

OECD Babies and Bosses : A Synthesis of Findings for OECD Countries

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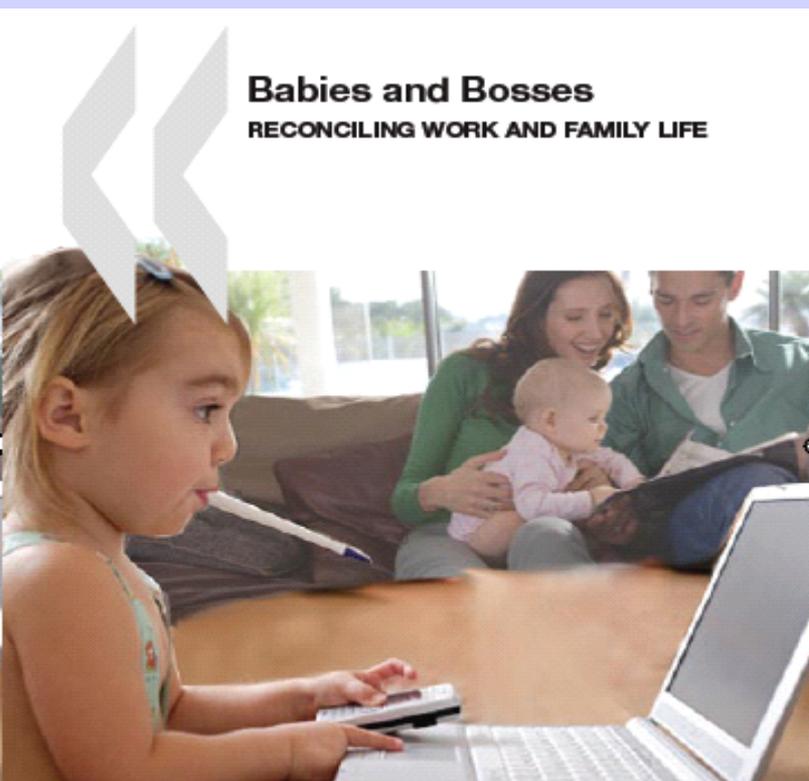
(www.oecd.org/els/social/family)



Presentation outline

- OECD Work on family related issues
- Babies and Bosses
 - Issues
 - Objectives
 - Key work and family outcomes : Germany in international comparison.
 - Options for policy development

OECD work on Family related issues



A SYNTHESIS OF FINDINGS FOR OECD COUNTRIES



- *Babies and Bosses*
reviews of 13 OECD countries
feeding into current synthesis issue
- Fertility studies
- *Employment Outlook*
- *Starting Strong*
- Future work on child well-being
- The *OECD Family database*

