



WHY SHOULD WE CARE? The Future of Family Supportive Workplaces

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Warsaw, Poland

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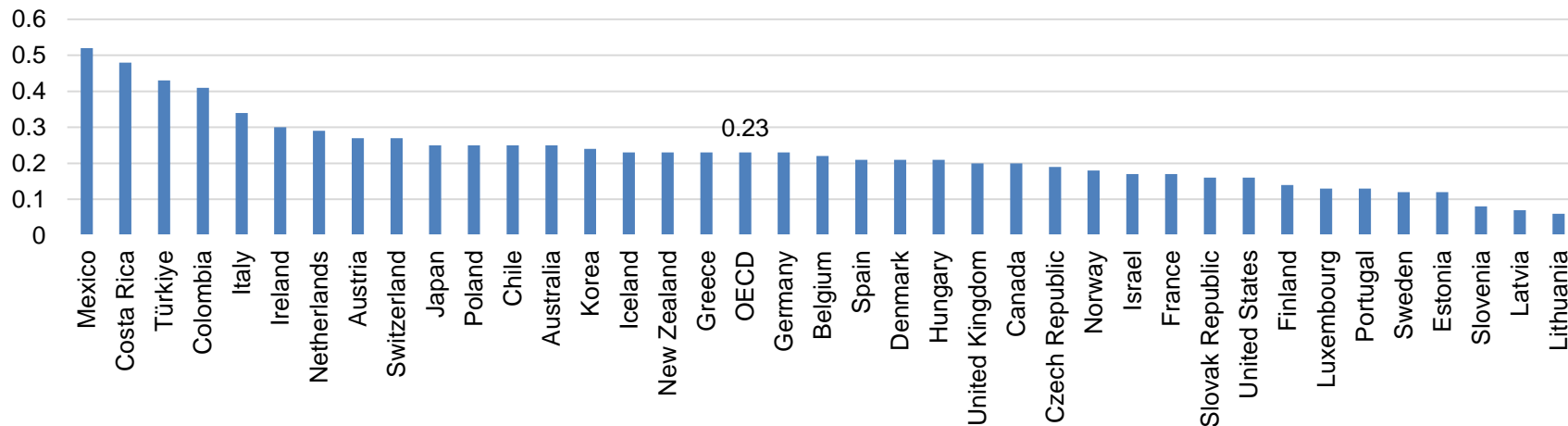


DISCLAIMER



Significant benefits to gender equality for economies

Difference relative to the baseline in projected average annual rate of growth in potential GDP per capita over the period 2022-60, closure of gender gaps in labour force participation and working hours, percentage points

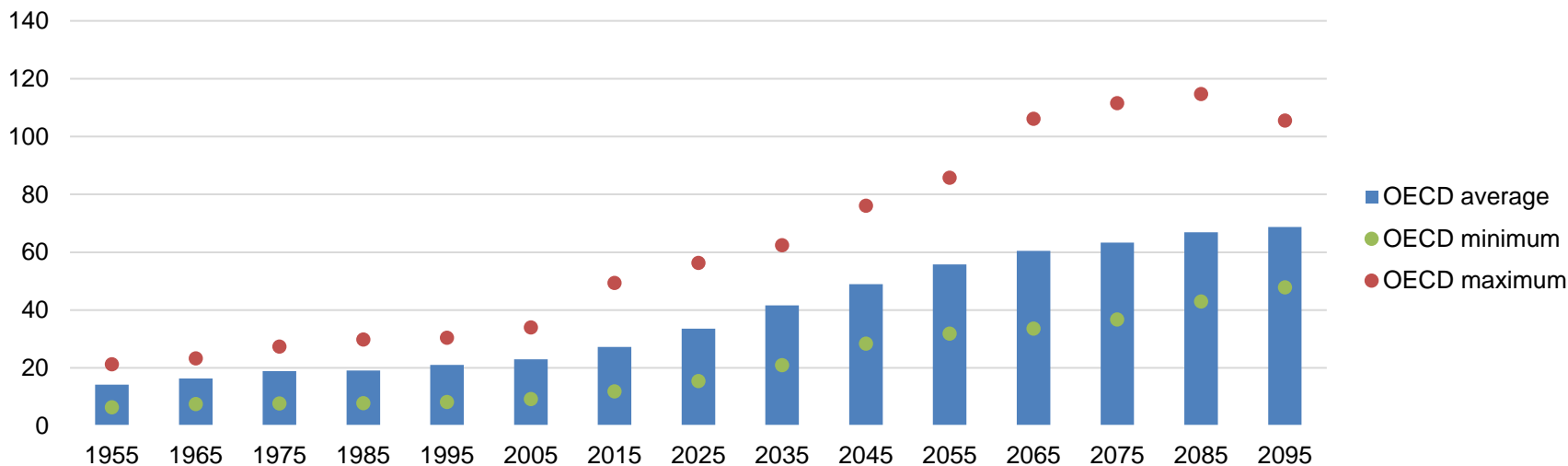


Source: OECD (2023), *Joining Forces for Gender Equality: What is Holding us Back?*, OECD Publishing, Paris, <https://doi.org/10.1787/67d48024-en>.



Demographic change and declining fertility bring new challenges...

