



WORK-LIFE BALANCE AND SUBJECTIVE WELL-BEING IN ROMANIA¹

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Abstract: *An essential element for children's quality of life is represented by the time spent together with their family, especially with their parents. However, for most of the families, the time spent together is quite limited by the work obligations on one side and on the other hand by the household living arrangements. In this paper I will approach the relationship between work-life balance and subjective well-being. The paper will focus on families from Romania in a comparative perspective with the families from other countries of European Union. For this propose, I will appeal to secondary analysis using data for the research European Quality of Life Survey (2011/2012) made by European Foundation for The Improvement of Living and Working Conditions. In the analysis, there will be included indicators referring to family status of subjects, indicators referring to relationship between work and family life, also indicators of subjective well-being, like life satisfaction and other evaluation indicators. The theme of this paper is treated from quality of life perspective.*

Keywords: *work-life balance, families with children, subjective well-being*

Introduction

“In the former communist regimes, work was officially labelled as a core value of society” (Mărginean, Precupețu, Tzanov, Preoteasa, Voicu, 2006: 43) leading to longer working week and high rates of employment. Romania is one of the post-communist country, characterised by a high level of participation in labour market both for men and women. During transition period, because of major reorganization on Romanian industry and on labour market, employment rates decreased.

¹ This paper is made and published under the aegis of the Research Institute for Quality of Life, Romanian Academy as a part of programme co-funded by the European Union within the Operational Sectorial Programme for Human Resources Development through the project for Pluri and interdisciplinary in doctoral and post-doctoral programmes Project Code: POSDRU/159/1.5/S/141086.

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Even if, during communist regime, women were encouraged to participate on labour market, sharing household tasks wasn't balanced. These situation continued during in transition period, but it's highly met also in the present, even if values on gender equality suffered changes (Popescu, 2009). Women tend to be more implicated in unpaid work as household jobs and caring activities, especially for children, and men tend to work more outside household.

Romania, like other countries from Central and Eastern Europe, is characterised by a higher number of working hours in the main job. Time spent at work wad diminishing in the transition period relative to communist period, but the number of working hours still remain higher than in most Western countries. Employed persons from Romania have a low balance between working life and family/social life.

“The ability to balance work and family life is an important aspect of people's quality of life, especially for families with children” (Eurofound, 2013a: 36). Among EU members, Romania offers a generous leave for raising children, especially as period of time (up to 2 years or 3 years for children with disability)(Popescu, 2014). This type of leave for raising children was granted in the context of underdeveloped care services for children. In the transition period in Romania, but in some others post-communist countries, the involvement of state for support families or women diminish considerably, upholding a higher implication of families in children's education (Voicu and Voicu, 2010).

The balance between working life and family life and social life has an important contribution on subjective well-being (Eurofound, 2013a: 91).

Today, people want to have a professional career, both women and men, but in the same time, they wish to spend a qualitative time within their family or group of friends. Hence, the necessity of measures for finding equilibrium between work and family or social life. “Today's family policies try to do many things: help parents get jobs and provide for their families; give parents enough time, money and skills to care for and enjoy their children, and further their children's development” (OECD, 2011a: 1). Moreover, children's well-being depend on family well-being (ibidem).

At European level, the strategy “Europe 2020: A strategy for smart, sustainable and inclusive growth” emphasize the importance of work-life balance, as a factor that contribute to the increase of participation to the labour market, especially for young people, older workers and women (European Commission, 2010 apudEurofound, 2013a). It is necessary an innovative view in regarding organisation of work and also the acknowledgement of affordable care, for children and other dependents, for achieving a reconciling employment with care responsibilities (Eurofound, 2012).In Romania, having an unemployed member within the household place the family in an area of vulnerability or even in poverty (Mihailescu, 2014). So, increasing labour participation is very important in the Romanian context.

The aim of this paper is to describe work-life balance from Romania in a comparative perspective with others European countries. Also, I will focus on the relationship between work-life balance and subjective well-being.

Conceptual framework

Quality of life is a broader concept, “referring to the overall level of well-being of individuals in a society” (Fahey, Nolan, Whelan, 2003: 1). It’s an evaluative concept (Mărginean, 2011), taking in consideration both objective conditions of life and people evaluations of these conditions (Mărginean et al., 2006).

In the conceptual framework proposed by T. Fahey, B. Nolan, Ch. T. Whelan (2003) for the European Foundation for the Improvement of Living and Working Conditions, the concept of quality of life includes resources, opportunities and life conditions, contextual features, but also attitudinal and subjective elements. The focus is on the relationship between reported satisfaction levels and resources/conditions, that contributes “to development of a deeper understanding of how people come to evaluate their work, family and community life and the interrelationships between them” (Fahey, Nolan, Whelan, 2003: 4) and also to a better understanding of the determinants of quality of life.

