

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.

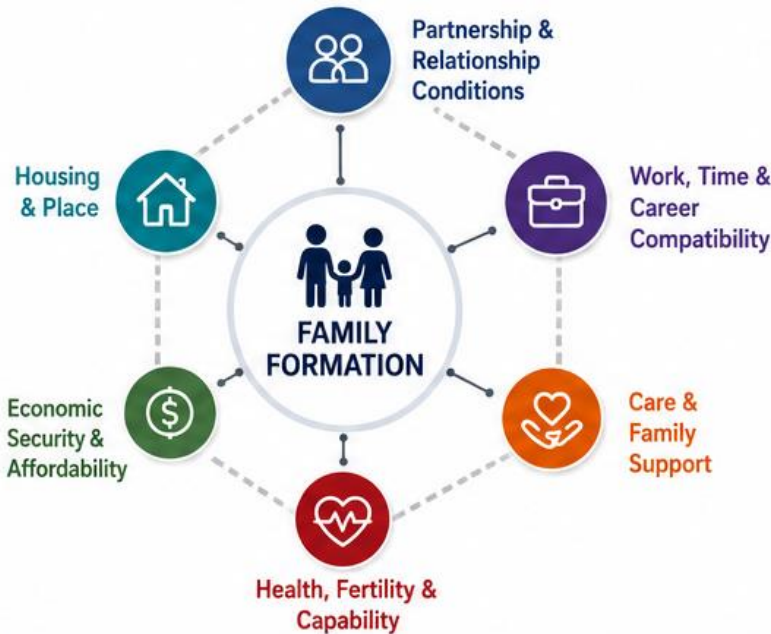
PURPOSE

- ✓ 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