

An illustration of a woman with dark hair in a bun, wearing a light-colored floral dress, gently kissing a baby on the forehead. The baby is also wearing a light-colored dress with a small blue flower in her hair. The background is a soft, light pink with scattered small flowers and leaves.

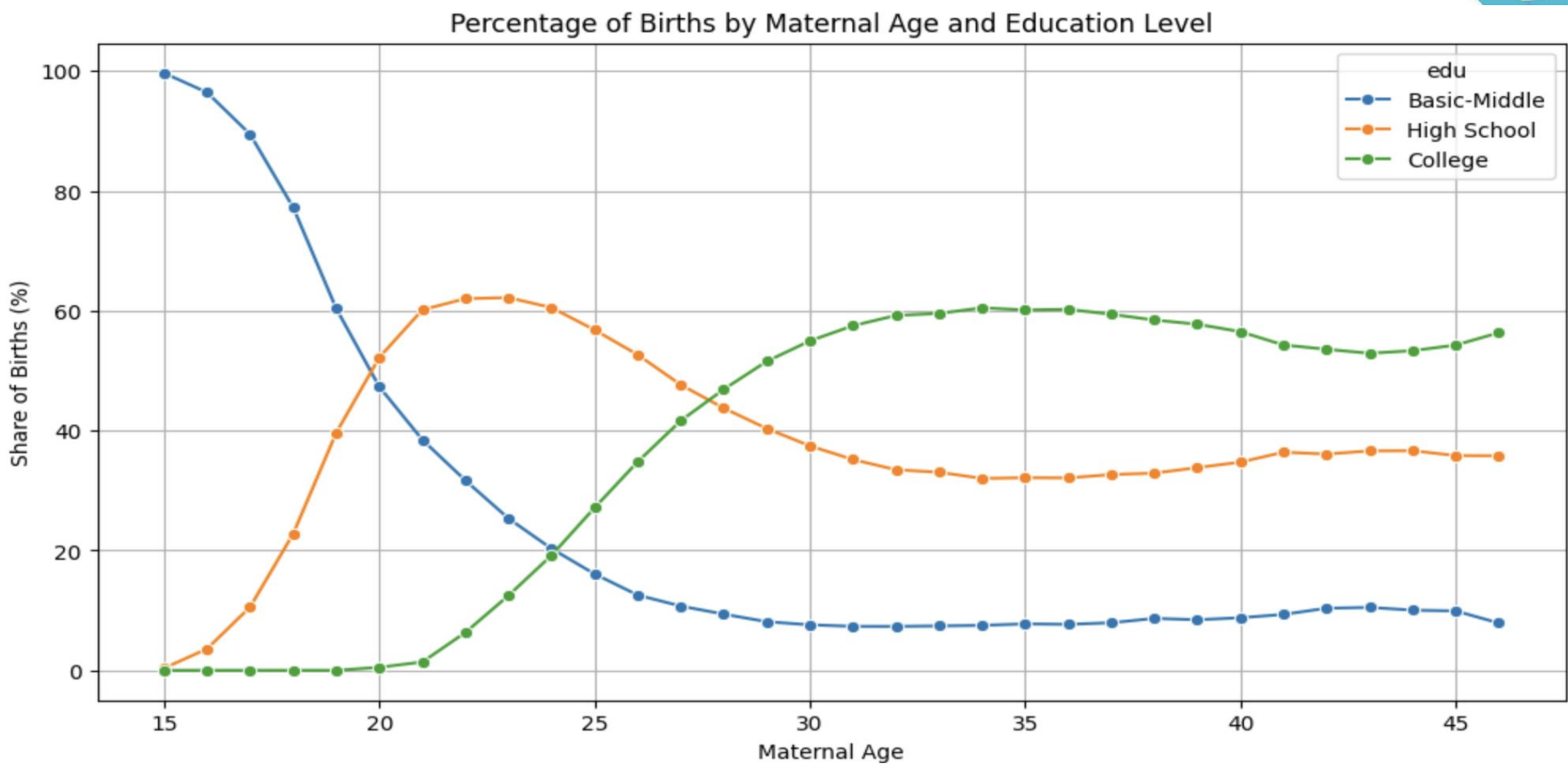
Clustering European Countries by the Impact of Family Benefits and Employment Policies on Birth Rates 2015 vs 2022