As a multidimensional concept, quality of life can be operationalised in many different ways, more or less detailed. In report *Quality of life in Europe*, there are indicated a number of core areas: employment, economic resources, family and households, community life and participation, health and health care, knowledge, education and training (Saraceno and Keck, 2004).

This approach can offer an important contribution for social policy, highlighting the needs and difficulties in different quality of life domains and inequalities between social groups and setting objectives for social development (Mărginean et al., 2006).

The subject of this paper is treated from quality of life perspective.

Family is one of the life domains, being characterised by a high level of satisfaction (Popescu, 2011) and being considered one of the most important factors for quality of life (Alber and Fahey, 2004). “Family is a core aspect of people’s lives, contributing to their integration, socialization and level of support available” (Mărginean et al., 2006: 35).

Within the family, people received different type of support: emotional support, practical support in everyday life, financial or relational support, contributing to social cohesion at community level, to social inclusion and welfare (Saraceno, Olagnero&Torrioni, 2005). In an unstable social context, the social institution of family proved a high adaptive capacity, people’s subjective evaluations remained constantly positive and higher than of evaluations of others life areas (Popescu, 2013).

Although, the family suffered major changes in the last decades, the main characteristics is the persisting resilience of this institution in facing the necessity of support for their members, especially in times of need (Saraceno et al., 2005).

Family constitutes the context within, men and women, in different life stage and family responsibilities, choose their type of labour market participation and their level of involvement at community level (idem). They have to balance their need for material resources and care responsibilities.

Working is an essential for individual well-being. “Not only do good jobs increase people’s command over resources, but they also provide people with a chance to fulfil their own ambitions, to develop skills and abilities, to feel useful in society and to build self-esteem. Jobs shape personal identity and create opportunities for social relationships.” (OECDb, 2011: 58).

Work-life balance refers to “the ability to combine work, family commitments and personal life” (idem, p.123). Work–life balance can be defined as “satisfaction and good functioning at work and at home, with a minimum of role conflict” (Clark, 2000, apud Emslie and Hunt, 2009:152).

The ability to balance work, family commitments and personal life contribute to the well-being at individual level, to household level and also to community or society level. Balancing between the rewards and demands of work and those of family life or social life contributes to personal subjective well-being. Within the household, children’s well-being is strongly influenced by the work-life balance of their parents and by the time spent together. “Parental nurturing is crucial for child development, especially in the early years and prime age adults (typically women) also play a critical (and increasingly important) role for the care of their elderly parents” (OECD, 2011b: 124). An equilibrium between work and personal life offers possibility for people to socialise and to participate to the community life.

Fagan, Lyonette, Smith and Saldana-Tejeda (2012) mentioned a series of measures collected through surveys or through smaller more qualitative studies: the degree of fit that they consider to exist between their working time and their family or social life, the extent of work-life balance they feel they have, the degree of satisfaction they have with their work-life balance, the mismatch between their preferred and actual working time, reports of negative effects on well-being and health, reports of “role conflict” and the negative “spill-over” effects of the time or reports of positive “spill-over” synergies and enrichment of personal life.

From time use perspective, the surveys are focused indicators as working hours, time for leisure and personal care, commuting time, satisfaction with allocation of time, giving a detailed picture on the way people are spending their time in different kind of activities (OECD, 2011b).

In EQLS (2011/2012), work-life balance is measured by three indicators regarding difficulties between family/personal life and work (coming home from work too tired to do some of the necessary household jobs; difficulty in fulfilling family responsibilities; difficulty in concentrating at work). Also, the survey provide valuable information about working time, preferences on working time, compatibility of working time with other commitment, time for unpaid work (household jobs or care activities), quality of work.

“Reconciling work and family life has become an increasingly important issue in European societies. The balance between these two areas of life is believed to have a major influence on labour participation, fertility, family formation and quality of life” (Keck, 2004: 45).

Subjective well-being is referring to the subjective way that people are experiencing their lives and it includes three dimensions (Precupețu, 2011). First dimension is a cognitive one, including an assessment (evaluations of different aspect of life, life satisfaction, domain satisfaction). The second dimension refers to positive affects (like happiness) and the third to negative affects (like depression, anxiety or alienation). These elements are interrelated and form a global factor of subjective well-being (Diener, 1984/2000 apud Precupețu, 2011).

