

# 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

## Background information about: Promoting full-time employment among women through improved childcare facilities

Object	Additional information
Implementation in Sweden	<ul style="list-style-type: none"> <li>• Quality childcare: Achieved through well-educated staff and favourable staff-to-child ratios</li> <li>• Initiatives in the 1960s: Sweden addressed skills shortages, laying the foundation for long-term acceptance of external childcare</li> <li>• Enduring development ingrained in culture: The evolution towards external childcare has become a lasting aspect of Swedish culture</li> <li>• Some day care facilities offer services during nights and weekends to accommodate parents with non-traditional working hours</li> <li>• Flexible day care hours: Parents can choose the number of hours and adjust them weekly through online scheduling</li> <li>• Part-time work arrangement: If one works part-time, the child can be in day care for the duration required for work</li> <li>• Legal foundations for preschool education: The Swedish government emphasizes societal values like care, solidarity, and tolerance</li> </ul>
Outcome	<ul style="list-style-type: none"> <li>• Affordable childcare: Parents pay a maximum of 145 euros per month for the first child, with decreasing costs for each additional child</li> <li>• Comparable cost to German average: The maximum for childcare cost in Sweden aligns with the average of childcare cost in Germany</li> <li>• Acceptance of external childcare: Sweden's embrace of external childcare contributes to better gender equality in the workforce</li> <li>• Full-time work norm for women: The norm in Sweden is full-time work for women, unlike the more common part-time employment in Germany</li> <li>• Influence of pension funds: Lower pension funds for part-time work in Sweden</li> </ul>
Germany's status	<ul style="list-style-type: none"> <li>• Desire for expanded working hours: Many women working part-time, especially in East Germany, express the desire to increase their working hours</li> <li>• However, studies also show a general trend of employees desiring shorter working hours compared to earlier years</li> <li>• Kita-Quality Act: Effective from January 1, 2023, allocates around four billion euros from the federal government to enhance childcare quality and inclusivity</li> <li>• Key areas of focus: The legislation prioritizes areas such as tailored service offerings, staff-child ratios, recruitment of qualified professionals, effective leadership, child development measures, health, nutrition, physical activity, and language education</li> </ul>

## Background information about: Promoting full-time employment among women through improved childcare facilities

Object	Additional information
Policy recommendations for Germany	<ul style="list-style-type: none"> <li>• Introduce financial incentives, akin to Sweden, to discourage part-time work and make pension funds less attractive</li> <li>• Challenges in implementation: Implementing such a system is challenging, given the increasing popularity of part-time work in recent years</li> <li>• Germany requires standardized quality measures, elevated professional training, and a robust legal framework for childcare to mirror Sweden's success</li> <li>• Well-educated staff, favourable staffing ratios, and gender equality campaigns promoting women employment and shared family responsibility</li> <li>• Targeted marketing for synergistic effects: To encourage childcare investments, targeted marketing can link these efforts with gender equality, creating synergistic effects</li> </ul>
Possible scenario	<ul style="list-style-type: none"> <li>• Multiplying 3 million people (number of women, for which the working hours increase to mirror Sweden) by the percentage of skilled workers (0.7964) results in 2,389,200 individuals</li> <li>• The average working hours for women are 21.9 hours, indicating an increase of 18.5 hours on average (40.4 hours = 100%)</li> <li>• 2,389,200 individuals working an additional 18.5 hours each amounts to 44,200,200 additional working hours. Dividing this by 40.4 hours (representing 100% of a full-time position) yields approximately 1,094,064.36 new full-time positions. Corresponds to a 45% increase in working hours</li> <li>• Costs: 4 Billion Euros estimated from the Kita Act, which Germany allocates to tackle the space gap of 300,000 children</li> </ul>