Introduction

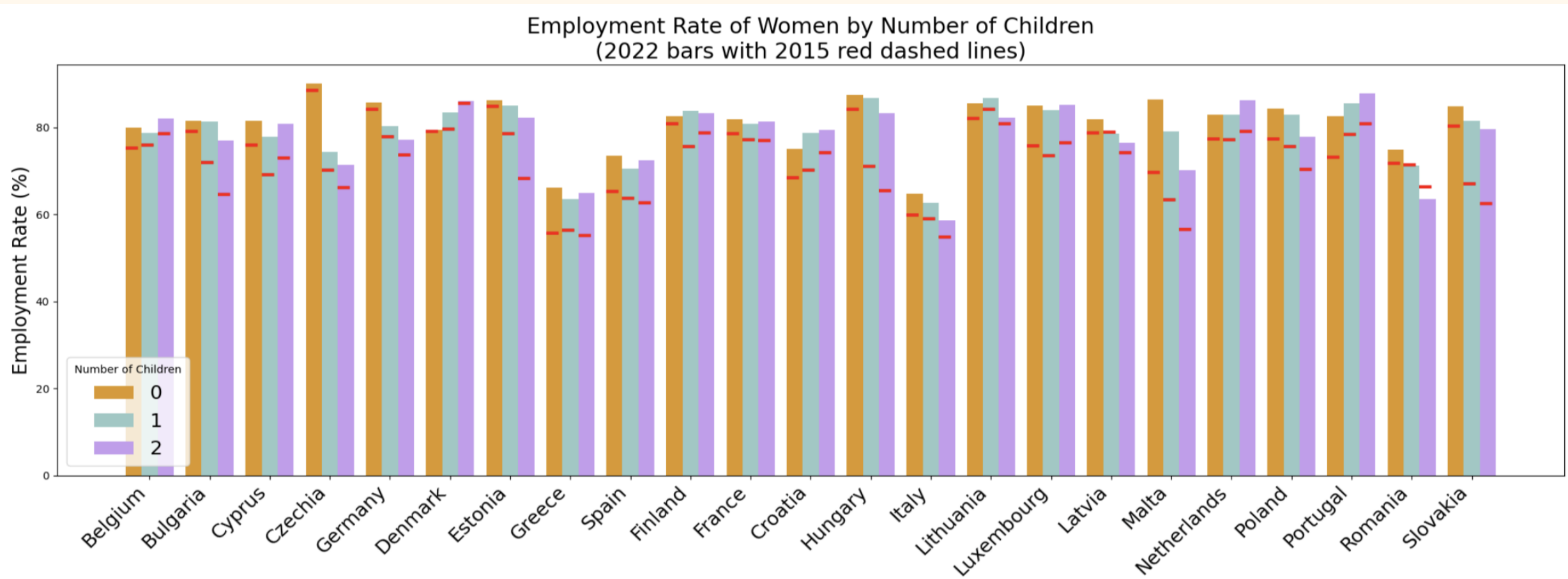
Our objective is to analyze the similarities between countries based on their progress in promoting equal opportunities for women, especially in the workplace and through family support policies.



