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Topic 2: Measuring the dimensions of quality of work with statistical indicators: current national experiences, relevance and usability of the proposed set of statistical indicators and sources of data collection

RECONCILIATION OF WORK AND FAMILY LIFE

Supporting paper by Hungarian Central Statistical Office*

I. THE CHARACTERISTICS OF PERSONS IN ATYPICAL WORK

1. In this section those aspects of decent work will be discussed that make it adequate for the person and determine the level of the person's being comfortable with his/her work. Two categories of variables were selected: the first comprises indicators related to job security while the other includes indicators in relation with the reconciliation of work and family life. While the selection of indicators was first of all determined by available resources of data, specificities of the country have played a role too. For instance, availability of childcare institutions was included in the second group of indicators, and analysed in detail, as the lack thereof is a serious hindrance to work. As, however, in Hungary, just like in the rest of the one time communist countries of Central Europe, the network of childcare institutions is fairly good, this indicator was not included in assessing comfort feeling.

2. The indicator of **length of time spent at the given workplace** was included in the first group, based on the understanding that the longer one works at one place the greater is that person's job security at times of redundancy. (Such a person would be entitled to a greater

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amount of severance pay, which would influence the employer's decision; such a person tends to have stronger personal contacts etc.) Another indicator in this group is **the size of the given organisational unit**. There is a tight and clear relationship between the size of the organisation and the stability of organisations in that size category. Fluctuation – setting up a business and going out of business, involving loss of jobs – is much greater in small organisations with a few workers than in bigger organisations. Factors that can be evaluated and underpinned by data are **whether the employed person is looking for another job** (and why) and the **type of the work contract**. Those employed with a definite period work contract are in an especially unfavourable situation from the point of view of their chances to keep their jobs.

3. The other group comprises indicators of reconciliation work and family life. Reconciliation is difficult in case of **atypical work** (working in several shifts or at week-ends) and of long daily **trip** to work while easy if one does **flexible work** and has the possibility to **change the usual work schedule on an occasional basis**.

4. The main source of data for the survey was the supplementary surveys of LFS. Data on commuting came from the 2005 micro census. Using the LFS structure makes international comparison possible – at least theoretically.

5. The various indicators were studied by education, industry of the employer, sex and age. In harmonising work and family, having children is an important factor for women, therefore it was included as a variable. For reasons of the length of the report, employed persons in Hungary were examined only by the second group of indicators.

II. RECONCILIATION OF WORK AND FAMILY LIFE

A. Shift schedule, atypical working hours

6. What makes the harmonisation of work and family the most difficult is working in two or three shifts and at weekends. It is especially true for persons raising children (both fathers and mothers) as daily routines of children, opening hours of child care institutions are adjusted to the normal, single shift work on week days, atypical work schedule has not been taken account since the mass dissolution of child care institutions belonged to employers.

7. Up to the late '80s, work other than „normal” was required under the special conditions of manufacturing industries, while employers in services (except for certain communal services) typically used normal work schedules. However, the economic transformation in the early 1990s brought about a significant decline in industrial employment, and consequently working in two and three shifts was reduced, too. Parallel with this, due to a change in life style, in ever greater areas of the tertiary sector, earlier characterised by single shift week day work, week-end and night work has become a general practice, especially in trade which has dynamically grown over the last fifteen years. The majority or at least largest share of employees in trade are young and middle aged women, for whom coordinating their duties as workers and mothers is a serious daily organisational difficulty. An additional problem is that at retail chains employees are often expected to help the other shift before or after their official working time, for instance putting the goods on the shelves, which makes their „official” working time longer by up to 10 to 15 percent.

8. In 2006, 11% of employed persons worked regularly in several shifts while 7.3% occasionally. About the same percentage of women did several shifts as men, but surprisingly about 11% of women raising children worked regularly in several-shift work schedules. The share of women with children working in several shifts is higher than the average in manufacturing industries (17%), in trade (14%) and in health care (21%). Working at the weekend, especially on Saturdays is widespread, and only a slightly smaller share of women do it than men. On the whole, 10.3% of women work regularly on Saturdays and 6.1% on Sundays too. Another 19% work on Saturdays on an occasional basis, and 12% do so on Sundays. Women's working at weekends is clearly related to the growth of the trading sector and new habits of shopping.

