Overview of Three-child Birth Policy from the Perspective of Female Employment

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Abstract. The implementation of the three-child policy has not achieved the expected results. Many scholars have studied the policy through different dimensions such as childbearing wishes and policy implementation effects, but the scope of research is relatively broad. This study will focus on the specific perspective of women's employment, use the indirect method, explore the impact of the implementation of the three-child policy, analyze the problems faced by women, and learn from China's domestic and foreign experience to provide feasible suggestions. The study found that the three-child policy will have multiple impacts on women and exacerbate women's difficulties in balancing career and family relationships. Based on the analysis, this study believes that women's employment issues should be paid more attention to and improved. The core of the implementation of the three-child policy is to alleviate the negative impact of childbearing on women's career development from the perspective of women themselves, and build a childbearing-friendly society.

Keywords: Three-child policy; female employment; career-family balance; case analysis.

1. Introduction

Population development is the basic support for the country's economic and social development. In recent years, China has faced phenomena such as low fertility rate growth, low birth rate and serious aging population. In order to optimize the population structure, the state has successively introduced "separate two-child", "comprehensive two-child" and "three-child birth policy". However, existing studies have shown that the three-child policy does not fully provide employment security for women of childbearing age. Despite the liberalization of the policy, the willingness of people of childbearing age to have children is still relatively sluggish at this stage. Studies have shown that childbearing can have many effects on women, especially on their careers. Many women will face the problem of focusing their lives on "work" or "children". Therefore, evaluating the effect of the implementation of supporting policies is very important, and it is a key part of whether the three-child policy can be truly implemented. Since the promulgation of the policy, existing scholars have conducted a series of studies on the three-child policy from the five main dimensions of macro difficulties, supporting measures, willingness to have children, care for specific groups, and long-term development of the policy, but there are still many deficiencies: First, the research perspective lacks pertinence. Most studies discuss fertility issues from a variety of different angles, but do not discuss the "employment" level separately. Second, the participation of the main research objects is weak. The main audience of the three-child policy is women of childbearing age. Most studies start from an academic point of view and lack focus on women's needs. Third, the suggestions put forward are seriously homogeneous. Most of them put forward similar suggestions from the macro level, and there are few studies that learn from foreign achievements. This article will use the method of "policy interpretation and case analysis" to study issues at three levels: summarize the impact of the three-child policy on all aspects of women's employment, discuss the career and family conflicts faced by women of childbearing age, and learn from existing domestic and foreign experience. In view of the research on the above issues, an in-depth analysis of the practical challenges faced by women's employment under the three-child policy, so as to put forward practical policy suggestions for the actual situation. The content of the study is as follows: First, the introduction clarifies the research background, status quo and significance. Then, through case analysis, introduce the relevant practices at home and abroad. Then it deeply analyzes the specific problems faced by women's employment

under the three-child policy, and finally puts forward feasible suggestions based on the problems, summarizes research conclusions and looks forward to future research directions. It is of great practical significance to study women's employment and the implementation of the three-child policy. On the one hand, the implementation effect of the existing supporting measures of the policy can be evaluated from the specific perspective of "employment", and follow-up related research provides a literature basis; On the other hand, the reference of domestic and foreign experience can provide a new perspective for policy implementation, provide an academic basis for policy formulation, and promote equal employment for women.

2. The Macro Background and Dilemma of the Three-Child Policy

Existing studies have described the macro background of the three-child birth policy from census data, historical changes and other methods. From the perspective of historical changes, China's birth policy has experienced from the "one-child" policy in 1979 to the "separate two-child policy" in 2013. ", the" universal two-child policy "in 2015, and the gradual relaxation process of the" three-child policy "in 2021-this adjustment is a response to the long-term low fertility rate and the imbalance of population structure [1]. From the perspective of reality, the data of the seventh national census shows that China's total fertility rate is only 1.3 (at an ultra-low fertility level), and the elderly population aged 60 and above reaches 264 million (accounting for 18.70%), children's population accounts for 17.95% (the degree of aging exceeds that of declining birth rate); The average annual population growth rate from 2010 to 2020 is only 0.53%. Scholars predict that China's population will soon enter a stage of negative growth and face the risk of population shrinkage. And even if childbearing is liberalized, it is not enough to deal with the current complex situation of "ultra-low fertility rate and deep aging" [2]. Scholars profoundly pointed out that even if the liberalization of childbearing is not enough to cope with the current complex situation, the population policy still faces many practical difficulties [1]. From a cultural point of view, the government should create a new cultural atmosphere that is compatible with the policy and build a new type of childbearing culture, rather than relying solely on the relaxation of the system [3]. From a historical institutional point of view, there is a correlation between attention allocation and public identity [4].

