

An Research on the Effect of “Work-life Balance” on Fertility Intention of Child-bearing Age Population

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Abstract

As fertility attitude changes and medical technology advances, the birth rate has dropped and the life expectancy of the elderly has increased, China is experiencing a period of "fewer children and younger age" like other developed countries. At the same time, most of the childbearing age group will participate in the labour market competition and face the problem of work-life balance. Therefore, based on the data of the research group "Population Fertility and Public Services", then established a regression model to explore the impact of "work-life balance" on the childbearing willingness of the childbearing age population, finally found that: the current situation of "work-life balance" is positively related to the fertility willingness, while in the expected difficulty of "work-life balance" (opportunity cost) dimension, the opportunity cost of reemployment and the opportunity cost of career development is negatively related to the fertility willingness. Therefore, in order to improve the fertility willingness of the population of childbearing age, the government should play a practical role in improving the market of child care and strengthening the role of intergenerational upbringing of families, so as to reduce the parenting pressure of families, especially professional women, and improve the fertility willingness.

Hypothesis

Hypothesis 1: "Work-life balance" has a significant positive effect on fertility intention.

Hypothesis 2: Opportunity cost of reemployment and opportunity cost of career development have a significant negative impact on fertility intention.

Method

Based on the data of the research group "Population Fertility and Public Services", then established a regression model to explore the impact of "work-life balance" on the childbearing willingness of the childbearing age population

References

- [1] Jihong Duan. Population law and population policy orientation of Socialism with Chinese characteristics: an analysis based on the effect of universal two-child policy [J]. Journal of Contemporary Economic Research, 2021(03):61-70. (In Chinese)
- [2] Xizhe Peng. The realization of the goal of the universal two-child policy requires a holistic package [J]. Exploration, 2016(1). (In Chinese)

Results

1.Descriptive statistical analysis

- According to the results of the questionnaire, only 4.24% of the respondents said they had a complete balance between work and life, that is, most of the respondents said they had "work-life conflict".
- 43.14% respondents who believe that it is very difficult to find a job again after having a child. This also proves that the current unfriendly fertility environment, especially for women.
- According to the survey data, 83.41% of the respondents said that having a baby would have an impact on their career development. Enterprises are generally believed that women after having a baby will spend more time and energy on their family and children, they cannot contribute more to the economic output of enterprises.

2. Empirical analysis

Table 1 Results of the Ordered Logit Regression of fertility intentions on the "work-life balance".

- "Work-life balance" is positively correlated with fertility intention
- The opportunity cost of reemployment is negatively correlated with fertility intention, and the opportunity cost of career development is negatively correlated with fertility intention.

Tabell

	Mode1	Mode2	Mode3
Control variable			
sex	-0.003**	-0.003**	-0.004**
age	0.000***	0.000***	0.000***
Individual annual income	-0.55	-0.52	-0.558
education background	0.005**	0.006**	0.01*
“work-life balance”		0.068	
Opportunity cost			
opportunity cost of reemployment			-0.252
opportunity cost of career development			-0.424
Adjusted R ²	0.0193	0.0215	0.0227

Conclusion

To maximize the release of fertility intention and increase the fertility rate, the country has successively introduced the "single two-child" policy, the "universal two-child" policy and the "three-child" policy. But the fertility rate is still low. Therefore, based on the data of the research group "Population Fertility and Public Services", this paper discusses the influence of "work-life balance" on the fertility willingness of the childbearing age population. The results show that: the status of "work-life balance" positively affects the fertility willingness, that is, the more work-life balance an individual has, the higher the fertility willingness. In addition, in the analysis of the expected work-life balance, it is found that the opportunity cost of reemployment and the opportunity cost of career development negatively affect the fertility willingness, that is, the higher the opportunity cost, the lower the individual's fertility intention. And the relevant government departments need to make corresponding responses in what aspects, in order to improve the fertility of the population of childbearing age to make a beneficial supplement.