1. Working by atypical work schedule in the economy

Denomination	Shift work			Employed total	of which:					
	regularly	occasionally	never		night		Saturday		Sunday	
					regularly	occasionally	regularly	occasionally	regularly	occasionally
1999										
Persons										
Male	383,931	116,955	1,582,686	2,083,572	178,623	247,373	345,255	712,389	216,854	462,342
Female	290,316	58,715	1,376,725	1,725,756	70,364	90,208	223,550	372,093	111,247	210,767
Total	674,247	175,670	2,959,411	3,809,328	248,987	337,581	568,805	1,084,482	328,101	673,109
Distribution by gender (%)										
Male	18.4	5.6	76.0	100.0	8.6	11.9	16.6	34.2	10.4	22.2
Female	16.8	3.4	79.8	100.0	4.1	5.2	13.0	21.6	6.4	12.2
Total	17.7	4.6	77.7	100.0	6.5	8.9	14.9	28.5	8.6	17.7
2006										
Persons										
Male	234,774	176,100	1,726,476	2,137,350	130,389	230,702	269,673	595,009	177,830	413,309
Female	195,146	111,214	1,486,368	1,792,728	56,996	103,061	186,150	341,555	109,993	218,300
Total	429,920	287,314	3,212,844	3,930,078	187,385	333,763	455,823	936,564	287,823	631,609
Distribution by gender (%)										
Male	11.0	8.2	80.8	100.0	6.1	10.8	12.6	27.8	8.3	19.3
Female	10.9	6.2	82.9	100.0	3.2	5.7	10.4	19.1	6.1	12.2
Total	10.9	7.3	81.8	100.0	4.8	8.5	11.6	23.8	7.3	16.1

1. Working by atypical work schedule in the economy (continued)

Denomination	Shift work			Employed total	of which:						
	regularly	occasionally	never		night		Saturday		Sunday		
					regularly	occasionally	regularly	occasionally	regularly	occasionally	
Distribution by industries (%)											
Male											
AB	6.5	5.8	87.7	100.0	3.3	8.5	19.2	32.9	14.3	25.8	
C-E	19.0	11.2	69.8	100.0	8.6	11.6	7.8	26.8	5.1	15.2	
F	2.9	4.8	92.2	100.0	1.0	2.2	10.5	29.6	3.7	17.6	
G	8.2	6.0	85.8	100.0	2.5	5.2	18.1	24.9	6.9	15.2	
H	19.2	15.4	65.4	100.0	7.9	19.5	33.9	35.7	30.6	35.1	
I	13.2	11.0	75.8	100.0	9.8	20.8	15.9	33.9	11.9	27.7	
J	2.4	1.1	96.5	100.0	1.0	1.4	2.4	15.0	0.9	7.8	
K	6.3	7.1	86.6	100.0	8.1	11.7	11.7	26.6	9.8	20.3	
L	7.6	7.9	84.5	100.0	7.4	18.1	8.5	25.7	8.2	22.3	
M	4.4	2.1	93.5	100.0	2.4	2.8	3.2	10.9	2.6	6.0	
N	17.5	11.4	71.1	100.0	12.9	24.0	18.4	32.6	15.6	29.4	
O-Q	5.2	5.8	89.0	100.0	5.8	9.3	16.5	29.3	14.2	24.1	
Female											
AB	2.4	3.3	94.3	100.0	1.5	6.2	16.1	23.1	11.0	20.0	
C-E	17.3	8.5	74.2	100.0	5.7	8.4	5.8	19.4	3.5	8.6	
F	1.4	1.9	96.7	100.0	0.7	1.2	3.0	8.9	1.2	4.3	
G	14.5	9.2	76.3	100.0	1.5	3.5	24.4	28.7	9.8	18.4	
H	18.3	10.5	71.3	100.0	4.9	11.5	26.8	35.4	22.1	32.7	
I	8.1	6.5	85.4	100.0	5.6	5.1	9.3	19.5	6.8	9.9	
J	3.0	2.5	94.5	100.0	0.6	0.6	3.0	9.8	1.9	4.9	
K	2.1	3.0	94.9	100.0	0.9	3.8	2.8	17.0	1.6	10.5	
L	2.3	1.0	96.8	100.0	0.7	1.3	2.0	5.2	1.6	3.5	
M	4.9	0.8	94.3	100.0	0.4	0.7	0.8	4.6	0.5	2.1	
N	17.2	9.6	73.2	100.0	8.1	15.8	11.5	24.8	10.7	21.8	
O-Q	8.5	7.1	84.4	100.0	1.6	2.7	15.9	25.4	7.0	11.2	
Women caring children younger than 15											
	11.1	5.9	83.0	100.0	3.3	5.8	10.8	18.8	6.4	12.0	