Old-age to working-age ratio, number of people older than 65 years per 100 people of working age (20-64), 1950-2100

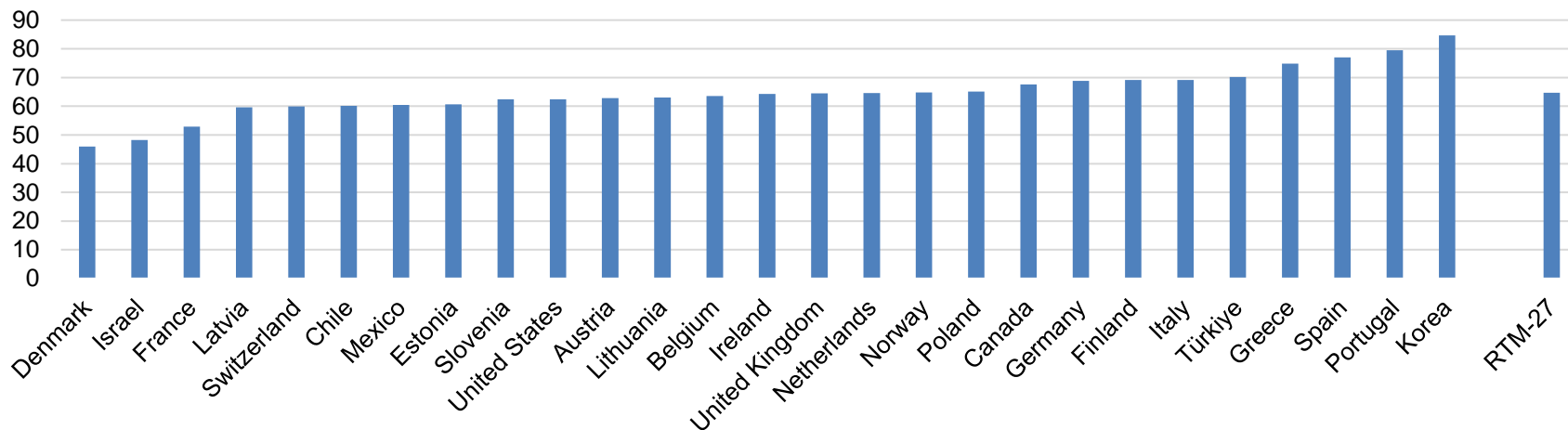


Source: OECD (2024), Society at a Glance 2024: OECD Social Indicators, OECD Publishing, Paris, <https://doi.org/10.1787/918d8db3-en>.



Demographic change and declining fertility bring new challenges...

Share (%) of respondents who are somewhat or very concerned about population ageing beyond the next ten years, 2024

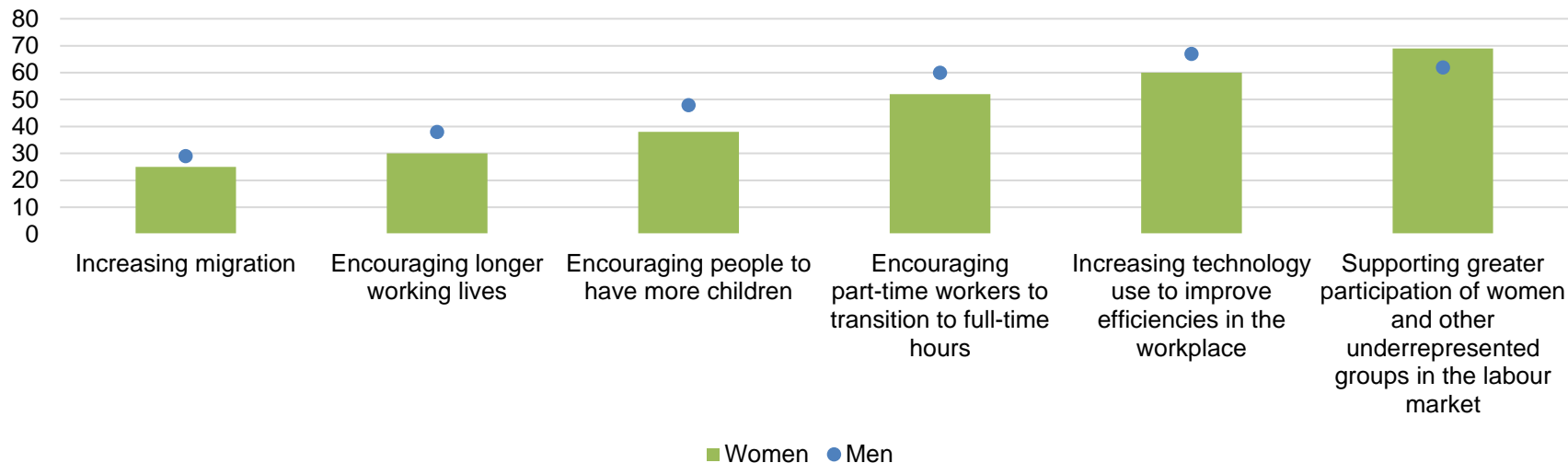


Source: OECD (2025, forthcoming) More effective social protection for stronger economic growth: Main Findings from the 2024 OECD Risks that Matter Survey (<https://doi.org/10.1787/3947946a-en>).



...and opportunities

Share (%) of respondents who support specified responses to population ageing, by country, 2024

