

Sustainable Family Policy in Germany

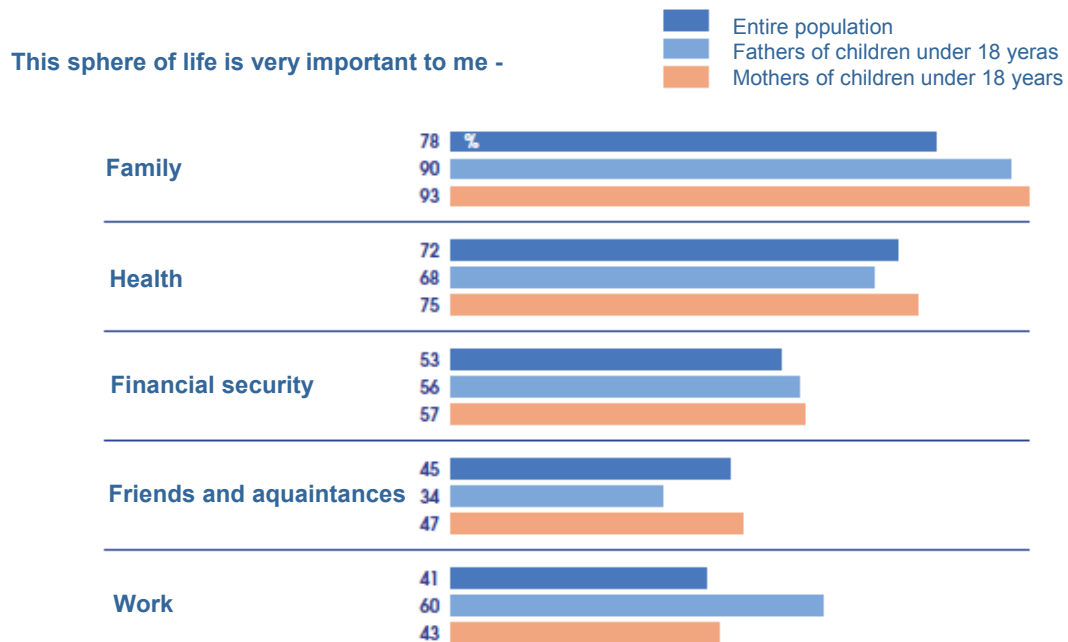


by Petra Mackroth
Federal Ministry of Family Affairs, Senior Citizens, Women and Youth,
Germany



Family is the most important sphere of life for the population

The family: Focus of life for most people





The high importance of family life is associated with increased wishes to have children

Questions: Would you ever like to have children/would you like to have more children or do you not wish to have children (anymore)?

Parents under 50 years of age

	total 2008 %	total 2010 %	fathers %	mothers %
Certainly wishes to have more children	9	12	14	10
Perhaps	12	13	15	11
Does not wish to have any more children	76	75	70	79
No information	3	x	1	x
	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>

Childless people under 50 years of age

	total 2008 %	total 2010 %	men %	women %
Certainly wishes to have children	43	52	48	57
Perhaps	30	26	30	22
Does not wish to have children	20	20	21	17
No information	7	2	1	4
	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>

x = less than 0,5 percent

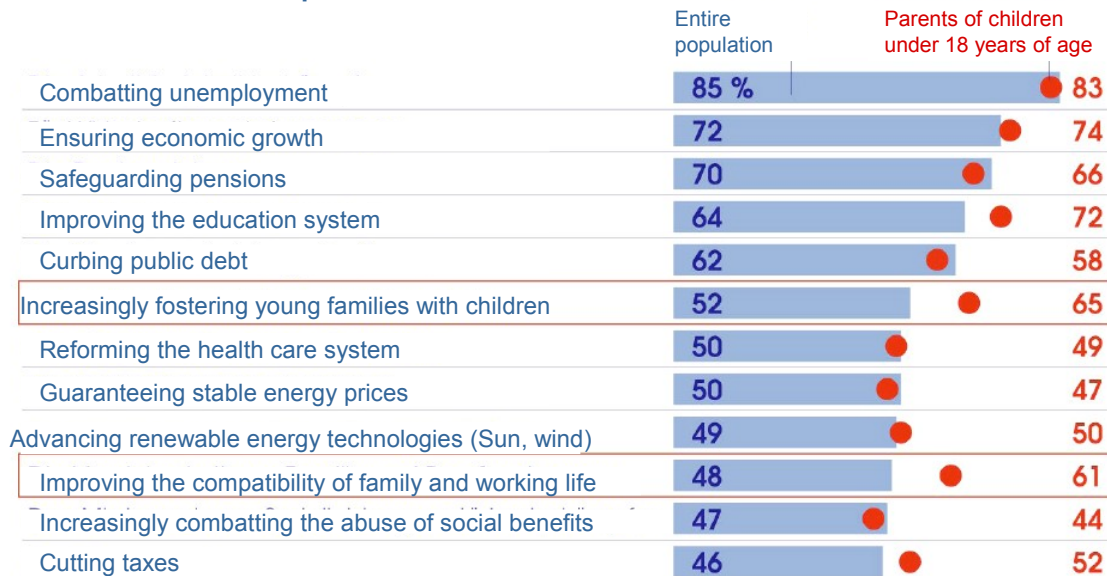
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The fostering of young families is important for the population, even in times of crisis

