

# ***How Stereotypes about the Impact of Female Childbearing Arise: An Example of the Impact of Fertility Policy on Women in the Workplace***

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**Abstract:** With the gradual development of the fertility policy, the working environment for women has become worse and worse. The balance between women's career development and the impact of childbearing has become a key concern of society and the country. This paper explains and sorts out the problems from various aspects, involving the background of the new era. It aims to find the root cause of the problems by analyzing the performance of the problems and providing some opinions and suggestions for changing the stereotype of female employment. Through a large number of literature reading and online data inquiry, the research team makes hypotheses and designs questionnaires. These included the women's questionnaire, which surveyed women on their understanding of the fertility policy, from relevant laws to potential measures, as well as the men's version as an auxiliary survey. Next, a detailed analysis will be made based on the conclusion of several interviews. Thus, in the current new era, this paper explains gender discrimination against women in the workplace and the formation of stereotypes. It fills the current academic gap, gives a contemporary perspective, calls for more reflection on the formation of stereotypes, and improves the related gender discrimination and stereotypes.

**Keywords:** public policy, stereotype, female discrimination, fertility

## **1. Introduction**

In recent years, China's fertility rate has continued to decline, facing two major problems: the aging of the population and the decline of the demographic dividend. The state has introduced a three-child policy to encourage women to have children, but with little effect. The continuous decline in the fertility rate is partly due to the high cost of childcare, including housing, medical care, education, etc. On the other hand, it is partly due to the new fertility concept in the new era, especially the change in the role of women. Many scholars point out that the introduction of the three-child policy has further intensified the employment pressure on women, which in turn has inhibited women's

willingness to have children. From a national perspective, the steady growth of the population is conducive to the development of the country, and the citizens should respond positively. However, in the era of increasing fertility pressure, where should the future of women in the workplace go? Based on the above content, this study takes working women as an example, sorts out the birth policy of each period, and analyzes how the stereotype of females' impact on fertility affects their careers.

This paper mainly adopts two methods: the literature research method and the questionnaire survey method. Through CNKI, related works, and news comments to provide a theoretical basis for the research; designed a questionnaire for professional women, about their understanding of birth policy, relevant legal knowledge, and gender discrimination to assist and verify our assumptions, and supplement the questionnaire for men, join the male perspective for comparison. The main part of this paper adopts a three-stage progressive structure, which first introduces the stereotype of female fertility influence, then analyzes how women view the relationship between childbirth and work in the new era, and finally puts forward the policy path to resolve the stereotype of enterprises for female fertility.

To increase the birth rate and alleviate the structural problems of the population, the Chinese government has tried to use the fertility policy to control it. However, the pressure on female fertility and the intensification of female workplace stereotypes should still be the focus of society and the country. By studying the impact of fertility policy on women in the workplace in the context of the new era, including employment and work status, the research group tries to explain gender discrimination against women and the formation of stereotypes in the workplace. For the academy, there is little conclusion on the impact of fertility policy on women's career development, the relevant research materials are not detailed enough, and there is insufficient research related to the perspective of women in the new era. Thus, by analyzing how the stereotype of the impact of female fertility is generated, this paper can call on more people to think about the formation of stereotypes, popularize the perspective of women in the new era, and improve related sexism and stereotypes.

## **2. Stereotypes of Enterprises on the Impact of Women's Fertility**

### **2.1. It Is Believed That Female Childbirth Increases the Cost of Enterprises**

Reproductive rights are the basic rights enjoyed by women workers under the laws of the state, and reducing labor costs is the pursuit of enterprises. In the "Questionnaire Survey on the Impact of the Three-Child Policy on Women's Employment" organized by the author, 40.91% of the women surveyed felt that some enterprises believed that women's pregnancy allowances, paid leave and other maternity effects would increase the employment costs of enterprises, which would lead to higher production costs in enterprises. 1992 Nobel laureate Gary S. Becker's theory of discrimination believes that women bring more extra expenses to enterprises than men, such as fertility costs, vocational training costs, and gender benefits, which reduces women's competitiveness in the labor market and affects women's labor participation rate. After the introduction of the three-child policy, this stereotype was further deepened, believing that long-term paid leave for female employees increased the employment costs of enterprises to a certain extent and increased the burden on enterprises.