In EQLS, all these dimension of subjective well-being are covered by indicators, but in my analysis, I will focus on life satisfaction and satisfaction on different domains.

Information offered by subjective indicators are highly relevant for social policy and policymakers, because measures of subjective well-being gives a comprehensive evaluations of quality of life and also shows the degree of fulfilment of people's needs (Saraceno, 2004).

Data and methods

The analysis will rely on the third wave of the European Quality of Life Survey¹ (2011/2012) developed by European Foundation for Improvement of Living and Working Conditions. The first two waves of this research were realized in 2003 and 2007. Third EQLS was carried out during 2011-2012 in 34 countries (27 Member State of European Union and Croatia, Iceland, FYR Macedonia, Montenegro, Serbia, Turkey and Kosovo). In this paper, the analysis was made on EU28 (all EU member states and Croatia, which became an EU member in 2013).

EQLS (2011/2012) includes a broad list of indicators for many dimensions of quality of life. In my analysis, I used indicators regarding household, family, work, work-life balance and subjective well-being. Data from analysis was weighted by weights calculated in the data base. The Romanian sample contains 1542 subjects (742 males and 800 females), and the all EU28 sample 36517 subjects. The analysis was perform only on subjects that have a job, so on a lower number of cases than the sample. Analysis is mainly descriptive, using univariate and multivariate statistics.

Household structure

Households represent the context in which people decide about their participation to labour market. Structure of household and type of support within household can sustain labour market integration and a balanced work-life relationship.

Among European countries, Romania is characterised by a higher number of persons living together in a household. Here, the mean size of the household is 2, 9 persons, higher than in most EU member states. In EU28 the mean size of household is 2, 4 persons, while in EU12 is 2, 8 persons and in EU15 is lowest 2, 3 persons. Households formed by a single person are more frequent in the countries from Northern and

¹ Access to the EQLS 2011/2012 database through UK Data Services (<http://ukdataservice.ac.uk/>).

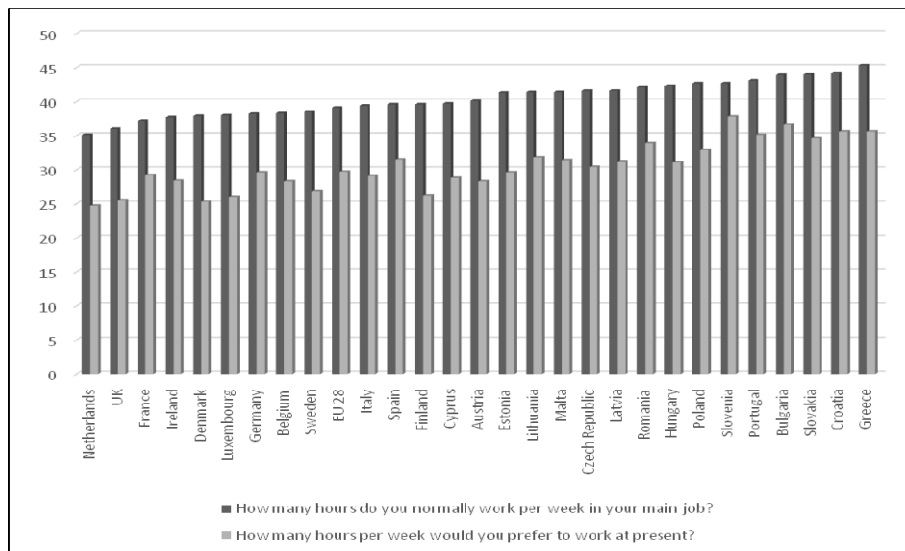
Western Europe (like Denmark, Finland, Germany and Sweden). The Mediterranean countries and Eastern and Central countries have a smaller number of a single person household and a higher number of different forms of households. In Romania 21% of the households are formed by single person, 18% are represented by couples without children, 16% are couples with children, while just 1% are single parents. 44% of households from our country have different composition, including extended family.

Most households contented in EQLS (2011/2012) don't include children. In Romania, about 74% of households are without children, while in EU15 and EU28 about 78% of households don't have children (see Table 1 in Annex).

Working hours

Number of working hours per week is one of the indicators used for describing quality of work and also work-life balance. In EQLS, people were ask about the working hours in the main job, in the additional job and also about their preferences regarding the number of working hours (see Figure 1).