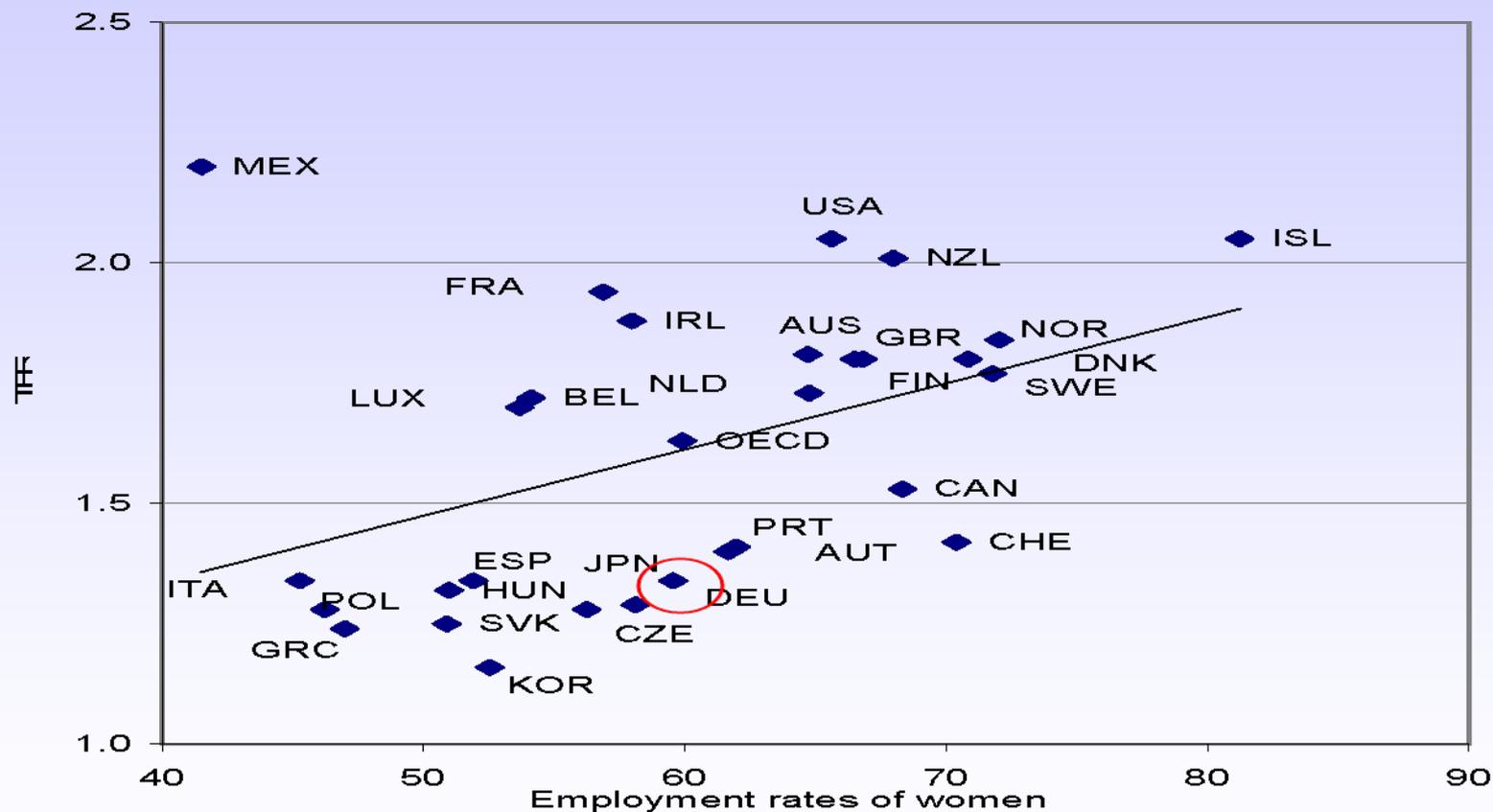
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Constraints to family/work balance: too few Babies and too little Employment

- Few parents face no work/family constraints
- Some parents postpone having children, have fewer than desired, or none at all
- Some parents have the number of children they desire, but sacrifice career opportunities
- Some parents would like to work less, but have no access to part-time work options, or cannot afford it
- The paid work issue is crucial for children, as parental employment influences poverty risk

Countries with high female employment rates now also have the highest fertility rates (2005)



Drivers of family-friendly policy development

- Increasing female employment to sustain economic growth and pension systems
- Gender equity
- Promoting child development
- Fertility concerns
- Tackling child poverty

Across the OECD, Germany compares poorly on key work and family outcomes

	Total fertility rate 2005	Employment population ratio Women, 2006	Employment population ratio Sole parents, 2005 or latest year	Childcare enrolment (aged 0 - 3) 2004 or latest year	Child poverty around 2000	Gender pay gap 2004
OECD Average (intervals)	1.63 (+/- 0.16)	56.8% (+/- 5.73)	70.6% (+/- 7.09)	22.9% (+/- 8.21)	12% (+/- 3.19)	18.5% (+/- 4.07)
Denmark	●	●	●	●	●	●
France	●	●	●	●	●	●
Germany	●	●	●	●	●	●
Hungary	●	●	..	●	●	●
Netherlands	●	●	●	●	●	●
Spain	●	●	●	●	●	●
Sweden	●	●	●	●	●	●
United Kingdom	●	●	●	●	●	●
United States	●	●	●	●	●	●