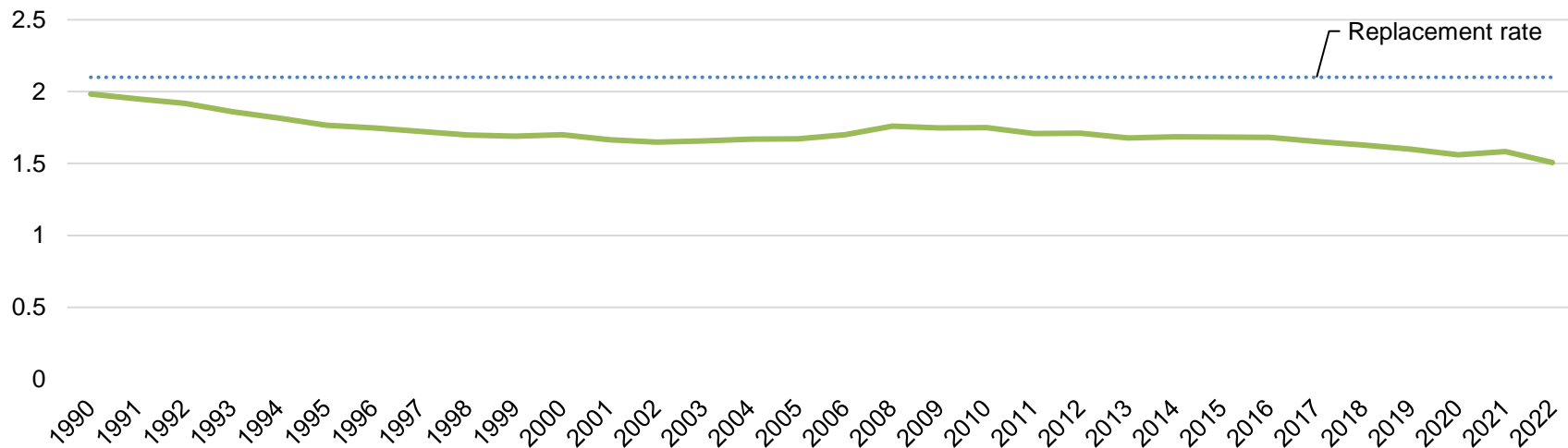


Source: OECD (2025, forthcoming) More effective social protection for stronger economic growth: Main Findings from the 2024 OECD Risks that Matter Survey (<https://doi.org/10.1787/3947946a-en>).



Demographic change and declining fertility bring new challenges...

Total fertility rate, OECD average, 1990-2022



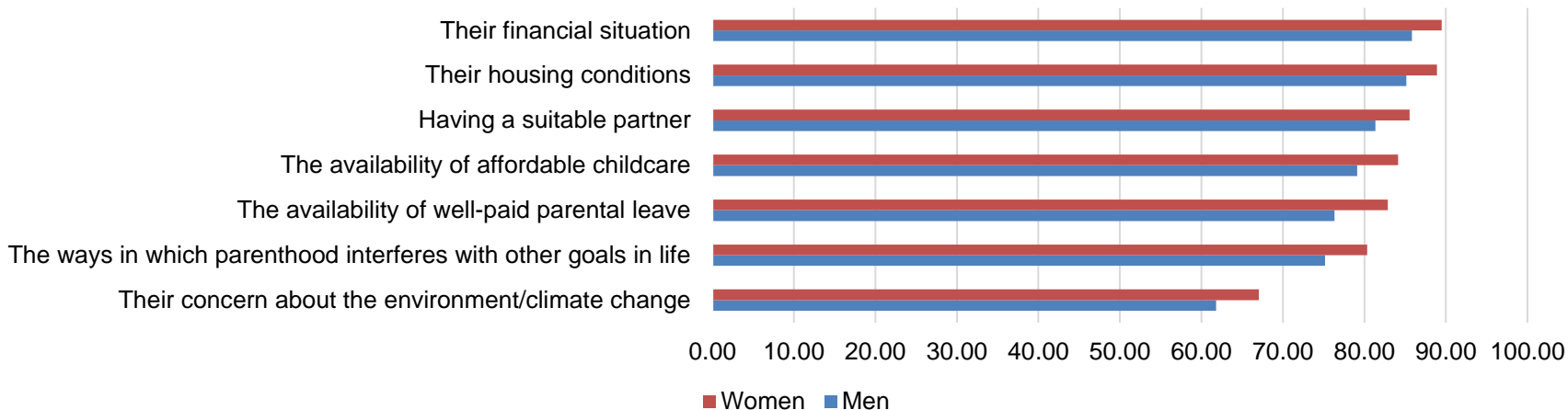
Source: OECD (2024), Society at a Glance 2024: OECD Social Indicators, OECD Publishing, Paris, <https://doi.org/10.1787/918d8db3-en>.

Check out the report “**Megatrends and the Future of Social Protection**” for more on these topics.



Demographic change and declining fertility bring new challenges...

Share (%) of respondents who believe certain factors are important for young people when considering having a (or another) child, by gender, 2024