### **2.2. It Is Believed That Female Fertility Affects the Production Order of Enterprises**

At present, China's law stipulates that maternity leave is 98 days, and there are different rights and interests in extending maternity leave in various places. After the promulgation of the "Three Children" policy, it is assumed that a female employee has given birth to three children one after another. According to the average maternity leave of one child for nearly half a child, there is a total of about one and a years and a half of maternity leave. Women of childbearing age have taken

maternity leave for many times and long periods, resulting in many and multiple interruptions of employees in the enterprise personnel, affecting the normal production order. Through the "Questionnaire Survey on the Impact of the Three-Child Policy on Female Employment" recently organized by the author, it is understood that respondents or their relatives and friends have been asked about their willingness to give birth in the enterprise interview to varying degrees, or are required to follow the childbearing time stipulated by the enterprise. The reason why enterprises ask about fertility in the early stage of recruitment is that female employees' major life matters such as pregnancy, childbirth and nursing will inevitably have a certain impact on work, and even worry that female employees will resign after pregnancy or after maternity leave, which makes the enterprise fall into passive. To ensure the operation of production, enterprises need to deploy top-the-job personnel, and even temporarily recruit and train successors. The efficiency of human resources management is reduced and the production order is affected.

### **2.3. It Is Believed That Female Fertility Leads to Lower Work Efficiency**

Influenced by the Confucian idea of "behind the male protagonist, the female protagonist", the general consciousness of modern society also agrees that mothers should have more care requirements for their children. After giving birth, the center of the life of women will turn to the family, especially after giving birth to three children, they will consume a lot of time and energy, which may cause mothers with three children to be tired of work. You can't devote more energy to your career. The work investment is low, and the initiative and creativity are not strong [1]. For female employees in the pregnancy or nursing stage, even if they are still on duty, due to changes in their physical condition and changes in responsibilities caused by roles, their working hours, energy investment, and focus are likely to change, and more energy will be devoted to the care of their children, from It will affect the quality of its work. Even if children enter kindergartens, and primary and secondary schools and women return to work, they will have a lot of energy because of caring for children, tutoring their studies, and family trivialities. From the perspective of enterprises, it is believed that female childbirth will lead to stagnation in the stage of career development, and raising children will lead to lower work efficiency.

### **2.4. It Is Believed That It Is Difficult to Pass on the Supporting Policies of Maternity Extension to Enterprises**

After the implementation of the three-child policy in 2021, local governments have successively issued corresponding supporting policies and preferential care rights and interests, such as further extending maternity leave paternity leave, purchasing maternity insurance, setting up breastfeeding protection facilities, maternity protection measures, etc. The purpose of these extension policies and preferential care rights is to increase women's willingness to have children and alleviate family parenting difficulties, but some enterprises believe that these extension policies invisibly transfer social difficulties to enterprises. For example, the extended maternity leave policy. At present, China's law stipulates that maternity leave is 98 days, and the extended maternity leave varies from place to place. For example, maternity leave in Shanghai has been increased from 30 days to 60 days, and in some places, the extension period is longer. Well, the time of female maternity leave plus maternity leave is about 4-6 months, and the total number of maternity leave for three children is about a year and a half, which undoubtedly increases the employment difficulties of enterprises [2].