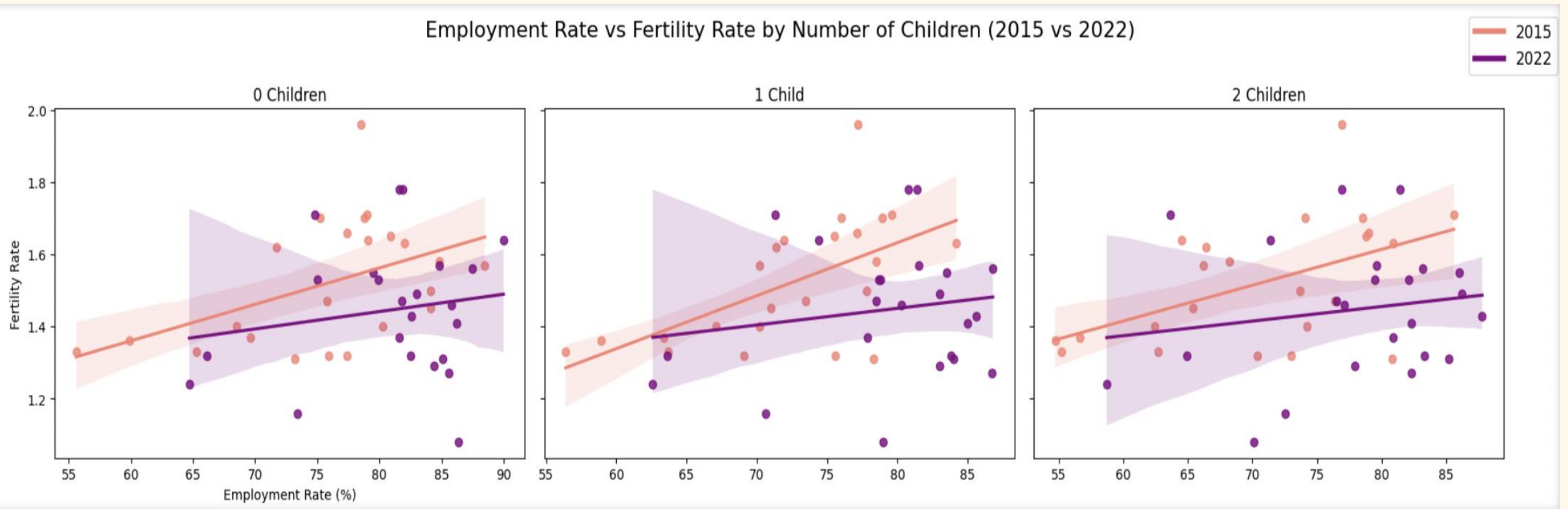
Women with basic education tend to have children at a younger age, whereas those with higher education levels often postpone childbirth, likely due to extended time spent in education and early career development



Employment for women with children has improved between 2015 and 2022. In particular, we can observe that in most countries, women with children now have employment rates that are close to those of women without children.