9. In terms of conditions of work, employees doing several shifts regularly or occasionally are multiply disadvantaged. While in 1999 there were nearly 850 thousand of them, their number has dropped by 130 thousands in parallel with the increase of the number of employees. As a result, the intensity of exposure has significantly declined. 41% of persons working in several shifts do night shifts at least occasionally, and 70% work on Saturdays. 82% of employees disadvantaged in health care, 83.5% in trade and 93% in hotels and restaurants work on Saturdays. Among those working in several shifts, there is a significant difference between men and women as women usually do not undertake night shifts. Weekend work, however, is equally characteristic for men and women, and women with children younger than 15 are not an exception. In organising the work schedule, employers do not take into account that weekend work may be a problem for women raising children, who thus must rely on their families.

2. Worked in shift at all in the economy, 2006

Industries	Worked in shift	of which: night		Saturday		Sunday	
		regularly	occasionally	regularly	occasionally	regularly	occasionally
	persons	%					

Males - Females

AB	20,226	13.0	29.7	28.3	53.8	25.2	47.5
C-E	270,690	19.5	27.0	14.3	43.7	10.0	24.9
F	23,960	4.5	12.9	16.2	54.8	5.2	40.1
G	112,384	5.9	12.7	35.0	46.1	19.6	38.2
H	49,232	10.2	23.0	39.9	48.2	35.6	47.6
I	65,061	17.8	34.7	24.1	51.8	19.4	42.6
J	3,838	9.0	5.8	13.4	30.0	8.7	21.9
K	27,483	18.4	27.7	25.6	51.9	23.4	41.8
L	28,222	18.4	50.6	21.5	57.8	20.1	52.1
M	18,966	7.2	8.5	7.7	25.8	7.2	14.8
N	73,413	24.3	38.1	31.2	46.2	29.3	45.1
O-Q	23,759	7.3	9.4	33.1	45.7	19.4	22.7
Total	717,234	15.5	25.7	23.5	46.4	17.5	34.7

Males

AB	17,448	13.2	31.0	29.2	53.7	26.2	47.4
C-E	178,828	20.8	28.0	15.2	44.7	10.9	27.0
F	23,256	4.0	12.9	15.5	55.8	4.8	40.4
G	38,368	10.2	18.0	30.2	47.3	18.9	40.6
H	23,982	12.1	30.6	40.2	47.2	37.8	45.9
I	53,056	16.9	38.1	24.8	52.8	19.5	46.1
J	966	5.8	1.6	5.8	34.4	5.8	19.5
K	21,140	22.6	28.8	31.2	48.4	29.0	42.8
L	23,404	19.5	57.2	22.2	61.7	21.4	57.8
M	4,683	22.9	19.3	22.0	51.9	19.9	34.4
N	17,314	27.3	41.8	36.4	44.7	31.1	46.8
O-Q	8,429	14.7	16.0	36.5	47.6	31.5	38.1
Total	410,874	17.7	29.7	22.5	48.4	17.6	37.1

Females

AB	2,778	11.4	21.6	22.7	54.6	18.6	48.6
C-E	91,862	17.1	25.0	12.5	41.8	8.2	20.8
F	704	19.9	15.6	38.5	22.9	15.6	28.1
G	74,016	3.7	10.0	37.6	45.4	19.9	36.9
H	25,250	8.3	15.8	39.7	49.1	33.5	49.3
I	12,005	21.7	19.5	21.5	47.6	19.0	27.2
J	2,872	10.1	7.3	15.9	28.6	9.7	22.7
K	6,343	4.5	23.9	7.1	63.7	4.8	38.5
L	4,818	13.0	18.6	17.8	38.9	13.4	24.2
M	14,283	2.1	4.9	3.0	17.3	3.0	8.3
N	56,099	23.3	37.0	29.6	46.6	28.8	44.5
O-Q	15,330	3.3	5.7	31.2	44.7	12.8	14.3
Total	306,360	12.6	20.3	24.9	43.8	17.4	31.4

