

Report on the Israeli Labour Market, Based on Proposed and Recommended Indicators in the Dimension “Balancing Work and Non-working Life”

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I. Introduction

The major goal of the paper was to develop new indicators and recommendations based on proposed quality of work indicators in the dimension of balancing work and non-working life.

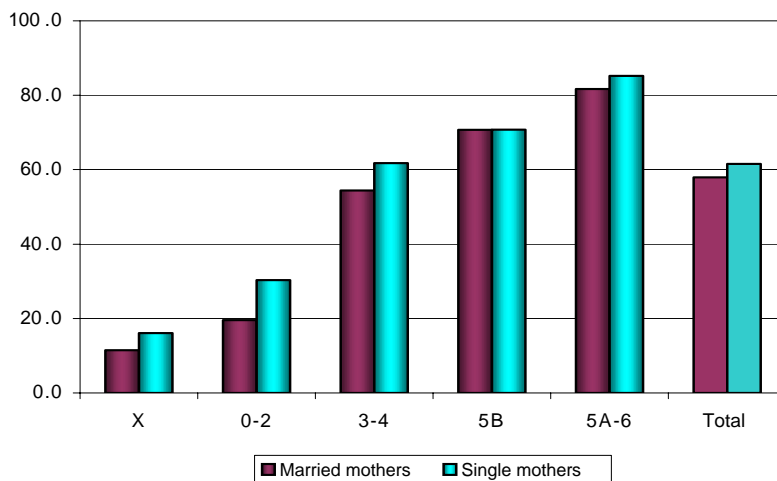
Because work is a major component of life in terms of total time, reconciling work and family life has become a fundamental dimension that reflects the individual's quality of life. Balance work and family life is highly associated with balancing paid work and other activities in the life of the individual. Work should not completely overshadow other activities such as spending time with family, participation in community activities, personal development, and leisure. The dimension “Working hours and balancing work and non-working life” includes the following issues: working hours, working time arrangements, and balancing work and non-working life. This paper deals with the issue of balancing work and non-working life, with particular emphasis on working women.

II. Background

Balancing work and non-working life has always been a gender equality issue, because women throughout the world typically bear the main burden of caring for the family and household. One of the most significant social and economic developments in recent

decades has been the dramatic increase in the participation of mothers in the labour force (Kimmel, 1998). Between 1987 and 2007, the proportion of women in the civilian labour force in Israel increased from approximately 39% of all women aged 15 and over to approximately 51.1%. The main explanation for this increase is the strong correlation between level of education and participation in the civilian labour force. Figure 1 shows the impact of educational attainment on employment rates for single and married mothers. For married as well as single mothers, employment rates for those with higher levels of education were relatively high, and increased as a function of education level. As levels of education increased for the entire population, especially for women, wages for educated women rose as they sought to return their investment in “human capital”. The strong correlation between education level and income provides economic incentives for work, together with higher aspirations for self-realization and professional advancement, as well as incentives for women to enter the labour market (Shalach, 2004).

Figure 1: Employment rate for Single Mothers and Married Mothers, by Educational Attainment, Israel, 2004 (%)



Notes: *ISCED 1997* levels X: No schooling; 0-2: Pre-primary, primary and lower secondary education; 3-4: Upper secondary and post-secondary (non-tertiary) education; 5b : Tertiary education-programmers are oriented/occupationally specific; 5a-6: Tertiary education.

The decline in the average number of children per household is another reason for the increased rates of women’s participation in the labour force. Findings have shown that

for single mothers as well as for married women, the decline in the average number of children eases the burden of housework, and thus facilitates the decision to work outside of the home (Jenkins, 1992). Moreover, the age of the youngest child has an impact on women's employment and on their participation in labour market.

