



FAMILY-FRIENDLY POLICIES IN OECD COUNTRIES

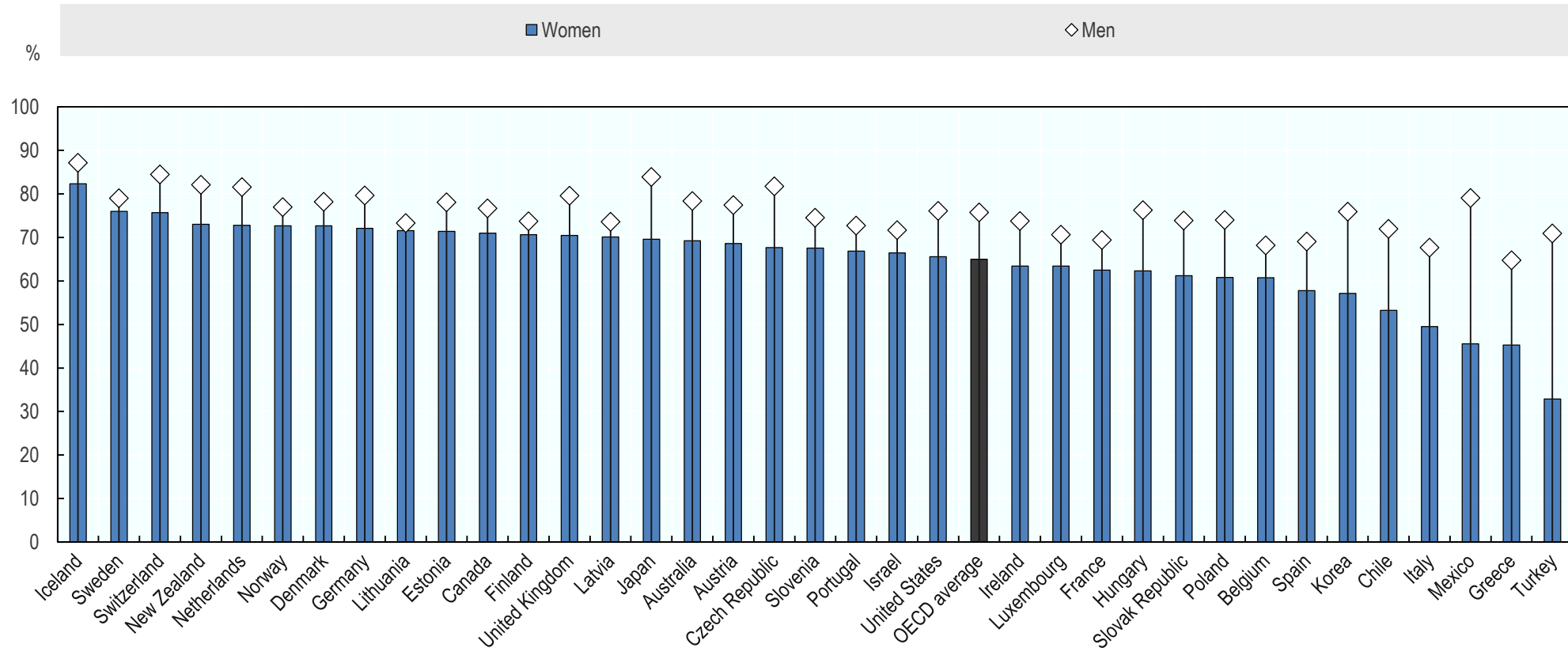
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Sustainable Development, Paris, 27 September 2019

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Female employment rates are highest and gender employment gaps are smallest in Nordic countries ...

