

Family Formation Conditions Framework

A systems framework identifying the structural conditions that enable individuals and couples to establish, sustain and grow families.

G.O.A.L. Solutions Portfolio

Framework
FW003
Version 1.0



FAMILY FORMATION CONDITIONS FRAMEWORK

ABOUT THIS FRAMEWORK

The Family Formation Conditions Framework identifies the fundamental conditions that enable individuals and couples to establish, sustain and grow families.

Rather than focusing on demographic outcomes alone, the framework examines the interconnected conditions that shape family formation across relationships, economics, housing, work, care and health. Together, these conditions provide a shared structure for understanding the realities that influence long-term family formation.

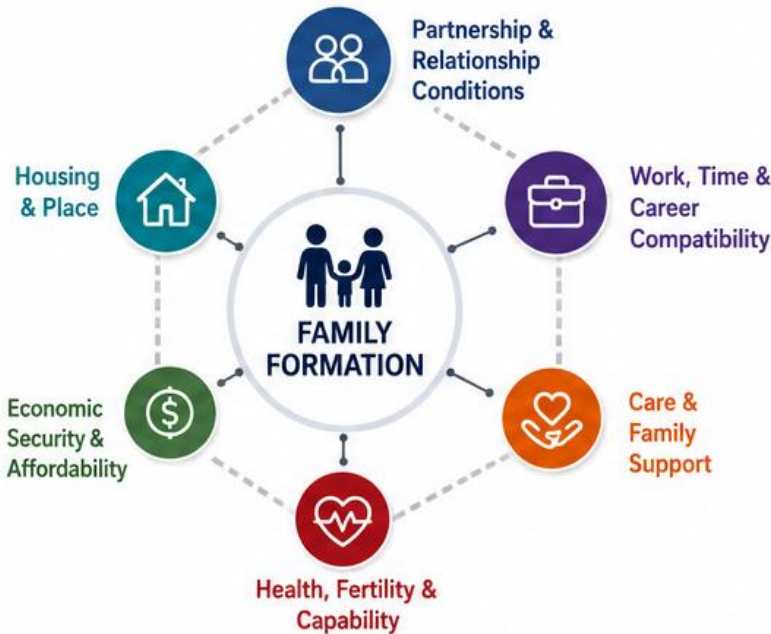
PURPOSE

- Establish a common framework for understanding family formation.
- Identify the structural conditions that influence family decisions.
- Support research, assessment and strategic decision-making.



ONE OUTCOME. SIX ENABLING CONDITIONS.
Family formation emerges when the six conditions are present and mutually reinforcing.

1 THE FAMILY FORMATION FRAMEWORK



FRAMEWORK DOMAINS

- Partnership & Relationship Conditions**
Ability to establish stable and lasting family relationships.
- Economic Security & Affordability**
Financial conditions supporting long-term family life.
- Housing & Place**
Housing conditions suitable for establishing and raising a family.
- Work, Time & Career Compatibility**
Employment conditions compatible with relationships and caregiving.
- Care & Family Support**
Availability of care systems and family-support services.
- Health, Fertility & Capability**
Physical, reproductive and personal capacity to sustain family life.

2 FRAMEWORK APPLICATIONS

- Government & Public Policy**
Design policies that strengthen the conditions for family formation.
- Urban & Regional Planning**
Create places that support families and communities.
- Employers & Organizations**
Build workplaces that enable employees to thrive and form families.
- Research & Analysis**
Advance evidence and understanding of family formation.
- Strategic Assessments**
Evaluate strengths, barriers and opportunities.
- Programme Development**
Develop initiatives that improve enabling conditions.

3 HOW THE FRAMEWORK IS USED

- UNDERSTAND THE REALITY**
Examine current conditions across the six domains.
- ANALYZE THE CONDITIONS**
Identify strengths, gaps and interconnections.
- PRIORITIZE ACTION**
Determine strategic priorities and areas for improvement.
- DRIVE BETTER CONDITIONS**
Implement policies, programmes and initiatives.
- ENABLE FAMILY FORMATION**
Stronger conditions lead to more families and thriving societies.

