

# **Walking the tightrope: Background brief on parents' work-life balance across the stages of childhood**



December 2016



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Directorate for Employment, Labour and Social Affairs

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	<p>Mothers usually take on the bulk of the unpaid work related to raising children. In some OECD countries, like Italy and Korea, mothers in couple families do around five to six hours more unpaid work each day than fathers.</p>		<p>Various policy tools, including parental leave, childcare and out-of-school-hours-care, and flexible working schemes can help parents balance work and family life. These policies work best when provided in a coherent 'joined-up' manner that avoids gaps in support, e.g. between the end of parental leave and entering formal childcare, and gives parents a continuum of support throughout childhood.</p>
	<p>A lack of affordable quality childcare prevents many mothers from engaging in paid work or pushes them into part-time work when children are young. In several OECD countries, more than one-in-five inactive mothers of very young children state they cannot look for work because of a lack of suitable childcare.</p>		<p>Developing out-of-school-hours care services for school-age children is key to helping parents engage in paid work and/or increase their working hours as their children grow up.</p>

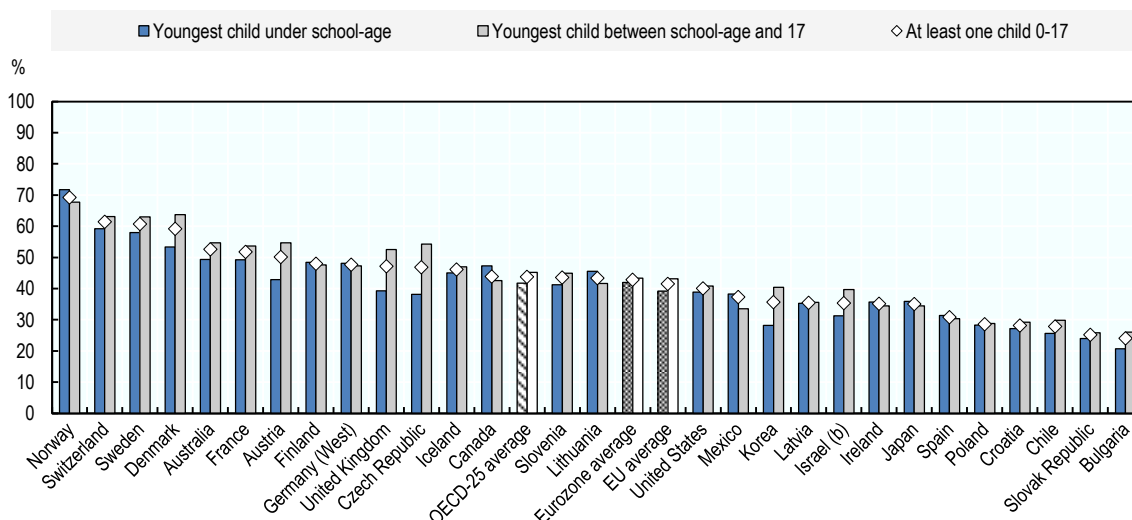
Society expects parents to take on many roles. Bringing up children requires personal care and attention, and despite technological innovation parenthood still brings a lot of additional unpaid work to the household. At the same time, most mothers and fathers nowadays participate in some form of paid work, and in most OECD countries dual-earner families have become the norm (OECD, 2016a). OECD governments have been putting considerable effort into helping parents reconcile these roles, but for many parents balancing work commitments with family responsibilities remains a challenge.

Tensions between work and family commitments often appear most acute when children are very young. Infants have intense care needs and require 'round-the-clock' care that, without help, is generally incompatible with a regular working day. However, while the nature of care responsibilities changes as children grow up, conflicts do not disappear once children enter school. In fact, in many OECD countries, parents with school-aged children are only slightly more likely than those with very young children to report that they can balance their work and family commitments with relative ease – on average across OECD countries, roughly 45% of adults in household with a youngest child at school-age report that they are working and have little or no difficulty combining their work and family roles compared, to just under 42% of those with a youngest child under school age (Figure 1).

Still, some countries seem better than others at providing an environment that allows parents to successfully combine work and family. In the Nordic countries – especially Denmark, Norway and Sweden – and Switzerland around 60% or more of adults in households with at least one child aged 0-to-17 report that they are in paid work and have little or no difficulty combining work and family (Figure 1). Chile, Poland and the Slovak Republic find themselves are the other end of the spectrum – in these three countries, fewer than 30% of adults in households with children report that they work and find it relatively easy to balance work with family.

**Figure 1: On average across OECD countries, only around four-in-ten adults in households with children work and report little difficulty in combining work and family**

Proportion (%) of adults in households with at least one child aged 0-17 that are employed and report little or no difficulty combining their work and family roles<sup>a</sup>, by age of the youngest child in the household, 2012



a) The proportion of adults that report they are currently in paid work and that, when asked how often during the past three months they had found it "difficult for to fulfil [their] family responsibilities because of the amount of time [they] spent on [their] job" or had "arrived at work too tired to function well because of the household work [they] had done", respond to both with either 'never' or 'only once or twice'. Proportion among valid cases only.

Source: OECD calculations based on International Social Survey Programme 2012, [www.issp.org/](http://www.issp.org/)

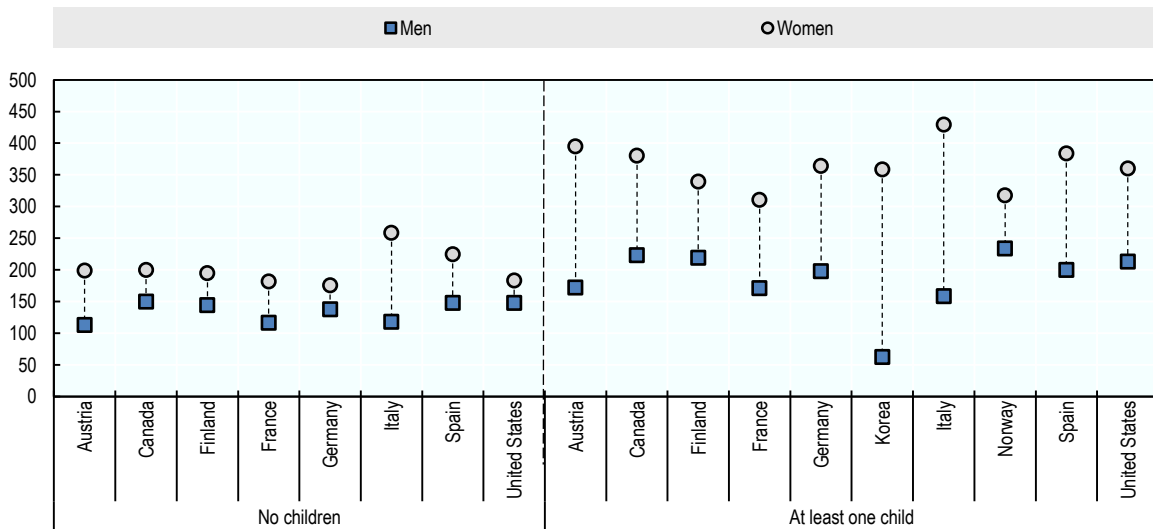
## Mothers usually take on the bulk of the additional unpaid work that comes with children

Women do more unpaid work than men everywhere in the OECD (OECD, 2016b), and even among men and women *without* children gender gaps in unpaid work can be large (Figure 2). However, traditional gender divisions in unpaid work tend only to widen once children enter a family, with mothers usually taking on the lion's share of the extra housework and caring responsibilities that come with parenthood (Figure 2). In some countries, like Italy and Korea, mothers in couple families do on average around 250-300 minutes more unpaid work each day than fathers. Gaps are smaller in countries like Norway, but mothers still do more than one hour extra unpaid work compared to fathers.

The time mothers dedicate to unpaid work varies across childhood, however, particularly when it comes to the time spent looking after children. Almost all mothers use some of their day providing care for their children (OECD, 2016b), but this tends to decline as children grow up. For example, in many countries 'carer-mothers' (those who are engaged in at least one childcare activity) in couple families spend, on average, well over 150 minutes per day on childcare activities when they have a child below school age, but this often drops by around 90-120 minutes per day once the youngest child starts attending school (Figure 3). In Finland – where many mothers use childcare leave to stay at home when children are very young but return to work full-time once they are older – the amount of time carer-mothers in couple families spend on childcare falls by almost two-and-a-half hours per day once their youngest enters school.

**Figure 2: Gender gaps in unpaid work widen upon parenthood**

Time spent on unpaid work by partnered men and women aged 25-44 with and without at least one child aged 0-17<sup>a</sup>, in minutes per day, latest year available<sup>b</sup>



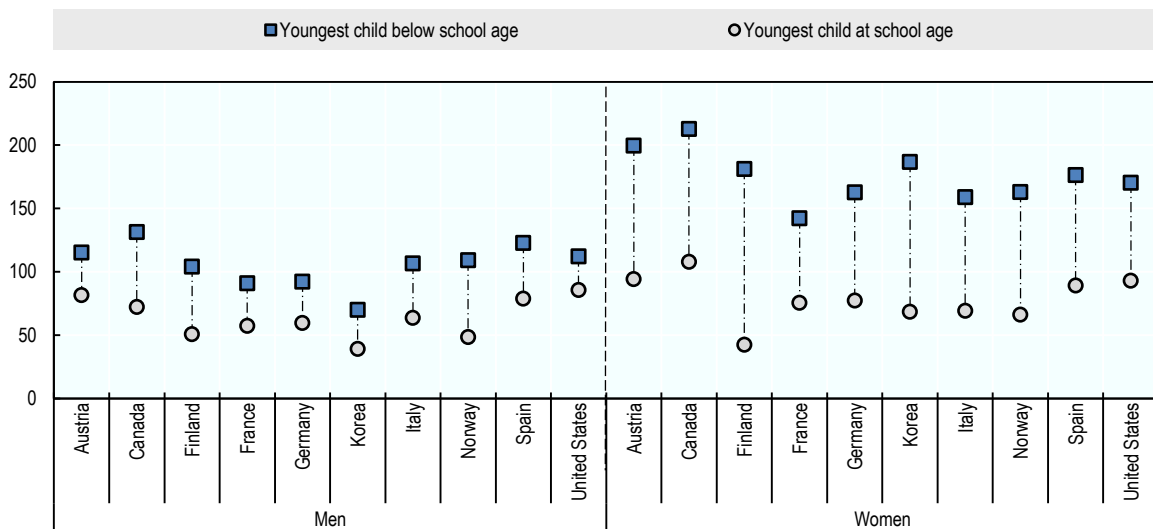
a) Partnered men and women are those living in the same household as a spouse or cohabiting partner. Men and women 'with at least one child aged 0-17' are those living in the same household as at least one individual aged 0-17 that is identified as the child of the couple.

b) Reference years vary across countries: Austria: 2008-09; Canada: 2010; Finland: 2009; France: 2009-10; Germany: 2012-13; Italy: 2008; Korea: 2009; Norway: 2010; Spain: 2009-10; United States: 2010

Source: OECD (2016) Dare to Share: Germany's Experience Promoting Equal Partnership in Families, <http://dx.doi.org/10.1787/9789264259157-en>

**Figure 3: Time spent on childcare is more sensitive to children's age for mothers than for fathers**

Time spent on childcare activities by carer-parents<sup>a</sup>, partnered men and women aged 25-44 with and without at least one child aged 0-17<sup>b</sup>, by age of youngest child, in minutes per day, latest year available<sup>c</sup>



a) 'Carer-parents' are mothers and fathers who report that they are engaged in at least one childcare activity during the diary day

b) Partnered men and women are those living in the same household as a spouse or cohabiting partner. Men and women 'with at least one child aged 0-17' are those living in the same household as at least one individual aged 0-17 that is identified as the child of the couple.

c) Reference years vary across countries: Austria: 2008-09; Canada: 2010; Finland: 2009; France: 2009-10; Germany: 2012-13; Italy: 2008; Korea: 2009; Norway: 2010; Spain: 2009-10; United States: 2010

Source: OECD (2016) Dare to Share: Germany's Experience Promoting Equal Partnership in Families, <http://dx.doi.org/10.1787/9789264259157-en>

The amount of time invested by fathers in childcare varies less across the stages of childhood. Many fathers do spend at least some of their day looking after their children, at least when they are very young (OECD, 2016b), but the amount of time they dedicate to caring activities is typically lower and more steady than for mothers. In many countries, fathers in couple families who spend at least some of their day looking after children dedicate an average of around 100-125 minutes per day on childcare activities when they have a youngest child below school age (Figure 3). Just as for mothers, this falls once children enter school, but not by as much – typically by around 30-45 minutes per day in most countries, which is three to four times less than mothers.

### **Mothers often reduce paid work upon parenthood, especially when children are very young, but fathers' employment patterns are more stable**

Virtually all employed mothers take a break from paid work shortly before and during the first few months after childbirth but, after this period, differences in national parental supports and childcare arrangements contribute to different paid-work dynamics (Figure 4). Whereas in some countries, like Belgium, Portugal and the Netherlands, mothers frequently return to work after a few months of paid leave, in many others the share of mothers actually at work – as opposed to ‘in employment’, which often includes many of those on leave (see Box 1) – rebounds only once children enter pre-primary education at around age three and, especially, at the start of primary school at around age six (Figure 4). This is particularly the case in many of the Eastern European OECD countries, such as the Czech and Slovak Republics and Hungary. In these countries, long paid leave entitlements and a reluctance to place very young children in formal childcare – possibly a legacy of the communist era (Saxonberg, 2014) – mean that mothers are less likely to be at work when children are younger than three; they do return in large numbers though once the youngest starts attending pre-primary or primary school.