Figure 2: Employment rate for Single Mothers and Married Mothers by age of youngest child, Israel, 2004 (%)

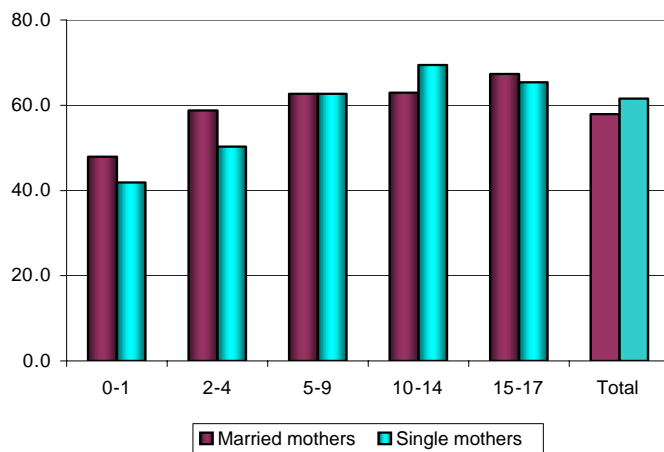


Figure 2 compares employment rates for single and married mothers, by age of the youngest child. The employment rate is higher for married mothers when the youngest child is 0-4 years old. As the youngest child grows older, the trend changes, and employment rates for single mothers are higher.

In addition, it is important to bear in mind that social norms have changed over the years; and that society has begun to regard working women in a more positive light. Moreover, as more women have entered the labour market, community support for the working mother has increased, and more convenient conditions have been created for women to work outside of the home. These conditions are also been a factor that has attracted women with lower levels of education to the labour market.

In the 1960s and 1970s, the increased representation of women in the labour force in Israel was due to the increased the proportion of women working part time. Many of the newly employed women began working, at least at first, in part-time jobs. The increased participation of women in the labour force continued in the 1980s, although the proportion of women employed in part-time jobs did not rise, whereas the proportion of women preferring full-time jobs increased. It can be assumed that the

reasons for this change in preference are related to the same factors that led to the increase in the women participation rate in the labour force. In other words, the rise in women's levels of education, the decline in the average number of children per household, and the establishment of support frameworks for working women (such as afternoon care centers) as well as increased flexibility in working conditions enabled and encouraged women to increase their work to full-time positions. For mothers in particular, full-time work, like part-time work, has advantages and disadvantages. On the one hand, a work-life balance is viewed as difficult to achieve for women who work full time. On the other hand, full-time work provides better opportunities and better jobs, as well as better income, especially for educated women. For many years, the main reason women worked part-time was to "care for the children and/or the household". In other words, most women working part-time indicated that the reason they worked part-time was to take care of the children and/or the household. In 1997, the situation changed, and for the first time most women mentioned a different reason for working part-time: [their] "part-time work was regarded as a full-time position". The proportion of women who worked part-time because they took care of the children and/or the household dropped considerably, from approximately 30% in 1987 to approximately 16% in 2007. Hence, it can be concluded that labour market conditions and benefit systems have the potential to influence the work decision of women. Specifically, a good work-life balance is particularly important for women in Israel.

III. Proposed Indicators for the Dimension of Balancing work and Non-Working Life

The key aspects in the dimension of balancing work and non-working life are employment rate for women and community support for the working mother.

The Steering Committee on the Measurement of Quality of Employment in the Dimension of the Balancing Work and Non-working Life proposed two indicators, which are the basis for obtaining data on this dimension. The first indicator was ratio of the employment rate for women with children under compulsory school age to the

employment rate of all women aged 20-49; and the second indicator was the existence and type of paid family leave. Regarding the first indicator, the ratio of the employment rate for women with children under compulsory school age reflects the maximum level that employed women with children can reach: a higher ratio indicates good conditions for working women and a good balance between work and non-working life. However, the higher ratio might also be attributed to economic difficulty, which forces women to return to work despite inconvenient conditions.

