**Policies to influence fertility and promote work-family balance**

Continued levels of low fertility are expected to have a profound impact on the population size and age structure of many countries. The proportion of countries with low fertility is expected to increase from 44% in 2015 to 58% in 2030. The percentage of older persons (aged 65+) compared to those of working age (20-64) is expected to rise rapidly.

**Fertility levels are influenced by multiple social, economic and institutional factors, including gender equity.**

On average, women in low-fertility countries spend more than twice as much time on unpaid domestic work as men. Ensuring access to high-quality, affordable childcare can help parents balance work and family responsibilities. In low-fertility countries, Governments are adopting policies to influence fertility levels and to promote better work-family balance.

In low-fertility countries, the majority of countries now have policy measures intended to raise fertility levels. Countries with low fertility have adopted a larger number of policy measures to promote work-family balance.

**In low-fertility countries, maternity leave policies are nearly universal, while paternity leave policies still lag behind.**

Maternity leave: 99% of countries with low fertility
Paternity leave: 64% of countries with low fertility
Public childcare: 88% of countries with low fertility
Child or family allowance: 85% of countries with low fertility

**In low-fertility countries, policies intended to improve work-family balance often aim at increasing birth rates.**

38% of countries with low fertility
63% of countries with very low fertility