

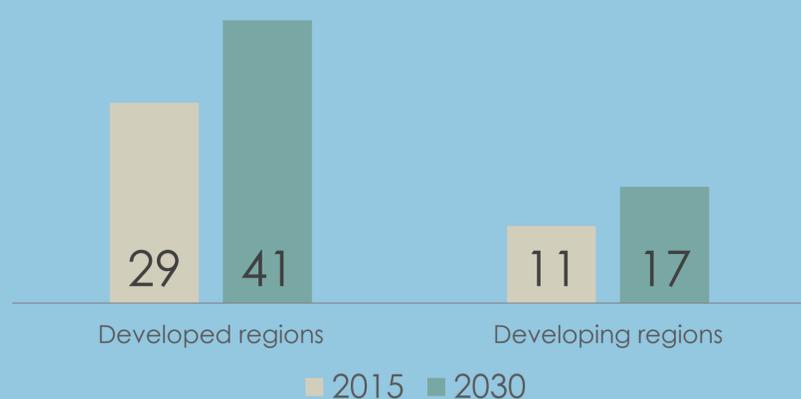
Policies to influence fertility and promote work-family balance

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



The percentage of **older persons** (aged 65+) compared to those of working age (20-64) is expected to rise rapidly

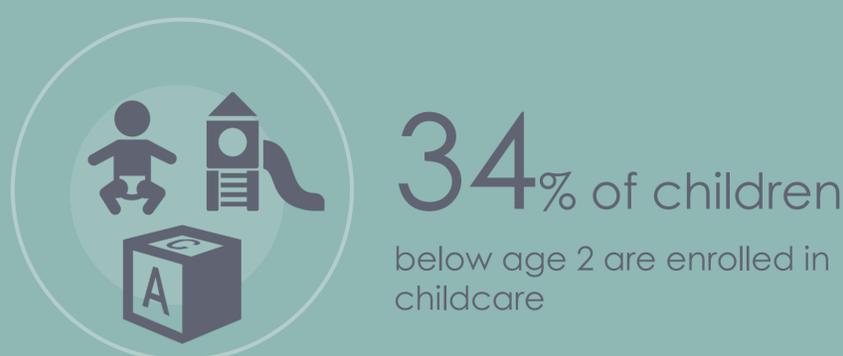


Fertility levels are influenced by multiple social, economic and institutional factors, including **gender equity**

On average, women in low-fertility countries spend more than twice as much time on **unpaid domestic work** as men

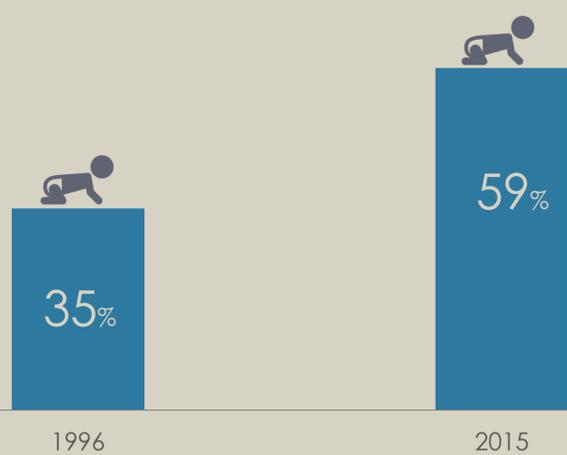


Ensuring access to high-quality, affordable **childcare** can help parents balance work and family responsibilities

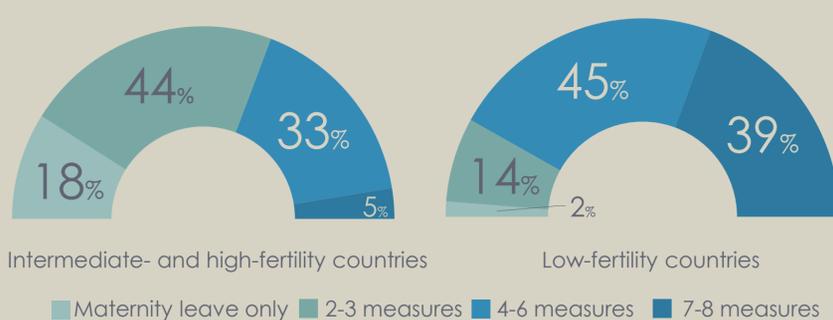


In low-fertility countries, Governments are adopting **policies** to influence fertility levels and to promote better work-family balance

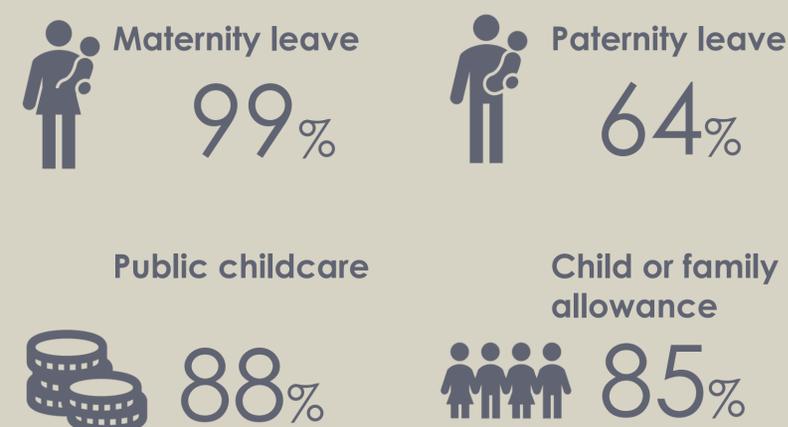
The majority of low-fertility countries now have policy measures intended to **raise fertility levels**



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



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



Notes: **Developing regions** comprise Africa, Asia (excluding Japan), Latin America and the Caribbean, Melanesia, Micronesia and Polynesia; **developed regions** comprise Europe, North America, Japan, Australia and New Zealand. The designations "developed" and "developing" are intended for statistical convenience and do not necessarily express a judgement about the stage reached by a particular country or area in the development process. **Total fertility rate**, used to group countries based on their fertility level, is the average number of live births a hypothetical cohort of women would have at the end of their reproductive period if they were subject during their whole lives to the fertility rates of a given period and if they were not subject to mortality. It is expressed as live births per woman. **High-fertility countries** are those with more than 5 births per woman; **intermediate-fertility countries** are those with 2.1 to 5 births per woman; **low-fertility countries**, also referred to as below-replacement-level fertility countries, are those with fewer than 2.1 births per woman; **very low-fertility countries** are those with fewer than 1.5 births per woman. **Old-age dependency ratio** is the ratio of the population aged 65 years or over to the population aged 20-64 years expressed in percentage. Data on the **average number of hours in unpaid domestic work** for women and men refer to the most recent available year for 36 low-fertility countries. Data on **childcare enrolment** refer to the average for 28 countries of the Organisation for Economic Co-operation and Development (OECD) in 2014. Data on **fertility policy** and **work-family balance** are available for 195 and 196 countries, respectively. Data on Governments' policies intended to influence birth rates are available for 47 countries.

Data sources: For data on **population policies**: World Population Policies Database 2015, see: https://esa.un.org/poppolicy/about_database.aspx. For data on **total fertility rate** and **old-age dependency ratio**: World Population Prospects, see: <https://esa.un.org/unpd/wpp>. For data on **childcare enrolment**: OECD Family Database, see: <http://www.oecd.org/els/family/database.htm>. For data on the **average number of hours in unpaid domestic work**: UNSD Minimum Set of Gender Indicators, see: <https://genderstats.un.org/#/home>.

