

Balancing Work and Parenting

Belgrade, 2017

Preface

This publication presents the results of the Survey on Balancing Work and Parenting, which was conducted by the Office of the Minister without Portfolio in Charge of Demographics and Population Policy in cooperation with the Republic Statistical Office, with financial support of the Serbian Chamber of Commerce and the United Nations Population Fund (UNFPA).

The survey was organized with the aim of collecting information on the problems encountered on a daily basis by working parents attempting to balance their work and family obligations, as well as information on the views of employers and their willingness to provide support to working parents with small children.

The policies for balancing family and professional obligations become an increasingly important area of government intervention. Amidst a severe demographic crisis, it becomes necessary for the government to help parents, with various measures, satisfy their needs as much as possible and balance their parenting and work/professional engagement.

The results of this Survey will provide a reliable basis for new decisions, measures and activities in the area of population policy.

Belgrade, May 2017

MINISTER

Prof. Slavica Đukić-Dejanović, PhD

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Introduction

Aware of all negative demographic trends, the Government of the Republic of Serbia decided to act more actively in the area of population policy in order to create, along with accelerated economic transition, the conditions for gradual demographic recovery of the country.¹

For decades now, balancing professional and family life, as one of the important segments of population policy, has been a recognized area that is legally standardized at the highest global level, by the United Nations, the European Union² and countries throughout the world, including Serbia³. The legal framework is primarily aimed at regulating certain segments of labor law in order to enable employees to balance optimally the various spheres of their lives.

Recognizing the difficulties encountered by working parents in trying to meet the expectations of their family members, on the one hand, and their employers, on the other, the Government of the Republic of Serbia launched reform processes aimed at defining measures related to balancing work and parenting.

The Office of the Minister without Portfolio in Charge of Demographics and Population Policy, in cooperation with the Serbian Chamber of Commerce, the United Nations Population Fund (UNFPA) and the Republic Statistical Office, organized this Survey in order to provide a reliable baseline for improving the existing measures and activities and defining new ones.

Aim of the survey

The Survey was conducted with the aim of collecting information necessary for identifying and understanding the problems encountered on a daily basis by working parents trying to balance their work and family obligations, as well as by their employers.

Views of employers and employees are of particular importance for identifying the effects of the existing legal provisions and for designing new policies and measures in the area of labor and population policy that will improve the family support system.

The Survey results will be used to review the appropriateness and efficiency of the existing population policy measures defined in “Objective 2 – Balancing Work and Parenting” in the 2008 Birth Promotion Strategy and other measures adopted by the Government of the Republic of Serbia in the previous period. In addition, the Survey results will provide a reliable basis for proposing new legal solutions and defining new measures and activities of importance for the area of balancing work and parenting.

¹ At its meeting held on 26 December 2016, the Government of the Republic of Serbia issued the Decision on Forming the Population Policy Council, headed by the Prime Minister of the Republic of Serbia.

² European Union Directives in the area of balancing family and professional life: Directive 92/85/EEC, 2006 Directive 2006/54/EC, 2010 Directive 2010/18/EU, 2000 Charter of Fundamental Rights of the European Union, Article 23 and Article 33.

³ Constitution of the Republic of Serbia, Articles 15 and 21, Anti-discrimination Law (RS Off. Gazette no. 22/2009), Law on Gender Equality (RS Off. Gazette no. 104/2009), Labor Law (RS Off. Gazette no. 75/2014), National Strategy for Improving the Position of Women and Promoting Gender Equality (2009-2015) (RS Off. Gazette no. 15/2009), Action Plan for Strategy Implementation (2010-2015) (RS Off. Gazette no. 67/2010).



The aims of this Survey should be viewed in a wider social context. Amidst severe demographic crisis, it is necessary to work intensively and continuously on the development of the population policy, creating mechanisms, measures and activities for its implementation, while taking into account the need for balancing the interests of the government, local community and employer, on the one hand, and the interests of the family and individual, on the other hand.

Survey organization

Work phases

- Questionnaire content definition
- Sample selection
- Creation of applications for data entry
- Delivery of Survey information and questionnaires to employers
- Questionnaire completion by employers and employees

Questionnaire content definition

Considering the complexity of issues related to balancing work and parenting, it was expedient to involve both employers and employees in the Survey. For the purpose of collecting all necessary information, and taking into account different needs, possibilities and views of employers and employees, two questionnaires were prepared:

- Employer Questionnaire, and
- Questionnaire for Employees under 50 Years of Age.

The **Employer Questionnaire** (Annex 1), in addition to general questions (total number of employees, number of managers, employee gender structure), includes nine questions: whether the employers provide any type of financial support to working parents, whether they are willing to provide financial support if they get certain privileges from the government in return, whether they allow or are willing to allow any type of flexible working arrangement for their employees, which problems they have due to frequent absence of parents with small children from work, whether they agree with the proposal to allow a day off to parents for their child's birthday until the child turns 7 years of age, whether they are willing to fund the establishment and operation of a preschool institution, etc.



The **Questionnaire for Employees under 50 Years of Age** (Annex 2) includes 19 questions in total and is divided into two parts. The questions in the first part were answered by all employees (gender, age, years of service, managerial position, education level, marital/partnership status, number of children, years of children's birth, employees' views about flexible working arrangements). The questions in the second part were only answered by the employees with children of preschool age. The questions related to: children's placement in preschool institutions (location of the preschool institution – existing and preferable), the reasons why the child does not attend preschool, how the care for children who do not go to preschool is organized, problems in connection with children's placement in preschool institution etc.

All respondents (employers and employees) had an opportunity to enter their comments, views and proposals in addition to their answers to the questions in the questionnaire.

Sample selection

Simple random sample method was applied in the Survey. The sample selection scope included medium-sized and large companies with more than 50 employees and local governments. During the selection, care was taken to include employees from all municipalities and towns. The planned sample size was around 900 employers, with around 300 employers and 3,000 employees expected to complete the questionnaires.

Creation of applications for questionnaire data entry

Three .NET applications⁴ were developed for the purposes of the Survey.

The **application for administration purposes** was created to enable, by means of appropriately customized user interface and based on the data in the Address Book table in the SQL database, generation of forms in PDF format and automatic sending of a cover letter with relevant forms in the attachment to employers' emails, on a group basis or individually.

In addition to the Address Book data (company registration number, company name, municipality, phone number, email address, employer code, employee code, etc.), the table on the administration page includes data on how many times an email was forwarded, whether the email sending was successful, the number of email sending attempts, whether the email address is valid, a summary of the number of questionnaires completed by employers and employees, as well as administrator' notes (Figure 1).

⁴ Visual Basic, part of Microsoft Visual Studio 2015, was used to create the applications. An SQL database (database server: Microsoft SQL Server 2016) is in the background of these applications.



Starje pisama sam firmama Uputnici za prikazani deo uzorka

ID	DEO	IMERNA	SIFERKA	NOVS	POSIVNI BORO	TEL	DATUMVREME	POKRIJAJA GLANJA RE H I A	TIP GLANJA	REKULTAT GLANJA HAJIA	EMAIL	NAPOREMA	STATUS	SDOGVA POGLODAVAC	SDOGVA ZAPOV ENI	Stanje mesta
997	1	**33****	JP EPS BEOGRAD	Beograd-Stari Grad	011	**48****	20170331_1227	2	1	OK	**ja@****		Aktivni	1	734	
904	1	**18****	JP BEOGRADSKI VODOVOD I KANALIZACIJA BEOGRAD	Beograd-Vračar	011	**50****	20170324_0710	3	1	OK	**jn@****		Aktivni	1	47	
1279	1	**64****	HP-PETROHEMIJA AD PANČEVO	Pančevo	013	**30****	20170410_1426	5	1	OK	**eg@****		Aktivni	1	34	
970	1	**06****	IMPOL SEVAL AD, SEVOJNO	Sevojno	031	**10****	20170320_0822	3	1	OK	**of@****		Aktivni	1	31	
1099	1	**31****	EURO OT DOO BEOGRAD	Beograd-Zemun	011	**91****	20170407_1009	2	1	OK	**vg@****		Aktivni	1	28	
1102	1	**50****	INGRAP-OMNI DOO BEOGRAD	Beograd-Zvezdara	011	**18****	20170407_1008	2	1	OK	**x.g****		Aktivni	0	27	
136	1	**45****	ZASTAVA ORUŽJE AD KRAGUJEVAC	Kragujevac - grad	034	**3****	20170313_0810	1	G	OK	**of@****		STIGLO POSTOM	1	21	
944	1	**35****	KASTRUM DOO PETROVAC NA MLAVI	Petrovac	012	**65****	20170329_0912	2	1	OK	**je@****		Aktivni	1	20	
877	1	**48****	KPHG DOO BEOGRAD	Beograd-Stari Grad	011	**11****	20170220_0837	2	1	OK	**pr@****		Aktivni	1	20	
976	1	**33****	NIŠ-EXPRES AD NIŠ	Niš-Crveni Krst	018	**41****	20170330_0914	3	1	OK	**ja@****		Aktivni	1	19	
1548	1	**08****	MPS DOO ZRENJANIN	Zrenjanin	023	**87****	20170410_0940	2	1	OK	**me@****		Aktivni	0	19	
868	1	**09****	ORION TELEKOM DOO BEOGRAD	Beograd-Zemun	011	**41****	20170320_0705	2	1	OK	**vg@****		Aktivni	1	17	
5	1	**36****	D-COMPANY DOO BABUŠNICA	Babušnica	010	**22****	20170313_0801	1	G	OK	**of@****		Aktivni	1	17	
272	1	**40****	VICTORIADIL AD ŠID	Šid	022	**50****	20170313_0836	1	G	OK	**pr@****		Aktivni	1	17	
1121	1	**29****	JAT-TEHNIKA DOO BEOGRAD	Beograd-Surčin	011	**1****	20170407_1254	3	1	OK	**vg@****		Aktivni	1	16	
1018	1	**32****	RČ DOO PROKUPJE	Prokuplje	027	**00****	20170406_0944	3	1	OK	**so@****		Aktivni	1	16	
1027	1	**86****	UNION NZ DOO POŽAREVAC	Požarevac	012	**24****	20170406_1022	3	1	OK	**of@****		STIGLO POSTOM	1	16	
807	1	**05****	SIMPO AD	Vranje	017	**42****	20170317_1217	2	1	OK	**of@****		Aktivni	1	15	
762	1	**25****	GALENKA-FITOPHARMACIA AD BEOGRAD (ZERUN)	Beograd-Zemun	011	**23****	20170316_1412	2	1	OK	**eg@****		Aktivni	1	15	
1361	1	**13****	ZAVNO KOMUNALNO PREDUZEĆE BADIŃEVO NEGOTIN	Negotin	019	**01****	20170412_1221	2	1	OK	**of@****		STIGLO POSTOM	1	15	
843	1	**71****	PREDUZEĆE KUĆ-COMPANY DOO KRAGUJEVAC	Kragujevac - grad	034	**09****	20170319_1127	3	1	OK	**l.g****	posilao postom	Aktivni	1	15	
482	1	**81****	NORMA GRUPA JUGOISTOČNA EVROPA DOO SUBOTICA	Subotica	024	**64****	20170313_0848	1	G	OK	**jg@****		Aktivni	1	15	

Figure 1

The **applications for employer and employee** are online questionnaires with responsive design, which means that they adjust themselves to the screen size of the devices on which the respondents complete the questionnaire (desktop, laptop, smartphones and mobile devices).

The homepage contains brief information on the Survey and a text field for entering the appropriate code, received by email, depending on whether the questionnaire is completed by an employer or an employee (Figure 2).

Република Србија
КАБИНЕТ МИНИСТРА БЕЗ ПОРТФЕЉА ЗА
ДЕМОГРАФИЈУ И ПОПУЛАЦИОНУ ПОЛИТИКУ

ПРИВРЕДНА
КОМОРА
СРБИЈЕ

Република Србија
РЕПУБЛИЧКИ ЗАВОД ЗА СТАТИСТИКУ

Истраживање о усклађивању рада и родитељства

Субота, 6. мај 2017. Подаци прикупљени овим упитником користите се искључиво у сврху статистичке обраде

i

✕

Поштовани,

Подаци прикупљени овим Истраживањем користите се искључиво за побољшање постојећих и креирање нових мера популационе политике и неће се као појединачни подаци износити нити објављивати.

За попуњавање упитника потребно је да издвојите мање од 5 минута.

Унесите шифру:

Потврди →

Figure 2



Balancing Work and Parenting

After entering the correct code, clicking the “Confirm” button allows access to the questionnaire (employee or employer), whose header displays the basic information about the employer from the Address Book table in the SQL database (Figure 3).

Субота, 6. мај 2017. Подаци прикупљени овим упитником користеће се искључиво у сврху статистичке обраде BA5EF2BB

Општи подаци

Град/општина: ***** * ****

Привредни субјект: ***** *ОО ***** Матични број: **14****

Figure 3

The design of the questionnaire (employee and employer) is simple and clear and consists of a single page where all questions are displayed, which allows respondents to get acquainted with the complete content of the questionnaire in advance.

All mandatory questions are clearly marked, and the layout of questions on the page and relevant labels guide the respondent through the questionnaire, facilitating his/her move to the next question (Figure 4).

Питања

1. Да ли Ваша компанија обезбеђује или је спремна да обезбеди неку врсту финансијске помоћи или погодности запосленим родитељима са предшколском и млађом школском децом?

	Обезбеђује		Спремна је да обезбеди уз пореске опакције	
Једнократна финансијска помоћ за рођење детета *	<input type="radio"/> Да	<input type="radio"/> Не ➡	<input checked="" type="radio"/> Да	<input type="radio"/> Не
Једнократна финансијска помоћ за полазак детета у школу *	<input type="radio"/> Да	<input type="radio"/> Не ➡	<input checked="" type="radio"/> Да	<input type="radio"/> Не
Финансијска помоћ за трошкове лечења детета *	<input type="radio"/> Да	<input type="radio"/> Не ➡	<input checked="" type="radio"/> Да	<input type="radio"/> Не
Друга врста помоћи/погодности (уписати)	<input type="text" value="уписати"/>			

Figure 4

If all questions had not been answered, a message that some questions had not been answered appeared after clicking the “Send questionnaire” button (Figure 5).

Питања означена звездом су обавезна. Молимо Вас да одговорите.

Figure 5



If the questionnaire had been completed properly, by clicking the “Send questionnaire” button, the data were entered in the SQL database, and the message that the questionnaire had been completed properly appeared on the screen (Figure 6).

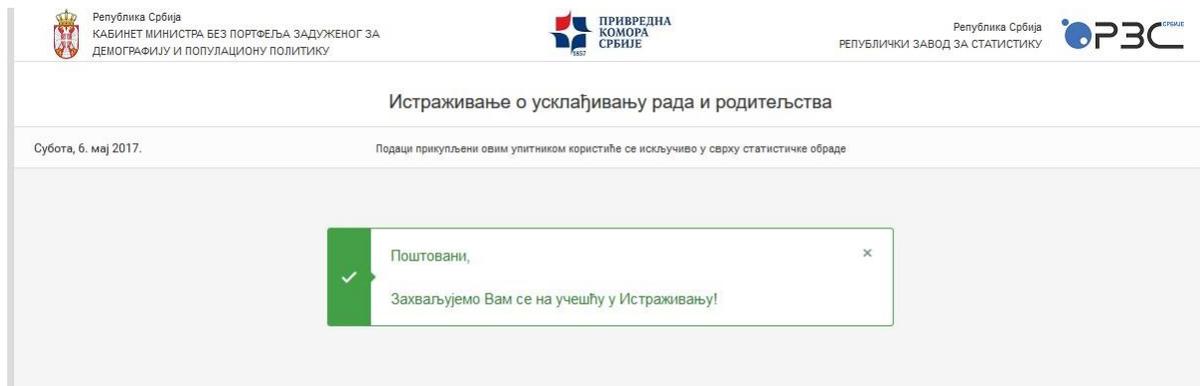


Figure 6



Delivery of survey information and questionnaires to employers

A letter with information about the Survey and the method of its implementation was sent to selected employers, which also contained a note that participation in the Survey was voluntary and that the collected data would only be used for improving the existing population policy measures and designing new ones, i.e. that specific data on the companies and views of employers and employees would not be publicly disclosed and published.

Questionnaire completion by employers and employees

The **Employer Questionnaire** could be completed in two ways:

- in electronic form (preferred option) via WEB page <http://www.stat.gov.rs/radrod> with access code *3*2*A
- by completing a printed questionnaire intended for employer (Employer- 06043429.pdf document attached) and mailing it to the Republic Statistical Office.

The completion of the **Questionnaire for Employees under 50 Years of Age** was organized by employers, who forwarded the data by email to their employees under 50 years of age, which they needed in order to complete the electronic questionnaire (preferred option):

- Questionnaire WEB page <http://www.stat.gov.rs/radrod>
- Access code: D*4*D*

In addition, the employers could organize the questionnaire completion by their employees by printing and distributing the questionnaires to them (Employees-06043429.pdf document attached), collecting the completed questionnaires and sending them to the address of the Republic Statistical Office.

It was desirable that more than 10 employees complete the Questionnaire, except when the company has a small number of employees or fewer than 10 employees under 50 years of age.

The completion of questionnaires was organized in the period from 6 March until 30 April 2017.



Survey results

A total of 330 employers participated in the survey, as follows: 264 companies and 66 local government units. For the purposes of the survey, data are presented separately for financial institutions (23) and for other companies (241).

Table 1 Overview of data on employers and employees who participated in the survey

	Employers	Total number of employees			Total number of managers		
		total	male	female	total	male	female
Total	330	126244	77521	48723	6943	4474	2469
Companies	241	108758	71040	37718	5175	3605	1570
Financial institutions	23	11768	3941	7827	1104	550	554
Local government units	66	5718	2540	3178	664	319	345
Employees who participated in the survey							
Total	330	3918	2075	1843	826	470	356
Companies	241	2848	1680	1168	599	376	223
Financial institutions	23	519	182	337	107	44	63
Local government units	66	551	213	338	120	50	70
Employees who participated in the survey, in %							
Total	330	3.1	2.7	3.8	11.9	10.5	14.4
Companies	241	2.6	2.4	3.1	11.6	10.4	14.2
Financial institutions	23	4.4	4.6	4.3	9.7	8.0	11.4
Local government units	66	9.6	8.4	10.6	18.1	15.7	20.3

The Questionnaire for Employees under 50 Years of Age was completed by 3,918 employees in total, or 3.1% of the total number of employees. The highest response of employees was recorded in selected local government units where the questionnaire was completed by almost one in ten employees (9.6%).

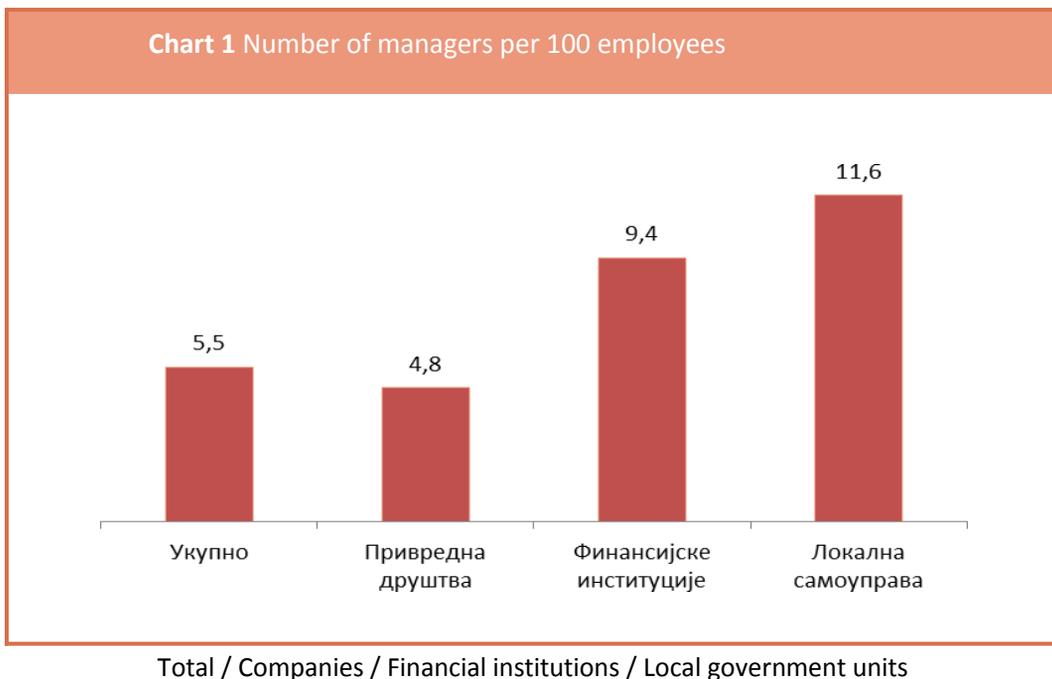
A special interest in participating in the survey was recorded among the employees who work in managerial positions. The Employee Questionnaire was completed by around 12% of the total number of managers. The participation of managers in the survey was particularly pronounced in local government units, where the questionnaire was completed by around 18% of the total number of managers – 15.7% of male managers and one in five woman working in a managerial position.



Employer data analysis

The total number of the persons employed with the 330 employers that participated in the survey is 126,244. The data analysis by gender shows that there are many more men than women among the employees (77,521 men and 48,723 women, or 61.4% men and 38.6% women). The domination of men in number terms is present in companies, where two-thirds are men and only one-third are women (71,040 men vs. 37,718 women). In contrast to companies, there are significantly fewer men than women employed with the financial institutions that participated in the survey (33.5% are men and 66.5% are women). There are more women (55.6 %) than men (44.4%) employed with local government units as well, but the difference in the number of employees by gender is less pronounced there than in financial institutions.

Taking into account the higher share of employed men than women, the number of male managers is also significantly higher than the number of female managers. Around 70% of managers in companies are males, while women managers account for 30%. There are slightly more women than men in managerial positions in financial institutions and local government units.



The number of managers per 100 employees in the legal entities surveyed is 5.5. Local government units have the largest number of managerial staff, around 12 managers per 100 employees, while companies have the smallest number of managers, around 5 per 100 employees. There are 9.4 managers per 100 employees in financial institutions.



Financial assistance to working parents

Financial assistance for the costs of medical treatment of children is provided by most employers, 157 out of a total of 330 respondents, or 47.6%. It is followed by the “one-time birth grant”, which is provided by 92 employers (27.9%). The one-time financial assistance for the child starting school has the lowest share because only 18 employers provide this type of assistance (5.5% of the total number of employers surveyed).