- ***Ratio of the Employment Rate for Women with Children Under Compulsory School Age to the Employment Rate of All women Aged 20-49***

Indicator	2006	2005	2004	2003	2002	2001
Employment rate for women aged 20-49 with children under compulsory school age	57.1	55.3	53.2	52.2	51.7	51.6
Employment rate of all women aged 20-49	62.5	61.7	60.0	59.3	58.9	59.4
Ratio	0.91	0.90	0.89	0.88	0.88	0.87

- (a) *Employed women aged 20-49 years with children under 5 years of age*
 (b) *Excl. females in kibbutzim, females living outside localities (Bedouins in the South and others) and in institutions*
 (c) *Source: LFS*

Accordingly, the ratio of the employment rate for women with children under compulsory school age to the employment rate for all women aged 20-49 increased.

- ***Existence and type of paid family leave***

Indicator	2007	2006	2005	2004	2003	2002
Existence and type of paid family leave	14	12	12	12	12	12

- (a) *Paid maternity leave (in weeks) according to law*

In Israel, paid maternity leave according to law was 12 weeks, and increased to 14 weeks over the past year.

These indicators are of high relevance in Israel. The first indicator is highly sensitive to changes in policies for transfer payments and benefits as well as in policies for childcare arrangements, which can have a positive impact on the employment rate of mothers in the civilian labour force. The second indicator just shows the changes in the policy, which are easy to compute and are available in most countries.

IV. New Indicators for the Dimension of Balancing Work and Non-Working Life

To enhance understanding of the problem of balancing work and non-working life, we added additional indicators to the proposed list.

- *Absolute differences in employment rates for women aged 20-49 without any children, versus those with children under compulsory school age*

Indicator	2006	2005	2004	2003	2002	2001
Employment rate for women aged 20-49 with children under compulsory school age	57.1	55.3	53.2	52.2	51.7	51.6
Employment rate of all women aged 20-49	62.5	61.7	60.0	59.3	58.9	59.4
Absolute differences in employment rates for women aged 20-49 without any children versus those with children under compulsory school age	5.4	6.4	6.9	7.1	7.3	7.8

(a) *Employed women aged 20-49 years with children under 5 years of age*

(b) *Excl. women in kibbutzim, women living outside localities (Bedouins in the South and others) and in institutions*

(b) *Source: LFS*

This additional indicator might be another interpretation of the first proposed indicator for the dimension of balancing work and non-working life. In the Israeli labour market, the employment rate for women aged 20-49 with children under compulsory school age was 51.6% in 2001, whereas the employment rate for all

women aged 20-49 was 59.4%. That is, the gap between the two groups fell from 7.8% in 2001 to 5.4% in 2006.

The advantage of this kind of presentation is the possibility of estimating the gap between employment rates for women aged 20-49 without any children on the one hand, and those with children under compulsory school age on the other. The gap shows how close we are to a maximum employment rate, in which women with children have the option of continuing to work. It is well established that the balance between work and family life is difficult for parents with young children, and particularly difficult for single mothers. Without more flexible working arrangements from employers and assistance from government, a good balance becomes nearly impossible. Single mothers have an additional reason for work, because all of the responsibilities fall on their shoulders. As a result, the employment rate for single mothers is higher than for married mothers. In 2004, the employment rate was 61.6% for single mothers, compared with 57.9% for married mothers. According to following new indicator, the employment rate for single women aged 20-49 with children under compulsory school age in 2006 was higher than for married mothers aged 20-49 with children under compulsory school age. Findings from the analysis for the period 2001-2004 suggest that changes in the policy of transfer payments and benefits had a positive impact on the employment rate of single mothers in the civilian labour force (WP6-presented during the April 2007 meeting).

- ***Ratio of the employment rate for single women with children under compulsory school age to the employment rate for married women aged 20-49***

Indicator	2006	2005	2004	2003	2002	2001
Employment rate for single women aged 20-49 with children under compulsory school age	57.4	61.2	49.1	40.2	45.3	40.7
Employment rate for married women aged 20-49 with children under compulsory school age	56.9	54.8	53.2	52.8	51.9	52.1
Ratio	1.01	1.12	0.92	0.76	0.87	0.78

- (a) Employed women aged 20-49 years with children under 5 years of age
 (b) Excl. women in kibbutzim, women living outside localities (Bedouins in the South and others) and in institutions
 (c) Source: LFS

One of the major factors that influence employment of mothers is the age of the youngest child. Consequently, the more children a woman has and the younger the children are, the lower the probability that she will work (Gonzalez, 2004).