Figure 1. Number of working hours per week in the main job in European countries and preference regarding number of working hours (mean)



Source: EQLS 2011/2012 (own calculation). Note: Only the answers of employed respondents were considered. Q7. How many hours do you normally work per week in your main job, including any paid or unpaid overtime? Q8. If you could freely choose the number of your working hours while taking into account the need to earn your living, how many hours per week would you prefer to work at present? If you would prefer not to work at all, indicate zero.

Number of working hours in the main job is rising from West to East of European Union, and also from North to South. In Netherlands, United Kingdom, France, Ireland and Denmark, the mean of working hours per week in the main job is the lowest in all EU (under 38 hours). The highest number of working hours per week in the main job, we find in the countries from South and Central-Eastern Europe: Romania, Hungary, Poland, Slovenia Portugal, Bulgaria, Slovakia, Croatia and Greece (between 42 and 45 hours). The difference between Netherlands and Greece is about 10 working hours.

The subjects were asked about their preferences regarding the number of working hours per week they prefer. In the most of European countries, people indicated they prefer to work less, about with 10 hours than in present. In Romania the mean number of working hours per week in the main job is 42, and people would prefer to work 8 hours less.

In the all European countries, we find differences by gender regarding the working hours in the main job, males work more than females. The highest difference by gender from EU is in Netherland (12, 7) and Ireland (13, 5), and the lowest difference in Slovenia (0, 7), Romania (2, 2) and Sweden (2, 5).

In the most countries, the presence of at least one child in the household doesn't change significantly the number of working time. But, there are some countries where the presence of a child in the household leads to a decrease of the working time. The highest decrease we find in Austria (3, 5 hours) and in Germany (2, 9 hours). They are followed by Greece (2, 2 hours), Netherland (2 hours), Luxembourg (1, 9) and Czech Republic (1, 8 hours).

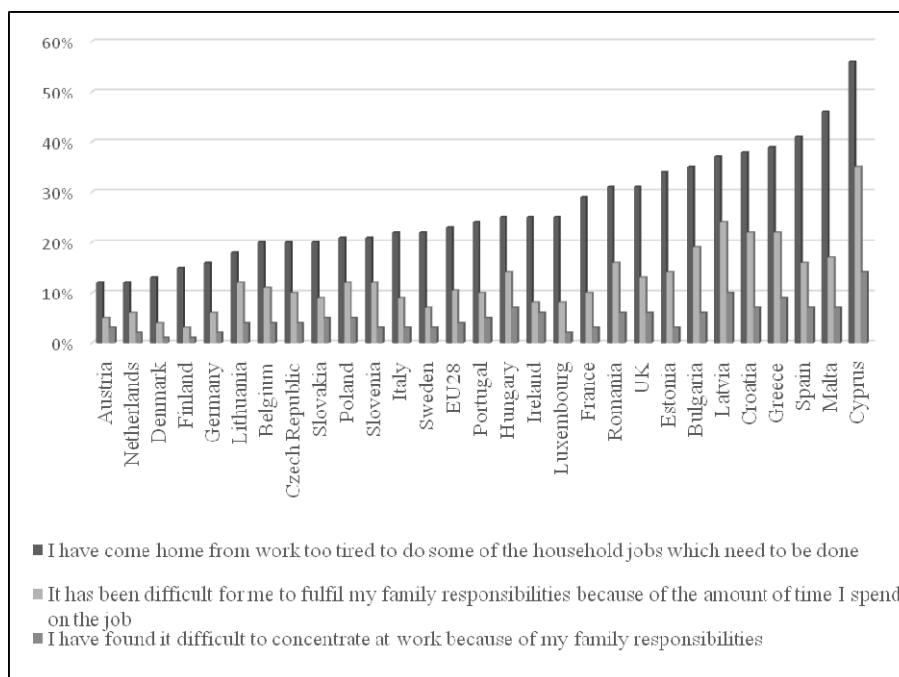
Most of Europeans are content with the fit of their working hours and their family and social commitments outside the work. About 78% of all Europeans consider that working hours are fitting "very well" and "fairly well" to family or social commitments. The best evaluations of this aspect are in Denmark, Sweden and Netherland, and the lowest Greece, Spain and Latvia.

Work-life balance

For describing relationship between working life (professional life) and family or social life, in EQLS (2011/2012) were used a set of three indicators: perceived difficulties in doing household jobs because of tiredness from work, perceived difficulties for fulfilling family responsibilities because of work and also about difficulties at work because of family responsibilities.