Women also often reduce their working hours when they become mothers (Annex Table 3). In many OECD countries, mothers are less likely to work long hours and they frequently use part-time work as a means of combining work with their family responsibilities: particularly in Austria, Germany, Switzerland<sup>1</sup>, the United Kingdom, and especially the Netherlands, where over two-thirds of working mothers (aged 25-54) work part-time. Short working hours are less common for mothers in other countries – especially the Nordic countries, where comprehensive childcare supports help mothers stay in full-time work, and many of the Baltic and Eastern European OECD countries like Latvia and Hungary, where part-time opportunities in general are rare. In many OECD countries, mothers continue to work part-time or shorter hours throughout childhood, although working hours can increase slightly when the youngest child reaches preschool-age or enters primary school (Annex Table 3). This reflects the persistent difficulties to combine a full-time working week with preschool and school-hours.

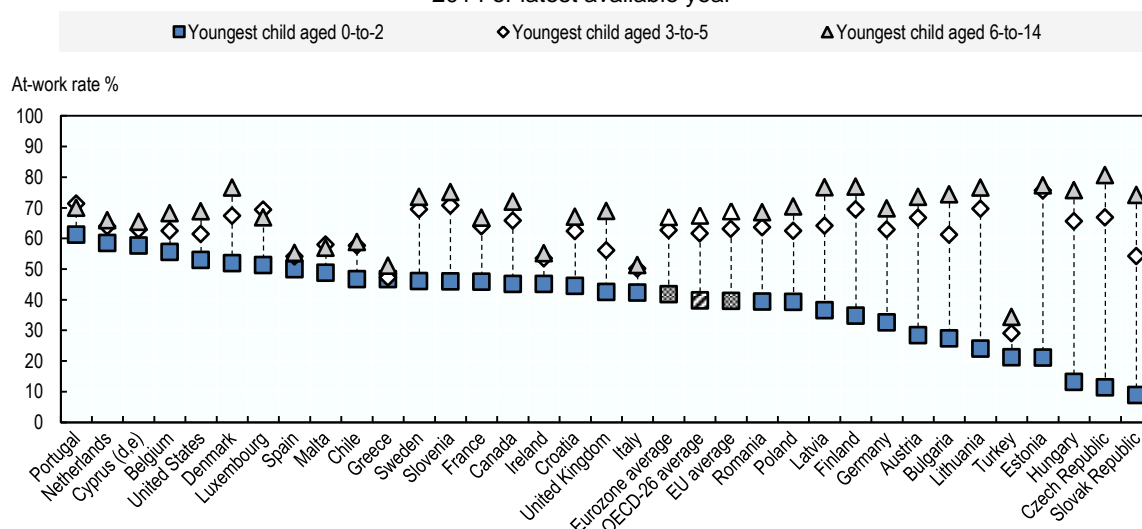
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<sup>1</sup> Switzerland is not shown in Annex Table 3 as comparable data on mothers are not available. National figures show that 80% of employed mothers (15-64) with a child under age 15 work part-time according to the Swiss national definition (less than 90% of full-time hours), and almost 40% work ‘half-time’ (less than 50% of full-time hours) (OFS, 2016). In addition, comparable data on part-time employment among *all* women aged 25-54 (including non-mothers) show that Switzerland has the second highest share of the employed in part-time work (less than 30 hours per week) in the OECD after the Netherlands, and the highest share working between 1 and 19 hours per week (OECD, 2016h). See also OECD (2004) and OECD (2007) for further discussion on working mothers in Switzerland.



**Figure 4: Mothers are often less likely to be at work when children are very young, but usually return once children enter pre-primary or primary school**

'At-work' rates<sup>a</sup> for women (25-to-54-year-olds) with at least one child aged 0-to-14<sup>b</sup> by age of youngest child<sup>b</sup>, 2014 or latest available year<sup>c</sup>



Countries are ranked in descending order according to the 'at-work' rate for mothers with a youngest child aged 0-2

a) The 'at-work' rate includes only those who did any work (at least one hour) for pay or profit during the survey reference week. It differs from the employment rate in that it excludes those who are employed but were temporarily absent from work during the survey reference week, regardless of the reason for absence. The exact reasons respondents can give for temporary absence differ from survey to survey, but generally include maternity and parental leave, bad weather, slack work for technical or economic reasons, labour disputes, education or training, illness, injury or temporary disability, holidays, compensation leave, and other personal or family responsibilities.

b) For Canada children aged 0-to-15 and the age groups 0-to-2, 3-to-5 and 6-to-15, and for the United States children aged 0-to-17 and the age groups 0-to-2, 3-to-5 and 6-to-17

c) Data for Denmark and Finland refer to 2012, and for Chile, Germany and Turkey to 2013

d) Footnote by Turkey: The information in this document with reference to « Cyprus » relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the "Cyprus issue";

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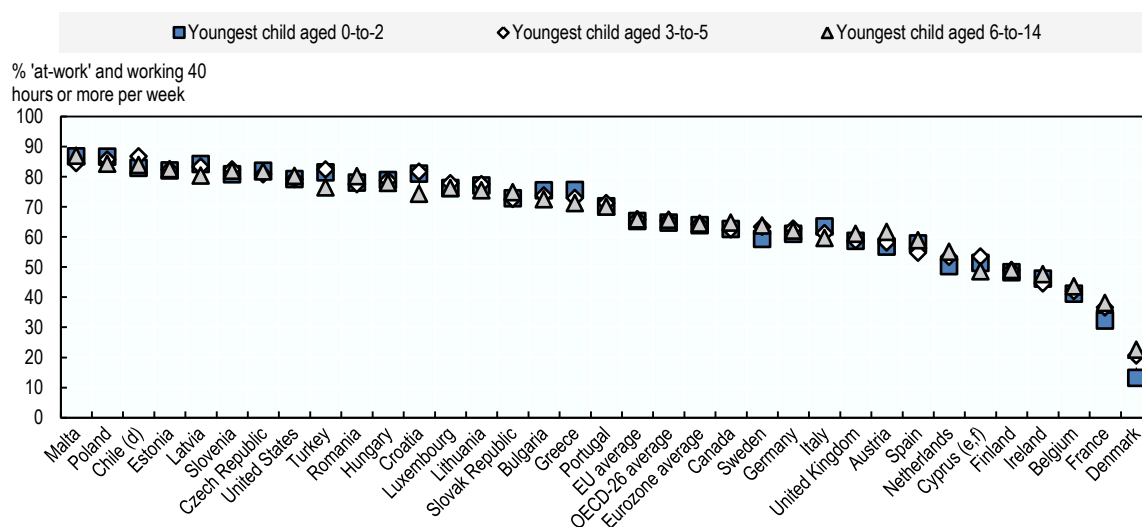
Source: OECD calculations based on the Canadian Labour Force Survey (Canada), CASEN (Chile), the European Union Labour Force Survey (European countries), the Turkish Household Labour Force Survey (Turkey), and the United States Current Population Survey (United States).

Fathers' employment patterns are far more stable. Many fathers take a short period of paid leave directly after childbirth, but this normally lasts only for a few days or a few weeks at the most. After this, almost all fathers in all almost OECD countries return to full-time work and stay in full-time work as their children grow up<sup>2</sup> (Figure 5; Annex Tables 1 and 2). In fact, in most OECD countries, the majority of fathers are not only working but are working 40 hours or more per week regardless of the age of their children. The only exceptions are Belgium, Finland, France, Ireland and in particular Denmark, where most fathers, like most people in general, tend to work between 30 and 39 hours per week (Annex Table 2).

<sup>2</sup> In Denmark, and to some degree also in France and the Netherlands, working fathers are slightly more likely to work between 30 and 39 hours per week when children are very young, and return to working 40 or more hours per week once the youngest child enters primary school.

**Figure 5: In most OECD countries, most fathers are 'at work' and are working long full-time hours all the way across childhood**

Proportion of men (25-to-54-year-olds) with at least one child aged 0-to-14<sup>a</sup> who are 'at-work'<sup>b</sup> and usually work 40 hours or more per week, by age of youngest child<sup>b</sup>, 2014 or latest available year<sup>c</sup>



Countries are ranked in descending order according to the proportion of all men with at least one child aged 0-to-14 who are 'at-work' and usually work 40 hours or more per week

a) For Canada children aged 0-to-15 and the age groups 0-to-2, 3-to-5 and 6-to-15, and for the United States children aged 0-to-17 and the age groups 0-to-2, 3-to-5 and 6-to-17

b) see note a) to Figure 4

c) Data for Denmark, Finland and Sweden refer to 2012, and for Chile, Germany and Turkey to 2013

d) For Chile, working hours are based on actual hours worked in the main job in during the survey reference week, rather than usual weekly working hours.

e) see note d) to Figure 4

f) see note e) to Figure 4

Source: OECD calculations based on the Canadian Labour Force Survey (Canada), CASEN (Chile), the European Union Labour Force Survey (European countries), the Turkish Household Labour Force Survey (Turkey), and the United States Current Population Survey (United States).

### Box 1. Maternal employment rates versus maternal 'at-work' rates

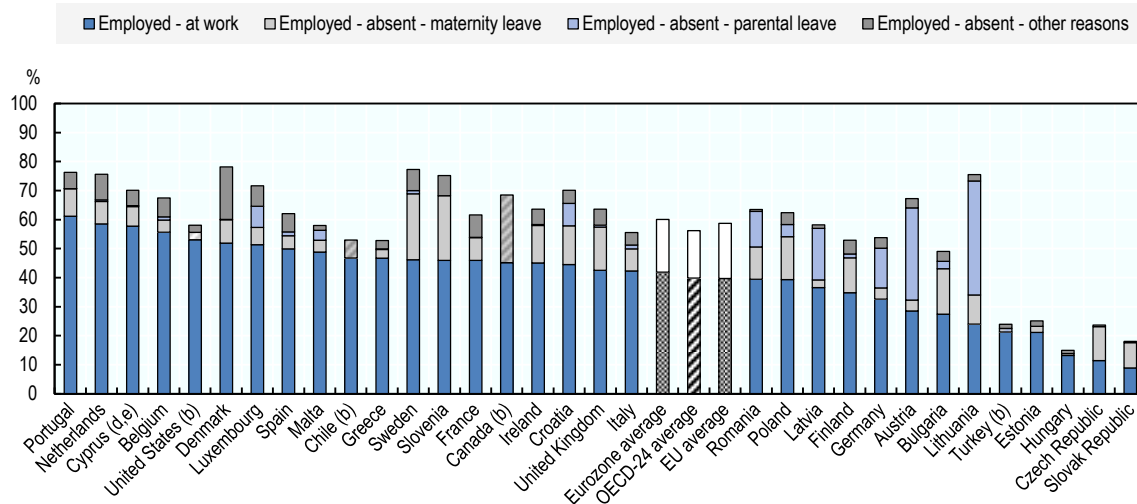
Measuring the extent to which parents are engaged in paid work in different countries is not as simple as comparing parental employment rates. 'Employment' as defined in international labour statistics includes not only those individuals who report they were at work during the survey reference period, but also those who had a job from which they were temporarily absent. Valid reasons for temporary absence differ from survey to survey but it usually includes employment-protected maternity and parental leaves, within certain limits (see below). As a result, parents on leave are frequently considered 'employed' even if they were not actually at work during the survey reference period, so the share of parents – and especially the share of mothers with very young children, since they are usually the dominant leave-takers – actually in the workplace at a given point in time is often considerably lower than the headline 'employment rate' (Figure 6 and Annex Table 1).

To further complicate comparisons, the exact treatment of parents on maternity and parental leave sometimes differs across countries. Many OECD countries follow ILO guidelines, which state that all those on full-time statutory (legal or contractual) maternity leave and those on full-time statutory (legal or contractual) parental leave who either expect to be on leave for a period of less than three months, or who continue to receive at least 50% of their wage and salary, should be counted as employed. Some, however, use their own specific rules. In Sweden, for example, all parents on parental leaves are counted as employed regardless of the length of the leave, as long as they have a job to return to and the job is a regular job. In Estonia, by contrast, all parents on parental leave are considered inactive (see OECD (2016c) for a summary overview). When combined with cross-national variations in both entitlements to and the take-up of leave, these differences mean that the gap between the number of mothers 'at work' and the number counted as 'employed' can vary considerably from country to country (Figure 6). In some – those where statutory parental leaves are short or take-up is low, and those where the criteria for being considered 'temporarily absent' on parental leaves are relatively restrictive – the difference is only small. For example, in the United States, which has no national paid maternity or parental leave scheme, the share of mothers with a youngest child aged 0-2 actually at work is only five percentage points lower than the share considered 'employed'. In others – those where statutory leave entitlements are lengthy and well-used, or where

the criteria for being classified as ‘temporarily absent’ on leave are comparatively loose – differences can be very large. In both Slovenia and Sweden, for instance, the gap between the share of mothers with a youngest child aged 0-2 actually at work during the survey reference week and those counted as employed is as large as around 30 percentage points (Figure 6).

