

Analysis on Employment Discrimination of Female College Students

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Abstract: With the increase of the number of college graduates year by year, it has become an obvious fact that the employment of college students is more and more difficult. As an important part of college students, the problem of difficult employment of female college students is more obvious. The problem of female college students being subjected to gender discrimination in the process of employment has gradually emerged. This paper first analyzes the current situation of employment discrimination of female college students, and carries out a theoretical explanation of their employment disadvantage, and finally puts forward relevant policy suggestions.

Keywords: Female college students; Employment discrimination.

1. Introduction

As a highly educated and high-quality group of college students in the labor market, the phenomenon of "graduation is equal to unemployment" has aroused wide attention of scholars from all walks of life. According to the Tencent-Mycos survey, the overall signing process of college graduates in 2023 is significantly lower than the same period of the previous session. There are unique characteristics of women in the process of finding jobs.

2. Employment Status of Female College Students

According to the survey results of Tencent-Mycos, the average salary of female college students is lower than that of male college students, and the average contract salary of male college graduates and male college graduates is 361 yuan and 332 yuan higher than that of female college graduates and female college graduates, respectively, and the largest gap between the average contract salary level of male and female students is 563 yuan. The employment rate of female college students with the same degree and major is also lower than that of male college students. However, according to Mycos' previous survey on the employment rate of former college students, the employment rate gap between male and female college students is basically the same six months after graduation, but this does not mean that male and female college students are equal in employment, it only shows that some female college graduates have to lower their attitude. Employment is achieved by accepting jobs with lower pay and less professional relevance. In the process of recruiting female college students, some enterprises will consider their disadvantages in travel and overtime. In addition, since female college students will soon face a series of problems such as marriage and childbirth, employers will pay direct or indirect costs for this. Therefore, female college students are in a disadvantageous position in the employment process, both in terms of employment rate and salary. Gender discrimination, especially gender wage gap, has become increasingly serious. This unfair phenomenon has seriously

affected the quantity and quality of employment of female college students, so what are the reasons for such discrimination?

3. The Theoretical Explanation of The Employment Disadvantage of Female College Students

3.1. Human capital theory

"Human capital" refers to the organic combination of human talent and acquired investment. In the 1960s, Theodore Schulz first explicitly elaborated the theory of human capital investment, and broke through many barriers to make it become a new field of economic research, so he is called "the father of human capital". Schulz (1961) argued that the difference in lifestyle between men and women would affect their investment in human capital. Due to family and childbearing reasons, women are unable to obtain continuous employment in the labor market and continuous investment in their own human capital, while men can obtain continuous employment in the labor market, so their human capital investment also has continuity. The different lifestyles of men and women lead to the difference in the amount of human capital investment. In the labor market, employers have adjusted for this difference and are more willing to hire men.

3.2. Theory of personal prejudice and discrimination

The personal bias model of discrimination was proposed by Becker in Discriminative Economy in 1971, which is based on the assumption of the preference of discriminators such as employers, employees or customers. He pointed out that if a person has discriminatory preferences, he is willing to replace one group with another group and pay some extra fees or give up some income. Employer discrimination refers to discrimination caused by the employer's own preference. If an employer is biased against a group with certain characteristics, the greater the actual labor productivity of that group will be reduced. In the case that male and female college students have the same labor productivity, employers with preference discrimination would rather give up part of profits and spend

higher wages to hire male college students rather than female college students. According to the theory of employee discrimination, discrimination is related to race, gender, job competition and friction in the process of work. Male employees are not willing to work with female employees, and they are not willing to accept the leadership of female bosses. Therefore, employers have to adapt to the discriminatory preferences of these employees by reducing the labor demand for women (female college students) or lowering their wages.

The theory of discrimination is that some consumers prefer certain groups of people to provide services to them. For example, in the case of doctors or airline pilots, consumers often prefer men to serve. In order to meet the demand of consumers, employers will hire them less or lower their wages, so the discriminated women (female college students) will accept lower wages if they want to get a position.

3.3. Statistical discrimination theory

The theory of statistical discrimination refers to the fact that due to incomplete information or high cost of obtaining information, the profit-maximizing employer regards the general characteristics of the group as the characteristics of each individual in the group and uses this as the employment standard. In this case, individuals with the same productivity characteristics are treated unequally in employment and wage levels due to differences in the characteristics of their groups, which will lead to statistical discrimination even if there is no personal bias. Therefore, employers refuse to hire female (female college students) or offer lower wages to female college students because the overall productivity of female (female college students) job seekers is low. However, some female college students may have higher quality and ability than some male college students, and the incomplete information about their productivity by employers leads to statistical discrimination against this group.

