

Analysis of Career Development of Women after Delivery -- Based on the Longitudinal Survey of Women and Families in Korea

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Keywords: Fertility, Motherhood, Female Employment, Career Development

Abstract: The incompatibility between female fertility and employment has lasted for decades. Why the employment of females was not improved? This paper analyzes the mechanism of maternal identity in loss of female employment. In view of the representativeness of "low fertility rate - low employment" of female in South Korea, which is relatively similar with China in cultural background with the reference value. Therefore, this article analyzes the changes of career development of women before and after fertility, which includes career sustainability, changes of salaries, career stability, etc. Besides, this article, from the perspective of family, enterprise and society, puts forward the measures and suggestions on the influence of reducing fertility on career of women.

1. Introduction

Women are increasingly seen as the drivers for sustainable development of human. According to UNESCO statistics, their educational level of females has risen significantly over the past decade, and females enjoy higher enrollment rates than that of males. With the improvement of educational level of females, significant changes have taken place in way of family formation, their labor participation is considered to be the main power in the national economy and human development, the labor engagement of females is regarded as the major power to develop national economy and push forward the development of human beings. The income from labour of females is conducive to reduce poverty and improve the family welfare, so more and more policies are rolled out to improve social status and labor participation opportunities of females. However, compared with the employment level of males, the employment situation of females is still not optimistic with low employment proportion, and the posts are not freely chosen[1] and are usually confined to low-wage or labor-intensive sectors[2, 3]. The "low fertility rate - low employment rate" of females in South Korea is endowed with representativeness in the Asian countries, and there are many similarities in the aspect that "males are responsible to earn money in the business dominated world and females are in charge of the domestic matters". As the employment rate and fertility rate of females are in significant decline, so the research on South Korea will provide China with reference for future development.

2. The Impact of Fertility on Careers of Females

2.1. Influence of Fertility on Employment Option of Females after Childbirth

In general, fertility has a great impact on re-employment option of females, which leads to the absence of females with fertility in the market. The problem of fertility of females will confuse the females in their 30s by choosing whether they should stay at home to take care the family or continue their career development. According to statistics that it is unlikely that females will continue their career in the period when they give birth to the first child to the time their child is two years old. 50.8% of new mothers are unemployed or drop out of the labour market, in two years after their first child is born, the employment rate of fertile females re-bounce to some extent, while but there are still 44.1% of reproductive females are unemployed, who will completely drop out of the labour market with the greatest possibility. Longer working hours in South Korea pose a serious

challenge to females trying to strike a balance between employment and childbirth, and employers tend to measure white-collar productivity through 'effort' and face-to-face contact[4-6].

2.2. Influence of Fertility on Job Stability of Females

Fertility will not only drive some females out of the labor market, but also have an impact on job stability of females. First of all, after giving birth, new mothers may be limited by time and personal energy, making them unable to undertake heavy work like childless females and males, and they will voluntarily choose to adjust or change their existing jobs. Secondly, even if the new mother continues to work as hard as she did before giving birth, employers may marginalize or dismiss her in anticipation of a decline in her job performance. Especially in the period from the birth of a child to the age of two, females bearing children are more likely to change jobs. In the cultural background of South Korea, working in the same company for a long time is a better choice, and changing jobs is often a helpless move. Females who change jobs may need to lower the requirements for the employment, which will also have a negative impact on their future development.

2.3. Influence of Childbirth on Salaries of Females

Childbirth can also have a big impact on salaries of females in job. After the birth of their first child, new mothers were significantly less likely to be employed in salaried jobs, as were non-salaried jobs and other occupations -- but not statistically significant. According to statistics, the unemployment rate of females with salaries fell by 46.1 percent, and that of women in non-salaried and other jobs decreased by 4.8 percent. Thus it can be seen that females who continue to work after the first child is two years old will also suffer a severe reduction in salary, which is far less than the salary before the birth.

3. Measures to Reduce the Impact of Childbirth on Women's Careers

3.1. Family Support for Career Planning for Pregnant Women

Traditional gender concept affects the society as a whole, gives men and women of different gender identity and gender characteristics, including "breadwinner" of man and woman "housework" two gender roles, which reflected in "gender stereotypes" internal family thinks her husband is a major economic source family, while women are generally responsible for fertility and housework. Although working fathers today spend more time with their children than working fathers did in the 1960s, they still spend far less time with their children than working mothers. Even though fathers on average spend more time caring for their children than a generation ago, mothers (even those who work full-time) still do most of the parenting in the home. Even men who espoused egalitarian ideologies and ideologically supported their spouses' onerous careers generally did not contribute substantially to housework and child care [7].