3. Supporting Measures for the Three-Child Policy

In the study of supporting measures, academic research is exploring from building a theoretical framework to carrying out practice. Early research systematically put forward the principles of building inclusive supporting measures to build a theoretical framework for follow-up research [5]. Subsequently, some scholars learned from foreign experience and introduced reproductive welfare mechanisms in Northern Europe, East Asia and other regions to provide a new perspective for the supply of supporting measures [6]. At the same time, it is pointed out that the policy tools in the childbearing stage are family-oriented, while the legislative focus in the parenting stage is more inclined to de-family capacity building [7]. Afterwards, the theory deepened, pointing out that supporting measures are a systematic project, which must be jointly promoted from the three levels of coercion, normative guidance, and cultural cognition transformation in order to effectively implement the system [8]. Recent studies have evaluated and reflected on the theoretical construction of China's supporting facilities, pointed out target deviations and proposed optimization paths, focusing on the fairness of policy implementation [9].

4. Fertility Willingness and Fertility Behavior under the Three-Child Policy

This classification is the focus of research on the three-child policy. The academic research on fertility willingness has shifted from a simple willingness survey to an analysis of its internal reasons. The study found that for the willingness to have children, the stability of employment and the level of welfare security are the key influencing factors, and employment security plays a promoting role

[10]. The overall willingness to have three children and above is only 11.2%, the lowest in the eastern region, and the willingness of men, low education, and suburban groups is relatively higher, while the perception of childbearing and parenting costs and RMNCH service satisfaction have no significant impact on the willingness, and the willingness of groups with lower perceived ability to pay is higher [11]. In terms of measurement methods, fertility willingness can be subdivided into two dimensions of "quantity" and "certainty" for measurement. Existing research has revealed a huge gap between willingness and potential behavior, providing follow-up research with an understanding of the effectiveness of willingness [12]. For alleviating childbearing pressure, specific childbearing support measures (such as economic subsidies, childcare services) have a direct impact on the willingness of married women of childbearing age to have children [13]. In terms of the scope of research, the research expanded from the national scope to rural areas, and found that their willingness to have children is also declining, and analyzed that economic pressure and educational anxiety have also constituted the core factors that inhibit their willingness to have children, indicating that low fertility has become a common social phenomenon [14].

5. Research on Specific Group Care and Differentiated Impact in the Three-Child Policy

This classification focuses on the specific impact of the three-child policy on women, urban workers and other groups. Studies have shown that working women are seen as one of the groups most affected by policies-a conclusion that can be explained by the logic of the association between childbearing and women's employment: From the perspective of family care, having multiple children means that the time and energy investment in infant care has increased significantly. Under the trend of family miniaturization in China, women are often the main bearers of family care, and the birth of three children directly increases their care burden; From the perspective of public services, China's current public childcare service system is immature (such as low coverage of inclusive childcare institutions and insufficient service supply), making it difficult to effectively replace family care functions, and further focus the care pressure on women themselves. This makes women have to allocate energy between career development and family responsibilities, which eventually exacerbates the conflict between their career development and family work [13]. From the perspective of specific regional practice, existing studies have focused on female workers in cities and towns in Liaoning Province. By analyzing the implementation status of local childcare policies, the reality of the above contradictions has been further confirmed. Supporting measures such as extending childcare holidays and increasing inclusive childcare resources can effectively relieve women's childcare and care pressure [15]. It can be seen that the key focus of the three-child policy is to reduce women's care burden through a systematic support system, thereby protecting their employment rights and career development space.