- *Employment rate for women aged 20-49 with children, by age of youngest child*

Indicator	2006	2005	2004	2003	2002	2001
Employment rate for women aged 20-49 with children, by age of youngest child	Table 1					

(a) Source: LFS

Table 1: Employment rate for women aged 20-49 with children, by age of youngest child, 2001-2006

Age of youngest child	2006	2005	2004	2003	2002	2001
Total	62.5	61.7	60.0	59.3	58.9	59.4
0-4	57.1	55.3	53.2	52.2	51.7	51.6
5-9	65.8	64.1	63.2	62.0	63.4	62.7
10-14	69.7	71.4	68.3	67.4	69.4	68.6
15-17	73.9	73.9	72.5	72.6	74.9	72.2
Without children	63.4	62.9	61.6	61.1	59.2	61.1

Gender differences in the division of household chores and family responsibilities contribute significantly to differences in satisfaction with the work-life balance among men and women. Therefore, the availability of paid maternity leave and childcare facilities can substantially affect the possibilities of women's participation in the labour force. Over the years, society in general and employers in particular has become more flexible about women's leaving work after giving birth. Research findings indicate that women's absence from work after giving birth is temporary; most women return to work in the course of the year after they give birth, and most of them return to the same employer (Toledano, 2007). Based on Toledano's findings, the table below presents an international comparison of the length of maternity leave, and shows that in most Western countries, the duration of maternity leave is longer than in Israel (Table 2).

Table 2: The length of maternity leave in the selected countries, 2007

Country	Length of maternity leave (in weeks)
Austria	16
Belgium	15
Denmark	52
Finland	42
France	20
Germany	14
Holland	16
Hungary	24
Israel	14
Italy	21
Luxembourg	16
Norway	43
Portugal	17
Romania	17
Spain	17
Sweden	66

(a) Source: E. Toledano (2007), *Employment of Women after Giving Birth*

Data on the various indicators are presented below, according to respective issues:

- ***Paid maternity leave (in weeks)***

Indicator	2007	2006	2005	2004	2003	2002
Existence and type of paid family leave	14	12	12	12	12	12

(a) *Paid maternity leave (in weeks) according to law*

- ***Maternity benefits (% of average wage)***

Indicator	2006	2005	2004	2003	2002	2001
Maternity benefits (% of average wage)	100	100	100	100	100	100

(a) *Maternity benefits according to law*

The availability of paid maternity or childcare leave is an important issue that should be included in future studies dealing with work-life balance.

As more and more women joined the labour force, the demand for community support increased, and more convenient conditions for working mothers became available. This was reflected in an improved system of day care centers for pre-school children at reasonable prices (for a full workday), as well as afternoon care centers for older

children, and improved employment conditions such as flexible work hours, fewer work hours per day for working mothers, child sick days, and so on. These conditions not only made it easier for working mothers to combine their family and work responsibilities, but also encouraged women to join the labour force. The following two indicators examine women's satisfaction with the conditions in their workplace, and women's reports of possibilities for combining work and family life.

- ***Satisfaction with the flexibility of conditions for child care at the workplace***

Indicator	2004
Satisfaction with the flexibility of conditions for child care at the workplace	Table 3

- (a) *Percentage of employed persons aged 20 and over and parents of children in the household aged 0-13, who indicated that they are "satisfied" or "very satisfied" with the flexibility of conditions for child care at the workplace*
 (b) *Source: Social Survey*

Table 3: Employed persons aged 20 and over and parents with children aged 0-13 in the household, who are "satisfied" or "very satisfied" with the flexibility of conditions in the workplace, by sex, 2004, (%)

	2004
Total	78
Male	75
Female	82

The women expressed higher levels of satisfaction (82%) with the flexibility of conditions for child care in the workplace than did the men. Nonetheless, only 66% of the women had never or only seldom had difficulty taking care of their children because of responsibilities at work.

