

The Influence of National Fertility Policy Adjustment on the Change of Female Labor Market Participation Rate

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Abstract

The population issue has always been the hot spot of our society. A series of population problems, such as aging population and insufficient labor force, force the country to constantly adjust the birth policy to improve the population structure and alleviate the pressure brought by the population problem to the country. In this context, the rate of female labor market participation has also changed significantly. This paper sorts out the relevant theoretical research on national maternity policy adjustment and affecting the participation of female labor market, analyzes the restriction factors of maternity policy adjustment on female labor market participation, studies the influence mechanism of maternity policy adjustment on female labor market participation, and puts forward targeted policy opinions.

Keywords

Birth Policy; Birth Willingness; Female Labor Market Participation.

1. Introduction

Family planning is a basic state policy in China. Since it was written into the Constitution in 1982, the national birth policy formulated through it has a positive significance for adjusting the population structure, coordinating the ratio of Chinese resources and population, and promoting the rational allocation of human resources in China. Since the reform and opening up, with the rapid development of China's economy, science and technology, supported by the "one child policy" population structure has been unable to meet the needs of social transformation in our country, the population of childbearing age, fertility, aging population, future labor supply shortage and a series of social problems forced countries to adjust birth policy, "two child policy", "the" three child policy", as a positive action to deal with the problem of the population aging, in order to promote long-term balanced development of population. However, only by blindly adjusting the birth policy to solve the population problem, but to ignore the mutual consideration of rights and rights, the mutual coordination and balance of rights and obligations brought about by the policy, it can be said that the policy failed to base on the sustainable development of the policy implementation.

Although the adjustment of the reproductive policy has given women more relaxed reproductive rights, but behind the exercise of the reproductive rights, it has brought other damage to women's rights and interests, among which the more significant impact is the women's equal employment right [1]. How to maximize and optimize the exercise of reproductive rights and employment rights has become a big problem. Nowadays, the mainstream concept of Chinese society still believes that women are the main undertakers of family affairs. Birth creates additional costs of child care, and increases household burden for women, thereby increasing employment costs for employers and increasing gender

discrimination for women, and increased household costs increase women's willingness to address family financial burden. With the three-child policy for more than a year, has there been other impact on women's participation in the labor market? What will be the future trend of women's participation in the labor market?

Women are not only the main force of population reproduction, but also an important subject of social reproduction. While actively responding to the implementation of the birth policy, they should also safeguard women's equal employment right. This paper aims to study the national fertility policy adjustment for female labor market participation mechanism, predict the future women participate in the labor market, provide opinions and Suggestions for the implementation of birth policy, on the one hand, to ensure the implementation of birth policy achieve good effect has certain practical significance, on the other hand for the protection of female labor rights and interests also has certain reference significance.

2. Literature Review

Connelly (1992) considered the creation of women's participation in the labor market, and confirmed that the participation rate of the labor market of women is related to through data research [2]. In recent years, many scholars have carried out a lot of research and discussion, and made corresponding expansion. Relevant experience is summarized into the following three points:

One is the impact of children on women's participation in the labor market. Female labour market participation is related to the number of children they bear. Chuanchuan Zhang (2011) examined the influence of the fertility rate of married women on their labor supply, and said that the number of married children will reduce the labor supply [3]; Chunhua Gan and Guoying Yang (2018) showed that the increase of the number of children will reduce the probability of married women participating in [1]; Ying Chen and Hongze Jiang (2018) concluded that the number of children participating in the labor market [4]. Differences in child age also differ on female labour market participation. Cheng and Nwachukwu (1997) found that younger children significantly hindered female employment [5]; Adair et al. (2002) suggested that infants under 2 years significantly reduced maternal working hours [6].

The second is the role of exogenous variables under the influence of women's participation in the labor market. The impact of fertility on women's labor market participation is also related to women's educational level, national economic system and social policies. Bratti (2003) found that women with higher education had higher fertility rates because they were more able to afford child care costs than women with lower education [7]; Viasblom and Schippers (2004) found that the effects of fertility on women in Spain, France and Italy and women in Britain, New Zealand and former West Germany, while the latter had positive effects on [8].

