119	1549	2365	1722	2453	1783	2637	1917	2786	2018	3002	2175
Mining and quarrying	3098	2282	3374	2427	3868	2756	4082	2909	4527	3235	4773	3415	4670	3334
Manufacturing	1563	1174	1869	1373	2123	1554	2236	1633	2409	1758	2590	1882	2846	2068
Electricity, gas, steam and air conditioning supply	3322	2429	3754	2700	4072	2925	4109	2950	4329	3120	4333	3098	4535	3243
Water supply; sewerage, waste management and remediation activities	1547	1166	1698	1255	1900	1389	1899	1384	2055	1496	2160	1566	2388	1738
Construction	1530	1139	1501	1105	1592	1165	1582	1158	1651	1204	1904	1385	2051	1493
Wholesale and retail; repair of motor vehicles and motorcycles	1519	1128	1832	1334	1978	1447	1912	1398	2123	1547	2413	1755	2661	1930
Transportation and storage	1967	1454	2152	1562	2210	1606	2218	1606	2315	1676	2526	1834	2712	1966
Hotels and restaurants	1063	800	1124	832	1233	911	1301	960	1377	1014	1548	1134	1762	1289
Information and communications	2953	2174	3842	2834	4192	3119	4296	3233	4666	3514	5350	4070	6003	4632
Financial intermediations and insurance activities	5132	3741	5348	3844	5839	4292	6161	4488	6342	4653	6916	5035	7178	5232
Real estate activities	1750	1290	1647	1206	1723	1256	1852	1356	1846	1343	2142	1554	2586	1879
Professional, scientific and technical activities	2392	1755	2710	1957	3122	2268	3349	2434	3455	2510	3854	2793	4203	3057
Administrative and support service activities	1025	779	1182	880	1273	946	1407	1044	1585	1162	1823	1331	2035	1490
Public administration ^{*)}	3038	2250	2518	1848	2763	2021	3186	2321	3555	2603	3802	2770	4112	2992
Education	2375	1740	2090	1511	2071	1500	2344	1701	2544	1851	2742	1978	3128	2263
Health and social assistance	1850	1375	1815	1338	1970	1446	2230	1627	2269	1655	2473	1794	3071	2225
Arts, entertainment and recreation	1669	1237	1536	1125	1655	1216	1762	1290	1815	1326	2060	1498	2384	1735
Other services	1186	887	1294	951	1457	1065	1580	1158	1784	1300	2038	1483	2113	1536

**A27. Average monthly gross and net earnings, by activity of national economy
(CANE Rev.2) and gender - continued**

Economic activity (CANE Rev.2)	-RON/person-											
	2008		2010		2012		2013		2014		2015	
	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net
Women												
TOTAL	1700	1264	1786	1308	1948	1424	2070	1509	2234	1627	2453	1783
Agriculture, forestry and fishing	1192	897	1370	1010	1443	1055	1564	1141	1707	1240	1867	1353
Industry total	1301	989	1579	1170	1771	1300	1867	1370	2002	1462	2166	1580
Mining and quarrying	3160	2315	3460	2480	4142	2946	4365	3113	4765	3390	5110	3649
Manufacturing	1198	915	1458	1085	1646	1212	1743	1283	1883	1378	2061	1506
Electricity, gas, steam and air conditioning supply	3088	2273	3560	2576	3911	2836	3891	2816	4197	3007	4201	3010
Water supply; sewerage, waste management and remediation activities	1493	1122	1711	1260	1901	1386	2128	1548	2119	1544	2202	1600
Construction	1797	1325	1703	1250	1872	1374	1920	1398	2031	1473	2308	1674
Wholesale and retail; repair of motor vehicles and motorcycles	1277	952	1387	1017	1599	1176	1625	1192	1772	1294	1962	1432
Transportation and storage	1955	1453	2122	1546	2310	1677	2347	1700	2495	1805	2694	1954
Hotels and restaurants	1002	757	1021	759	1093	811	1159	857	1252	923	1426	1045
Information and communications	2790	2033	3361	2465	3785	2799	3797	2815	4173	3117	4597	3439
Financial intermediations and insurance activities	4050	2966	4035	2907	4483	3263	4489	3257	4543	3292	4922	3560
Real estate activities	1685	1244	1568	1154	1694	1238	1841	1341	1849	1345	2032	1472
Professional, scientific and technical activities	2383	1742	2589	1869	2981	2156	3115	2255	3268	2363	3726	2698
Administrative and support service activities	1282	962	1469	1074	1662	1222	1811	1326	2010	1464	2222	1615
Public administration *)	3458	2542	2864	2069	2999	2163	3461	2494	3956	2865	4131	2983
Education	1987	1448	1823	1319	1817	1314	2028	1461	2330	1684	2575	1848
Health and social assistance	1665	1238	1619	1197	1753	1281	1946	1414	2001	1456	2237	1622
Arts, entertainment and recreation	1566	1163	1487	1085	1505	1099	1592	1163	1637	1197	1793	1306
Other services	929	699	965	715	1108	819	1165	861	1391	1017	1579	1153

*) Excluding armed forces and assimilated.

