

The Dilemma of Professional Women's Fertility in the Context of China's Comprehensive Two - child Policy and Measures

—To the employment predicament caused by fertility as a core issue

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Abstract—The comprehensive policy of two children is implemented nationwide. This policy will bring concrete benefits to china's economic development, aging population, and keeping long-haul balanced population. While emphasizing the positive of the two children policy, we should also see the problems caused by the policy, especially the real receiver of the two-child policy - women. One of the most important issues is the plight of women's fertility and employment. This paper analyzes the three core problems of gender discrimination, difficulty of promotion and professional disruption crisis in employment, and puts forward the measures from the system, society to enterprises, and effectively solves the problem of childbearing dilemma of professional women. These measures include perfecting existing system and protecting the rights of women; transferring traditional view; making reasonable allocation of public resources; etc.

Keywords—comprehensive two children; employment; female childbearing dilemma; measures

I. ISSUES

In October 2015, the Eighth Plenary Session of the Eighth Central Committee of the Communist Party of China (CPC) decided to perfect the population development strategy and fully implement the policy that a couple could have two children. At this point, China has entered a comprehensive two-child era. However, according to the survey of recent media, the situation is not optimistic: the effective fertility rate is less than three percent. We can't help asking: Why do not Chinese people give births to children? Do the traditional view of the more sons, the more happiness not exist? The present explanation gets more from the family, society and even the nation to find the reasons, less from the perspective of women. This article focuses on the subject of female fertility, puts employment as the core, and explores the plight of female fertility.

II. PROFESSIONAL WOMEN EMPLOYMENT PLIGHT DUE TO FERTILITY

Women are an indispensable part of the cause of socialist construction in China, and contribute their own strength to the further development of China's economy, but women still face sex discrimination at the employment. The implementation of a comprehensive two-child policy brings new challenges to professional women. This article is summarized as follows:

A. Sex discrimination is obvious

Sex discrimination mainly manifested before being in office. Till to now, compared with men employment, women are often in bad situation. For the same post, women sometimes suffer employment discrimination. In the process of job landing, even if the male competences are not better than even significantly lower than women, men are still more likely to succeed. Anhui University Economic Law Research Center published in 2014, "China's women's employment discrimination research report" showing that there are women having the employment discrimination problem accounting for 96% among the fresh female college students and 75.5% of female job seekers, 61 % Of the fresh female college students and 29. 14% of the average female job seekers have witnessed employment discrimination, and gender discrimination still exists after entering the enterprise. [1] As a professional woman, in the original policy-one couple has only one child, the employment will suffer different degrees of discrimination, if the employer knows a couple would give birth to second child, the situation can be imagined. Wang Pei'an, deputy director of the State Health Commission, said that the implementation of a comprehensive two-child policy could increase women's employment pressure and gender discrimination. From the corporation's point of view, the cost of childbirth should be assumed by the state, the community and now all transferred to the employers, which leads to employers not want to recruit female employees. These problems for women who choose to have two children may encounter in employment, but also cause discrimination against women.

B. Promotion is difficult

As we all know, the proportion of male leaders in most corporations is significantly bigger than that of women, and men are more likely to receive training opportunities, development opportunities and promotion opportunities compared with women. Because of the social family responsibilities given to women, such as the birth of children and other special mission, so when employers considering the training opportunities, they have to consider the continuity of women's career length as a cost accounting content, and the result is that Women bear more responsibilities at the same time, but lose the fair development of the professional opportunities. When the job promotion opportunity comes, employers will firstly appoint male staff. A survey conducted by the China Youth Daily Social Survey Center in March 2016 in 2005 showed that 51.6% of people thought they had sex discrimination. In the survey, 45.9% of the respondents considered "women's fertility", which also affected the performance of women's job landing and promotion. [2] In particular, after the implementation of the comprehensive two-child policy, many employers fear two children raising the cost of employment, affecting women's performance in the work, so women's promotion and development opportunities are also decreasing.

C. Occupational Disruption Crisis

Occupational interruption refers to the middle and late stages of employment. Many women in the working process, in fact, already have their own career planning, and go towards the planned direction. But once the decision of two children or unplanned two children. After pregnancy to extreme months, women should take a vacation, and give birth to children, then taking care of families, cooking. Using the data of the sixth national census in 2010, we find that the main reason for the unemployment rate among Chinese women of childbearing age (16-49 years) and those of golden childbearing age (20 to 39 years old) is cooking (see Table 1). [3] On the other hand there are reasons for the employer, women can take maternity leave, but the work can't be anyone to do, so in the maternity leave at the same time, the original job will be replaced by others. And so on after the end of maternity leave, new people have adapted to the current work, and can't dismiss her, and then by the two-child mother to do. [4] So this also led to some women in the working process of emerges occupational disruption phenomenon, which is part of the women more worrying about, due to child care and domestic staff positions replacement, resulting in female occupational disruption crisis increasingly.