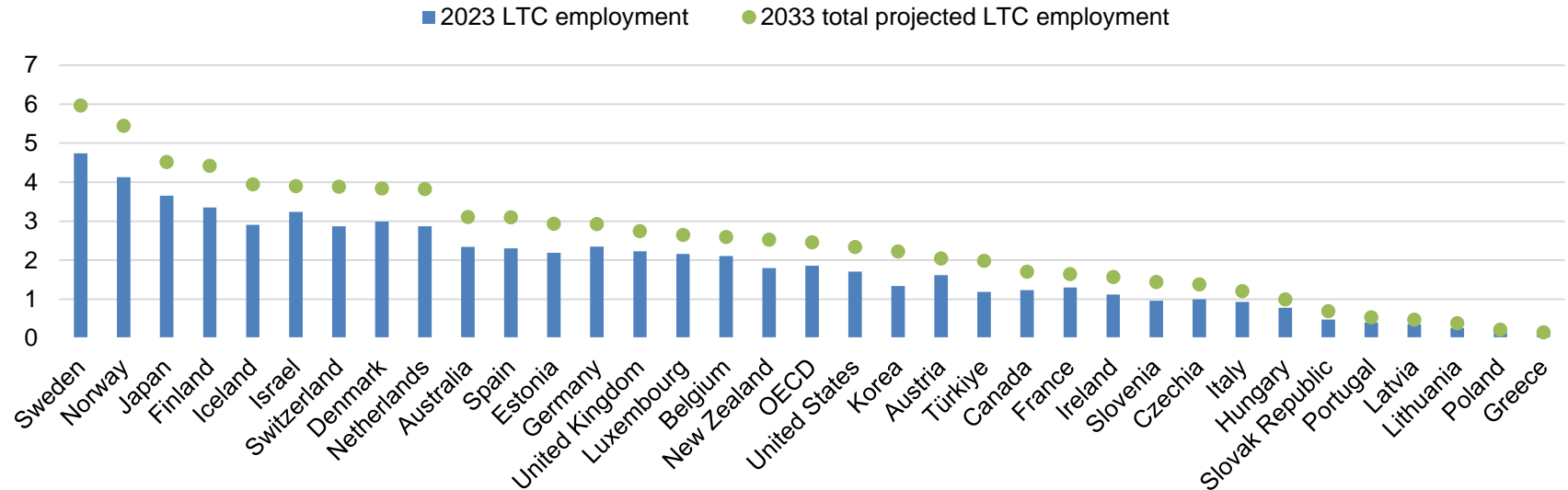


Source: OECD (2025, forthcoming) More effective social protection for stronger economic growth: Main Findings from the 2024 OECD Risks that Matter Survey (<https://doi.org/10.1787/3947946a-en>) and OECD 2024 Risks that Matter Survey microdata (<https://oe.cd/rtm>).



Demographic change and declining fertility bring new challenges...

Projected share of long-term care workers in total employment (baseline scenario), 2033

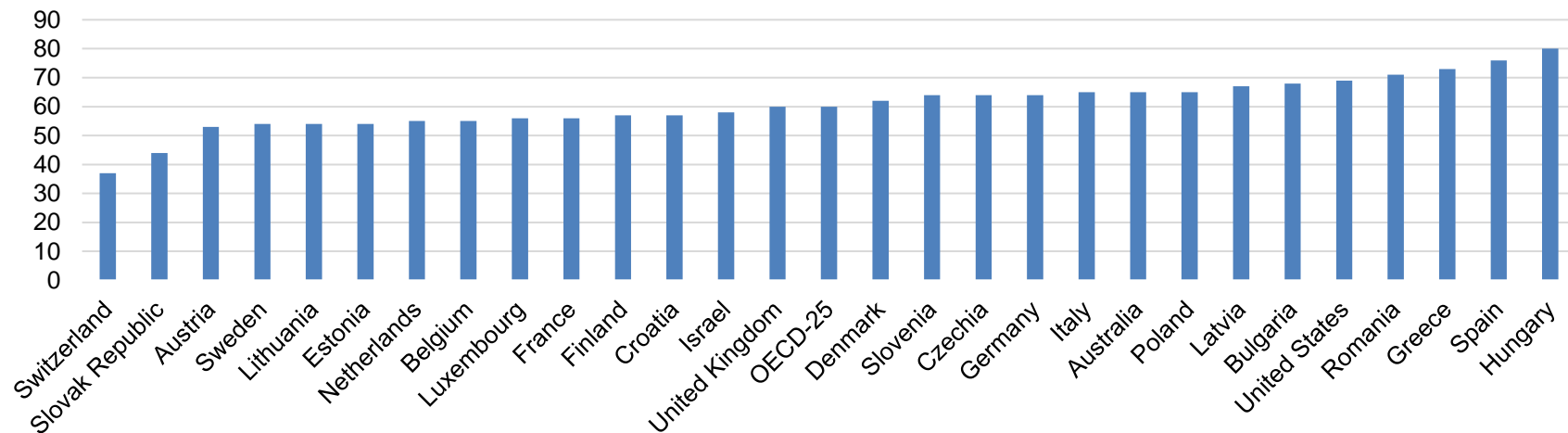


Source: OECD (2023), *Beyond Applause? Improving Working Conditions in Long-Term Care*, OECD Publishing, Paris, <https://doi.org/10.1787/27d33ab3-en>.



Demographic change and declining fertility bring new challenges...

Share (%) of unpaid daily carers aged 50 years and over who are women, 2019 or latest



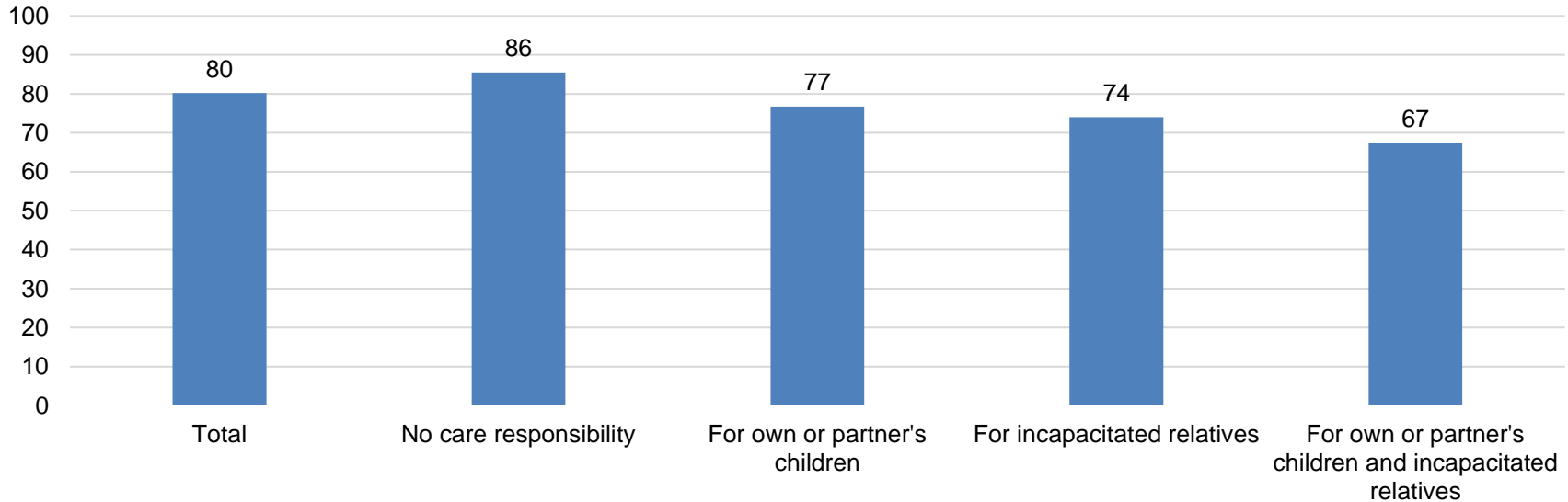
Source: OECD (2023) "Health at a Glance 2023: OECD Indicators," Figure 10.16 accessed at https://www.oecd.org/en/publications/2023/11/health-at-a-glance-2023_e04f8239.html.