The importance of family policy issues

These are the most important tasks



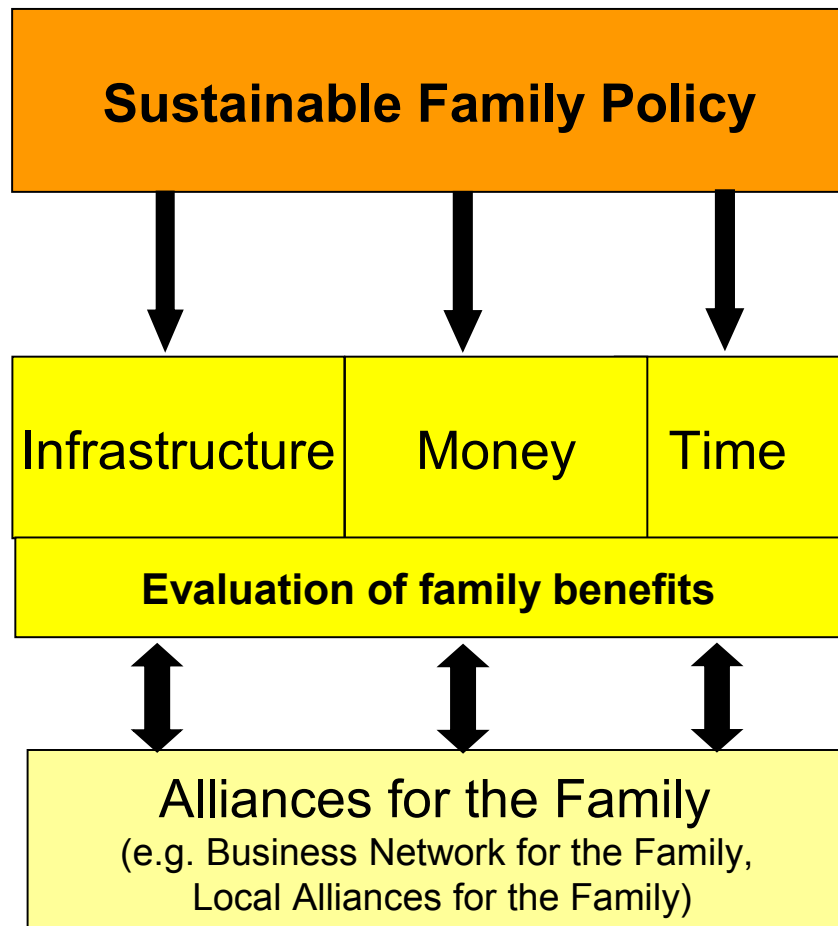


New Family Policy in Germany

- | Since 2004 new focus on the societal debate and family policy
- | Family Report puts Germany into comparison at international level
- | Trend to overcome ideological and polarised points of view
- | High financial benefits of a traditional kind (e.g. child raising allowance), however with problematic effects
- | Deficits as regards reconciliation of work and family life as well as infrastructure
- | Little knowledge about impact and effectiveness



Basic Elements of sustainable family policy





Targets of sustainable family policy

- | Reconciliation of work and private life for both men and women
- | Increasing labour market participation of mothers according to their wishes
- | Economic stability and social integration
- | Well-being and early childhood care
- | Increase but at least stabilise birth rate – realisation of the wish to have children

