

Sweden is the best example of a well organized child care system which leads to a very high percentage of women working fulltime

Objective

- **Promoting full-time employment among women through improved childcare facilities**

Implementation in Sweden

- Success driven by **strategic campaigns** and initiatives, supported by affordable, high-quality childcare facilities implemented many years ago
- **Part-time** working models are unattractive in Sweden due to their **lower pension** outcomes
- Childcare incentives aligning with parents' workloads and flexible admission models for efficient childcare placement

Outcome of Swedens measures

- **European benchmark** for work-family balance
- Over **80%** of Swedish **women employed** (70% fulltime)
- Affordable, high-quality childcare facilities
- 15% think maternal employment harms children (Germany 48%)

Germany's status

- Roughly 50% of women work part-time vs. 11% of men, resulting in **30% fewer annual hours for women**
- 1/3 of women aged 25-59 not working due to **caregiving**
- Potential for growth despite recent childcare investments

Policy recommendations for Germany

- Expand Childcare System to Address **300,000 Space Gap**
- Implement **standardized quality measures** and professional training standards
- Implement **financial incentives** akin to Sweden, encouraging full-time over part-time employment.

Possible Scenario

- **Objective:** Achieve 70% full-time employment for German women, modelling Sweden
- **Impact:** 45% more working hours of skilled part-time working women, equivalent to 1,094,064 new full-time skilled labour jobs
- **Costs:** Approximately 4 billion euros for childcare system expansion and substantial funding for a campaign