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Demographic change and declining fertility bring new challenges...

Labour force participation rate, women aged 25-49 years by caregiving responsibilities, 2018



Source: Eurostat "Population by care responsibilities and labour status" (https://doi.org/10.2908/LFSO_18CRELS).



...and opportunities

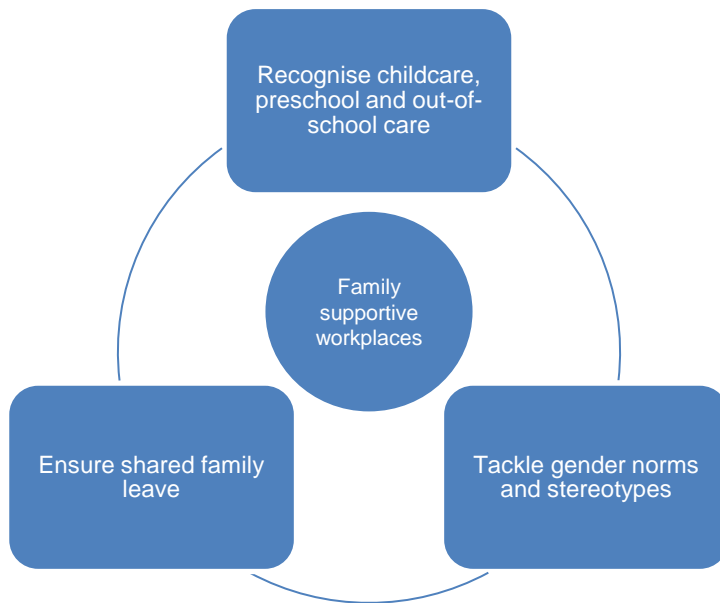
boost economic
growth

promote equality

address
demographic
headwinds



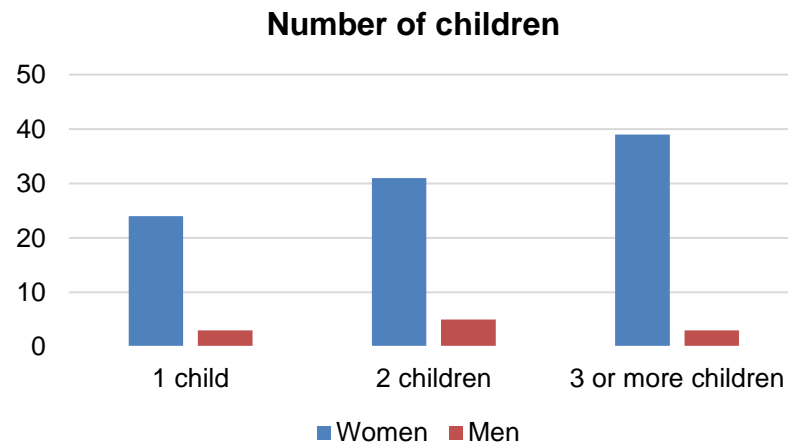
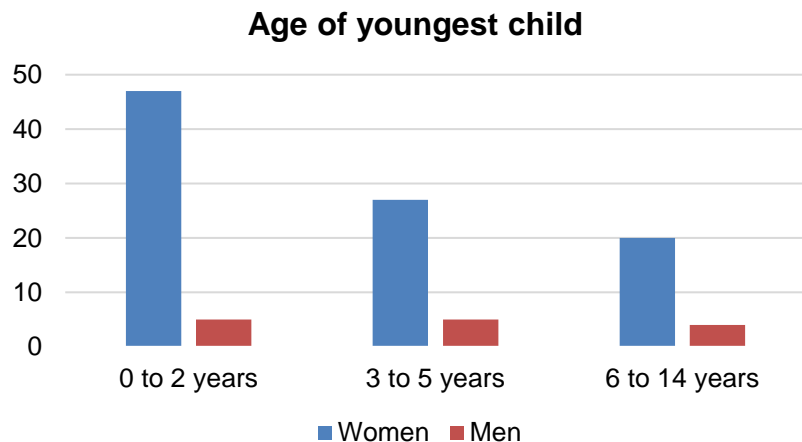
Selected actions to create family supportive workplaces





Early learning and childcare (ECE) and out-of-school care

Share (%) of inactive women and men (25-54) who state caregiving for children or incapacitated adults as their reason for inactivity, by age of the youngest dependent child (Panel A) and by number of dependent children (Panel B), EU-26 average, 2021

