

Research on the Fertility Willingness of Contemporary Professional Women and the Restraint Factors

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Abstract: With the development of society and economy, women's willingness to have children is also decreasing. Women assume the double responsibilities of population and social reproduction in life, which also has a great impact on women's career development. Studies have shown that the comprehensive fertility rate of women of childbearing age in China in 2020 is 1.3%, which has reached the internationally recognized lowest level. In fact, the impact of female fertility on women's career development is mainly reflected in career stability, career income and other aspects. This study expounds women's fertility willingness in their career from three aspects: the survey and analysis of women's fertility willingness, the factors influencing women's fertility willingness, and the countermeasures and suggestions for women's career, so as to stimulate the positive effect of fertility on women and promote the coordinated development of population and society.

Keywords: Professional Women; Fertility Willingness; Influencing Factors

1. Investigation and Analysis of Professional Women's Fertility Willingness

A total of 1000 copies were distributed in this survey, and 925 copies were effectively recovered. From the data, we can clearly analyze women's desire to have children and the influencing factors.

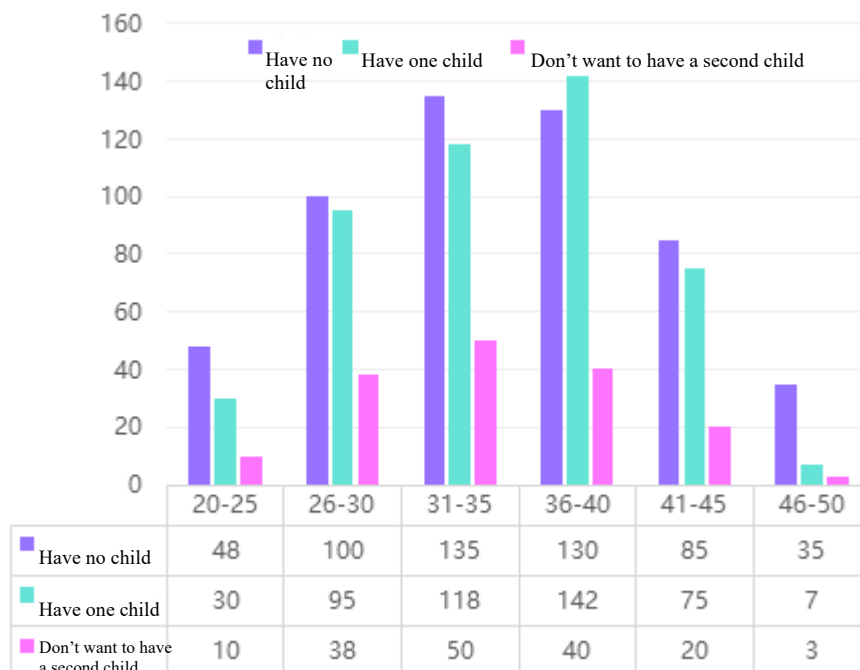


Figure 1: Investigation into Professional Women's Fertility at Different Ages

1.1 Fertility of Professional Women at Different Ages

It can be seen from Figure 1 that the majority of professional women aged 31-35 and 36-40 have given birth to one child, but there are also nearly the same proportion of women who have not given birth; The number of professional women who have given birth to one child between the ages of 26-30 and 41-45 is almost the same, but the number of people who do not want to have a second child between the ages of 26-30 accounts for 16%; In addition, 55% of women aged 20-25 have no children; The proportion of professional women aged 31-45 who do not want to have a second child is 14%.

In addition, in the 925 surveyed samples, the proportion of women who would like to give birth to a second child as a boy is about 27%, 27.2% for those who would like to give birth to a second child as a girl, and 45.9% for those who would like to give birth to a second child whether it is a boy or a girl. With the continuous development of society, people have reduced the discrimination against the sex of the fetus. Those women, who have given birth to one child, hope to achieve the family structure of both children. In addition, 17% of professional women said they did not want to have a second child. Therefore, it is necessary to understand the influencing factors in order to ensure women's fertility [1].