Table 2 Provision of financial assistance to employees

	Employers provide financial assistance			In %		
	total	yes	no	total	yes	no
Total						
One-time birth grant	330	92	238	100	27.9	72.1
One-time financial assistance for starting school	330	18	312	100	5.5	94.5
Financial assistance for the costs of medical treatment of children	330	157	173	100	47.6	52.4
Companies						
One-time birth grant	241	45	196	100	18.7	81.3
One-time financial assistance for starting school	241	9	232	100	3.7	96.3
Financial assistance for the costs of medical treatment of children	241	102	139	100	42.3	57.7
Financial institutions						
One-time birth grant	23	7	16	100	30.4	69.6
One-time financial assistance for starting school	23	2	21	100	8.7	91.3
Financial assistance for the costs of medical treatment of children	23	14	9	100	60.9	39.1
Local governments						
One-time birth grant	66	40	26	100	60.6	39.4
One-time financial assistance for starting school	66	7	59	100	10.6	89.4
Financial assistance for the costs of medical treatment of children	66	41	25	100	62.1	37.9

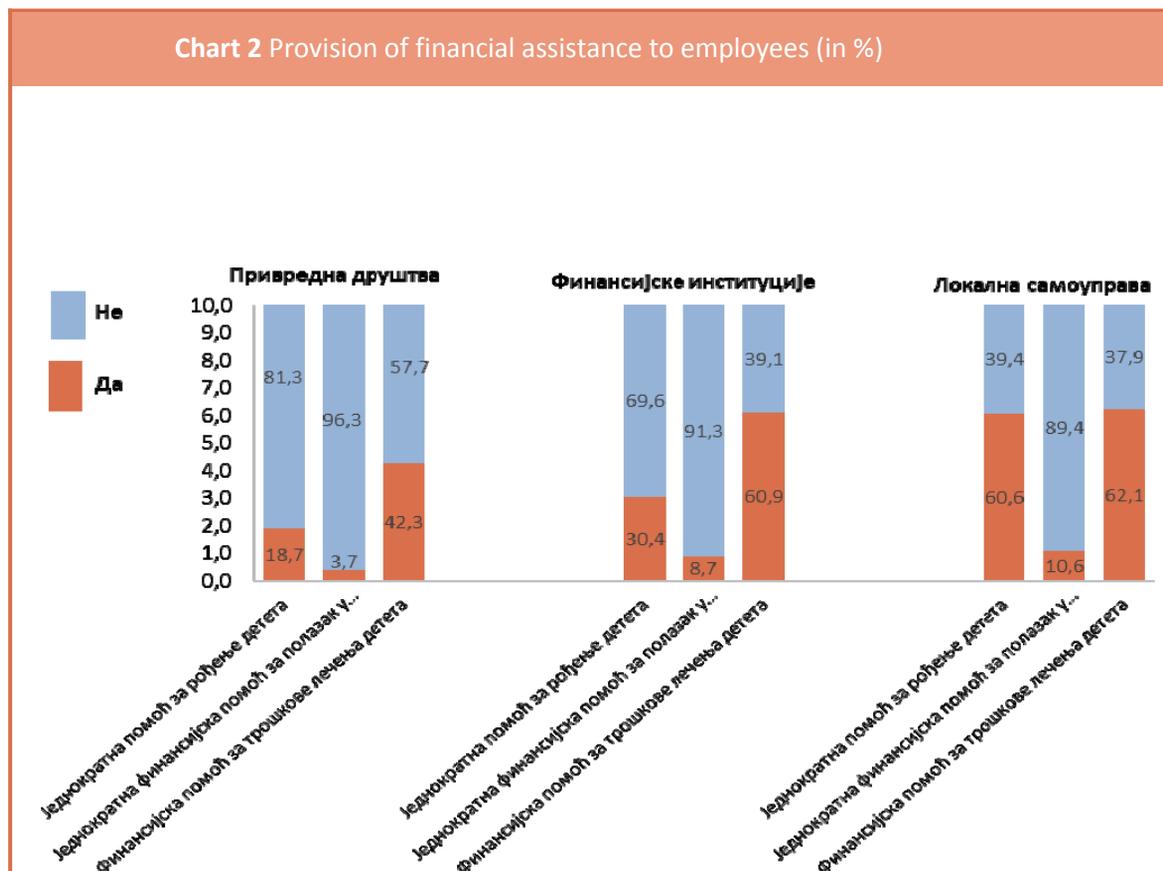
Among companies, the financial assistance for refunding the costs of medical treatment of children is the most prevalent form of assistance to working parents. Namely, 42.3% of the companies provide this type of assistance to their employees. The financial assistance to parents when their child starts school is the least prevalent – only 3.7% employers. Almost one in five companies provides one-time birth grant to working parents.

The largest number of financial institutions assist parents with the costs of medical treatment of children (around 61%), and the smallest number of institutions provide financial support when the child starts school (8.7%). Around one-third of financial institutions provide financial assistance to working parents when their child is born.



Financial assistance for refunding the costs of medical treatment of children ranks first among all types of financial assistance (62.1%) provided in local government units to working parents with preschool and younger school children. In addition, around 61% of local government units provide one-time birth grants to their employees. One-time assistance to employees for their child starting school is provided by around 11% of local government units.

Chart 2 Provision of financial assistance to employees (in %)



No / Yes Companies Financial institutions Local government units
 One-time birth grant / One-time financial assistance for starting school / Financial assistance for the costs of medical treatment of children

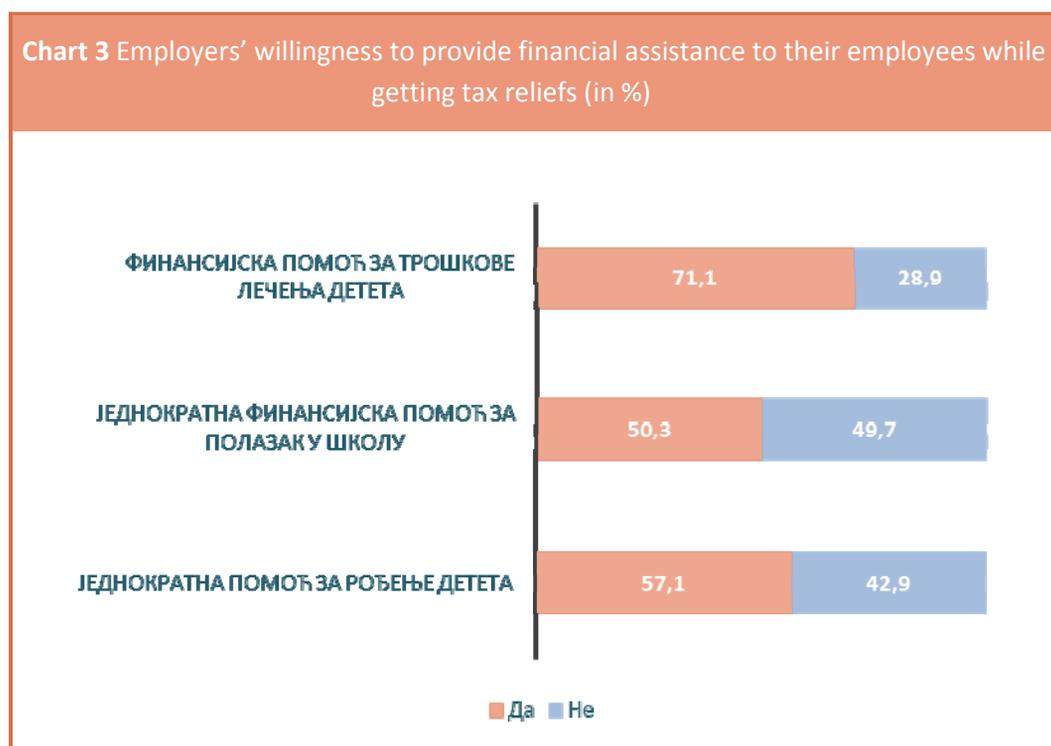
In order to obtain information on the views of employers regarding allocating part of their funds as financial assistance to parents while getting government tax reliefs, additional questions were prepared that were only answered by the employers who, at the time, did not provide any particular type of financial assistance or benefit.

Of the total number (238) of the employers currently not providing birth grants, 136 or 57.1% of them responded that they would provide financial assistance if they got tax reliefs, while 102 employers (42.9%) were not willing to provide this type of financial assistance even with tax reliefs.



A large number of employers surveyed, 312 out of 330, or 94.5% of them do not provide one-time financial assistance for the child starting school. However, 157 employers (50.3%) expressed their willingness to provide this type of financial assistance if they got relief from the government.

Financial assistance for the costs of medical treatment of children is not provided by more than one-half of the employers surveyed (173 employers, or 52.4%). However, if the government provided tax reliefs, 123 employers (71.1%) expressed their willingness to help their working parents get a refund for the costs of medical treatment of children.



FINANCIAL ASSISTANCE FOR THE COSTS OF MEDICAL TREATMENT OF CHILDREN / ONE-TIME FINANCIAL ASSISTANCE FOR STARTING SCHOOL / ONE-TIME BIRTH GRANT
Yes / No

Flexible working arrangements

Flexible working arrangements are an example of good practice in the countries that achieved success in the area of balancing work and parenthood. However, in our country, flexible working arrangements have not yet been recognized by employers. This is indicated by the answers to the question whether the company provides or is willing to provide some sort of flexible working arrangements for its employees.

One on five employers provides staggered start and finish times. Accrued time is provided by one in three employers, while 10% of employers allow working parents to work from home. The possibility of choosing shifts, when work in the company is organized in shifts, is provided by 126 employers, which is 38.2% of the total employers surveyed.



Table 3 Employers’ responses to the question regarding flexible working arrangements

	Employers provide flexible working arrangements			In %		
	total	yes	no	total	yes	no
Total						
Staggered start and finish times	330	72	258	100	21.8	78.2
Accrued time	330	110	220	100	33.3	66.7
Work from home	330	33	297	100	10.0	90.0
Possibility of choosing shifts (when work in the company is organized in shifts)	330	126	204	100	38.2	61.8
Companies						
Staggered start and finish times	241	57	184	100	23.7	76.3
Accrued time	241	99	142	100	41.1	58.9
Work from home	241	27	214	100	11.2	88.8
Possibility of choosing shifts (when work in the company is organized in shifts)	241	117	124	100	48.5	51.5
Financial institutions						
Staggered start and finish times	23	12	11	100	52.2	47.8
Accrued time	23	3	20	100	13.0	87.0
Work from home	23	4	19	100	17.4	82.6
Possibility of choosing shifts (when work in the company is organized in shifts)	23	4	19	100	17.4	82.6
Local governments						
Staggered start and finish times	66	3	63	100	4.5	95.5
Accrued time	66	8	58	100	12.1	87.9
Work from home	66	2	64	100	3.0	97.0
Possibility of choosing shifts (when work in the company is organized in shifts)	66	5	61	100	7.6	92.4

In the modern business world, flexible working arrangements are a recognizable category of work organization of employers as well as of employees. Responsible employers are increasingly aware of the fact that the application of some form of flexible working arrangements has a positive impact on employee productivity and directly results in better business performance of the company.

Flexible working arrangements today are a result of technological development, availability of the means and forms of communication, but also the development of awareness of the balance between professional obligations, on the one hand, and private or family life, on the other. In this sense, flexible working arrangements will change in the future as well and adapt to the needs of modern society and a faster pace of life, for the benefit of both employees and employers.



Staggered start and finish times as a type of work organization are most prevalent in financial institutions, which is evidenced by the data that every other financial organization provides its employees with the possibility of using this type of flexible working arrangement. This type of flexible working arrangement is the least prevalent in local government units (only 4.5% of local government units), which is expected considering the working hours predefined for all government institutions. Almost one in four companies provide the possibility of staggered start and finish times to its employees.

Accrued time (different number of working hours per day during one working week) is most prevalent in companies. Of the total number of companies surveyed, 99 or 41.1% responded that they applied this type of flexible working arrangement. When it comes to financial institutions, accrued time is applied by only three financial institutions or 13% of their total number. Of the total number of local government units (66), accrued time is organized in only 8 (12.1%) of them.

Based on the data collected in the survey, **work from home** as a type of flexible working arrangement is not a recognized form of work organization. Only 10% of employers (33) provide this form of flexible working arrangement. Work from home is somewhat more prevalent in financial institutions.

Possibility of choosing shifts (when work in the company is organized in shifts) is the most popular and applied type of flexible working arrangement. Almost every other company confirmed that it allowed its employees the possibility of choosing shifts, which certainly makes it easier for working parents to balance their work and family obligations.

Based on the data obtained from the survey, it may be concluded that flexible working arrangements still are not prevalent enough. Unfortunately, flexible working arrangements are not recognized in the future period either as one of the possible measures that should be supported by the employer in order to make it easier for its employees to balance their professional and family obligations.

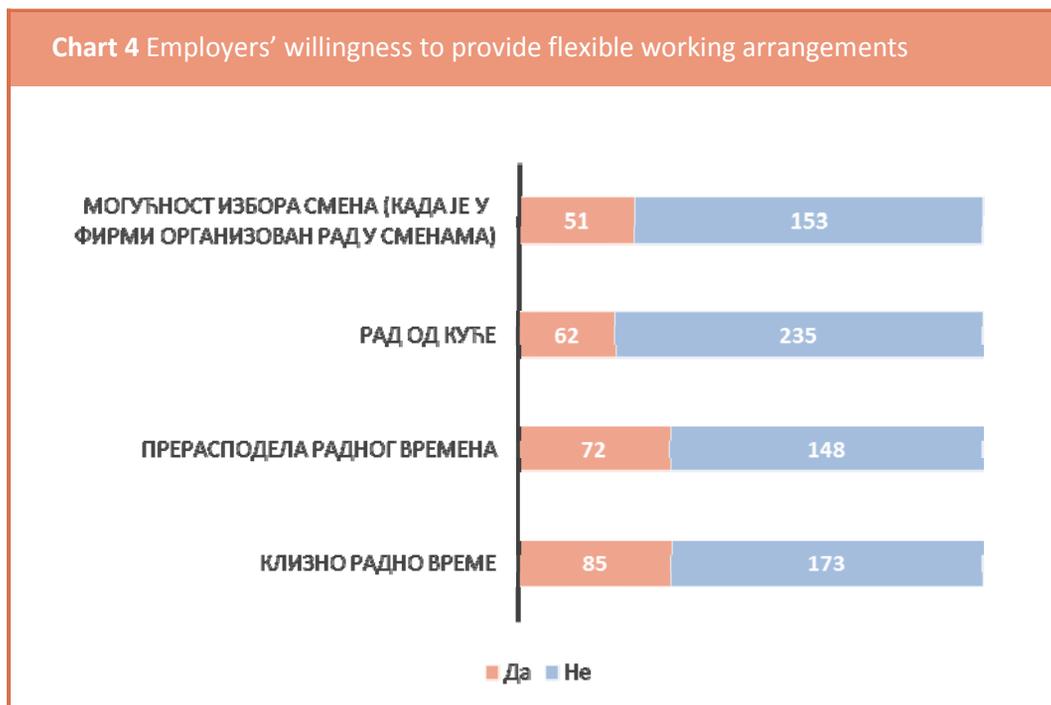
Staggered start and finish times are currently not applied by 258 employers (of 330 in total) and only 85 of them plan to allow them in the future. If the production process allows it, staggered start and finish times certainly do not require particularly high additional investment by the employer, and would make it significantly easier for working parents to balance their child care obligations. Compared to other participants in the survey, financial institutions showed the greatest willingness to provide their workers with this type of flexible working arrangement in the future.

One in three employers that has so far not organized accrued time plans to provide this type of flexible work in the future. Financial institutions are the most willing to accept this option of flexible working arrangement.



For the time being, work from home is not a popular form of work engagement of employees in our companies, and one in five employers is willing to introduce work from home as a new type of working arrangement in the future. Considering the work process and organization, financial institutions are the most willing to enable their employees to balance their work and parenting in this way.

The willingness to allow employees to choose shifts (when work in the company is organized in shifts) in the future was expressed by one in four employers. Companies showed the greatest willingness to assist working parents in this way in the future.



POSSIBILITY OF CHOOSING SHIFTS (WHEN WORK IN THE COMPANY IS ORGANIZED IN SHIFTS) / WORK FROM HOME / ACCRUED TIME / STAGGERED START AND FINISH TIMES Yes / No

Use of parental leave by fathers

A more active involvement of fathers in parenting is still not generally accepted in the Republic of Serbia, regardless of the fact that there is a legal framework⁵ defining the legal status of parents, the forms of financial support and services available to parents, the right to leave work in order to take care of the child (parental leave), etc.

Although the possibility is defined for the father to take over a part of parental leave, this opportunity is very rarely used in the society in which a patriarchal (traditional) model of father as family provider is predominant. New legal provisions are slowly changing the gender-sensitive attitude towards parenting in Serbia and put men in new social frameworks, but their effects are still

⁵ Labor Law (RS Official Gazette Nos. 24/05, 61/05 and 54/09, Article 94)



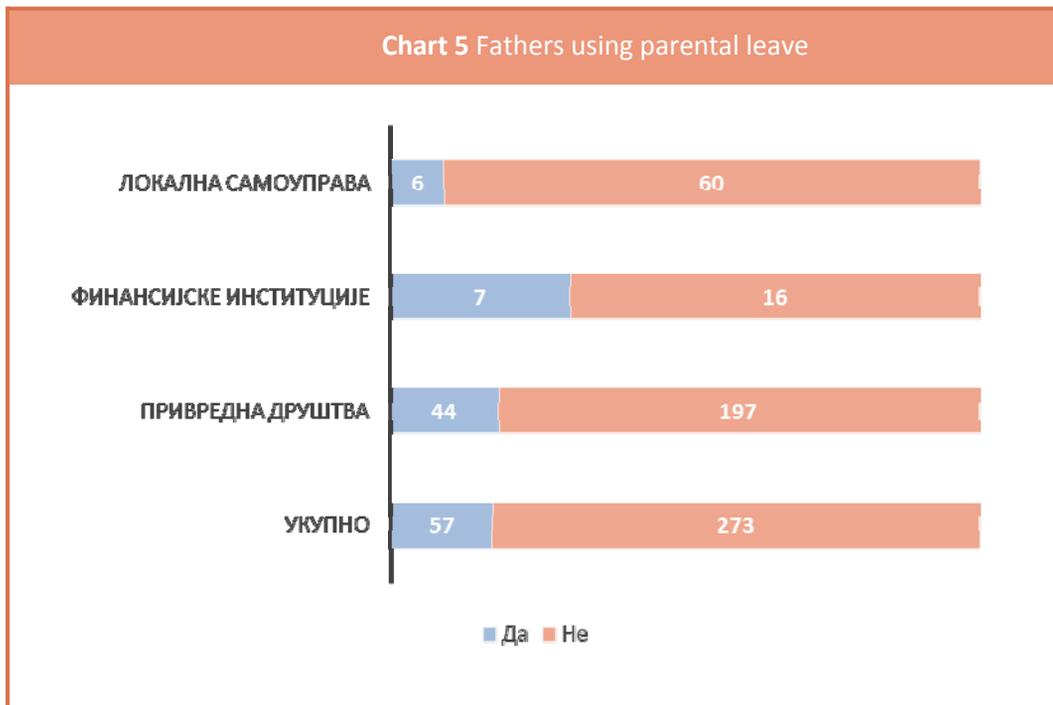
Balancing Work and Parenting

very poor, which is confirmed by the results of the survey conducted. Of the 330 employers surveyed, only 57 (or 17.3%) responded that there were examples of fathers using parental leave in their companies. Financial institutions record the highest share of fathers (30.4%) who used or use parental leave. Fathers used parental leave in only six local government units (9.1% of 66 local government units in total). Among companies, the share of companies where there are examples of fathers using parental leave is 18.3%.

The possibilities that are available to parents also impact the way in which they will organize their daily obligations, and especially the way in which they will make a balance between their work and family obligations, with family obligations mostly associated with mothers. The father's traditional role still determines his irreplaceability in the professional sphere, while the role of children is still left to the mother and her organization of her family and professional spheres of life. The employment rates for men in the labor market are higher than those for women. In 2016 61.9% working-age men (15-64 years of age) were employed, while the share of the employed among women 15-64 years of age was 48.4% (2016 Labor Force Survey).

Table 4 Fathers using parental leave

	Leave used by fathers			In %		
	total	yes	no	total	yes	no
Total	330	57	273	100	17.3	82.7
Companies	241	44	197	100	18.3	81.7
Financial institutions	23	7	16	100	30.4	69.6
Local government units	66	6	60	100	9.1	90.9



LOCAL GOVERNMENT UNITS / FINANCIAL INSTITUTIONS / COMPANIES / TOTAL Yes / No

Employers’ views of the day off for the child’s birthday

One of the main goals of this survey was to provide a reliable basis for proposing new legal solutions concerning the days off to which parents are entitled. Of the total number of employers included in the survey, 232 employers agreed to the proposal to allow parents to use a day off for their child’s birthday (until the child turns 7 years of age). Around 30% of the employers surveyed gave a negative answer, i.e. showed no willingness to support the right of parents to a day off for their child’s birthday. The support for this proposal was the highest among local government units; more precisely, 89.3% of them gave a positive answer. Around two-thirds of companies and financial institutions supported this proposal.

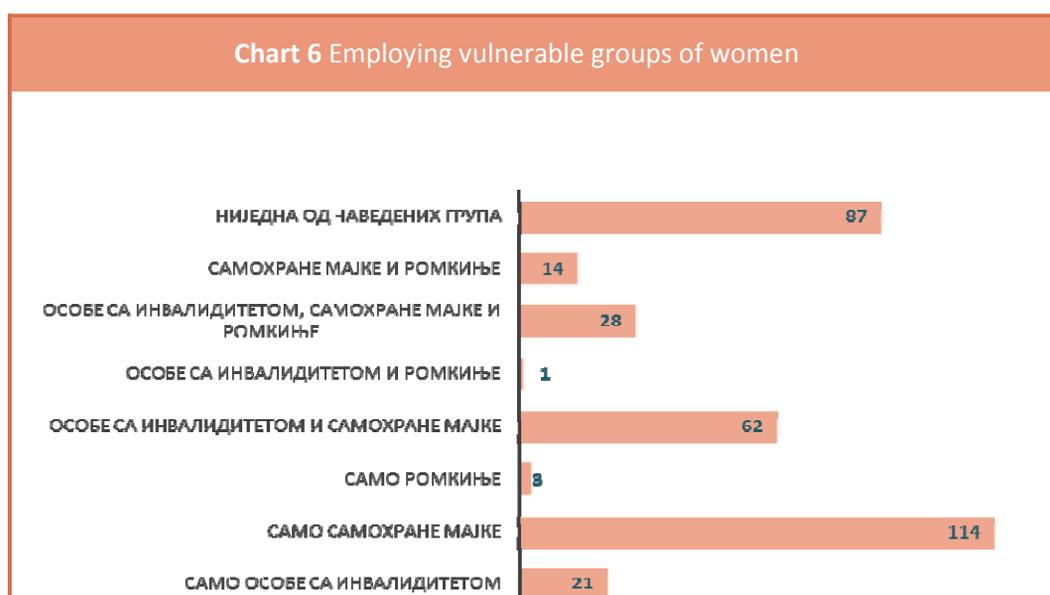
Table 5 Employers’ views on the proposal to allow working parents to have a day off for their child’s birthday until the child turns 7 years of age

	Paid leave for the child’s birthday			In %		
	total	yes	no	total	yes	no
Total	330	232	98	100	70.3	29.7
Companies	241	158	83	100	65.6	34.4
Financial institutions	23	15	8	100	65.2	34.8
Local government units	66	59	7	100	89.4	10.6



Vulnerable groups of women in the labor market

During the survey on balancing work and parenting, data were also collected on the specific vulnerable groups of women in the labor market (persons with disabilities, single mothers and Roma women) whose position in the labor market is generally unfavorable. According to the data obtained in the survey, 87 employers employ none of the above particularly vulnerable groups (26.4%). The largest number of employers, 114 or 34.6% of them, employ single mothers. They are followed by 62 employers (18.8%) that employ both persons with disabilities and single mothers. Persons with disabilities, single mothers and Roma women are employed by 28 employers, which is 8.48% of the total number of them. The collected data show that it is the companies (excluding financial institutions) that employ the largest number of female employees belonging to a vulnerable group.



NONE OF THE GROUPS MENTIONED / SINGLE MOTHERS AND ROMA WOMEN / PERSONS WITH DISABILITIES, SINGLE MOTHERS AND ROMA WOMEN / PERSONS WITH DISABILITIES AND SINGLE MOTHERS / ONLY ROMA WOMEN / ONLY SINGLE MOTHERS / ONLY PERSONS WITH DISABILITIES

Employers' assessments regarding the problems that they have due to leaves and decreased efficiency of working parents

The survey also collected information about how much the leave of a working parent from work directly impacted the employers' business performance. Every other employer surveyed stated that the duration of maternity leave did not have a significant impact on the production process. Only 5.2% employers believe that the duration of maternity leave is a serious problem. Considering the duration of maternity leave (365 days) and the information about the leave that the employer receives in advance, most employers will organize a substitute for the absent employee in a timely manner, in accordance with the possibilities available to them, so as not to jeopardize the production process.



