

# *Research on the influencing factors of female teachers' fertility intention under the "three-child" policy based on grounded theory*

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**Abstract:** Since the implementation of the "three-child" policy in China, its influence and response are far less than that of the "two-child" policy. Therefore, in order to deeply study the current situation and root causes of women's response to the "three-child" policy, and then put forward feasible countermeasures for the implementation of the "three-child" policy. In order to explore the fertility desire of female teachers in colleges and universities and its influencing factors, this paper uses grounded theory to analyze and summarize the original interview data, and finally extracts 16 initial categories, 8 main categories, and 3 core categories: family factors, social factors and parenting factors. The research shows that female teachers in colleges and universities have extremely low willingness to have three children. It is of great significance to strengthen the construction of the old-age security system, improve the education security system and consolidate the construction of the trusteeship system and mechanism for providing maternity support for female teachers in colleges and universities.

## 1. Introduction

On May 31st, 2021, The Decision on Optimizing Fertility Policies and Promoting Long-term Balanced Population Development was deliberated and adopted, and put forward for the first time that a couple can have three children, which aroused widespread concern and discussion in society. However, the full liberalization of the "three births" has not achieved the expected policy effect.

Relevant statistics show that women, especially highly educated women, have a low desire to have three children [1]. Looking at the domestic scholars' research on the birth policy, most of them stay under the comprehensive two-child policy, and the research methods are mainly qualitative research, lacking reliable data support. Moreover, the object of this kind of research is mostly the whole female group, and the female group is not subdivided, which makes the application scope of the research conclusion vague [2].

In this paper, R city is selected as the research area by sampling design, and 45 female teachers in colleges and universities are taken as the main research objects. By designing questionnaires and conducting in-depth interviews, grounded theory is used to analyze the real dilemma and realistic needs they face in their fertility wishes, and the survey data are coded step by step to build a model

of influencing factors of fertility wishes. It provides a reference for the timely follow-up of the corresponding supporting measures of the "three-child" policy [3].

## 2. Overview of the research

### 2.1 Research object

In order to ensure the representativeness of the research object, this paper uses the method of combining three-stage sampling (PPS sampling) with convenient sampling [4], selects 45 female teachers in R city undergraduate colleges as the research object, adopts telephone interview survey, follows the saturation principle of grounded theory, and stops the interview when no new information appears in the interview for female teachers [5]. Among them, the main factors considered in the selection of interviewees are age, work and childbearing status, and their information status is shown in Table 1.

Table 1: Research Object Information Table

variable	Genus	quantity	percentage
gender	woman	45	100%
age	Under 25 years old	2	4.4%
	25-35 years old	16	35.6%
	35-45 years old	18	40%
	Over 45 years old	9	20%
Fertility status	One child	17	37.8%
	second child	23	51.5%
	third child	2	4.44%
	Childless	3	6.6%
Willingness to give birth to triplets	low	36	80%
	middle	7	15.6%
	tall	2	4.4%

Among the 45 interviewees interviewed, their age is mainly in the fertile stage of 25 to 45 years old, a few are over 45 years old, and a few are under 25 years old; The interviewees are all female teachers in colleges and universities, including 19 women with one child, accounting for 42.2%; There are 23 people who have two children, accounting for 51.5%, and there are 0 people who have three children; Among them, 9 people, accounting for 20%, are at the middle and high level.

### 2.2 Data sources

(1) Access: Relevant information mainly comes from telephone interviews and face-to-face interviews. In addition, there are online interviews. In this study, the method of sampling survey is used to select and determine the interviewees according to the pre-established sampling conditions, ask thick questions according to the interview outline, and then conduct in-depth interviews according to the specific conditions of the interviewees. Finally, this paper synthesizes the data of all interviewees to form 20 most representative cases [6].

(2) Sampling method: The validity of qualitative research results does not depend on the number of samples, but on whether the samples can answer the questions to be studied relatively completely and accurately [7]. This study adopts the standard sampling strategy, and the sampling object must meet the following conditions:

- 1) Female teachers who teach in R city's colleges and universities.
- 2) Have normal fertility and are not evasive or sensitive to fertility topics.