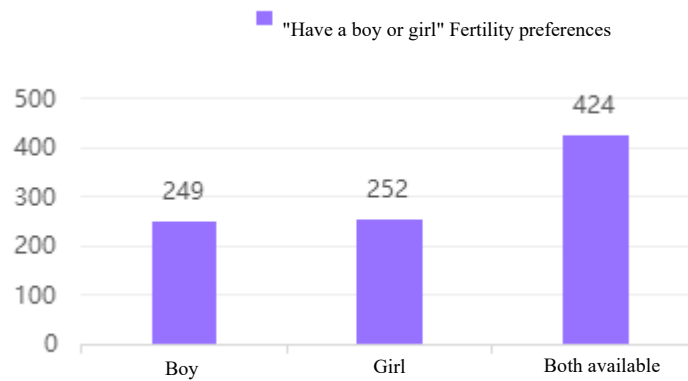


Figure 2: Investigation into Women's Willingness to Have Boys or Girls

1.2 The Impact of Occupational Differences on Women's Fertility

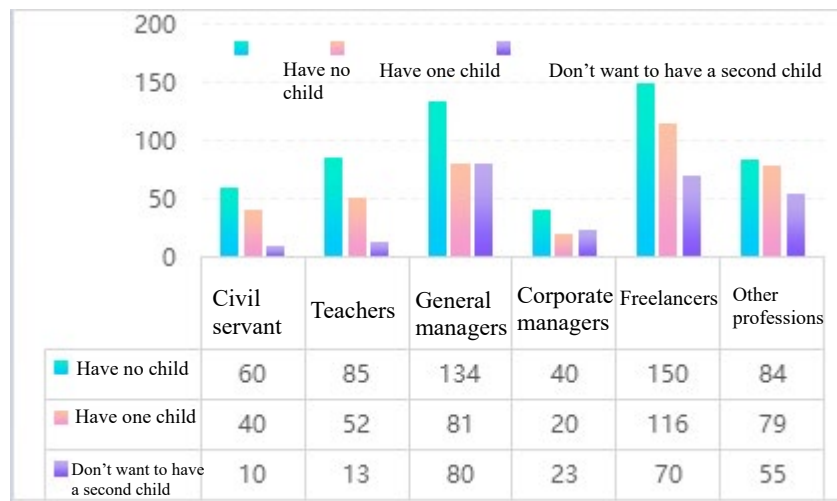


Figure 3: Investigation into Women's Fertility of Different Occupations

Figure 2 shows the impact of occupational differences on women's fertility. It can be seen from the data that more freelance women do not want to have a second child than professional women. Of the 336 freelance women, 70 do not want to have a second child, accounting for about 21%; Among 555 professional women, 126 do not want to have a second child, accounting for 23%. In Figure 3, compared with other occupations, the proportion of people who do not want to have a second child in these two categories is 25%. In addition, during the survey, it was learned that civil servants and female teachers are more likely to have a second child because of their better treatment for childbirth, while women who lack security may give up the idea of childbirth. At the same time, the economic pressure

and employment pressure have become the main factors that affect the fertility desire of women with general positions and salaries [2].