**Figure 6: Maternal ‘at-work’ rates are often far lower than maternal employment rates**

Employment rates (%) for women (25-54 year olds) with at least one child aged 0-2, by presence at work during the survey reference week and reason for absence<sup>ab</sup>, 2014 or latest available<sup>c</sup>



a) People classified as 'employed - at work' are those who did any work (at least one hour) for pay or profit during the survey reference week. The remaining three categories are those who did not do any work for pay or profit during the survey reference week, but had a job or business from which they were temporarily absent. Reasons for absence are classified into three groups: 'maternity leave', 'parental leave', and 'other reasons', which includes bad weather, slack work for technical or economic reasons, labour disputes, education or training, illness, injury or temporary disability, holidays, compensation leave, and personal or family responsibilities.

b) For Turkey and the United States, no distinction between maternity and parental leave. For Chile and Canada, no distinction between different reasons for temporary absence.

c) Data for Denmark, Finland and Sweden to 2012, and for Chile, Germany and Turkey to 2013

d) see note d) in Figure 4

e) see note e) in Figure 4

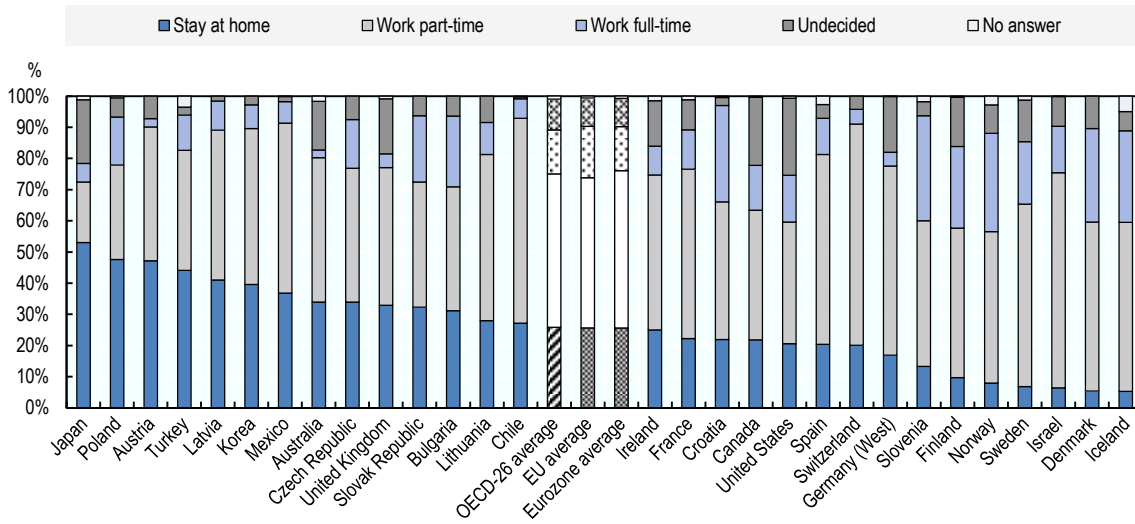
Source: OECD calculations based on the Canadian Labour Force Survey (Canada), CASEN (Chile), the European Union Labour Force Survey (European countries), the Turkish Household Labour Force Survey (Turkey), and the United States Current Population Survey (United States).

## In many OECD countries, a lack of suitable care services is a common reason for mothers reducing their paid work

Parents have different reasons for adjusting their balance of paid and unpaid work as children arrive and grow up. In some instances, the reduction in paid work by mothers may reflect choice and a preference for spending more time with their infants. In addition, traditional attitudes towards women’s work and family roles persist in many OECD countries, and on average across OECD countries, around 25% of women think that mother with young children should not work. However, across the OECD and the EU on average the vast majority of women – almost two-thirds of all women – think that mothers with young children should work, though mostly on a part-time basis (Figure 7). Furthermore, attitudes are not set in stone, and interact with amongst other things policy developments. For example, with more public support for working parents, including increased public investment in affordable quality childcare, opinions towards working mothers have become more favourable over time (OECD, 2016b).

**Figure 7: In most OECD countries, the majority of women think that mothers with children under school age should work, but mostly on a part-time basis.**

Distribution (%) of women's responses when asked 'Do you think that women should work outside the home full-time, part-time or not at all ... when there is a child under school age', all ages, 2012



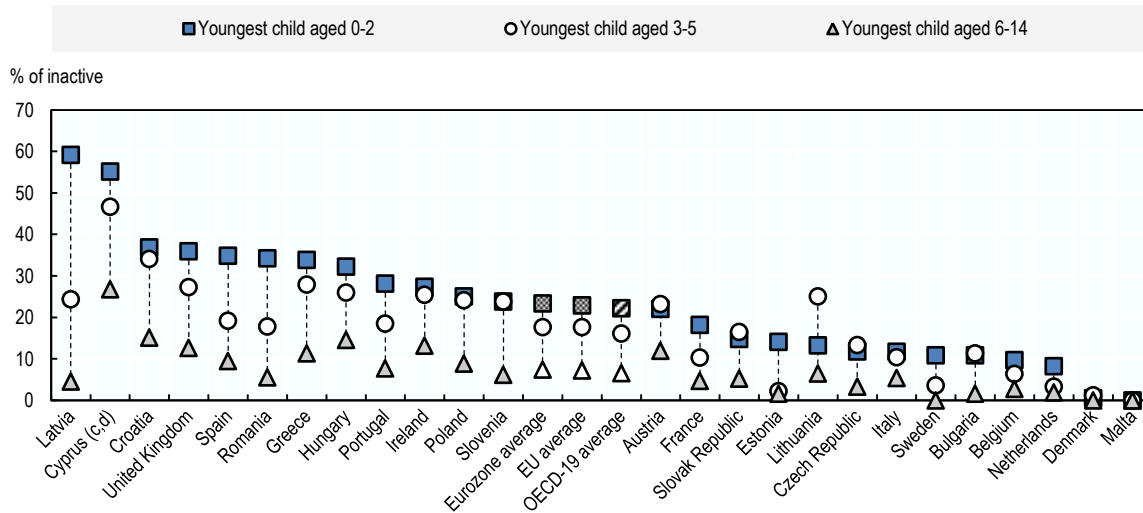
Source: OECD calculations based on International Social Survey Programme 2012, [www.issp.org/](http://www.issp.org/)

In other cases, however, changes in patterns of paid work are not by choice but due to the incompatibility of working and having a family. Finding a suitable alternative to home care is a challenge in some countries, especially when children are very young. On average across European OECD countries, more than 20% of economically-inactive mothers (aged 25 to 54) with a youngest child aged 0-to-2 report they are not looking for work because suitable childcare services are not 'available or affordable' (Figure 8, Panel A), with this rising to around 35% in Spain and the United Kingdom, and almost 60% in Latvia. In Ireland, Latvia and Hungary, more than a quarter of mothers (aged 25 to 54) with a youngest child aged 0-to-2 who are in part-time work state they are working only part-time for the same reason (Figure 8, Panel B). At the same time, almost half the women (48 and 49% for Latvia and Ireland respectively) respond that mothers should work part-time when there is a young child in the household (Figure 7), which suggests there is a mismatch between "stated preferences" and practical outcomes.

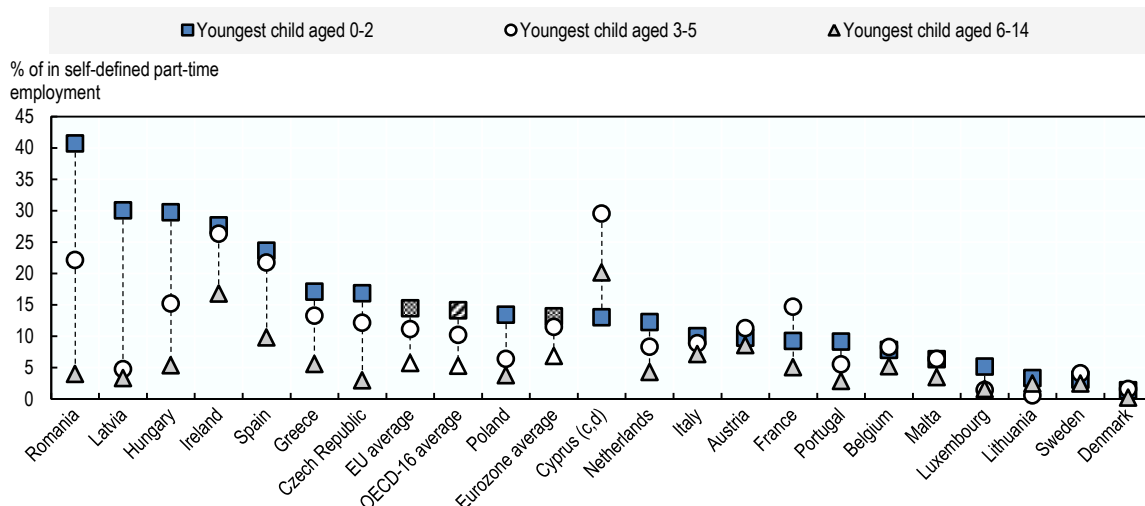
Formal care needs are generally less of a barrier to paid work for mothers once children enter (pre-) school. On average across European OECD countries, only around 7% of economically-inactive mothers (aged 25 to 54) with a youngest child aged six or above state that they cannot look for work because of a lack of suitable childcare, while this proportion is below 5% in many countries (Figure 8, Panel A). However, the numbers shown in Figure 8 do not capture those mothers who still manage to work *despite* a lack of easily accessible affordable formal care, and miss those who make use of a patchwork of supports and care arrangements while at work. On average across European OECD countries, more than 25% of children aged 6-11 with an employed mother are in unpaid informal childcare arrangements, such as those provided by grandparents or friends, during a usual week, either exclusively or in combination with other formal services (Annex Table 5). In Italy, the Netherlands and the United Kingdom, this is as high as around 45%.

**Figure 8: A scarcity of suitable childcare is a common reason for mothers reducing their paid work**

Panel A. Proportion of economically-inactive women (25-to-54-year-olds) with at least one child aged 0-to-14 who report they are inactive because suitable care services for children are not available or affordable<sup>a</sup>, by age of youngest child, 2014 or later



Panel B. Proportion of women (25-to-54-year-olds) with at least one child aged 0-to-14 in self-defined part-time employment, who report they are in self-defined part-time employment because suitable care services for children are not available<sup>a</sup>, by age of



a) Individuals are classified as 'inactive because suitable care services for children are not available or affordable' if they are i) economically inactive and report that they are not seeking or available for work ii) report that they are not seeking working because they are 'looking after children or incapacitated adults' and iii) report that they are inactive, not seeking work and looking after children or incapacitated adults because either 'suitable care services for children are not available or affordable' or 'suitable care services for both children and ill, disabled and elderly are not available or affordable'. Individuals are classified as 'in self-defined part-time employment because suitable care services for children are not available or affordable' if they are i) in self-defined part-time employment ii) report that they are in self-defined part-time employment because they are 'looking after children or incapacitated adults' and iii) report that they are in self-defined part-time employment and looking after children or incapacitated adults because either 'suitable care services for children are not available or affordable' or 'suitable care services for both children and ill, disabled and elderly are not available or affordable'. Proportions among valid cases only (see Annex Table 4 for missing data rates).

b) Data for Denmark and Sweden refer to 2012

c) See note d) to Figure 4

d) See note e) to Figure 4

Source: OECD calculations based on the European Union Labour Force Survey, [ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey](http://ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey)

## **Policies to promote a better balance of paid and unpaid work as children grow up**

### *Provide paid leave for both mothers and fathers*

Given that male and female patterns of paid and unpaid work diverge so strongly after the arrival of a child, policies that encourage, right from the birth, a more equal distribution of paid and unpaid work can be crucial. Paid leaves for mothers help new mothers remain attached to the labour market and can speed up the return to work (Adema et al., 2015). Just as important, though, are policies that encourage fathers to take leave. Evidence from across the OECD suggests that fathers who take leave are more likely to be involved in childcare activities (Tanaka and Waldfogel, 2007; Huerta et al, 2013; Almqvist and Duvander, 2014) and, moreover, these effects are likely to last well after leave has finished. Fathers who are engaged early are more likely to remain involved as their children grow up (Baxter and Smart, 2010; Brandth and Gislason, 2012).

All OECD countries other than the United States already have national schemes that offer mothers at least some paid time off around childbirth, though in some cases – such as Mexico (12 weeks) and Switzerland (14 weeks) – these entitlements are relatively short, while in other countries – such as the Slovak Republic (164 weeks) and Estonia (166 weeks) – they are very long. Empirical evidence suggests that long leaves (at least 1 to 2 years) can have negative effects on women’s wages and careers (e.g. Ruhm, 1998; Akgunduz and Plantenga, 2012; Thévenon and Solaz, 2013).

Many countries also offer fathers paid paternity leave. These are commonly short but well-paid leaves for use immediately around the birth. Often, fathers are also given the option of taking sharable paid parental leave, i.e. a longer period of leave to give parents time to care for young children. However, while it is not unusual for fathers to take a few days off directly after the birth, few men outside of the Nordic countries use their rights to longer leave (OECD, 2016d).

Countries looking to encourage fathers to take parental leave can pursue various different policy options. Providing considerable income support during leave can help, as can increasing opportunities to take leave on flexible basis, such as part-time or in several separate blocks over different years (OECD, 2016d). However, perhaps the most effective option is to give fathers their own specific entitlements to paid parental leave, so that parents do not have to make judgements on who might be the most ‘appropriate’ leave-taker. This can be done through ‘daddy quotas’ or ‘bonus periods’ offered to families when both parents take leave, or more simply by providing paid parental leave as an individual non-sharable entitlement (for a detailed discussion, see OECD, 2016d).