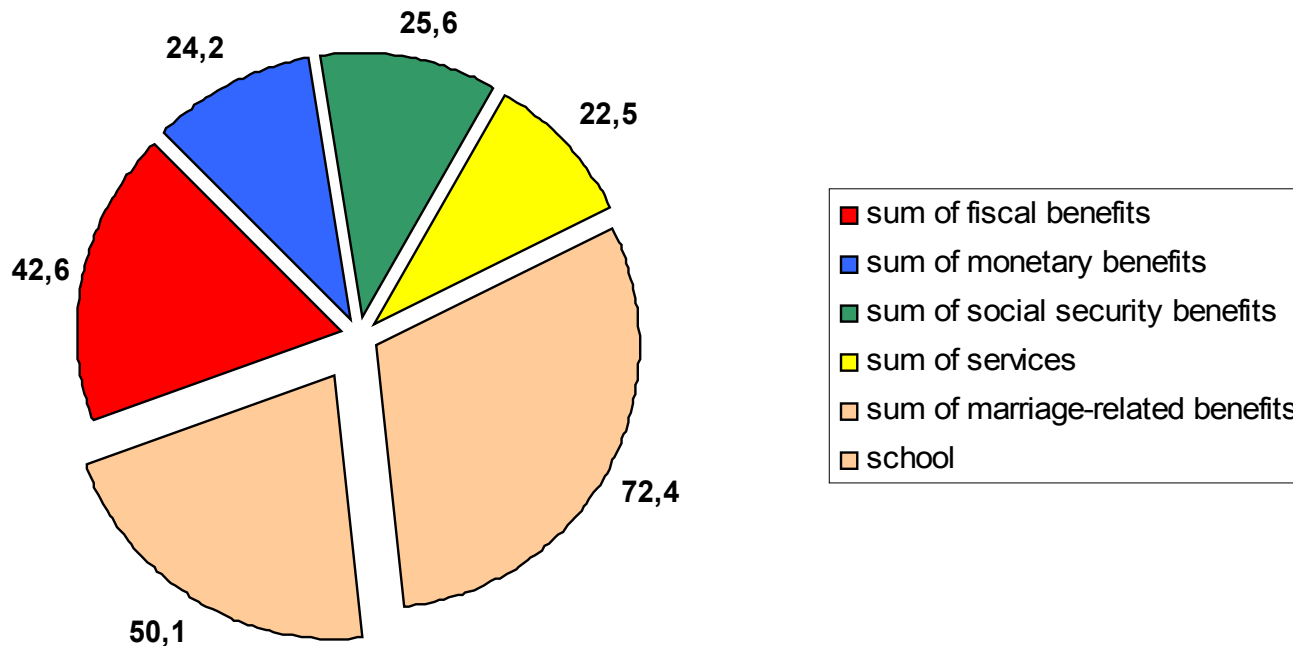


Looking at outcomes

1. Since 2006 annual stock-taking of family policy benefits and instruments within the Federal government (*table of benefits*).
1. Impact analyses for selected instruments and proposals for further development (*Competence Centre for Family Benefits*). Since 2009 annual report on the situation of the family.
1. Systematic and comprehensive examination of the impact of the largest possible number of family policy benefits for more transparency, target-orientation und where appropriate pooling (*comprehensive evaluation*) as of October 2009.



Marriage and family-related measures (2008)



in bn. Euros

in total **187 bn. €**
(**157** marriage and family-related measures,
including **114,8 bn €** for family-related measures)