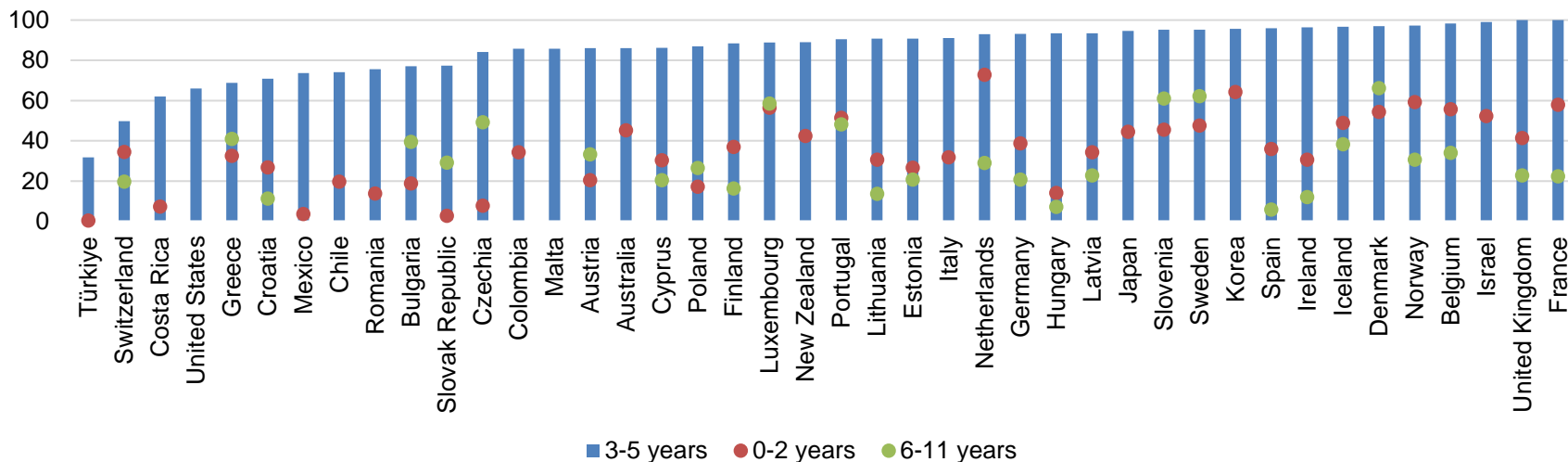


Source: OECD Secretariat calculations using EU-LFS microdata.

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Early learning and childcare (ECE) and out-of-school care

Enrolment rates in ECE (0-2- and 3-5-year-olds) and participation rates in centre-based out-of-school-hours services (6–11-year-olds)

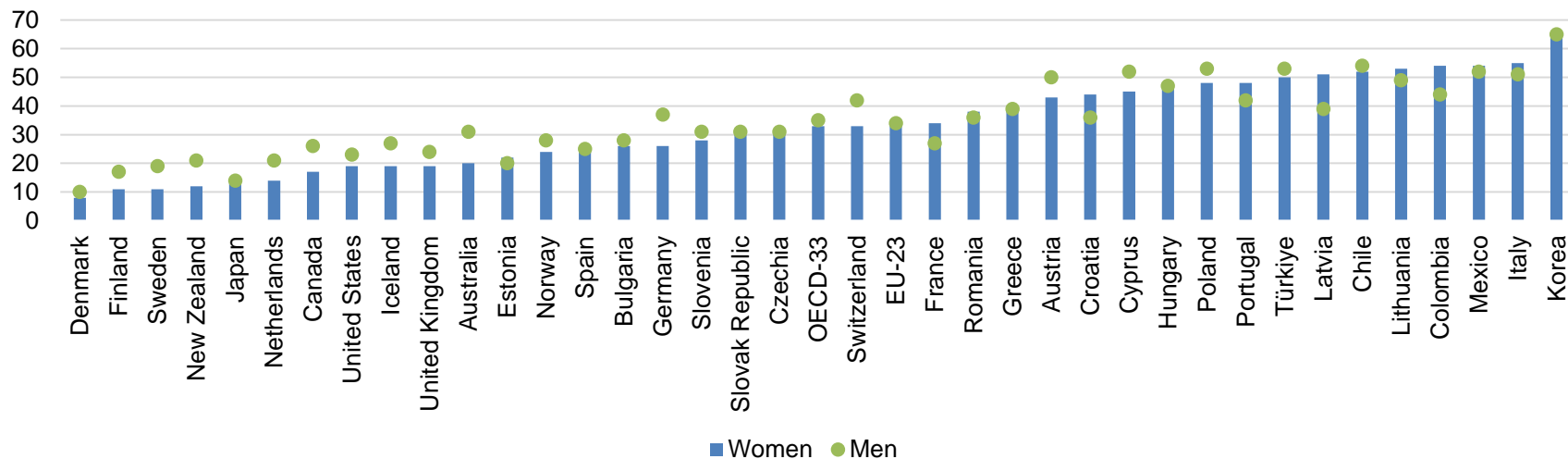


Source: OECD Family Database (<https://www.oecd.org/en/data/datasets/oecd-family-database.html>).