### *Ensure parents can access affordable childcare services across childhood, including for children attending school*

Alternative care is needed when parents are at work, and the availability of affordable and high-quality childcare services is often central to parental employment decisions. Many OECD countries already put considerable effort into providing parents with affordable childcare. Services for children aged 3 to 5 are often particularly well-developed, with pre-primary education usually heavily subsidised or offered free-of-charge and enrolment close to universal in a number of countries (OECD, 2016a), even if in many countries typical opening hours do not always match a full-time work week (OECD, 2015). Services for 0-to-2-year-olds are usually less well-provided – and improving

provision here may remain the priority for many countries – though usage is already growing across most of the OECD (for a detailed discussion of childcare issues, see OECD, 2016a).

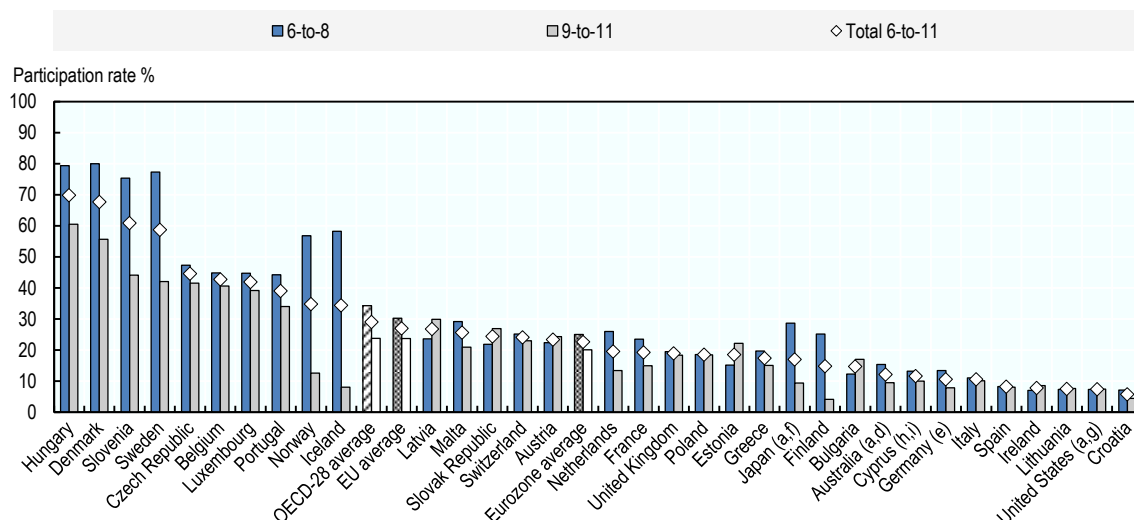
However, childcare issues do not disappear once children enter pre-primary or primary school. Children in the educational system do spend a large amount of time at school, but opening hours are frequently not directly compatible with a full-time working week and school holidays are almost always longer than annual leave entitlements for employees. As a result, working families with school-age children often need to find additional care solutions both before and after school, and also during school holidays.

Out-of-School-Hours (OSH) services for school-age children are well-developed in a few OECD countries. In Denmark, France, Hungary, Slovenia and Sweden coverage rates are high with more than half of children aged 6 to 11 using centre-based OSH services during a typical week (Figure 9). Services are often co-ordinated with school authorities to generate all-day care for children. For example, in Sweden, OSH services are generally provided in leisure time centres from 2 pm (when school finishes) until 5pm. The management of leisure time centres is integrated with primary school management to a large extent, and both institutions are supervised by the National Agency of Education. There is a maximum fee of around 2% of gross household income for the first child and with lower rates for subsequent children. These rates are applied across the country so that OSH-services are very affordable overall.

However, not many countries have identified the development of OSH services as a policy priority (Plantenga and Remery, 2013), and in most OECD countries fewer than one-in-five children aged 6-to-11 use OSH services during a typical week (Figure 9). All too often the provision of OSH services depends on the goodwill of local authorities and/or stakeholders actions; and OSH services are often accessible only for few hours a week which makes it hardly compatible with (full-time) employment, unless working parents receive additional informal support.

**Figure 9: Out-of-school-hours care is widely used in some countries, but in most it remains underdeveloped**

Proportion (%) of children aged 6-to-11<sup>a</sup> using centre-based out-of-school-hours (before and/or after school) care services<sup>b</sup> during a usual week, by age group, 2014 or latest available<sup>c</sup>



a) Data for Australia refer to children aged 6-to-12 and the age groups 6-to-8 and 9-to-12, for Japan to children aged 7-to-11 and the age groups 7-to-8 and 9-to-11, and for the United States to children aged 5-to-11 and the age groups 5-to-8 and 9-to-11.

b) Data reflect the proportion of children who use centre-based out-of-school-hours care services for at least one hour during a usual week. Data generally cover the use of services offered before and/or after school hours only, and do not cover 'school-going' children who use centre-based care services only during school holidays or only on days when schools are closed. Exact definitions may differ across countries.

c) Data for the United States refer to 2011, and for Hungary and Norway to 2013

d) For Australia, data refer to children usually attending regulated 'before and after school care' (care provided for school aged children before school, after school, during school holidays and on 'pupil free days').

e) For Germany, data refer to 'school-going' children (children attending education, including pre-school) who are also enrolled in regulated centre-based services (mainly in the form of *Horte*, but also in mixed age settings). It does not include any children enrolled in *Ganztagsgrundschulen* (all-day schools). In 2013/14, 24.2% of primary-school-age children were enrolled in *Ganztagsgrundschulen*.

f) For Japan, data refer to children using centre-based out-of-school-hour services organised by the municipality and overseen by the Ministry of Health, Labour and Welfare, only. Children using services organised by the Ministry of Education or other services not overseen by the Ministry of Health, Labour and Welfare are not included. Eligibility for the services overseen by the Ministry of Health, Labour and Welfare is restricted to children with both parents in employment or education (or, in the case of children from single-parent families, to children whose single-parent is in employment or education) and children in other exceptional circumstances (for example, children with an ill or disabled parent), only. Data refer to headcount enrolments, rather than participation during a usual week.

g) For the United States, data refer to children regularly using 'before or after school care programs', with 'regularly' defined as at least once a week during the past month. Data cover children who are living with their mother only.

h) see note d) to Figure 4

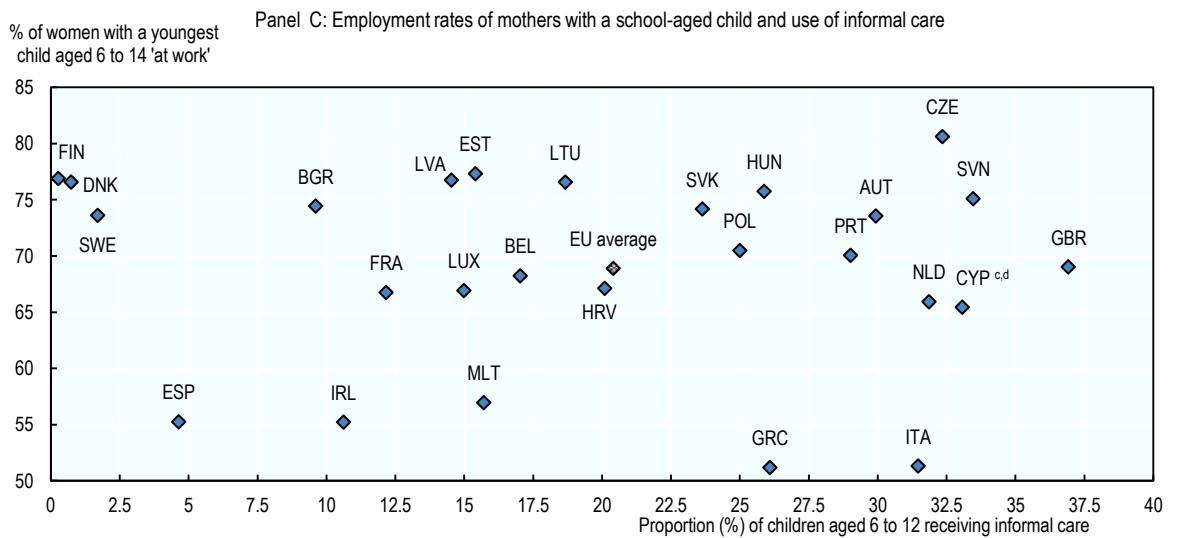
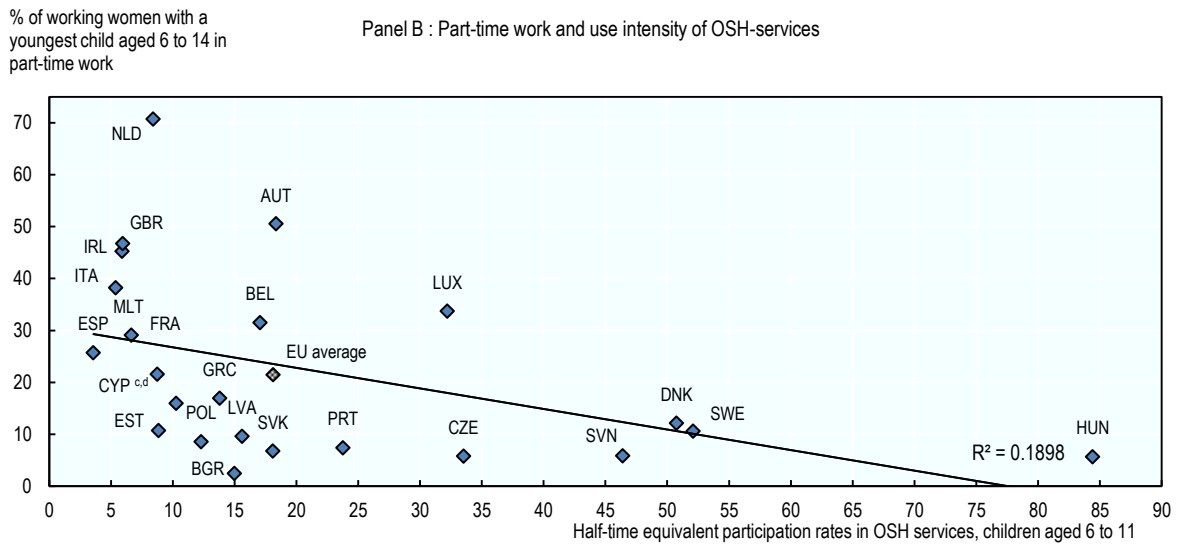
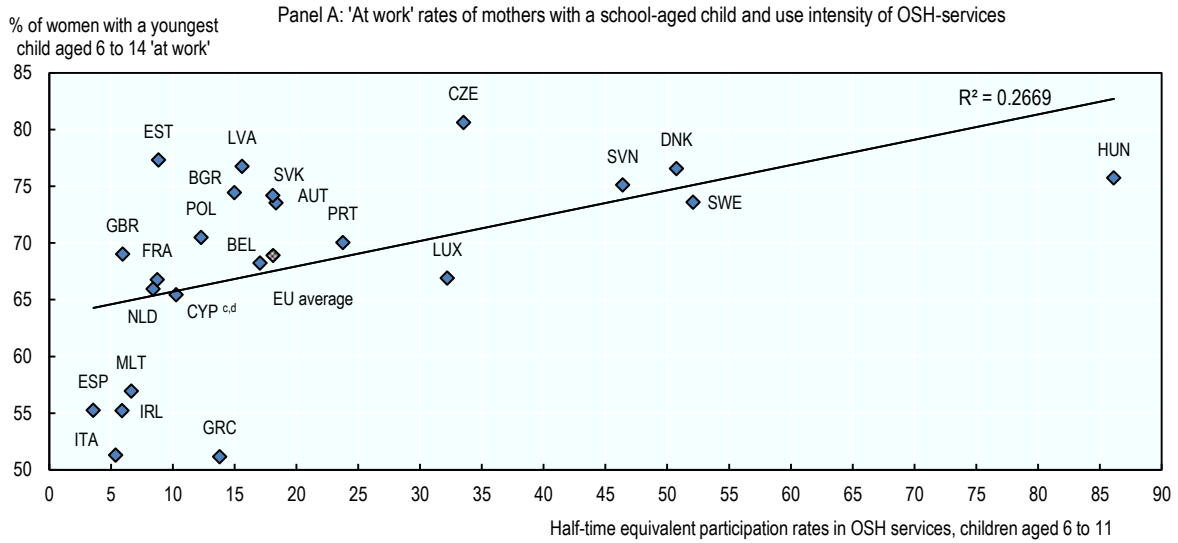
i) see note e) to Figure 4

Source: OECD Family Database, Indicator PF4.3, [www.oecd.org/social/family/database.htm](http://www.oecd.org/social/family/database.htm)

Countries where OSH services are used intensively – such as the Czech Republic, Denmark, Hungary, Slovenia and Sweden – tend to have a high share of mothers with school-age children in work (Figure 10, Panel A), and also a relatively low share of working mothers in part-time jobs (Figure 10, Panel B). Despite low OSH-service coverage, the 'at work' rate for this group of women is also high in Estonia, thanks largely to an above-EU-average proportion of children receiving informal care (Figure 10, Panel C).