FAMILY FORMATION CONDITIONS FRAMEWORK



1. PARTNERSHIP & RELATIONSHIP CONDITIONS

1.1 PARTNER AVAILABILITY

- Opportunities to meet compatible partners
- Size and diversity of social networks
- Dating-market accessibility
- Geographic concentration or dispersion
- Time and energy available for relationships
- Digital dating quality and fatigue

1.2 RELATIONSHIP QUALITY

- Emotional security
- Mutual trust
- Communication quality
- Conflict management
- Shared values
- Shared expectations about children
- Commitment readiness
- Relationship stability

1.3 SHARED LIFE ALIGNMENT

- Agreement on timing
- Agreement on desired family size
- Compatible career expectations
- Compatible geographic preferences
- Agreement on caregiving roles
- Financial compatibility



2. ECONOMIC SECURITY & AFFORDABILITY

2.1 INCOME ADEQUACY

- Sufficient household income
- Disposable income after essential costs
- Ability to absorb child-related expenses
- Relative income compared with local living costs
- Access to basic goods and services

2.2 FINANCIAL STABILITY

- Predictable monthly income
- Employment continuity
- Protection against sudden income loss
- Emergency savings
- Access to insurance
- Debt manageability

2.3 LONG-TERM FINANCIAL CAPABILITY

- Ability to save
- Ability to build assets
- Pension and future security
- Access to credit
- Capacity to withstand parental leave or reduced hours
- Confidence in future earning potential

2.4 COST OF FAMILY LIFE

- Childcare costs
- Housing costs
- Healthcare costs
- Education costs
- Transport costs
- Food and energy costs
- Cost of fertility treatment
- Cost of taking time away from work



3. HOUSING & SPATIAL CONDITIONS

3.1 AFFORDABILITY

- Purchase affordability
- Rental affordability
- Deposit requirements
- Mortgage access
- Housing costs relative to income
- Utility and maintenance costs

3.2 AVAILABILITY

- Sufficient supply
- Access within realistic timeframes
- Availability near employment
- Availability near family support
- Availability near childcare, schools and healthcare

3.3 SUITABILITY

- Adequate space
- Appropriate layout
- Additional bedrooms
- Storage
- Child safety
- Indoor environmental quality
- Outdoor or play space
- Accessibility for pregnancy, children and caregivers

3.4 STABILITY

- Secure tenure
- Predictable rent
- Protection from displacement
- Ability to remain through changing family stages
- Confidence that the home will remain affordable

3.5 LOCATION QUALITY

- Safe neighbourhood
- Child-friendly public realm
- Walkability
- Public transport
- Green space
- Proximity to daily services
- Reasonable commute times
- Social connection



4. WORK, TIME & CAREER COMPATIBILITY

4.1 EMPLOYMENT ACCESS

- Availability of suitable employment
- Entry into stable work
- Youth employment opportunities
- Local job availability
- Career mobility
- Protection from persistent joblessness

4.2 WORK PREDICTABILITY

- Predictable hours
- Predictable shifts
- Schedule control
- Reasonable overtime
- Stable work location
- Advance notice of working patterns

4.3 TIME AVAILABILITY

- Time for relationships
- Time for household work
- Time for childcare
- Time for recovery and sleep
- Time for medical appointments
- Time for community and extended family

4.4 FLEXIBILITY

- Flexible start and finish times
- Remote or hybrid work
- Reduced-hours options
- Part-time work without career punishment
- Temporary flexibility during pregnancy or early parenthood
- Leave for sick children and caregiving

4.5 CAREER CONTINUITY

- Protection from dismissal or disadvantage
- Return-to-work pathways
- Continued promotion opportunities
- Skills retention
- Re-entry after caregiving
- Protection against motherhood and fatherhood penalties

4.6 WORKLOAD COMPATIBILITY

- Manageable workload
- Psychological detachment from work
- Low burnout
- Reduced commute burden
- Preservation of physical and emotional energy



5. CARE & FAMILY-SUPPORT INFRASTRUCTURE

5.1 CHILDCARE

- Availability
- Affordability
- Quality
- Reliability
- Flexible opening hours
- Coverage for infants and young children
- After-school care
- Emergency and backup care
- Geographic accessibility

5.2 PARENTAL LEAVE

- Adequate duration
- Income replacement
- Coverage across employment types
- Equal access for both parents
- Cultural acceptance
- Protection against career damage
- Flexibility in how leave is used

5.3 HEALTHCARE & MATERNITY SUPPORT

- Accessible prenatal care
- Safe childbirth
- Postnatal support
- Pediatric care
- Maternal mental-health support
- Home visits
- Lactation and feeding support
- Accessible primary care

5.4 ELDERCARE

- Formal eldercare availability
- Respite support
- Reduced multigenerational care burden
- Support for sandwich-generation households
- Long-term-care accessibility

5.5 ADMINISTRATIVE ACCESSIBILITY

- Clear eligibility rules
- Simple applications
- Integrated services
- Digital and physical access
- Low administrative burden
- Predictable benefit delivery
- Continuity across life stages

