Most effective instruments of family support policy in the Czech Republic

International Forum “Time for Children! Towards a Family Friendly Society!“

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Demographic situation in the Czech Republic

<table>
<thead>
<tr>
<th>VARIABLE</th>
<th>VALUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fertility rate</td>
<td>1.63 (rising trend since 2011)</td>
</tr>
<tr>
<td>Average age of women at birth of first child</td>
<td>28.2</td>
</tr>
<tr>
<td>Share of live births outside marriage</td>
<td>48.6 % (rising trend)</td>
</tr>
<tr>
<td>Employment rate of women with children younger than 6</td>
<td>45.2 %</td>
</tr>
<tr>
<td>Households with 1 child (percentage of households with children)</td>
<td>49 %</td>
</tr>
<tr>
<td>Households with 2 children (percentage of households with children)</td>
<td>41 %</td>
</tr>
<tr>
<td>Households with 3 and more children (percentage of households with children)</td>
<td>10 %</td>
</tr>
<tr>
<td>Gender pay gap</td>
<td>21.8 %</td>
</tr>
<tr>
<td>Percentage of women working part-time</td>
<td>9.2 %</td>
</tr>
</tbody>
</table>
## Czech Family Policy in International Comparison

<table>
<thead>
<tr>
<th>VARIABLE</th>
<th>CZ</th>
<th>COMPARISON</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spending on family policy</td>
<td>2.5 % GDP</td>
<td>Corresponds to the OECD average</td>
</tr>
<tr>
<td>Tax deductions</td>
<td>0.86 % GDP</td>
<td>Second highest among OECD countries</td>
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<tr>
<td>Cash benefits</td>
<td>1.1 % GDP</td>
<td>Corresponds to the OECD average</td>
</tr>
<tr>
<td>Services</td>
<td>0.55 % GDP</td>
<td>Below average of OECD (0.95 % GDP)</td>
</tr>
</tbody>
</table>
Family policy instruments I.

- **Family Policy Strategy**
  - approved by government in September 2017
  - the previous is from 2008
  - family policy as a government priority since 2014
  - contains several concrete family support measures
  - the main idea is to allow parents to choose

- **Cash benefits**
  - **Adjustment of parental allowance**
    - since January 2018
    - total amount 9 500 € ⇒ possibility to draw faster in higher monthly amount (70 % of previous income)
    - encourage men to take parental leave and draw parental allowance ⇒ fear of losing family income is one of the biggest barriers
  - **The post-child-bearing parental care**
    - since February 2018
    - cash benefit for fathers - 1 week during the puerperium, 70 % of previous income
Family policy instruments II.

- **Child care services**
  - **Children's groups**
    - law approved in 2014, nowadays over 750 with 10,000 places
    - 1 – 6 years, non-profit basis, 1 carer for 6 children
    - providers: municipalities, NGO's, universities, employers
    - easily founded and more flexible than Kindergarten
    - systemic project to support the providers
    - funding from ESF → preparation of national funding
    - 3 children’s groups at our ministry
  - **Micro-nurseries**
    - pilot systemic project → preparation of law
    - 6 months – 4 years, 1 carer and max 4 children
    - providers: NGO's, municipalities
    - funding from ESF → preparation of national funding
  - **Kindergartens**
    - since September 2018 guaranteed places for all children older than 3

- **Tax deductions**
  - significant increase of tax deductions for children
Plans and summary

• Plans
  ◦ national funding of children's groups and micro-nurseries
  ◦ job sharing
  ◦ motivational bonus for alternating

• Summary
  ◦ family policy as a government priority since 2014
  ◦ Family Policy Strategy - to allow parents to choose
  ◦ support and development of public services
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