- ***Difficulty taking care of your children because of responsibilities at work***

Indicator	2004
Difficulty taking care of your children because of responsibilities at work	Table 4

- (a) *Percentage of employed persons aged 20 and over and parents with children aged 0-13 in the household who "never" or "only seldom" had difficulty taking care of their children because of responsibilities at work*
 (b) *Source: Social Survey*

Table 4: Employed persons aged 20 and over and parents with children aged 0-13 in the household, who " never " or "only seldom " had difficulty taking care of their children because of responsibilities at work, by sex, 2004, (%)

	2004
Total	70
Male	73
Female	66

The problems of balancing work and family life do not concern only people with young children. School aged children also need their parents' attention. Moreover, the families have responsibilities apart from those for their children. The problems of balancing work and family life are actively present in the lives of most employees with or without children. Nonetheless, we seldom consider this dimension in the context of family situation or the labour market status of the other household members. The following indicator reflects work patterns among households of couples aged 25-49, by age of the youngest child.

- ***Work patterns in couple households of age 25-49, by age of the youngest child***

Indicator	2006	2005	2004	2003	2002	2001
Work patterns in couple households of age 25-49, by age of youngest child (%)	Table 5b					

- (a) *Couples with the youngest child under 5 years of age, and couples with the youngest child aged 5 to 17.*
- (b) *The total ("All couples") includes homosexual couples and couples in which a member is an employed person whose usual extent of work not known.*
- (c) *Incl. married and unmarried couples. Excl. couples in kibbutzim, institutions and those living outside localities (Bedouins in the South and others).*
- (d) *Source: LFS*

Table 5a: Work patterns in couple households of age 25-49, by age of youngest child, 2001-2006, (thousands)

Child presence	Code	Pattern	2006	2005	2004	2003	2002	2001
Couples without child	1	Man & woman full-time	41.1	44.7	42.7	44.4	37.7	32.6
	2	Man full-time/ woman part-time	13.7	13.4	12.6	11.8	11.4	12.1
	3	Man full time / woman not working	11.0	11.2	12.0	12.5	12.1	11.5
	4	Man part time / woman full time	(2.5)	(2.7)	(2.8)	(1.6)	(2.0)	(2.5)
	5	Man & woman part-time	3.0	(2.2)	(2.5)	(2.2)	(2.3)	(1.4)
	6	Man part-time / woman not working	(1.0)	(1.5)	(1.6)	(1.9)	(1.7)	(1.2)
	7	Man not working / woman full-time	5.1	5.5	6.8	5.6	5.2	4.8
	8	Man not working / woman part-time	3.3	3.4	3.1	3.3	3.1	3.4
	9	Man & woman not working	4.9	5.9	4.2	5.0	6.6	6.2
	10	All couples	86.5	92.3	89.8	89.6	82.8	76.4
Couples with youngest child aged up to 5	1	Man & woman full-time	121.8	113.3	108.4	102.2	99.5	100.2
	2	Man full-time/ woman part-time	63.5	61.7	56.1	57.6	55.6	53.0
	3	Man full time / woman not working	106.0	108.2	107.5	103.6	105.8	103.7
	4	Man part time / woman full time	5.4	4.9	4.3	4.9	3.7	4.5
	5	Man & woman part-time	8.2	6.0	5.6	6.8	5.6	5.2
	6	Man part-time work / woman not working	10.0	9.6	11.2	9.8	7.0	8.6
	7	Man not working / woman full-time	18.7	18.7	17.3	17.1	16.5	13.0
	8	Man not working / woman part-time	16.1	18.9	17.4	14.9	15.0	14.9
	9	Man & woman not working	41.8	44.9	45.5	46.4	50.1	45.9
	10	All couples	392.6	387.3	374.4	364.1	359.4	349.9
Couples with youngest child aged more than 5 (5-17)	1	Man & woman full-time	94.5	95.7	94.2	92.3	98.0	99.5
	2	Man full-time/ woman part-time	50.2	49.4	47.7	47.0	48.0	48.8
	3	Man full time / woman not working	52.3	54.2	53.8	57.5	54.4	55.6
	4	Man part time / woman full time	(2.9)	3.5	4.3	4.3	(2.6)	3.0
	5	Man & woman part-time	3.8	4.1	3.8	3.3	(2.7)	(2.8)
	6	Man part-time / woman not working	4.1	4.5	4.3	4.6	3.2	4.0
	7	Man not working / woman full-time	11.2	11.8	13.6	11.6	13.2	12.0
	8	Man not working / woman part-time	7.8	7.6	7.3	8.4	7.8	8.0
	9	Man & woman not working	20.6	21.5	22.7	22.5	21.2	19.7
	10	All couples	248.0	252.8	252.4	251.7	251.2	254.1
All couples	1	Man & woman full-time	257.5	253.7	245.3	238.9	235.2	232.2
	2	Man full-time/ woman part-time	127.4	124.5	116.3	116.4	114.9	113.9
	3	Man full time / woman not working	169.2	173.6	173.3	173.6	172.3	170.9
	4	Man part time / woman full time	10.8	11.1	11.4	10.8	8.3	10.0
	5	Man & woman part-time	15.0	12.3	12.0	12.3	10.6	9.4
	6	Man part-time work / woman not working	15.1	15.7	17.1	16.3	11.9	13.8
	7	Man not working / woman full-time	35.0	36.1	37.8	34.3	35.0	29.9
	8	Man not working / woman part-time	27.2	29.9	27.8	26.6	25.9	26.4
	9	Man & woman not working	67.3	72.3	72.4	73.9	77.8	71.8
	10	All couples	727.1	732.4	716.5	705.3	693.4	680.4