With the development of society and the improvement of education level of females, men and women should have equal family status and social status. The transformation of the traditional concept of "men working outside the home and women taking care of the family members" is crucial for women to return to work after childbirth. The whole society needs to realize the importance of men returning to the family. Both females and males are indispensable in the family, females are should not be limited to the financial support, they should provide more diversified support, including the sharing of housework and child , emotional respect and understanding, and so on, studies have shown that when both husband and wife can perfectly take family and career into consideration despite different emphasis(one working outside and the other takes care of the family),the level of satisfaction of both the husband and wife is the highest [8].

3.2. The Support Given by Enterprises to the Career Planning of Childbearing Females

The job principle of "survival of the fittest" is widely adopted in modern enterprises. Under the guidance of the goal of pursuing maximum economic benefits, enterprises will inevitably pursue low employment cost, improve work intensity and demand on employees at the expense of employees' interests. Employees are required to devote full time to their work, but parenting practices also require more careful care than in the past. Increasing responsibilities of taking care of child make it more difficult for females with children to manage their careers. [9] Females in the job market face more penalties after giving birth than other females, including discrimination, rejection, lower income levels and even dismissal.

Based on this situation, enterprises should provide support for females. On the one hand, enterprises should strictly implement relevant national policies and regulations, including maternity leave, maternity subsidies, maternity insurance, delivery costs and other employment protection policies and maternity support policies. In order to alleviate the pressure of female fertility and promote the equality of female employment, many countries in the world have introduced relevant policies. However, the implementation of these policies can be completed with the cooperation of enterprises, which play a crucial role in the equality of female employment. On the other hand, enterprises should provide flexible working schedule for pregnant women and take their family responsibilities into consideration. In the market economy with constantly increasing human cost, human capital determines the development of an enterprise to a certain extent, and humanized management can better retain talents for an enterprise. Enterprises should provide humanistic care for females in child-bearing period and the staff friendly policies (including care support, support their children's education, family health plans, etc.) , as important job resources, can effectively reduce the work-family conflict [10], and, female will not confront discrimination in employment after child birth. As a result, the problem of unemployment after the female fertility can be effectively alleviated, and female employee will show more recognition and loyalty to the enterprise, their work enthusiasm will be given full play to exert their own advantages and stable labor production efficiency.

3.3. Social Support for the Career Planning of Childbearing Women

Fertility issues are related to the development of this society, and the state must formulate some relevant regulations and policies to coordinate relevant issues. In the world, many countries have introduced some policies to share the cost of childbirth and reduce the pressure on professional women to have children. Such as extending parental leave and establishing male parental leave. Sweden was the first country in the world to legislate for paternity leave, allowing women to start up to seven weeks before their due date and allowing parents to cut their working hours by up to a quarter before their child turns eight or finishes first grade. Setting up a male child-rearing holiday and allowing men to share time costs can not only relieve the pressure on women to have more time for their careers, but also alleviate gender discrimination in the workplace.

Japan has also improved the maternity leave system for women, advocating companies to control long hours of labor, guarantee holidays, support men to take parental leave so as to enhance awareness of males in raising children and engaging in housework, and help office workers to achieve a balance between work and life. Maternity allowance will be given during the suspension period. The German government and the Danish government respectively provide maternity allowances to the parents who have children and increase their economic income to reduce the impact of childbirth on the lives and work of both parents. The German government wants to build 230,000 nurseries and extend the number of teaching hours in schools to help working mothers.

4. Conclusion

Fertility is not only a personal issue for females, which, at the same time, has important policy implications for the entire international community. In the context of the declining fertility rate,

serious aging and shortage of young labor force in the world, fertility is of great significance to the development of the country and society as a whole. Fertility is not a problem peculiar to females, while they should be supported jointly by families, enterprises and society. In terms of family, the husband should share the child-rearing tasks and housework, and give respect and support to the female career. In terms of enterprises, national policies should be implemented, humanistic care should be given to females with child bearing and good policies should be established for employees, without discrimination against pregnant women. As far as the society is concerned, a series of measures can be improved to share the cost in child care, including maternity leave, maternity subsidies, medical services, childcare services and so on, so as to ultimately reduce the impact of childbirth on career planning of females.

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