Frequent sick leaves for child care present a greater challenge to employers than the duration of mothers' maternity leave. Only 35.2% of the employers surveyed assessed that frequent sick leaves for child care were not a problem in managing their work process. The employers with a larger number of female employees certainly face this problem more frequently, which is also confirmed by the data obtained from financial institutions, where the share of women in the total number of employees is 66.5%.

Table 6 Employers' assessments regarding the problems that they have due to leaves and decreased efficiency of working parents

	Total	1 (no problem)	2	3	4	5 (very big problem)
Total						
Duration of maternity leave (additional costs related to work redistribution and/or training the employee substituting for the absent parent)	330	174	46	70	23	17
Frequent sick leaves due to child care	330	116	63	95	32	24
		In %				
Duration of maternity leave (additional costs related to work redistribution and/or training the employee substituting for the absent parent)	100	52.7	13.9	21.2	7.0	5.2
Frequent sick leaves for child care	100	35.2	19.1	28.8	9.7	7.3



Chart 7 Employers' assessments regarding the problems that they have due to leaves/ decreased efficiency of working parents (in %)



1 (не представља проблем) 2 3 4 5 (изразито велики проблем)

Duration of maternity leave (additional costs related to work redistribution and/or training the employee substituting for the absent parent) / Frequent sick leaves for child care
1 (no problem) / 5 (very big problem)

Employers' views on the establishment of a preschool institution

The idea of employers opening preschool institutions within their company was also presented as part of the 2008 Birth Promotion Strategy and defined as Objective 2.2 – Balancing Work and Parenting by Caring for Children of Working Parents. However, there is still a clear need today for improving the child care capacities for children of preschool age, but also of younger school age (from the first grade to the fourth grade of primary school) during school holidays. In this way, it would be easier for the parents to balance their work or professional and family engagement and to decide to have more children.

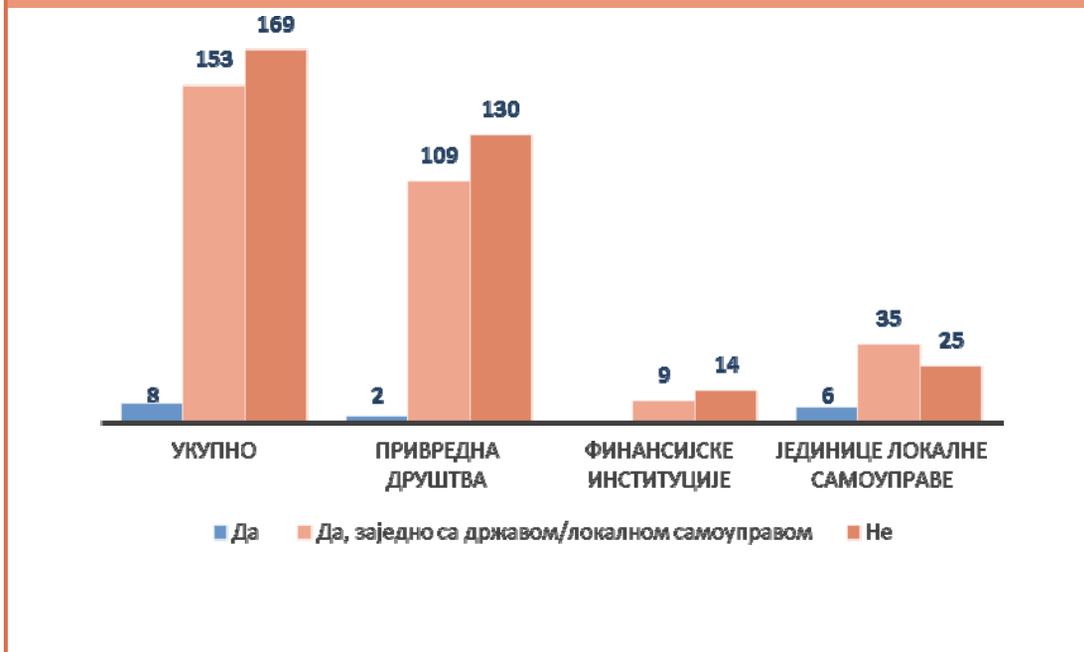
According to the data from the conducted survey, 8 companies of the 330 respondents confirmed their willingness independently to fund the establishment and operation of a preschool institution within their working environment or in the immediate vicinity of the company. The funding of the establishment and operation of a preschool institution in cooperation with the government and/or local government unit was supported by 153 employers or 46.4% of the total employers surveyed. A negative response came from 169 employers or 51.2%, which means that more than half of the employers are unable or still have not recognized the need to provide their employees with the institutional conditions for balancing their work and parenting and in this way increase their satisfaction and hence their productivity as well, which ultimately results in an increase in profit/gains or in the achievement of better business performance.



Table 7. Employers' willingness to fund the establishment of a preschool institution

	Is the employer willing to fund the establishment and operation of a preschool institution				In %			
	total	yes	yes, together with the government/local government unit	no	total	yes	yes, together with the government/local government unit	no
Total	330	8	153	169	100	2,4	46.4	51.2
Companies	241	2	109	130	100	0,8	45.2	53.9
Financial institutions	23	-	9	14	100	-	39.1	60.9
Local government units	66	6	35	25	100	9,1	53.0	37.9

Chart 8 Employers' willingness to fund the establishment of a preschool institution



TOTAL / COMPANIES / FINANCIAL INSTITUTIONS / LOCAL GOVERNMENT UNITS
 Yes / Yes, together with the government/local government unit / No



Incentives for employers

The employers were also asked a question regarding the forms of incentives that would make employers more motivated and rewarded for successful implementation of measures and activities related to balancing work and parenting. Most employers, 185 or 56.1%, believe that tax reliefs are the most acceptable way of motivating and rewarding employers by the government. Economic incentives are the primarily motivator for 113 employers, while media promotion ranks first for 32 employers. The same ranking of incentives is present in all employers (companies, financial institutions and local government units).

Table 8 Employers’ views on motivating and rewarding the companies actively implementing measures related to balancing work and parenting

	Total	Tax reliefs	Economic incentives	Media promotion of the company	Tax reliefs (%)	Economic incentive measures (%)	Media promotion of the company (%)
Total					100	100	100
First place	330	185	113	32	56.1	34.2	9.7
Second place	330	114	186	30	34.5	56.4	9.1
Third place	330	31	31	268	9.4	9.4	81.2
Companies					100	100	100
First place	241	146	74	21	60.6	30.7	8.7
Second place	241	78	145	18	32.4	60.2	7.5
Third place	241	17	22	202	7.1	9.1	83.8
Financial institutions					100	100	100
First place	23	11	8	4	47.8	34.8	17.4
Second place	23	8	9	6	34.8	39.1	26.1
Third place	23	4	6	13	17.4	26.1	56.5
Local government units					100	100	100
First place	66	28	31	7	42.4	47.0	10.6
Second place	66	28	32	6	42.4	48.5	9.1
Third place	66	10	3	53	15.2	4.5	80.3



Employee data analysis

Age and gender

Of a total of 3918 employees who took part in the survey, 53% are men and 47% are women.⁶

Their average age is 37 years, with men being around one year older than women on average.

Most of the respondents (around 63%) are persons aged 30-39. The share of employees aged 40 and over is around 31%, while the share of persons aged under 30 is 6.2%.

Table 1 Employees by gender and age

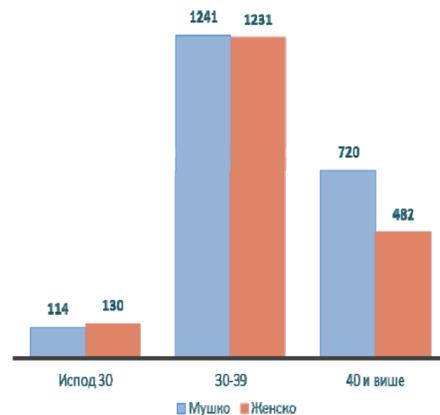
	Total	Age			Average age
		under 30	30-39	40 and over	
Total	3918	244	2472	1202	37.03
Male	2075	114	1241	720	37.49
Female	1843	130	1231	482	36.53
In %					
Total	100	100	100	100	
Male	53.0	46.7	50.2	59.9	
Female	47.0	53.3	49.8	40.1	
In %					
Total	100	6.2	63.1	30.7	
Male	100	5.5	59.8	34.7	
Female	100	7.1	66.8	26.2	

Chart 1 Employees by gender



Male / Female

Chart 2 Employees by gender and age



Under 30 / 30-39 / 40 and over
Male / Female

⁶ The reason for the somewhat larger number of men surveyed lies in the fact that their share in the total number of employees in the selected companies is significantly larger than the share of women (61.4% men vs. 38.6% women). The predominance of men is present in the selected companies (65.3% men vs. 34.7% women), while the employee gender structure is significantly different in financial institutions and in local government units. Namely, women are predominant in financial institutions, with a 66.5% share, while the share of women in local government units is 55.6%.

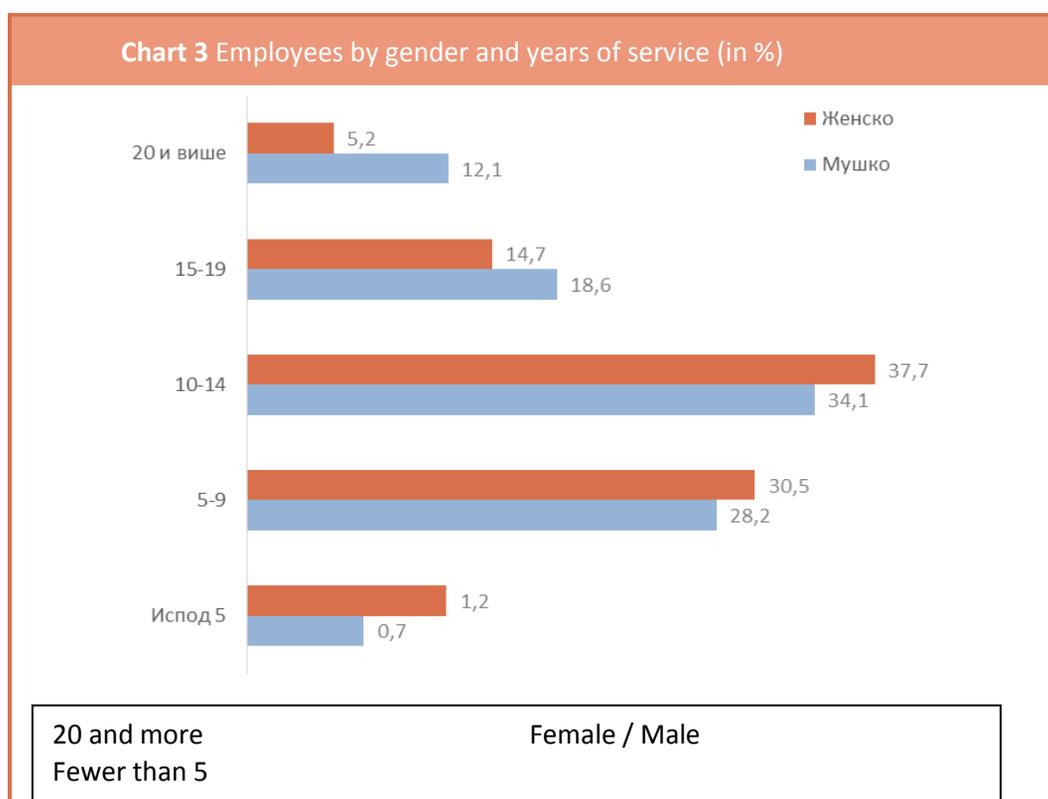


Years of service

The average number of the respondents' years of service is around 11 years. Most of the employees have between 10 and 14 years of service (36%), followed by the employees with 5 to 9 years of service (29%) and then by the employees with 15-19 years of service, while the share of the persons with fewer than 5 years of service and the employees working 20 years or more is almost equal (around 9%).

Table 2 Employees by gender and years of service

	Total	Years of service					Average years of service
		Less than 5	5-9	10-14	15-19	20 and over	
Total	3918	366	1147	1402	656	347	11.25
Male	2075	145	585	707	386	252	12.01
Female	1843	221	562	695	270	95	10.40
In %							
Total	100	9.3	29.3	35.8	16.7	8.9	
Male	100	7.0	28.2	34.1	18.6	12.1	
Female	100	12.0	30.5	37.7	14.7	5.2	



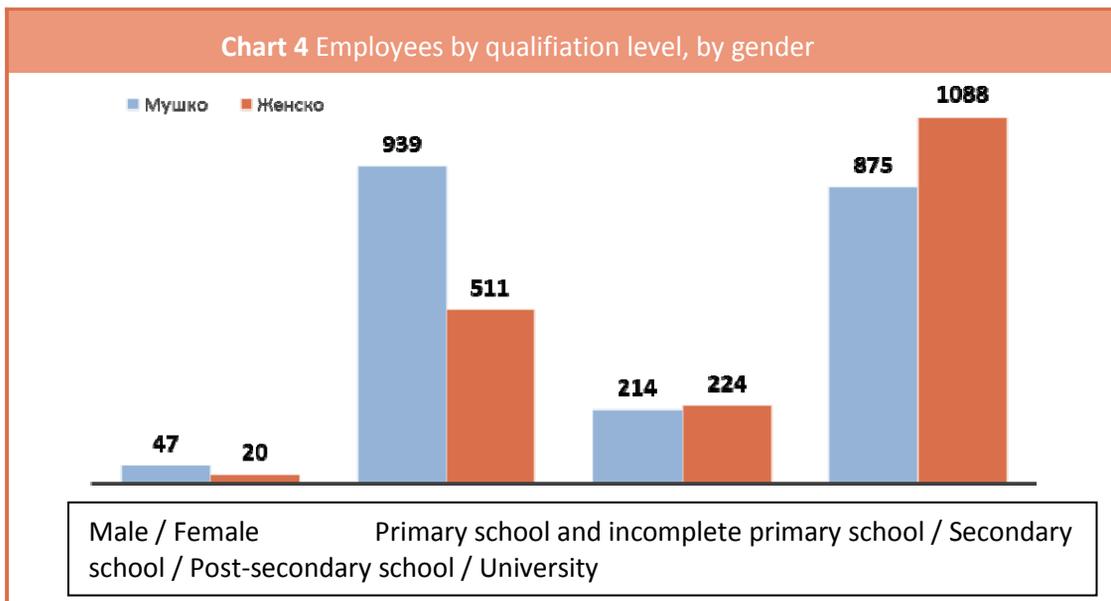


Qualification structure

More than half (50.1%) of the respondents have a university degree. The most prevalent among men are the persons with a secondary school degree (45.3%), while those with a university degree are the most prevalent among women (59.1%).

Table 3 Employees by the highest qualification attained, by gender, in %

	Highest educational level							
	total	incomplete primary school	primary school	secondary school	post-secondary school	university	MA/MSc	PhD
Total	100	0.1	1.6	37.0	11.2	36.0	13.7	0.4
Male	100	0.2	2.0	45.3	10.3	29.3	12.4	0.5
Female	100	-	1.1	27.7	12.2	43.7	15.2	0.2



The qualification structure of the employees who took part in the survey is most favorable in financial institutions, where 77% of the respondents have a university degree, 9% a post-secondary school degree, while 14% have a secondary school degree. Most of the respondents in local government units also have a university degree (69%), followed by the employees with a secondary school degree (19%); nearly 12% have a post-secondary school degree, and 0.4% of them have an primary school degree. A somewhat poorer qualification structure is present among the surveyed employees in companies, where the persons with a secondary school degree account for the highest share (44.7%), followed by those with a university degree (41.5%), and the persons with a post-secondary school degree (11.5%); 2.1% of them have a primary school degree and 0.2% of them are employees with incomplete primary school.



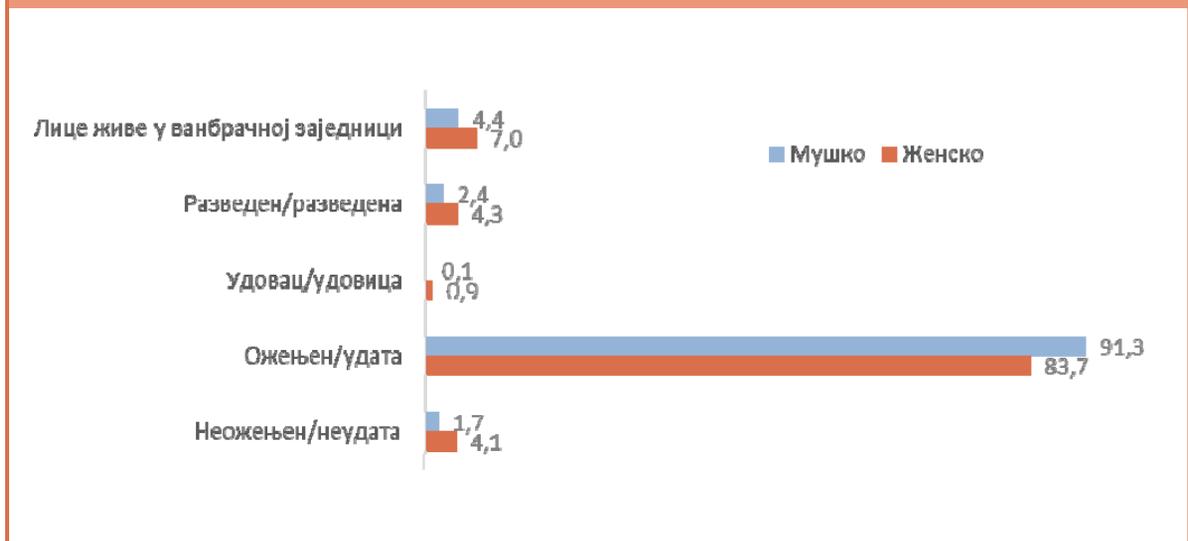
Marital status

Most of the respondents (around 88%) are married. Over 90% of men are married, around 4% of them live in a domestic partnership, around 2% of them are divorced and single, while the share of the widowed is only 0.1%. The marital structure is somewhat different among women. Namely, the women are mostly married, but the share of married women is slightly lower and is around 84%. Around 7% of the women live in a domestic partnership. The shares of single and divorced women are almost equal (4.1% single and 4.3% divorced), while the percentage of widows is almost 1%.

Table 4 Employees by marital/partnership status, by gender, in %

	Marital/partnership status					
	total	single	married	widow/ widower	divorced	person living in a domestic partnership
Total	100	2.9	87.7	0.5	3.3	5.6
Male	100	1.7	91.3	0.1	2.4	4.4
Female	100	4.1	83.7	0.9	4.3	7.0

Chart 5 Employees by marital/partnership status, by gender (in %)



Person living in a domestic partnership / divorced / widow/widower / married / single
male / female



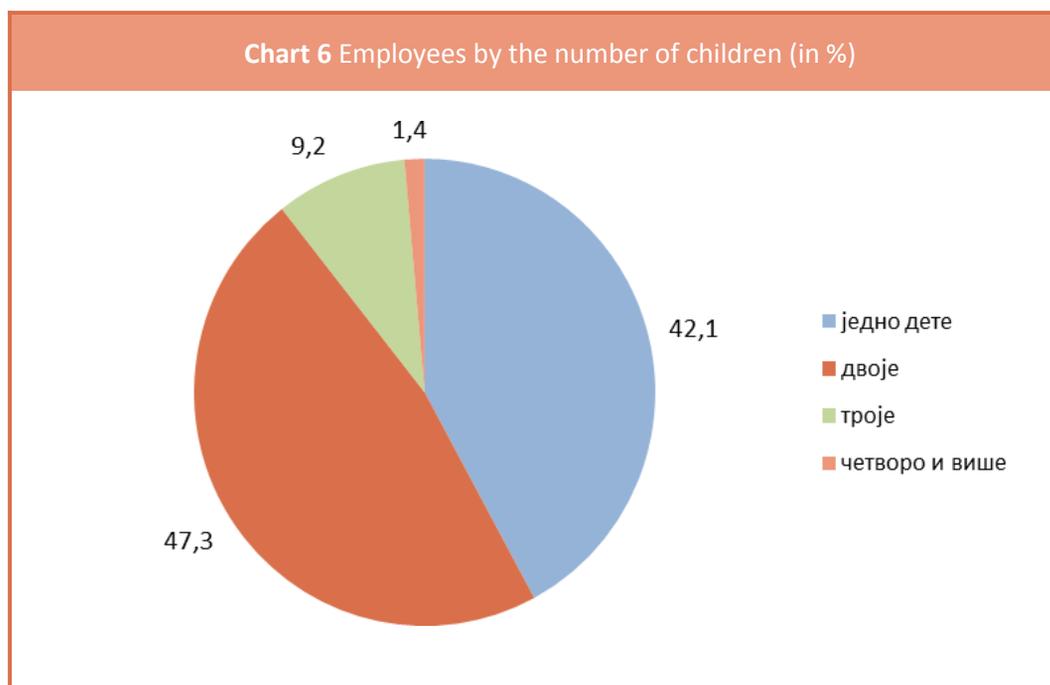
Employees by the number of children

Considering that the survey was related to balancing work and parenting, it was expected that mostly the employees with children would take part in the survey. Their share in the total number of respondents is 98%.

Table 5 Employees with and without children

	Total	Have children	Do not have children	Total, %	Have children, %	Do not have children, %
Total	3918	3837	81	100	97.9	2.1

Most of the parents surveyed have two children (47.3% of the total number of employees with children). The share of parents with one child is 42.1%, 9.2% of the respondents have three children, while the share of parents with more than three children is only 1.4%. The surveyed parents have 1.7 children on average.



one child / two / three / four and more



Employees' views on the topics related to balancing work and parenting

Flexible working arrangements

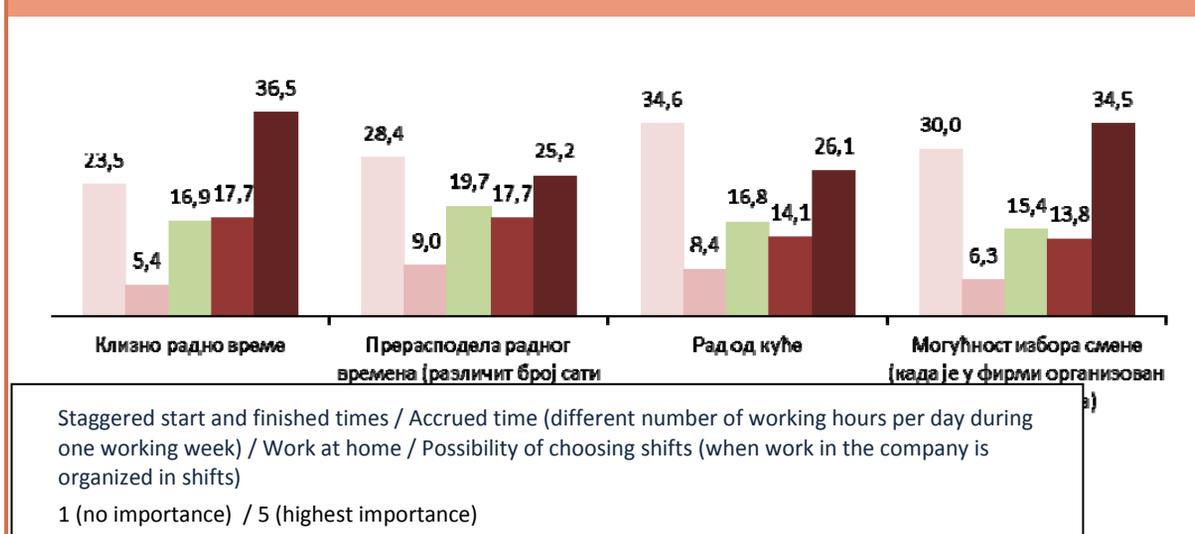
When rating the importance of different types of flexible working arrangements for balancing work and parenting, most of the employees gave the highest rating to the “staggered start and finish times” among all of the options offered.