() Data with low statistical reliability (less than 3,000) appear in parentheses.

Table 5b: Work patterns in couple households of age 25-49, by age of youngest child, 2001-2006(%)

Child presence	Code	Pattern	2006	2005	2004	2003	2002	2001
Couples without child	1	Man & woman full-time	48.0	49.4	48.3	50.3	46.0	43.1
	2	Man full-time/ woman part-time	16.0	14.7	14.2	13.4	13.8	16.0
	3	Man full time / woman not working	12.8	12.4	13.6	14.1	14.7	15.2
	4	Man part time / woman full time	2.9	3.0	3.2	1.9	2.4	3.3
	5	Man & woman part-time	3.5	2.4	2.9	2.5	2.8	1.9
	6	Man part-time / woman not working	1.2	1.7	1.8	2.2	2.1	1.6
	7	Man not working / woman full-time	6.0	6.1	7.7	6.3	6.4	6.3
	8	Man not working / woman part-time	3.9	3.7	3.6	3.8	3.8	4.5
	9	Man & woman not working	5.8	6.5	4.7	5.7	8.0	8.2
	10	All couples	100.0	100.0	100.0	100.0	100.0	100.0
Couples with youngest child aged up to 5	1	Man & woman full-time	31.1	29.3	29.0	28.1	27.7	28.7
	2	Man full-time/ woman part-time	16.2	16.0	15.0	15.9	15.5	15.2
	3	Man full time / woman not working	27.1	28.0	28.8	28.5	29.5	29.7
	4	Man part time / woman full time	1.4	1.3	1.1	1.4	1.0	1.3
	5	Man & woman part-time	2.1	1.6	1.5	1.9	1.6	1.5
	6	Man part-time work / woman not working	2.6	2.5	3.0	2.7	1.9	2.5
	7	Man not working / woman full-time	4.8	4.9	4.6	4.7	4.6	3.7
	8	Man not working / woman part-time	4.1	4.9	4.7	4.1	4.2	4.3
	9	Man & woman not working	10.7	11.6	12.2	12.8	14.0	13.1
	10	All couples	100.0	100.0	100.0	100.0	100.0	100.0
Couples with youngest child aged more than 5 (5-17)	1	Man & woman full-time	38.2	37.9	37.4	36.7	39.0	39.2
	2	Man full-time/ woman part-time	20.3	19.6	18.9	18.7	19.1	19.3
	3	Man full time / woman not working	21.1	21.5	21.4	22.9	21.7	21.9
	4	Man part time / woman full time	1.2	1.4	1.7	1.7	1.0	1.2
	5	Man & woman part-time	1.6	1.6	1.5	1.3	1.1	1.1
	6	Man part-time / woman not working	1.6	1.8	1.7	1.8	1.3	1.6
	7	Man not working / woman full-time	4.5	4.7	5.4	4.6	5.3	4.8
	8	Man not working / woman part-time	3.1	3.0	2.9	3.3	3.1	3.2
	9	Man & woman not working	8.3	8.5	9.0	8.9	8.4	7.8
	10	All couples	100.0	100.0	100.0	100.0	100.0	100.0
All couples	1	Man & woman full-time	35.5	34.8	34.4	34.0	34.0	34.2
	2	Man full-time/ woman part-time	17.6	17.1	16.3	16.6	16.6	16.8
	3	Man full time / woman not working	23.3	23.8	24.3	24.7	24.9	25.2
	4	Man part time / woman full time	1.5	1.5	1.6	1.5	1.2	1.5
	5	Man & woman part-time	2.1	1.7	1.7	1.8	1.5	1.4
	6	Man part-time / woman not working	2.1	2.1	2.4	2.3	1.7	2.0
	7	Man not working / woman full-time	4.8	4.9	5.3	4.9	5.1	4.4
	8	Man not working / woman part-time	3.8	4.1	3.9	3.8	3.7	3.9
	9	Man & woman not working	9.3	9.9	10.1	10.5	11.2	10.6
	10	All couples	100.0	100.0	100.0	100.0	100.0	100.0