Third, the impact of the implementation of the "two-child policy" on all aspects of women's participation in the labor market. Wenzhen Ye (2014) believes that women who do not have children after the policy will suffer more serious gender discrimination in the workplace, while women who have children will suffer occupational interruption, making it more difficult to enter the labor market after childbirth [9]; Juhua Yang (2014) believes that having a second child will hinder female entry, promotion and lifelong development[10]; and Rui Kang and Xuejing Lu (2016) believe that the "universal two-child" policy affects women's employment by affecting their fertility intention[11].

In conclusion, the research on female labor market participation is rich, but there are still limitations in some aspects. first, Most of the studies focused on drawing final conclusions from empirical analysis, Lack of using relevant theories to build a more systematic framework to explain the impact of birth policy adjustment on women's labor market participation; second, Most scholars have drawn similar conclusions that fertility tends women to withdraw from the

labour market, Few people think on the opposite side and assume it, Do women also tend to enter the labor market because of childbirth; third, Most of the current research is based on the past two-child policy, Few combined with the current adjustment of the "three-child policy" research thinking, And the future birth policy adjustment trend and the possible impact is predicted. This paper will break through the above limitations, and strive to better implement the birth policy and provide experience for protecting women's legitimate labor rights and interests.

3. The Restriction Factor of Female Labor Market Participation under the Background of Birth Policy Adjustment

3.1. Differences in Gender and Role Concepts

The types of gender roles can be roughly divided into two categories: traditional concept and equality concept [12]. The traditional concept is close to the mainstream concept of gender cognition, believing that men are the leader of the family, as the main economic source in the family bears the responsibility of working outside to earn money to support the family, and women are as a dependent and subordinate male role, subject to the leadership of the family, responsible for the housework and the care of children, namely "male outside, female inside". The concept of equality holds that men and women should be equal roles, and women can also serve as a source of income in the family to earn money to support their families, and men should also share the housework and care of their children.

Nowadays, due to the comprehensive influence of economic, cultural and other factors, more and more people, especially the younger generation, are more inclined to accept the concept of equality. However, due to the accumulation of history, the traditional concepts are still rooted in today's society. First, one of the most immediate factors is the family environment. A person's normal growth period is mostly surrounded by family culture. In this most important period, both men and women can easily accept the gender role concept brought by the family. Generally speaking, both sexes are more receptive to traditional ideas, and men generally automatically substitute themselves into the role of family leader. According to the theory of gender consciousness, household allocation is a gender symbol performance [13], and women will generally assume the responsibility given by gender symbols in order to gain social recognition. Therefore, women automatically give themselves the role of housework and children, give priority to with family, and weaken their choice and career pursuit, even younger women, higher education level, it is difficult to get rid of the family to their own ideas, to actively or passively accept the traditional concept.

Due to the continuous adjustment of birth policy, influenced by the traditional concept, women in the early family planning liberation hands back, the children active or passive increase makes women will bear more heavy housework and parenting costs; the society of the traditional concept will bear children responsibility and participate in the labor market, the cost of childbirth, forcing women to actively or passively withdraw from the labor market, increased female sex discrimination.

3.2. Social Role Conflict

According to the role conflict theory [14], while a person plays multiple social roles at the same time, these roles will have responsibility conflicts between the roles due to their sticky responsibilities, making it difficult for the role players to maximize the performance of all their roles. Women are very typical of social multiple role-players. As a "mother" is more responsible than a "father"; as a "wife" needs to assist the "husband" with housework, more time and energy than the "husband", the burden of the family. Thus, the number of overlapping roles in women has made it difficult to balance the performance of their responsibilities, and the readjustment

of the birth policy will double their responsibilities as a "mother". According to the time configuration theory [15], a person's time and energy are limited, and when the time and energy paid for a family increase, the time and energy paid for the work is reduced. For this reason, the deterioration of time and energy caused by the effect of the adjustment of maternity policy cannot meet women's expectations for a reasonable combination of time and energy between work and family, resulting in the conflict of "work-family" for women.

"Work-family" conflict is a kind of conflict between roles, that is, the requirements of work and the requirements of the family cannot be met with the same person at the same time, and the two restrict and influence each other [16]. There are two situations: failing to fully fulfill the duties given by the family, or failing to fully fulfill the work task, which is called the "work family" conflict and the "family work" conflict. Women participate in the labor market for the rules of employers in the market, to sacrifice some of the time and energy spent in the family to work, inevitably, this creates the "working family" conflict; women in the process of family tasks will squeeze work hours, and the inevitable emergency in the family will further limit the freedom of women to participate in the labor market, this is the "family work" conflict. A large number of studies have shown that having children is an important embodiment of the conflict of "working-family", and couples are more inclined to make decisions to let women return to their families after weighing their work and family together. It can be seen that the exercise of women's labor rights is mainly limited by their reproductive behavior.