Namely, 36.5% of the employees believe that the most important thing for balancing work and parenting is to provide the parents with the possibility to move the start, and therefore the finish of their working hours depending on the obligations that they have as parents. If those who rated the “staggered start and finish times” option with 4 - extremely high importance (17.7%) are also added to this percentage, it may be concluded that more than a half (54.2%) of the employees believe that this option is the most desirable of all of the flexible working arrangements options offered.

Table 6 Employee ratings – contribution of different types of flexible working arrangements to easier balancing of professional and private obligations, in %

	Total	Ratings				
		1 (no importance)	2	3	4	5 (highest importance)
Staggered start and finish times	100	23.5	5.4	16.9	17.7	36.5
Accrued time (different number of working hours per day during one working week)	100	28.4	9.0	19.7	17.7	25.2
Work from home	100	34.6	8.4	16.8	14.1	26.1
Possibility of choosing shifts (when work in the company is organized in shifts)	100	30.0	6.3	15.4	13.8	34.5

Chart 7 Ratings of different types of flexible working arrangements (in %)





According to the employees' ratings by importance, it is followed by the options: "shift selection", "work from home" and "accrued time".

The response to this question was certainly impacted by actual work organization in the company. Namely, more than one-third of the employees (almost 35%) stated that the "work from home" option had no importance for balancing work and parenting in their cases. In addition, 30% of the employees believe that, in their case, the "possibility of choosing shifts" option is not acceptable, or has no importance. Therefore, it may be assumed that, in some companies, it is not possible to organize work from home, and that the work in many companies is not organized in shifts.

The employees' ratings differ significantly depending on whether the employees work in companies, financial institutions or local government units.

Table 7 Employee ratings – contribution of different types of flexible working arrangements to easier balancing of professional and private obligations, depending on the company/institution in which they are employed, in %

	Total	Ratings				
		1 (no importance)	2	3	4	5 (highest importance)
Staggered start and finish times						
Companies	100	26.1	5.9	17.8	17.1	33.1
Financial institutions	100	6.9	3.1	12.3	19.8	57.8
Local government units	100	25.6	4.7	16.9	18.7	34.1
Accrued time						
Companies	100	31.2	9.0	20.2	16.5	23.1
Financial institutions	100	12.7	10.0	19.3	24.5	33.5
Local government units	100	29.0	8.3	17.4	17.2	27.9
Work from home						
Companies	100	37.9	8.1	16.4	12.9	24.8
Financial institutions	100	16.4	9.1	17.3	22.4	34.9
Local government units	100	34.5	9.1	18.5	12.9	25.0
Possibility of choosing shifts						
Companies	100	29.1	6.1	14.9	13.3	36.6
Financial institutions	100	21.8	7.3	18.3	18.1	34.5
Local government units	100	42.3	6.4	15.4	12.0	24.0



Balancing Work and Parenting

The employees at financial institutions think that “staggered start and finish times” are the most preferred type of flexible working arrangement. Almost 78% of the employees rated “staggered start and finish times” as a 4 or a 5, while only 10% of the employees believe that this type of flexible working arrangement has no importance (rating 1) or that it has an extremely low importance (rating 2).

In contrast to the employees of financial institutions, the employees in companies and local government units gave lower ratings to “staggered start and finish times”. Namely, slightly more than a half of the employees decided to give high ratings (4 or 5) to the “staggered start and finish times” option, while around 30% of the employees gave the lowest ratings (1 or 2) to this option.

Accrued time was highly rated (rating 4 or rating 5) by 58% of the employees in financial institutions and by 45% of the employees in local government units, while the share of the employees who gave the lowest and the highest ratings to this type of flexible working arrangement is almost equal among the employees in companies (39.6% of the employees rated it as a 1 or a 2, and 40.2% of the employees rated it as a 4 or a 5).

The “work from home” option was rated almost identically as was the “accrued time” by the employees in financial institutions. Namely, 57.2% of the employees rated “work from home” as a 4 or a 5. On the other hand, the employees in companies and local government units were of a different opinion. Around 38% of the employees gave this option the highest ratings, but more employees (46% of the employees in companies and around 44% of the employees in local government units) believe that “work from home” has no importance or that it has an extremely low importance for balancing work and parenting.

A half of the employees in companies and more than a half of the employees in financial institutions (52.6%) gave the “shift selection” option the highest ratings (ratings 4 or 5), while “shift selection” is of lower importance to the employees in local government units. Almost a half of the employees in local government units (48.6%) gave the lowest ratings (1 or 2) to this type of flexible working arrangement.

Based on the ratings assigned by the employees to different types of flexible working arrangements, a ranking was made and two most preferred options were chosen, respectively, depending on the company/institution with which the respondents are employed.

Companies	⇒	staggered start and finish times and shift selection
Financial institutions	⇒	staggered start and finish times and work from home
Local government units	⇒	staggered start and finish times and accrued time

The extent of the need for flexible working arrangements is best evidenced by the data that, when choosing a new job, 82% of women and 76.5% of men would prefer a company that provides some of the types of flexible working arrangements to its employees.



Chart 8 Ratings of different types of flexible working arrangements, depending on the company/institution with which the person is employed (in %)

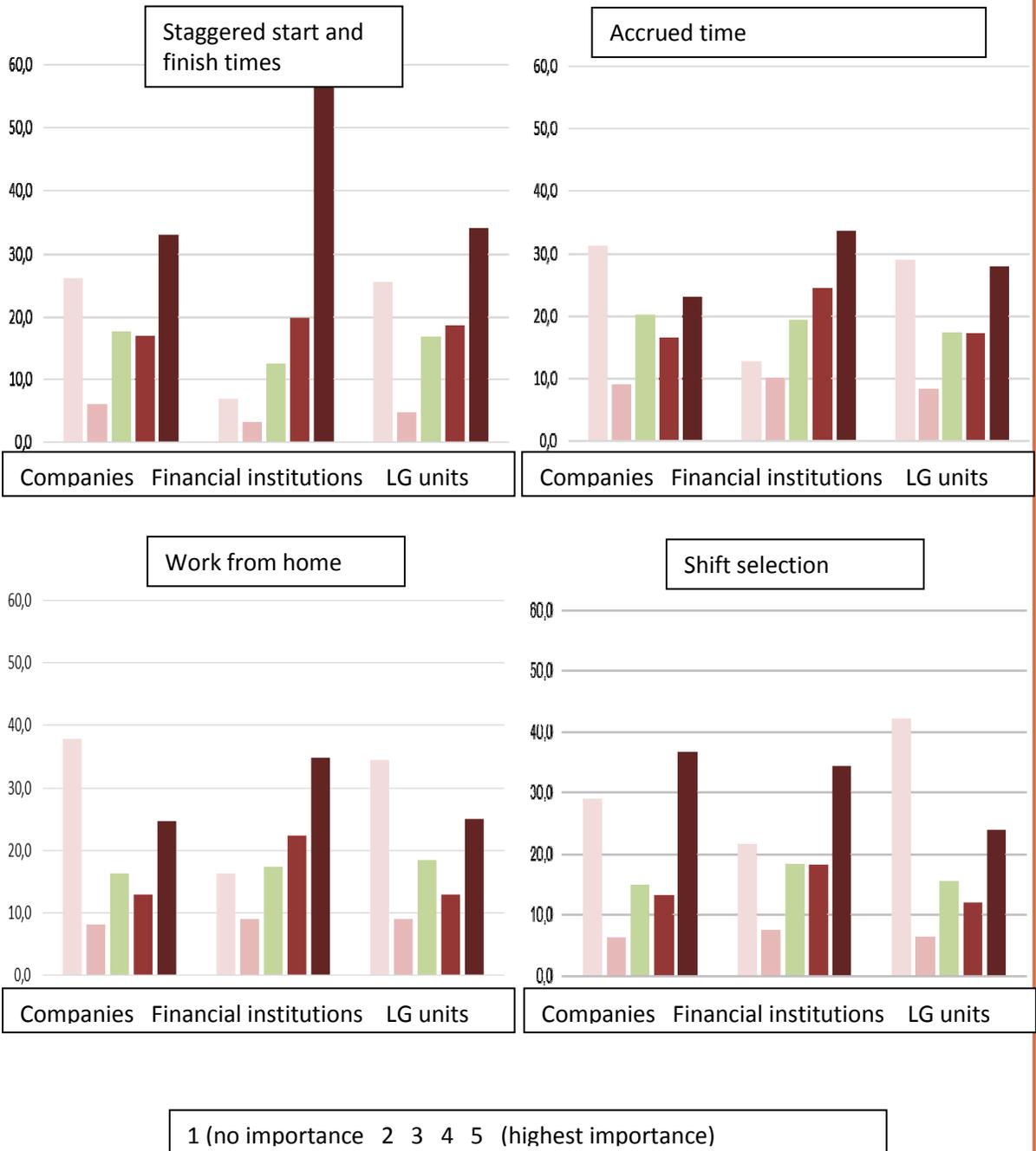
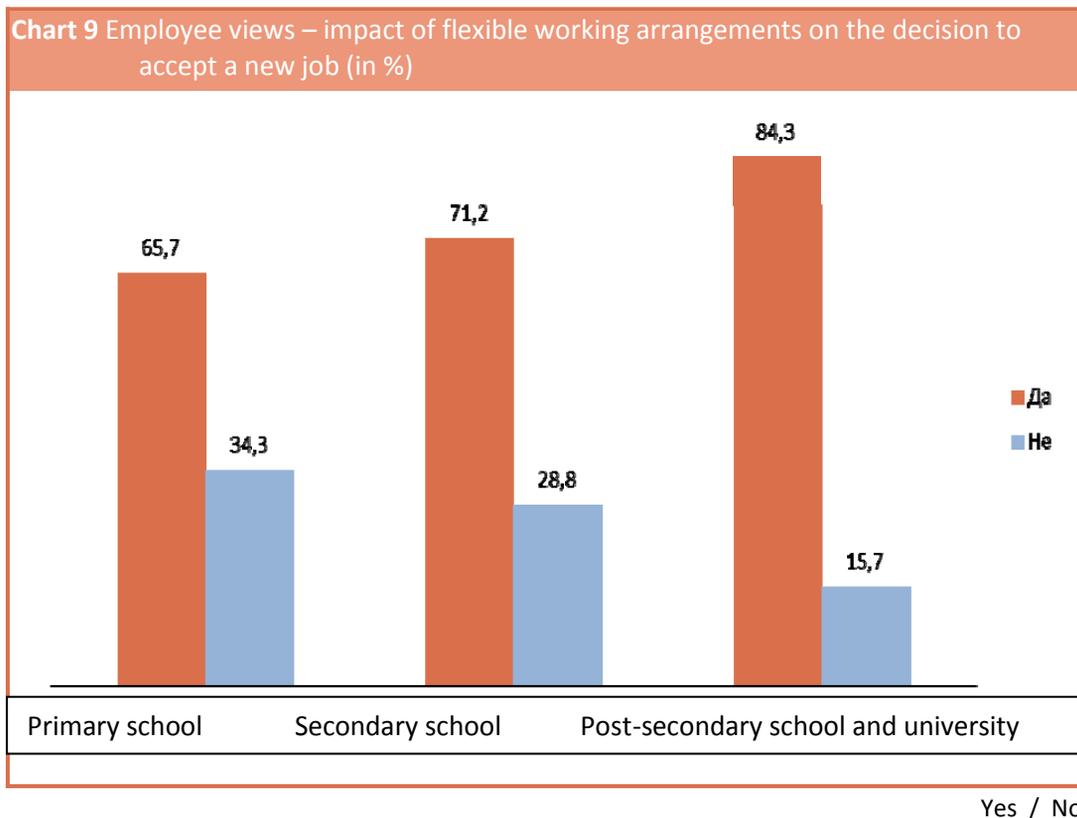




Table 8 Employee views – impact of flexible working arrangements on the decision to accept a new job

	Preference when choosing a new job			Preference when choosing a new job, %		
	Total	Yes	No	Total	Yes	No
Total	3918	3101	817	100	79.1	20.9
Male	2075	1587	488	100	76.5	23.5
Female	1843	1514	329	100	82.1	17.9

Highly educated employees are particularly interested in flexible working arrangements. Namely, 84.3% of the employees with a post-secondary school degree or with a university degree stated that they would prefer a job in a company offering flexible working arrangements. The same view was expressed by 71.2% of the employees with a secondary school degree, and by around 66% of the employees with a primary school degree.





Benefits for parents with small children

A great majority of the employees (94%) believe that the parents with small children should be provided with special benefits at work to facilitate their balancing family and professional obligations. This high percentage of positive answers was certainly impacted by the fact that it was the working parents with preschool children who mainly participated in this survey.

Table 9 Employee views on whether there should be special benefits for parents with small children to facilitate their balancing family and professional obligations

	Special benefits			Special benefits %		
	Total	Yes	No	Total	Yes	No
Total	3918	3692	226	100	94,2	5,8
Male	2075	1928	147	100	92,9	7,1
Female	1843	1764	79	100	95,7	4,3

Views of the working parents with preschool children

The working parents with preschool children – 3,626 employees in total (92.5% of the total number of respondents) also responded to additional questions regarding the placement and stay of children in preschool institutions.

The majority of the parents (around 73%) enrolled their child (one or more) in a preschool institution, while 27% of the parents organize care for their children in another way.

Table 10 Employees with preschool children, by child enrolment in preschool institutions

	Total	Child/children enrolled in a preschool institution	One child enrolled and the other not	Child/children not enrolled in a preschool institution
Total	3626	2313	338	975
In %				
Total	100	63,8	9,3	26,9

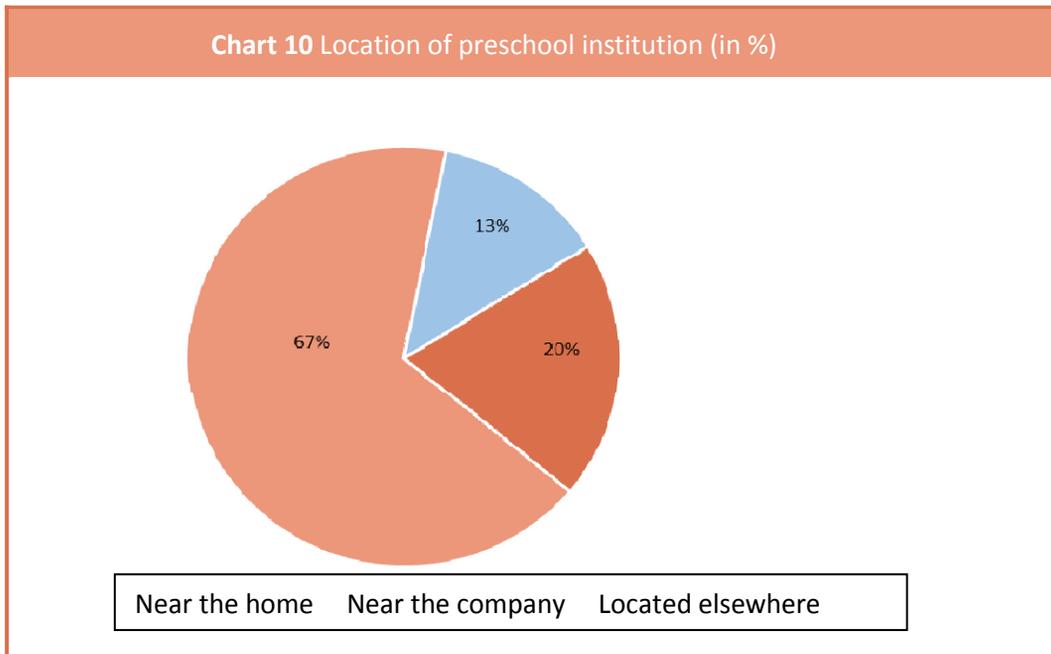


Location of preschool institution

The children are most frequently enrolled in a preschool institution that is located near their home (67%), while around 13% of the parents placed their children in a preschool institution located near the company where one of the parents works. Around 20% of the parents take their children to an institution located elsewhere.

Table 11 Employees whose children are enrolled in a preschool institution, by location of the preschool institution

	Total	%
Total	2651	100
Near the home	1777	67.0
Near the company where one of the parents works	347	13.1
Located elsewhere	527	19.9



The existing location of the preschool institution where the child is enrolled is acceptable to 74% of the parents, while 26% of the parents would rather enroll their child in a preschool institution located elsewhere.

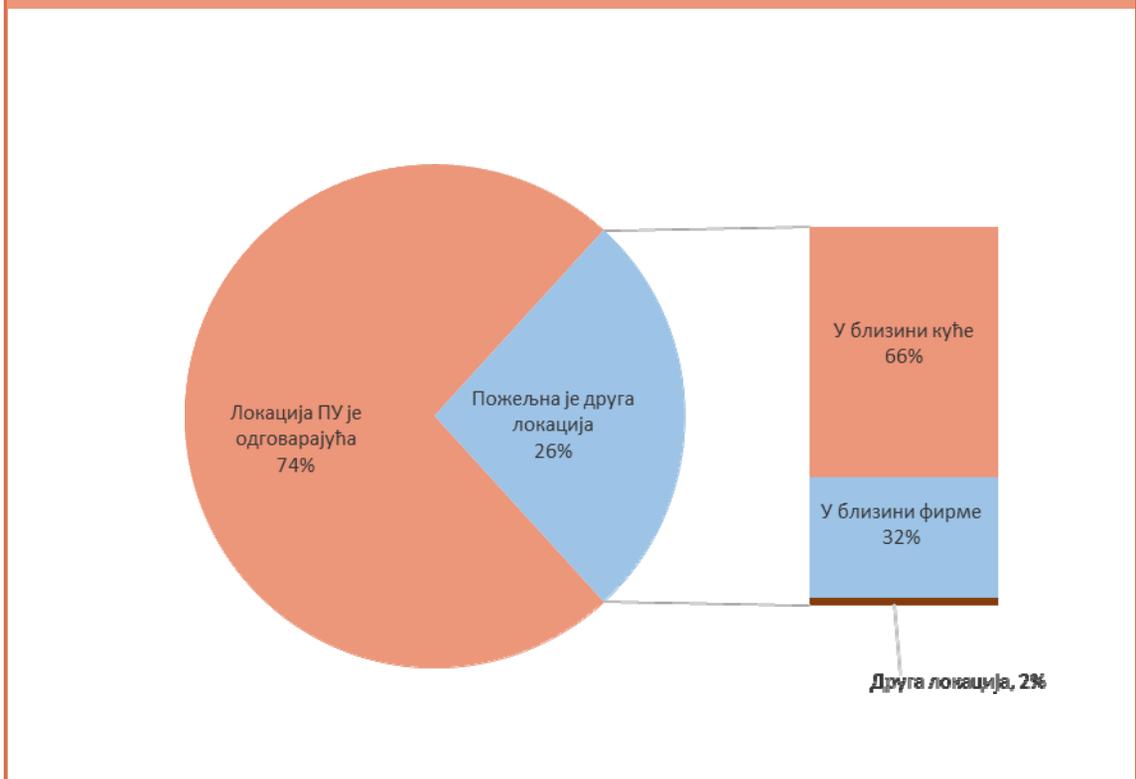


Table 12 Employees whose children are enrolled in a preschool institution, by preferred location of preschool institution

	Total	%
Total	2651	100
The current location suits me	1952	73,6
I prefer another location	699	26,4

The most preferred option for those who would prefer another location of preschool institution is for the institution to be located near their home. More than 2/3 of the parents (66.4%) chose this option, while around 32% of the parents stated that they would prefer their child to go to a preschool institution located near the company where one of the parents works.

Chart 11 Preferred location of preschool institution (in %)



The location of the preschool institution is appropriate / Other location is preferred
Near home / Near the company / Other location



Reasons why children are not enrolled in a preschool institution

The majority (almost 70%) of the total number of the parents whose children are not enrolled in a preschool institution stated that they currently preferred some other way of caring for their child. A high percentage of the parents who chose this option among the options offered certainly resulted from the fact that this reason was also stated by the parents whose children were too young to be enrolled in a preschool institution.

Table 13 Reasons why children are not enrolled in a preschool institution

	Total	%
Total	975	100
No room in the preschool institution	193	19,8
I do not have enough money	102	10,5
I prefer another way of caring for my child	680	69,7

One fifth (19.8%) of the parents stated that there was “no room in the preschool institution”, while one in ten parents does not have enough money to pay for his/her child’s enrolment in a preschool institution.

Organizing care for the children who do not attend a preschool institution

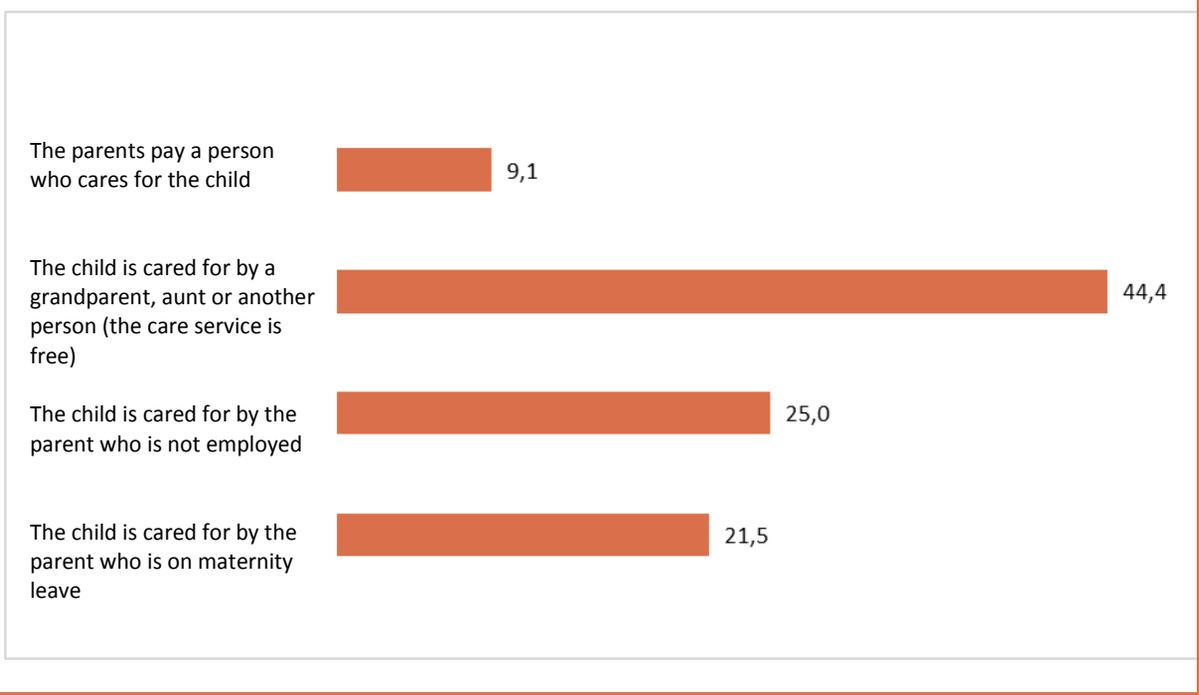
The children who do not attend a preschool institution are most often cared for by their grandparents, or by other closest relatives (44.4%). A quarter of the employees stated that their children were cared for by the parent who was not employed, and 21.5% of them stated that their child was cared for by the parent who was still on maternity leave. Only 9% of the employees pay a person who cares for their child.