Gender norms and stereotypes

Share (%) who agree that a preschool child suffers with a working mother, 2017-2022 wave of World Values Survey

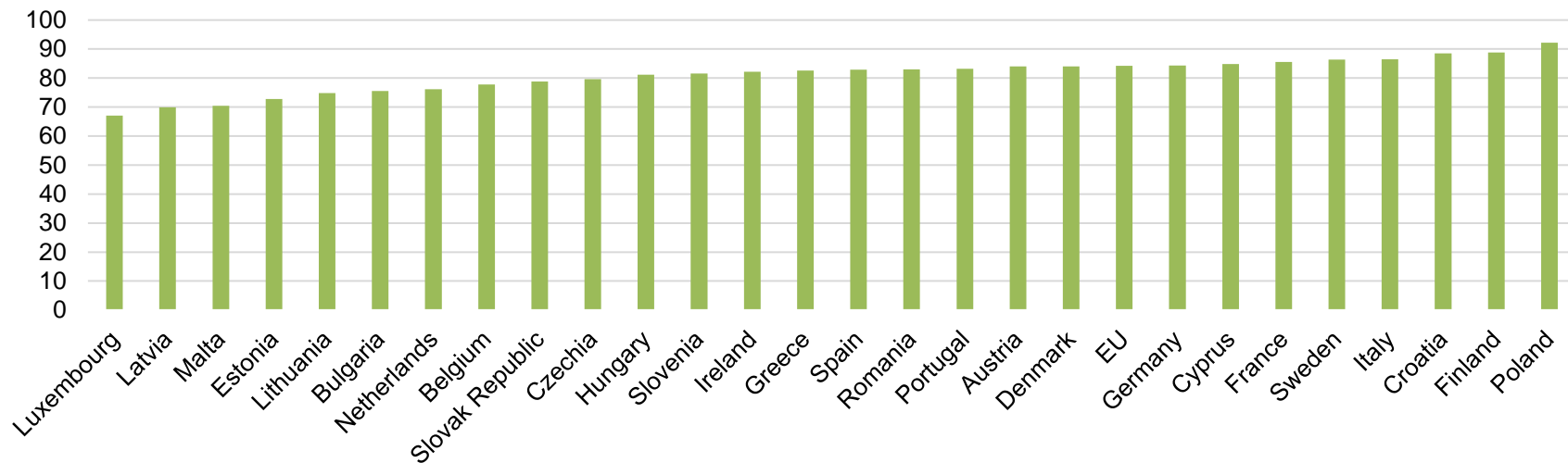


Source: 2017-2022 World Values Survey (<https://www.worldvaluessurvey.org/WVSONline.jsp>).



Gender norms and stereotypes

Share (%) who agree that a working mother can establish just as warm and secure a relationship with her children as a mother who does not work, 2022

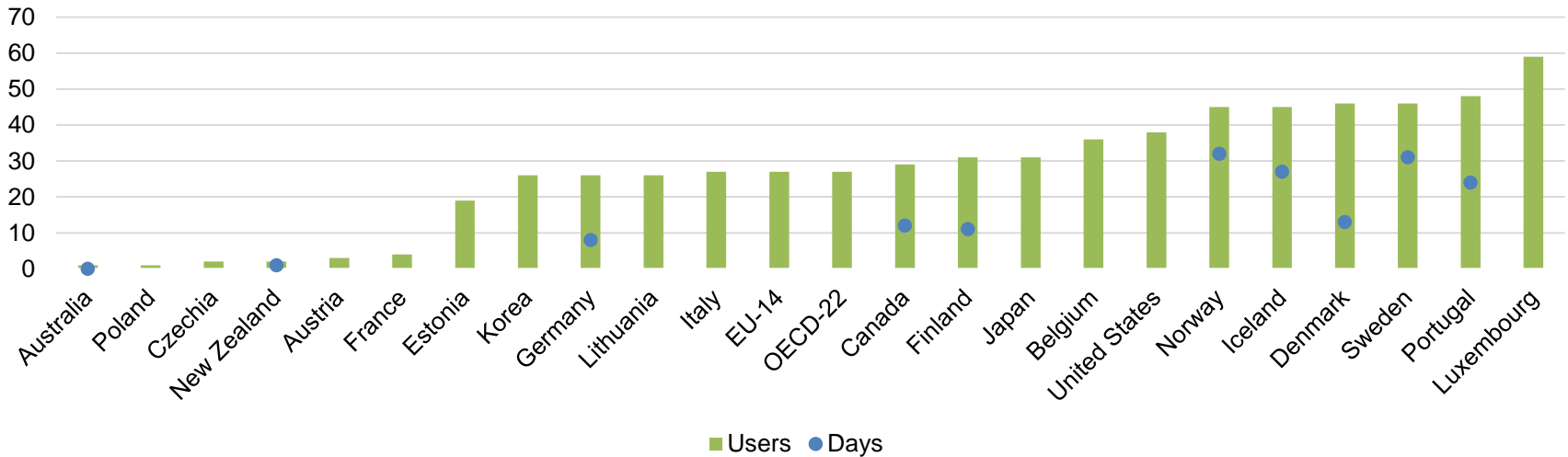


Source: EIGE Survey of gender gaps in unpaid care, individual and social activities (<https://eige.europa.eu/gender-statistics/dgs>).



Family leave

Share (%) of recipients of publicly-administered paid parental leave who are men and share (%) of days of leave allowances and benefits paid to men, 2023 or latest