### **2.5. It Is Believed That Fertility Leads to Increased Legal Risks to Enterprise Management**

There are many female employees of childbearing age in enterprises, and the legal risks of personnel management, labor disputes, and other aspects caused by childbirth may increase. Because the

personnel interruption and work handover problems caused by female maternity leave need to be adjusted or replaced, which has already increased the human resources management workload of the enterprise. After the liberalization of the three-child policy, the number of female employees giving birth will inevitably increase, and in specific personnel management, the legal risks caused by it will inevitably increase [3]. For example, enterprises will refuse or disguisedly refuse women who are willing to have children when recruiting and require women to promise not to have multiple children when interviewing or signing contracts. These corporate behaviors may touch the law to varying degrees. In the questionnaire survey on the impact of the three-child policy on women's employment organized by the author, 21.82% of the women surveyed said that "in the enterprises where they are or have been in, female employees will be reduced or dismissed during pregnancy or breastfeeding." To reduce labor costs and terminate or terminate labor disputes caused by the labor contract of female employees, which are also frequently exposed in real society, various phenomena increase the legal risks of the management of women of childbearing age in enterprises.

### **3. How do Women Think of the Relationship Between Fertility and Work in the New Era**

#### **3.1. Women Adhere to the Personal Philosophy of Less Birth**

As the executor of fertility, women, are both the main components of workers in the new era, and also the main forces of children in traditional concepts. In response to the declining demographic dividend and the aging population, the fertility policy gradually liberalized, and even in 2021, the national three-child policy was fully liberalized. This is almost completely steering compared to the previous family planning policy, but the expected effect after the implementation of the third-child policy and the effect of the implementation of the three-child policy and the effect of the implementation of three-child policy. not ideal. With the impact of the environment and market waves, the pressure and economic pressure on women have also increased. The advancement of the times has made the status of women in our country get higher and higher, the details of women's unique meticulousness and decisiveness also give women more opportunities to participate in social activities and assume social responsibilities. Family, accompanying the children at home, also play their role in the workplace to achieve their value. According to the survey, especially under the strong competition in the workplace, many women have focused on the workplace, followed by women less or not having children. In addition, the child's fertility cost is also a factor that women consider before fertility. In most women, to allow children to receive better education, such as giving children various interest classes and tutoring classes, a child's fertility cost is far from high in the past, there were even women's sexy generals, cultivating an excellent children almost invested in the entire family's income. It is under this pressure that the concept of women's less eugenic students has gradually formed.

#### **3.2. The Impact of Women's Fertility on Corporate Work Is Small**

Society's requirements and expectations for women will not be reduced because women bear too much family labor. It can now be said to be in the era of "knowledge determining fate". Only by mastering all aspects of the workability to foothold in the enterprise, and women are no exception. Some women want to gain access to the normative system, some women have obtained their undergraduate, master's degrees, dual degrees, overseas study experience, etc., and individuals have paid for long-term hard work. The mainstay of the company has formed its own enough industry competitiveness, and its ability and capital can reach the position of the company manager. When a woman's core competitiveness reaches a certain level, they can consider choosing people who trust her and cultivating their assistants and subordinates. Even if they temporarily withdraw from the workplace because of their fertility, they can temporarily replace themselves to do their industry. To

minimize the loss of the company, when they return to the workplace again, they can also ensure that their original career continues.

### **3.3. The Development of Feminism: Women Get the Freedom of Fertility and Work**

#### **3.3.1. The Update and Infiltration of Individualism Provide Ideological Conditions for Women to Achieve Their Value**

With the gradual maturity of medical care, women can reasonably plan their fertility time, including pregnancy, pregnancy, and childbirth. Previously, women had almost a lack of personal thoughts and were not controlled by themselves. Many families even regarded women as "fertility tools". Nowadays, most women have already got rid of the label of "passing generation" [4]. Women's economy and ideology are independent. Mastering their fertility rights can adopt a series of advanced contraception and fertility techniques. In weighing the actual situation, choose suitable for themselves. And the maternity model of society, devote more energy to its quality of life. Some women choose not to have children and strive for precious work and life for themselves. With his independent career, there is no child's trim at work, and they can use professional knowledge to continue to strengthen in their work field and achieve ideal results. With women's own life, they can choose fitness and travel to enrich themselves after work. And some women choose to have one or two children, but they will not be as many as before. After the child is born, he will not choose to devote himself to the child. Select, choose to raise, or choose the right childcare institution, make more time to achieve their value for themselves, continue to learn struggle, and obtain a sense of identity at the same time in work and family.