5.6 FAMILY FINANCIAL SUPPORT

- Child allowances
- Tax relief
- Housing support
- Care subsidies
- Healthcare coverage
- School and nutrition support
- Protection for single-parent families



6. HEALTH, FERTILITY & PERSONAL CAPABILITY

6.1 GENERAL HEALTH

- Physical health
- Functional capacity
- Chronic-disease management
- Healthy nutrition
- Physical activity
- Sleep and recovery
- Access to preventive care

6.2 REPRODUCTIVE HEALTH

- Fertility awareness
- Access to reproductive healthcare
- Infertility diagnosis and treatment
- Preconception care
- Maternal healthcare
- Sexual healthcare
- Contraceptive autonomy
- Safe pregnancy and childbirth

6.3 MENTAL & EMOTIONAL WELLBEING

- Psychological stability
- Stress management
- Anxiety reduction
- Depression support
- Emotional resilience
- Confidence in caregiving
- Freedom from severe burnout
- Access to therapy and counselling

6.4 PERSONAL CAPABILITY

- Household-management skills
- Financial literacy
- Parenting knowledge
- Communication skills
- Emotional literacy
- Problem-solving capacity
- Ability to navigate services
- Self-efficacy

6.5 ENERGY & CAPACITY

- Physical energy
- Cognitive bandwidth
- Manageable care burden
- Freedom from constant financial stress
- Time for recovery
- Ability to accommodate disruption

Family Formation Conditions Maturity Assessment

A maturity assessment evaluating the strength of the structural conditions that enable individuals and couples to establish, sustain and grow families.

G.O.A.L. Solutions Portfolio

Maturity Assessment
MA003
Version 1.0



FAMILY FORMATION CONDITIONS MATURITY ASSESSMENT

i PURPOSE OF THE ASSESSMENT

The **Family Formation Conditions Maturity Assessment** evaluates the strength of the six Family Formation Conditions that shape an environment's capacity to support long-term family formation.

Rather than measuring demographic outcomes, the assessment evaluates the underlying conditions influencing family formation, helping identify strengths, structural barriers and priorities for improvement.

🎯 PURPOSE

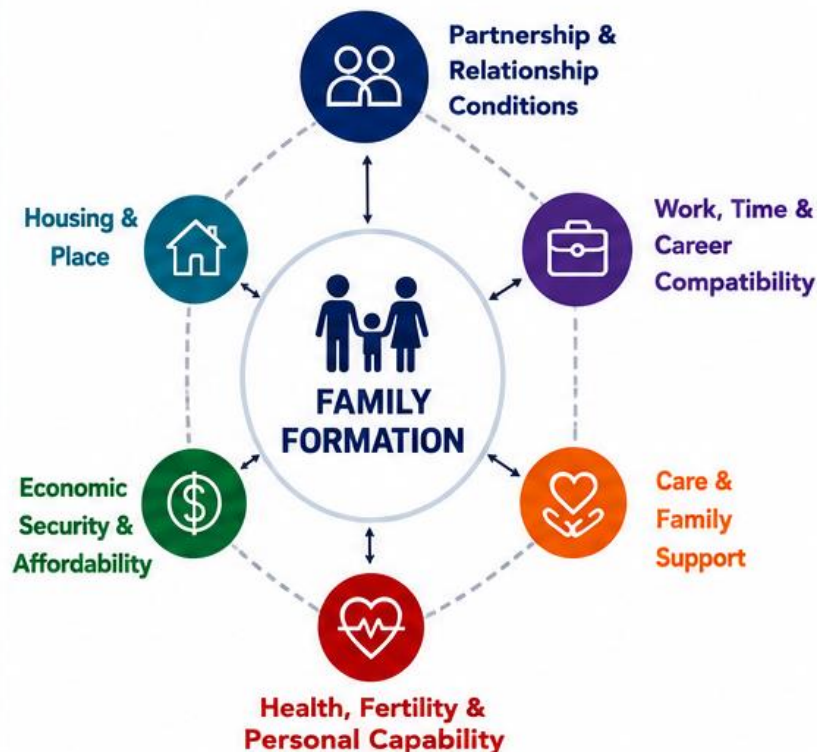
- ✓ Provide a common maturity framework for assessment.
- ✓ Evaluate the strength of the six Family Formation Conditions.
- ✓ Support evidence-informed policy, research and strategic decision-making.



ONE OUTCOME. SIX CONDITIONS. FIVE LEVELS OF MATURITY.

A structured assessment of the conditions that enable long-term family formation.