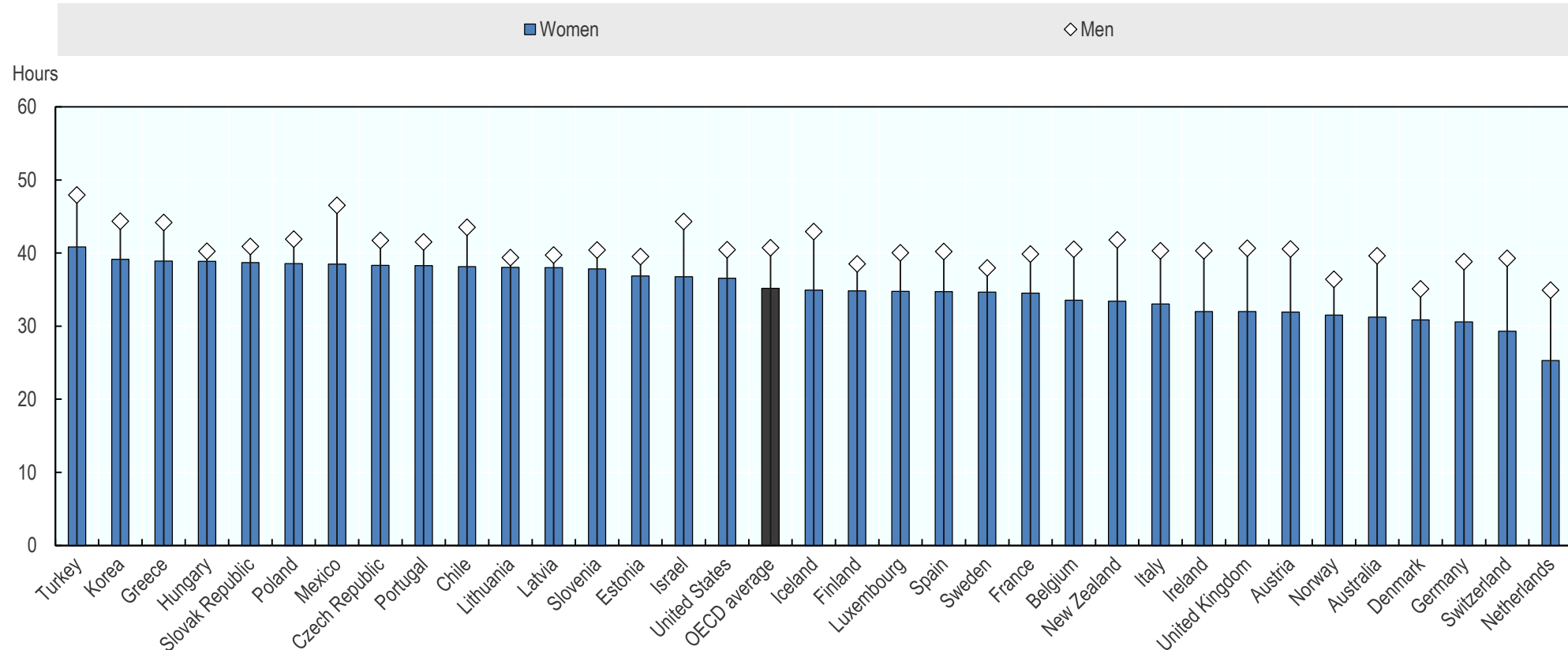
Employment rates, by sex, 15-64 year olds, 2018