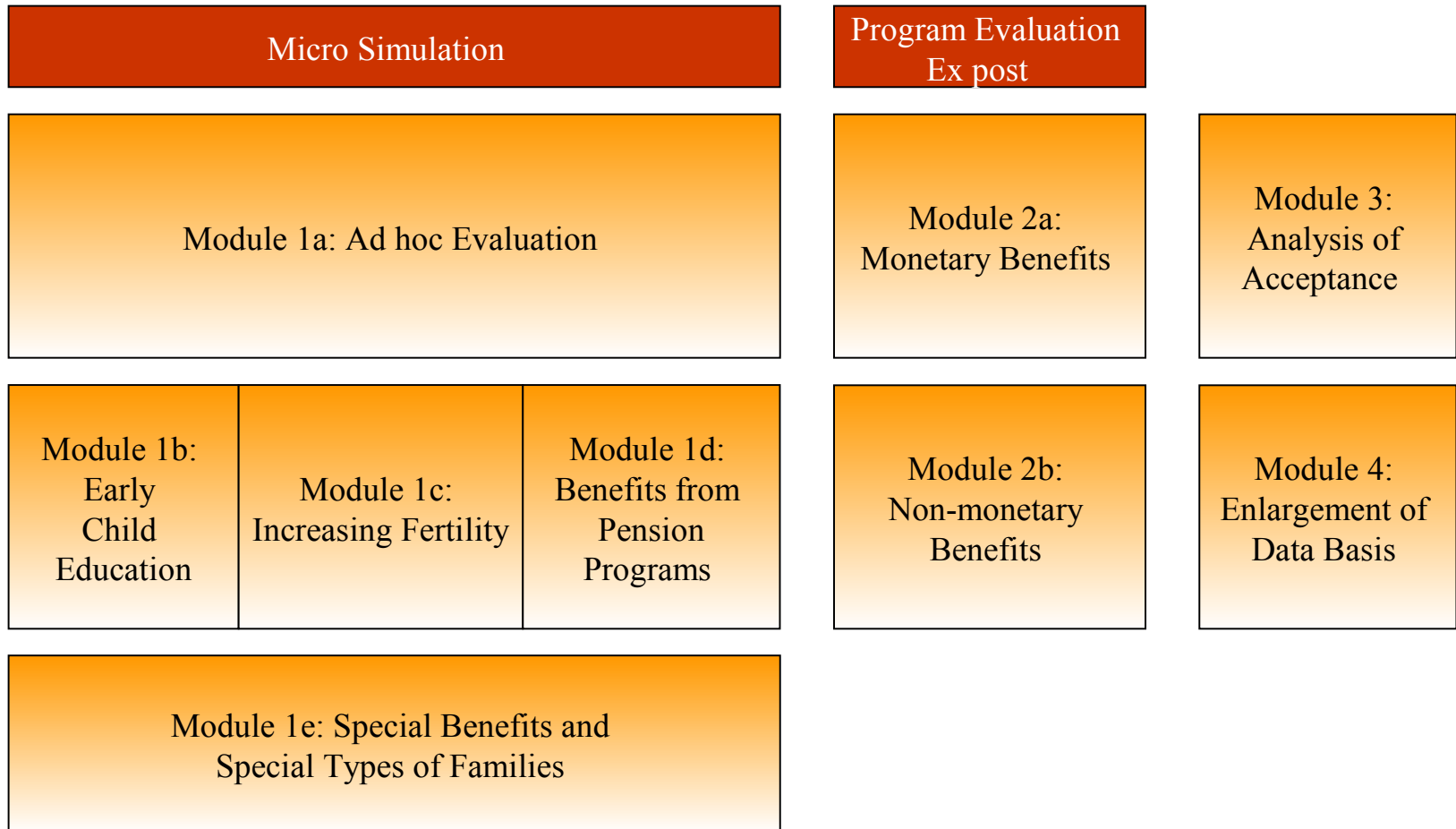


The seven central questions of the comprehensive evaluation

- 1. Effectiveness in a narrow sense**
What impact does a single marriage and family-related measure have on a specific target of family policy?
- 2. Interaction**
What impact do marriage and family-related benefits have together through direct or indirect interaction?
- 3. Harmonisation**
Is it possible to harmonise benefits in a manner to increase their degree of efficiency?
- 4. Balancing disadvantages between families**
What impact do the benefits have on different types of families?
- 5. International Benchmarking**
Are there any marriage and family-related measures or benefits systems in other countries that would be more effective than those in Germany?
- 6. Economic effects**
What reaction at the economic level do benefits show beyond the level of individual households?
- 7. Efficiency of benefits**
What is the cost-benefits-ratio between the effectiveness of the benefits (or their combination) and their costs?