People from Cyprus, Malta, Spain and Greece perceive highest difficulties after work for doing household jobs. 56% of subjects from Cyprus declaring themselves too tired to do household jobs "several times a week", 46% from Malta, 41% from Spain and 39% from Greece. People from Central and Eastern European countries experience relatively high levels of tiredness after work. The lowest level of perceived tiredness after work, we meet in Austria, Netherland and Denmark, under 15% of respondents considering themselves too tired "several times a week" (see Figure 2).

Figure 2. Perceived difficulties “several times a week” in balancing work with family or social life for Europeans (%)



Source: EQLS 2011/2012 (own calculation). Note: Only the answers of employed respondents were considered. Q12: How often has each of the following happened to you during the last 12 months? a. I have come home from work too tired to do some of the household jobs which need to be done; b. It has been difficult for me to fulfil my family responsibilities because of the amount of time I spend on the job; c. I have found it difficult to concentrate at work because of my family responsibilities (1. Several times a week, 2. Several times a month, 3. Several times a year, 4. Less often/rarely, 5. Never).

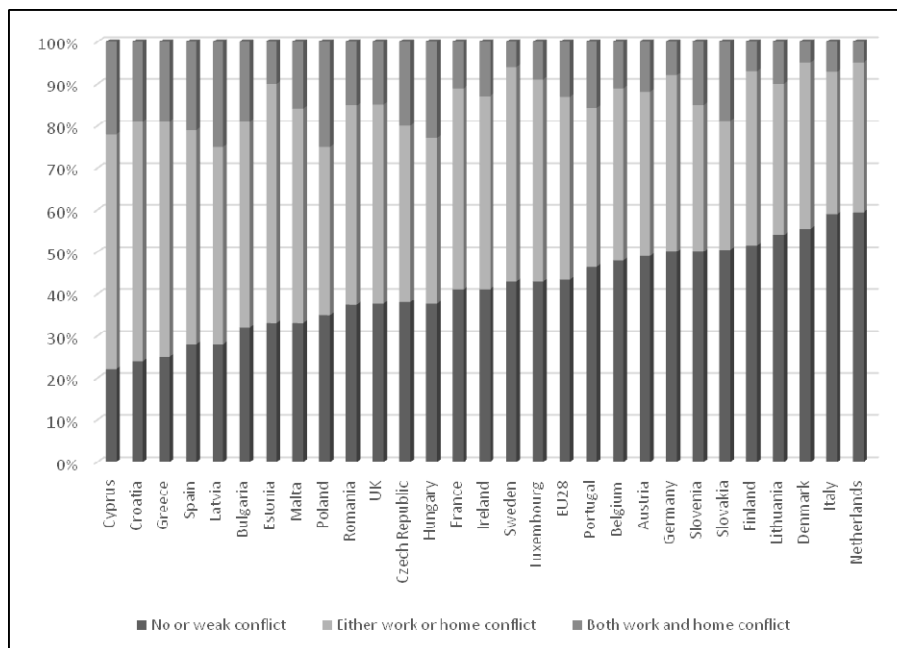
“In several countries there were large increases in 2011 compared to 2003. In Cyprus the proportion of people experiencing tiredness after work rose by 22% between 2003 and 2011. In Greece the increase was 14%, followed by Spain at 11%” (Eurofound, 2013:38).

People from Finland, Denmark, Austria, Germany and Netherlands indicate in the lowest measure difficulties in fulfilling family responsibilities because of the amount of time spent on job. Only 3% of Finnish subjects indicate difficulties “several times a week” in fulfilling family responsibilities.

Highest difficulties in fulfilling family responsibilities because of time spent on job are perceived in Greece, Croatia, Latvia and Cyprus, more than 20% of subjects from each of these countries indicate these difficulties “several times a week” (see Figure 2).

Regarding the difficulties to concentrate at work because of family responsibilities, people from Greece (9%), Latvia (10%), and Cyprus (14%) indicate them “several times a week” in the highest measure among European countries. Lowest level of perceived these difficulties are found in the Finland (1%) and Denmark (1%).

Figure 3. *Work-life balance-conflict in European countries (%)*



Source: EQLS 2011/2012 (own calculation). Note: Only the answers of employed respondents were considered. The index was computed by the three question Q12a, Q12b, Q12c: How often has each of the following happened to you during the last 12 months? a. I have come home from work too tired to do some of the household jobs which need to be done; b. It has been difficult for me to fulfil my family responsibilities because of the amount of time I spend on the job; c. I have found it difficult to concentrate at work because of my family responsibilities (1. Several times a week, 2. Several times a month, 3. Several times a year, 4. Less often/rarely, 5. Never).