Source: NIS, Labour cost survey

A28. Average number of social insurance pensioners, by category of pension and by gender

Category of pension	<i>-thousand persons-</i>							
	2008		2011		2012		2013	
	Male	Female	Male	Female	Male	Female	Male	Female
A. Old age	1775	2171	1723	2228	1704	2232	1688	2237
-complete contribution scheme	1303	1085	1432	1427	1392	1425	1345	1395
-incomplete contribution scheme	472	1086	291	801	312	807	343	842
B. Early retirement	3	7	3	6	4	7	6	8
C. Partial early retirement	39	74	49	76	46	68	43	59
D. Disability	463	449	450	397	423	364	405	337
-grade I	27	15	27	13	26	13	27	12
-grade II	284	284	243	211	211	175	195	154
-grade III	152	150	180	173	186	176	183	171
<hr/>								
Category of pension	2014		2015		2016		2017	
	Male	Female	Male	Female	Male	Female	Male	Female
A. Old age	1680	2236	1682	2238	1696	2250	2136	1835
-complete contribution scheme	1337	1411	1349	1449	1371	1487	1664	1258
-incomplete contribution scheme	343	825	333	789	325	763	472	577
B. Early retirement	7	12	9	14	9	14	10	13
C. Partial early retirement	42	54	39	47	35	40	39	40
D. Disability	392	321	376	303	352	281	331	259
-grade I	29	14	30	16	31	16	32	16
-grade II	185	141	174	128	158	115	146	103
-grade III	178	166	172	159	163	150	153	140

Source: NIS, Statistical survey on pensions

A29. Average monthly social insurance pension, by category of pension and by gender

Category of pension	-RON-							
	2008		2011		2012		2013	
	Male	Female	Male	Female	Male	Female	Male	Female
A. Old age	808	521	1082	681	1121	691	1159	725
-complete contribution scheme	918	683	1190	853	1227	850	1265	875
-incomplete contribution scheme	506	360	547	375	647	410	746	475
B. Early retirement	835	786	1013	941	987	907	1048	943
C. Partial early retirement	613	533	745	642	692	603	680	591
D. Disability	485	422	607	513	606	508	620	520
-grade I	474	404	590	491	594	494	606	504
-grade II	490	424	615	515	617	516	630	530
-grade III	475	422	598	512	595	502	612	511
Category of pension	2014		2015		2016		2017	
	Male	Female	Male	Female	Male	Female	Male	Female
A. Old age	1214	764	1276	811	1362	862	1234	1177
-complete contribution scheme	1315	911	1369	952	1448	996	1357	1326
-incomplete contribution scheme	823	514	898	553	1001	599	800	853
B. Early retirement	1122	1004	1154	1028	1199	1057	1312	1152
C. Partial early retirement	694	595	691	582	698	594	946	707
D. Disability	630	526	632	525	630	521	674	545
-grade I	583	465	553	424	533	398	550	402
-grade II	638	536	639	535	635	530	674	554
-grade III	629	522	639	527	644	527	698	555

