

## Research Study: Effect of China's Fertility Policy Adjustment on Female Employment

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### Abstract

This study will examine the employment implications of China's fertility policy adjustment. The Chinese government has enacted a new rule to reduce women's workload. The implications of the fecundity policy on female employees are mitigated. There are significant obstacles to the policy, which will be explained in detail in this section. This section also addresses the discrimination that the policy has generated. As a result of the policy's discriminatory effect on the workforce, its implementation has caused some unrest and difficulty. It is also detrimental to the nation when male employees demand equality. It undermines the nation's equality, so the government must take the necessary measures to implement the policy. This policy has reduced the workload of female employees. The government must attempt to resolve the policy problem.

**Keywords:** China's Fertility Policy, Female Employment in China, Chinese Government Policies, Population Growth in China

### 1. Introduction

#### 1.2 Research Background

The Chinese government has enacted a new rule prohibiting female employers from inquiring about a woman's pregnancy or child-bearing status. The Chinese

government evaluates the significance of the policy's implications, which aim to promote women to higher-level positions. This study will elucidate the primary objective of China's fertility policy on female employment (Alpermann & Zhan, 2019). In addition, the Chinese government is focusing on the family planning policy and attempting to update the facts and figures regarding the policy so that they can be used as a guide for population planning, as it was previously believed that the Chinese fertility policy resulted in many problems for women in terms of childbirth and maternal capabilities, as will be explained in this study. The Chinese government is highly concerned about the employment and population of women. In addition, a few modifications to the Chinese fertility policy could benefit the Chinese economy. The concept of China's population policy will be described in detail here.

## 1.2 Research Purpose

In the modern era, numerous nations have focused on population planning strategies. Population aging has become a significant concern in China (Bai & Lei, 2020) because it will significantly impact China's future social and economic development. Moreover, China has been described as a nation with an essential aging process and an elderly population. This will also threaten China as the elderly encounter more health problems. The Chinese government will struggle to address healthcare concerns.

Additionally, this aging population affects the employment of women in Chinese businesses. Therefore, changes in China's fertility policy were necessary to prevent these problems. This study will examine the influence of China's fertility policy on the revision of female employment. This investigation will demonstrate that the implementation of the fertility policy faces significant obstacles (Connelly et al., 2018). The study's primary purpose is to elucidate the central idea of the topic at hand. The Chinese government has introduced new guidelines for establishing a fertility policy that empowers women in the workforce. There is a strong correlation between China's population and its policy regarding women's employment. The procedure can alleviate the labor load of women.

### 1.3 Problem Statement

Research (Qiao et al., 2021) shows that women's reproductive and maternal health is essential for rapid economic growth and sustainability. Moreover, problems with Chinese individuals are of great value and significance, even if they do not influence individuals outside of China. Nonetheless, they must be resolved by the Chinese government, as the Chinese population comprises one-fourth of the world's inhabitants. The Chinese government has enacted new regulations to establish a fertility policy for women's employment in China. The implementation of this policy faces several obstacles or complications. This policy has created discrimination between men and women, and the government could not implement the fecundity policy in an ideal manner (Connelly et al., 2018). Since establishing this policy, males have borne a disproportionate share of the labor load. The government must determine the proper policy procedure to prevent discrimination (Deng et al., 2021). The government examines the policy to determine which can assist the hesitant woman in obtaining employment.

### 1.4 Research Aim

China's fertility policy has the highest priority regarding Chinese women's employment, the stability of the Chinese economy, and sustainable social development. Despite this, the applicability of the fertility policy has also posed a challenge for the Chinese government, as male employees view it as a burden for male employees and a manifestation of gender inequality. This study examines the impact of China's Fertility Policy adjustment on female employment. In addition, this study will focus on the obstacles encountered by the Chinese government during the implementation of the Chinese fertility policy. In the context of male and female Chinese employees, it will also propose several innovations that can address the obstacles and overcome the problem of gender discrimination.

### 1.5 Research Objectives

Research objectives refer to the points and aim the researcher has focused on for conducting the research. The objectives thus focused by the researcher in the context of current research work have been described below:

- To analyze the concept of China's Fertility Policy.
- To interpret the impact of China's Fertility Policy adjustment on Female Employment.
- To analyze the challenges of implementing the fertility policy on Female Employment in China.
- To suggest some recommendations to overcome the challenges of implementing the fertility policy on Female Employment in China.

### 1.6 Research Questions

Research questions focus on the main questions answered by the researcher in the study, thus conducted based on the objectives focused during the research. Based on the objectives of the current research, the following are the research questions therefore resolved by the researcher in the present study:

- What is the concept of China's Fertility Policy?
- What are the effects of China's Fertility Policy adjustment on female employment?
- What are the challenges of implementing the Fertility Policy on Female Employment in China?
- What are the possible ways to overcome the challenges of implementing the fertility policy on Female Employment in China?

### 1.7 Indications of Methodology

Proper planning and execution are required for a successful field study. While numerous factors and explanations exist for why the proposed research will be successful, selecting the appropriate search strategy is one of the most challenging and perplexing decisions (Vandenbroucke, 2016). Because the investigation will determine the methods pursued, it is crucial to consider the research methodology to support the study and data acquisition techniques. If the researcher selects an appropriate study design, they can collect the necessary data and accomplish the study's objectives.

## 1.8 Research Rationale

China has adopted a fertility policy to assist women in the workforce. The Chinese government has introduced new norms for implementing its fertility policy. This policy benefits women who are pregnant or carrying any material. It is a policy that can lessen the workload. The procedure may present the government with difficulties and lead to discrimination among the country's citizens. Consequently, it is now a significant issue in the country, and the government is attempting to resolve its problems (Gao, Song, & Timmins, 2022). To yield positive results for the nation, the policy must be established in an integrated manner.