People from Romania are characterised by a weak work-life balance. In regarding tiredness from work for doing household jobs, 31% of Romanian reported it “several times a week” and another 30% “several times a month”. Difficulties in fulfilling family responsibilities because of work are mentioned by lower measure by Romanian people. Only 16% of Romanian people appreciate having difficulties “several times a week” and 22% “several times a month”. Half of Romanians consider that they have “never” difficulties in concentrating at work because of family responsibilities. Only 6% mention these difficulties “several times a week” and 10% “several times a month”.

A balanced relationship between work and life, with a very low level of conflict, we find in Netherlands, Italy, Denmark, Lithuania and Finland, more than half of their subjects having “No or weak conflict”. In Cyprus, Croatia, Greece and Spain are met the highest level of conflict between work and life, more the 50% of people from these countries having at least a conflict “either work or home” and about 20% of them, being characterised by “both work and home conflict”(see Figure 3).

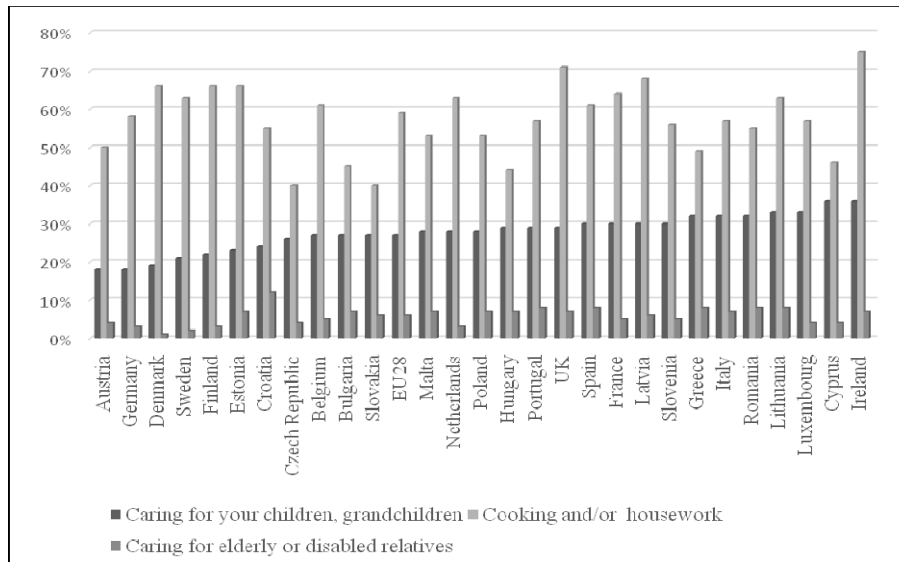
In Romania, 47% of the subjects have at least one conflict, “either work or home conflict”, and 15% of them have conflicts “both work and home conflict”.

Unpaid work – housework and caring activities

Every family have to balance paid work and unpaid work within the household: cooking or other housework and caring activities, as caring for children or for elderly or disabled relatives. Most of Europeans mentioned they are cooking and making different housework jobs “every day” (see Figure 4). However, caring activities are in a lower measure mentioned as made “every day”. Caring for children is the most important component within caring activities. In the most European countries, more than a quarter of the subjects reported caring for children or grandchildren “every day”. In some Northern and Western countries, like Austria (18%), Germany (18%), Denmark (19%), Sweden (21%) and Finland (22%), are recorded the lowest level of implication in these activities “every day”. The highest level of implication in caring for children are found in Ireland (36%), Cyprus (36%), Luxembourg (33%) and Lithuania (33%).

In regarding of caring for elderly or for disabled relatives, less than 10% of the Europeans reported this activity every day. The highest level of implication is recorded in Croatia (12%) and the lowest level in Denmark (1%), Sweden (2%), Finland (3%) and Germany (3%).

People from Romania are highly implicated in caring for children, 32% of the subjects mentioned this activity “every day”, what can emphasize the underdevelopment of care services for children. Caring for elderly or disabled relatives is practiced every day by only 8% of Romanians, even if the care services for elderly or disabled persons are also underdeveloped in Romania.

Figure 4. How often are you involved in activity outside of work? (Every day)%

Source: EQLS 2011/2012 (own calculation). Q36. In general, how often are you involved in any of the following activities outside of work? a. Caring for your children, grandchildren; b. Cooking and / or housework; c. Caring for elderly or disabled relatives; (1. Every Day; 2. Several days a week; 3. Once or twice a week; 4. Less often; 5. Never).

Subjective well-being

EQLS 2011/2012 covers many life domains with subjective indicators, like life satisfaction, happiness, satisfaction with different life domains, evaluations of different life situations or services and positive or negative feelings. In this paper, the focus will be on the relationship between work-life balance with life satisfaction, family satisfaction, job satisfaction and social life satisfaction.