Better than the OECD average



Around the OECD average

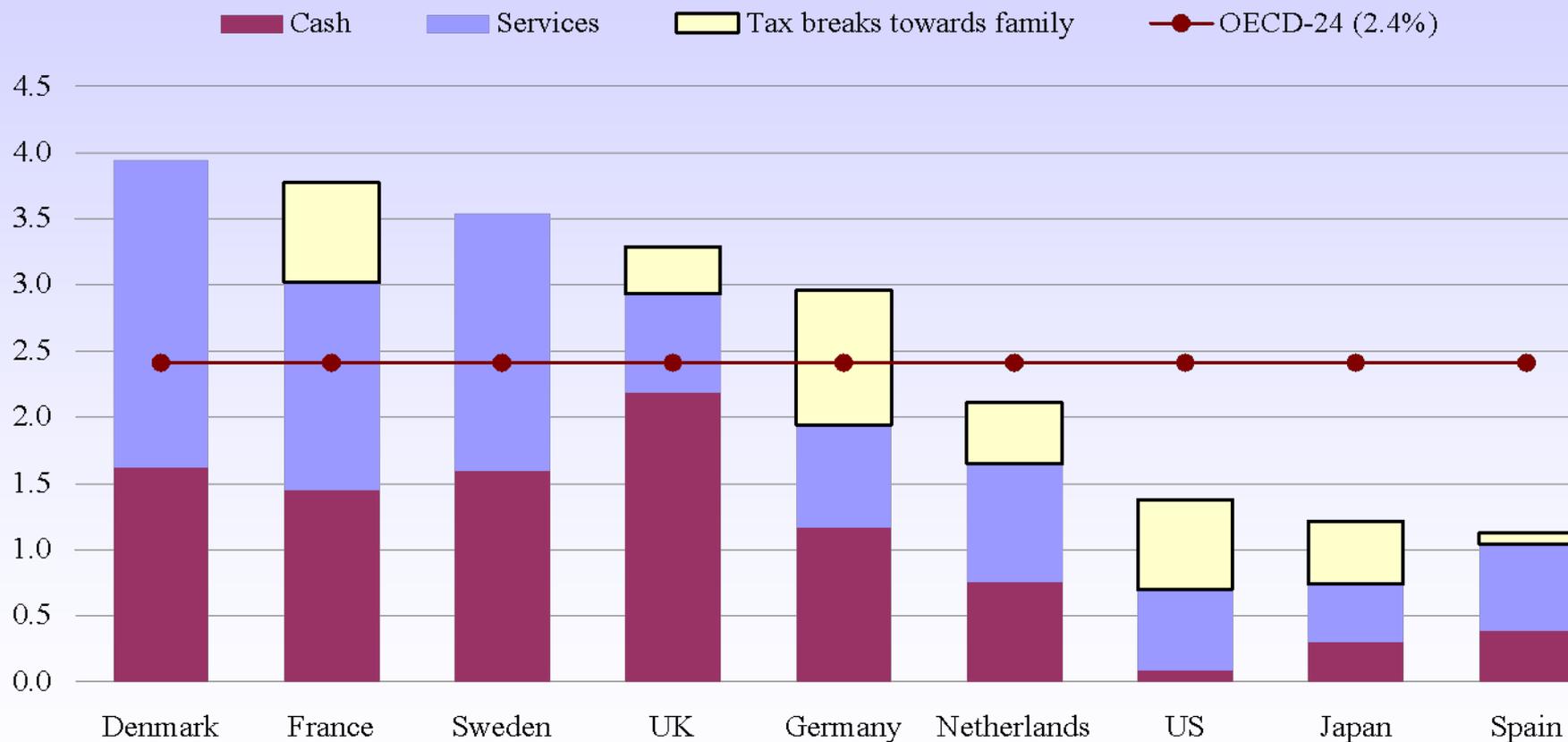


Worse than the OECD average

Countries are categorised in high or low groups if they are half a standard deviation above or below the OECD average.

Public spending on families is above average in Germany, but it is not “active” supporting work

Family spending in cash, services and tax measures, in percentage of GDP, in 2003