#### **3.3.2. Equality Between Men and Women and the Development of Emerging Industries Have Created Favorable Practical Conditions for Women**

Starting from the social environment, it is advocated that families help women with fertility and work. As another person responsible for raising children, men should also take responsibility for the solution to fertility problems [5]. For example, women bring their jobs home, men should take the initiative to bear family labor and ensure women's working hours. Another example is that women can get enough support and help from their husbands after entering the workplace so that they will not be at a loss because they are not adaptable. Based on ensuring the harmony of the family, it is possible to seek the support of family members as much as possible to alleviate the impact of fertility on their career development.

With the development of new industries and science, more jobs are being created, which also provides women with more job opportunities and broader work scope. Many women also choose programmers, lawyers, etc. through their efforts, and in the eyes of nationals, these are men's occupations. The development of the intelligent industry has caused many laborers to transform into machine labor, and much of the work that requires a lot of physical labor gradually automatically affects the influence of weak physical strength. Sweeping robots, etc. save a lot of time for women [6]. The development of the childcare industry enables women in the workplace to choose some trustworthy care institutions in time after giving birth to find a better place to learn and live with children. These institutions not only have good educational methods but also effectively alleviate the women's women. "Your Truth Problem". The gradual development and maturity of the enterprise system, internally the loss of interest within the period of women's maternity leave. This part is jointly borne by individuals and enterprises to strive for more preferential treatment for women. To balance the common interests of both sides with the support of national policies.



## **4. Policy Approaches to Resolving Corporate Stereotypes**

### **4.1. Strengthen the Publicity and Popularization of the Gender Equality Policy Within Enterprises**

China's population aging is accelerating, the demographic dividend is declining, and the improvement of the fertility rate is particularly important. Since the country fully lifted the three-child policy, the population fertility rate has not increased significantly or even decreased. The increase in fertility rate can effectively alleviate the population problems faced by China. It is necessary to form a consensus within the whole society and fully realize the importance of the fertility rate to our country. Public awareness has a great impact on the implementation of policies. The survey of the paper shows that the professional discrimination and career development bottlenecks encountered by women in the workplace are the primary reasons for women's reluctance to have children, and the difference in rights and responsibilities between men and women in the workplace is the objective reason for corporate stereotypes. Since 2001, China has had the concept of male paternity leave, but until today, it began to receive people's wide attention. Parenting leave has a positive role in resolving the "embarrassing period" in women's workplaces. On the other hand, the Chinese public has a low understanding of paternity leave. Many people do not know the system, and even if they know something, they do not know how to use it to protect their legitimate rights and interests. Society should intensify propaganda, through the web, television, public, the government website, and other channels for publicity and education, improve the policy in ordinary people, change the view, change the traditional "men, tying" backward concept, break the traditional social division of labor, form the correct understanding of the role of male fertility [7]. The senior personnel of enterprises and public institutions should improve their quality, actively pay maternity insurance for employees and implement the paternity leave system for employees, cannot be opportunistic, and always want to exploit the loopholes in the law. Female workers themselves should strengthen their learning and awareness of safeguarding their rights, and dare to use the law to safeguard their legitimate rights and interests when their interests are infringed upon.

### **4.2. Corporate Organizations Should Increase Their Support for Women and Create a Supportive Work Environment**

To solve the problem of employment discrimination among women in the workplace, the most important thing is that enterprises themselves should improve their sense of responsibility, pay enough attention to the obstacles to the career development of female workers, and give their employees a sense of security and belonging.