The Chinese government enacted this policy to lessen the labor burden on women. Due to their children or domestic responsibilities, married women face many obstacles in the workplace. There are more negative issues with the policy's implementation. The inability of the government to enact it in an integrated manner has a negative impact on the employment sector (Gietel-Basten, Han, & Cheng, 2019). Additionally, a negative influence on China's employment sector will have a negative effect on China's economic development. The government attempts to reduce the labor burden on women, but doing so could undermine equality in the country.

## 1.9 Research Significance

This study examines the Chinese government's implementation of its fecundity policy for women. This research identifies and offers a solution to the problem of women's employment in the country. The Chinese government has enacted new employment regulations for women so they do not face any obstacles. This policy attempts to collaborate with women who have children in the workplace. The government assists women in finding employment, but this policy causes significant national problems (Hantrais, Brannen, & Bennett, 2020). This policy creates discrimination among the population, a problematic aspect of Chinese fertility policy that must be effectively addressed.

## 2. Literature Review

### 2.1 Introduction

This initiative examined the influence of adjusting scheduled female employees' chins on their fertility. In every central region of the globe, the women's wage market is negatively correlated with rising levels of wealth, a disregard for family planning, and current prophylactic utilization. Thoroughly measured evidence indicates that these occurrences persist for non-agricultural work. In this investigation, we have compiled statistics using additional hands. It shows its application in the second method. The global status of women has undergone extraordinary transformations in recent history. In the past century, there has been a global expansion of support for women's labor force participation, which is a striking change.

### 2.2 Theoretical background

The decisions humans make regarding childbirth are significant because they have a profound and long-lasting impact on the future of numerous nations and are highly relevant to the global population (Clarke, 2018). In addition, the "economic theory of fertility" supports the concept of fertility (Hu & Chiang, 2021). According to the economic theory of fertility, the declining fertility rate may result in an unstable economy because it will lead to the development of an aging population. As China is home to a large proportion of the world's population, this will present China with healthcare challenges. However, the Chinese government is working on the fertility policy and attempting to make it acceptable for both male and female employees to work in organizations to prevent inequalities and support the Chinese economy.

### 2.3 Concept of China's Fertility Policy

China's fertility policy refers to a low birth rate, which has resulted in a more significant increase in China's elderly population than its younger population. This perspective has provided the rationale for modifying the Chinese fertility policy (Marois, Gietel-Basten, & Lutz, 2021). It is widely believed that China's falling fertility rate is

predominantly the result of strict population control laws and socio-economic development. Nonetheless, no exhaustive statistical analysis of China's population management exists.

According to [Connelly et al. \(2018\)](#), China's population policy has been predominantly referred to and viewed as a one-child policy for over two decades. At least three distinct authors have contributed a description. First, since 1980, a significant portion of the Chinese birth rate has been required to adhere to the one-child-per-couple restriction due to China's reproduction strategy ([Huang et al., 2019](#)). Second, although significant changes have been made to this original program over the past 25 years, most of these enhancements have occurred on a regional scale, making it challenging to summarize and define the program nationally effectively. Because the Chinese government does not want to appear to be caving into international criticisms of its population control program, the administration may not have done much to explain its strategy or make public adjustments. Thirdly, measurements and interpretation of previously unavailable local-level child-bearing control data are required to comprehensively represent China's reproductive regulation ([Huang, Lei, & Sun, 2021](#)).

Additionally, China's fertility policy was changed from a one-child policy to a two-child fertility policy in 2016, allowing Chinese families to increase their family size by two children. This action was also taken to combat the problem of China's aging population ([Liu & Liu, 2020](#)). However, research on alterations to China's fertility policy is still required because previous studies did not find it more effective.

Before summarizing provincial birth governance laws, researchers briefly examine the politics of inhabitants' policymaking in contemporary China and then summarize provincial birth governance laws. China has entered a new era due to the numerous amendments made to the country's fertility policy by the Chinese government. In addition, the 2013 merger of the National Family Planning Commission and the Ministry of Health suggested that birth control in China should be deemphasized because China's aging population will cause health problems. It will be difficult for the Chinese government to deal with such a large volume of issues ([Alpermann & Zhan, 2019](#)). This study examines the complexities and difficulties of China's fertility restriction strategy. Researchers predict the regional reproductive

rates, assuming that every engaged couple gave birth to children at the rates permitted by regional law, using data on reproductive policy collected from 420 regional capital entities in China, the administrative entity below the provincial.

**Size of population aged 60 and above and ratio of population aged 20–59 to population aged 60 and above, China, 2012–2030 (based on an assumed total fertility rate of 1.47 births per woman)**

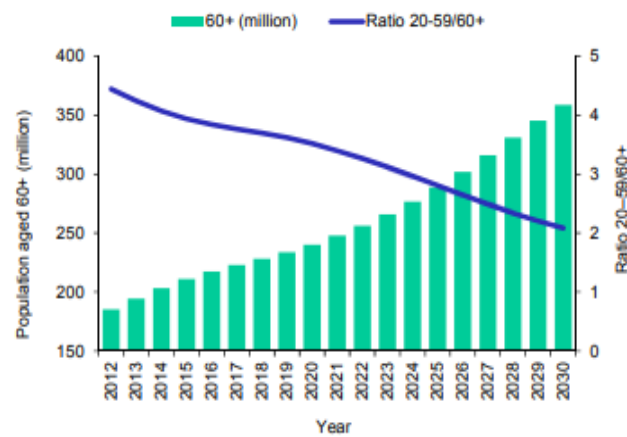


Figure 1: Population Growth in China  
(Source: [ResearchGate, 2022](#))

## 2.4 Effect of China's Fertility Policy Adjustment on Female Employment

Various nations are now concerned about working women to sustain economic growth in the modern era. This is the case in China, where women are employed in organizations. Despite this, they continue to encounter many obstacles while working in Chinese organizations relating to their child-bearing status; we can say that the burden of work on women is more significant than their pay. This is why the Chinese government prioritized a policy that allowed women to rest in the workplace during their fertility period. According to research ([Luo & Chui, 2018](#)) here are three stages of women's employment throughout the world, with the first stage referring to women's domestic labor, the second to the maternal relationship between child health and child-bearing, and the third to women's paid employment outside their homes. The Chinese have also passed through each of these stages. Nonetheless, Chinese families are currently in the third stage of employment, where women are granted the same opportunities as men to work outside the home to support their families.