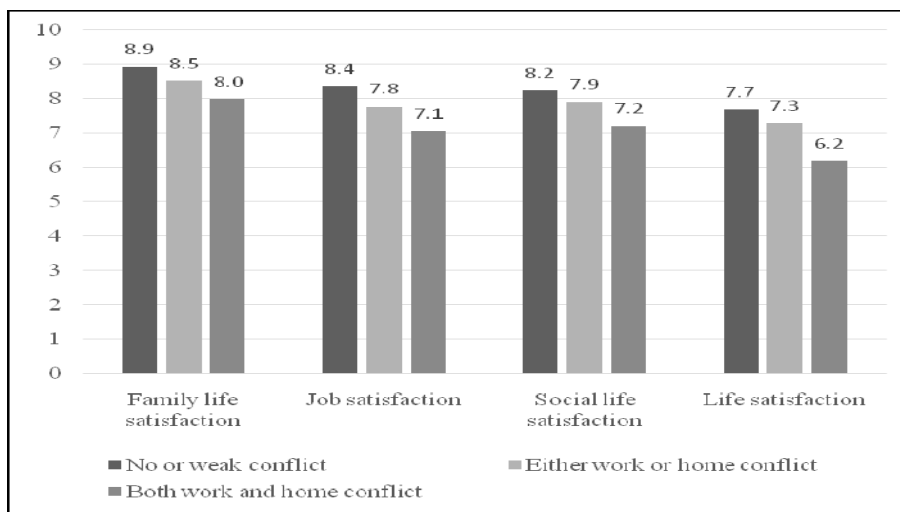
“Life satisfaction is extensively used in subjective well-being research, as it is considered to be a holistic measure of the quality of life. It represents the final synthesised output of all conditions that people experience in their lives, while also capturing the values, expectations and desires that individuals have in relation to their lives” conditions (Mărginean et al., 2006: 59).

Life satisfaction is measured in EQLS 2011/2012 using the following question: “All things considered, how satisfied would you say you are with your life these days? Please tell me on a scale of 1 to 10, where 1 means very dissatisfied and 10 means very satisfied”. In a similar way, are measured all satisfaction indicators for different domains.

Satisfaction with family life, job satisfaction, social life satisfaction and life satisfaction, as an overall satisfaction measure, are related with the balance between work and life. In the analysis, I find significantly mean differences for family life satisfaction, job satisfaction, social life satisfaction and life satisfaction by work-life balance (in Table 2 in Annex, I illustrated only for family satisfaction and life satisfaction). The mean differences were tested using Anova for Romanian and country groups (EU12, EU15, EU28¹).

People characterised by a low level of conflict between work and life have a higher level of satisfaction on all types of domain satisfaction (job, family, social life) and also on life satisfaction in general. In Figure 5, there are presented data for Romania. The most satisfied subjects are those having “no or weak conflict” in regarding work-life balance. Subjects confronted with “both work and home conflict” reported lowest level of satisfaction, both on general satisfaction and on domain satisfactions. For EU12, EU15 and EU28, data are very similar with data for Romania.

Figure 5. Life satisfaction and domain satisfaction by work-life balance in Romania (mean)



Source: EQLS 2011/2012 (own calculation). Note: Only the answers of employed respondents were considered. Q30. All things considered, how satisfied would you say you are with your life these days? Please tell me on a scale of 1 to 10, where 1 means very dissatisfied and 10 means very satisfied. Q40. Could you please tell me on a scale of 1 to 10 how satisfied you are with each of the following items, where 1 means you are very dissatisfied and 10 means you are very satisfied? (b. Your present job; c. Your family life; g. Your social life) Mean differences tested by Anova ($p < 0,001$).

¹EU12 = EU member states that joined in 2004 and 2007.
 EU15 = EU member states before 2004.
 EU28 = all EU member states in 2011/2012 and Croatia.

Conclusions

Number of working hours varies a lot across the European countries. Number of working hours in the main job is rising from West to East of European Union, and also from North to South. Although, most of the European are content with the fit of their working hours and their family and social commitments outside the work, they would prefer to work less.

All Europeans try to equilibrate working component and family or social life. This is easier for people from Nordic countries (like Netherlands, Finland and Denmark) of Western countries (like Germany). For people from Mediterranean countries or from Central or Eastern Europe is harder, they complaining more about the difficulties to balance work and family or social life.