1 THE ASSESSMENT FRAMEWORK



FRAMEWORK DOMAINS

- Partnership & Relationship Conditions**
Ability to establish stable and lasting family relationships.
- Economic Security & Affordability**
Financial conditions supporting long-term family life.
- Housing & Spatial Conditions**
Housing conditions suitable for establishing and raising a family.
- Work, Time & Career Compatibility**
Employment conditions compatible with relationships and caregiving.
- Care & Family-Support Infrastructure**
Availability of care systems and family-support services.
- Health, Fertility & Personal Capability**
Physical, reproductive and personal capacity to sustain family life.

2 HOW MATURITY IS INTERPRETED



3 ASSESSMENT OUTPUTS

- Current Conditions**
Understand the current state across the six domains.
- Overall Maturity**
Determine the overall maturity level.
- Domain Profiles**
Assess maturity levels for each condition.
- Gap Analysis**
Identify key gaps and underlying barriers.
- Strategic Priorities**
Define priorities and focus areas for improvement.
- Desired Conditions**
Set the direction for stronger enabling conditions.

FAMILY FORMATION CONDITIONS MATURITY MATRIX

The five maturity levels describe the degree to which enabling conditions support family formation across the six Family Formation Conditions.

ASSESSMENT DOMAIN	1 CONSTRAINED	2 EMERGING	3 STABLE	4 SUPPORTIVE	5 THRIVING
	Conditions are weak and create significant barriers.	Conditions are improving but remain inconsistent.	Conditions are generally in place with notable gaps.	Conditions actively support family formation.	Conditions are strong, resilient and future-ready.
 PARTNERSHIP & RELATIONSHIPS	Structural barriers make it difficult for people to establish stable relationships and long-term commitments.	Opportunities and relationship conditions are improving, but remain uneven and inconsistent.	Most people can establish stable relationships, although important barriers remain.	Relationship conditions actively support long-term commitment and family formation.	Strong, resilient relationship conditions consistently enable stable family formation.
 ECONOMIC SECURITY	Financial insecurity and affordability pressures severely limit family formation.	Economic conditions are improving, but predictability and affordability remain uncertain.	Most households possess sufficient financial security, although important constraints remain.	Financial conditions actively enable long-term planning and family formation.	Stable, predictable and affordable economic conditions consistently support family life.
 HOUSING & PLACE	Suitable housing is inaccessible, unaffordable or unstable for many households.	Housing conditions are improving, but affordability and availability remain inconsistent.	Most households can access suitable housing, although structural barriers remain.	Housing conditions actively support family formation throughout different life stages.	Stable, affordable and family-oriented housing is consistently accessible.
 WORK & CAREER COMPATIBILITY	Employment structures leave insufficient time, flexibility or security for family life.	Work conditions are becoming more compatible with family life, but significant gaps remain.	Most people can balance work and family responsibilities, although important trade-offs persist.	Employment conditions actively support caregiving and long-term family formation.	Work structures consistently enable healthy careers alongside thriving family life.
 CARE & FAMILY SUPPORT	Care systems are fragmented, difficult to access or insufficient to support families.	Family-support services are expanding, but access and quality remain inconsistent.	Most families can access reliable care and support, although gaps remain.	Coordinated care systems actively strengthen family wellbeing across life stages.	Comprehensive family-support systems consistently enable families to flourish.
 HEALTH & CAPABILITY	Health, fertility or personal capability significantly constrain family formation.	Health and personal capability are improving, but important barriers remain.	Most people possess the health and capability needed for family life, although gaps persist.	Health systems and personal capability actively support healthy family formation.	Strong physical, reproductive and personal wellbeing consistently enables long-term family life.

Implementing Family Formation Strategies

A strategic implementation guide for strengthening the structural conditions that enable individuals and couples to establish, sustain and grow families.

G.O.A.L. Solutions Portfolio

Implementation Strategy
IG003
Version 1.0



IMPLEMENTING FAMILY FORMATION STRATEGIES

THE G.O.A.L. IMPLEMENTATION METHODOLOGY



UNDERSTAND

Build a shared understanding of the six Family Formation Conditions.



ASSESS

Evaluate strengths, barriers and maturity across each condition.



IMPLEMENT

Design and coordinate integrated family formation strategies.



IMPROVE

Monitor outcomes, refine actions, and continuously strengthen the enabling conditions.

UNDERSTAND → **ASSESS** → **IMPLEMENT** → **IMPROVE**

A structured implementation methodology for strengthening the conditions that enable long-term family formation.