Women's child-bearing remains a significant issue that leads to significant bias in firms' hiring decisions, even though occupational inequality against women is being increasingly addressed in the labor market. According to [Hantrais et al. \(2020\)](#), the economic concept of this family's foundational studies demonstrates the connections between reproduction preferences and work sector behavior, despite the fact that both substantially influence the number of hours spent at home ([Koniyo, 2022](#)). The global decline in child-bearing and the rise in female labor force participation over the previous century may represent a coherent demographic change cause. This "motherhood penalty," essentially the cost of having children and providing for them, results in substantial wage gaps between men and women in the workplace. Regarding reproduction, women were unjustly discriminated against everywhere, particularly in developing nations like China. For instance, of the 65,956 female participants in the 2020 Report Released on the Condition of Chinese Women in Employment, 58 percent reported being asked about their marriage and motherhood status while applying for jobs, 27 percent said facing regulations due to their sexuality, and 64 percent believed that "childbirth seems to be an unavoidable liability for women" ([Leatherdale, 2019](#)). Consequently, it is regrettably evident that women are subject to workplace harassment based on their plans to have children. The People's Republic of China's Recruitment Publicity Legislation, which aims to ensure fair workplace treatment, states explicitly in its third section's article 26 that "Employing units shall focus on providing equivalent workplace opportunities and fair workplace circumstances to employees; stereotyping in getting hired has been restricted" when interviewing employees or conducting career intermediary operations ([Li, 2020](#); [Mitchell, Wilson-Mah, & Van, 2022](#)).

**Major demographic and socioeconomic indicators, China, 1990–2010**

Indicator	1990	1995	2000	2005	2010
Population (million)	1135.19	1204.86	1262.65	1303.72	1337.71
Life expectancy (years)	69.47	70.33	72.14	74.05	74.89
Total fertility rate (births per woman)	2.50	1.75	1.51	1.59	1.65
Per capita Gross National Income (GNI), purchasing power parity (PPP) in current international dollars	800	1,480	2,340	4,090	7,510
Percent urban	26.4	31.0	35.9	42.5	49.2
Secondary-school enrollment ratio (% gross)	37.65	52.24	62.09	n.a.	80.05
Tertiary-school enrollment ratio (% gross)	3.04	3.67	6.75	17.74	24.34

Figure 2: Demographic and Socio-Economic indicators  
(Source: ResearchGate, 2022)

## 2.5 Challenges Due to Implementing the Fertility Policy on Female Employment in China

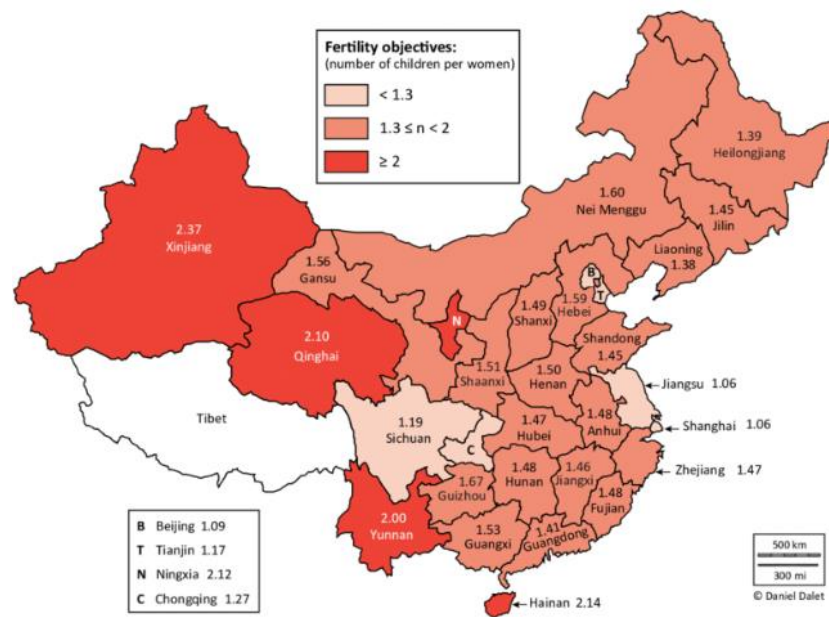


Figure 3: Fertility Objectives in China  
(Source: ResearchGate, 2022)

This investigation employs the ProFamy expanded cohort-component extrapolation method and the same 2010 Censuses data to evaluate demography aging comprehensively. The findings indicate that Chinese residents will age swiftly and significantly regardless of the circumstances. Regrettably, particularly in comparison to the previous strict birth law that was left unaltered and the late decision to adopt the two-child for only married people guidelines, a universal two-child law with empowering appropriate separation distance would establish somewhat improved demographic conditions in the future concerning the proportions of adults, oldest-old, and older vacant family units; labor force and population (Likhanov & Lopatin, 2020). It proposes three government initiatives essential for China's long-term development, all supported by substantial empirical study findings. Initially, they advocated a rapid transition to a two-child policy for everyone. Researchers explain how this is highly plausible and will not result in a baby surge. Second, gradually increasing China's exceedingly low retirement rate could assist in preventing significant pension deficit issues. Third, to continue developing remote old

age coverage systems, which would alleviate more severe aging problems in rural areas than in urban areas. With the help of these three government initiatives, China may be able to devise strategies to effectively address the significant challenges of population growth and aging families. Researchers investigate the effects of China's demographic government policies, including the reduction of stress on China's ecosystem and assets, the decline in birth rates, the unexpectedly rising male-biased gender proportion at birth (SRB), the impending workforce scarcity, the accelerated aging of the demographic, and the eradication of race and ethnic diversity (Liu et al., 2020).

