

# The Fairness In Families Index 2016



## Introduction

The Fatherhood Institute launched the Fairness In Families Index (FIFI) in 2010 with the aim of reaching an evidenced comparison of how well developed countries are faring in relation to egalitarian parenting and earning.

The findings of the 2010 FIFI confirmed that even the most developed countries have a long way to go before reaching equality between fathers and mothers.

Due to lack of funding we have been unable to publish subsequent FIFIs - until now, thanks to an opportunity to collaborate with a team of Masters of Political Administration students at the London School of Economics, via the Capstone Programme<sup>1</sup>.

The 2016 FIFI aims to provide a more precise picture of the potential for mothers and fathers to share the provision of 'cash and care' in their families, through a revision of assumptions, methodology, sources, and indicators, and the addition of

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<sup>1</sup> <http://www.lse.ac.uk/IPA/MPA/capstones/CapstoneProjects.aspx>

standardized scores and sub-indices. It evaluates countries over nine key indicators across three dimensions of egalitarian parenting and earning: policies, social environment, and practices.

There are significant benefits - for women, men, and children - when fathers provide competent care beyond the role of breadwinner, and mothers participate substantially in the paid workforce. These benefits include but are not limited to, women's empowerment and the promotion of gender equality more broadly.

The 2016 FIFI highlights the changes that have occurred since the publication of the 2010–2011 Index, and captures key policy developments and practices within the 22 countries studied.

The report highlights the ranking across countries in these indicators, and provides context for some countries' performances through case studies. These enable a more in-depth understanding of how some countries have fared in relation to some of the indicators, based on their unique circumstances.

The report is developed using data from multiple sources, including the World Bank, the International Labour Organization (ILO), the European Quality of Life Surveys, and the Organization for Economic Co-operation and Development (OECD). The updated report also highlights some of the challenges posed in creating a policy-oriented multidimensional index and its respective indicators.

To read the full FIFI report, including details about the methodology used, click [here](#):

You can view an infographic summary of the UK's performance on the nine indicators that make up FIFI via our website's resources page (work section).

## The 2016 FIFI rankings

Table 1: Overall FIFI ranking

Country	FIFI score 2016	Ranking 2016	FIFI score 2010	Ranking 2010
Sweden	0.749	1	0.789	1
Denmark	0.745	2	0.76	3
Iceland	0.720	3	0.754	4
Norway	0.720	4	0.655	5
Finland	0.696	5	0.783	2
Belgium	0.555	6	0.492	11
Canada	0.522	7	0.489	12
Portugal	0.512	8	0.613	7
New Zealand	0.493	9	0.619	6
France	0.469	10	0.577	8
Italy	0.444	11	0.441	16
UK	0.439	12	0.531	9
Australia	0.427	13	0.415	18
Spain	0.428	14	0.472	15
Ireland	0.406	15	0.488	13
Netherlands	0.402	16	0.524	10
Switzerland	0.389	17	0.282	21
Greece	0.385	18	0.373	19
Germany	0.373	19	0.418	17
USA	0.344	20	0.475	14
Austria	0.275	21	0.296	20
Japan	0.240	22	0.199	22

**Table 2: List of FIFI indicators and UK rankings (2016)**

The 2016 rankings for each of the nine indicators that make up the overall FIFI ranking, are as follows:

Indicator	UK ranking 2016	Number of countries for which data available
Parenting leave design	11	21
Gender pay gap	15	22
Percentage of part-time workforce who are men	16	21
Percentage of GDP spent on childcare/ education for under-5s	4	21
Percentage of MPs who are women	10	17
Percentage of upper/ middle managers who are women	7	18
Ratio of men's to women's caring for children	15	15
Ratio of men's to women's caring for older/disabled people	5	15
Ratio of men's to women's housework and cooking	5	15

## Our recommendations

The Fatherhood Institute's recommendations for Government arising from the FIFI 2016 results, are as follows:

1. Redesign parenting leave, moving towards a Scandinavian-style system including a substantial period of well-paid, 'use-it-or-lose-it' leave for fathers<sup>2</sup>.
2. Strengthen efforts to reduce the gender pay gap by obliging employers to offer all jobs on the basis that they can be worked flexibly unless they can demonstrate an immediate and continuing business case against doing so; and by extending its requirement for UK companies to publish data about their gender pay gap from April 2018 to all firms employing more than 150 staff (as suggested by the Women and Equalities Committee in its recent Gender Pay Gap report<sup>3</sup>).
3. So as to reveal the extent to which public services are ignoring fathers – and therefore failing to support greater sharing by mums and dads - require early years, schools, social work and maternity services to publish data on their engagement with fathers; and be inspected on this by Ofsted and the Care Quality Commission.

Fatherhood Institute  
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<sup>2</sup> Evidence from around the world suggests that the ideal parenting leave design includes a substantial period (minimum three months) of non-transferable well paid leave for fathers, to be taken in the first year – with mothers having no more than six months of well-paid leave available to them in that first year. This would result in mothers spending less time out of the workforce (thus countering much of the discrimination they now face from employers) and would establish strong, positive attachments between fathers, as well as mothers, and their infants. As care patterns are established in the first year, and as fathers who undertake substantial care during that time tend to remain highly engaged once they return to work, this would set the scene for greater gender equality during that first year, and into the future. The ideal to work towards would be six months' non-transferable, well-paid leave for the mother, and the same for the father.

<sup>3</sup> <http://www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/584/584.pdf>