1.3 The Impact of Career Development on Women's Fertility

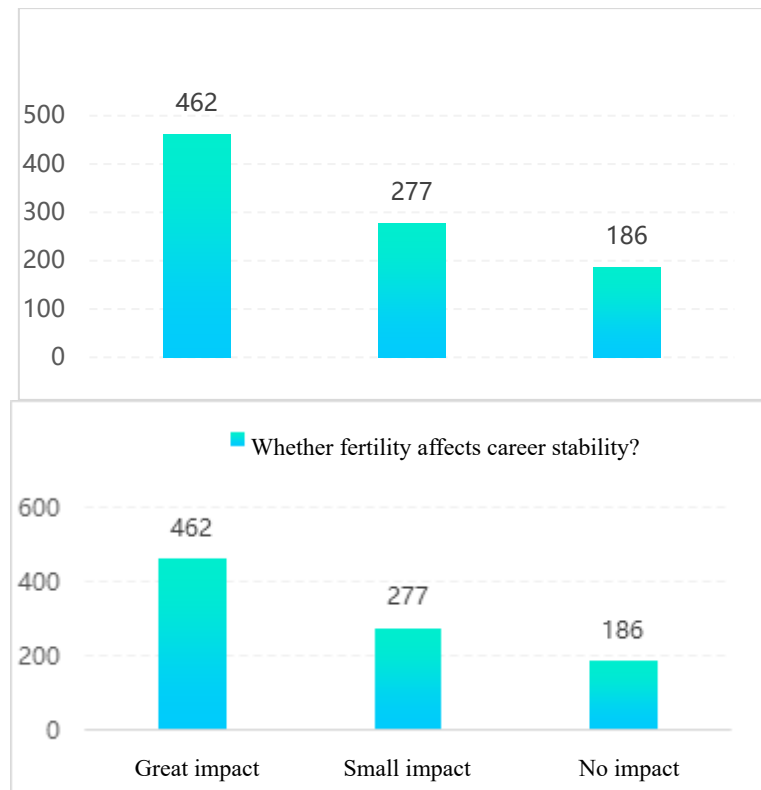


Figure 4: Investigation on the Impact of Fertility on Women's Occupational Stability

The most direct impact of female fertility is taking maternity leave or even resigning to take care of children at home. Some enterprises even dismiss pregnant women in violation of regulations. Therefore, the lack of maternity welfare system and potential unemployment risk have become important factors determining women's fertility willingness. According to the data, 50% of the respondents think that childbirth has a great impact on professional women, 30% of the respondents think that it has no great impact, and 20% of the respondents think that it has no impact, it was showed in Figure 4. The survey results show that most women believe that fertility has a greater impact on their career development, so the occupational risk brought by fertility is an important reason for the delay and even infertility of most women [3].

2. Factors Influencing Women's Fertility Willingness

2.1 Age

It can be seen from the survey that women of different age groups have a trend of low fertility at both ends and high fertility at the middle. The reason may be that the majority of professional women under the age of 30 are at the stage of hard work, which means they mainly consider working, with less consideration of having another child; Most professional women aged 31-40 are mature in work, marriage and mental development. Thus, they pay more attention to family life and childbearing; The physical function of professional women over 40 years old gradually decreased, the fertility risk increased, and the fertility desire to have more children was affected to a certain extent. At the same time, education also has the same important impact on women's willingness to have more children.

2.2 Economic Conditions

It is also very obvious that women's fertility willingness is restricted by economic conditions. From

the above data, it can be seen that the number of women who are willing to give birth and work is relatively large, while the number of women who are willing to give up work is relatively small. It can be seen that professional women still care about whether they have a job and whether they have a fixed source of income. Therefore, the economic condition is also the decisive factor that restricts the fertility of professional women.

2.3 Family

“Bringing up sons to support parents in their old age” is a concrete embodiment of the impact of traditional Chinese culture on women’s fertility. Studies have shown that traditional women have a strong desire to have children. However, with the impact of western new ideas on traditional Chinese culture, the traditional culture is weakening the idea of women’s fertility willingness. However, the impact of western concepts on Chinese women’s fertility intention is not always negative, such as women’s concept of fairness in the family. This means that men must participate more in the family, and over-dependence on mothers in the family will give women more family burden. Although Western countries advocate fairness, women still have more responsibilities in the family than men under the influence of the society at that time. This means that women’s marriage quality is relatively low, and their willingness to have children is relatively low. Therefore, the family has also laid a solid foundation for professional women’s fertility.