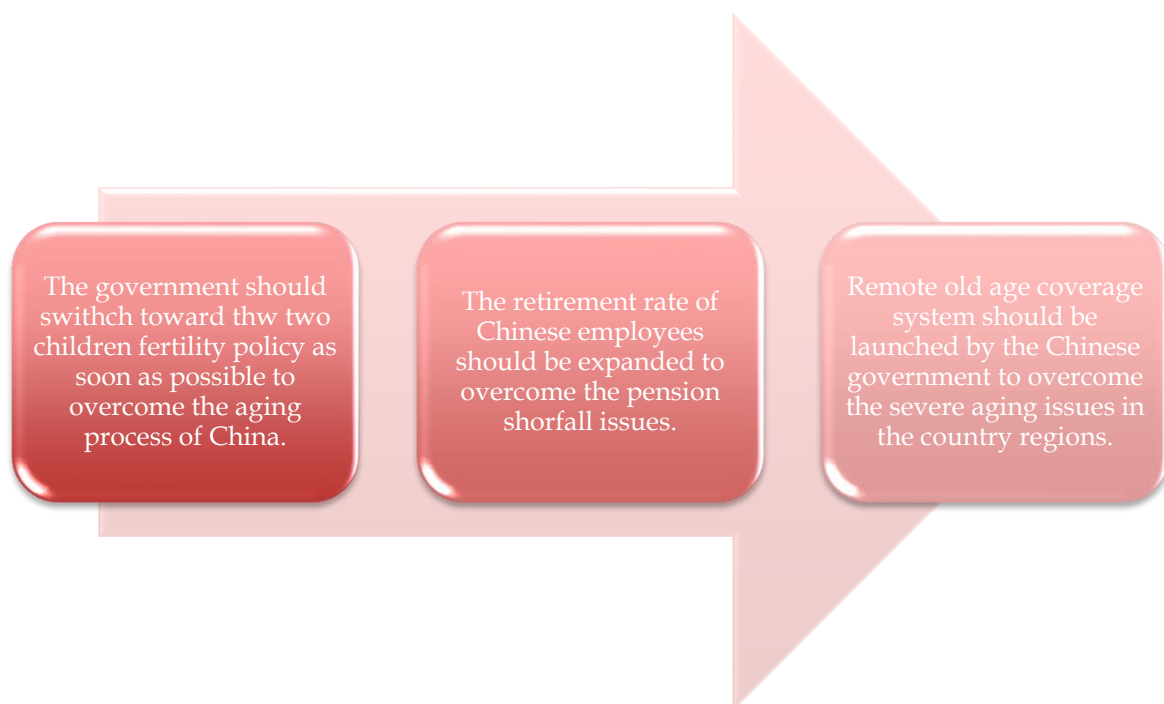


Figure 4: Governmental initiatives necessary for sustainable progress of China

(Source: Author generated)

## 2.6 Recommendations to overcome the challenges due to implementing the Fertility Policy on Female Employment in China

The implementation of China's fertility policy has resulted in several complications. The greatest obstacle is gender inequality, as male employees believe this fertility policy prioritizes women. The Chinese government should enact the necessary changes to surmount these obstacles and support China's economic development. More research is required regarding the recommendations in the context of China's fertility policy.

In addition, China's fertility rate declined during the 1970s at a rate unmatched by any other country during the same period. In addition, the regulations that contributed to the significant decline in child-bearing had unfavorable consequences, particularly the financial and psychological strains imposed on Chinese households. This essay analyzes problems with and solutions for China's restrictions on the number of newborns assuming that the Chinese government will stabilize its population at 1.2 billion by 2023 (Liu, 2023). This investigation's first section, published in 2000, examines the anticipated population segment and the socio-economic consequences of existing and previous initiatives. The merits of numerous regulatory alternatives versus the current one-child regulation were then discussed, most of which were variations on the two-child rule. The ultimate objective was to demonstrate whether a two-child strategy could be as effective as a one-child one in achieving China's macro-demographic goals if combined with delayed child-bearing. According to the original study's projections, it would be possible to limit population growth to less than 1.2 billion by 2000 if a stop-at-two regulation and a restriction on the age of first child-bearing were strictly enforced. The two-child strategy may be substantially easier to implement. It would have fewer negative effects on the community and the business, even though it would likely be just as effective as the current program at reducing population growth. Strategies to address aging and abysmal child-bearing in nations enduring moderate or negative growth were constantly being developed (Belsie, 2019). Therefore, it is recommended to conduct additional research on the potential effects of demographic strategies on diverse social organizations, social groups, and fertility patterns and tendencies.

## 2.7 Literature Gap

Most literature papers lack the proper structure because the proper concept cannot be grasped. Due to China's aging population, the country's compensation scheme faces significant challenges. China modified its retirement and child-bearing policies considerably to mitigate the adverse effects of an impending generational transition. This investigation focuses primarily on determining how subsequent changes have impacted the economic viability of China's Urban Staff Members' Retirement System. Due to insufficient financial resources, the researcher cannot purchase the paid sources

(Miladinov, 2021). Additional legislative initiatives should be developed to promote childbirth and retirement deferral, such as household assistance legislation and carefully formulated pensions scheme overhaul regulations. According to estimates, a disparity in the retirement system could emerge in the late 2020s if current policies continue.

### 3. Research Methodology

#### 3.1 Introduction

The chapter on research methodology describes the methods and tools used by the researcher to analyze the concept of China's fertility policy, the impact of fertility policy on women's employment in China, the difficulties faced by the Chinese government in implementing the fertility policy, and recommendations for the Chinese fertility policy. The chapter begins with an analysis of research paradigms and the interpretation of a particular research philosophy in the context of the current research, followed by an explanation of the research design and approach to the intended research specifications. The following section describes the researcher's sampling and population strategies for obtaining data for research purposes and some research ethics that were considered. The chapter has been summed up to provide a concise overview of the entire chapter.