... though women's working hours in these countries are also comparatively short

Average usual weekly working hours, by sex, all ages, 2018



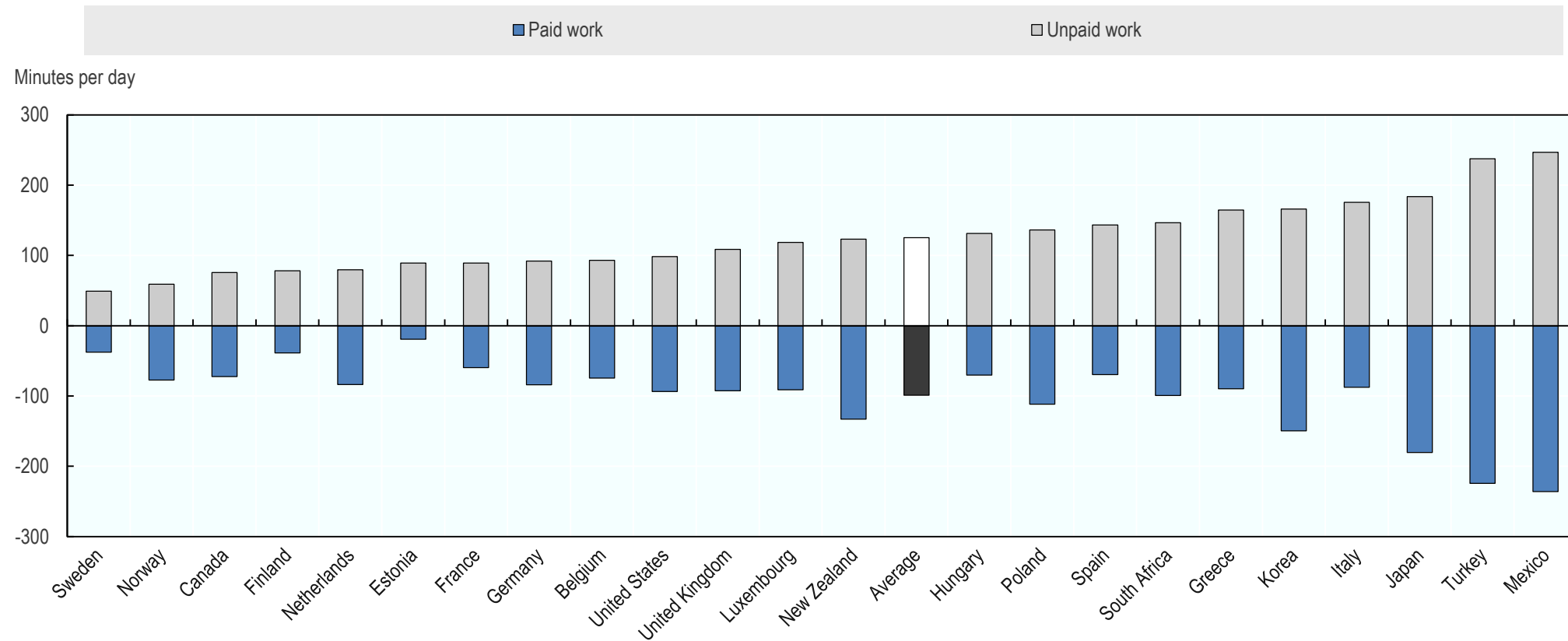
Note: Average usual weekly working hours in the main job for all employed. Data for Turkey refer to usual working hours in all jobs. Data for the United States refer to dependent employees only. Data for Norway refer to 2016.

Source: OECD Employment Database, <http://www.oecd.org/employment/emp/onlineoecdemploymentdatabase.htm>



The gender gap in paid employment is mirrored in the gender gap in unpaid work

Gender gap in minutes spent per day on paid and unpaid work, female minus male, 15-64 year-olds