Table 14 Employees whose children do not attend a preschool institution, by the way of organizing care for their children

	Total	%
Total	975	100
The child is cared for by the parent who is on maternity leave	210	21.5
The child is cared for by the parent who is unemployed	244	25.0
The child is cared for by a grandparent, aunt or another person (the care service is free)	433	44.4
The parents pay a person who cares for the child	88	9.1



Chart 12 The way of organising care for the child (in %)



Problems with preschool institution attendance

All parents with small children took part in rating the problems concerning preschool institution attendance, regardless of whether their child attends a preschool institution or whether they organize care for their child in another way.

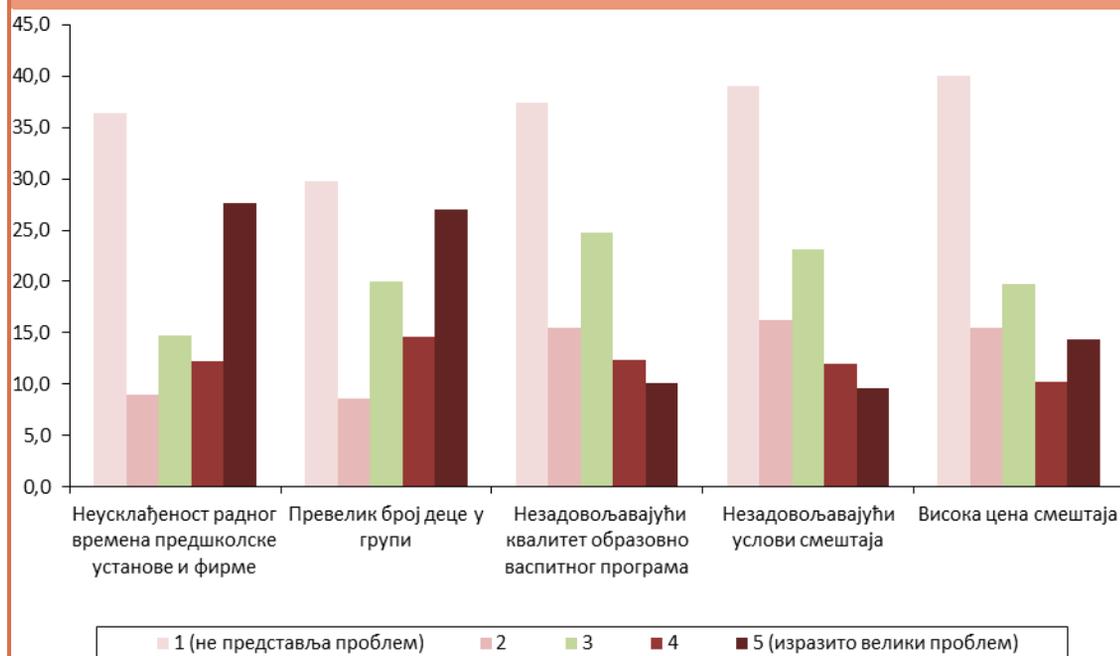
Table 15 Parent ratings – problems concerning preschool institution attendance, in %

	Total	1 (not a problem)	2	3	4	5 (very big problem)
Mismatch between the working hours of the preschool institution and the company	100	36,4	9,0	14,7	12,2	27,7
Excessive number of children in the group	100	29,8	8,6	20,0	14,6	27,0
Unsatisfactory quality of the curriculum	100	37,4	15,4	24,7	12,4	10,1
Unsatisfactory conditions in the facility	100	39,0	16,2	23,1	12,0	9,6
High price	100	40,0	15,5	19,8	10,3	14,4



Balancing Work and Parenting

Chart 13 Parent ratings – problems concerning preschool institution attendance (in %)



Mismatch between the working hours of the preschool institution and the company / Excessive number of children in the group / Unsatisfactory quality of the curriculum / Unsatisfactory conditions in the facility / High price

1 (not a problem) 2 3 4 5 (very big problem)

It may be concluded based on the parents' ratings that the majority of them think that there are no major problems with the "quality of the curriculum", "conditions in the facility" and the "price of enrolment" in preschool institutions (more than 50% of them rated them as a 1 or a 2).

The following got the worst ratings:

- excessive number of children in the group (41.6% of the parents rated it as a 4 or a 5 – big or very big problem), and
- mismatch between the working hours of the preschool institution and the company (40% of the parents rated it as a 4 or a 5).

There are noticeable differences between fathers and mothers in rating the problems concerning preschool institution attendance. Although the parents agree that the biggest problems are related to "excessive number of children in the group" and to the "mismatch between the working hours of the preschool institution and the company", far more mothers than fathers negatively rated each of the problems offered.

The biggest problem to fathers is the "mismatch between the working hours of the preschool institution and the company" (37.3% of the fathers rated it as a 4 and a 5), while the second-ranked is the "excessive number of children in the group" (34.3% of them rated it as a 4 and a 5).



Parents' views on the opening of a preschool institution within the company or in its immediate vicinity

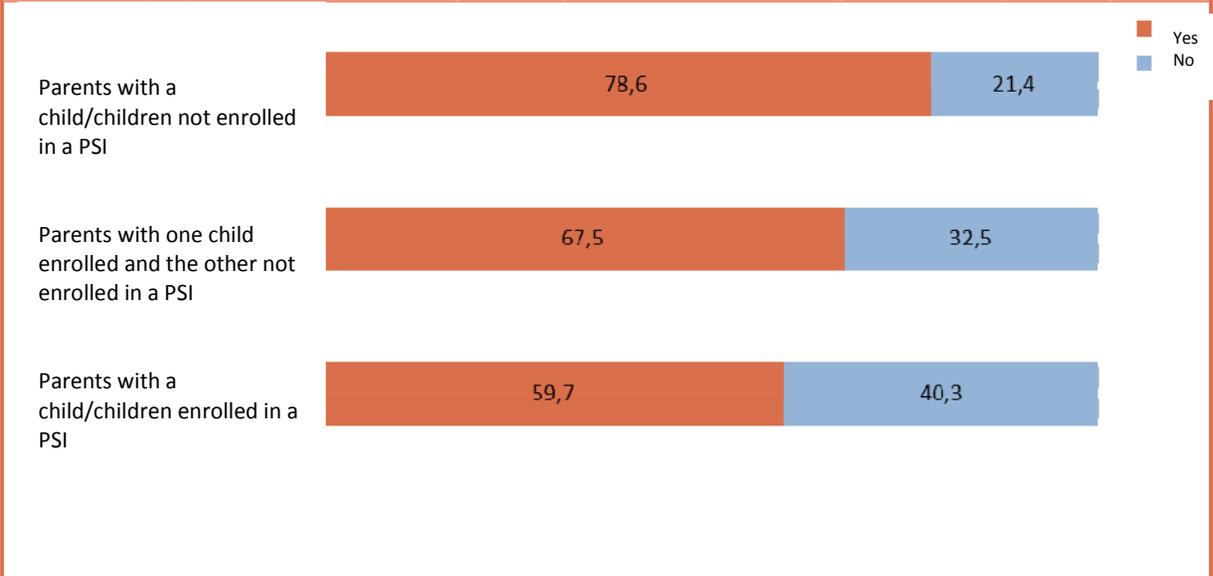
Almost two-thirds of the working parents (65.5%) believe that the existence of a preschool institution (for the employees’ children), which would be located within the company where they work or in its immediate vicinity, would significantly facilitate the balancing of work and parenting.

Table 16 Employees' views – whether the existence of a preschool institution within the company or in its immediate vicinity significantly facilitates the balancing of work and parenting

	Total	Yes	No
Total	3626	2374	1252
Parents with a child/children enrolled in a PSI	2313	1380	933
Parents with one child enrolled, the other not enrolled	338	228	110
Parents with a child/children not enrolled in a PSI	975	766	209
In %			
Total	100	65,5	34,5
Parents with a child/children enrolled in a PSI	100	59,7	40,3
Parents with one child enrolled, the other not enrolled	100	67,5	32,5
Parents with a child/children not enrolled in a PSI	100	78,6	21,4

The majority of the parents have a positive view on the opening of a preschool institution for the employees’ children, regardless of whether their children are enrolled in a preschool institution or not.

Chart 14 Parents’ answers to the question about whether the opening of a preschool institution for the employees’ children would significantly facilitate the balancing of work and parenting (in %)





The parents whose children are not enrolled in a preschool institution are particularly interested in this option. Almost 4/5 of the parents who organize care for their children in another way think that the opening of a preschool institution within the company where they work (or in its immediate vicinity) would significantly contribute to easier balancing of work and parenting.

Employees' comments

As part of the survey, employees' comments, additional remarks, suggestions and proposals were also collected, which lends a specific quality to this survey and are of great importance for identifying the needs and problems the parents face in their everyday life. The employees' original comments (over 260 comments) are given in Annex 5.

The comments can be classified into several groups, depending on the area to which the employees pointed. The following is a summary of the parents' most frequent comments.

1. Problems with the enrolment of children in preschool institutions
 - Not enough preschool institutions
 - No room in preschool institutions
 - Excessive number of children in the group
 - No nurseries in the town
 - Child enrolment requires “pulling strings”
 - Children attend kindergartens located far away from their home because there is no room in the kindergarten located near their home.
2. Problems concerning private preschool institution attendance
 - Full commercial price is paid if the child does not attend the kindergarten due to sickness
 - Private kindergartens are too expensive
3. Mismatch between the working hours of the companies and the preschool institution
 - Inconvenient working hours of the preschool institution
 - Putting children together into a single group towards the end of the kindergarten's working hours
 - Additional activities in preschool institutions are organized during the working hours and the parents are unable to attend
4. Financial problems of parents
 - Salaries are too small to engage a person who would care for the child when the child cannot go to the kindergarten due to sickness
 - A bigger salary would enable a better balancing of work and parenting
 - Parents need financial assistance
5. Problems with caring for children in the afternoons, at weekends (when parents work at weekends), during summer (collective annual leave in the preschool institution) and when the child is sick



6. Working hours in companies and other comments concerning work
 - Parents should be allowed to work less than 8 hours with a proportionate salary reduction
 - Provide the right to additional days of annual leave to parents with small children
 - Full salary when an employee takes sick leave to care for his/her sick child
 - Allow later start times or earlier finish times at work because of children
 - More days off when the child is small
 - Work in shifts does not suit the parents with small children
 - Overtime work and longer hours

7. Problems faced by the parents with primary school-aged children (1st to 4th grade)
 - No after-school care in schools
 - Problems with caring for children during school vacations
 - Mismatch between the working hours of the school and the company
 - It is harder to organize caring for a child who started school than caring for a preschool child
 - Schools work in shifts – someone must take the child to school when the child is the afternoon shift
 - Children attending the first or second grade are too small to be home alone
 - Real problems arise when the child starts school

8. Other comments and proposals
 - Children are cared for by grandparents because their parents spend too much time at work
 - Kindergarten children are often sick
 - Each preschool institution should have a doctor and separate rooms for sick children
 - Unemployed parents should be allowed to enroll their children in kindergarten
 - Tax on children's food, diapers, clothes, footwear etc. should be abolished.
 - New preschool institutions should be built



Concluding remarks

The results of this survey present a solid basis for identifying and understanding the problems faced on a daily basis by working parents, as well as by their employers. The views of employers and employees are of special importance for analyzing the appropriateness of the existing solutions and for adopting new measures that will improve the family support system.

Most of the social and population policy measures within the existing legislation are aimed primarily at promoting births and not to a sufficient extent to the provision of necessary support to families during the lengthy period of child rearing.

An active and joint partnership action of the government, local government units and employers can significantly contribute to an efficient implementation of the strategic measures of population policy.

The results of the conducted survey give some guidelines for designing policies and measures in the area of balancing work and parenting:

- The survey covered a total of 330 employers (264 companies and 66 local government units) and 3,918 employees.
- At this moment, a large number of employers do not provide any type of financial assistance to working parents. Around 48% of the employers provide financial assistance for the costs of medical treatment of children, 28% of them provide one-time birth grants, while only 5.5% of them provide one-time financial assistance for children starting school.
- Most of the employers stated that they were willing to provide some of the offered types of financial assistance to their employees, which had so far not been provided, but with tax reliefs.
- Flexible working arrangements are not yet popular with most of the employers, and their views on the introduction of flexible working arrangements in the future are not encouraging, either. As for the types of flexible working arrangements offered, the employers most often allow working parents to choose/change shifts (when work in the company is organized in shifts) – 38% of them, one third of the employers allow “accrued time”, 22% of them have “staggered start and finish times”, and only 10% of them allow “work from home”. More than two thirds of the employers do not plan to introduce changes in the way they organize their working hours in the future, either.
- On the other hand, the employees believe that flexible working arrangements would help them significantly to balance their work and family obligations. When choosing a new job, a great majority (around 80%) of them would prefer an employer that allows flexible working arrangements (staggered start and finish times, work from home, accrued time, shift selection). For the majority of employees, the most preferred type of flexible working



Balancing Work and Parenting

arrangements of all the options offered is “staggered start and finish times”. If numerous comments of working parents concerning the problems that they have with the mismatch between the working hours of preschool institutions and the company where they work are also taken into account, it is clear that staggered start and finish times would significantly help the parents to organize more easily taking their children to the preschool institution and picking them up from the preschool institution every day after the end of their working hours.

- Regardless of the existence of the legal framework⁷ of parenting in which parents' statuses are defined, helping employees to balance their parenting and work engagement, the involvement of fathers in parenting is still not at a sufficient level. Although the father has a legal right to take over a part of parental leave, in the society in which a patriarchal model is predominant, where the father provides for the family and the mother takes care of the children, this opportunity is very rarely used. Only 17% of the employers stated that there were examples of fathers using parental leave in their companies.
- A large number of the employers (70.3%) supported the proposal to allow parents to take a day off for their child's birthday until the child turns 7 years of age.
- The survey results indicate that frequent sick leaves of working parents for child care present a greater challenge to employers than the absence from work during maternity leave. Frequent and sudden sick leaves the parents take to take care of their sick child are a great challenge for most of the employers because they have to find a quick solution in order to maintain their efficiency and productivity at a satisfactory level, and in order to prevent the disruption of the production process. On the other hand, the employees complain (in their comments) about the problems they have with their employers, and about the lack of understanding by their employers that they face due to frequent sick leaves they have to take when their child is sick.
- Although the employers are aware of the need for improving the child care facilities for preschool children, every other employer is not willing to support financially the establishment and operation of a preschool institution, either alone or in cooperation with the government or local government unit.
- If incentives were provided by the government for the employers that actively implement measures related to balancing work and parenting, most of the employers would opt for tax reliefs. Economic incentives rank second, while measures related to the promotion of the company in the media rank third.

⁷ Labor Law (RS Official Gazette Nos. 24/05, 61/05 and 54/09, Article 94)



- Most of the working parents enrolled their children in a preschool institution located near their home (67%), around 13% of the employees take their children to a kindergarten located near the company where one of the parents works, and 20% of the parents take their children to a preschool institution located elsewhere. The existing location of the preschool institution is acceptable to 74% of the parents, while 26% of them would rather enroll their children in an institution located elsewhere. The second most preferred location of the preschool institution to two thirds of the parents would be a location near their home, and around one third of the parents would rather enroll their child near their company.
- Twenty-seven percent of the working parents did not enroll their child/children in a preschool institution. Responding to the question why their children do not attend a preschool institution, most of the parents (70%) stated that they preferred another way of caring for their child. This high percentage of the parents to whom another way of caring for their child is currently suitable was certainly influenced by the fact that this response was also given by the parents whose children were too young to go to nursery or were still cared for by the parent on a maternity leave. One fifth of the parents failed to enroll their children in a kindergarten because there was no room, while 10% of them stated that they did not have enough money to enroll their child in a preschool institution.
- The children who do not attend a preschool institution are most often cared for by their grandparents (44.4%), the parent who was not employed (25%) or the parent who was on a maternity leave (21.5%). Around 9% of the parents pay a person who takes care of their child.
- The parents cited “excessive number of children in the group” and “mismatch between the working hours of the preschool institution and the company” as the biggest problems concerning preschool institution attendance.
- Almost two thirds of the working parents believe that the existence of a preschool institution (for the employees’ children) which would be located within the company where they work or in its immediate vicinity, would significantly facilitate the balancing of work and parenting.
- The comments given by the working parents are particularly valuable and certainly should be taken into account when defining strategies and adopting measures related to balancing work and parenting. The most frequent comments relate to: insufficient number of preschool institutions, mismatch between the working hours of the preschool institution and the company, problems with caring for children when preschool institutions do not work, while the parents have to work (on afternoons, in summer, on weekends) etc. In addition, many parents believe that parents with small children should have an opportunity to opt for part-time work (four hours, six hours) with a corresponding salary reduction, more days of annual leave, the right to be exempt from overtime work and work at weekends, full salary when



Balancing Work and Parenting

they take sick leave to care for their child etc.

- Regardless of the fact that the survey was aimed at collecting information related to preschool institutions and to the problems faced by parents with children under seven years of age, the parents also pointed to major problems they had related to caring for children of younger school age (1st to 4th grades of primary school). Some parents stated that bigger problems arose when the child started going to school because the children were still too young to go to school (and return from school) alone, that they could not leave them at home alone, that there was no one to care for them when they were on vacation. The solution to some of the problems can also be sought within the existing institutional capacities of preschool and school institutions, with the provision of funds by the government/local government unit/employers, which are necessary for additional engagement of professional personnel in afternoons, at weekends and during school vacations.

In general, the employees expressed a positive view on the survey. Some of the comments clearly point to the necessity for the everyday challenges faced by working parents to be perceived from their perspective as well, to become visible to the wider community, as well as to be recognized and understood by the decision makers:

- *“Such surveys should be organized more often and the views and opinions of working parents, and particularly mothers, should be taken into account.”*
- *“The survey should also be conducted for the children of school age up to the 4th grade, because there is a problem of balancing professional obligations with parental obligations there as well.”*
- *“Someone has finally thought of us, parents with small children.”*



Annex 1

Employer Questionnaire



Подаци прикупљени овим упитником користе се искључиво у сврхе статистичке обраде



Република Србија
КАБИНЕТ МИНИСТРА
БЕЗ ПОРТФЕЉА
ЗАДУЖЕНОГ ЗА ДЕМОГРАФИЈУ
И ПОПУЛАЦИОНУ ПОЛИТИКУ



ПРИВРЕДНА
КОМОРА
СРБИЈЕ



Република Србија
РЕПУБЛИЧКИ ЗАВОД ЗА СТАТИСТИКУ

ИСТРАЖИВАЊЕ О УСКЛАЂИВАЊУ РАДА И РОДИТЕЉСТВА

Упитник за послодавца

Општи подаци

Град/општина _____

Привредни субјект _____ (уписати пун назив) (матични број)

	укупно	мушко	женско
Број запослених			
Број руководилица/менаџера			

Питања

1. Да ли Ваша компанија обезбеђује или је спремна да обезбеди неку врсту финансијске помоћи или погодности запосленим родитељима са предшколском и млађом школском децом

	Обезбеђује		→	Спремна је да обезбеди уз пореске олакшице	
Једнократна финансијска помоћ за рођење детета	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не	→	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не
Једнократна финансијска помоћ за полазак детета у школу	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не	→	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не
Финансијска помоћ за трошкове лечења детета	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не	→	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не
Друга врста помоћи/погодности (уписати) _____					

2. Да ли Ваша компанија обезбеђује или је спремна да обезбеди неку врсту флексибилног радног времена за запослене

	Обезбеђује		→	Спремна је да обезбеди	
Клизно радно време	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не	→	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не
Прерасподела радног времена	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не	→	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не
Рад од куће	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не	→	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не
Могућност избора смене (када је у фирми организован рад у сменама)	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не	→	1 <input type="checkbox"/> Да	2 <input type="checkbox"/> Не
Друго (уписати) _____					

3. Да ли у Вашој компанији постоје примери коришћења родитељског одсуства од стране очева

1 Да 2 Не

4. Да ли бисте подржали предлог да се родитељима обезбеди један дан плаћеног одсуства (слободан дан) за дететов рођендан до навршене седме године

1 Да 2 Не



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5. Да ли међу запосленима у Вашој компанији има жена које спадају у неку од посебно рањивих група

(Могуће је више одговора)

1 Особе са инвалидитетом

3 Ромкиње

2 Самохране мајке

4 Ниједна од наведених група

6. Оцените проблеме које имате због одсуства и/или смањене ефикасности запослених родитеља

(Заокружите једну од понуђених оцена; 1 - не представља ми проблем, 5 - изразито велики проблем)

Дужина породилског одсуства (додатни трошкови везани за прерасподелу посла и/или обуку радника који мења одсутног родитеља)

1	2	3	4	5
---	---	---	---	---

Честа боловања ради неге детета

1	2	3	4	5
---	---	---	---	---

Друго (уписати и оценити) _____

1	2	3	4	5
---	---	---	---	---

7. Ако би стручна анализа показала да је корист од оснивања предшколске установе у оквиру Ваше компаније, или у њеној непосредној близини, била већа од уложених средстава, да ли би Ваша компанија била спремна да самостално или заједно са државом и/или локалном самоуправом финансира оснивање и рад предшколске установе

1 Да, самостално

2 Да, заједно са државом/локалном самоуправом

3 Не

8. Које би мере, по Вашем мишљењу, држава и/или локална самоуправа требало да предузме како би стимулисала или наградила Вашу компанију за активно спровођење мера у вези са усклађивањем рада и родитељства

(Рангирајте понуђене мере од 1 до 3; 1 - најзначајније, 2 - средњег значаја; 3 - најмање значајно)

Пореске олакшице

Економско-подстицајне мере (субвенције, бесповратна средства...)