of which: women caring children younger than 15

AB	796	7.3	3.5	12.7	59.3	12.7	56.0
C-E	29,550	14.5	28.3	11.8	45.8	8.5	26.6
F	104	0.0	84.6	0.0	100.0	0.0	0.0
G	24,771	4.0	8.6	36.1	45.2	20.5	33.9
H	6,297	5.9	13.7	45.1	45.7	37.1	48.0
I	3,480	17.8	16.7	29.0	42.0	20.4	19.4
J	312	3.5	17.6	10.9	31.7	0.0	29.5
K	1,727	3.3	23.1	5.5	42.5	1.8	44.5
L	1,711	14.4	10.4	24.5	33.4	19.3	17.5
M	4,373	3.5	3.7	3.5	9.9	3.5	4.5
N	20,836	25.9	38.1	35.4	43.2	35.1	40.4
O-Q	3,703	0.0	5.0	18.4	50.9	4.8	26.7
Total	97,660	12.5	21.4	25.7	43.4	19.2	31.9

B. The possibility to vary the daily/weekly work schedule

10. This area of questions was first asked in the 2005 ad hoc module. However, there are not any international standards or earlier data available, so the resulting values can be only interpreted within their own context.

11. On the whole, in Hungary 37.2 % of employed persons said that generally they could decide the start/end of their working time themselves, i.e. start work later or finish it earlier. 26.4% said that they could do it on an occasional basis but only by giving the reason for their request, while 36.4% could never do it.

12. The percentages are different if the analysis is narrowed down to employees, who make up the larger share of all employed, as the self-employed are obviously very free in this regard. 41.2% of employees (37.8% of women and 44.3% of men) said that they could not vary their daily working time even on an occasional basis. If they have to attend to some business or have a family duty to do for a few hours during the day, the only option for these people is to take a day off from work. (As a matter of fact, with childcare institutions and service providers usually working at the regular working time, families often need an hour or two during the day to attend to a business.)

3. Distribution of Employed Persons Aged 15–64 According to Possibility to Vary Start or/and End of Working Day for Family and similar reasons by some important personal characteristics

Denomination	Generally	Rarely	Not	Employed together	Generally	Rarely	Not	Employed together
	possible to vary start or/and of working day				possible to vary start or/and of working day			
	persons				%			
Total								
	1,427,868	1,014,449	1,400,067	3,842,384	37.2	26.4	36.4	100.0
Gender								
Female	644,362	509,386	610,662	1,764,410	36.5	28.9	34.6	100.0
Male	783,506	505,063	789,405	2,077,974	37.7	24.3	38.0	100.0
Ages								
15–19 age	4,657	4,026	8,962	17,645	26.4	22.8	50.8	100.0
20–24 age	69,668	65,936	117,648	253,252	27.5	26.0	46.5	100.0
25–29 age	183,034	166,569	229,611	579,214	31.6	28.8	39.6	100.0
30–34 age	188,453	144,921	205,299	538,673	35.0	26.9	38.1	100.0
35–39 age	205,916	145,011	191,407	542,334	38.0	26.7	35.3	100.0
40–44 age	172,809	110,269	172,355	455,433	37.9	24.2	37.8	100.0
45–49 age	212,706	137,215	185,454	535,375	39.7	25.6	34.6	100.0
50–54 age	217,609	142,343	177,931	537,883	40.5	26.5	33.1	100.0
55–59 age	128,890	80,975	93,246	303,111	42.5	26.7	30.8	100.0
60–64 age	44,126	17,184	18,154	79,464	55.5	21.6	22.8	100.0
Status in employment								
Employees	987,511	958,463	1,362,660	3,308,634	29.8	29.0	41.2	100.0
Member of partnership	118,580	17,505	12,257	148,342	79.9	11.8	8.3	100.0
Self-employed	306,258	33,712	23,830	363,800	84.2	9.3	6.6	100.0
Unpaid family worker	12,416	2,674	869	15,959	77.8	16.8	5.4	100.0
Type of contract								
Contract of unlimited duration	920560	908381	1244265	3,073,206	30.0	29.6	40.5	100.0
Contract of limited duration	66951	50082	118395	235,428	28.4	21.3	50.3	100.0

3. Distribution of Employed Persons Aged 15–64 According to Possibility to Vary Start or/and End of Working Day for Family and similar reasons by some important personal characteristics (continued)