## 2.3 Coding process

### 2.3.1 Open coding

Open coding refers to the analysis and comparison of the collected original data, and the conceptualization and categorization of key phenomena around the research theme [8]. In order to ensure the authenticity and credibility of the coding to the greatest extent, the result is constantly adjusted during the coding process until it reaches saturation. By sorting out and summarizing the initial concepts, merging the overlapping concepts and screening out the contradictory concepts, it is finally refined into 10 initial categories as shown in Table 2.

Table 2: Open Coding and Initial Category Extraction Results

serial number	Initial category	Representative original sentence
A1,A13,A14	Education problem	We want to try our best to give our children the best education on the basis of our existing abilities, and hope that their children can get better and better.
A2,A20	Family wishes	My family doesn't want me to continue to have children.
A15,A3	Parenting pressure	My child is too young to take care of.
A4	Fertility at an advanced age	I am older myself, and the risk of giving birth at an advanced age is too great, which may also affect the baby's health.
A5	Parenting cost	Giving birth to a child, raising a child and TA's food, clothing, housing and transportation are all a lot of expenses, and we don't have that much money to raise a baby.
A16,A6,A18	working pressure	The pressure of work and competition is too great, and our energy is limited.
A7,A12,A14	Insufficient policy	Children's medical insurance, kindergartens and custody classes are not guaranteed.
A8	quality of life	The life of raising children with more family members is certainly not as good as before. It's okay for us to suffer a little, but not for children.
A19,A9	Endowment security	Now that we all have old-age insurance and community pension, we won't hold back the children in the future.
A10,A11	Father's parenting	I basically take care of the children, breast-feed and do the laundry, and the father of the child doesn't have maternity leave, so he basically doesn't care about anything. It's too tired.

### 2.3.2 Spindle coding

Spindle coding is a process of analyzing the organic connection between the initial concepts formed by open coding, reorganizing them according to certain logical relations, forming categories and reflecting certain ideas [9]. In this paper, scattered and disorderly raw materials are reorganized according to certain logical relations, and various generic relationships between major concepts and secondary concepts are explored and constructed. Finally, according to the types of free nodes obtained by initial conceptualization, eight categories are summarized as shown in Table 3:

Table 3: Preliminary conceptualization and category in spindle coding

category	Preliminary conceptualization
Education cost	Educational idea
	educative process
	Education investment
Medical aspects	Medical security system
	medical service
working pressure	working hours
	Competitive pressure in the workplace
social condition	public services
	Hosting service
Fertility at an advanced age	Fertility risk in advanced age
Income reason	Economic income
	standard of living
Personal will	Like children
	bring up children for one's old age
Children's feelings	Children are lonely

### 2.3.3 Selective coding

Table 4: Selective coding

Principal category	category	Relationship between the two	Initial conceptualization
Own factor	Fertility at an advanced age	part	The risk of childbearing at an advanced age is high.
	Personal will	affect	Love children and add interest to life.
	economic pressures	affect	The economic pressure is high and the cost of childcare is high.
Parenting factors	Education cost	affect	Great educational pressure
	working pressure	affect	Busy work, small children need to be taken care of.
	Children's feelings	part	Children can accompany each other.
	Father's parenting	part	I hope my father will take maternity leave
social factor	Endowment security	affect	The old-age security system is not perfect
	medical insurance	affect	Medical security is not perfect
	Trusteeship system	affect	The child care system is not perfect.

Note: In the relationship column, "part" means that this initial concept is a part of the corresponding category, and "influence" means that this initial concept has an influence on the corresponding category, as shown in Figure 1.

Selective coding process, that is, all levels of generic form a related whole around the core coding. According to the ten categories in Table 4, this paper summarizes three main categories: parenting factors, self-factors and social factors. Parenting factors include education cost, economic pressure, companionship and father's parenting. Self-factors are mainly based on the actual situation of female teachers in colleges and universities to decide whether to have children, from their own considerations, including the influence of age and work pressure; Social factors are mainly medical security, old-age

security and trusteeship system. Based on the above three main category codes, this paper determines the core code of "Influencing Factors of Female Teachers' Fertility Desire in Colleges and Universities" as shown in Table 4.