#### 3.2 Research Philosophy

Numerous researchers proceed with their research methodology by making certain assumptions about the conducted study. These hypotheses make it simple for the researcher to finalize the philosophy necessary to continue the research methodology. The research paradigm is the conceptual framework or philosophical foundation. It interprets the researcher's perspective on the research (Held, 2019), and paradigms are defined as human perspectives and constructions. In other words, a paradigm is a perspective on the methods used to collect, evaluate, and apply information about a subject.

In contrast to divine liturgy, the term pragmatism encompasses a variety of academic ideologies. Therefore, the study's objective is the transformation of what is thought into what is known, from dialectical materialism to episteme. The methodology, sometimes called qualitative interpretive psychology, requires the

researcher to comprehend a variety of study-related elements; as a result, the interpretive paradigm promotes academic cooperation in the existing literature (Pinto, Posadas, & Shapira, 2021). Furthermore, the interpretivism research philosophy refers to qualitative analysis of the perspectives and values of respondents. The academicians utilized expressiveness inquiry because it is based on the premise that environmental constructions, such as the exchange of knowledge, consciousness, and shared perspectives, are the only means by which truth can be attained.

### 3.3 Research Design and Approach

There are various types of research methodologies. These approaches are determined based on the research questions, as the research questions serve as the basis for determining the essence of the research. The research approach may be inductive or deductive, depending on the nature of the research queries. When conducting a qualitative study, the researchers employ an inductive approach. It requires in-depth knowledge of the research questions because it involves the development of novel theories within the study context (Woiceshyn & Daellenbach, 2018). However, this study utilized a logical approach because it is interested in comprehending the subsequent topic and constructing a well-reasoned critique to support the claims. Consideration of a fact through the lens of a discrete plan has been designated as deductive reasoning (Piriu, 2022). In addition, deductive reasoning entails the formulation of hypotheses based on fragments of evidence gleaned from previous literature reviews that satisfy the nature and requirements of the present study. In addition, the study employs analysis techniques to explain why a particular endeavor possesses a specific set of characteristics following its technological needs.

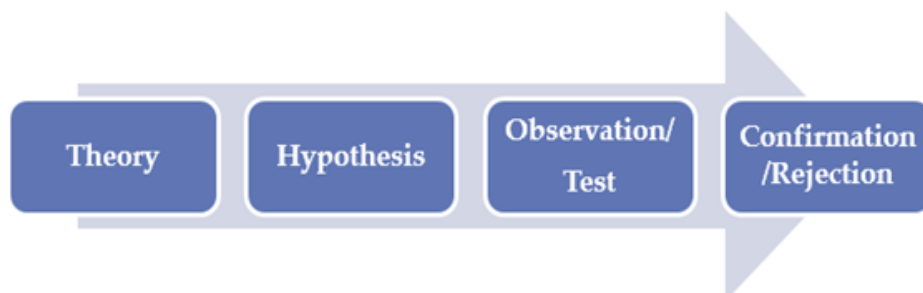


Figure 5: Deductive Approach  
(Source: research methodology, 2022)

### 3.4 Data Collection and Sources



Figure 6: Qualitative Data Collection Method  
(Source: [QuestionPro, 2022](#))

The study employs qualitative analysis to provide a detailed, comprehensive account of a location or interaction. This includes techniques such as validation testing, evaluations, and publication. Moreover, qualitative analysis refers to the in-depth interpretation of collected data by getting near the research phenomenon and is also called the iterative research methodology ([Aspers & Corte, 2019](#)). In these situations, an interpretive perspective is typically preferred over a logical one. The secondary investigation, which enables experts to delve deeply into the connection and increase the confidence interval, results in additional developments or increased production. To explore causation without placing people in danger, it would be prudent to use purposeful quantitative sampling because it has a long and easy-to-use development history ([Campbell et al., 2020](#)). Research about therapeutic medications or procedures would be more appropriate. In randomized, both the experimental and control events co-occur, preserving the status quo of therapies ([Bhat, 2019](#)). It may be comparable to teamwork abilities in group projects where various individuals are assigned to study subjects. This requires comparing a contemporary medication or method to a placebo or a validated program (the control). Randomization occurs between replicates within a Trial. When using a previous research strategy, the same subject is administered twice or more in succession; consequently, each topic functions as its reference.

### 3.5 Sampling

In this study, the researcher employed the standard random sampling technique, which is simple but intriguing. However, when each item in a collection has a chance of being selected at random, the purpose of this method is crystal apparent (Bairu, 2015). Since no subjective judgment is permitted in the selection process, it is the least susceptible to potential conflicts of interest. The researcher can select any item of literature from a vast online selection. He may choose the titles of fifty or more distinct categories of literature based on his interests. The choice is random because each piece of online literature can be selected, and the sum equals the entire body of literature (Dudovskiy, 2019).

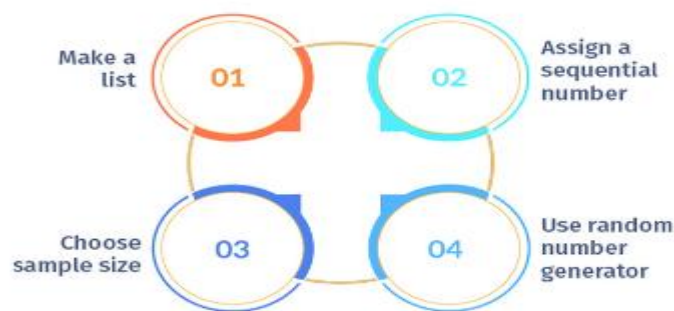


Figure 7: Simple Random Sampling  
(Source: QuestionPro, 2022)

### 3.6 Ethical Considerations

Certain factors must always be considered when writing a research paper; otherwise, the investigation and respondents may suffer (Vergeles, 2018). The original study validated these commendable moral recommendations. Following research ethics, participants' social and personal values are safeguarded, and their privacy is prioritized during data acquisition. In addition, research ethics ensure the integrity of the data collected by the researcher and the dependability of the results derived from their analysis. It assisted in bringing the investigation to the media's attention and compiling all expert testimony. Several techniques, including components from unbiased sources, precisely define the fundamental measure (García-Arroyo et al., 2022).