6. From "Number of Births" to "Quality of Births", Explore the Long-Term Development of the Three-Child Policy

The focus of academic research is shifting from the increase in the number of births to the focus on the quality of births, focusing on maternal and child health, child development [16]. On this basis, a forward-looking quantitative prediction study was carried out around the education part of fertility quality [17]. More studies have extended the perspective to children's sports, discussing the relationship between population policy and the foundation of national health, marking that related discussions have risen to the strategic height of the country's long-term competitiveness [18].

Based on the existing research, in terms of implementation effect, the vast majority of studies pointed out that "the three-child policy has invisibly exacerbated the difficulty of employment for women of childbearing age." In terms of influencing factors, most studies focus on employment discrimination (such as recruitment exclusion, promotion pressure), economic burden (such as

housing pressure, personal and family income), supporting policies (such as childcare service system, maternity leave system), family support (such as family elders assist in childcare) and other aspects to discuss issues related to women's employment, but there are still many deficiencies [19].

First, the scope of the study is too broad. Existing research on the three-child policy mostly focuses on first-tier cities such as Beijing and Shanghai, but lacks research on local cities. The employment environment in these economically developed areas is relatively similar, making the existing research not typical. There is a huge gap between local cities and first-tier cities in terms of employment opportunities, salary levels, and accessibility and quality of childcare service resources. Therefore, after the three-child policy is implemented in such cities, the actual impact on the employment of local women of childbearing age may be more severe or have different impacts. However, there is currently a lack of targeted assessment and analysis.

Second, the research angle lacks pertinence. Most studies discuss fertility issues from various perspectives such as economic burden and supporting measures, but do not systematically discuss the level of "employment" alone. For example, studies have failed to fully reveal specific problems such as hidden discrimination, promotion pressure, and reemployment difficulties faced by women of childbearing age in the job hunting stage after interrupting career development due to childbearing. This lack makes the understanding of "employment difficulties" superficial, and it is difficult to propose accurate and effective employment support measures.

Third, the participation of the main research objects is weak. The main audience of the three-child policy is women of childbearing age, and most studies have focused on.

From an academic point of view, directly citing data or only treating it as a passive data provider lacks surveys on women's real needs. This weakening of participation makes it difficult for research results to truly reflect the essence of the problem, and also makes the policy recommendations may deviate from the actual needs of the audience, and cannot effectively solve the core contradiction between employment and childbirth. Therefore, on the basis of previous research, this study will start with the research issues at the employment level of women of childbearing age, sort out the three-child policy literature directly related to the employment of women of childbearing age since the implementation of the policy in 2021, and evaluate its implementation effect, to provide ideas for promoting the optimization of the three-child policy, and to try to give a more comprehensive and practical interpretation of the three-child policy from the perspective of women's employment.

7. Conclusion

By reviewing and sorting out the literature research related to the three-child birth policy and women's employment, this paper draws the following conclusions: the three-child birth policy makes women face greater difficulties in job hunting and job promotion. The study found that the three-child policy has exacerbated the difficulty of women's employment at different levels. To this end, the study puts forward a research question on the implementation effect of supporting measures in Yancheng City from the perspective of women's employment, and constructs a research framework centered on "policy analysis and questionnaire survey". Explore the implementation of the three-child policy in local cities from the perspective of female employment. The study found that there are still many deficiencies in the implementation of the three-child policy in terms of women's employment, and more attention should be paid to women's employment and improvement.

The contributions of this paper are as follows: First, the research from the unique perspective of women's employment fills the gap in the research of the three-child policy in this part; Second, the study summarizes the real needs of women of childbearing age at this stage, guides follow-up research to put forward more operational suggestions, provides ideas for promoting the construction of a fertility-friendly society, and builds a practical path for ensuring women's equal employment.. Although this article has sorted out the existing views, there are still some shortcomings, such as the lack of specific consideration of the impact of the three-child policy on employed women of different age groups and regions, and the lack of data support. Future research can be carried out in-depth

research from the following ideas: first, the research team conducts data surveys and conducts quantitative analysis of the impact of the three-child policy on women's employment. Second, the research group compares cross-cultural differences in depth, and compares the supporting measures and policies of more countries with different systems at home and abroad.

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