Source: NIS, Statistical survey on pensions

A30. Income and other financial resources, by household category, in 2017

	Total households	<i>-monthly averages per household, RON-</i>	
		Household head gender:	
		Male	Female
I. TOTAL INCOME (A+B)	3391.67	3758.39	2411.06
A. Monetary income (1+2+3+4+5+6+7)	3062.29	3392.56	2179.14
1. <u>Gross wages and salaries</u>	2074.04	2375.14	1268.88
2. <u>Income from agriculture</u> <i>of which:</i>	78.93	91.94	44.13
- income from sale of agri-food products, animals and poultry	53.29	62.32	29.15
- income from agricultural works	25.19	29.01	14.98
3. <u>Income from non-agricultural independent activities</u>	79.30	93.50	41.32
- income from trade	10.20	12.18	4.90
- income from services rendering	20.90	23.51	13.91
- income from crafts	41.52	50.62	17.20
- income from liberal professions, Intellectual property rights	6.68	7.19	5.31
4. <u>Income from social benefits</u>	734.29	742.79	711.55
Pensions <i>of which:</i>	627.52	622.75	640.29
- for old age (including early retirement and partial early retirement)	530.76	547.22	486.73
Other income assimilated to pensions	1.07	0.99	1.27
Allowances for temporary disability, maternal leave, child care	28.23	33.28	14.71
Benefits from unemployment fund	3.41	3.59	2.93
Family allowances	53.14	60.50	33.45
- children allowances	51.94	59.63	31.38
- pupils and students scholarships	1.20	0.87	2.07
Social assistance and other benefits <i>of which:</i>	20.92	21.68	18.90
- special allowances for disabled persons	10.63	10.39	11.27
- social aids granted by municipalities	6.94	7.60	5.20
5. <u>Property income</u>	3.88	4.56	2.07
6. <u>Income from sale of households' assets</u>	38.28	41.03	30.94
7. <u>Other income</u>	53.57	43.60	80.25

A30. Income and other financial resources, by household category, in 2017 - continued

	Total households	<i>-monthly averages per household, RON-</i>	
		Household head gender:	
		Male	Female
B. Income in kind (1+2)	329.38	365.83	231.92
1. The equivalent value of income in kind achieved by employees and recipients of social benefits	47.17	49.72	40.34
2. The equivalent value of agri-food products from own resources	282.21	316.11	191.58
II. LOANS AND CREDITS, AMOUNTS WITHDRAWN FROM C.E.C. BANK, OTHER BANKS AND SIMILAR INSTITUTIONS	26.39	31.32	13.20
<i>of which:</i>			
- amounts withdrawn from CEC Bank, other banks and similar institutions	8.13	9.99	3.15
- loans and credits	15.68	18.38	8.44
III. CASH BALANCE AT THE BEGINNING OF THE PERIOD	305.43	336.93	221.21
GRAND TOTAL (I+II+III)	3723.49	4126.64	2645.47

Source: NIS, Household Budget Survey (HBS), 2017

Glossary

Dependent persons

The dependent persons, in the context of the survey work "Reconciliation between work and family life", are those persons who need care and come under the family responsibility of the persons having working age:

- ***Children up to 15 years of age:***

- ***Children who leave with their parents*** - own children of those of the husband / wife / partner / life partner (biological, adopted or adoptive children), who live in the household together with the respondent;

- ***Other children*** - basically, nephews, smaller brothers, children of the relatives, neighbours' or their own children under the circumstances that they lived in another household than that of the respondent (for ex. at grand parents, with the other parent - in case of the divorced persons). Compared to the precedent relatives, at the 2018 survey, in this category were included only their own children or of the husband's / wife's / partner's / life partner's who live in another household than that of the respondent's.

- ***Adults (of 15 years old and over)*** - elderly persons, sick individuals, persons with a certain degree of invalidity (temporary or permanent), regardless if live or not in the same household with the respondent.

The care activities performed as professional or voluntary activities, have been excluded. The exclusive financial aid, was not considered as "care responsibility".

Family responsibilities

The family responsibilities refer to, in the context of the "Reconciliation between work and family life" survey, the care activities of the dependent persons. These activities may be:

- in case of the children care: preparing meals, personal care, supervision (during lessons, readings, walks, playing), providing transportation to and from school or trainings, accompanying to the doctor or hospital, etc.

- in the case of adults care: activities referring to personal hygiene, help with the domestic activities (laundry washing and ironing, meals preparing, food preparation, cleaning, making shopping), accompanying to the medical doctor or to the hospital for medical examinations, analysis or treatment, etc.

Childcare services

The care services, in the context of the "Reconciliation between work and family life" survey, refer to:

- institutionalized services (free of charge or chargeable, state or private): nursery, kindergarten, day-care centres, semi-boarding school, after-school;
- chargeable services provided by privat individuals (nanny, baby-sitter).

There were not considered "childcare services": the care provided free of charge by grandparents, relatives, neighbours, bigger brothers, etc; sports clubs, language courses, etc.

Parental leave

It refers to the leave, granted under the law, after the expiry of maternity/paternity leave, for raising and caring for the child.