### 3.7 Summary

In this research study, the investigator employed these strategies and procedures to ensure the accuracy and clarity of the content. Each technique and approach was chosen based on the study's knowledge. The user will always choose to read a piece of writing if it is easy for them to relate to and they can quickly locate the information they need to read. Otherwise, the researcher's endeavors to communicate this work will be in vain. To adequately elucidate the data analysis results, the researcher employed the most effective methods, such as a logical approach. A fundamental understanding of the method is necessary to produce reliable, reproducible, and therapeutically acceptable outcomes. Before the start of the research, the study plan and its components must be developed, and the study protocol must be adhered to throughout (Shittu & Abdullah, 2019).

## 4. Results

### 4.1 Concept of China's Fertility Policy

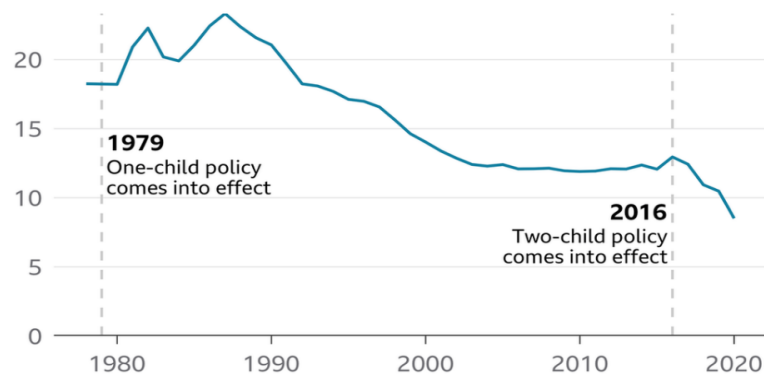


Figure 8: Fertility Rate in China  
(Source: [Federal Reserve Bank, 2022](#))

After analyzing the data compiled from secondary sources, everyone will understand China's fertility policy. China's fertility policy was established to reduce the work burden on women and control the country's population. Consequently, the Chinese government has implemented a one-child policy, which may have lasting effects on the Chinese population. It attempts to assist hesitant women or promote them to positions of prominence. Since 1980, the declining Chinese population has

necessitated a substantial segment of China's fertility policy (Snyder, 2019). The primary objective of the fertility policy is to reduce women's discomfort in the workplace and increase their interest in their employment (Vu, Tran, & Phung, 2021). The Chinese government manages the policy so that no problems can arise in women's employment.

#### 4.2 Effect of China's Fertility Policy Adjustment on Female Employment

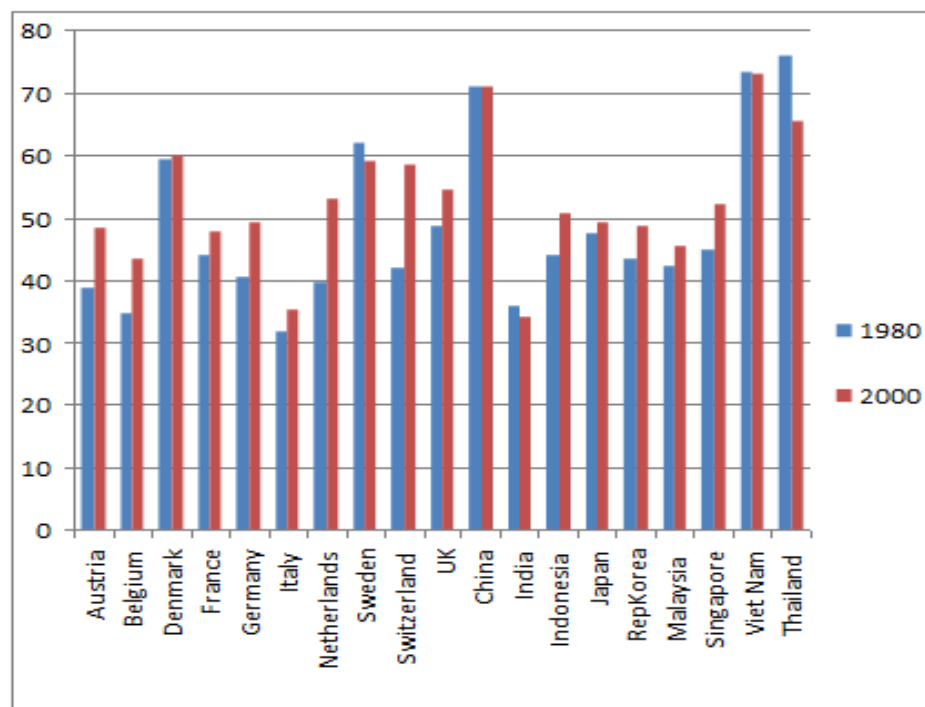


Figure 9: Female Employment Rate in China  
(Source: NBER, 2022)

The Chinese fertility policy has two main effects: positive and negative. The government has introduced new rules for implementing the fecundity policy to reduce women's workload. With this policy in effect at their workplace, the women feel at ease and become engaged in their work. The policy offers women flexibility in their work, allowing them to increase their productivity quickly. This policy faces considerable obstacles. This policy creates disputes in the working sector (Wei, Xue, & Wang, 2018), posing significant difficulties (Wei et al., 2018). This policy has fostered discrimination and undermined human equality. Male employees demand the same benefits from their industry, as their pay is identical. A significant amount of unrest

may be caused by a policy that cannot achieve equality. Consequently, the government must work to eliminate any discrimination associated with this policy.

### 4.3 Challenges Due to Implementing the Fertility Policy on Female Employment in China

China's implementation of a fertility policy has created several formidable obstacles. The primary concern is discrimination, which can reduce gender equality in the workplace. It has a negative effect on the reproductive system, resulting in decreased fertility. With the implementation of this policy, the relationship between male and female employees has disintegrated (Zhang, Li, & Tang, 2022). The government cannot approve the procedure in a manner that would produce a positive outcome. The government must be concerned about the harmonization that this policy undermines. This discrimination threatens the country's economic growth, posing a significant problem for the nation. This policy faces substantial obstacles that hinder the expansion of the economy. It aids in lightening the labor load for women but cannot do the same for men.

