



SCHOOL

EMPLOYMENT

ADULT MARRIAGE/
HEALTHY CHILDREN

SECURITY
OF PLACE

WORK-LIFE
BALANCE

LIFELONG
LEARNING

WEALTH/CHILD
INVESTMENT

SECURE
OLD-AGE

DEMOGRAPHIC
DIVIDEND



Photo: UNFPA Moldova

“I would like
to have a career”

Work-life balance

Tina, 10, is from Chisinau, Moldova.

Both of her parents work: her mother as an accountant at a research institute and her father as an engineer. Tina spends a lot of time with her 22-year-old aunt and one day wants to become a dressmaker and open her own shop. She would like to have two children when she is grown up.

QR CODE

CHILD
MARRIAGE

TEENAGE
PREGNANCY

REPEAT
PREGNANCIES

CHILD ILLNESS
& DEATH

MATERNAL
MORBIDITY

INFORMAL
WORK

INSECURITY
& DISPLACEMENT

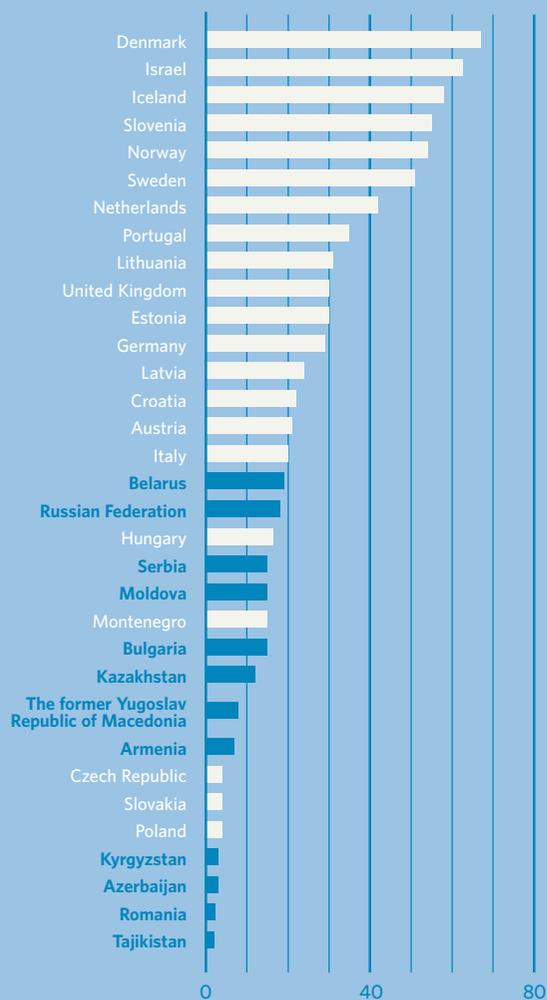
INSECURE
OLD-AGE

MISSED
DEMOGRAPHIC
DIVIDEND



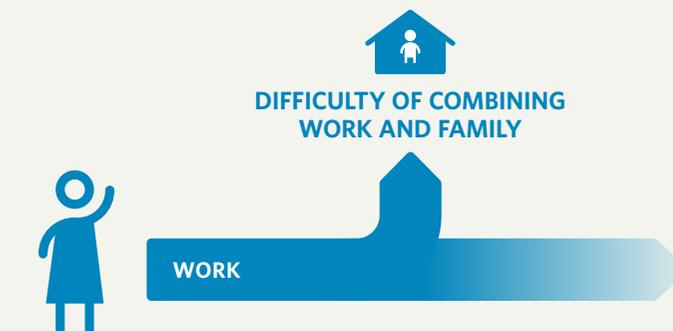
Child care

ENROLMENT OF UNDER 3-YEAR-OLD CHILDREN IN CHILD CARE, 2012



→ The situation

Although girls and young women in this region are generally well educated (see *Education*), many of them either never enter the labour market or drop out soon (see *Employment*). This is often due to the difficulty of combining work and family, as social norms put pressure on women to stay at home, childcare services are rare and expensive, and parental leave arrangements are insufficient.



→ Leaving no-one behind

Many families, in particular poorer ones, do not have access to childcare services, as many facilities in the region have closed since the 1990s and others have introduced or increased their fees. As a result, enrolment rates are very low (see *chart*). Parental leave arrangements also disadvantage poorer families: although both parents can take leave in most countries, fathers' leave is generally only partially paid or not paid at all.



→ Why is it important?

The high level of education among girls and women presents a huge potential for the region's social and economic development. But this potential is largely squandered if policies are not in place to allow women (and men) to balance child-rearing and pursuing their careers. Enacting such policies also helps address concerns over population ageing and shrinking, as it makes it easier for couples to actually have the number of children they desire. Currently, many couples in the region have fewer children than they wished.

Women are highly educated in the region but this potential risks being squandered.

→ What needs to be done?

Work-life policies should ensure that parental leave can be shared, and is taken up, by both parents, and that people have access to affordable quality childcare. This must be part of broader efforts to dismantle traditional gender roles and labour division between men and women.