**Figure 10: Countries with higher half-time equivalent participation rates<sup>a</sup> in Out-of-School Care Services show higher employment rates and lower part-time work, 2014<sup>b</sup>**



- a) Half-time equivalent participation rates in OSH services are estimates of the proportion of children covered by OSH if all 6-to-11-year-olds children using OSH services did so on a 'half-time' basis (i.e. for 15 hours a week)
- b) For Hungary, data on participation in OSH services refer to 2013. For Denmark, Finland and Sweden, data on 'at-work' rates and part-time 'at-work' rates for mothers with a youngest child aged 0 to 14 refer to 2012.
- c) See note d) to Figure 4
- d) See note e) to Figure 4

Source: OECD calculations based on the European Union Labour Force Survey, [ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey](http://ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey); and OECD Family Database, Indicator PF4.3, [www.oecd.org/social/family/database.htm](http://www.oecd.org/social/family/database.htm)

By contrast, in countries with the lowest 'at work' rates among mothers with school-age children (i.e. Greece, Ireland, Italy, Malta and Spain) the use of OSH services is limited (Figure 10, Panel A). In Greece and Italy, a large proportion of school-aged children (26% and 32%, respectively) receive unpaid informal care, mainly provided by grandparents. The proportion of children receiving unpaid informal care is also relatively high in the Netherlands and the United Kingdom. In these two countries a limited proportion of school-age children attend OSH-services, and many mothers with a youngest child at school age work part-time (71% and 46% in the Netherlands and the United Kingdom, respectively; Figure 10, Panel B). These patterns suggest that high female employment rates, or a high number of weekly working hours, may not be achievable without a significant expansion of OSH services.<sup>3</sup>

A key challenge for countries looking to develop out-of-school-hours care services is to ensure that efforts made by local authorities and service providers are well coordinated with school systems, so as to meet parents and children's needs and ensure cost-effective OSH service delivery (OECD, 2007; Plantenga and Remery, 2013). To improve the quality and affordability of services, national guidelines can provide local authorities with ideas on the type of activities to be offered, the qualifications of staff and carers, and on the structure of fees.

### *Promote flexible working arrangements for the parents of children of all ages*

Flexible working arrangements cover a variety of practices that enable workers to adjust their work schedules to better fit with family and social responsibilities. These measures range from simple reduced hours and flexitime options (e.g. part-time work, flexible start and finishing times) to more advanced options, such as the opportunity to work 'compressed' weeks or telework from home. Flexible arrangements can act as a complement to other parental supports such as childcare – for example, by allowing parents to match their working hours to childcare opening hours – but are particularly important when other supports are underdeveloped, since they can help parents organise their paid work around any private arrangements they may have.

Regular part-time work is the most commonly used form of flexible working (see Annex Tables 2 and 3), and it helps many parents – particularly mothers – to match work and family life on a long-term

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<sup>3</sup> There are also limits in the extent to which countries can rely on grandparents to provide care to grandchildren. For example, there is a significant minority – 12% of grandfathers and 14% of grandmothers in Europe – who have physical impairments that limit their ability to provide regular childcare (Glaser et al., 2013). Furthermore the postponement of the age at childbirth means that future generations will become grandparents at older ages, increasing the risk to experience functional limitations that are not compatible with childcare of young children and with regular and/or intensive help. Population ageing will also require future generations to have longer working lives, in which case many grandparents may not be able to provide regular childcare because of their own working life constraints.

basis. Indeed, in some OECD countries, like Switzerland and the Netherlands, a majority of working mothers work part-time and many use part-time work as a permanent solution throughout childhood (Annex Table 3; for Switzerland, OFS [2016]). Other forms of flexible working are generally less prevalent. For example, on average across European countries, only around 30-35% of employed parents report that they have access to at least some control over their working time, and only about 20% work from home at least occasionally (OECD, 2016e). Parents with young children are slightly more likely to use these arrangements than parents with older children, but the differences are only small and they still represent only a minority of working parents with young children (OECD, 2016e).

Some OECD countries already guarantee working parents access to at least some forms of flexible working. Several countries give parents of young children the option of working part-time, either through a statutory right to request reduced hours when children are young (e.g. Austria, Finland, Slovenia, and Sweden) or through the option of taking statutory parental leave part-time (e.g. Denmark, Iceland, Korea, and Poland). However, general entitlements to other forms of flexible working are less common, as are entitlements for parents with older children.

Both the Netherlands and the United Kingdom have recently introduced legislation giving all workers a comprehensive statutory right to request not only changes to hours but also other forms of flexible working, including the scheduling of hours and the location of work. There are certain employment criteria – in the Netherlands the entitlement extends only to workers in companies with at least 10 employees, while in the United Kingdom workers must have been with their current employer for at least 26 weeks – and in both cases the employer can reject the request on serious business grounds, but otherwise the right extends across employees regardless of personal circumstance. This not only means that all parents have access to flexible working irrespective of the age their children, but also that, because the entitlement is not limited just to parents, workers with children are less likely to suffer discrimination on account of being the only group eligible to flexible working. Nevertheless, the prevalence of part-time work in both countries contributes to the persistence of gender pay gaps and also limits female career opportunities (OECD, 2012; Fortin, 2016).

#### *Co-ordinate parental supports to provide a continuum of support throughout childhood*

Each of these parental supports are valuable in their own right, but they are likely to work best when offered together in a coherent ‘joined-up’ manner to form a continuum of support for working parents from the birth of children until their teenage years. Almost all OECD countries provide at least some of the policies outlined above in one form or another, but in many countries there are ‘gaps’ in supports at certain points – most often between the end of paid leave (often around the child’s first birthday) and the start of universal pre-primary or compulsory education. Most OECD countries hence provide an entitlement to an early childhood education and care (ECEC) service, but in many cases this is only from three years of age or later, leaving working parents dependent on the uncertain development of childcare services between the end of parental leave and entry in to pre-primary education.

Only seven countries have childcare entitlements for very young children (not yet three years old): at 2.5 years in Belgium, and at 12 months or younger at the end of parental leave in Denmark, Finland, Germany, Malta, Norway, Slovenia and Sweden. The entitlement often concerns a full-time place (30 hours per week or more), except in Germany and Finland (Koslowski *et al.*, 2016). Policies are

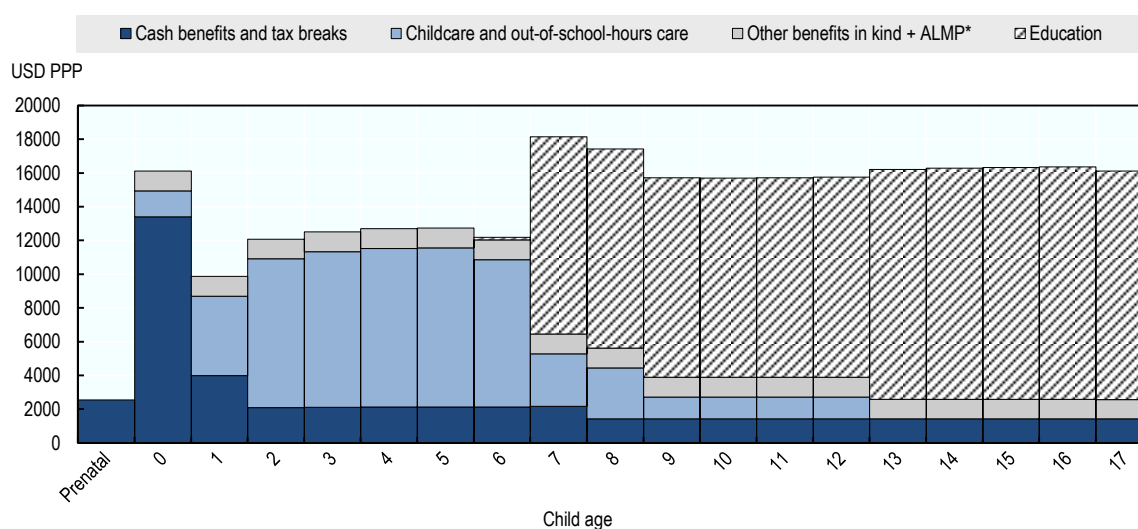
designed to avoid a gap between the end of well-paid leave and the start of an ECEC entitlement, even if shortages in the supply childcare service make it difficult to cover all children in practice.

From a public finance perspective, granting long parental leaves (e.g. the Czech Republic and Hungary) or home-care allowances (e.g. Finland) to parents taking care of children generally costs less than providing them with a place in a childcare services (OECD, 2007; 2011). Long leaves may be the “least bad” option in the absence of other affordable care options (OECD, 2016g; Thévenon, 2016). However, they provide second earners in families (often the mother), particularly those with low-earnings, with strong financial incentives to leave the workplace for a prolonged period of time, with long-term implications for career opportunities and gender pay gaps (OECD, 2011; Thévenon and Solaz, 2013).

By contrast, Denmark and Sweden tend to place more emphasis on providing extensive childcare from an early age, and these early supports are complemented by extensive out-of-school-hours care services for older children, so that parents can engage fully in paid work throughout childhood. This model relies on a relatively high level of public investment in early childhood, which is sustained throughout childhood. Sweden, for example, spends well over USD 10,000 on every child each year from birth right through until age 18, with this reaching more than USD 15,000 once children enter primary school (Figure 11). Comprehensive formal centre-based childcare is particularly expensive, especially for very young children where child-to-staff ratios are much lower than for slightly older children, and Denmark and Sweden spend more than 1.4% of GDP on early childhood education and care alone (OECD, 2016f). This high level of public investment does however contribute to relatively high levels of female employment regardless of the age of children, which in turn generates tax returns that can contribute to the funding of early childhood services. It also benefits children: on average child well-being outcomes in Denmark and Sweden are better than in most other OECD countries (OECD, 2015).

**Figure 11: Sweden spends a large amount on children throughout childhood**

Public expenditure on children by age of the child and type of expenditure, in USD (PPP) per capita, Sweden, 2013



Note: ALMP refers to Active Labour Market Programmes

Source: OECD calculations based on the OECD Social Expenditure Database, [www.oecd.org/els/social/expenditure.htm](http://www.oecd.org/els/social/expenditure.htm), and the OECD Education Database, [www.oecd.org/education/database.htm](http://www.oecd.org/education/database.htm)

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**Annex Table 1. Male and female employment rates and 'at-work' rates as children grow up**

Employment rates and 'at-work rates'<sup>a</sup> by gender, 25-to-54-year-olds, by presence of at least one child aged 0-to-14<sup>b</sup> and age of youngest child<sup>b</sup>, 2014 or latest available year<sup>c</sup>

	Men										Women									
	Employment rate (%)					'At-work' rate (%)					Employment rate (%)					'At-work' rate (%)				
	No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child			
		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14
Australia	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Austria	83.47	92.51	92.26	91.83	92.97	76.53	84.26	83.01	84.85	84.80	82.79	76.51	67.29	75.27	81.90	73.95	59.74	28.48	66.74	73.54
Belgium	79.01	90.63	90.61	90.35	90.79	72.25	83.24	83.95	83.32	82.70	76.02	73.11	67.40	70.74	77.09	67.31	63.61	55.63	62.49	68.22
Canada	81.71	90.58	90.76	89.69	90.82	76.72	84.86	84.32	84.32	85.42	79.70	74.57	68.45	72.55	78.65	73.21	63.22	45.13	65.83	71.97
Chile (c)	83.30	93.65	93.62	95.05	92.98	82.13	92.47	92.21	94.13	91.79	62.05	58.52	52.93	58.43	60.75	61.03	55.96	46.73	57.65	58.83
Czech Republic	88.70	95.72	94.96	96.32	96.00	84.70	91.76	91.77	90.77	92.34	86.38	63.36	23.65	72.83	86.59	80.40	55.42	11.42	66.91	80.61
Denmark	81.21	91.97	90.01	94.42	92.29	72.50	81.12	76.48	85.76	82.36	80.41	82.69	78.10	79.99	86.41	69.66	67.54	51.89	67.42	76.55
Estonia	81.20	92.14	92.73	93.54	90.79	76.76	86.42	86.59	88.06	85.22	84.29	67.66	25.05	82.10	82.55	78.82	62.39	21.09	75.61	77.30
Finland	80.77	91.38	91.59	90.40	91.68	71.76	80.89	80.45	80.94	81.23	83.71	74.73	52.90	78.60	89.37	72.68	61.01	34.75	69.49	76.88
France	80.62	89.14	86.93	89.75	90.44	70.73	78.31	77.86	77.71	78.95	77.37	73.53	61.62	76.81	79.08	66.04	60.10	45.90	63.95	66.75
Germany	85.42	93.11	91.54	92.94	94.14	77.17	84.12	81.63	85.01	85.25	83.23	70.29	53.77	71.15	77.92	74.39	58.82	32.62	62.95	69.81
Greece	65.47	83.46	85.81	83.32	82.58	63.40	81.08	83.93	81.38	79.79	53.19	52.93	52.80	50.44	54.03	50.65	49.34	46.72	47.22	51.15
Hungary	82.54	90.49	90.08	90.95	90.53	80.56	87.82	87.40	87.87	88.07	82.16	60.42	14.95	69.64	79.37	79.24	57.19	13.17	65.62	75.73
Iceland	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Ireland	73.38	84.91	86.10	84.13	84.33	69.58	80.32	81.39	79.71	79.75	72.67	61.26	63.59	59.13	60.74	67.10	51.59	45.11	53.45	55.20
Israel	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Italy	73.01	86.62	87.80	86.82	85.87	67.89	80.44	81.96	80.51	79.58	58.87	55.93	55.56	55.24	56.41	53.97	48.82	42.31	50.18	51.29
Japan	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Korea	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Latvia	75.36	89.04	89.99	88.81	88.54	73.02	86.01	86.67	86.43	85.35	79.01	72.34	58.22	71.28	80.04	75.52	63.44	36.53	64.14	76.74
Luxembourg	87.91	93.57	94.06	92.85	93.57	80.72	84.09	84.74	82.64	84.33	77.96	74.98	71.60	80.06	74.64	69.20	63.11	51.32	69.42	66.90
Mexico	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Netherlands	82.53	93.30	93.27	93.56	93.21	73.91	84.55	85.43	84.48	84.00	77.30	75.64	75.59	73.49	76.49	67.83	63.43	58.48	63.94	65.92
New Zealand	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Norway	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Poland	77.77	92.14	93.59	92.79	90.82	75.09	88.77	89.93	89.21	87.77	75.72	69.44	62.43	66.81	74.69	71.31	60.16	39.28	62.46	70.47
Portugal	74.67	88.96	89.95	90.25	87.96	69.27	82.58	82.31	84.03	82.09	72.35	76.69	76.23	77.72	76.47	66.24	68.37	61.19	71.34	70.03
Slovak Republic	79.20	90.54	90.06	89.27	91.39	75.22	85.47	84.84	84.24	86.39	78.53	58.56	18.02	60.22	80.05	73.28	51.74	8.85	54.20	74.17