Table 1: Challenges regarding the fertility policy of China (Source: Author generated)

Challenges Faced for Implementing China's fertility policy	
1.	Gender discrimination
2.	Negative impact on child-bearing status leading to low fertility rate.
3.	The relationship between male and female workers has been lost.
4.	Harmony among people has been affected badly.
5.	The decline in economic growth
6.	Reduces the work burden of female but not male employees.

### 4.4 Recommendations to overcome the challenges due to implementing the Fertility Policy on Female Employment in China

China's government must take the necessary measures to implement a policy that will reduce discrimination. Discrimination is a major issue that the government

must address. The government must attempt to reduce the workload of male employees. They must comply with the request of male workers and strive to eliminate discrimination in the country. The Chinese government has enacted a fertility policy for women's employment to provide them with work respite and address the issue of child-bearing. In maintaining this policy, the government must uphold equality. This policy influences the development of the nation's economy, which can encourage women's employment. The government must implement this policy to reduce the nation's significant challenges. The Chinese government must work to eliminate any discrimination and adverse effects associated with this policy.



Figure 10: Recommendations for overcoming the challenges of fertility policy  
(Source: Author generated)

## 5. Discussion

Increased birth rates, such as fertility-relaxing approaches, can enable women to have more children. Still, they may negatively affect and improve women's labor market outcomes, according to the analysis of the collected data. China may be an especially significant location for examining the relationship between women's economic status and maturity due to its rapid rate of economic development, vast population, and contested family planning practices.

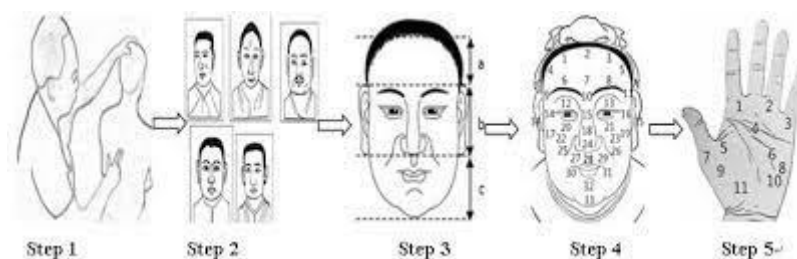


Figure 11: Domestic Physiognomies  
(Source: [Vergeles, 2018](#))

This study investigates the impact of domestic physiognomies on women's businesses, reflecting arguments about the costs of fundamental change in family time allocation and organization theory. Attitudes Conjugal status has a multifaceted influence on women's Labour drive cooperation. Even if a spouse shares childcare responsibilities, if a woman has time for paid work, a husband's stable income enables a woman to give birth. According to the collected data, 58 percent of the 65,956 female participants in the 2020 Report Released on the Condition of Chinese Women in Employment reported being asked about their marital and motherhood status when applying for jobs, and 27 percent said being subject to regulations based on their sexual orientation.

The most significant effect variable is female labor urge support. As our scope encompasses both urban and rural areas, we define women's efforts as activities that generate income instead of work for pay. In any event, it is essential to require a comprehensive accounting of all income-generating activities. Work takes into account provincial ranges. CFPS could be an alternative work program that includes rural family labor, rural employment for other families, non-agricultural wage work, personal self-owned businesses, and self-employment.

Territorial differences in business models are significant, with city-dwelling women dominating urban areas. Women are more likely to labor in rural areas than in urban areas. Another possibility is that low-income levels are typically incompletely clarified, and rural areas have a broader social and well-being protection scope. The explanation may be the overrepresentation of agricultural work in rural areas, which are sparse in terms of employed hours and effort area compared to many non-agricultural occupations. It is hypothesized that regulations aimed at the endogeneity

of effort eliminate the effects of salary and wealth that significantly influence maturation in China. At the same time, female work substitution has a negative impact. If parents in China violate the one-child policy, they can pay a fine due to their high income and wealth. Since covariance prevents us from counting labor and salary (for women) in the same relapse, the non-instrumented work coefficient has both impacts, pushing in opposite directions. Once we control for business, the direct effect of female salary disappears, revealing the negative impact of non-farm business on maturation. Moreover, the influence of wealth on business may be minimal.