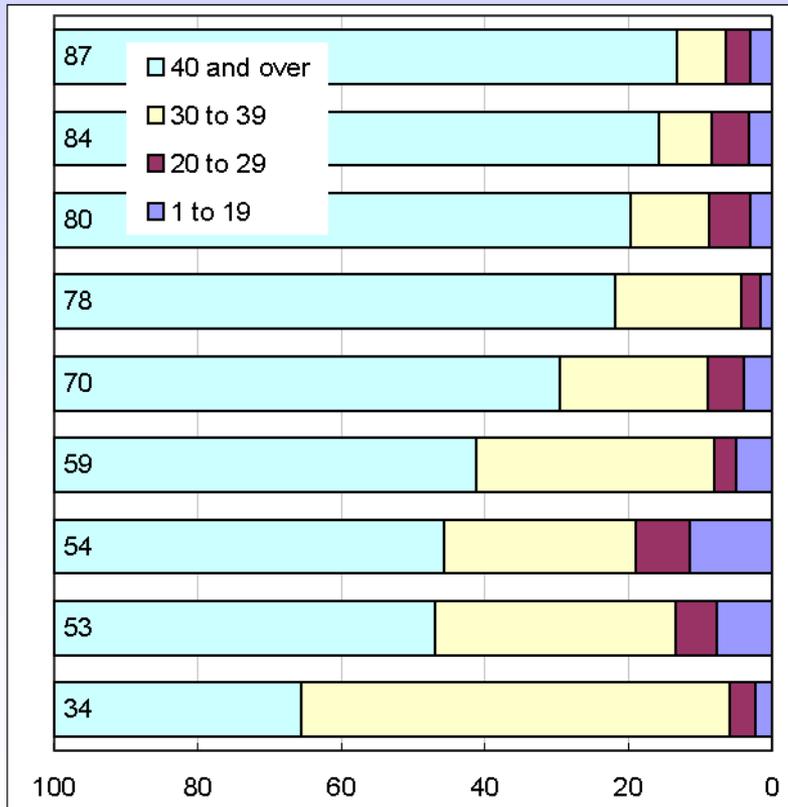


Public support included here only concerns support that is exclusively for families (e.g. child payments, parental leave benefits, childcare support, etc.). Spending recorded on health and housing support also benefits families, but not exclusively, and is not included here. OECD-24 excludes Greece, Hungary, Luxembourg, Poland, Switzerland and Turkey where Tax spending data are not available.

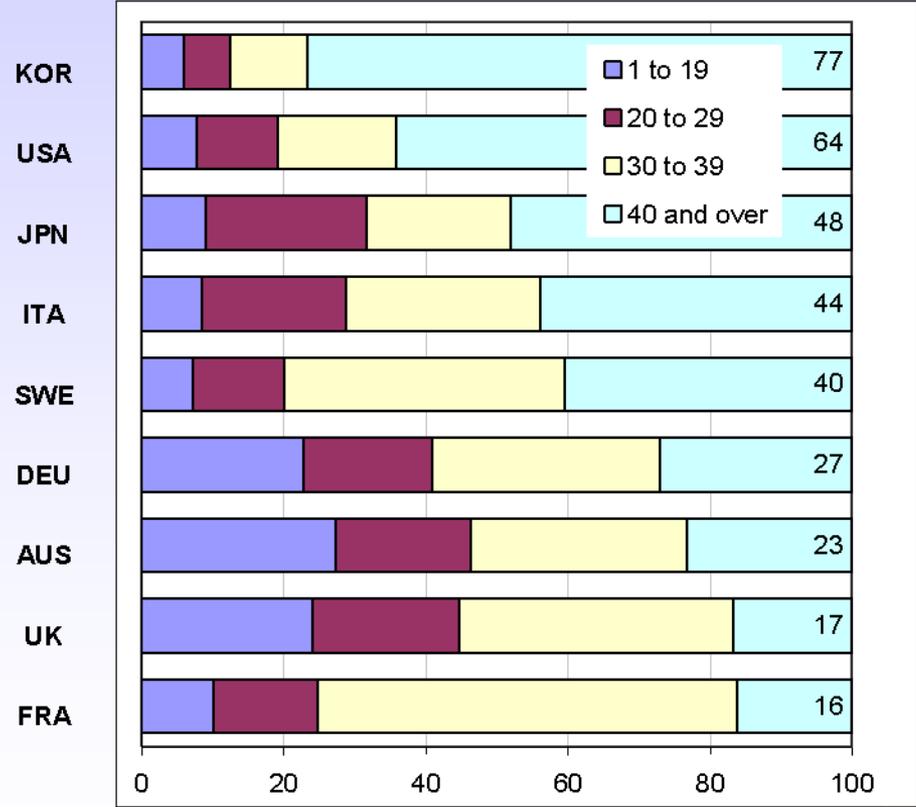
Workplace practices do not seem to be particularly strenuous in Germany