	Men										Women									
	Employment rate (%)					'At-work' rate (%)					Employment rate (%)					'At-work' rate (%)				
	No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child			
		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14
Slovenia	79.63	93.39	93.89	92.98	93.23	73.75	84.35	83.58	85.51	84.28	77.97	80.35	75.16	79.44	84.36	70.24	65.11	45.93	70.75	75.09
Spain	67.60	80.59	81.60	78.01	81.25	63.31	75.11	76.08	72.11	76.02	63.84	60.27	62.09	59.14	59.85	58.79	53.60	49.95	54.13	55.23
Sweden	83.84	93.60	91.76	96.17	93.74	74.49	79.00	75.59	82.96	79.70	81.74	83.34	77.26	82.97	87.54	70.32	64.19	46.13	69.45	73.59
Switzerland	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Turkey	75.52	89.00	89.98	91.08	87.11	72.89	86.07	87.51	88.25	83.77	39.16	31.36	23.90	30.49	35.89	37.50	29.53	21.24	29.03	34.34
United Kingdom	84.82	92.48	91.92	92.06	93.27	78.84	85.80	85.60	85.45	86.22	82.04	69.39	63.59	63.44	76.40	74.67	57.69	42.49	56.09	69.01
United States	78.55	90.36	90.95	90.41	90.04	76.65	88.12	88.56	88.39	87.80	73.39	67.10	58.03	63.83	71.69	71.05	63.87	53.03	61.40	68.89
OECD-26 average	79.51	90.51	90.61	90.68	90.40	74.22	84.12	83.99	84.54	84.04	74.69	67.88	56.16	68.53	74.19	68.25	58.42	39.82	61.61	67.47
Bulgaria	73.32	82.81	86.44	81.93	81.97	72.51	81.35	84.37	80.53	80.69	75.58	67.87	49.09	63.70	75.72	73.95	62.64	27.39	61.18	74.42
Croatia	68.47	83.99	84.85	87.58	81.66	65.48	79.98	81.62	83.54	77.22	66.02	70.43	70.13	70.33	70.64	62.36	60.20	44.52	62.33	67.12
Cyprus (d,e)	75.62	85.11	85.66	86.77	83.94	70.90	79.24	79.71	80.67	78.24	75.25	70.24	70.11	70.53	70.19	70.72	62.79	57.73	62.95	65.41
Lithuania	76.46	88.63	89.41	86.96	88.97	73.59	84.92	84.27	84.01	85.82	82.64	78.68	75.49	75.17	81.89	78.83	61.31	24.04	69.65	76.56
Malta	87.66	95.52	95.68	96.04	95.17	86.47	94.23	93.74	94.96	94.14	62.00	58.21	57.92	60.06	57.46	60.97	55.10	48.80	57.96	56.93
Romania	82.05	88.27	87.43	86.85	88.93	81.55	87.32	84.96	85.95	88.34	71.02	67.47	63.53	65.06	69.02	70.39	63.45	39.43	63.65	68.49
EU average	78.99	89.79	90.00	89.92	89.64	74.00	83.66	83.57	84.02	83.59	75.72	69.51	58.68	70.05	75.25	69.60	59.71	39.68	63.06	68.90
Eurozone average	78.37	89.61	89.94	89.40	89.52	72.96	83.14	83.27	83.19	83.05	74.68	69.05	60.02	69.82	73.71	68.24	59.13	41.87	62.66	67.01

a) The 'at-work' rates includes only those who did any work (at least one hour) for pay or profit during the survey reference week. It differs from the employment rate in that it excludes those who are employed by absent from work during the survey reference week – that is, those that have a job or business from which they were temporarily absent, and who did not do any work for pay or profit during the survey reference week – regardless of the reason for absence. The exact reasons respondents can give for temporary absence differ from survey to survey, but generally include maternity and parental leave, plus bad weather, slack work for technical or economic reasons, labour disputes, education or training, illness, injury or temporary disability, holidays, compensation leave, and other personal or family responsibilities.

a) For Canada children aged 0-to-15 and the age groups 0-to-2, 3-to-5 and 6-to-15, and for the United States children aged 0-to-17 and the age groups 0-to-2, 3-to-5 and 6-to-17

c) Data for Denmark and Finland refer to 2012, and for Chile, Germany and Turkey to 2013

d) For Chile, working hours are based on actual hours worked in the main job in during the survey reference week, rather than usual weekly working hours.

e) See note d) to Figure 4

f) See note e) to Figure 4

Source: OECD calculations based on the Canadian Labour Force Survey (Canada), CASEN (Chile), the European Union Labour Force Survey (European countries), the Turkish Household Labour Force Survey (Turkey), and the United States Current Population Survey (United States).

**Annex Table 2. Men's paid work hours as children grow up**

Distribution of 'at-work'<sup>a</sup> men by usual weekly working hours bands<sup>b</sup>, 25-to-54-year-olds, by presence of at least one child aged 0-to-14<sup>c</sup> and age of youngest child<sup>c</sup>, 2014 or latest available year<sup>d</sup>

	Proportion (%) of 'at-work' men with usual weekly working hours less than 30 (part-time)					Proportion (%) of 'at-work' men with usual weekly working hours between 30 and 39					Proportion (%) of 'at-work' men with usual weekly working hours between 40 and 44					Proportion (%) of 'at-work' men with usual weekly working hours equal to or greater than 45				
	No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child			
		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14
Australia	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
Austria	6.40	3.92	5.11	5.06	2.65	27.20	25.54	26.46	26.39	24.58	38.51	37.61	37.94	36.47	37.92	27.89	32.92	30.50	32.06	34.85
Belgium	5.68	4.48	5.57	3.82	4.04	46.54	43.61	44.56	44.66	42.37	25.24	24.84	26.54	24.10	24.00	21.55	26.15	22.48	26.40	28.69
Canada	6.54	3.76	3.94	3.62	3.72	22.14	21.19	21.74	22.19	20.43	55.97	56.37	56.15	56.07	56.63	15.35	18.68	18.17	18.12	19.22
Chile (e)	7.67	4.87	5.34	4.67	4.75	4.90	3.48	4.42	2.83	3.35	13.60	11.25	11.64	10.54	11.41	73.42	80.00	78.37	81.70	79.97
Czech Republic	1.11	0.84	1.00	0.97	0.64	11.63	10.18	9.58	9.92	10.81	62.86	61.57	65.51	58.23	60.30	24.29	27.41	23.92	30.88	28.25
Denmark	9.07	2.61	2.57	2.86	2.53	70.68	73.69	80.11	72.63	70.03	5.90	7.55	6.55	8.21	7.90	14.26	16.06	10.77	15.89	19.52
Estonia	5.36	2.72	3.87	3.59	1.25	2.14	1.95	1.30	2.98	1.75	80.01	84.72	86.98	78.21	87.39	12.46	10.57	7.86	15.22	9.49
Finland	4.91	2.02	2.01	2.60	1.76	34.94	33.54	34.91	33.43	32.42	40.83	41.04	41.81	40.30	40.74	15.54	19.17	18.19	20.10	19.56
France	6.53	3.67	4.18	3.39	3.45	50.48	49.48	53.20	48.16	47.46	17.05	17.94	17.27	18.50	18.15	24.27	27.79	24.10	28.56	30.06
Germany	6.57	4.25	4.79	4.43	3.86	23.91	22.09	20.41	21.74	23.23	48.72	49.24	51.72	49.88	47.50	20.81	24.42	23.08	23.95	25.41
Greece	7.53	5.39	5.15	5.19	5.58	5.64	5.04	4.71	5.18	5.12	48.97	49.14	51.01	49.82	48.03	37.86	40.43	39.12	39.81	41.28
Hungary	2.27	1.83	2.06	1.63	1.79	1.91	1.50	1.01	1.83	1.65	79.60	79.79	79.69	80.67	79.42	9.04	9.52	10.62	8.97	9.08
Iceland	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Ireland	11.41	9.02	8.58	8.55	9.71	33.22	33.05	34.62	35.37	30.25	35.35	33.08	34.33	32.65	32.21	19.38	24.69	22.41	23.23	27.61
Israel	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Italy	8.18	5.38	5.42	5.33	5.38	18.68	18.34	16.91	18.14	19.25	52.40	52.75	55.20	53.83	50.84	20.18	23.17	22.28	22.21	24.15
Japan	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Korea	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Latvia	3.09	2.44	1.40	1.97	3.40	2.40	1.35	0.75	1.30	1.77	85.71	87.68	90.39	89.50	84.82	8.16	7.99	6.86	6.97	9.34
Luxembourg	4.08	2.31	2.74	2.33	2.00	3.16	3.04	2.94	2.19	3.50	77.13	78.81	78.88	78.36	78.98	12.42	12.27	11.07	15.80	11.44
Mexico	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Netherlands	10.93	5.21	5.95	5.31	4.68	31.84	31.84	35.18	31.51	29.78	47.81	49.81	48.29	51.62	50.04	9.42	13.14	10.58	11.56	15.49
New Zealand	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Norway	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Poland	3.14	1.71	1.54	1.78	1.78	2.95	2.12	2.08	2.15	2.12	67.42	66.20	68.23	66.50	64.65	26.50	29.98	28.14	29.57	31.44
Portugal	4.75	2.74	3.39	2.06	2.74	8.00	6.38	6.58	7.62	5.74	55.66	55.94	54.98	56.35	56.21	24.64	29.27	30.32	28.52	29.12

	Proportion (%) of 'at-work' men with usual weekly working hours less than 30 (part-time)					Proportion (%) of 'at-work' men with usual weekly working hours between 30 and 39					Proportion (%) of 'at-work' men with usual weekly working hours between 40 and 44					Proportion (%) of 'at-work' men with usual weekly working hours equal to or greater than 45				
	No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child			
		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14
Slovak Republic	3.31	2.84	2.95	2.21	3.05	10.57	10.83	11.22	11.51	10.31	61.63	60.56	61.68	63.74	58.53	24.50	25.77	24.15	22.54	28.11
Slovenia	4.76	2.39	3.07	2.31	1.91	1.24	0.71	0.22	1.23	0.79	79.62	81.08	85.41	77.18	80.04	14.39	15.81	11.29	19.28	17.26
Spain	7.66	4.75	6.70	4.72	3.55	15.58	14.46	14.63	14.51	14.33	51.81	50.33	49.45	49.59	51.24	19.97	26.45	26.66	26.44	26.33
Sweden	6.31	3.34	4.07	2.84	3.06	18.31	16.72	16.55	19.31	15.45	64.36	68.01	68.35	66.99	68.29	10.42	10.71	10.24	9.39	11.78
Switzerland	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Turkey	5.43	3.93	3.40	3.38	4.66	4.35	3.65	3.51	3.25	4.00	21.24	18.18	17.15	17.17	19.57	68.98	74.24	75.94	76.20	71.77
United Kingdom	5.78	6.63	6.47	7.01	6.55	25.87	21.73	22.75	22.11	20.51	29.77	29.38	31.87	27.33	28.23	36.01	40.19	36.78	41.57	42.62
United States	6.83	3.39	4.13	3.42	3.01	8.29	6.02	6.38	6.95	5.48	60.14	59.80	59.52	59.74	59.96	24.74	30.78	29.96	29.87	31.54
OECD-26 average	5.97	3.71	4.05	3.66	3.52	18.71	17.75	18.34	18.04	17.17	50.28	50.49	51.40	50.06	50.12	23.71	26.83	25.15	27.11	27.82
Bulgaria	0.88	1.43	0.93	1.88	1.38	0.80	0.63	0.42	0.39	0.84	76.15	76.12	74.25	78.98	75.36	14.26	14.22	15.24	12.71	14.60
Croatia	2.36	1.77	0.57	1.10	2.89	1.35	0.68	0.13	1.10	0.79	84.47	86.01	87.26	86.43	85.00	11.74	11.54	12.04	11.38	11.32
Cyprus (f,g)	8.96	4.27	6.36	3.92	3.21	28.44	31.89	29.22	29.76	34.60	39.43	36.66	41.87	38.29	32.71	23.17	27.17	22.54	28.03	29.48
Lithuania	5.44	4.83	4.57	3.59	5.63	7.03	5.09	3.95	4.10	6.33	77.60	81.11	84.27	84.76	77.16	9.93	8.98	7.21	7.54	10.88
Malta	2.66	2.52	1.70	3.11	2.65	4.94	5.65	5.40	7.84	4.68	75.72	71.19	72.14	65.90	73.36	16.61	20.46	20.49	23.16	19.08
Romania	4.72	4.20	3.93	4.36	4.21	5.56	4.92	4.17	5.42	4.95	75.43	74.53	75.13	74.37	74.43	14.28	16.35	16.77	15.85	16.41
EU average	5.49	3.55	3.81	3.50	3.40	17.68	17.00	17.29	17.23	16.62	56.61	56.88	58.11	56.67	56.19	18.71	21.16	19.49	21.34	22.24
Eurozone average	6.22	3.96	4.40	3.87	3.71	18.73	18.10	18.27	18.30	17.80	54.69	54.92	56.32	54.69	54.20	19.11	21.93	20.06	22.18	23.03

a) Individual's classified as 'at-work' include only those who did any work (at least one hour) for pay or profit during the survey reference week. 'At-work' differs from the usual classification of 'employed' and 'in employment' in that it excludes those who are employed but absent from work during the survey reference week – that is, those that have a job or business from which they were temporarily absent, and who did not do any work for pay or profit during the survey reference week – regardless of the reason for absence. The exact reasons respondents can give for temporary absence differ from survey to survey, but generally include maternity and parental leave, plus bad weather, slack work for technical or economic reasons, labour disputes, education or training, illness, injury or temporary disability, holidays, compensation leave, and other personal or family responsibilities.