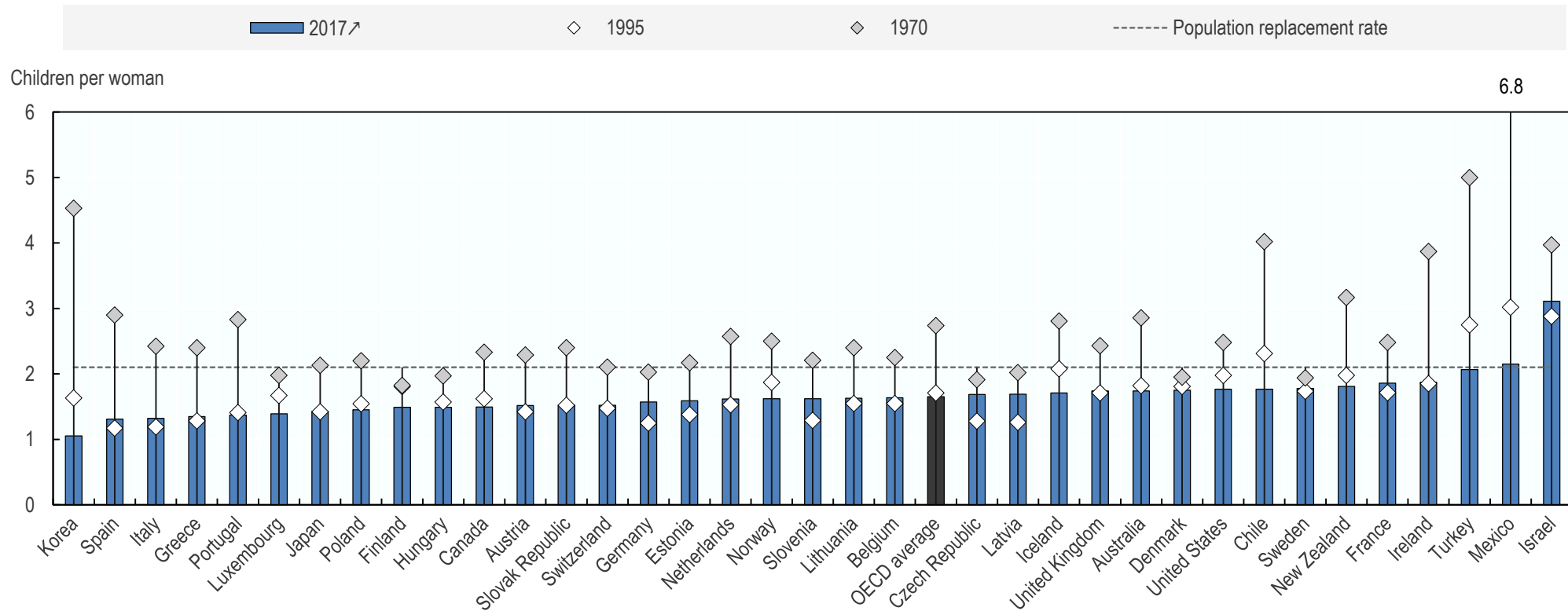
Note: Data for Belgium are for 12+ year-olds; for Greece 10+ year-olds; for Hungary 15-74 year olds; and for Sweden 25 64 year olds. Reference years vary across countries: Belgium: 2013; Canada: 2015; Estonia: 2009 10; Finland: 2009 10; France: 2009 10; Germany: 2012 13; Greece: 2013; Hungary: 2010; Italy: 2013 14; Japan: 2016; Korea: 2014; Luxembourg: 2013; Mexico: 2014; the Netherlands: 2015 16; New Zealand: 2009 10; Norway: 2010 11; Poland: 2013; Spain: 2009 10; Sweden: 2010; Turkey: 2014 15; the United Kingdom: 2014 15; the United States: 2017; and South Africa: 2010.

Source: OECD Gender Data Portal, <http://www.oecd.org/gender/data/>



Fertility rates are low in many OECD countries

Total fertility rate, 1970, 1995 and 2017





Sustainable Development Goals supported by family-friendly policies include:

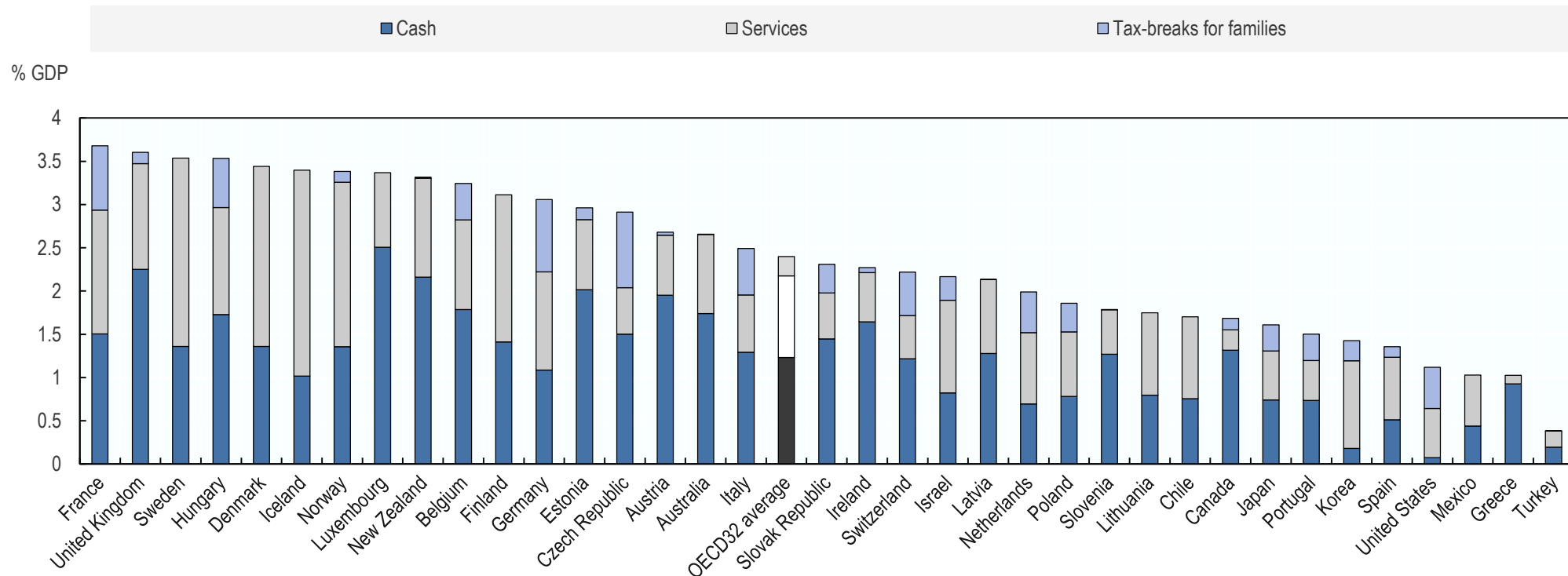
- SDG 1 : End poverty in all its forms everywhere.
- SDG 4 : Ensure inclusive and equitable quality education – Including Early Childhood Education and Care (ECEC) – and promote lifelong learning opportunities for all.
- SDG 5 : Achieve gender equality and empower all women and girls.
- SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective accountable and inclusive institutions at all levels.
- SDG 8 : Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- EPIC is a multi-stakeholder partnership to work together to achieve the UN Sustainable Development Goals (SDGs), in particular Goal 8, target 8.5 of which calls for equal pay for work of equal value by 2030.
- Research and data collection, advocacy, knowledge sharing, capacity building, technical advisory services, data analysis and monitoring.
- Analytical work includes: OECD Employment Outlook 2018 – “Starting Close, Ending Far: Why the gender gap in labour income increases over the working life”; and, ILO the Global Wage Report 2018.
- Learn more: visit the EPIC website with all its resources <https://www.equalpayinternationalcoalition.org/> - A Knowledge Sharing Platform is being developed.



Public spending on families is limited

Public expenditure on family benefits by type of expenditure, in per cent of GDP, 2015 and latest available