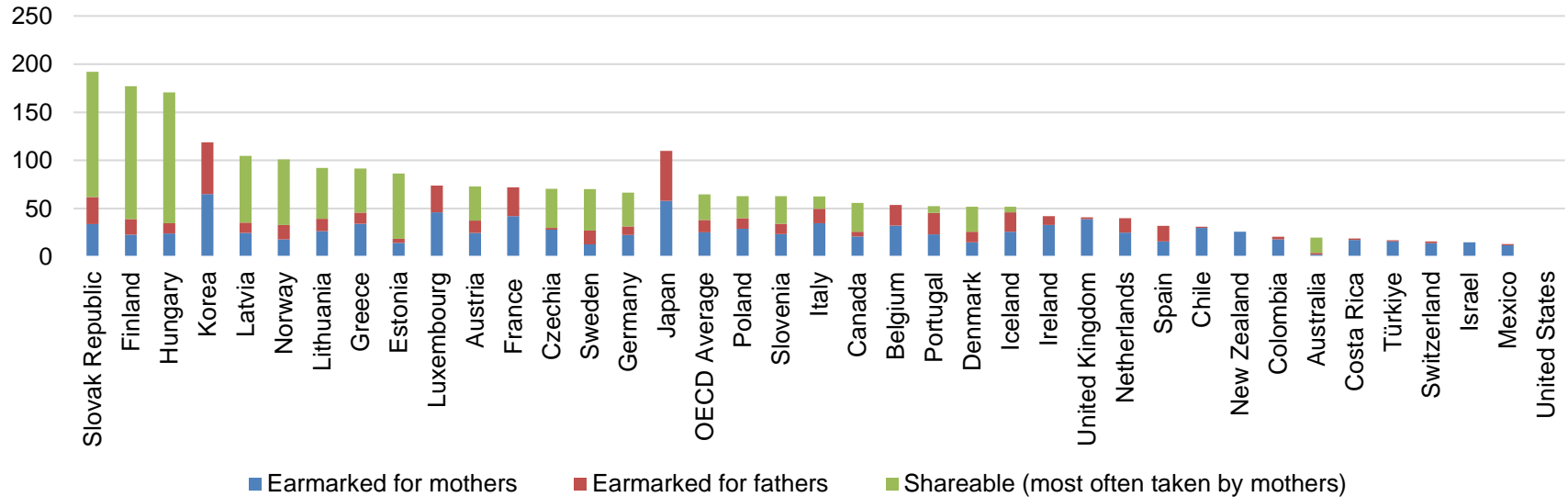


Source: OECD Family Database (<https://www.oecd.org/en/data/datasets/oecd-family-database.html>).



Family leave

Duration of earmarked and shareable family leave entitlements, in weeks, 2024

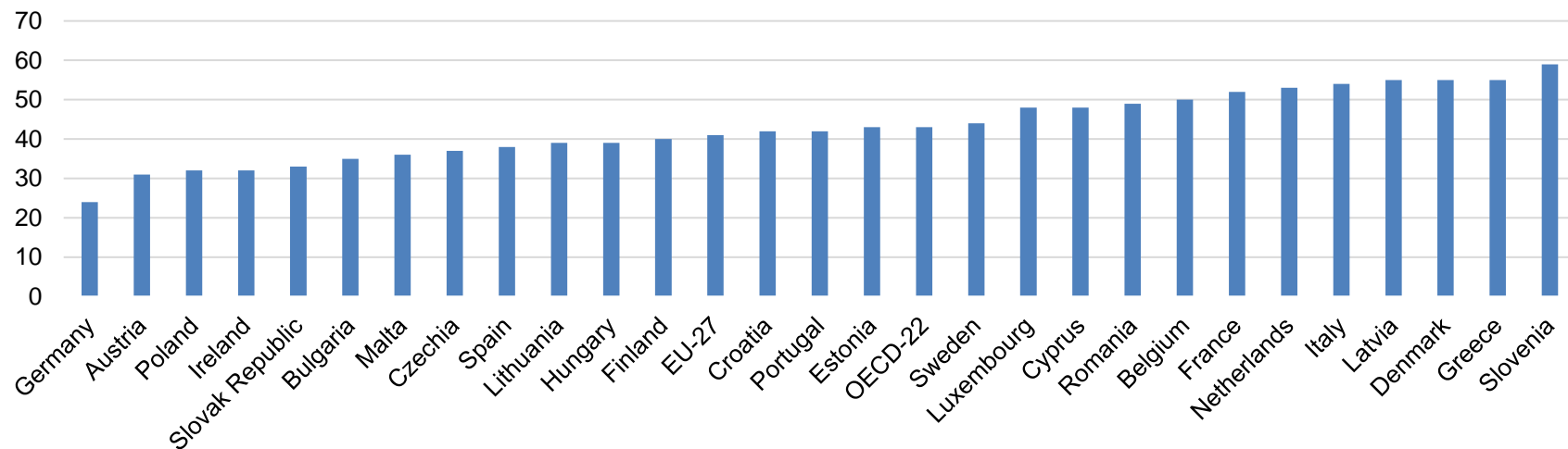


Source: OECD Family Database (<https://www.oecd.org/en/data/datasets/oecd-family-database.html>).



Family leave

Share (%) who disagree that a father should give up work to look after the children if his pay is lower than the mother's and the family wants a parent to stay home with the children, 2024



Source: European Commission "Special Eurobarometer SP545: Gender stereotypes" (http://data.europa.eu/88u/dataset/s2974_100_3_sp545_eng).



What can we do?

- Drawing on forthcoming OECD work, cross-ministry and cross-sectoral collaboration is key.
 - Governments
 - Employers
 - Social Partners
 - Families

Keep your eyes peeled for “**Gender Equality in a Changing World: Taking Stock and Moving Forward.**”



Governments

- Legislate paid family leave
- Subsidise childcare and elder care
- Promote flexible work policies
- Incentivise employer practices
- Support employer implementation
- Enforce anti-discrimination laws
- Support gender equity initiatives
- Monitor and/or incentivise equal take-up



Employers

- Offer flexible working arrangements
- Provide paid family and care leave
- Invest in childcare support
- Foster a culture of support
- Support all caregivers equally
- Regularly review and improve policies



Social Partners

- Negotiate family-friendly provisions in collective agreements
- Advocate for equitable access across sectors
- Promote social dialogue
- Raise awareness and combat stigma
- Monitor implementation and fairness
- Support workers in asserting their rights
- Build employer capacity
- Push for policy improvements



Families (and Final Remarks)

- Challenge gender norms—in your home and in your mindset.
- Small actions shape big change.
- Everyone has a role to play in advancing equality.



THANK YOU