Share of workers by distribution of usual working hours, by gender, 2005

Men



Women

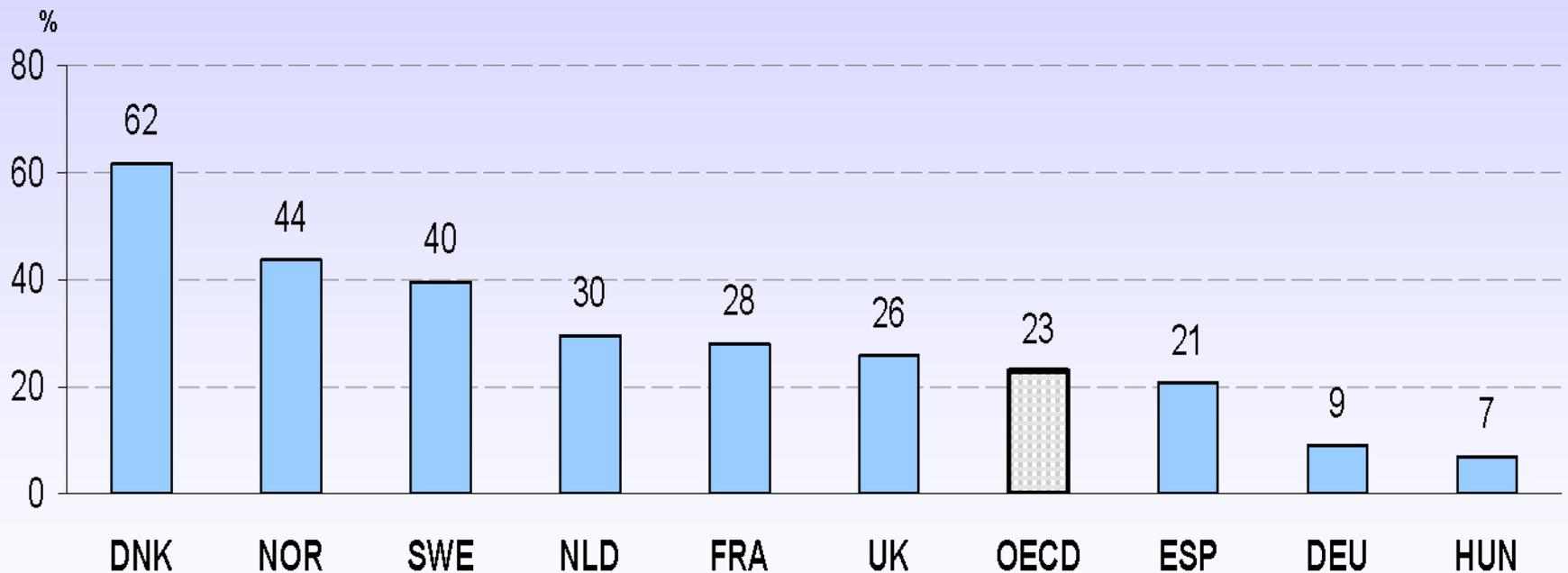


Policy issues

- Parental leave had just been reformed to promote an earlier return to work which limits the risk of return to work does not ruin careers...
- ...and higher payments and speed premiums may also affect fertility behaviour.
- But childcare support does not yet fit in where leave policy stops,....
- ...and, existing Kindergarten hours do not facilitate holding down a (full-time) job

Enrolment in childcare is well below OECD average

Average enrolment rate of children aged under three years of age in formal childcare (2004)



Data for Germany concern 2001; data for France reflect 2002; data for Norway concern 2003; and data for Denmark concern 2005.

Policy options

- Rebalance mixture of public cash, fiscal and service spending
- Consider reform of a system in which child benefits when taken as fiscal support can be greater in value than associated cash payments.
- Improve financial incentives to work for:
 - second earner in couple family
 - adults in sole parent families

Policy options (Contd.)

- Extend child- and out-of-school-hours (OSH) care
 - Use mix of direct subsidies to providers and earmarked support to parents for childcare
 - Make better use of existing schools for OSH-care purposes.
- In all, there are significant barriers towards parental work in Germany; to reduce child poverty focus should be on reducing these barriers