Methodology - Evaluation Modules





Family policy measures since 2005

- | Parental allowance as compensation for loss of wages
 - financial stabilisation for families, increased participation of fathers, strengthened the tendency to work

- | further development of child-care according to needs
 - Reconciliation is strengthened, 35 % of children under the age of 3 will be covered from 2013

- | Expanded supplementary child allowance for low-income earners
 - As of 1 October 2008, 250,000 less children are dependant on social benefits

- | Improved staggered family allowance
 - As of 1 January 2009 targeted assistance for families with several children

- | Filial leave (to be introduced)
 - Specific working time accounts for people involved in elderly care



Fair life chances for children

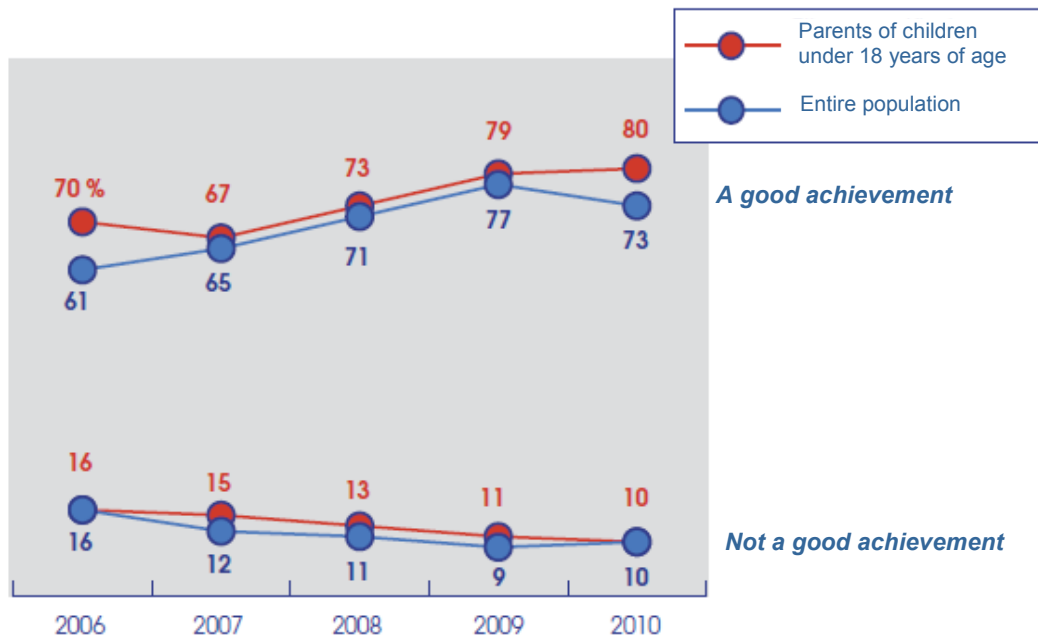
- | In Germany over 2,5 Mio. of children have a risk of poverty.
- | In the European comparison we are doing fairly better than average in respect to child poverty: In the EU 27 20% of children have a child poverty risk, in Germany the ratio is at 15%
- | Child poverty has not increased in Germany since 2004.
- | Children with the highest risk of poverty are children with single parents, children in families with a migrant background (especially origin countries Turkey and Russia) and children in families with more than two children
- | Employment of both parents is the best insurance against child poverty.
- | Monetary benefits in Germany substantially reduce the poverty risk of children.
- | Especially families with more than two children profit from increased child benefit. Altogether child benefit lifts 1,7 Mio. children out of the poverty risk.
- | The supplementary child allowance is also effective: it is taken up by more than 300 000 children of families with small incomes.
- | The review of social assistance benefit for children will take into account the real needs of children.