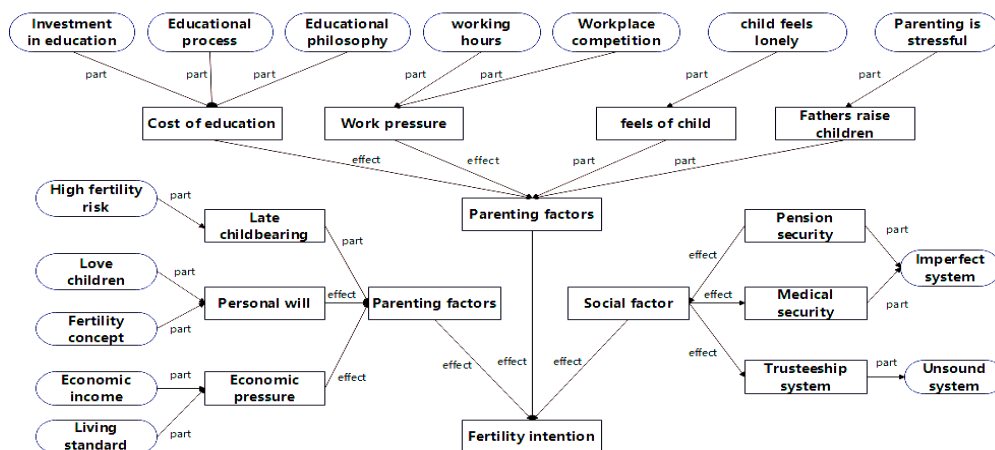


Figure 1: Theoretical model of influencing factors of "triplet" fertility will

### 2.3.4 Theoretical saturation test

In this study, the remaining six interviewed samples are used to test the theoretical saturation to determine whether the sampling is effective or not. The results show that the three main categories-self, child-rearing and social factors-which affect the fertility desire of female teachers in colleges and universities are gradually developing and improving. There are neither new categories nor new initial concepts in the existing categories during the inspection process. Therefore, the test results show that the "model of female teachers' triplet fertility will and its influencing factors in R city" constructed by grounded theory is saturated in theory.

## 3. Conclusions and recommendations

### 3.1 Research conclusion

1) Self-factors. The willingness of female teachers in colleges and universities to have three children gradually decreases with the increase of age, especially among teachers over 35 years old. The reason is that, on the one hand, the reproductive risk of elderly women increases, on the other hand, most female teachers of this age group have one or two children, and the time, energy and economic conditions are relatively insufficient, which greatly reduces their willingness to have children.

2) Parenting factors. In recent years, with the development of China's economy and society and the evolution of modern family structure, children have gradually become the core of family consumption, and the cost of childcare has increased exponentially. Parents with high academic qualifications spend more resources to train their children. At the same time, they need to invest more time and energy in the pursuit of academic achievements, job title selection and position promotion. The comprehensive cost of all aspects makes the female teachers in colleges and universities generally have a low willingness to have three children.

3) Social factors. It is found that female teachers in colleges and universities are mainly subjective in their own fertility wishes, which is independent and autonomous. Highly educated female teachers have a good educational background and advanced concept of fertility, and will comprehensively consider various factors in giving birth to triplets. Some interviewees pointed out that providing infant

care resources with reasonable price, convenient proximity and high credibility will improve the willingness of triplets to have children to some extent.

### 3.2 Enlightenment and Suggestions

1) Expand media publicity and create a good social atmosphere. At present, China is constantly strengthening the construction of multi-category and multi-level news public opinion positions with party newspapers as the core and television and internet as the important means, giving play to the propaganda role of the media in the society, promoting people's understanding of China's three-child policy and creating a high-quality social atmosphere for highly educated women.

2) Improve relevant supporting policies and expand the input of public resources. As people's views on the traditional view of "raising children to prevent old age" have gradually changed, the state should reasonably improve supporting policies, constantly guide social investment and public resources to tilt towards school-age groups, and let women of childbearing age have systematic guarantees such as system, finance, public services and socialized services [10].

3) Improve the employment assistance policy and promote the insurance policy. As far as the fertility environment of the whole society is concerned, most enterprises and employers do not want their employees to have fertility wishes during their employment. Some school-age employees will choose to have fewer children because of work reasons. Therefore, relevant departments should strengthen supervision and management of enterprises and employers to alleviate the contradiction between women's choice of family and work.

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