This leave is granted since 1990. The name of the leave as well as the conditions regarding the duration, the conditions for granting and the method of calculation of the allowance have changed during this period. Parental leave information refers to:

- parental leave **completed during the last 12 months** (at the 2005 round of the survey);
- parental leave taken **after the birth of the youngest child** (at the 2010 survey round) - by working-age people who at the time of the survey lived with at least one child or spouse / partner / life partner - at the age of up to 15 years;
- parental leave **after the birth of any of the children** (at the 2018 survey) - completed by persons aged 18-64 years, who at the time of the survey, lived with at least one child, or of the husband's/wife's/partner's of life - aged up to 15 years.

Activity interruption by ways other than parental leave

It refers to any period of at least 1 month (other than the one during which the person has taken parental or maternity / paternity leave), in which the respondent has interrupted the work to take care of the own children. The ways of terminating the activity are: resignation, suspension from office, non-renewal of a limited time contract, unpaid leave, medical leave for childcare, etc., as well as any combination thereof.

The working program of the employees

I has been devided, given the degree of flexibility (authonomy) available to them in terms of setting the start time / end of the working day schedule and the numbers of hours worked daily, in the following typologies:

- **fixed program** - the program during which the start and end time of the working day is determined exclusively by the employer (through the employment contract, internal regulation, etc.), the employee not being able to vary the number of daily working hours, nor the hour of starting or ending the working day;
- **sliding work program** - a program in which employees have some flexibility within the working day; it is mainly about employees who have the possibility to offset - within certain limits - the starting and ending hours of the working day, provided that the daily working time schedule is respected - as set out in the employment contract;
- **variable work program** - the program during which the working time stipulated in the employment contract refers to a longer period (week / month); within this time frame, the employees have the possibility to vary (some restrictions may exist) both the start and end times of the working day and the number of hours worked on a daily basis according to their needs / preferences, provided the weekly or monthly working time schedule is observed;
- **program determined exclusively by the employee**, without any restrictions from the employer;
- **another type of work program.**

Usually resident population

The usually resident population means all persons with Romanian citizenship, foreigners and people without citizenship, who have their usual residence on the territory of Romania. Usual resident population on January 1st was determined according to the relevant methodology and international regulations.

Usual residence

Usual residence represents the place where one person normally spends the daily rest period, without having in view temporary absences for purposes of recreation, holidays, visits to friends and relatives, business, medical treatment or religious pilgrimages. There are considered as having their usual residence in a specific geographical zone only persons who lived at that usual residence for 12 months continuous period at least before the reference moment. Usual residence can be the same with the permanent residence or can be different, in the case of persons who

choose to settle their usual residence in another locality than that of the permanent residence in the country or abroad.

Sex ratio

The sex ratio represents the average number of women to 100 men.

Population ageing index

The population-ageing index represents the number of elderly people (aged 65 and over) to 100 young people (under 15 years of age).

Mean age

The mean age of the population is the mean of a population ages, age being that continuous demographic variable expressing the time lapsed since the date of birth of a person up to a certain moment of observation.

Median age

Median age is an indicator that divides the population of a country, considered either in ascending or descending order by age, in two equal parts, the median age being the middle value.

Live-birth

The live-birth is the product of conception completely expelled or extracted from its mother's body, irrespective of the duration of pregnancy, which, after such separation, shows an evidence of life - breath, beating of the heart pulsation of the umbilical chord or definitive movement of voluntary muscles.

Birth rate

The birth rate is the ratio between the number of live-births in a year and population at the 1st of July from the current statistics of the respective year, and is expressed by the number of live births per 1000 inhabitants.

General mortality rate

The general mortality rate is the ratio between the number of deaths in a year and the population at the 1st of July from the current statistics of the respective year, and is expressed by the number of deaths per 1000 inhabitants.

Natural increase of the population

Natural increase of the population is the balance between the number of live-births and the number of deaths in the reference year.

Marriage

Marriage is a union between a man and a woman, freely consented, concluded according to legislation.

Divorce

Divorce is the dissolution of a legally concluded marriage, according to a final decision of the court, civil status officer or notary. Data are referring only to dissolutions of marriage admitted.

Marriage rate

The marriage rate is the ratio between the number of marriages in a year to the population at 1st of July from the current statistics of the respective year and it is expressed by the number of marriages per 1000 inhabitants.

Divorce rate

Divorce rate is the ratio between the number of divorces in a year in relation and the population at 1st of July from the current statistics of the respective year and is expressed by the number of divorces per 1000 inhabitants.

International migration

International migration consists of two components: emigration and immigration. From a statistical point of view, taking into account the provisions laid down in Regulation (EC) nr.862/2007, we define the components of international migration as follows:

- **Emigration** means the action by which a person who had the previous usual residence on the territory of Romania ceases to have his/her usual place of residence in Romania for a period that is, or is expected to be, of at least 12 months;
- **Immigration** means the action by which a person establishes his or her usual residence in Romania for a period that is, or is expected to be, of at least 12 months, previously having usual residence in another country (EU Member State or not).