Table 5c: Couple households of age 25-49, by age of youngest child, 2001-2006(%)

Presence of child	2006	2005	2004	2003	2002	2001
Couples without child	11.9	12.6	12.5	12.7	11.9	11.2
Couples with youngest child up to age 5	54.0	52.9	52.3	51.6	51.8	51.4
Couples with youngest child aged over 5, (5-17)	34.1	34.5	35.2	35.7	36.2	37.4
All couples	100.0	100.0	100.0	100.0	100.0	100.0

The indicator shows a combination of several important factors that influence the balance between work and family, such as work patterns in the labour market, the presence of a child in the household, and age of the youngest child. The indicator covered only households of couples age 25-49 (working age), and did not cover lone parent households or non-family households, which included one person only or a group of persons without a family relationship¹. In 2007, it this indicator covered about 100,000 single parent families, of which approximately 93% were households headed by a female. This type of household was covered by indicator “ratio of the employment rate for single women with children under compulsory school age to the employment rate of married women aged 20-49”. Regarding persons from non-family households, it was undoubtedly easier for them to balance work and non-working life. In this indicator, we evaluated the differences between women and men without children versus mothers and fathers. It is expected, that both mothers and fathers find their work-life balance poorer than their peers without children do.

V. Conclusion

Employed persons who can achieve a more satisfying balance between personal, family, and work life can be more supportive partners, more effective parents, and more satisfied with their workplace.

In this paper, we recommend several indicators of the dimension of balancing work and non-working life, which can be examined on the basis of data from existing sources. The main source of data for this study was the Labour Force Survey. In

¹ Also include families with siblings without spouses or children of their own or grandparents with grandchildren only.

Israel, we have not conducted special surveys dealing with attitudes about balancing work and non-working life or with working conditions. This paper demonstrates that family situation is of crucial relevance in examining work-life balance. Moreover, we have highlighted the need to establishing adequate facilities to assist working mothers with child care.

National policy should aim to ensure persons with family responsibilities who are employed or wish to work could exercise their rights to do so without any conflict between their work and family life. Achieving a balance between work and non-working life is of major importance to the daily life of employed persons. A good balance will improve the possibilities for women and men to enjoy work and family life without being forced to choose between them.

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