Denomination	Generally	Rarely	Not	Employed together	Generally	Rarely	Not	Employed together
	possible to vary start or/and of working day				possible to vary start or/and of working day			
	persons				%			
Industries								
A-B Agriculture, hunting, forestry and fishing	104,984	43,186	41,533	189,703	55.3	22.8	21.9	100.0
C Mining and quarrying	4,377	4,250	5,358	13,985	31.3	30.4	38.3	100.0
D Manufacturing	222,251	199,788	435,107	857,146	25.9	23.3	50.8	100.0
E Electricity, gas and water supply	23,974	19,772	20,583	64,329	37.3	30.7	32.0	100.0
F Construction	121,775	74,513	114,886	311,174	39.1	23.9	36.9	100.0
G Wholesale and retail trade; repair of motor-vehicles, motorcycles and personal and household goods	252,607	150,625	175,895	579,127	43.6	26.0	30.4	100.0
H Hotels and restaurants	61,523	39,606	50,399	151,528	40.6	26.1	33.3	100.0
I Transport, storage and communication	79,362	63,536	136,889	279,787	28.4	22.7	48.9	100.0
J Financial intermediation	40,205	21,052	20,998	82,255	48.9	25.6	25.5	100.0
K Real estate, renting and business activities	145,699	66,471	58,131	270,301	53.9	24.6	21.5	100.0
L Public administration and defence; compulsory social security	103,540	87,073	101,837	292,450	35.4	29.8	34.8	100.0
M Education	98,647	118,114	102,770	319,531	30.9	37.0	32.2	100.0
N Health and social work	76,525	86,376	92,419	255,320	30.0	33.8	36.2	100.0
O-Q Other community, social, personal and other service activities	92,399	40,087	43,262	175,748	52.6	22.8	24.6	100.0
Major group of occupation								
1 Legislators, senior officials and managers	189,224	66,446	51,725	307,395	61.6	21.6	16.8	100.0
2 Professionals	191,314	159,610	135,010	485,934	39.4	32.8	27.8	100.0
3 Technicians and associate professionals	216,851	167,610	171,817	556,278	39.0	30.1	30.9	100.0
4 Clerks	99,158	70,008	70,066	239,232	41.4	29.3	29.3	100.0
1-4 Non manual worker	696,547	463,674	428,618	1,588,839	43.8	29.2	27.0	100.0
5 Service workers and shop and market sales workers	233,532	155,621	225,915	615,068	38.0	25.3	36.7	100.0
6 Skilled agricultural and forestry workers	68,306	17,223	22,520	108,049	63.2	15.9	20.8	100.0
7 Craft and related workers	239,852	183,940	319,402	743,194	32.3	24.7	43.0	100.0
8 Plant and machine operators and assemblers	95,624	98,601	257,672	451,897	21.2	21.8	57.0	100.0
9 Elementary occupations	83,857	83,508	123,708	291,073	28.8	28.7	42.5	100.0
5-9 Manual worker	721,171	538,893	949,217	2,209,281	32.6	24.4	43.0	100.0
0 Armed forces	10,150	11,882	22,232	44,264	22.9	26.8	50.2	100.0
Highest level of education								
Less than 8 grades of primary school	4,571	3,537	6,089	14,197	32.2	24.9	42.9	100.0
Primary school	153,024	132,700	250,562	536,286	28.5	24.7	46.7	100.0
Vocational school and Apprentice school	390,410	302,298	510,990	1,203,698	32.4	25.1	42.5	100.0
Secondary school with G.C.E.	515,797	328,887	433,623	1,278,307	40.4	25.7	33.9	100.0
Of which: with qualification	375,140	239,037	328,967	943,144	39.8	25.3	34.9	100.0
Tertiary education	364,066	247,027	198,803	809,896	45.0	30.5	24.5	100.0
Women by number of children								
No children	435,820	355,815	407,942	1,199,577	36.3	29.7	34.0	100.0
1 child	134,800	95,665	127,020	357,485	37.7	26.8	35.5	100.0
2 children	63,074	51,256	64,564	178,894	35.3	28.7	36.1	100.0
3 children	9,769	6,004	9,158	24,931	39.2	24.1	36.7	100.0
4 children or more	899	646	1,978	3,523	25.5	18.3	56.1	100.0
Shift work								
Shift work regularly	103,711	144,710	322,266	570,687	18.2	25.4	56.5	100.0
Shift work occasionally	40,009	28,596	38,405	107,010	37.4	26.7	35.9	100.0
No shift work	1,284,148	841,143	1,039,396	3,164,687	40.6	26.6	32.8	100.0