3.4. Dual labor market discrimination theory

In the early 1970s, Dreig and Pierre (1971) et al. put forward the theory of dual labor market discrimination based on the original theory. According to the theory, the labor market can be divided into primary and secondary markets. Major markets offer relatively high incomes, stable employment, favourable working conditions and opportunities for training and advancement. Secondary Labour markets are characterized by relatively low incomes, precarious employment, poor working conditions and a lack of training and promotion opportunities. Moreover, the rate of labor turnover between primary and secondary labor markets is low. Historically, men were mostly employed in the main labor market due to their job stability, while women were mostly employed in the secondary labor market due to the lack of job stability for childbearing and other reasons, which also led to a long-term discrimination against women.

3.5. Sociological theory

"Gender theory" began in the 1970s, which was developed along with the development of feminist theory and is the crystallization of feminist theory. Gender theory analyzes the essence and root of inequality in human society, and holds that the gender roles assumed by men and women are not determined by biology, but acquired under the restriction of social culture. The roles and status of men and women in society, social expectations and evaluations of gender roles,

gender stereotypes and social perceptions of gender differences are products of society and are, in turn, further consolidated through religion, education, law and social mechanisms. With the participation of the state, it is normalized, institutionalized, institutionalized, polarized, and moulded by social expectations.

In addition, the traditional concept of "men in charge of outside and women in charge" not only leads to the gender division of labor in society, but also leads to women's self-discrimination. As highly educated and high-quality female college students in this environment, they will also take the initiative to agree with the concept of "men are strong and women are weak", reduce their investment demand for human capital and their expectations for future careers, and try to avoid highly competitive jobs when choosing jobs, and are willing to accept simple and single jobs with low pay. Therefore, we need to start from the social gender theory, promote gender harmony, wake up women's subjective consciousness, and gradually improve the problem of women's discrimination.

4. Policy Suggestions on Employment Discrimination of Female College Students

4.1. Establish a sound legal and supervisory system

Although some countries expressly stipulate in their laws the right of men and women to equal employment, it is not operable. Government departments should first issue laws and regulations specifically prohibiting discrimination in employment and define the relevant contents in more detail. For example, it will prohibit employers from signing unequal conditions with female employees, such as not allowing children to be born for a number of years, and prohibit different pay for the same work because of gender differences. Secondly, the supervision and security mechanism should be established. By formulating corresponding punishment policies, the employers with discriminatory behavior should be punished and compensated more. The employers should realize that their discriminatory behavior is not worth the loss, that is, the cost of discriminating against women is much higher than the cost of hiring women, so as to reduce gender discrimination in the employment process.

4.2. Dilute traditional cultural concepts of gender differences

We should widely publicize the Marxist view on women and strengthen the awareness of gender equality. Marx's view of women is the proof of women's ability and plays an important role in promoting the employment of female college students, so it is necessary to strengthen the publicity and study. Marx's view of women

It only recognizes that participation in social labor is an important prerequisite for women's liberation, fully affirms that women play an important role in creating human civilization and promoting social development, that women and men are the creators and promoters of history, advocates equality between men and women, and resolutely opposes the erroneous idea that women are inferior to men and men are superior to women. Call for equal participation of men and women in social labor.

4.3. Improve the job market

As an important link to promote the employment of female college students, the employment market and employment services need to be improved to create a job space for female college students. Job fairs of all sizes and forms can be organized to collect and exchange information on recruitment supply and demand.

Indicators such as the employment rate, the number of graduates and the income after graduation of graduates from various universities and majors are regularly released. Personnel exchange service agencies shall provide special training, service and guidance to female college students, and may set up special departments. Female university graduates who are registered as unemployed after entering the Labour market are provided with free job introduction services, and female university graduates can be actively referred to counseling services.

4.4. Strengthen employment guidance to help female college students find employment smoothly

Nowadays, with the rapid development of the information society, the traditional supply and demand meeting and business information exchange have great limitations. In order to strengthen the construction of employment service system, it must be a joint investment of people, money, and other aspects to promote the modernization of female college students' employment management information system.

Employment information network can be established to realize resource sharing, so that female college students can get employment information most quickly. Career guidance teachers are not only the disseminators of knowledge, but also the career design employment mentors of female college students. They must have high quality, professional ability and professionalism, and better become the disseminators of career introduction and job market information of female college students. Career guidance teachers should give guidance according to each female college student's personality, employment preference, advantage and professional psychological tendency in humanistic spirit.

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