APPLICABLE TO



National Governments



Local Authorities



Organizations & Institutions



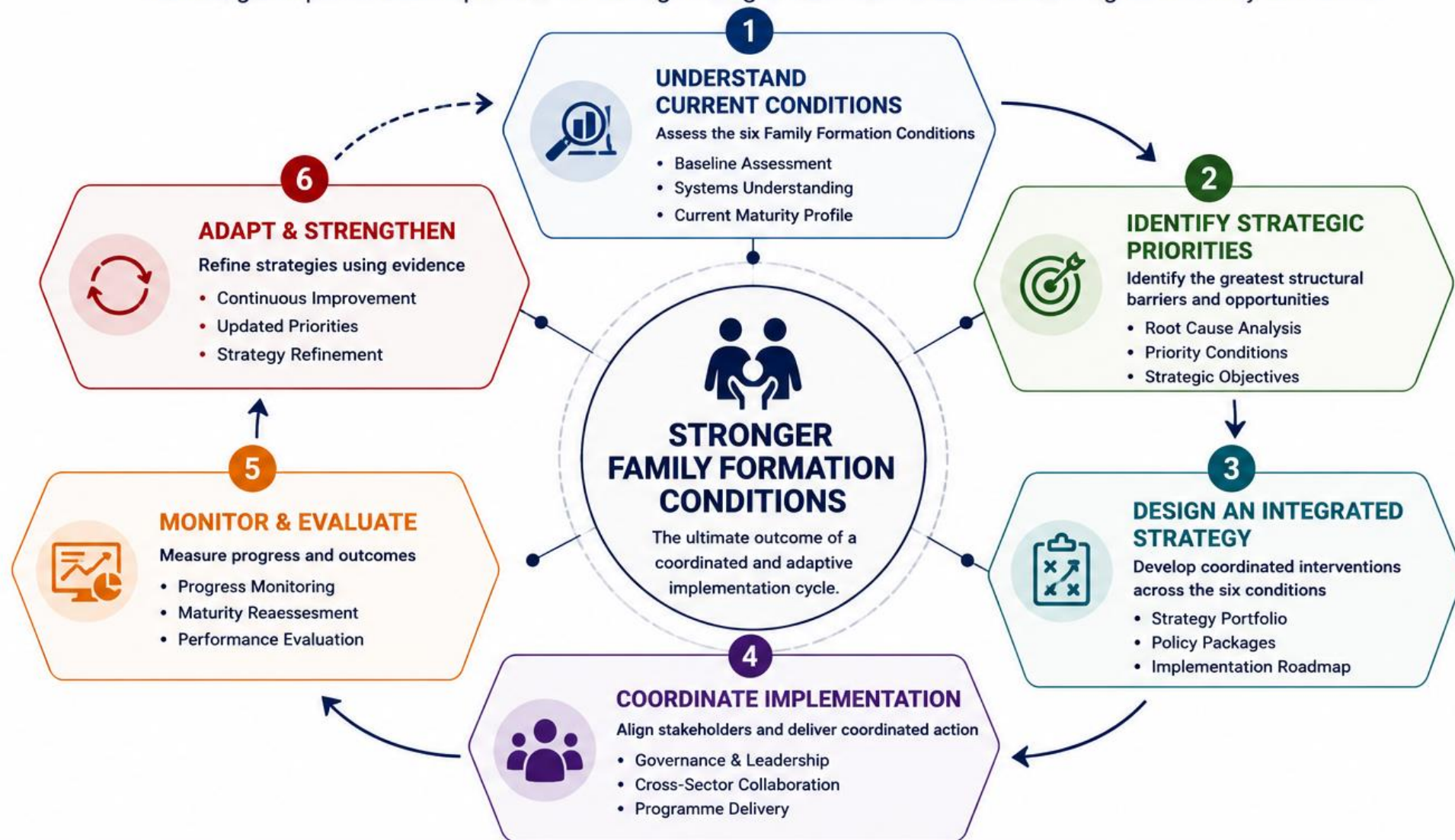
Communities & Civil Society



Employers & Businesses

THE FAMILY FORMATION STRATEGY CYCLE

A strategic implementation process for strengthening the conditions that enable long-term family formation.



Better Relationships
Stronger and more stable family relationships.



Greater Economic Security
Financial stability and affordability for families.



Improved Housing
Accessible, adequate and family-friendly housing.



Better Work-Family Compatibility
Employment conditions that support family life.



Better Health & Capability
Health, fertility and personal capability to thrive.

Evidence-informed. People-centred. Systems-based. Future-oriented.