International migration could be also classified according to the type of residence on the territory of Romania or of another state (permanent or usual residence), in the following categories:

- **International migration by change of permanent residence** - persons who changed their permanent place of residence from and to Romania;
- **International migration by change of usual residence** - persons who changed their usual residence from and to Romania for a period of at least 12 months.

Life expectancy at birth

Life expectancy at birth is the average number of years an infant would live, if he/she lived all his/her life under the conditions of mortality by age corresponding to the life table.

The Hospital

The hospital is the sanitary unit (public, public with private sections, or private) with beds, of public utility, having legal personality, that provides medical services to the hospitalized or ambulatory individuals, participating at the health insurance of the population. According to the provisions of the Law No. 95 of 2006 on health reform, as subsequently amended and supplemented, it provides preventive, curative, rehabilitation and palliative medical services. The organizational structure of a hospital may include as appropriate: departments, laboratories, diagnostic and treatment services, compartments, service or technical, economic or administrative offices, pre-hospitalized assistance services and emergencies transport, emergency reception structures. The hospitals may include structures providing specialized ambulatory services, daily hospitalization services, home care, and ambulatory paraclinical services. The hospitals must carry out the medical education and scientific research activities for doctors, nurses and other health professionals.

Discharged patients

The number of discharged patients refers to the number of the hospital discharged cases for those persons who have been hospitalized for at least one night.

The number of discharged individuals includes also the discharged patients from other healthcare centres having hospital beds, and also the patients discharged from other categories of medical units assimilated to the hospitals (institutes and medical clinics having hospital beds).

The number of discharged patients does not include the patients who are registered as having a diagnosis of the class "factors influencing the health status and reasons for appealing to the health services (Codes Z00-Z99, according to the International Classification of Diseases Rev. X, World Health Organization).

Number of the day hospitalization services

The number of the day cases is given by the number of persons for who the hospitalization forms have completed, for diagnosing diseases, the application of different medical treatments, or for other types of medical care and who were discharged during the same day (were hospitalized less 12 hours). Also included are the patients who have been treated on day hospitalization basis in medical units assimilated to hospitals (health institutes and clinics with hospital beds), as well as in the health centres with hospital beds.

Educational system

The educational system represents all educational units and institutions of different types, levels and forms of education and training, that ensure the educational process of the school population in all levels of education, aiming at their vocational training.

Educational level

The educational level is a step in the education where basic, secondary or higher training are provided, in accordance with educational curricula.

Early childhood and pre-primary education

The early childhood and pre-primary education is the first stage of organised education and training, corresponding to level 0 of the International Standard Classification of Education (ISCED 2011).

Primary education

Primary education is that corresponding to level 1 of ISCED 2011, whose primary function is to ensure the basic elements of education.

Lower secondary, upper secondary and vocational education (secondary)

Secondary education is covers the lower secondary education of level 2 (ISCED 2011), based on at least 4 years' education and the upper secondary and vocational education of level 3 (ISCED 2011) providing general and/or specialised education.

Post-secondary education (foremen included) and tertiary education

Post-secondary and tertiary education is that corresponding to levels 4, respectively 6, 7 and 8 of ISCED 2011, where the condition for admission is the successful completion of secondary education.

School population

The school population is the sum of children, pupils and students in training and education process of a school/academic year regardless of the attended forms of education (day, evening, part-time and open - distance) and age.

School-aged population

The school-aged population represent the people whose age is within the limits of official education ages of each educational level.

Gross enrolment rate

The gross enrolment rate is the total number of children/pupils/students in pre-school/primary/lower secondary/upper secondary and vocational, post-secondary and higher education and training, regardless of age, as a percentage expression of the total population of the official ages corresponding to each level of education in a given school year.

In accordance with the legislation in force (Law on Education nr.1/2011), the age groups for the school age population are: 0-2 years, 3-5 years, 6-10 years, 11-14 years, 15-18 years, 19-23 years and over.

Net enrolment rate

The net enrolment rate represents the number of children/pupils/students of the official age corresponding to each level of education, included in these levels of education, calculated as a percentage of the usual resident population belonging to the same official age group.