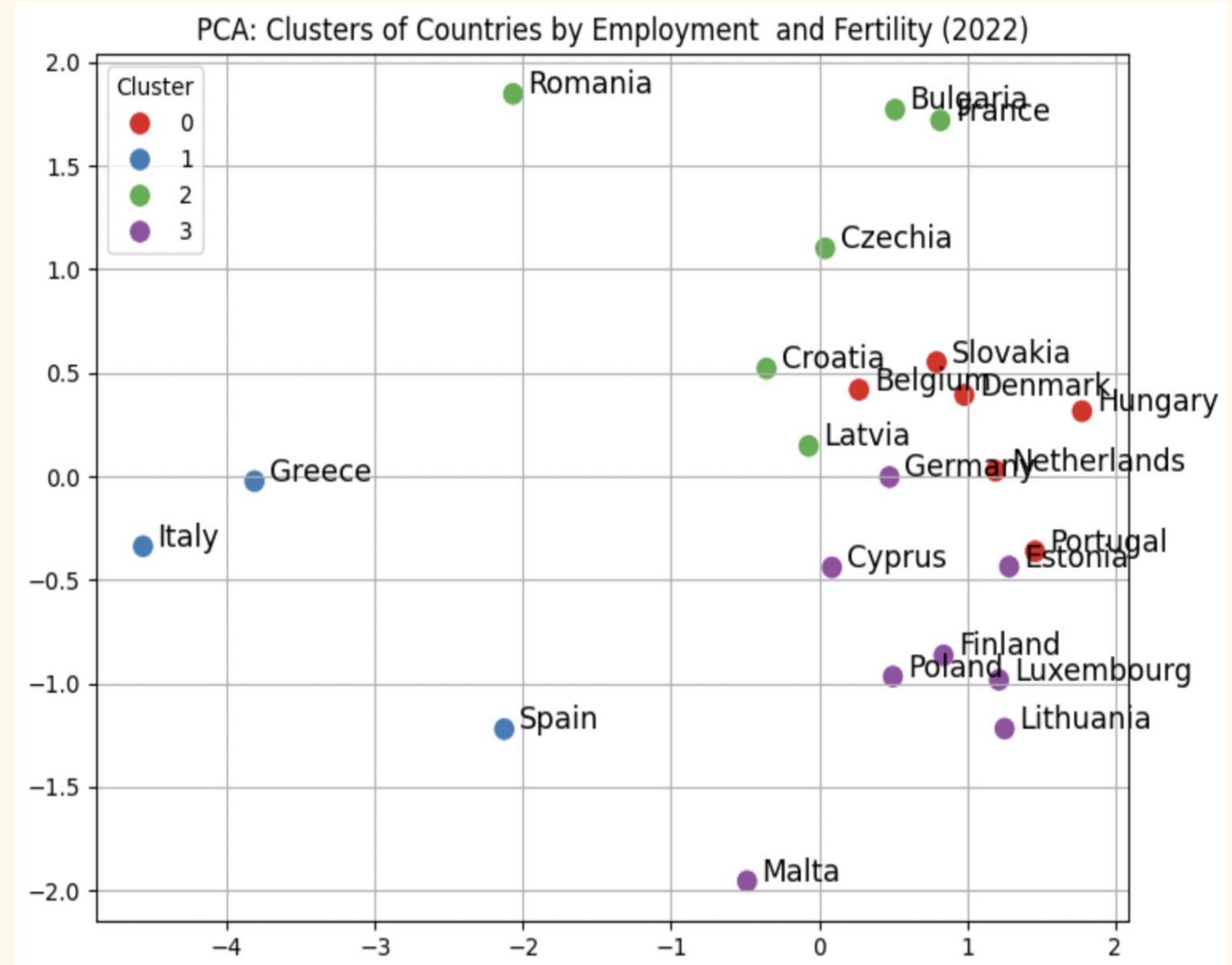


Although employment for women (separately with 0, 1, or 2 children) has generally improved between 2015 and 2022, **fertility rates have continued to decline**. This is evident in the linear **regression line**, which shows a negative or flat slope, suggesting that higher female employment is not necessarily associated with higher birth rates.



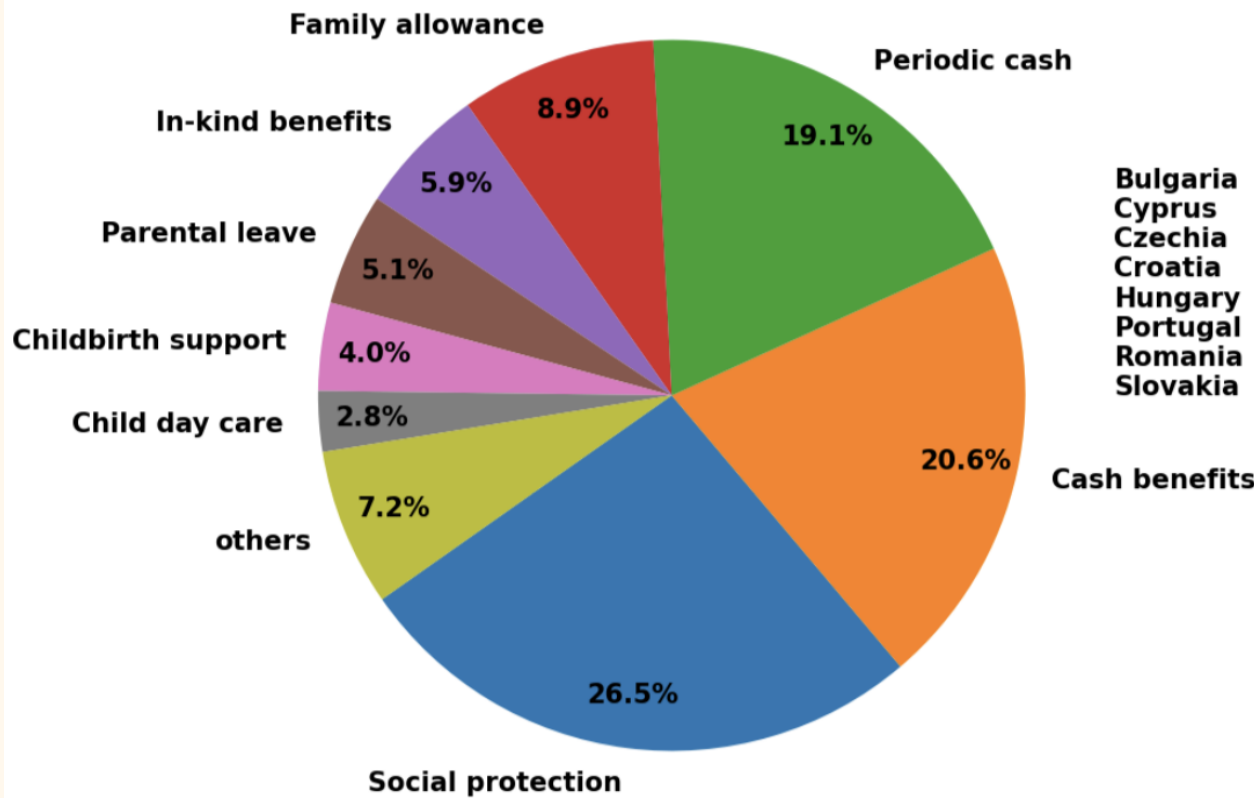
Clustering countries based on Employment and Fertility

Countries on the right have higher employment rates for women, while those on the left have lower rates. Countries positioned higher on the chart have higher fertility rates, while those at the bottom have lower fertility. We observe that **Bulgaria and France, followed closely by the Czech Republic**, are the countries with the best balance between these two aspects.