b) In some countries (those for which information comes from the EU-LFS, plus the United States) it is possible for individuals to report that they do not have usual set hours in their main job. Where this is the case, the individual's actual hours worked in their main job during the survey reference week are used in place of their usual weekly working hours in their main job. Employed individuals with missing information on usual and actual weekly working hours are included in the calculations of proportions but are not shown. As a result, proportions may not always sum to 100%.

c) For Canada children aged 0-to-15 and the age groups 0-to-2, 3-to-5 and 6-to-15, and for the United States children aged 0-to-17 and the age groups 0-to-2, 3-to-5 and 6-to-17

d) Data for Denmark and Finland refer to 2012, and for Chile, Germany and Turkey to 2013

e) For Chile, working hours are based on actual hours worked in the main job in during the survey reference week, rather than usual weekly working hours.

f) See note d) to Figure 4

g) See note e) to Figure 4

Source: OECD calculations based on the Canadian Labour Force Survey (Canada), CASEN (Chile), the European Union Labour Force Survey (European countries), the Turkish Household Labour Force Survey (Turkey), and the United States Current Population Survey (United States).

**Annex Table 3. Women's paid work hours as children grow up**

Distribution of 'at-work'<sup>a</sup> women by usual weekly working hours bands<sup>b</sup>, 25-to-54-year-olds, by presence of at least one child aged 0-to-14<sup>c</sup> and age of youngest child<sup>c</sup>, 2014 or latest available year<sup>d</sup>

	Proportion (%) of 'at-work' women with usual weekly working hours less than 30 (part-time)					Proportion (%) of 'at-work' women with usual weekly working hours between 30 and 39					Proportion (%) of 'at-work' women with usual weekly working hours between 40 and 44					Proportion (%) of 'at-work' women with usual weekly working hours equal to or greater than 45				
	No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child			
		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14
Australia	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
Austria	23.32	56.93	70.50	66.87	50.52	30.74	24.33	15.81	18.79	28.10	33.06	13.15	8.92	8.96	15.54	12.89	5.59	4.77	5.38	5.84
Belgium	26.19	29.75	24.76	30.62	31.51	49.67	48.49	53.92	48.30	46.28	13.04	10.99	11.91	11.57	10.38	10.53	10.37	9.24	9.24	11.29
Canada	16.28	23.15	26.25	24.06	21.77	40.50	40.53	40.53	39.53	40.89	37.68	30.79	28.09	31.16	31.58	5.53	5.53	5.13	5.25	5.76
Chile (e)	14.39	19.82	21.41	20.80	18.90	7.79	8.38	9.72	6.89	8.61	15.24	13.76	13.80	14.35	13.49	62.35	57.21	54.90	57.18	57.95
Czech Republic	3.64	9.23	40.80	9.75	5.80	15.50	17.44	19.21	18.57	16.75	70.91	66.71	35.33	67.25	69.64	9.87	6.62	4.66	4.43	7.81
Denmark	14.44	11.24	10.16	9.90	12.13	75.72	80.09	82.71	81.69	78.51	4.08	3.85	3.09	3.82	4.16	5.71	4.68	4.04	4.18	5.11
Estonia	5.40	11.91	31.57	8.96	10.68	5.94	8.16	8.17	9.50	7.37	81.44	74.17	57.10	75.70	75.86	7.21	5.76	3.15	5.85	6.09
Finland	7.37	9.64	17.47	9.62	6.99	63.22	62.89	59.34	68.43	61.83	19.90	18.83	17.18	15.53	20.75	6.68	5.10	2.79	4.08	6.31
France	17.94	21.51	22.30	20.60	21.59	54.29	55.08	54.94	57.40	54.14	12.59	11.56	10.73	11.01	12.14	13.63	10.41	9.24	10.18	10.99
Germany	27.23	59.05	57.93	59.53	59.13	30.73	23.38	24.02	23.81	23.08	33.10	13.96	14.63	13.67	13.91	8.93	3.62	3.43	3.00	3.88
Greece	14.64	16.83	16.63	16.80	16.91	8.79	10.27	8.89	10.72	10.53	51.60	52.48	61.11	53.72	49.25	24.97	20.42	13.36	18.76	23.31
Hungary	3.56	7.42	15.64	10.27	5.68	3.05	5.98	10.95	7.30	5.08	84.80	80.33	65.60	76.28	83.06	5.04	3.55	5.85	3.36	3.42
Iceland	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Ireland	25.46	41.61	36.16	40.75	45.22	44.23	39.54	43.90	39.65	36.96	23.46	14.78	16.08	15.66	13.57	6.23	3.81	3.68	3.73	3.93
Israel	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Italy	29.15	36.75	33.13	36.66	38.20	27.66	29.72	30.70	28.77	29.74	32.94	26.53	30.94	27.39	24.45	9.94	6.82	5.08	7.10	7.37
Japan	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Korea	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Latvia	6.36	9.50	10.29	8.81	9.60	4.02	3.52	2.66	4.41	3.35	83.55	81.81	82.52	80.65	82.13	5.62	4.61	4.54	5.08	4.43
Luxembourg	20.07	31.51	28.64	29.31	33.72	11.19	17.67	13.37	20.40	18.26	59.68	45.69	50.90	46.87	42.94	5.57	1.91	1.54	1.77	2.13
Mexico	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Netherlands	43.34	68.02	59.56	71.77	70.68	37.77	24.50	33.34	21.53	21.37	16.41	5.35	5.56	5.02	5.37	2.49	2.13	1.55	1.68	2.58
New Zealand	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Norway	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Poland	7.55	9.62	11.10	10.92	8.56	6.57	7.81	9.56	7.93	7.21	73.41	71.69	72.29	72.35	71.20	12.47	10.88	7.04	8.80	13.04
Portugal	9.70	7.28	7.82	6.51	7.40	12.37	13.40	15.33	13.14	12.83	56.23	60.90	58.54	61.34	61.53	17.83	16.00	15.60	17.23	15.65

	Proportion (%) of 'at-work' women with usual weekly working hours less than 30 (part-time)					Proportion (%) of 'at-work' women with usual weekly working hours between 30 and 39					Proportion (%) of 'at-work' women with usual weekly working hours between 40 and 44					Proportion (%) of 'at-work' women with usual weekly working hours equal to or greater than 45				
	No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child				No children aged 0-to-14	Age of youngest child			
		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14		0 to 14	0 to 2	3 to 5	6 to 14
Slovak Republic	4.58	7.52	18.43	7.56	6.79	17.73	19.41	25.50	19.25	19.06	66.27	64.15	50.45	64.88	64.82	11.41	8.93	5.62	8.32	9.34
Slovenia	7.30	9.28	13.77	12.41	5.83	2.42	3.46	7.16	3.78	1.76	80.85	79.16	72.38	77.51	82.81	9.42	8.10	6.69	6.30	9.60
Spain	20.24	26.20	26.01	27.54	25.70	24.39	30.17	35.05	29.14	28.36	40.97	31.97	29.31	32.05	33.17	11.61	9.36	7.76	8.85	10.32
Sweden	12.23	11.20	13.86	10.13	10.58	29.60	40.33	38.13	46.16	38.55	51.22	42.10	42.88	38.24	43.55	5.79	5.26	3.93	4.74	6.04
Switzerland	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Turkey	17.72	27.90	31.29	28.52	26.49	8.95	10.80	11.11	11.36	10.46	25.43	22.16	25.51	23.64	20.40	47.91	39.15	32.09	36.48	42.65
United Kingdom	20.54	50.03	54.91	53.08	46.70	37.48	28.15	25.72	27.25	29.55	20.74	11.08	9.00	10.10	12.36	19.75	9.73	9.37	8.52	10.37
United States	11.29	17.96	20.73	18.86	16.87	14.10	16.87	16.30	17.76	16.77	59.81	54.18	52.31	53.10	55.07	14.79	10.97	10.64	10.27	11.28
OECD-26 average	15.77	24.26	27.74	25.02	23.61	25.56	25.78	26.77	26.21	25.21	44.17	38.54	35.62	38.15	38.97	13.62	10.64	9.07	9.99	11.40
Bulgaria	1.49	2.56	0.68	3.36	2.47	1.20	1.21	0.00	1.12	1.38	80.70	82.78	89.45	84.22	81.46	12.20	9.71	6.50	8.75	10.44
Croatia	4.23	4.68	3.56	3.93	5.37	2.05	1.42	1.08	2.09	1.26	87.43	87.21	88.64	89.18	85.91	6.29	6.68	6.73	4.79	7.45
Cyprus (f,g)	10.96	14.57	15.20	10.86	15.94	29.93	46.11	48.01	47.22	44.71	43.77	27.02	27.64	28.85	25.91	15.33	12.30	9.15	13.07	13.44
Lithuania	9.70	10.87	10.87	11.70	10.53	10.20	10.24	12.60	7.10	11.16	74.87	74.69	74.43	77.45	73.59	5.23	4.20	2.10	3.74	4.72
Malta	15.27	29.77	30.64	30.45	29.06	13.31	25.78	28.22	29.90	22.66	64.72	39.78	38.58	35.58	42.39	6.65	4.59	2.56	4.07	5.74
Romania	6.13	7.96	8.76	6.89	8.15	5.40	6.67	3.86	4.37	7.64	78.49	75.29	77.96	77.84	74.27	9.98	10.09	9.42	10.90	9.95
EU average	14.22	21.87	24.68	22.34	21.48	23.40	24.47	25.43	24.92	23.84	51.44	45.29	42.97	45.10	45.58	9.97	7.54	6.05	7.00	8.24
Eurozone average	17.06	26.24	27.98	26.70	26.11	25.19	26.11	27.42	26.38	25.34	46.76	39.31	37.84	39.13	39.50	10.11	7.58	5.89	7.23	8.26

a) Individual's classified as 'at-work' include only those who did any work (at least one hour) for pay or profit during the survey reference week. 'At-work' differs from the usual classification of 'employed' and 'in employment' in that it excludes those who are employed but absent from work during the survey reference week – that is, those that have a job or business from which they were temporarily absent, and who did not do any work for pay or profit during the survey reference week – regardless of the reason for absence. The exact reasons respondents can give for temporary absence differ from survey to survey, but generally include maternity and parental leave, plus bad weather, slack work for technical or economic reasons, labour disputes, education or training, illness, injury or temporary disability, holidays, compensation leave, and other personal or family responsibilities.

b) In some countries (those for which information comes from the EU-LFS, plus the United States) it is possible for individuals to report that they do not have usual set hours in their main job. Where this is the case, the individual's actual hours worked in their main job during the survey reference week are used in place of their usual weekly working hours in their main job. Employed individuals with missing information on usual and actual weekly working hours are included in the calculations of proportions but are not shown. As a result, proportions may not always sum to 100%.

c) For Canada children aged 0-to-15 and the age groups 0-to-2, 3-to-5 and 6-to-15, and for the United States children aged 0-to-17 and the age groups 0-to-2, 3-to-5 and 6-to-17

d) Data for Denmark and Finland refer to 2012, and for Chile, Germany and Turkey to 2013

e) For Chile, working hours are based on actual hours worked in the main job in during the survey reference week, rather than usual weekly working hours.

f) See note d) to Figure 4

g) See note e) to Figure 4

Source: OECD calculations based on the Canadian Labour Force Survey (Canada), CASEN (Chile), the European Union Labour Force Survey (European countries), the Turkish Household Labour Force Survey (Turkey), and the United States Current Population Survey (United States).