Медијска промоција породично одговорне компаније

Ранг

9. Уколико сматрате да би нека друга мера стимулативно утицала на компаније да активно спроводе мере у вези са усклађивањем рада и родитељства, молимо Вас да је наведете

Контакт особа

Име и презиме _____

Радно место _____

Телефон /

E-mail _____

НАПОМЕНА: Уколико имате додатна запажања, предлоге или сугестије, молимо Вас да их наведете



Annex 2

Employee Questionnaire



Подаци прикупљени овим упитником користите се искључиво у сврхе статистичке обраде



Република Србија
КАБИНЕТ МИНИСТРА
БЕЗ ПОРТФЕЉА
ЗАДУЖЕНОГ ЗА ДЕМОГРАФИЈУ
И ПОПУЛАЦИОНУ ПОЛИТИКУ



ПРИВРЕДНА
КОМОРА
СРБИЈЕ



Република Србија
РЕПУБЛИЧКИ ЗАВОД ЗА СТАТИСТИКУ

ИСТРАЖИВАЊЕ О УСКЛАЂИВАЊУ РАДА И РОДИТЕЉСТВА

Упитник за запослена лица млађа од 50 година

Град/општина _____

Привредни субјект _____ (уписати пун назив) _____ (матични број)

1. Пол 1 Мушки 2 Женски

2. Година рођења

3. Колико имате укупно година радног стажа

4. Да ли радите на руководећем/менаџерском радном месту 1 Да 2 Не

5. Највиша завршена школа

1 Без школе
2 Непотпуна основна школа
3 Основна школа (8 разреда)
4 Средња школа
5 Виша школа
6 Висока школа
7 Мастер/магистратура
8 Докторат

6. Брачни/партнерски статус

1 Неожењен/неудата
2 Ожењен/удата
3 Удовац/удовица
4 Разведен/разведена
5 Лице живи у ванбрачној заједници

7. Да ли имате децу 1 Да 2 Не → питање 10

8. Број деце

9. Године рођења деце првог детета другог детета трећег детета најмлађег детета

10. Да ли би по Вашем мишљењу неки од видова флексибилног радног времена допринео лакшем усклађивању професионалних и приватних обавеза запослених
(Заокружите једну од понуђених оцена; оцена од 1 до 5; 1 - нема значаја, 5 - највећи значај)

Клизно радно време 1 2 3 4 5

Прерасподела радног времена (различит број сати рада по данима у току једне радне недеље) 1 2 3 4 5

Рад од куће 1 2 3 4 5

Могућност избора смене (када је у фирми организован рад у сменама) 1 2 3 4 5

11. Да ли бисте при избору новог посла дали предност послодавцу који би Вам омогућио флексибилан распоред радног времена (нпр. клизно радно време, рад од куће и др.) 1 Да 2 Не

12. Да ли по Вашем мишљењу треба да постоје посебне погодности које омогућавају запосленим родитељима који имају децу предшколског и млађег школског узраста да лакше ускладе своје породичне и радне обавезе 1 Да 2 Не



Питања за родитеље који имају децу предшколског узраста (млађу од 7 година)

13. Да ли ваше дете иде у предшколску установу

1 Да



2 Једно дете иде, а друго не иде

(Одговорите на питања од 14 до 17)

3 Не



14. Где се налази предшколска установа у коју Ваше дете иде

- 1 У близини стана/куће
 2 У близини фирме у којој ради један од родитеља
 3 На другој локацији

15. Која локација предшколске установе би Вам више одговарала

- 1 Одговара ми постојећа локација
 2 У близини стана/куће
 3 У близини фирме у којој ради један од родитеља
 4 Друга локација

16. Зашто Ваше дете не иде у предшколску установу

- 1 Нема места у предшколској установи
 2 Немам довољно финансијских средстава
 3 Више ми одговара други начин чувања детета

17. На који начин сте организовали чување детета

- 1 Дете чува родитељ који је на породичном одсуству
 2 Дете чува родитељ који није запослен
 3 Дете чува баба, деда, тетка или друго лице (не плаћа се услуга чувања)
 4 Плаћам лице које чува дете

18. Који су по Вашем мишљењу највећи проблеми које имају родитељи у вези са смештајем детета у предшколску установу

(Заокружите једну од понуђених оцена; 1 - не представља ми проблем, 5 - изразито велики проблем)

Неусклађеност радног времена предшколске установе и фирме

1 2 3 4 5

Превелик број деце у групи

1 2 3 4 5

Незадовољавајући квалитет образовно-васпитног програма

1 2 3 4 5

Незадовољавајући услови смештаја

1 2 3 4 5

Висока цена смештаја

1 2 3 4 5

19. Ако би у оквиру Ваше фирме или у њеној непосредној близини била отворена предшколска установа у коју би ишло Ваше дете, да ли би Вам то значајно олакшало усклађивање рада и родитељства

1 Да

2 Не

НАПОМЕНА: Уколико имате додатна запажања, предлоге или сугестије, молимо Вас да их наведете



Annex 3

Tables – Employers



Table 1 Employers by the number of employees and managers, by gender

	Total	Number of employees			Number of managers/менаџера		
		total	male	female	total	male	female
Total	330	126244	77521	48723	6943	4474	2469
Companies	241	108758	71040	37718	5175	3605	1570
Financial institutions	23	11768	3941	7827	1104	550	554
Local government	66	5718	2540	3178	664	319	345

Table 2 Employers by the number of employees and managers, by gender (in %)

	Total	Number of employees			Number of managers/менаџера		
		total	male	female	total	male	female
Total	100	100	61.4	38.6	100	64.4	35.6
Companies	73.0	100	65.3	34.7	100	69.7	30.3
Financial institutions	7.0	100	33.5	66.5	100	49.8	50.2
Local government	20.0	100	44.4	55.6	100	48.0	52.0

Table 3 Employers by the average number of employees and by the average number of managers per 100 employees

	Average number of employees	Average number of managers per 100 employees
Total	383	5.5
Companies	451	4.8
Financial institutions	512	9.4
Local government	87	11.6



Table 4 Provision of financial assistance to employees

	Employer provides financial assistance			In %		
	total	yes	no	total	yes	no
Total						
One-time birth grant	330	92	238	100	27.9	72.1
One-time financial assistance for starting school	330	18	312	100	5.5	94.5
Financial assistance for the costs of medical treatment of children	330	157	173	100	47.6	52.4
Companies						
One-time birth grant	241	45	196	100	18.7	81.3
One-time financial assistance for starting school	241	9	232	100	3.7	96.3
Financial assistance for the costs of medical treatment of children	241	102	139	100	42.3	57.7
Financial institutions						
One-time birth grant	23	7	16	100	30.4	69.6
One-time financial assistance for starting school	23	2	21	100	8.7	91.3
Financial assistance for the costs of medical treatment of children	23	14	9	100	60.9	39.1
Local governments						
One-time birth grant	66	40	26	100	60.6	39.4
One-time financial assistance for starting school	66	7	59	100	10.6	89.4
Financial assistance for the costs of medical treatment of children	66	41	25	100	62.1	37.9



Table 5 Employers' willingness to provide financial assistance while getting tax reliefs

	Employers' willingness to provide financial assistance while getting tax reliefs			In %		
	Total	Yes	No	Total	Yes	No
Total						
One-time birth grant	238	136	102	100	57.1	42.9
One-time financial assistance for starting school	312	157	155	100	50.3	49.7
Financial assistance for the costs of medical treatment of children	173	123	50	100	71.1	28.9
Companies						
One-time birth grant	196	116	80	100	59.2	40.8
One-time financial assistance for starting school	232	127	105	100	54.7	45.3
Financial assistance for the costs of medical treatment of children	139	106	33	100	76.3	23.7
Financial institutions						
One-time birth grant	16	11	5	100	68.8	31.3
One-time financial assistance for starting school	21	7	14	100	33.3	66.7
Financial assistance for the costs of medical treatment of children	9	8	1	100	88.9	11.1
Local governments						
One-time birth grant	26	9	17	100	34.6	65.4
One-time financial assistance for starting school	59	23	36	100	39.0	61.0
Financial assistance for the costs of medical treatment of children	25	9	16	100	36.0	64.0



Other type of financial assistance or benefit provided by employers

Companies	Payment of funds as one-time assistance to parents of a child with disability.
	Baby supply package for childbirth
	Interest-free loans
	Payment of funds for the purchase of New Year's gifts
	Medical treatment of employees and their family members, assistance in the event of death of a family member
	New Year's gifts for the children of employees up to the age of 10
	New Year's gifts for children
	Provides a backpack for each child that starts the first grade
	We provide a bag and school supplies to employees whose children start the first grade of primary school. We also send a gift to our employees when they get a child
	New Year's gifts for children up to 10 years of age
	Gift for starting school, gift for childbirth
	Family assistance on various bases in line with the corporate by-laws
	Financial assistance is provided based on the employee's written request!
	Private health insurance for the whole family
	Death, injuries, natural disasters
	Solidarity aid
	Grants and, very often, loans are granted upon request, mostly when they relate to medical treatment
	Solidarity aid for the costs of medical treatment of employees
	Solidarity aid to employees for the costs of treatment
	Scholarships for child education for single parents, New Year's gifts for children up to 15 years of age, a paid day off under our Collective Bargaining Agreement when the child starts school
	Scholarships for child education (primary school, secondary school, university)
	Scholarships
	In the event of death of an immediate family member, loans for heating fuel and similar, to be repaid in 6 monthly instalments; payment for 8 March to female employees
	The types of financial assistance provided to our employees are defined by the Special Collective Bargaining Agreement (SBA) signed between the RS Government and the Trade Union of the electric Power Industry of Serbia
	New Year's gifts
	Paid leave according to the SBA provisions
	Paid leave of 7 working days in case of severe sickness of the child
	Assistance to kindergarten to purchase education equipment
	Assistance in the event of death of a family member
	Scholarships for employees' children
	Education of the children of deceased employees until they turn 26 years of age, and the children of employees in dire financial situation are entitled to a one-time assistance to purchase school supplies up to RSD 10,000
	Interest-free loan for the purchase of textbooks and school supplies
	One day of annual leave for each child up to the age of 15; New Year's gifts for children up to the age of 8
	One-time cash assistance in the event of death of a family member
	One-time loan to purchase textbooks and heating fuel (at the beginning of a school year)
	Based on our Operating Rulebook, a cash assistance is provided for in this context as solidarity aid in the amount of maximum RSD 100,000.00 in case of disability of an employee, his/her spouse or child
	New Year's gifts for children up to 10 years of age
	Provides private health insurance
	A day off for the parent when the child starts the first grade of primary school.
	Providing scholarships to the children of deceased employees while they receive education, without the obligation of employing them; in case of severe sickness, company assistance would be certain
Participating in the costs of transportation of employees' children – school trip	
Vouchers for each employee's new baby	
Leaving work when the child gets sick	
Paid leave in the event of wife's delivery or child adoption and in the event of severe sickness of an immediate family member	



Other type of financial assistance or benefit provided by employers

Financial institutions	New Year's benefit (gifts for children)
	New Year's gift
	Solidarity aid (financial assistance for the costs of treatment, surgery, medical devices and medicines not provided by health insurance), New Year's gifts for children
	All permanent employees as well as their children up to 26 years of age have additional private health insurance paid by the Bank
	Employee is entitled to paid leave when his/her child starts school (1 working day)
	If an employee requests solidarity aid for child treatment, he/she can receive it
Local government units	Funeral costs
	Solidarity aid in accordance with the law
	A EUR 480 scholarship for attending the mental arithmetic program
	Two days of paid leave for a child starting the first grade, in accordance with the Collective Bargaining Agreement
	Solidarity aid to employees and members of their immediate family upon the employee's request
	The assistance for the costs of medical treatment may be obtained through solidarity aid
	Assistance for medical treatment of the employee or an immediate family member
	All grants are in line with the Annex to the Special Collective Bargaining Agreement for the government bodies
Days off for a child starting school	

**Table 6** Employers' responses to the question regarding flexible working arrangements

	Employers provide flexible working arrangements			In %		
	total	yes	no	total	yes	no
Total						
Staggered start and finish times	330	72	258	100	21.8	78.2
Accrued time	330	110	220	100	33.3	66.7
Work from home	330	33	297	100	10.0	90.0
Possibility of choosing shifts (when work in the company is organized in shifts)	330	126	204	100	38.2	61.8
Companies						
Staggered start and finish times	241	57	184	100	23.7	76.3
Accrued time	241	99	142	100	41.1	58.9
Work from home	241	27	214	100	11.2	88.8
Possibility of choosing shifts (when work in the company is organized in shifts)	241	117	124	100	48.5	51.5
Financial institutions						
Staggered start and finish times	23	12	11	100	52.2	47.8
Accrued time	23	3	20	100	13.0	87.0
Work from home	23	4	19	100	17.4	82.6
Possibility of choosing shifts (when work in the company is organized in shifts)	23	4	19	100	17.4	82.6
Local governments						
Staggered start and finish times	66	3	63	100	4.5	95.5
Accrued time	66	8	58	100	12.1	87.9
Work from home	66	2	64	100	3.0	97.0
Possibility of choosing shifts (when work in the company is organized in shifts)	66	5	61	100	7.6	92.4



Table 7 Employers' willingness to introduce different types of flexible working arrangements

	Flexible working arrangements			In %		
	total	yes	no	total	yes	no
Total						
Staggered start and finish times	258	85	173	100	32.9	67.1
Accrued time	220	72	148	100	32.7	67.3
Work from home	297	62	235	100	20.9	79.1
Possibility of choosing shifts (when work in the company is organized in shifts)	204	51	153	100	25.0	75.0
Companies						
Staggered start and finish times	184	58	126	100	31.5	68.5
Accrued time	142	44	98	100	31.0	69.0
Work from home	214	44	170	100	20.6	79.4
Possibility of choosing shifts (when work in the company is organized in shifts)	124	38	86	100	30.6	69.4
Financial institutions						
Staggered start and finish times	11	8	3	100	72.7	27.3
Accrued time	20	8	12	100	40.0	60.0
Work from home	19	6	13	100	31.6	68.4
Possibility of choosing shifts (when work in the company is organized in shifts)	19	3	16	100	15.8	84.2
Local governments						
Staggered start and finish times	63	19	44	100	30.2	69.8
Accrued time	58	20	38	100	34.5	65.5
Work from home	64	12	52	100	18.8	81.3
Possibility of choosing shifts (when work in the company is organized in shifts)	61	10	51	100	16.4	83.6



Employers' comments on flexible working arrangements

Companies	The employer's business activity does not allow the application of the proposal
	When possible, the employees mutually agree on shifts
	There is no possibility of staggered start and finish times or accrued time
	Our production is organized in shifts
	Work from home is allowed when an employee is unable to come to work in person and there are duties that he/she must finish. As for individual employees (jobs), maybe we could consider staggered start and finish times.
	It is the nature of our business.
	WORK FROM HOME / OCCASIONALLY COMING TO THE COMPANY AS NEEDED
Financial institutions	The company only works in one shift
	Part-time work is available
Local self-government units	The reception unit operates in shifts
	The parents have not yet expressed interest in flexible working arrangements
	In accordance with the law
	The municipal administration tries to identify the needs of employees concerning children and family.

Table 8 Father taking parental leave

	Fathers taking parental leave			In %		
	total	yes	no	total	yes	no
Total	330	57	273	100	17.3	82.7
Companies	241	44	197	100	18.3	81.7
Financial institutions	23	7	16	100	30.4	69.6
Local government	66	6	60	100	9.1	90.9

Table 9 Employers' views on paid leave (a day off) for the birthday of the employee's child up to the age of 7

	Day off			In %		
	total	yes	no	total	yes	no
Total	330	232	98	100	70.3	29.7
Companies	241	158	83	100	65.6	34.4
Financial institutions	23	15	8	100	65.2	34.8
Local government	66	59	7	100	89.4	10.6



Table 10 Employing vulnerable groups of women

Vulnerable groups of women	No. of employers	In %
Total	330	100
Only persons with disabilities	21	6.36
Only single mothers	114	34.55
Only Roma women	3	0.91
Persons with disabilities and single mothers	62	18.79
Persons with disabilities and Roma women	1	0.30
Persons with disabilities, single mothers and Roma women	28	8.48
Single mothers and Roma women	14	4.24
None of the groups mentioned	87	26.36
Companies	241	100
Only persons with disabilities	18	7.47
Only single mothers	74	30.71
Only Roma women	3	1.24
Persons with disabilities and single mothers	43	17.84
Persons with disabilities and Roma women	1	0.41
Persons with disabilities, single mothers and Roma women	25	10.37
Single mothers and Roma women	14	5.81
None of the groups mentioned	63	26.14
Financial institutions	23	100
Only persons with disabilities	-	-
Only single mothers	7	30.43
Only Roma women	-	-
Persons with disabilities and single mothers	7	30.43
Persons with disabilities and Roma women	-	-
Persons with disabilities, single mothers and Roma women	1	4.35
Single mothers and Roma women	-	-
None of the groups mentioned	8	34.78
Local government	66	100
Only persons with disabilities	3	4.55
Only single mothers	33	50.00
Only Roma women	-	-
Persons with disabilities and single mothers	12	18.18
Persons with disabilities and Roma women	-	-
Persons with disabilities, single mothers and Roma women	2	3.03
Single mothers and Roma women	-	-
None of the groups mentioned	16	24.24



Balancing Work and Parenting

Table 11 Employers' assessments regarding the problems that they have due to leaves and/or decreased efficiency of working parents

	Total	1 (no problem)	2	3	4	5 (very big problem)
Total						
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	330	174	46	70	23	17
Frequent sick leaves for child care	330	116	63	95	32	24
		In %				
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	100	52.7	13.9	21.2	7.0	5.2
Frequent sick leaves for child care	100	35.2	19.1	28.8	9.7	7.3
Companies						
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	241	130	30	48	19	14
Frequent sick leaves for child care	241	83	48	64	26	20
		In %				
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	100	53.9	12.4	19.9	7.9	5.8
Frequent sick leaves for child care	100	34.4	19.9	26.6	10.8	8.3
Financial institutions						
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	23	6	5	9	3	0
Frequent sick leaves for child care	23	3	7	10	3	0
		In %				
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	100	26.1	21.7	39.1	13.0	0.0
Frequent sick leaves for child care	100	13.0	30.4	43.5	13.0	0.0
Local government						
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	66	38	11	13	1	3
Frequent sick leaves for child care	66	30	8	21	3	4
		In %				
Duration of maternity leave (additional costs related to work redistribution and/or training the employee who substitutes for the absent parent)	100	57.6	16.7	19.7	1.5	4.5
Frequent sick leaves for child care	100	45.5	12.1	31.8	4.5	6.1



Employers' comments on the problems that they have due to leaves and/or decreased efficiency of working parents

Companies	Absence from work because of the child or for other reasons
	Providing a substitute for new mothers
	Increase in sick leaves for special child care
	Sick leave up to 30 days
	Frequent sick leaves of employees with incorrect sick leave codes
	Neglecting the job
	Abuse of sick leaves
Financial institutions	Parents distracted during work in the event of parent sickness
	Abuse of sick leaves, when the employee extends his/her sick leave with the sick leave for his/her child and thus does not come to work for months, and the government authorities do not prevent such situations despite our written reports to the Republic Health Insurance Fund and the Health Inspectorate

Table 12 Employers' views on the establishment of a preschool institution within the company or in its immediate vicinity

	Is the employer willing to fund the establishment and operation of a preschool institution				In %			
	total	yes	yes, together with the government/local government unit	no	total	yes	yes, together with the government/local government unit	no
Total	330	8	153	169	100	2,4	46,4	51,2
Companies	241	2	109	130	100	0,8	45,2	53,9
Financial institutions	23	-	9	14	100	-	39,1	60,9
Local government	66	6	35	25	100	9,1	53,0	37,9



Balancing Work and Parenting

Table 13 Employers' views on stimulating and rewarding the companies that actively implement measures related to balancing work and parenting

	Total	Tax reliefs	Economic incentives	Media promotion of company	In %		
					Tax reliefs	Economic incentives	Media promotion of company
Total	330	330	330	330	100	100	100
First	330	185	113	32	56.1	34.2	9.7
Second	330	114	186	30	34.5	56.4	9.1
Third	330	31	31	268	9.4	9.4	81.2
Companies	241	241	241	241	100	100	100
First	241	146	74	21	60.6	30.7	8.7
Second	241	78	145	18	32.4	60.2	7.5
Third	241	17	22	202	7.1	9.1	83.8
Financial institutions	23	23	23	23	100	100	100
First	23	11	8	4	47.8	34.8	17.4
Second	23	8	9	6	34.8	39.1	26.1
Third	23	4	6	13	17.4	26.1	56.5
Local government	66	66	66	66	100	100	100
First	66	28	31	7	42.4	47.0	10.6
Second	66	28	32	6	42.4	48.5	9.1
Third	66	10	3	53	15.2	4.5	80.3



Other employers' comments

Companies	Building a kindergarten within the company
	When it comes to children, there is full understanding in our company by the director and other managers. Our employees can freely be absent from work, without any sanctions, and dedicate themselves to their children in the role of parents.
	I think that the government should pay the benefits directly to pregnant women and new mothers, while their rights and obligations in the company should be dormant in that period.
	IMPROVING THE CITIZENS' STANDARD OF LIVING
	The working hours of preschool institutions should be matched with the employers' working hours
	Above all, people should be incentivized to have children!!!!
	The government should take the responsibility to immediately pay maternity benefits, and not to make us wait for the refund
	Application of recruitment prohibition interrupted, with restricted recruitment of expert personnel (aeronautical-technical profession) aged between 20 and 40 who already have two or more children.
	In the event of establishment of a preschool institution within the company, we think that the (permanent) engagement of a pediatrician and occupational health doctor (as well as one or two medical technicians) within the company would have a strong positive impact.
	Media support in the form of a visit to the company by the RS Government representatives.
ASSISTANCE FOR PURCHASE OF BABY SUPPLIES, ASSISTANCE WITH BABY HEALTH CARE	
Most of the proposals are not viable in the conditions where business units are located away from the employer's head office	
The employees have a big problem with enrolling their children in kindergartens; they often drive them as many as 20 km one way and 20 km the other way and struggle to arrive at work on time. Why is projecting the number of places (and kindergartens) according to birth registers such a big problem?	
Unsatisfactory treatment of parents with preschool children by employers (particularly in the private sector), as well as in local government units; amend and improve the legislation in this area; greater financial support at all levels.	
Since our business is the maintenance of hygiene in facilities, and since the contracts with the clients are concluded for a one-year period, this means that the place of work of our employees changes, so many of the proposals mentioned are hard to implement in our case (a kindergarten near the workplace, working hours)	
MAXIMUM EFFORTS SHOULD BE INVESTED IN ADDRESSING THE PROBLEM OF DEMOGRAPHICS AND THE ENGAGEMENT OF LOCAL COMMUNITIES	
***** is a medium-sized enterprise but has a small number of children up to 7 years of age, only 19, and only 1 of preschool age	
There are limitations for public funds beneficiaries prescribed by the budget laws in connection with any form of spending public funds.	
There have so far been no strictly defined rules in connection with the topics mentioned, but we are willing to participate in the development of measures for balancing work and parenting with incentives.	
Financial institutions	A legal framework and incentives so that mothers can use staggered start and finish times and accrued time
Local government units	Measures for promoting births
	The status of mothers after the expiry of maternity leave and sick leave for child care and special child care has been improved by the Labor Law, as well as by the Law on Financial Assistance to Families with Children and the City decision ***** determined the rights implementing population ...
	Incentivizing employers with subsidies in the area of obligations arising from employment, in order to increase the employment rate.
	The municipal administration is an administrative body and not a corporate body, so the consideration of the status of employees beyond the scope of legislation is not possible
	Question 7. Note: There already is a preschool institution in the immediate vicinity of the building of the local government unit.