3.3. Birth Punishment

Fertility punishment, also known as fertility cost, is the negative impact of women involved in the labor market on their career development due to their reproductive behavior. Whether or not, women will suffer from birth punishment when participating in the labor market, which is generally divided into active birth punishment and passive birth punishment.

Before reaching the reproductive age, The employer considers that the employed women may have birth behavior after reaching the birth age and bring birth costs and employment risks to the employer, Generally will choose to hire men of the same conditions or give hired women a lower treatment, That is, to suffer from advanced birth punishment; When a woman reaches the childbearing age and gives birth, Will be forced out of the post, Employers who are not willing to bear the cost of childbirth and employment risks may choose to continue to reduce the treatment of departing women or dismiss them; When women want to return to the labour market after giving birth, Due to the lack of time for participation in the labor market during fertility period, With less work experience than that of those current employees without job interruption, Lower ability to work, Competitiveness has also declined accordingly, It's hard to steadily return to your old job or apply for your favorite job, That is, to suffer from lagging birth punishment. Even for women who have given birth, employers will generally believe that women will do more unpaid family work, including parenting, thus affecting work efficiency and giving employed women lower treatment. With the current birth policy changes, the number of female fertile children increases, and employers will worry that women may have the next birth behavior and give women a new round of birth punishment. These are the passive fertility punishment for women.

Affected by the social mainstream concept, hope to have children and want to have more children women tend to focus on family, they choose in the labor market is often less workload, time is more flexible work, convenient they spend more time taking care of the family, and such work for women treatment is not too high. This is the punishment that women bear.

Birth punishment is the restraint of unpaid labor to paid labor, which can be understood as the game problem between paid labor and unpaid labor in the limited time and energy. According to its utility function, the more time and energy unpaid labor takes, the worse the punishment for childbirth, and for most families with children, parenting accounts for a large part of

women's unpaid labor [17]. Obviously, with the adjustment of the birth policy, the more children's women have, the worse the birth punishment will be.

4. The Influence Mechanism of Birth Policy Adjustment on Women's Labor Market Participation

4.1. Birth Policy Adjustment and Birth Willingness

The effect of fertility policy is directly on the families who are willing to have children and indirectly on the employers in the labor market.

The birth policy is adjusted and relaxed, and the willingness of families who have no children to be improved, while families who have children may have the will to have children. Influenced by the current social policies such as extending maternity leave, some women will choose to continue to follow the family fertility will and form reproductive behavior. However, due to the difference in gender role concept, some women will bear a large proportion of the time cost after considering the increase of the number of children, suffer from the family to different degrees, and bear the pressure caused by the "working -- family" conflict, thus weakening the family fertility will and even disappearing it.

The birth policy is adjusted and relaxed, and employers prefer to employ men, using male employees to replace female employees, and to make up for the loss of benefits brought by female employees when they are on duty. When women apply, employers generally speculate their potential desire to increase the cost of the unit, thus reduce the human capital investment and labor time investment, reduce the treatment of female employees, especially for pregnant women; the social policy to support fertility policy will also transfer part of the cost to the employer, so the employer is likely to reduce the demand for female labor. Based on the widespread recruitment of employers in the labor market, women who want to enter the labor market and receive better treatment are likely to give birth or have more children.

4.2. Maternity Willingness and Female Labor Market Participation

Birth intention may produce fertility behavior, and fertility behavior will certainly bring fertility costs. The fertility policy affects women's labor market participation by changing the expected fertility cost and acting on the fertility willingness.