Parental allowance continues to be highly regarded

Parental allowance – a good achievement

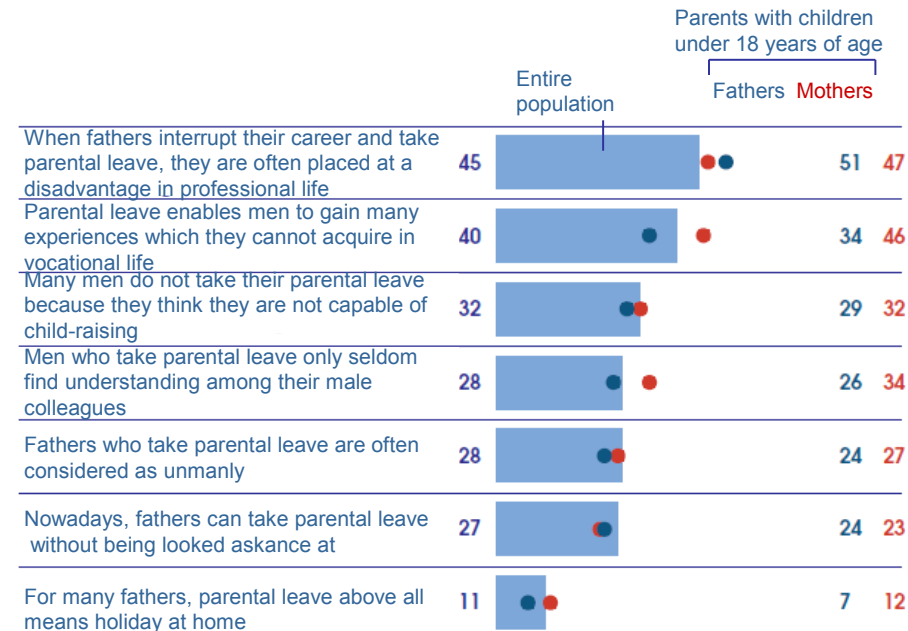
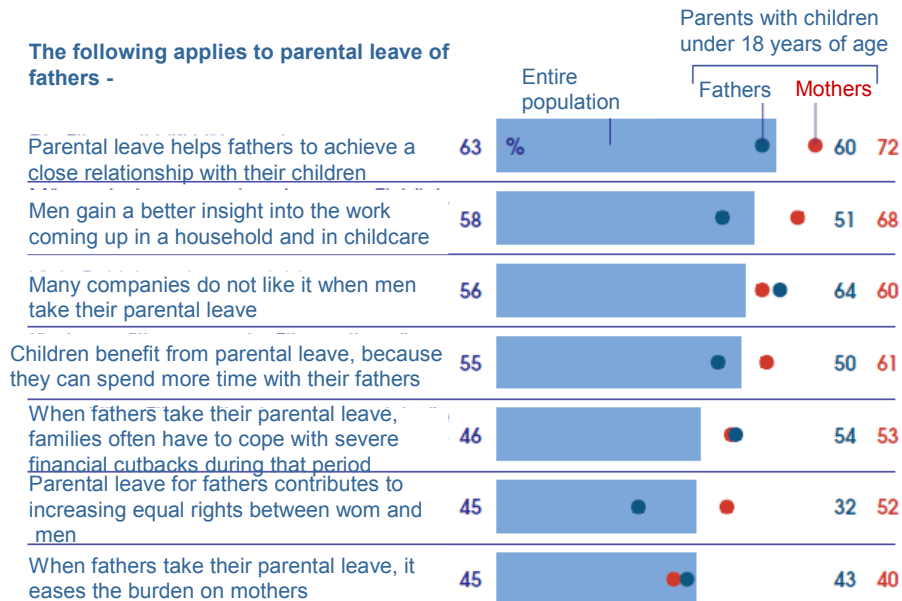
Question: „Do you think that parental allowance in general is a good achievement or ot?“





Fathers would like to spend time with their children

Percentage of fathers who take parental leave





Central topics of family policy in the 17th legislative period

- | Time as lead currency in modern family policy opens up new fields for policy making
- | Time sovereignty as a future trend in work – change of corporate culture and organisational structures.
- | For example: Special Report on Families and time use and requirements for regulation in work and welfare state.



Company programme „Success factor family“

| Targets:

- Convincing companies of the high benefit of family-friendly personnel policy
- Establishing family-friendliness as a topic within management
- Making family friendliness a trademark of German businesses



New focal points

Initiative „family friendly working times“ (flexible work)

- | partner: German Chamber of Commerce
- | Target: promoting flexible working hours, especially „long part time“
- | More career options for mothers, more family time for fathers
- | Start: Fall 2010
- | Campaign message: „At the right place at the right time“

Reconciliation of work and elderly care

- | answering open research questions (survey of employees/companies)
- | Developing concrete manuals for business: guidelines and best practice examples
- | Knowledge platform on the website „success factor family“
- | Professional events of the regional chambers of commerce in cooperation with the company network



New challenge: Family responsibility over the life course – work and elderly care

- | 82 per cent of the population believe that children should take responsibility for their parents when they need help.
- | Family is a place for care. Germany takes a middle position in family care for the elderly.
- | 1,1 Mio. people need intensive care; 68% are taken care of within the family
- | Almost all family members involved in home care say they need more support
- | Legal initiative „filial leave“



Many thanks for your attention!

Petra Mackroth

deputy director-general of the directorate for
family affairs,

Federal Ministry of family affairs, senior citizens,
women and youth, Germany