Annex 4

Tables - Employees



Table 1. Employees by gender and age

	Total	Age			Average age
		under 30	30-39	40 and over	
Total	3918	244	2472	1202	37,03
Male	2075	114	1241	720	37,49
Female	1843	130	1231	482	36,53
In %					
Total	100	6.2	63.1	30.7	
Male	100	5.5	59.8	34.7	
Female	100	7.1	66.8	26.2	

Table 2. Employees by gender and years of service

	Total	Years of service					Average years of service
		Fewer than 5	5-9	10-14	15-19	20 and over	
Total	3918	366	1147	1402	656	347	11,25
Male	2075	145	585	707	386	252	12,01
Female	1843	221	562	695	270	95	10,40
In %							
Total	100	9.3	29.3	35.8	16.7	8.9	
Male	100	7.0	28.2	34.1	18.6	12.1	
Female	100	12.0	30.5	37.7	14.7	5.2	

Table 3. Employees by gender and management post

	Manager			Manager		
	total	yes	no	total	yes	no
Total	3918	826	3092	100	21,08	78,92
Male	2075	470	1605	100	22,65	77,35
Female	1843	356	1487	100	19,32	80,68



Table 4. Employees by gender and the highest qualification attained

	Highest qualification level							
	total	incomplete primary school	primary school	secondary school	post-secondary school	university	MA/MSc	PhD
Total	3918	5	62	1450	438	1412	537	14
Male	2075	5	42	939	214	607	257	11
Female	1843	0	20	511	224	805	280	3

Table 4a. Employees by gender and the highest qualification attained, in %

	Highest qualification level							
	total	incomplete primary school	primary school	secondary school	post-secondary school	university	MA/MSc	PhD
Total	100	0.1	1.6	37.0	11.2	36.0	13.7	0.4
Male	100	0.2	2.0	45.3	10.3	29.3	12.4	0.5
Female	100	-	1.1	27.7	12.2	43.7	15.2	0.2

Table 5. Employees by gender and marital/partnership status

	Marital/partnership status					
	total	single	married	widow/widower	divorced	person living in a domestic partnership
Total	3918	112	3437	19	129	221
Male	2075	36	1895	3	49	92
Female	1843	76	1542	16	80	129

Table 5a. Employees by gender and marital/partnership status, in %

	Marital/partnership status					
	total	single	married	widow/widower	divorced	person living in a domestic partnership
Total	100	2.9	87.7	0.5	3.3	5.6
Male	100	1.7	91.3	0.1	2.4	4.4
Female	100	4.1	83.7	0.9	4.3	7.0



Table 6. Employees with and without children

	Total	Have children	Do not have children	Total, %	Have children, %	Do not have children, %
Total	3918	3837	81	100	97,9	2,1

Table 7. Employees with children, by the number of children

	total	Number of children					Average no. of children
		one child	two	three	four	five	
Total	3837	1616	1813	354	45	9	1,7
In %							
Total	100	42.1	47.3	9.2	1.2	0.2	

Table 8. Children by age

	Total	Age of children						
		Under 1 year	1 - 3	4 - 6	7 - 10	11-14	15-17	18 and more
Total	6529	86	1899	2119	1528	543	189	165
In %								
Total	100	1,3	29,1	32,5	23,4	8,3	2,9	2,5

Table 9. Employee ratings – contribution of different types of flexible working arrangements to easier balancing of professional and private obligations

	Total	Ratings				
		1 (no importance)	2	3	4	5 (highest importance)
Staggered start and finish times	3918	921	211	664	692	1430
Accrued time (different number of working hours per day during one working week)	3918	1114	354	772	692	986
Work from home	3918	1354	328	659	553	1024
Possibility of choosing shifts (when work in the company is organized in shifts)	3918	1174	248	604	539	1353



Balancing Work and Parenting

Table 9a. Employee ratings – contribution of different types of flexible working arrangements to easier balancing of professional and private obligations, in %

	Total	Оцене				
		1 (no importance)	2	3	4	5 (highest importance)
Staggered start and finish times	100	23.5	5.4	16.9	17.7	36.5
Accrued time (different number of working hours per day during one working week)	100	28.4	9.0	19.7	17.7	25.2
Work from home	100	34.6	8.4	16.8	14.1	26.1
Possibility of choosing shifts (when work in the company is organized in shifts)	100	30.0	6.3	15.4	13.8	34.5

Table 10. Employees' views – impact of flexible working arrangements on the decision to accept a new job

	Preference when choosing a new job			Preference when choosing a new job, %		
	total	yes	no	total	yes	no
Total	3918	3101	817	100	79.1	20.9
Male	2075	1587	488	100	76.5	23.5
Female	1843	1514	329	100	82.1	17.9

Table 11. Employees' views on whether there should be special benefits for parents with small children to facilitate their balancing family and professional obligations

	Special benefits			Special benefits %		
	Total	Yes	No	Total	Yes	No
Total	3918	3692	226	100	94.2	5.8
Male	2075	1928	147	100	92.9	7.1
Female	1843	1764	79	100	95.7	4.3



Employees with preschool children (below the age of 7)

Table 12. Employees with preschool children, by child enrolment in preschool institutions

	Total	Child/children enrolled in a preschool institution	One child enrolled and the other not	Child/children not enrolled in a preschool institution
Total	3626	2313	338	975
In %				
Total	100	63,8	9,3	26,9

Table 13. Employees whose children attend a preschool institution by location of the preschool institution

	Total	%
Total	2651	100
Near the home	1777	67,0
Near the company where one of the parents works	347	13,1
Located elsewhere	527	19,9

Table 14. Employees whose children attend a preschool institution by desirable location of the preschool institution

	Total	%
Total	2651	100
The current location suits me	1952	73.6
Near the home	464	17.5
Near the company where one of the parents works	222	8.4
Located elsewhere	13	0.5



Table 15. Employees whose children do not attend a preschool institution, by reason why children are not enrolled in a preschool institution

	Total	%
Total	975	100
No room in the preschool institution	193	19.8
I do not have enough money	102	10.5
I prefer another way of caring for my child	680	69.7

Table 16. Employees whose children do not attend a preschool institution, by the way of organizing care for their children

	Total	%
Total	975	100
The child is cared for by the parent who is on maternity leave	210	21.5
The child is cared for by the parent who is unemployed	244	25.0
The child is cared for by a grandparent, aunt or another person (the care service is free)	433	44.4
The parents pay a person who cares for the child	88	9.1

Table 17. Employees' ratings – problems concerning preschool institution attendance

	Total	1 (not a problem)	2	3	4	5 (very big problem)
Mismatch between the working hours of the preschool institution and the company	3626	1319	327	533	444	1003
Excessive number of children in the group	3626	1081	311	726	528	980
Unsatisfactory quality of the curriculum	3626	1355	560	897	448	366
Unsatisfactory conditions in the facility	3626	1414	589	839	436	348
High price	3626	1451	563	717	372	523



Table 17a. Parent ratings – problems concerning preschool institution attendance, in %

	Total	1 (not a problem)	2	3	4	5 (very big problem)
Mismatch between the working hours of the preschool institution and the company	100	36.4	9.0	14.7	12.2	27.7
Excessive number of children in the group	100	29.8	8.6	20.0	14.6	27.0
Unsatisfactory quality of the curriculum	100	37.4	15.4	24.7	12.4	10.1
Unsatisfactory conditions in the facility	100	39.0	16.2	23.1	12.0	9.6
High price	100	40.0	15.5	19.8	10.3	14.4

Table 18. Employees' views – whether the existence of a preschool institution within the company or in its immediate vicinity significantly facilitates the balancing of work and parenting

	Total	Yes	No
Total	3626	2374	1252
Parents with a child/children enrolled in a PSI	2313	1380	933
Parents with one child enrolled, the other not enrolled	338	228	110
Parents with a child/children not enrolled in a PSI	975	766	209
In %			
Total	100	65.5	34.5
Parents with a child/children enrolled in a PSI	100	59.7	40.3
Parents with one child enrolled, the other not enrolled	100	67.5	32.5
Parents with a child/children not enrolled in a PSI	100	78.6	21.4



Annex 5

Employees' Comments



Employees whose children attend a preschool institution

All workshops organized at the kindergarten, in which parents are invited to participate, are held at around 3 p.m. on workdays; parents' working hours from 9 until 5 p.m. are completely incompatible with the young child's schedule, meaning that you only have a couple of hours to spend with the child...

Respect of employees' working hours on the part of the employer and/or adjustment of the working hours by extending the time when it is possible to collect the child from kindergarten to 6 p.m.; more varied and higher quality food for children; more hours of physical activity for children

Preschool institutions-kindergartens- poor conditions, excessive number of children in the kindergarten, unhygienic, poor quality of education, lack of activities outside of the institution- outdoor physical activity of children

Paying attention to the employer's treatment of an employee returning from maternity leave; working at a shopping center until 10 p.m., when there are other posts in the company with "normal" working hours; coming to work early and leaving late...

If we set aside the fact that without "pulling a few strings" we cannot get into a kindergarten, which we barely managed to do, the real issue and problem here is not on the list. What about parents who work different shifts and on Saturdays? Who will wait for those children, who will take them to and pick them up from the kindergarten and when?

A good idea would be for all kindergartens to have a SECURE, fenced off and well-lit yard with CCTV. Sometimes the kindergarten staff find drug addicts' used syringes and needles...

A good idea would be to reintroduce staggered start and finish times that once existed

A good idea would be to have a law mandating that mothers with children under the age of 10 are entitled to choose to work at the company for 4h or 6h a day (e.g. Slovenia where women who have small children, also have the right to work fewer hours). Of course, the pay should be determined proportionally...

IT WOULD BE NICE IF CERTIFICATES RELATED TO THE MONTHLY PAYMENT OF PRIVATE KINDERGARTENS FOR FEE REIMBURSEMENT COULD BE SENT ELECTRONICALLY, WE DON'T UNDERSTAND WHY THEY ARE ADDING INSULT TO INJURY IF THE CHILD IS ILL AND HAS TO STAY AT HOME, IF WE DON'T HAVE GRANDPARENTS TO HELP OUT

Shorter, 6-hour working day would be convenient.

Better conditions for single parents

In order to get into a preschool institution, as an average Joe, you have to grease a lot of palms. Besides the same goes for any institution in this country, starting from the issuance of personal IDs.



Employees whose children attend a preschool institution (continued)

The government should make it possible for parents to have a higher standard of living, so that parents can ensure a better and happier childhood, education etc., for their children.

THE GOVERNMENT, I.E. POLITICIANS, SHOULD CARE MORE ABOUT CHILDREN IN ALL REGARDS.

If the kindergarten were not close to my home I would like it to be close to my place of work. But we work in shifts, so it is certainly better for the institution to be close to home whereas for some parents a better solution would certainly be for the institution to be close to their place of work.

Young mothers and single mothers should be provided with greater flexibility in the workplace, with regard to working hours and other obligations. They should also be provided with some financial support. Special work benefits. More days of annual leave. It should be easier for them to take sick leave for the children

The law should be amended to ban work in shifts for mothers of children under the age of 3.

Every third (and each subsequent) child should be exempted from payment of 100% of kindergarten and preschool fees with the aim of increasing the birth rate.

Children who attend nurseries are exposed to stress during the adjustment period. An additional source of stress is the fact that teachers in charge of the group only tend to it from 7.30 a.m. until 1.30 p.m. and my working hours are from 7 a.m. until 3 p.m. so the child is in a combined group for a certain period of time...

Our child attends a private kindergarten because our application to a state kindergarten was turned down so my problems are not with overcrowded groups of children or poor conditions in the facility, but the high price of the private kindergarten which costs 31,000. A major issue is that parents have to pay the full price even when the child is absent...

The government should punish those employers who fire women who become pregnant by imposing very high fees and even by shutting down of the company in question to deter others from ever thinking of doing that...

The overarching problem is the issue of working hours, so children are mostly brought up by their grandparents and not by their parents. The lack of time for parents to devote themselves to their children and the preservation of the family...

The main problem does not lie in the location of preschool institutions but in the incompatibility between parents' and the institutions' working hours. Although I believe that since all of us employed today in the private sector work all day long, staggered start and finish times or accrued time would mean more.

I would like to emphasize that the provision of one-off financial aid does not really lessen the burden on working parents, but rather on socially marginalized groups. Personally, I would have a third child if I had the possibility of spending more than 45 minutes with him/her a day...

Ideally, companies would have the possibility of opening kindergartens (preschool institutions) as part of their operations. In such a way parents would always come to work on time and they would not have to leave work early in order to arrive in time to pick up their child from kindergarten at a different location...

Ideally, a law would be passed granting women with small children the possibility of working shorter hours, the right to choose whether they wish to work 4, 6 or 8 hours a day. Of course, they should be protected against layoffs and mobbing in connection to their choice...



Employees whose children attend a preschool institution (continued)

I have a female friend who has 4 children, and when I asked her what kind of support on the part of the government, society, would make the greatest difference in her life, she told me that in the period of time while her children were small, she would benefit most from shorter working hours, even if that would mean accepting a commensurate pay cut.

I have a couple of suggestions regarding the work of and enrolment of children in a kindergarten. The process of children's enrolment in a kindergarten is very difficult, the children who are admitted are those whose parents pulled strings with certain people in the kindergarten, teachers or managers, and that has always been and will forever remain so...

There is a kindergarten across the street from my building, but it does not include a nursery. According to current rules, if my child is enrolled in a state nursery which is further away from my home, once it is of kindergarten-age, the child has to continue attending the kindergarten in which it attended nursery - I cannot take him somewhere else...

I know from personal experience that it is very difficult to get a child admitted into the desired kindergarten (close to one's home), because there is no room, so I took my child for a year to Zvezdani Gaj, which is 12 km away from the apartment until transfer became possible.

I am able to work from home, and the kindergarten is located 50 meters away from my home, so I am completely happy regarding this subject, I have no complaints.

One of my two children attends a state kindergarten and the other a private kindergarten

When it comes to the mismatch between the working hours of the preschool institution and the company, I am referring to all the workshops and parents' meetings, at least 5 of them a year, being held between 3 p.m. and 4 p.m., making them impossible to visit due to parents' working hours lasting from 9 a.m. to 5 p.m.

As I have a young child of school age I would like to note that there is a much greater problem there because children are not yet self-sufficient enough to be home alone, and the after-school care at school does not have the adequate working hours, there is an excessive number of children...

How do we ensure that the employer respects the working hours agreed upon (in line with the contract)

On question number 19: the reason why the answer is NO is that the starting point should not be whether the preschool institution is close to the company but rather how much time the parents spend at work. The compatibility of the working hours of preschool institutions and their proximity...

A complicated and lengthy procedure for enrolling a child in a kindergarten. There is not enough room for all the children, which implies a lower standard of work with children and their care

Mothers of children under the age of 3 should only work the first shift or shorter working hours

Mothers with children under the age of 3 should not spend more than 4 hours at work, while mothers with children that are 4 to 7 years old should not spend more than 6 hours at work. The child development period leading up to preschool age is of particular importance...

For me personally, the biggest problem was the inability to prove that I am a single mother, and therefore I had difficulties enrolling my child in the kindergarten and I was not given any benefits or financial relief in the process – instead, I pay the full price

I think that in this day and age striking a balance between parenting and professional obligations is very difficult. Therefore I think that by adjusting working hours for women-mothers maybe a better outcome would be achieved with regard to the raising and education of children because I do think that, apart from their professional calling, women ...

I think that parents with three or more children need to receive financial support from the government until their youngest child attains majority regardless of their financial situation, in order to raise children more easily and set an example to the rest of the youth to get married, have children...

I think that parents with young children benefit most from working the first shift because of its compatibility with preschool institutions



Employees whose children attend a preschool institution (continued)

I think that the system is not properly dealing with the issue of children's illnesses and absence from work, especially when it comes to serious illnesses and surgery where the parents' presence is mandatory, because at such times the parent has to be on sick leave and loses...

I think that kindergartens should not have a big break during the summer

The possibility of improving the situation of mothers with three or more children; this would apply to the employees' working hours if shorter working hours are possible. Government benefits for mothers with three or more children in the form of provision of aid aimed at mothers with a view to countering the fall in the birth-rate...

My child attends a kindergarten that is close to the company for which I work. Considering that commuting to work takes me 30-45 minutes going one way, I can say with certainty that a kindergarten located within the company would at the same time present an advantage and a disadvantage. The advantage is that I can spend those 1 to 1.5 hours a day with my child...

My view is that our preschool institutions are very well organized and that the conditions they offer are very good bearing in mind the level of teachers' earnings and low investments generally made in the facilities...

Perhaps one of the biggest problems lies in the employers' lack of empathy for parents and mothers with children, especially young children, as well as the violation of workers' basic rights!

Maybe, in future, companies that are able should open something like a day-care center for employees' children. Namely akin to a kindergarten within the company for employees' children

On the subject of balancing work with parenting, I would emphasize the flexibility of working hours, as well as the understanding on the part of the employer of parents' obligations (especially single parents') towards the child in that state of life (preschool-age children as well as children attending lower grades of primary school)

The biggest problem is that parents employed by banks work until 5 p.m., most often do not leave work before 6-7 p.m., and state kindergartens work until 4.30 p.m. Unfortunately, for those reasons we are forced to enroll our children in private kindergartens on which we spend more than 60% of our earnings.

Working on Saturdays is the biggest problem

THE BIGGEST PROBLEM WITH PRESCHOOL INSTITUTIONS IS THEIR INSUFFICIENT CAPACITY, WHICH IS PRECISELY THE QUESTION THAT WAS NOT OFFERED IN THIS QUESTIONNAIRE AND I THINK THAT EVERYONE FILLING IN THIS QUESTIONNAIRE WOULD AGREE WITH ME.

The biggest problem for working parents who work in shifts is the mismatch between the parents' working hours with the time the child spends in kindergarten or in school. When it comes to my family in particular, both my husband and I work in shifts, as well as on weekends and holidays...

What would be of the greatest assistance to me would be to have the possibility of free parking of my vehicle close to the company and then also having a kindergarten close to work. Since I don't have the possibility of parking, the father picks up the child and having the kindergarten near work would make things easier for him. An even bigger problem lies in the working hours...

The comment pertains to the refunding of kindergarten's fees, since the fee has to be paid by the 5th of each month, and the refund is late every month so parents pay for the kindergarten twice (at full price) and it is regularly at least a month late...

I emphasize that my children happen to attend a private kindergarten, so I am not the right person to discuss subject number 18. I am providing all my answers to that question based on the experiences of my friends who have children that attend state kindergartens...



Employees whose children attend a preschool institution (continued)

Our problem is that my wife was not employed at the time of enrolment, which means fewer points in the admission process to a state nursery, making admission impossible, which in turn means enrolment in a private institution, and that costs around 150 euros in Subotica. MORE ROOM IS NEEDED IN STATE...

What is needed is better compatibility between working hours in the private and public sector. To give you an example, all parents' meetings and open doors at school are held during parents' working hours.

It is necessary to invest in refurbishing and renovating kindergartens. My view is that mothers should, until the child reaches the age of 3, be forbidden to work the second shift, or at least working hours should be adjusted to the kindergarten's working hours.

Insufficient capacities in state kindergartens, and high prices (i.e. insufficient city subsidies (Novi Sad)) in private kindergartens.

Considering private obligations (towards children) which often prove to be unpredictable, I would benefit from having staggered start and finish times, being able to leave 1 hour early one day, and stay at work that much longer the very next day.

What would also be of significant help is for medical certificates for sick leave issued by private health institutions to be accepted because I take my children to see a private doctor but I have to take sick leave in a state health center which takes additional time and I have to explain...

Working hours from 8 a.m. to 4 p.m. would suit me better than 7 a.m. to 3 p.m.

Facilitating enrolment of children in kindergartens without the involvement of other factors

Enabling an agreement between the employer and workers regarding the adjustment of the work process (working hours) for parents with children with disability, considering that the aforementioned has a significant impact on the productivity of the worker (parent). The employer's support is very important...

Opening a kindergarten WITHIN the company campus would be great, even if the parents pay the commercial price of the child's attendance of the institution.

Question no. 19 A preschool institution in the vicinity of the workplace is a great solution, but not in the case where the work in the company is organized in shifts (in my case)

Question no. 19: It would suit me only if it were organized within the company and compatible with my working hours!

Private kindergarten fees should be paid based on the same principle as with state kindergartens: not waiting for subsidies, which should not be reduced if children are absent

In my opinion the biggest problem is when the child gets sick. At that time someone has to take care of the ill child, and parents are also tired and exhausted due to sleep deprivation

I would like to congratulate you on raising this subject

Apart from the child attending kindergarten, due to long working hours, we also hired a sitter who picks up the child from kindergarten and takes care of him when he is ill

There is a problem related to keeping track of employees' presence at work. Namely, what matters is not whether I spent enough time at work, but whether I completed my tasks. Secondly, the system is oftentimes not flexible enough and is used to intimidate workers... threats of being fired and...

You need to allow mothers with two or more children to work shorter working hours. The possibility of receiving a refund for mothers who have three or more children.

Employees who wish to work half-day should be allowed to do so. In that way they would be able to balance their obligations towards their children and their obligations towards their employer



Employees whose children attend a preschool institution (continued)

It is necessary to introduce into legislation additional days of annual leave for each child (e.g. 2 additional days of annual leave per child), to ensure the appropriate balance between parental and professional obligations with the possibility of devoting appropriate quality time to children...

It is necessary to mandate, through the labor law, longer annual leaves: to the minimum number of days at least an extra day for each child should be added, as a mandatory, not an optional part of the collective bargaining agreement, which essentially does not even count.

I welcome any initiative intended to improve the current situation.

I suggest that the bank open its own kindergarten for employees' children

Proposal – Making it possible for the parent of a young child (preschool-age) to work fewer days a week (3 or 4 days instead of 5) or fewer hours a day (5 or 6 hours instead of 8) AS A MATTER OF CHOICE (e.g. for a lower net monthly salary), and through the use of incentives...

The proposal to keep preschool institutions open on Saturdays as well

The suggestion to help mothers with young children, where working in two shifts is concerned, so that mothers with young children work in the mornings

The proposal that kindergartens should work longer as well as during weekends

Proposal: Staggered start and finish times spanning a maximum of 7 to 9 hours would help balance professional and private obligations

I would suggest introducing a 6-hour workday for parents with three or more children

People also work on Saturdays, and kindergartens do not... that is the biggest problem related to balancing

I work from 7 a.m., 20 km away from home, I have to wake the children up at 5.30 a.m. to take them to kindergarten and preschool in order to get to work on time. The older child does not sleep at preschool during the day and that is causing us major headaches. Teachers say that oftentimes children who arrive that early...

Working hours 7 a.m. until 1 p.m. or 8 a.m. until 2 p.m. in Sweden ☺

Working hours longer than 8 hours, staying overtime every day (9-10h a day), whereas the kindergarten has fixed working hours

Working hours longer than 8h (9-10h a day) that are unpaid, kindergartens have fixed working hours (until 5 p.m.)

Working hours are by no means in line with the obligations of a mother, you have to be a magician and clone yourself in order to fulfil all of your obligations both as an employee and as a mother. It would be very good if those mothers who find that to be suitable, and there are some, could share...

A parent, according to the current law, in case their child falls ill, may take sick leave on account of caring for the child until it reaches the age of 3. That time period should be extended to at least until the child starts school.

Parents have problems finding a kindergarten, because due to their limited earnings they cannot enroll their child in a state kindergarten that is situated close to their apartment. Whereas it is unemployed parents who receive preference and while they sit at home and do not care where the kindergarten is, working parents...

Parents whose place of residence is outside the place where they work, often face the problem with regard to inadequate bus lines (insufficient number of departures, poor condition of buses and lines used both for intercity and local travel...

Parents devote insufficient attention to their children due to being overburdened by professional obligations. Because work in private companies is not over once the employee goes home, there are analyses, the writing of reports, phone calls, messages and other activities after working hours that need to be taken care of. The workweek often lasts...



Employees whose children attend a preschool institution (continued)

Parents (mostly mothers) have a lot of exercises in the Preschool Program that they need to complete with their child. Likewise, all activities, say, folklore, English language, drawing school and such, are carried out outside of the kindergarten's working hours, in children's free time...

Considering that my husband and I can never make it on time to pick the child up from kindergarten, nor would I want the child to stay at the kindergarten for such a long time, grannies pick up the child, so having a kindergarten close to work would not be of any use to us at all, but having one close to where we live would.

Considering the existing working hours, which currently sometimes exceed 8 hours, and being away from home up to 10 hours, parents, in my case, a mother, has very little time to devote to her children. Shorter working hours would make life a lot easier...

Our son is deaf, and our daughter is hearing-impaired

I believe that mothers should have the possibility of working from home or some kind of arrangement e.g. half of the regular working hours in a certain period because it is very difficult to balance obligations at work with a young child without the help of others (grandparents, other people)...

I believe that it is not right for a parent of a child under the age of 3 to receive only 65% of their salary when on sick leave because of their child.

Our older child attended a state kindergarten, and the younger is attending it at present, and we are very satisfied with the conditions, especially with the education system. What is particularly important is that the groups are uniform in terms of children's age which makes high quality work with them possible.

It was in Tito's time that a preschool institution could be found within companies.

There should be a school bus for transporting children home from school

Children's education should be of a much higher quality and groups should contain fewer children

With your questionnaire you should have taken into account that in certain places there are no kindergartens or nurseries and then asked such questions!

Kindergartens should be refurbished, a higher number of teachers should be hired, working hours should be respected, in wintertime New Year's holidays should not be combined with Christmas holidays, the collective vacation in the summer should be shortened...

Parents with children should be offered staggered start and finish times so that everyone can balance family and professional obligations and still achieve maximum productivity at work

With a view to improving the birth rate, one financial aid policy helping parents would be free preschool institutions, with an increase in their number and capacity.

There are oftentimes children who are ill in the groups, triage nurses are not doing their job properly

In my case my EMPLOYER DID HIS BEST TO SEPARATE ME AS MUCH AS POSSIBLE FROM MY CHILDREN AND TO TAKE AWAY AS MUCH TIME AS POSSIBLE THAT I COULD SPEND WITH MY CHILDREN, NATURALLY AFTER THE 8-HOUR WORKDAY, BY SENDING ME IN 2015 TO WORK AT A PLACE 50 KM AWAY...