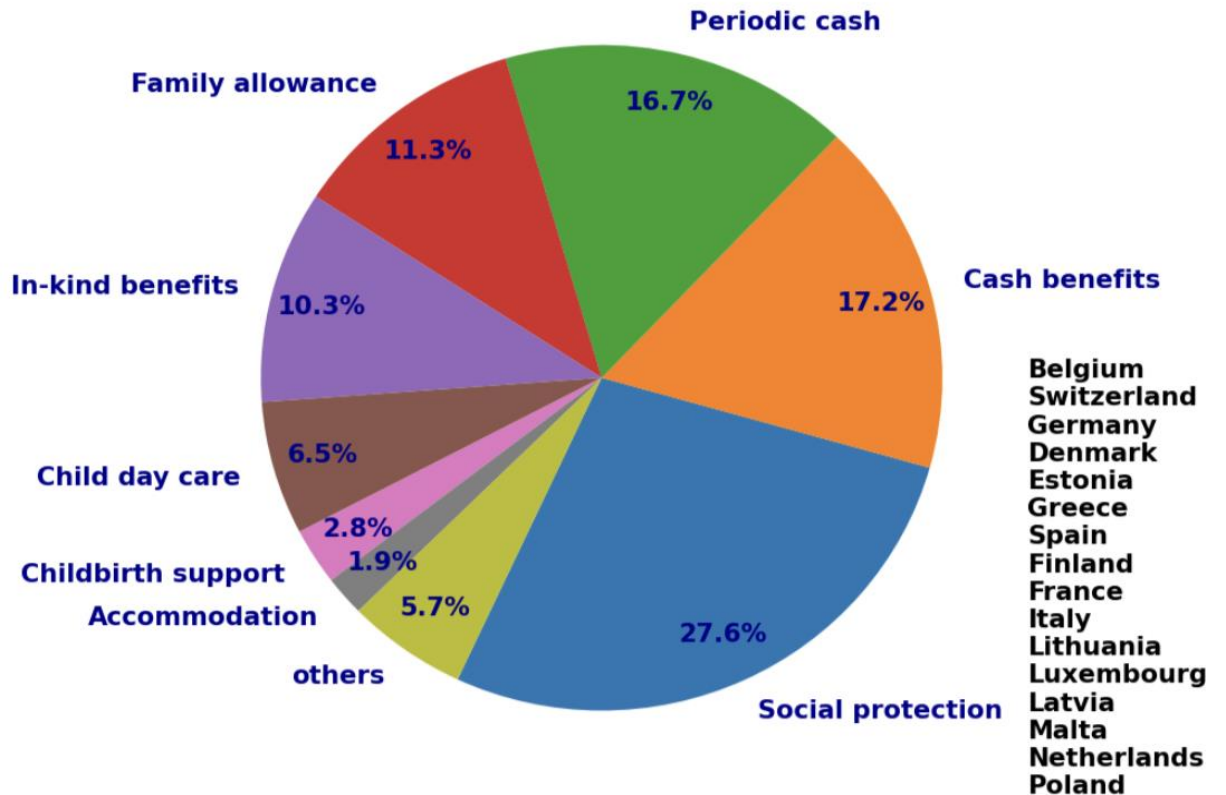


Average family benefit spending in countries that maintained or improved fertility rates from 2015 to 2022 (left) versus those where fertility declined (right).