TABLE I. PERCENTAGE OF UNEMPLOYED POPULATION BY AGE, SEX, AND WORK REASONS IN CHINA IN 2010 (%)

Unemployment reason	male		female	
	16 to 49 years old	20 to 39 years old	16 to 49 years old	20 to 39 years old
No job after graduation	30.72	34.53	23.32	26.1
Loss of work due to unit reasons	18.96	13.04	15.69	10.44
Loss of work for my own reasons	18.75	20.92	13.43	15.51
Contracted land expropriated	3.89	3.25	2.84	2.38
Retired	0.02	0	0.22	0
Cooking Households	2.2	1.85	27.86	27.56
Other	25.47	26.41	16.64	18.01
Total	100	100	100	100

Source: National Bureau of Statistics, "the sixth census in 2010" long table data Table 4-15.

III. SUGGESTIONS ON SOLVING THE EMPLOYMENT DIFFICULTIES OF PROFESSIONAL WOMEN

At present, under the comprehensive policy of two children, the starting point of the country is to encourage women and their families to have two children, which is related to the task of population reproduction and the future development of the nation. It requires the state to solve the women's worries on a certain level, and decrease Employment sex discrimination from the legal system, the concept and social security. If the birth of two children can't affect the self-career planning, so it will greatly enhance women's fertility willingness.

A. Establishing a Sound System to Protect Women's Rights and Interests

At present, there are many legal systems for the protection of women's rights and interests in China, but it is still necessary to solve the problems that have existed and protect the rights and interests of women from the true sense, and create a social environment conducive to the common development of women's occupation and family. On the one hand, the Government should, on the basis of the existing law, prevent the women from not being promoted by the birth of second child due. At the same time, the government should implement more powerful policy and supervision to solve the problem of employment discrimination, and put the real implementation of the existing laws and regulations in place, supervision in place. On the other hand, we should look forward to new measures, and actively promote the adjustment of maternity leave and spouse paternity leave system, appropriate to reducing women's

"special", such as foreign men and women can take the same time maternity leave. While the fertility allowance virtually weakened the female state in the reproductive stage and the difference with men, so that enterprises eliminate female employment discrimination. Finally, the corresponding preferential policies can be introduced to encourage enterprises and institutions to set up nurseries, nursing rooms, etc., to ease the female employees of the work family conflict, while encouraging enterprises to assume more social responsibility, the Government should also give subsidies to enterprises which will be conducive to equalize employment of women, but also reduce the pressure on enterprises to eliminate the worries of the enterprise.

B. Creating a Public Opinion Atmosphere, and Changing the Inherent Concept

Safeguarding the rights and interests of women requires the joint efforts of the whole society. On the one hand, it is necessary to increase public opinion and reduce discrimination against women in employment. The whole society forms a respect for women's public opinion atmosphere, and increases the sense of contribution to women and the awareness of division of labor publication. It should be strengthened such a concept: giving births to children are not temporarily loss of female ability, but the special ability and contribution of women; maternity and maternity allowance is neither a special care for women, nor the weaker embodiment of women than men, but for fertility protection. On the other hand, it is necessary to thoroughly criticize the inherent values of patriarchal women and men. China Women's Association Vice President Du Jie declared that women having children is also one kind of labor, and part of the cost should also be shared by the community, "if the discrimination to women due to those, so at least that the level of civilization in society still need to be improved." [5] It should promote the husband and wife to share the responsibility of parenting and housework, family and society should respect the women's professional pursuit of their own and self-realization of the will, also men and women should enjoy equal rights, gender equality atmosphere, and accelerate the elimination of women's employment Discrimination. At the same time, the employer must strictly implement the national policy. Women's ability to work is not missing in front of the male, and the corporations, and women have more advantages, such as good at coordinating relationships, good at dispelling concerns and so on. We can't discriminate against woman who has already born two children and or intends to give birth to two children, and enterprises should create a harmonious family and corporation.

C. The Deployment of Public Resources in order to solve the Worries

Du Jie, vice president of the China Women's Research Association, said, "if really achieving a smooth transition of the two children policy and achieving the desired effect of the

policy, we must deploy a good public resources for young people at the same time, and take into account both family and business errors. "Because the fact those women are discriminated against, they are in a weak position, and that their fertility will be greatly affected." She said: "It is necessary to increase the supervision of the labor market, and eliminate implicit sex discrimination." [6] It is also necessary to consider whether it is possible to provide more diverse and meticulous choices for childcare families, including the establishment of more social nurseries, the introduction of home worker training and management systems, the formation of public care community and transfers the family work to the home market to reduce the female part of the burden of child care, which to some extent alleviate women due to childbearing leading in the workplace disadvantage, and other relevant departments actively organize the kind of female employment training to enhance the professional capacity of women, enable women to acquire effective personal career planning. We should lighten the burden of childcare, and improve their own quality, which is the real solution to women's worries.

IV. CONCLUSION

From the time being, it is necessary to promote the implementation effect of the comprehensive policy of two children, and achieve the expected goal of labor force population growth, and achieve long-term balanced development of our population. We need to address the important issue that is the employment of professional women due to the plight of employment problems. This article from the related sound system, changing the social concept and the enterprise, including the whole society efforts, the deployment of public resources and other aspects of measures and suggestions to protect the rights of professional women and eliminate the worries of professional women, and crack the plight of China's professional women, finally ensure the implementation of a comprehensive two-child policy.

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