At the preschool institution that my child attends the greatest problem lies in the lack of expertise and professionalism of older teachers/nurses (those close to retirement). Compliments to the younger staff on their enthusiasm, work and professionalism.

Balancing drop-off and pick-up times with working hours

Reintroducing English language courses that used to exist but have now been abolished (Zvezdara municipality). They are a lot less expensive and are completed during the child's stay at the kindergarten or preschool institution.



Employees whose children attend a preschool institution (continued)

Introducing shift work in kindergartens. Occasional and seasonal work makes parenting additionally complicated and difficult (no annual leaves, everything comes down to the employer's good will and various makeshift solutions)

A major problem with preschool institutions lies in the fact that the groups are too large (42 children at our local preschool), the room is too small, too much noise, and in such an environment there is no hope of implementing an education curriculum, so the children are off to school without any preparation...

Regarding enrolment of the child in a preschool institution, I would rate the impossibility of enrolment as the biggest problem. My husband and I, as working parents, barely managed to enroll our children in the kindergarten, and only once they had turned 3 years of age, because we have no party affiliation...

More so than by the location and price of the kindergarten, parents are troubled by work-related issues. There is ever greater uncertainty at work itself and a greater infringement of workers' rights which leads to great discontent on the part of the parents that is then reflected in the household...

The kindergarten located in ***** that my children go to is open until 5 p.m. My husband and I work from 9 a.m. to 5 p.m., so that is a huge problem for us. Other kindergartens in the city are open until 6 p.m. The preschool institution in question is called "Lane". It would also be nice if all schools in Belgrade were to introduce after-school care...

There are not enough kindergartens, it is unacceptable that subsidized private kindergarten fees cost more than those of state kindergartens, it is unacceptable that today it is impossible to enroll a child in a state kindergarten without pulling a few strings, it makes no sense for...

Most preschool institutions work until 6 p.m. When we work in the afternoon I cannot pick the children up before 6.45 p.m. and sometimes even later. I think that preschool institutions should be open at least until 8 p.m.

The problem facing children attending a nursery lies in the fact that the children need to be picked up by 3.15 p.m. at the latest and after that the child is transferred to another room with older children due to which the child is frightened and cries. In fact, for young children in nurseries it is a problem for their parent to pick them up before 3 p.m.

For school-age children, organizing after-school care at school is envisaged during the first, possibly the second grade of primary school, while the law stipulates that a child under the age of 12 (unless I am mistaken) may not be left without supervision for an extended period of time...

For population policy, salaries and the feeling of human dignity are of the greatest importance. Other matters are also important, but those two are the most important ones. For people to procreate, they have to have faith in their children's future.

Enrolment in a preschool institution requires pulling a few strings! That is the biggest problem. Ultimately, the insider may also be a cleaning lady. That makes absolutely no sense. I found it very difficult to transfer my second child to the same kindergarten her sibling attends.

Granting a legal status to part-time jobs would greatly facilitate balancing work and family obligations, and above all contribute to the quality of education and time we spend with our children. In addition, the stated measure would directly improve...

Why is enrolment in a preschool institution MANDATORY, and I have to pay for that as well, when I lack the means to do so?

Long live grandmothers!!!!

The quality of the education curriculum in state kindergartens should be improved

The state should, through the employee's company, provide financial incentive to parents by means of increasing earnings for each newborn child.

Large companies should consider the possibility of opening a kindergarten for employees' children.

Large firms such as JPK BVK should have within their companies preschool institutions for employees' children.



Employees whose children attend a preschool institution (continued)

Higher company salaries would enable everyone to choose between a private kindergarten or a nanny to take care of the child.

In order to enroll the child in a preschool institution the requirement is that both parents be employed, and that is not enough either because in the majority of cases even though children meet that requirement they are not enrolled, expanding the capacities of the kindergartens as well as reducing the number of children in the group is needed...

Reintroducing working hours from 6.30 a.m. until 2.30 p.m. as was the case not so long ago.

Addendum to question number 13 – both children go to kindergarten, but when one of them is sick or both of them are, options no. 3 and 4 from question no. 17 present themselves.

Why is after-school care not organized in every school? What are children and parents with schoolchildren who will have to go to and come back from school on their own to do if both of their parents are employed, and they lack the possibility of someone else looking after their children for them...

Serious problem related to working hours and organizing picking up the children with the “Spomen” kindergarten in *****.

We have a kindergarten nearby that we are currently satisfied with, apart from the issue of the summer break when the kindergarten is closed.

A study should also be undertaken for school-age children up to the fourth grade, because there is a problem of balancing professional obligations with parental obligations there as well.

The survey does not include the situation where the two children attend different institutions (nursery-preschool).

It is very important to focus on single parents.

One of the biggest problems lies in the lack of room for children at preschool institutions, so those who are not “able to pull a few strings” find themselves having to manage on their own. The other problem lies in the fact that some employers have little understanding for mothers’ frequent absences due to children’s illnesses...

Where there is a will, there is a way to do everything!!!

If mothers were provided financial support and awarded pensionable years of service, kindergartens would not be needed. Children would be raised much better and gain more knowledge.

For myself as parent of a first-grader, free time during the summer break constitutes a big problem. There is no systemic solution for looking after children in that period, and parents do not have that many days of annual leave, nor is it normal for a family not to go on vacation together, because the parents have redistributed...

Staggered start and finish times would significantly help the balancing of obligations. Accrued time and working from home are good as well, but the precondition for their application is a (positive) change in the employer’s thinking - supervising employees with regard to task completion, and not the way things are done now...

Finally someone also thought of us parents with young children. I pray to God you manage to help someone

I personally have not had any significant difficulty balancing my private and professional obligations. My working hours match the working hours of the preschool institution, the kindergarten is located close to my work, some 50 m away from work. The price is affordable...

Mothers of young children should be offered the possibility of shorter working hours (with commensurately lower pay, of course), because mothers have more obligations while the children are younger and at that age they need to spend more time with them...

It would mean a lot to us if the preschool institutions worked in two shifts as we do or for our working hours to be adjusted to when the preschool institution is open.

A lot of sick children in the group



Employees whose children attend a preschool institution (continued)

A much bigger problem than the working hours of preschool institutions lies in the working hours of primary schools attended by children from the first to the fourth grade. Namely, the working hours of preschool institutions are longer than parents' working hours and compatibility is not the problem. The problem arises when children start going to school.

The most important thing is for the tasks to be completed efficiently and on schedule. That is the measure of performance. Fixed working hours along with certain minor half-hour flexibility are remnants of the past and mean nothing. Flexibility and especially working from home wherever possible make for a satisfied worker...

The biggest problem related to the placement of children in preschool institutions is their lack of capacity, i.e. the insufficient number of preschool institutions in Novi Sad.

Ours is an average-sized city and preschool institutions are distributed in such a way that the location I currently work at is not far away from a preschool institution. There is no problem of compatibility between my working hours and those of the preschool institution but there is a possibility of unannounced overtime...

I dislike the fact that regardless of the right to additional days of annual leave for each child under the age of 14, according to our collective bargaining agreement, that number is limited to maximum 25 working days.

Poor conditions related to accommodation (by this I mean putting healthy and sick children together under the pretext that it "strengthens their immune system", which is why, of the total time available for kindergarten, children spend 20% of the time in it, and 80% of the time at home in recovery along with us...

The education system is completely obsolete and does not fit today's needs. English should be introduced into kindergartens by having one of the teachers communicate with the children in English, in that way children will have the possibility of learning a foreign language at an early age...

The answer - rating I gave to question number 18 (high price of attending a preschool institution) is something I would like to elaborate: I circled – it is not an issue for me, because my child attends a shortened four-hour preschool program that is free of charge.

An excellent survey, especially for parents with young children. I hope my suggestions will be taken on board.

Something that makes things easier and is of great assistance to my family is the assistance from my parents. Grandparents bring the children to and pick them up from school.

In my view the biggest problem lies in the working hours, especially for women. I propose introducing staggered start and finish times with all employers, especially government authorities and institutions. Based on what I hear from people around me, parents would find staggered start and finish times to be the most convenient...

Employers-certain executives have no sympathy for employees whose children when they are young (17, 18 months of age), once they start going to kindergarten, very often fall ill. Even though I brought a doctor's note every time my child was sick they did not believe me (the female executive) that my child was really ill...

There are many couples-like my husband and I, where one spouse is registered as employed whereas the other one is not, which makes enrolment in a preschool institution impossible, because the unregistered spouse is regarded by the system as being unemployed...

European working hours from 9 a.m. until 5 p.m. needs to be introduced.

Build new kindergartens and give priority to those in need as regards their family situation

Groups have excessive number of children in them, small number of kindergartens in the city

Suggestion – 1 day off a month for me

Preschool institutions are not equipped with a sufficient number of physical education props. Most of them have to be provided by parents, which in my view is unacceptable.

Aligning the working hours of kindergartens and parents



Employees whose children attend a preschool institution (continued)

I work at a geomechanical research laboratory and it is located in Rudovci, while my wife works as a computer science teacher at the “Vojislav Voka Savić” primary school. Our younger child attends a preschool institution. Our older child is in third grade and attends the “Knez Lazar” primary school...

The kindergarten’s working hours are until 3.30 p.m., while with most employers it is until 4 p.m. and that is a big problem.

Parents who have more than one child attending a preschool institution would greatly benefit from having all their children attend the same kindergarten, and not different ones that are often located rather far away from one another.

Working the first shift every day, I have planned out my obligations and adjusted them to those related to my children, so I am fine with the way things are.

Treating differently employees going on sick leave due to their preschool-age child’s illness should be considered, i.e. payment of a 100% wage benefit for the time of such an absence. There are plenty of reasons for it, as well as potential for abuse but any abuse could be prevented...

In the immediate vicinity of the Trstenik municipal administrative building, there is already a preschool institution, which significantly facilitates balancing work and parenting.

In Novi Sad enrolling a child in a nursery at a state kindergarten is impossible, even with two working parents. On the other hand, there are children who are enrolled and have not attended the kindergarten for 4 years straight. No one addresses this or other, similar problems.

As part of the education curriculum, it is necessary that children spend more time in the open air – outside.

My working hours suit me perfectly and I easily align them with my parental and private obligations.

In case of employee absence for the purpose of caring for a sick child, the employee’s salary should not be reduced to 65% of the average salary.

With working hours until 4 p.m., there is not enough time left to spend with one’s children

The questionnaire does not encompass the case of parents who align their working hours with their professional and private obligations and have at least two children (one in preschool and the other in primary school up to the fourth grade). For the younger school-age child going to school in shifts...

Alignment of working days. During bank holidays, kindergartens are closed while companies work and then there is a serious problem related to looking after the children.

Frequent work-related burnout, due to working conditions and style, as well as organization, causes problems when it comes to commitment to family. In short, work spills over into the home. Organizing get-togethers, performances in the City Administration or some workshops...



Employees with one child attending and the other not attending a preschool institution

VAT on children's food, diapers, clothing and shoes should be abolished; Preschool institutions unjustifiably pass a big part of various expenses onto parents; Working parents should have the right to special leave from work to deal with child-related obligations...

It would be a good idea to make a mechanism enabling parents of a child attending kindergarten to use a guaranteed 30 min. break FLEXIBLY, when it suits them, i.e. not to depend on the whim of a superior. This is important especially in the periods of adjustment to the kindergarten...

Although my older child has been attending a kindergarten that is near our apartment for three years now, there was unfortunately no room for my younger child. That being said, I have to point out that a large number of lower-priority children were enrolled in the kindergarten by means of string-pulling or God knows how (I am aware of at least 10 such cases involving children from my neighborhood)...

More attention should be paid to the interactive and educational raising of children and their independent action. Physical activity in childhood needs to be improved and designed.

The biggest problems of working parents include working overtime, the incompatibility between the working hours of health institutions with those of working parents in the private sector (I am above all referring to the fact that all specialist exams, within hospitals, but also in certain health care centers...

There is an insufficient number of kindergartens in Novi Sad relative to the number of children, so it is impossible to enroll a child in a state kindergarten without resorting to bribery or using political/personal connections to employees in state kindergartens

My answer to question number 19 is NO because the preschool institution is located close to my work, question 16 - My other child is waiting for a call from the preschool institution, we applied but are waiting for a spot

What would make things easier is a kindergarten within the company.

INCREASING SECURITY IN SCHOOLS, GIVING TEACHERS GREATER FREEDOM TO ENFORCE PUNISHMENT, SANCTIONS FOR DELINQUENTS AND THEIR PARENTS...

Changing working hours from 7 a.m. to 3 p.m. to 8 a.m. to 4 p.m. It is really exhausting (torture) for parents and children alike getting up at 6.15 a.m. if not earlier and getting ready for work and kindergarten especially in the winter period.

I believe that all preschool as well as school institutions should pay more attention to the physical development of children than has been the case and that all teaching activities should be completed in the morning, and the afternoon should be reserved for sports and additional learning (languages, home economics, national traditions)...

In my case, the problem is not related to my child that is in kindergarten because the child can stay there until the end of my working hours, but the problem is related to my child that is in 3rd grade of primary school and is home alone after school. In my situation, having the workday start earlier...

Where we live there is no nursery (not a single one), so children under the age of 3 cannot enroll in a preschool institution. What is the parent supposed to do until their child turns 3? All this experimentation with introducing bans on hiring kindergarten teachers, and certain quotas are introduced...

Aligning working hours from 7.30 a.m. to 3.30 p.m. with kindergartens and other government institutions

Regarding question no. 18: In big cities there may be problems with child enrollment, maybe the price of full-day or half-day attendance of kindergarten is high as well. But in small towns, villages, preschool groups of children of various ages are shutting down because there are not enough children...

Why do kindergartens not work in August (Temerin municipality)? Certain kindergartens could remain open. We have issues related to babysitting because both parents work.



Employees with one child attending and the other not attending a preschool institution (continued)

I know this is not the subject of this questionnaire, but considering that the questions mostly relate to the time and redistribution of time spent with children, I would like to use the opportunity to say that a good measure and positive boost would be for employees with children to receive, for each child...

Our child does not attend a preschool institution because there is no nursery group

I think that in preschool institutions there are too many children infected with viruses, who are left at kindergartens in such a state by their parents, because their employers, most often from private companies, do not tolerate taking too many days' sick leave due to the child's illness...

The money earned by one average worker of this company is not enough to take care of a single child, let alone several. The price of labor in this country or this company should be raised.

Opening i.e. building more preschool institutions and lowering their prices.

I assume that as the competent ministry you are familiar with the problematic situation with the enrolment of children in kindergartens, because there is allegedly no room in kindergartens. Similarly, a child that was enrolled in kindergarten as part of last year's admission process, will not necessarily be enrolled based on the new admissions...

I work in 12-hour shifts that are organized in such a way that I work every other day and I spend 15 days working the day shift and 15 days working the night shift. I would prefer the 12/24, 12/48 work arrangement.

Parents with three or more children should have many more days of annual leave, this way we are equal to others, the criterion should not be the post and years of service but rather the number of children.

Employees whose children do not attend a preschool institutions

The complicated means of payment i.e. settling liabilities to private preschool institutions subsidized by the City of Belgrade (payment of the full price which is higher than half the average income and waiting for reimbursement)

Selection criteria need to be properly defined and respected; Priority should not be given to children whose parents belong to the right political party, nor to children whose parents (mother) are/is unemployed.

If both parents can have staggered start and finish times, organizing care for children 1-3 years of age is easier, when parental presence is most important. After 3 years a good kindergarten helps parents devote themselves to work more than they did previously.

Children are looked after by the parent who cannot get a job because he/she is looking after the children

Our youngest child is 9 months old and the other 3 have outgrown preschool age.

My (older) child does not attend preschool as he is not old enough, but will start in September... He is currently in kindergarten, where he will also attend preschool!

Our child is less than 1 year old, it has not yet started attending a preschool institution

Our child is not attending a preschool institution as per the pulmonologist's recommendation, for medical reasons.

I hope that this survey has a certain goal that will come to fruition. I would like to thank the person(s) who initiated the survey, because as an employed mother I am very interested in the implementation of these and similar activities.

Much greater financial support to parents from the government is needed, for the benefit of children and their development and learning. Much greater help of the government to parents with the aim of resolving problems in the following areas...



Employees whose children do not attend a preschool institution

If my wife wishes to take on looking after the children, that is not a problem.

I think it would be useful if there were a kindergarten in a natural setting where children could go once, twice or three times a week. In my opinion, that would be useful to children looked after by their grandparents, the children would have an opportunity to socialize and play in nature with their peers...

The biggest problem arises when you are living in the Zemun municipality, or in Grmovac-Ugrinovci, while having neither the funds nor the possibility to take your child to a private kindergarten (RSD 54,000 monthly), and in Dobanovci they do not even want to consider your application because they belong to a different...

The biggest problem facing parents is above all the insufficient number of spots in kindergartens

The biggest problem with kindergartens is that children contract illness from one another and young children attend it for a couple of days, then they miss 2-3 weeks, which is why a parent needs to take sick leave. And that results in a pay cut and the employer's refusal to tolerate long and frequent absences...

Note: THE PROBLEM PARENTS HAVE IS NOT TIME BUT FUNDS

My wife cannot get a job because there is no one to look after the child, and of course there is no room at the kindergarten. All three of us live on one RSD 27,000 salary and from that single salary we pay all the dues to the government and at the same time live on whatever little money is left

Through this and other initiatives of the Government of the Republic of Serbia, it is necessary to develop awareness of the approach to work, but simultaneously to parenting. The initiatives I am referring to involve guiding employers towards "places" of interest for the common good, namely that it is necessary to...

Question 16. The correct answer is – there is no nursery in our town. Since this kind of answer was not among the answers offered, answer number 1 was chosen. There is no room.

Question no: 12 These kinds of benefits are provided by the Labor Law, and some companies also offer additional benefits. Question no: 16 - In Kosjerić there is only a state preschool institution, which does not accept children under 18 months of age. Since my child is 13 months old...

The problem lies in low salaries and high unemployment, as well as parents' working hours compared to that of preschool institutions. Besides kindergarten, the parent also has to additionally pay someone to look after their child due to his/her own working hours!!!

First you need to build enough kindergartens

Working in shifts is convenient but preschool institutions only work in one!!!

DAYS OFF OR THE TIME WHEN WE HAVE CHILD-RELATED OBLIGATIONS... GOING TO A DOCTOR'S APPOINTMENT OR WHEN THE CHILD IS ILL. MORE DAYS OFF WHEN THE CHILDREN ARE YOUNG.

Where I work, the salaries are too low.

All children who wish to attend preschool institutions should have the possibility of doing so (with regard to the location and price depending on the parents' income)

The number of children in kindergarten groups should be reduced, parents who are out of work should be given the possibility of getting a job especially if they have graduated from college, children whose parents are unemployed should also be given a spot in a kindergarten i.e. a spot in a kindergarten for all children without discrimination...

Many more kindergartens should be opened and companies where parents work should get more involved in securing a spot in the kindergarten. To give an example, last year in Belgrade there were no spots for 10,000 children. My child is now 4 months old, and already in the month of May we have to...



Employees whose children do not attend a preschool institution (continued)

In Novi Sad there is truly a big problem related to the enrolment of children in kindergartens, regardless of their location, unless the parents find a "string to pull" using which the enrolment is resolved in a single day. All the kindergartens are full, and if a child under the age of 3 (as is the case with us) was not...

Also include in the Questionnaire the answer that the child does not attend preschool because it is too young!!! My child still does not attend kindergarten/preschool because it is still young (is 1 year and 4 months old) so this year we will try to enroll her in a kindergarten...

Unless both parents are registered as employed, there is no chance of the child being accepted into kindergarten, and with the salary of a single parent it is impossible to survive and pay for the kindergarten. The child may be admitted to kindergarten although only one parent works but on condition that...

Balance between private and professional obligations would also be improved by the possibility of cutting working hours in half (staying at work for half the working hours). And the problem does not lie solely in preschool institutions but also in kindergartens and difficulties (regardless of new measures) of enrolling the children in kindergartens

A higher salary would greatly facilitate balance between work and parenting

The majority of the children that attend kindergartens are often ill. That is why it would be a good idea to have a doctor in a kindergarten to treat children, as well as special rooms for children who are ill, because parents have to go to work even when their children are ill.

Kindergartens and nurseries are full of staff hired via "string-pulling" and their behavior towards the children is absolutely unacceptable. So-called pedagogists working in kindergartens do not inspire confidence in me as a parent to feel I could entrust my children to them. The problem lies in the people...

In two years our child is starting school and, by then, I would love to see the working hours at the firm starting from 7.30 a.m. align with the start of classes at 8 a.m. Because that would mean dropping off the child in front of the school at 7 a.m. in order to get to work at 7.30 a.m., the child would be standing there for an hour...

Our child has a major medical problem, she still has not started walking and is not independent and that is why our child does not attend a preschool institution, with regard to her intellect and speech she is completely normal.

I have just enrolled my child and I am waiting for them to call me. My wife still does not work and that is why it is logical that she looks after the child more.

The child is looked after by her mother who is maternity leave

This remark relates to the collection of documentation after childbirth. For parental allowance, documentation is needed that can be issued in institutions that have the same working hours as the majority of parents (until 3.30 p.m.). The situation in question is that my wife is on maternity leave...

Insufficient capacity of preschool institutions. The problem lies in the fact that to enroll a child in a kindergarten both parents have to be employed.

Answers to question 6 and 16 are not defined in such a way as to cover the situations of all parents. "Single" parents who are not divorced but who are taking care of children on their own, and there are more and more of them, at least in Belgrade, were not taken into consideration...

Special benefits for breastfeeding mothers

Capacities need to be increased and working parents should be able to enroll their child in a preschool institution. It is important for preschool institutions to respect parents' working hours and adapt the activities within the education curriculum to them.



Employees whose children do not attend a preschool institution

There is an excessive number of children in the groups at the preschool institution. Due to their inability to take days off work, parents bring their sick children with viral and bacterial infections and often entire groups of children are infected. At the preschool institution there is no ban on bringing sick children...

Considering that my wife was diagnosed with multiple sclerosis and that she recently retired for disability, come fall we are planning to send our younger daughter to kindergarten and we are having a lot of problems raising the child. We also had major problems with the older daughter and especially as regards starting school...

I believe that it is every child's right to attend a preschool institution, regardless of whether or not both parents are employed.

In Velika Krsna there are a lot of parents who would work, but there is no kindergarten-institution for children under the age of 5. It would be nice if that idea were to soon come to fruition, after all that is a big village and there needs to be a kindergarten because there are also a lot of parents who are employed

In kindergartens lunch is served to children very early. I think that the meals, i.e. the snack and lunch should be switched in the first shift. Also, my salary is very low, of course, just as for the majority of the population of Serbia, burdened by a loan so very little money is left on a monthly basis for me to be able to...

Abroad there are incentives in place for women who return from maternity leave earlier in terms of receiving an additional third of the salary or the possibility of extending the maternity leave duration.

Employees without preschool-age children

In order to do my best at work, I need to be relaxed, untroubled... to know that my children are safe, well, have everything they need. Such surveys should be done more often, and the views and opinions of working parents, especially mothers, should be taken into consideration

Dear Sir/Madam, Swisslion Group ended 2016 with 14 staff, 6 of whom are employed (only 2 employees under the age of 50) and 8 employees on maternity leave and who will, as soon as their maternity leave runs out, be transferred to another legal entity.

Dear Sir/Madam, as you see from previous answers I am still not a parent; however, I am going through hell that is IN VITRO FERTILIZATION and only those who have gone through that procedure know that is, to put it mildly, HELL; IT WOULD BE OF EXCEPTIONAL IMPORTANCE IF...

Schools should have working hours that are more compatible with other companies and not have classes start or end during the working hours of other companies. This way parents can neither take the children to school nor pick them from school, and it is not always easy finding someone to do it instead of the parents...