3. Countermeasures to Improve Women’s Fertility Willingness

3.1 Guarantee the Fertility Supporting System for Women of Childbearing Age

The establishment of flexible working system is not only to meet the requirements of women for “getting to and off work on time”, “eating on time” and “resting on time”, but also to meet the requirements of women for “taking care of family” on the basis of meeting their psychological needs in the family. Every woman has special needs to take care of people or things. If professional women can’t finish their work better because of the inflexibility and inhumanity of work schedule, they can’t better fulfill their responsibilities to the family, which leads to the weakening of family functions and women’s self-reproach. Professional women often face difficult choices when there are contradictions between work and family. Therefore, whether women choose to work or choose family, it is an infringement of women’s legal rights and interests, and it is also an unfair manifestation of women. Therefore, the government should clearly establish a reasonable, humanized and flexible working system for female workers in accordance with the provisions of relevant departments, take into account the actual situation of women and increase the care for female workers, and regulate and determine it through legislation. Therefore, the implementation of the flexible work system needs the joint efforts of the government, enterprises and society, and the good implementation of the policy is also a key factor for the relevant government departments [4].

3.2 Increase the Proportion of Corporate Social Security Reimbursement

In terms of the maternity insurance subsidies, According to the Social Insurance Law of the People’s Republic of China, enterprises generally pay the maternity insurance expenses of employees at a proportion of no more than 5% of their total wages, and individuals do not need to pay. The payment of the national maternity insurance fund only needs to be borne by enterprises, especially some small and medium-sized enterprises, which are often in poor operating conditions due to the increased costs of enterprises. Through observation, it is found that many enterprises have reduced the number of female workers of childbearing age in order to reduce the operating costs, such as the adjustment of work positions during pregnancy and the strict commuting system. The government should also give preferential policies to women of childbearing age to balance the reproductive burden of employers. For the frequent occurrence of gender discrimination in units, we should improve the maternity leave and social maternity security system.

In terms of medical insurance, relevant government departments should also increase the proportion of women of childbearing age. According to the actual situation, the process can be simplified, with special medical insurance for women to have two or three children, so that women can enjoy a more comprehensive and complete social security service system in the family, so as to alleviate the pressure of women of childbearing age in work and family, and promote the fertility of women in China and improve the fertility rate of women.

3.3 Strengthen the Supervision for Women of Childbearing Age

Enterprises should implement the legal rights and interests of female employees in strict accordance with relevant laws. In the interview, it was found that some women of childbearing age will not bear any expenses during maternity leave except for their own medical reimbursement insurance and the minimum wage standard of three months, and the labor protection articles will not be distributed during maternity leave. In order to relieve the economic pressure, women have to go to work on time as soon as the maternity leave is over, and they have to give up breastfeeding. Therefore, these hidden gender discrimination and the deprivation of women's legal rights and interests reflect the lack of corporate responsibility.

Therefore, the government should strengthen the supervision on the employment of enterprises and, if necessary, provide policy guidance so that women of childbearing age can dare to have, can have, and want to have children, and promote the supervision of the wage collective negotiation system, so as to improve women's wages and work. In addition, enterprises must implement parental leave and male paternity leave, and provide flexible policy support in the length of maternity leave, try to protect women's rights and interests during post adjustment and job transfer, and reduce the employment pressure of women of childbearing age at work.

4. Conclusion

To sum up, enterprises have a significant positive effect on the fertility intention of women of childbearing age. Therefore, the state and enterprises should protect women's legal rights and interests on the basis of protecting women's legal rights and interests. With the introduction of the family planning policy, the impact of fertility on women has become more and more important. Therefore, female fertility is not only the individual behavior of women of childbearing age, but also the behavior of a family and society. Only through the continuous and simultaneous efforts of the government, the country and the family can we build a harmonious family atmosphere and a good social environment. In order to promote the harmonious development of family and society, improve the fertility will of women of childbearing age, promote female fertility, and increase China's fertility rate, we need to fundamentally adjust China's fertility structure and promote the balanced development of population.

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