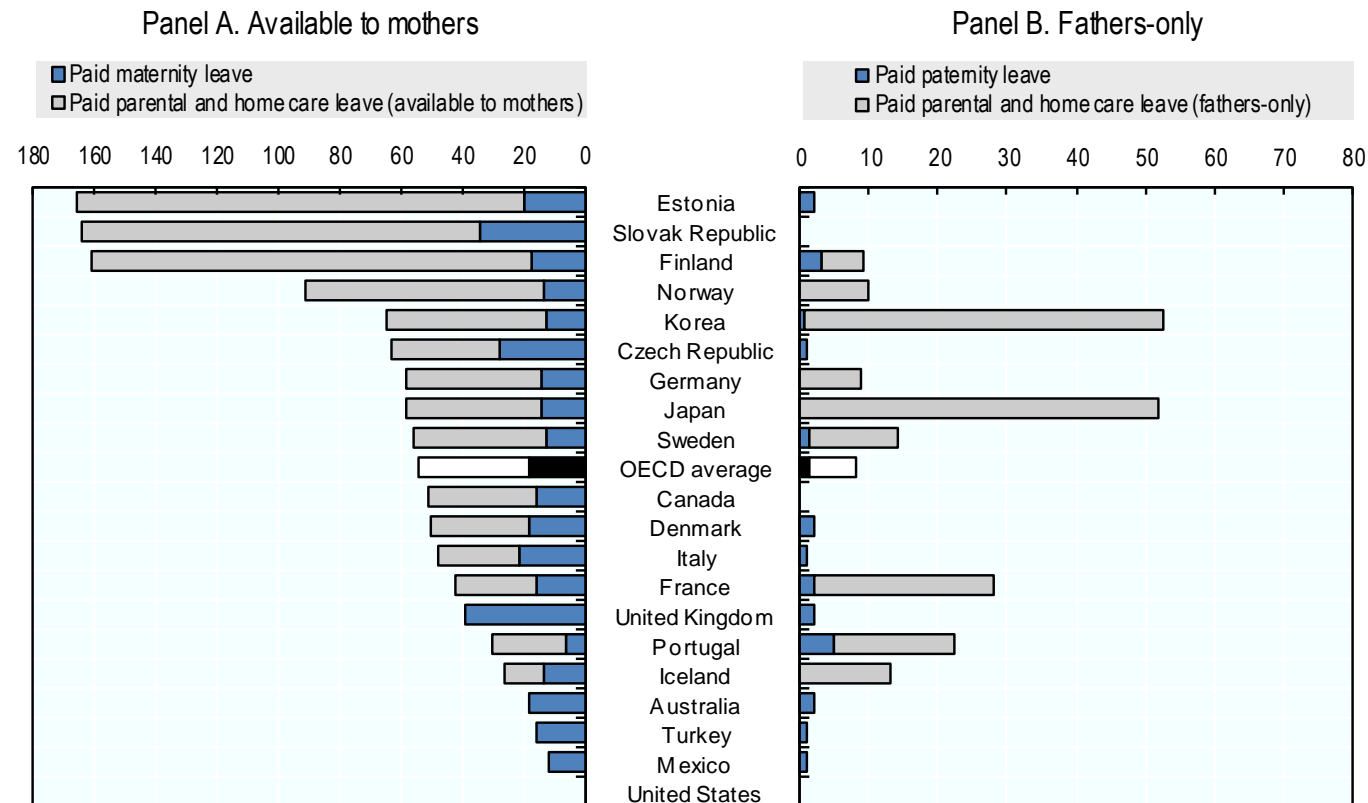
Notes: Public spending accounted for here concerns public support that is exclusively for families (e.g. child payments and allowances, parental leave benefits and childcare support), only. Spending in other social policy areas such as health and housing support also assists families, but not exclusively, and is not included here. Coverage of spending on family and community services in the OECD Social Expenditure data may be limited as such services are often provided and/or co-financed by local governments. The latter may receive general block grants to finance their activities, and reporting requirements may not be sufficiently detailed for central statistical agencies to have a detailed view of the nature of local spending. In Nordic countries (where local government is heavily involved in service delivery) this does not lead to large gaps in the measurement of spending, but it does for some countries with a federal structure, for example, Canada and Switzerland. Data for the Netherlands and New Zealand refer to 2011, for Poland to 2014. For Lithuania, data on tax breaks towards families are not available. For Switzerland, data on tax breaks for families are estimated by the national correspondent. The OECD-32 average excludes Lithuania, the Netherlands, New Zealand, and Poland.

Source: OECD Social Expenditure Database, <http://www.oecd.org/social/expenditure.htm>



More and more OECD countries are providing fathers-only paid leave, but duration is often still very short

Duration of paid maternity leave and paid parental leave available to mothers and duration of paid paternity leave and paid parental leave reserved for fathers, 2018