In accordance with the legislation in force (Law on Education nr.1/2011), age groups for the school age population are: 0-2 years, 3-5 years, 6-10 years, 11-14 years, 15-18 years, 19-23 years and over. Starting from the 2014/2015 school year within the framework of this indicator is also included the number of children in crèches, forming a new age group for children of 0 to 2 years. In tertiary education, in addition to the Bachelor's degree students, those enrolled in Master's degree, doctorate, post-graduate and post-doctoral programmes are also included.

Dropout rate

The dropout rate is the difference between the number of pupils enrolled at the beginning of the school year and that recorded at the end of the same school year, expressed as a percentage of the number of pupils enrolled at the beginning of the school year. The dropout rate for primary and lower secondary education is calculated without including the number of pupils in special education.

The dropout include pupils who lefted the educational system due to marriages, material deprivation, retention for farming or housekeeping activities; were enrolled at the beginning of the school year, yet they have not attended any courses; have submitted a written request of withdrawal from school; are deferred for medical reasons, involved in sporting competitions, established abroad, deceased, expelled, other situations.

Success rate

The success rate is the number of graduates with a diploma from a given level of education, expressed as a percentage of the total persons who successfully completed the last year of study in that level of education.

Graduation rate

Graduation rate is the number of graduates of a given level of education, expressed as a percentage of the total population at the official age of completion for that level of education.

Educational level of adults (aged 25-64)

The educational level of adults (25-64 years) shows the structure of the population aged 25-64 by graduated level of education: low, medium, high. It is calculated as the ratio of population aged 25-64 years in each category, corresponding to the level of education and the total population of the same age group.

Rate of participation in education or training of persons aged 25-64

The rate of participation in education or training of persons aged 25-64 is determined as the ratio of population aged 25-64 attending some form of training in the last four weeks preceding the interview, to the population of 25-64 years.

Educational attainment of young persons aged 20-24

Educational attainment of young persons aged 20-24 is the weight of young people aged 20-24, graduates of at least medium educational level, in total young people aged 20-24.

Rate of early school leavers (aged 18-24)

The rate of early school leavers (aged 18-24) represents the share of the population aged 18-24 having attained elementary education (low level), and who are not attending any education (formal and non-formal), in the total population aged 18-24.

Economically active population

Economically active population includes employment and unemployed.

Economically inactive population

The economically inactive population comprises all persons who neither have worked at least one hour nor were unemployed in the reference period, being in one of the following situations:

- pupils or students;
- pensioners (of all categories);
- housewives (engaged only in domestic home care);
- persons upheld by other persons or by State, or having other supporting income (rents, interests, annuities, etc.).

Employment

Employment covers all persons of 15 years and older who have performed an economic activity producing goods or services for at least one hour¹ during the reference period (one week), with a view to achieve certain income in form of salaries, payment in kind or other benefits.

¹ At least 15 hours for self-employed and unpaid family workers from agriculture - prior to 2011.

Working time of the employed person

The working time of the employed person is defined as being **full-time** or **part-time** as stated by them. In general, for employees is considered as "full-time" the working program as defined by the collective employment labour contract and "part-time" the working program whose duration set out in the individual employment contract is significantly shorter than the normal period.

Status in employment

The status in employment is the situation of an employed person, depending on the way of achieving income from the activity carried out, namely:

- *Employee* - the person who exercise his/her activity on the basis of an employment contract in an economic or social unit - irrespective of its ownership type - or for private individuals, in return for remuneration in the form of a salary, in cash or in kind, in the form of a commission etc.; "employment contract" includes any other type of labour agreement (written or verbal), other than an employment contract/agreement;

- *Employer* - the person who exercise his/her occupation (profession) in its own unit (company, agency, office, shop, workshop, farm etc.), for whose activity employs one or more persons;
- *Self-employed* - the person who exercise his/her activity on their own premises or in an individual business, without thereby incurring any employee, being assisted or not by unpaid family members;
- *Unpaid family worker* - the person who exercise his/her activity in a family economic unit headed by a family member or a relative, for which it receives no remuneration in the form of wages or payment in kind;
- *Member of an agricultural holding or a cooperative* - a person who has worked as owner of agricultural land in an agricultural holding set up according to the law or as a member of a craft, consumer or credit cooperative.

ILO unemployed

The unemployed as defined by the International Labour Office (ILO) are people aged 15-74 years who, during the reference period:

- have no job and do not carry out an activity in view to achieve income;
- are seeking for a job, using in the last 4 weeks (including the reference week) different *active methods* to find it;
- are available to start work within the next two weeks, if they immediately find a job.

Activity rate

Activity rate represents the weight of economically active population aged x in the total population of the same age group x.

Employment rate

Employment rate represents the weight of employed persons aged x in the total population of the same age group x.