Enterprises should create a supportive working environment, including material support and spiritual support at two levels. From the material level, enterprises should help women balance the relationship between family and work through certain internal policy incentives within the appropriate boundary range. Such as from vacation, work intensity, work hours, work, welfare, etc., considering fertility women's work problems, flexible working, less travel and overtime frequency, etc., as far as possible to reduce marriage, birth to women's career development, and improve female employees to job satisfaction and viscosity, return to the workplace can work more actively in the future. From the spiritual level, enterprises should attach importance to the construction of corporate culture, from the company's senior level to the grass-roots level, every employee should have a sense of rights and interests and effective ways to safeguard their rights and interests [8]. Enterprises should pay special attention to the cultivation of gender awareness and gender equality of male workers, and raise their awareness of family responsibility and parenting responsibility; start from within the enterprise, and eliminate gender discrimination and prejudice within the enterprise.

### 4.3. Improve Regulatory Policies and Break the "Glass Ceiling" Effect on Professional Women

Women are important human resources to fully participate in material production [9], however, China's regulations on employment discrimination can be seen in the Labor Law, the Law on the Protection of Women's Rights and Interests, the Regulations on the Labor Protection of Female Workers, and other laws and regulations at all levels. In the actual investigation, it is found that the implementation of the employment discrimination law is very difficult. On the one hand, women are reluctant to speak out and safeguard their rights and interests, based on the job relationship, on the other hand, the term "employment discrimination" itself is controversial, and there is no universal standard to restrain corporate behavior. At the same time, the lack of supporting regulatory policies has led to many laws on female employment discrimination becoming the "moon in the mirror" [10]. That is why the implementation of laws on female employment discrimination is often less effective. Therefore, more regulatory policies on corporate behavior, together with relevant laws, constitute a more complete employment discrimination system. Those employers who violate relevant regulations, severely deduct the normal wages and welfare of female workers, and should not pay their maternity insurance should be severely punished, improve the legal deterrent power of policy implementation, and effectively protect women's equal employment rights.

## 5. Conclusion

Women are the main body of childbearing and the main members of the family who bear the responsibility of raising and caring. The inequalities that women may encounter in employment run through all aspects of entry, treatment, promotion, retention, and postpartum employment. Among them, the phenomenon of workplace discrimination is more obvious among married women and women who wish to have children. Because of the time and energy occupied by population reproduction and the resulting gender discrimination in the labor market, it is difficult for them to obtain an equal chance of employment, power, and status compared with men in the workplace. And the dual-role position also exposes women to serious work and family conflicts.

By analyzing the stereotypes that companies have on the impact of women's fertility, the relationship between fertility and work from the perspective of women in the new era, and the policy paths to resolve corporate stereotypes, it can be concluded that the stereotypes of women in companies have been closely related to the actual work of contemporary women. Also, the fertility situation deviates. In the new era, women are no longer hurt at work because of fertility problems. In the meanwhile, women's ideological education level has improved, and their working ability has been equally improved, so women have more freedom of thinking and reproductive freedom. Plus, emerging industries contribute to equality between men and women while balancing the production value of men and women.

Regarding the problem of discrimination against women still exists, the current gender equality construction in China continues to lack the guidance of social gender concepts and theories at the level of system design; at the level of policy implementation, there is a lot of thunder but little rain, namely, slogans outweigh actions. Influenced by the thousand-year-old Chinese traditional culture, ordinary people have almost no gender awareness, and stereotypes about men and women have persisted for a long time, so it becomes even more vital that the mainstreaming of gender awareness in the application of public policies and the promotion and popularization of the whole society still has a long way to go. This paper attempts to give suggestions from government policies and business management, including strengthening the publicity and popularization of gender equality policies within enterprises, increasing corporate organizations' support for women, creating a supportive working environment, improving regulatory policies, and eliminating professional women's "glass

ceiling” effect. Based on the existing foundation and time constraints, this paper does not dare to make too many predictions situation and only assumes that future development will be in the current direction.

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