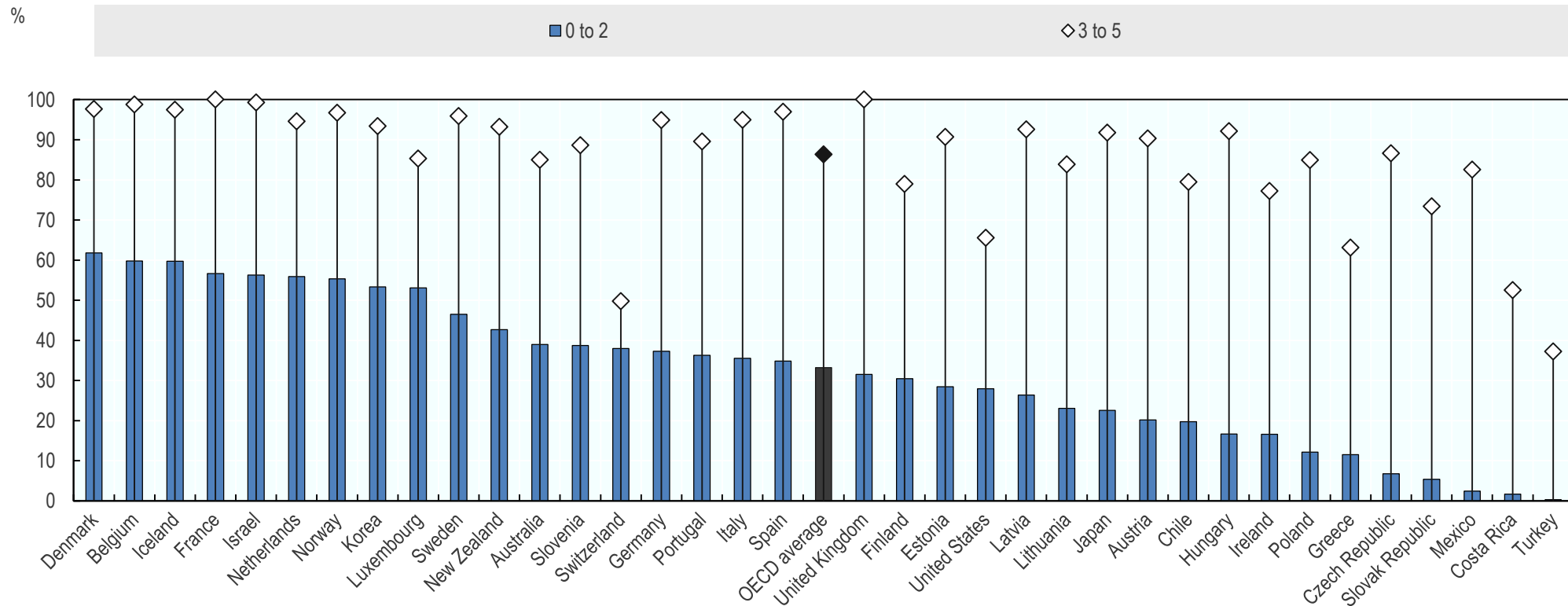
Notes: Data refer to paid leave entitlements in place as of April 2018 and do not reflect entitlements introduced or amended after April 2018. Data reflect statutory entitlements provided at the national or federal level only. They do not include regional variations or additional/alternative entitlements provided by states/provinces or local governments (e.g. Quebec in Canada, or California in the United States), or any employer-provided benefits that are paid beyond the statutory minimum duration. Payment rates during paid leave differ across countries.

Source: OECD Family Database, <http://www.oecd.org/els/family/database.htm>



Only a minority of children are enrolled in Early Childhood Education and Care (ECEC) services

Percent of 0- to 2-year-olds enrolled in ECEC-services, and percent of 3- to 5-year-olds enrolled in ECEC or primary education, 2016 or latest year available