ILO unemployment rate

Unemployment rate means the share of ILO unemployed (according to the International Labour Office criteria) in the economically active population.

Long-term ILO unemployment rate

Long-term unemployment rate is the share of persons unemployed for *12 months and over* in the economically active population.

Long-term ILO unemployment rate for young people

The long-term unemployment rate for young people is the share of unemployed young people (15-24 years) who are unemployed for *6 months and over* in the economically active population of 15-24 years.

Incidence of long-term ILO unemployment

The incidence of long-term unemployment means the weight of the number of long-term unemployed (*12 months and more*) in total unemployed.

Incidence of long-term ILO unemployment for young people

The incidence of long-term unemployment for young people is the weight of unemployed young people (15-24 years) on long-term (*6 months and over*) in total unemployed young people (15-24 years).

Share of ILO unemployed young persons in total young persons

The share of young unemployed in total young persons is determined as a ratio between the number of unemployed young people (15-24 years) and the total population of 15 to 24 years.

Registered unemployed

Registered unemployed are persons who, according to Law no. 76/2002, fulfil cumulatively the following conditions:

- are looking for a job from the minimum age of 16 years till retirement;
- their health and physical and psychical capacities make them able to;
- have no job, did not get income or did obtain income from activities authorized according to the law, but lower income as compared to the value of reference social indicator of unemployment insurance and employment stimulations;
- are available to start work in the following period if they find a job;
- are registered at the National Agency for Employment.

Persons assimilated to unemployed

Persons assimilated to unemployed are graduates of educational institutions minimum aged 16 years old, who in a period of 60 days since graduation did not succeed to get a job according to their professional training, as well as graduates of special schools for disabled persons of minimum aged 16 years old who did not succeed to get a job according to professional training.

Underemployed persons

Underemployed persons are employed persons working part-time, who are willing and available to work more hours than currently.

Economically inactive persons seeking for a job, but not available to start work

Economically inactive persons seeking for a job, but not available to start work are persons aged 15-74 years, neither employed nor unemployed (non-active persons) who have been seeking for a job in the 4 weeks preceding the interview, but are not available to start work in the next 2 weeks. In this category are included:

- persons who, during the 4 weeks preceding the interview, were actively seeking for a job but are not available to start work in the next 2 weeks;
- persons who have found a job to start in less than 3 months, but are not available to start work in the next 2 weeks;
- persons who have found a job to start work within 3 months or more;
- persons who had sought for a job, using exclusively passive methods, in the 4 weeks preceding the interview, even if they are available to start work.

Economically inactive persons available to start work, but not seeking for a job

Economically inactive persons available to start work, but not seeking for a job are persons aged 15-74 years, neither employed nor unemployed (non-active persons) willing to work, are available to start work in the next 2 weeks, but did not seek for a job in the 4 weeks preceding the interview.

Potential additional labour force

Potential additional labour force is the sum of two categories: "economically inactive persons seeking for a job, but not available to start work" and "economically inactive persons not seeking for a job, but available to start work" and is part of the economically inactive population.

NEET - young people neither in employment nor in education or training

NEET represent the number of young people aged 15-24 years, who are neither employed nor in education or training.

NEET rate

NEET rate is the share of young people who were not enrolled in any kind of training - formal or non-formal - and were not working, in total young people in the same age group.

The average gross earnings

The average gross earnings represents the gross amounts paid by the employer from the salary fund (seasonal and annual bonuses included), the sums paid from net profit and other funds, on average, per month to an employee.

The average net earnings

The average net earnings represent the monthly net income obtained by an employee, calculated on the basis of average gross earnings by subtracting the tax on income, the individual contribution of employees to the unemployment social insurance budget, the state social insurance and the employees' contribution to health social insurance system.

Gender pay gap

The gender pay gap expresses the difference between men's and women's average gross earnings as a percentage of men's average gross earnings.

Total income

Total income comprise:

Monetary income - all monetary income from different sources for which there is no requirement of refund (excluding withdrawals from CEC bank, other banks and similar institutions, loans and credits received).

Income in kind (assessed in RON) include:

- the equivalent value of human and animals' consumption of food and non-food goods from own resources of households (from production, stocks, labour, received as a gift, etc.). The assessment in RON is done at the average purchase prices of products in the reference month, by development region;
- the equivalent value of income in kind received by employees and recipients of social benefits (assessed at the selling price in a given day).