Due to the increased fertility costs expected by employers in the labor market, Employers will put employment pressure on women, especially those with potential fertility intentions, exacerbating the "working --family" conflict; Women who have a "occupational interruption" due to the need for a postpartum recovery period, And because of the occupation of parenting time, Its own human capital investment has decreased, Labor skills have gradually deteriorated due to prolonged unapplication, Loss of timely vocational skills training opportunities, The corresponding human capital accumulation will also be reduced; If the desire to have more children arises, Multiple births of children will lead to multiple "career" disruptions for pregnant women, Its negative impact on women's own human capital will also accumulate in layers, If the government, society and families provide insufficient support for women, It will eventually be eliminated by the labour market, Women's labor market participation rate will also fall accordingly. However, due to the differences in gender roles, most women now still maintain the traditional concept and are willing to sacrifice themselves to meet the expectations of their husbands and families, that is, the "replace the sense of achievement"[11], to maintain their fertility will and serve their families.

However, although some women are caused by their human capital accumulation problems and forced out of the labor market, part of them also because the family needs, through flexible transformation of labor time and place, reduce the demand for labor remuneration, using

fragmented time of their small amount of investment to actively participate in the labor market, then the female labor market participation rate will also have the corresponding callback.

5. Conclusion and Discussion

In the background of fertility policy adjustment, the difference in gender role concept between the two sexes, the conflicts caused by the social role played by women and the fertility punishment they bear will have a certain impact on the participation rate of female labor market.

5.1. The Adjustment of The Birth Policy Restricts the Participation Rate of the Female Labor Market under the Influence of Some Force Majeure Factors

First, the traditional concept of gender role has a great restriction effect on the participation rate of the female labor market. Influenced by the traditional concept, women generally think themselves in the family is attached to the role of men, need to take the initiative to undertake most of the housework in the family and the responsibility of having children, and the birth policy adjustment under the increase in the number of children for women to further reduce the pursuit of career and expectations, reduce the labor market participation.

Second, the "work-family" conflict caused by the conflict between the responsibilities of women to play multiple roles in the society partly restricts the female labor market participation rate. Birth makes women after the adjustment of the social role of "mother" and the corresponding social responsibilities, and the number of reproductive children increased women as "mother" responsibility more heavy, women shoulder other role responsibilities are doomed to make it unable to fully meet the requirements of all roles, influenced by the traditional gender role concept, most women choose to perform their duties as "mother" and reduce other roles, reduce or give up as labor to realize self-worth in society.

Third, the fertility punishment of women participating in the labor market also restricts the labor market participation rate to some extent. Participate in the labor market women before and after the birth will suffer advanced birth punishment and lagging birth punishment, birth policy adjustment after these birth punishment should increase accordingly, make women's work treatment is reduced, thus weakening women's expectations for work, female labor market participation has the possibility of reduction.

5.2. The Fertility Policy Adjustment Affects the Participation Rate of the Female Labor Market by Affecting the Fertility Willingness

After the adjustment of the birth policy, some women choose not to respond to the policy call due to their employment and career prospects, and not to have or fewer children. Choose corresponding birth policy, have more children of women during postpartum maternity leave internship opportunities to reduce, the accumulation of work experience, unit of choose and employ persons expected birth cost increase, more rational choice will choose to return to work women work treatment or even dismiss them, this kind of women were forced to exit the Labour market. Based on fertility willingness, some women who are strong and want to have more children are more likely to give up participating in the labor market. It can be seen that fertility willingness can directly affect women's employment, and the adjustment of fertility policy affects the participation rate of female labor market through the bridge of fertility willingness.

5.3. It is Suggested to Improve Relevant Social Systems and Policies to Protect Women's Employment Rights

For the government, First, the relevant laws and regulations should be improved, Strengthen the supervision of employers in the labor market, Employers who discriminate against female

applicants or employees, To ensure the realization of the rights and obligations of both parties; Second, we should improve the nursery education system, Establish the relevant supervision mechanism, Reduce the burden of women taking care of young children; Third, we should improve the social security system, Increasing female maternity allowances, Reform of the income tax system in line with policy adjustment, Make women, especially low-income women, enjoy good benefits, To reduce the negative impact of employment, Encourage their employment or re-employment. For employers, they should comply with the adjustment of the birth policy, create a good employment atmosphere, formulate corresponding human resources strategies, establish a flexible working mechanism suitable for female employees, and actively protect women's legal employment rights. For families, women's fertility wishes and employment wishes should be fully respected, and men should be encouraged to share the burden of housework and taking care of their children for women.

Acknowledgments

Supported by Anhui University of Finance and Economics Undergraduate Scientific Research and Innovation Fund Project (XSKY22119).

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