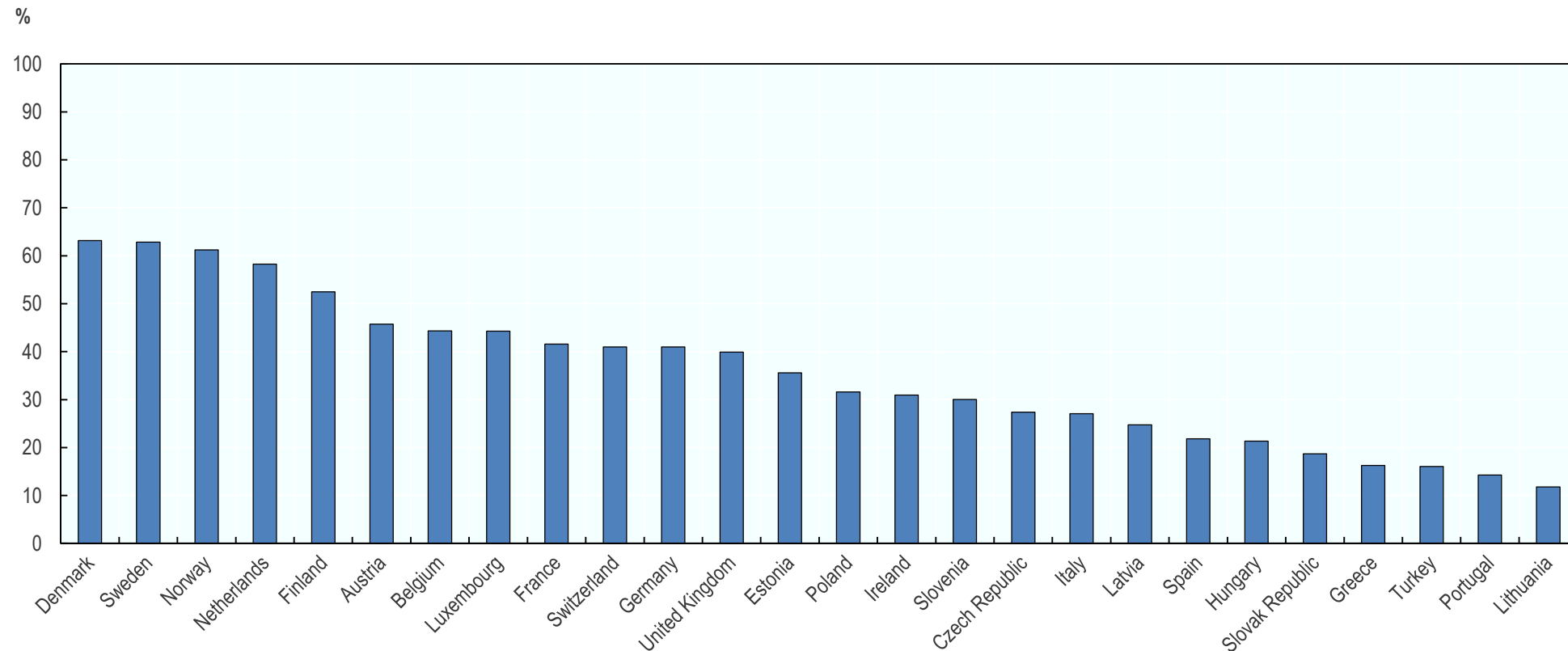
Notes: For 0- to 2-year-olds: Data generally include children enrolled in early childhood education services (ISCED 2011 level 0) and other registered ECEC services (ECEC services outside the scope of ISCED 0, because they are not in adherence with all ISCED-2011), but exact definitions differ across countries. Data for the United States refer to 2011, for Switzerland and Malta to 2014, and for Japan and Argentina to 2015. For 3- to 5-year-olds: Data include children enrolled in early childhood education and care (ISCED 2011 level 0) and primary education (ISCED 2011 level 1). Data for South Africa refer to 2015. See OECD Family Database (<http://www.oecd.org/els/family/database.htm>) Indicator PF3.2 for more detail.

Source: OECD Family Database, <http://www.oecd.org/els/family/database.htm>



Few employees have access to flexible working arrangements

Percentage of employees with some or total control over their working time, all ages, 2015



Note: Employees with “some or total control over their working time” are those who report they can choose between several fixed working schedules, can adapt their working hours within certain limits, or can determine their working hours entirely by themselves

Source: OECD Family Database, <http://www.oecd.org/els/family/database.htm>



Towards more family-friendly working hours

- A continuum of supports for families with children
- Individual paid child-related leave entitlements for both fathers and mothers.
- Expand formal Early Childhood Education and Care supports
- Promote dialogue among employers and workers and their associations on employee-friendly working time and facilitate employees getting some control over their working hours.
- Changes in work organisation are key to increasing flexibility in workplace practices. For example, a “core working time” set but with some discretion for workers to work overall agreed number of hours.
- “Right to request” flexible working for parent or employees.



Towards more family-friendly working hours (continued)

- Ensure pro-rata treatment of part-time earnings in tax/benefit systems.
- Strengthen performance-related pay to avoid unnecessarily long working hours.
- Greater pay transparency can contribute to reducing gender pay gaps.
- ICT may increase teleworking opportunities, but this can blur the lines between work and family life.



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