**Annex Table 4. Economically-inactive mothers and mothers in self-defined part-time employment because of a lack of suitable care services for their children**  
Proportion (%) of women (25-to-54-year-olds) with at least one child aged 0-to-14 who are economically inactive or in self-defined part-time employment because suitable care services for their children are not available or affordable<sup>a</sup>, by age of youngest child, 2014 or latest available year<sup>b</sup>

	Women (25-to-54-year-olds with at least one child aged 0-to-14) who are economically inactive, by age of youngest child:						Women (25-to-54-year-olds with at least one child aged 0-to-14) who are in self-defined part-time employment, by age of youngest child:					
	Proportion (%) inactive because suitable care services for children are not available or affordable:			Missing cases (%)			Proportion (%) in self-defined part-time employment because suitable care services for children are not available or affordable:			Missing cases (%)		
	0-to-2	3-to-5	6-to-14	0-to-2	3-to-5	6-to-14	0-to-2	3-to-5	6-to-14	0-to-2	3-to-5	6-to-14
Austria	22.00	23.17	11.92	0.00	0.00	0.00	9.72	11.26	8.57	0.00	0.00	0.00
Belgium	9.71	6.37	2.75	0.00	0.00	0.00	7.76	8.23	5.16	0.00	0.00	0.00
Czech Republic	11.78	13.35	3.28	0.13	0.00	0.00	16.82	12.11	2.93	0.00	0.00	0.00
Denmark	0.48	1.18	0.00	2.08	0.00	0.00	1.35	1.56	0.17	1.39	0.55	0.76
Estonia (c)	14.09	2.17	1.59	0.69	0.00	0.00	..	..	..	..	..	..
Finland (c)	..	..	..	41.76	11.38	15.38	..	..	..	29.76	17.74	11.32
France	18.18	10.27	4.70	17.69	3.24	4.07	9.19	14.68	5.03	4.09	4.45	3.44
Germany (c)	..	..	..	22.05	19.27	13.87	..	..	..	20.41	20.33	18.33
Greece	33.83	27.91	11.31	1.52	1.52	2.31	17.06	13.26	5.53	0.63	1.50	4.26
Hungary	32.23	25.97	14.52	0.00	0.00	0.00	29.71	15.16	5.32	0.00	0.00	0.00
Ireland	27.37	25.46	13.19	0.27	0.11	0.08	27.64	26.27	16.76	11.17	5.30	4.32
Italy	11.71	10.39	5.39	0.09	0.05	0.02	9.98	8.86	7.11	0.22	0.20	0.21
Latvia	59.16	24.35	4.55	1.30	0.78	0.00	30.02	4.74	3.27	0.00	0.00	0.00
Luxembourg (c)	..	..	..	..	..	..	5.10	1.39	1.54	0.00	0.00	1.06
Netherlands	8.18	3.31	1.88	6.14	8.96	10.48	12.19	8.29	4.27	5.57	6.79	8.82
Poland	25.06	24.13	8.87	7.28	9.04	12.33	13.38	6.34	3.77	0.00	0.00	0.00
Portugal	28.13	18.45	7.66	0.00	0.00	0.00	9.12	5.51	2.84	0.00	0.00	0.00
Slovak Republic (c)	14.75	16.49	5.25	0.00	0.51	0.00	..	..	..	..	..	..
Slovenia	23.84	23.81	6.14	0.00	0.00	0.00	..	..	..	..	..	..
Spain	34.81	19.21	9.45	13.03	5.35	2.23	23.60	21.69	9.76	2.54	4.68	1.57
Sweden	10.85	3.61	0.00	1.08	1.43	2.36	3.02	4.05	2.41	2.62	4.47	3.91
United Kingdom	35.92	27.24	12.59	0.45	0.66	0.67	..	..	..	..	..	..
OECD average (d)	22.21	16.15	6.58	5.50	2.97	3.04	14.10	10.21	5.28	4.36	3.67	3.22
Bulgaria (c)	10.83	11.29	1.57	0.00	0.00	0.00	..	..	..	..	..	..
Croatia (c)	36.84	34.04	15.10	0.00	0.00	0.00	..	..	..	..	..	..
Cyprus (e,f)	55.10	46.63	26.77	0.00	0.00	0.00	12.98	29.49	20.10	0.00	0.00	0.00

	Women (25-to-54-year-olds with at least one child aged 0-to-14) who are economically inactive, by age of youngest child:						Women (25-to-54-year-olds with at least one child aged 0-to-14) who are in self-defined part-time employment, by age of youngest child:					
	Proportion (%) inactive because suitable care services for children are not available or affordable:			Missing cases (%)			Proportion (%) in self-defined part-time employment because suitable care services for children are not available or affordable:			Missing cases (%)		
	0-to-2	3-to-5	6-to-14	0-to-2	3-to-5	6-to-14	0-to-2	3-to-5	6-to-14	0-to-2	3-to-5	6-to-14
Lithuania	13.21	25.01	6.47	0.00	0.00	0.00	3.30	0.55	2.42	0.00	0.00	0.00
Malta	0.00	0.00	0.00	0.00	0.00	0.00	6.29	6.36	3.44	0.00	0.00	0.00
Romania	34.24	17.81	5.52	0.00	0.00	0.00	40.68	22.08	3.96	0.00	0.00	0.00
EU average (d)	22.89	17.66	7.22	4.28	2.31	2.36	14.45	11.09	5.72	3.56	3.00	2.64
Eurozone average (d)	23.38	17.69	7.44	5.81	2.84	2.69	13.14	11.47	6.84	4.65	3.81	3.33

a) Individuals are classified as 'inactive because suitable care services for children are not available or affordable' if they are i) economically inactive and report that they are not seeking or available for work ii) report that they are not seeking working because they are 'looking after children or incapacitated adults' and iii) report that they are inactive, not seeking work and looking after children or incapacitated adults because either 'suitable care services for children are not available or affordable' or 'suitable care services for both children and ill, disabled and elderly are not available or affordable', and 'in self-defined part-time employment because suitable care services for children are not available or affordable' if they are i) in self-defined part-time employment ii) report that they are in self-defined part-time employment because they are 'looking after children or incapacitated adults' and iii) report that they are in self-defined part-time employment and looking after children or incapacitated adults because either 'suitable care services for children are not available or affordable' or 'suitable care services for both children and ill, disabled and elderly are not available or affordable'.

b) Data for Denmark, Finland and Sweden refer to 2012, and for Germany to 2013

c) The quality of the data shown in this table is affected by missing information and, for some countries, small sample sizes. Data for Finland and Germany are not shown due to very high rates of missing data. Data for Luxembourg (economically inactive only) and Bulgaria, Croatia, Estonia, and the Slovak Republic (self-defined part-time employment only) are not shown due to small sample sizes (fewer than 50 valid cases). Proportions calculated among valid cases only.

d) The OECD average, EU average and Eurozone average are calculated based on countries with data shown in the table only.

e) See note d) to Figure 4

f) See note e) to Figure 4

Source: OECD calculations based on the European Union Labour Force Survey, [ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey](http://ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey)

**Annex Table 5. Childcare arrangements for the children of working mothers**

Distribution (%) of children with employed mothers<sup>a</sup> by use and type of childcare arrangement<sup>b</sup> during a typical week, by age of child, 2014

	0-to-2-year-olds				3-to-5-year-olds				6-to-14-year-olds			
	No formal or informal care	Formal care only	Informal care only	Both formal and informal care	No formal or informal care	Formal care only	Informal care only	Both formal and informal care	No formal or informal care	Formal care only	Informal care only	Both formal and informal care
Australia	..	..	..	..	..	..	..	..	..	..	..	..
Austria	14.44	25.49	36.74	23.34	3.10	40.50	4.09	52.30	34.55	25.94	23.72	15.78
Belgium	24.87	49.10	8.71	17.32	2.73	66.82	0.46	29.99	34.88	41.15	15.18	8.79
Canada	..	..	..	..	..	..	..	..	..	..	..	..
Chile	..	..	..	..	..	..	..	..	..	..	..	..
Czech Republic	54.98	5.10	31.08	8.84	2.00	40.01	5.89	52.10	23.05	36.02	13.78	27.14
Denmark	28.47	71.53	0.00	0.00	3.06	96.94	0.00	0.00	26.95	72.57	0.48	0.00
Estonia	26.74	38.20	15.31	19.75	2.35	65.34	1.34	30.97	48.11	34.45	5.81	11.64
Finland	41.97	53.58	4.44	0.00	9.46	89.52	1.02	0.00	64.60	34.98	0.10	0.33
France	17.47	58.04	8.66	15.84	3.71	70.47	0.71	25.11	54.80	27.74	8.46	8.99
Germany	..	..	..	..	..	..	..	..	..	..	..	..
Greece	8.72	11.00	69.67	10.61	2.63	36.29	24.54	36.53	43.40	17.61	27.09	11.90
Hungary	21.24	42.50	5.39	30.87	0.54	58.76	0.47	40.24	18.63	48.55	8.78	24.04
Iceland	7.10	66.81	7.81	18.27	1.30	72.70	0.00	25.99	45.21	29.16	16.45	9.19
Ireland	37.40	38.01	13.09	11.50	23.66	54.84	8.86	12.65	58.03	23.82	14.00	4.15
Israel	..	..	..	..	..	..	..	..	..	..	..	..
Italy	31.02	17.81	34.46	16.71	0.65	45.54	4.64	49.17	43.25	10.89	32.33	13.52
Japan	..	..	..	..	..	..	..	..	..	..	..	..
Korea	..	..	..	..	..	..	..	..	..	..	..	..
Latvia	42.10	32.90	10.70	14.30	7.75	73.29	1.52	17.43	41.65	39.29	7.84	11.22
Luxembourg	19.65	47.95	12.33	20.08	8.56	56.12	14.14	21.18	33.54	45.59	7.91	12.97
Mexico	..	..	..	..	..	..	..	..	..	..	..	..
Netherlands	10.24	23.63	23.37	42.76	1.23	43.89	2.20	52.69	30.51	25.50	27.90	16.09
New Zealand	..	..	..	..	..	..	..	..	..	..	..	..
Norway	46.89	47.68	2.37	3.05	6.88	91.18	1.08	0.85	54.67	38.57	5.41	1.34
Poland	41.82	16.68	38.21	3.29	15.08	46.26	18.19	20.47	40.15	28.95	17.43	13.47
Portugal	15.07	41.68	24.72	18.52	0.86	59.15	6.26	33.74	31.02	33.91	18.26	16.80
Slovak Republic	57.44	14.51	20.92	7.13	8.07	50.51	4.21	37.22	43.02	27.17	14.24	15.57
Slovenia	33.34	20.19	21.73	24.74	2.15	42.93	4.60	50.32	21.81	37.16	11.16	29.87
Spain	32.95	42.84	19.36	4.85	4.01	84.77	0.66	10.57	75.35	17.35	4.41	2.89



	0-to-2-year-olds				3-to-5-year-olds				6-to-14-year-olds			
	No formal or informal care	Formal care only	Informal care only	Both formal and informal care	No formal or informal care	Formal care only	Informal care only	Both formal and informal care	No formal or informal care	Formal care only	Informal care only	Both formal and informal care
Sweden	39.80	59.75	0.00	0.45	9.82	89.65	0.32	0.20	34.34	63.88	1.35	0.43
Switzerland	21.10	31.56	23.82	23.51	5.88	42.18	7.95	43.99	32.06	29.31	20.08	18.55
Turkey	..	..	..	..	..	..	..	..	..	..	..	..
United Kingdom	34.27	22.49	23.65	19.59	25.99	24.90	24.78	24.32	36.80	16.70	31.92	14.57
United States	..	..	..	..	..	..	..	..	..	..	..	..
OECD-24 average	29.55	36.63	19.02	14.80	6.31	60.11	5.75	27.83	40.43	33.59	13.92	12.05
Bulgaria	67.52	15.18	16.27	1.02	15.01	66.99	6.99	11.01	58.08	33.19	3.61	5.12
Croatia	53.83	13.14	20.52	12.50	23.66	38.59	14.56	23.19	54.74	16.19	23.12	5.96
Cyprus (c,d)	16.41	23.09	44.46	16.04	0.62	38.23	6.91	54.25	41.90	13.57	37.41	7.12
Lithuania	49.18	27.32	13.94	9.56	5.98	66.01	1.89	26.11	53.04	26.74	13.74	6.48
Malta	26.56	30.69	20.62	22.13	30.26	25.62	20.00	24.11	56.55	17.29	17.75	8.41
Romania	..	..	..	..	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EU average	32.60	32.40	20.71	14.30	7.89	54.52	6.64	27.25	40.84	30.23	14.36	10.86
Eurozone average	28.09	33.11	22.40	16.40	6.54	56.10	6.00	31.35	45.00	27.79	15.96	11.25

a) Proportions among children who i) live with a mother and ii) have a mother in employment, only

b) 'Formal childcare' is defined as centre-based services (e.g. nurseries or day care centres and pre-schools, and out-of-school-hours care services for older children, both public and private), organised family day care, and care services provided by paid professional childminders. It includes pre-primary education but excludes compulsory education and any unpaid informal services provided by relatives, friends or neighbours. 'Informal childcare' is defined as unpaid care, usually provided by a grandparent of the child or by other relatives, friends or neighbours. It excludes any care that is paid for regardless of who is providing the paid-for care. Children are considered as 'using' the relevant service if they use it for at least one hour during a typical week.

c) Data for Hungary and Norway refer to 2013

d) See note d) to Figure 4

e) See note e) to Figure 4

Source: OECD calculations based on the European Union Statistics on Income and Living Conditions (EU SILC) survey, [ec.europa.eu/eurostat/web/income-and-living-conditions/methodology](http://ec.europa.eu/eurostat/web/income-and-living-conditions/methodology)