Improved Fertility: Avg. Investment by Benefit Type (2022)

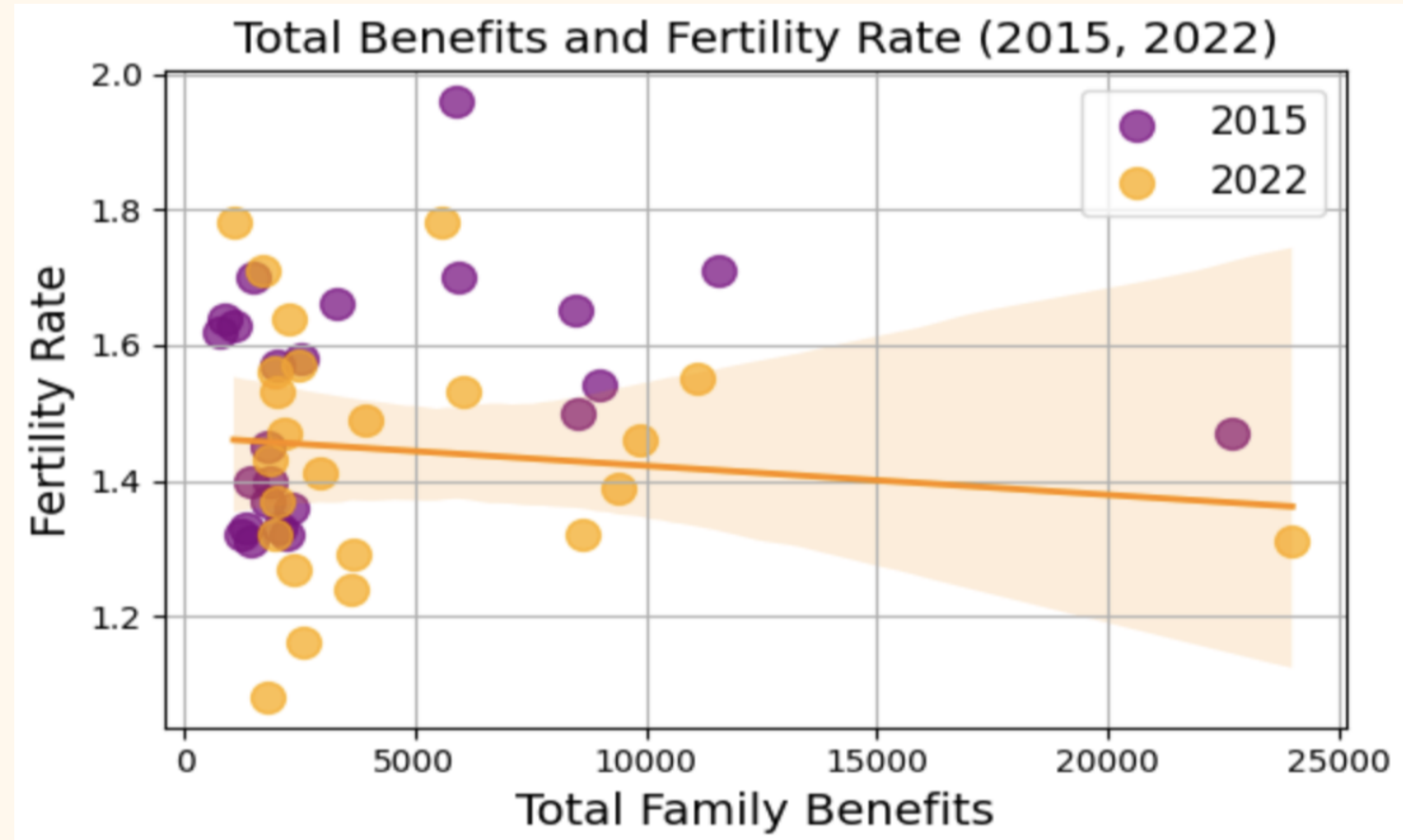


Decreased Fertility: Avg. Investment by Benefit Type (2022)



Does countries that invest more in family benefits have also higher fertility rate? **The data says no.**

While most countries in Europe increased their spending on family benefits in 2022 compared to 2015, it did not lead to an increase in fertility rates.



Conclusions:

The pursuit of higher education and the responsibilities of parenthood cannot be addressed by family benefits alone. While it is understandable that many women delay childbirth until they achieve economic and educational stability, **the data shows that employment rates remain high even among women with children in 2022.**

Broader structural changes, such as affordable childcare, flexible work conditions, and cultural shifts in gender roles, may be necessary to truly support women in balancing career and family life.

The background is a solid light peach color. In the center, there is a large white rectangular card with a thin gold border, tilted slightly to the right. Behind this card, there are several other papers: a green leaf-like paper with a white vein pattern at the top, a brown paper with a white grid pattern on the right, and a dark blue spiral-bound notebook with a gold ring at the bottom left. The overall style is clean and modern with a hand-drawn or scrapbook feel.

**Thank you
for your attention!**