Work-life balance contributes to the manner of evaluating different life domains, as well life as a whole. A low level of conflict in work-life balance leads to higher level of life satisfaction, but also to higher level of family satisfaction, job satisfaction and social life satisfaction.

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Web pages:

- European Foundation for Improvement of Living and Working Conditions <http://www.eurofound.europa.eu/>
- Eurostat: <http://ec.europa.eu/eurostat>
- UK Data Service: <http://ukdataservice.ac.uk/>

Annex

Table 1. Household size and the number of children in the household

	Romania	EU12	EU15	EU28
Household size (mean)				
	2, 9	2, 8	2, 3	2, 4
Number of children in household (%)				
0	73, 9%	75, 7%	78, 0%	77, 6%
1	16, 3%	14, 3%	11, 3%	12, 0%
2	8, 3%	7, 8%	7, 7%	7, 7%
3+	1, 6%	2, 2%	2, 8%	2, 7%

Source: EQLS 2011/2012 (own calculation).

Table 2. Life satisfaction and family satisfaction by work-life balance-conflict

	How satisfied are you? Your family life			All things considered, how satisfied would you say you are with your life these days?		
	Work-life balance conflict			Work-life balance conflict		
	No or weak conflict	Either work or home conflict	Both work and home conflict	No or weak conflict	Either work or home conflict	Both work and home conflict
	Mean	Mean	Mean	Mean	Mean	Mean
Austria	8, 8	8, 0	7, 2	7, 9	7, 6	6, 5
Belgium	7, 9	7, 6	7, 6	7, 8	7, 3	6, 8
Bulgaria	7, 0	7, 5	6, 8	6, 1	6, 1	6, 0
Cyprus	8, 9	8, 7	8, 7	7, 6	7, 3	7, 1
Czech Republic	7, 6	7, 3	7, 2	6, 9	6, 5	6, 4
Germany	8, 1	7, 6	6, 7	7, 6	7, 3	6, 7
Denmark	8, 7	8, 2	7, 2	8, 8	8, 2	7, 8
Estonia	7, 6	7, 4	6, 9	7, 2	6, 4	5, 7
Greece	8, 1	8, 1	7, 4	6, 7	6, 5	5, 3
Spain	8, 5	8, 2	7, 6	8, 0	7, 8	7, 2
Finland	8, 7	8, 1	8, 1	8, 5	7, 9	7, 4
France	8, 3	7, 8	7, 4	7, 7	7, 2	6, 6
Hungary	8, 1	7, 7	7, 5	6, 4	5, 9	5, 3
Ireland	8, 6	8, 4	7, 8	7, 7	7, 4	7, 1
Italy	7, 8	7, 7	7, 0	7, 3	6, 8	6, 1
Lithuania	8, 0	7, 5	6, 8	7, 2	6, 7	6, 0
Luxembourg	8, 4	8, 0	7, 9	8, 2	7, 6	7, 3
Latvia	7, 4	7, 7	7, 1	7, 0	6, 5	6, 0

	How satisfied are you? Your family life			All things considered, how satisfied would you say you are with your life these days?		
	Work-life balance conflict			Work-life balance conflict		
	No or weak conflict	Either work or home conflict	Both work and home conflict	No or weak conflict	Either work or home conflict	Both work and home conflict
Malta	8,7	8,5	8,0	7,8	7,5	6,4
Netherlands	8,0	8,0	7,3	8,1	7,7	7,3
Poland	8,1	8,0	7,4	7,5	7,4	6,9
Portugal	8,3	8,2	7,2	7,2	7,3	6,5
Romania	8,9	8,5	8,0	7,7	7,3	6,2
Sweden	8,5	7,8	6,9	8,4	8,0	7,4
Slovenia	8,3	7,9	8,1	7,6	6,9	6,7
Slovakia	7,9	7,6	7,6	6,9	6,5	6,1
UK	8,5	8,2	7,2	7,8	7,5	6,7
Croatia	8,3	8,0	7,8	7,6	6,8	6,0
EU 28	8,2	7,9	7,3	7,6	7,3	6,6
EU12	8,1	7,9	7,4	7,2	6,9	6,4
EU15	8,2	7,9	7,2	7,7	7,3	6,7

Source: EQLS 2011/2012 (own calculation).

Q30: All things considered, how satisfied would you say you are with your life these days? Please tell me on a scale of 1 to 10, where 1 means very dissatisfied and 10 means very satisfied; Q40e: Could you please tell me on a scale of 1 to 10 how satisfied you are with each of the following items, where 1 means you are very dissatisfied and 10 means you are very satisfied?