Income from salaries

Income from salaries and other salary rights means all monetary and in-kind income (evaluated in RON at the sale price of the unit) represented by salaries, bonuses and allowances as a percentage or lump amount for the particular conditions of employment (provided for by law or by individual or collective employment agreements), both for the time actually worked in normal working hours or additional time, as well as for the paid not worked time, premiums and benefits of the net profit, other income assimilated to wages actually received in the reference month, regardless for what period is entitled, as well as deductions made (taxes, contributions, instalments for goods and loans, etc.).

Income from agriculture

Agricultural income represent all the cash receipts from companies and agricultural holdings, from sales of agri-food products, livestock and birds (poultry and pets) and of the provision of farm work.

Income from independent non-agricultural activity

Income from independent non-agricultural activity represents total cash receipts from trading, services rendering, practicing a craft, liberal professions and intellectual property rights.

Income from social benefits

Income from social benefits means all cash receipts of social protection benefits.

Property income

Property income represents total cash receipts from rental, as consequence of holding shares in closed/open investment funds, for the deposits with the CEC bank, other banks and similar institutions (leases, rents, dividends and interests).

Income from the sale of households' assets

Income from the sale of assets from the household patrimony means all cash receipts from the transfer of ownership of securities and shares, from the sale of foreign currency, lands, buildings and other assets, either new or old, which are not from own production.

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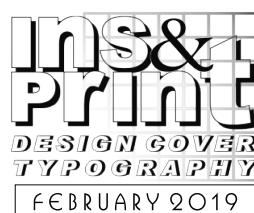
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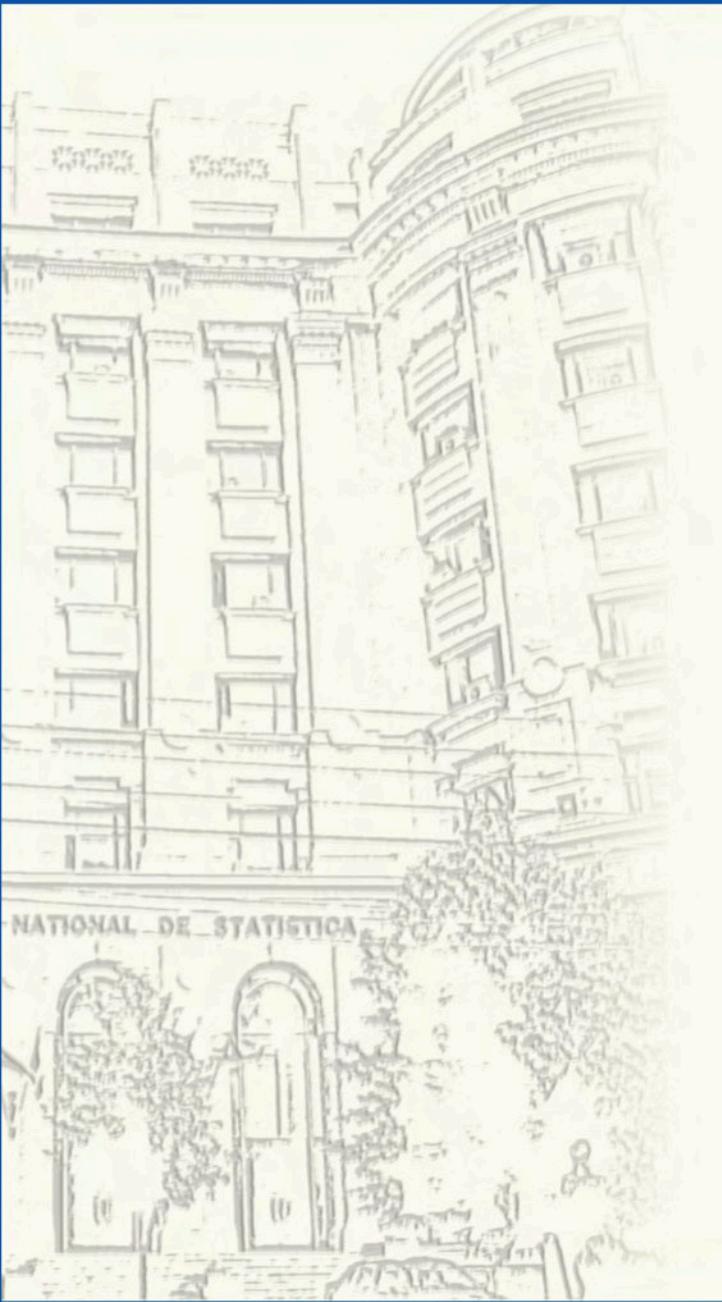


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