13. This freedom in choosing one's working hours grows by age, by education and by position in the occupational hierarchy. Only slightly more than 30% of persons with primary education could choose the start and the end of work freely, while 46% could not do it at all. In contrast, the percentages are just the reverse in persons with higher education: 45% and 24.5%, respectively. In terms of occupational main groups, the freedom of persons in the first main group and in agriculture is similar, i.e. nearly two thirds can work at an other time than the normal working hours, while employees in the 8th main group (the majority of these occupations are semi-skilled jobs in mass production) are even less free than the members of the armed forces. Persons doing shift work, which is anyway hard to harmonise with family life, presumably have outstandingly little possibilities to vary their daily working hours. 56.5% of those doing such work thought that they could not do so even in an exceptional case – as opposed to single shifters. The above factors can be examined by industries, too: workers in the manufacturing industries have the least possibility to change their working hours. To be able to occasionally change the start or the end of work is especially important for mothers. Data, however, show that women with children are in the same situation as the rest of employees, i.e. employers do not make an exception and refuse to accept the mothers' special needs.

C. Time of trip to and from workplace

14. Harmonising work and private life is not easy if the trip to the workplace takes a lot of time. According to the last available data in 2005, every fourth employed person spent at least one hour daily to get to work and back home. People who work in the same place where they live presumably spend less time in journeying than those who commute. An exception are the residents of the capital city, of whom only 29.5 % spent less than half an hour to get to their workplace as opposed to the 60% national average. The only variable that seems to affect the time requirement of getting to work is the type of settlement. Thus, for instance the share of women spending less than half an hour travelling is only slightly higher than of men; 22% of women journey more than one hour a day while 24% of men do so. There are no differences in the length of time of travel either by age, by education, and differences are insignificant between industries too, agriculture not included.

15. From the point of view of caring for children and getting to the child care institution in time, the length of the trip, which is added to the typically 8-hour working day, is a key issue, especially for families in which both the husband and the wife work. In 2005 there were 900 thousand such families (out of nearly 4 million), including co-habitation. In about two thirds of them neither member of the couple travelled longer than one hour a day while in 113 thousand families at least one of them did; in 45 thousand families both members spent travelling at least 90 minutes. For the latter group of families using child care institutions is probably not sufficient alone to solve the problem of day care for children.

16. The paper deals with 3 arbitrarily chosen characteristics of the decent work. There are to directions to continue the work started in this paper. One direction is to find new areas of indicators, which probably well characterise the phenomenon, and taking recommendations for their future observation. The other way is the observation and analysing of characteristics of those groups of workers who can be counted as multiply involved persons in decent work.

4. Distribution of Employed Persons by daily traveling into and out of workplace by some important personal characteristics

<i>Denomination</i>	<i>Not more than 30 minutes</i>	<i>31 to 60 minutes</i>	<i>61 to 90 minutes</i>	<i>91 minutes or more</i>	<i>Varying and unknown</i>	<i>Total</i>
Total						
	45.2	29.1	8.0	15.8	1.9	100.0
Gender						
Male	45.1	28.4	7.5	16.5	2.6	100.0
Female	48.7	28.1	8.2	14.1	0.9	100.0
Ages						
15–29 age	41.1	30.3	9.0	17.9	1.6	100.0
30–39 age	46.0	28.2	8.4	15.5	1.9	100.0
40–49 age	49.7	27.3	6.9	14.3	1.9	100.0
50–59 age	49.3	27.8	7.0	14.3	1.7	100.0
60+ age	55.1	24.4	7.0	11.3	2.3	100.0
Main sectors						
Agriculture	67.4	22.2	2.6	4.5	3.3	100.0
Manufacturing, construction	40.2	31.0	8.5	18.3	2.1	100.0
Service	48.4	27.4	7.9	14.8	1.6	100.0
Highest education						
Primary school or less	48.5	27.6	7.2	14.9	1.9	100.0
Vocational school and Apprentice school	47.3	28.5	6.7	15.3	2.2	100.0
Secondary school with G.C.E.	46.3	28.3	8.0	15.8	1.6	100.0
Tertiary education	45.6	28.3	9.6	15.0	1.6	100.0