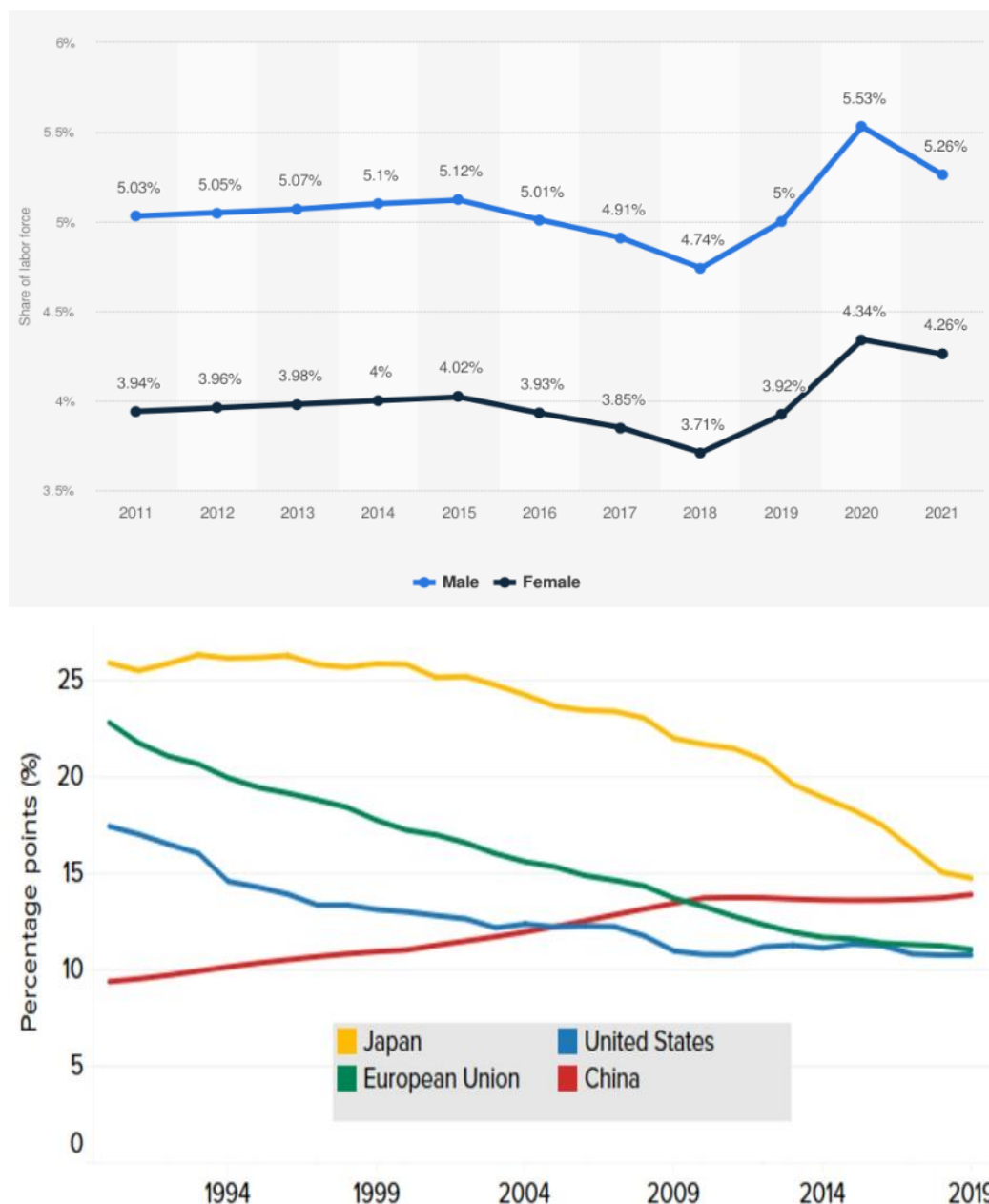


Figure 12: Gender Gap in Labour Force Participation  
(Source: Connely et al., 2018)

## 6. Recommendations

### 6.1 Recommendations for the Research Paper

Our consideration expands the literature on business separation due to women's marital and child-bearing status. Responses to job postings that include arbitrary data about candidates and married women receive fewer meet-and-greet invitations than unmarried women, whereas men are unaffected by their marital status. In addition, women, not men, are separated in the Chinese labor market due to anticipated family obligations.

Married women searching for part-time work prefer those with more experience over those with young children. In expansion to conjugal and child-bearing status, a woman's age presents an opportunity to assess prospective wealth. Determining whether age or child-bearing status contributes to employment segregation is difficult. A few factors consider age to indicate forthcoming marriage and child-bearing potential, and containers are still used to determine whether a female candidate is still in the reproduction stage. In this scheme, tranquil information is coupled with the technique for subordinate details. On the plan, all particulars are written concerning the additional pointer and the plan itself. This article focuses primarily on the influence of the fruitfulness rule on modern-day China's female population. Suppose they ingest tranquil primary information. Therefore, the data remains applicable to this undertaking. In the meantime, this material technique demonstrated the actuality of the China female employment effect intended by this rule.

### 6.2 Recommendations to the faced challenges due to China's Fertility Policy Adjustment on Female Employment

**Labour Force Participation:** In China, the general labor constraints support level decreased from 79% to 64% for women and 88% to 77% for males due to the economic shift.

**Occupational Segregation:** Women are more likely than males to be employed in cutting-edge, low-paying services, a global phenomenon. In addition to occupational segregation, China has a wealth of female employment standards.

**Female Leadership in Business:** China's rapidly expanding private sector has created untapped opportunities for anyone from small business owners to corporate executives. According to a later administration snowy newspaper, approximately one-quarter of commercial visionaries are female, and the majority (55%) of modern Mesh enterprises in 2013 were recognized.

**Unpaid Work:** In China, where the first large-scale study of time utilization revealed gendered patterns of time assignment across three activities – paid work, unpaid work, and non-work activities – the disproportionate burden of unpaid labor experienced by women is also substantial.

China's transition from a poor and organized economy to a financial behemoth appears to have eroded a few previous national gains in sexual orientation balance. This is frequently reflected in declining female labor restriction interest, a widening sex wage gap, and a significant lack of female representation in commerce administration and management.

## 7. Limitations

The wealth level at a predetermined level remains the number of live births to women of that age during the year as a proportion of the average yearly population of women of that age. They have written a small amount of information to ensure that this review continues to be a part of the subsequent section. However, the fundamental data for this study come from experience. China's policy adjustment for female fertility is significant. It could be necessary for the female employees of modern Fine China. This strategy is affected by China's mandible fashion. However, COVID-19 continues to impede the primary method in this study.

## 8. Conclusion

The Chinese fertility policy has been determined to have two main effects: positive and negative effects and adverse effects. This study or chapter describes the concepts and impact of China's fertility policy. This study examines the significance of a policy that can provide some benefits to female employees. The difficulties of the policy are described in detail here. This chapter's policy generates a certain amount of



unrest. In this chapter, an essential recommendation regarding the policy has been provided. The government has enacted new regulations for implementing this policy. The purpose of the fertility policy adjustment regarding women's employment has been described in detail here. The impact of the policy and the most significant obstacles are described in detail. The significance of the research and its context have been portrayed here in an ideal manner. The research rationale is described in detail here. This chapter outlines the importance of the fertility policy that assists female employees in obtaining relief from their duties. The central issue of the fertility policy has been described in detail, as has how it causes problems, which has been described in great detail here.

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