

# Research on the Initial Employment Quality and Gender Comparison of Chinese Female Graduate Student: Based on the Investigation from Five Universities

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**Abstract:** The employment quality of Female graduate is an important and ignored problem. The investigation for 252 graduates graduated from five universities of Jiangxi province in China shows that the initial employment quality of male and female are respectively 81.33 and 80.32, male's score is higher than female. But from the internal structure, the objective employment quality of females is 60.97, which is higher than the male of 60.95. That means female graduate's employment environment is improved and distinctive institutional discrimination is reduced. At the aspect of subjective employment quality, female score of 19.35 is obviously lower than male's 20.38. This is because that traditional gender labor division requires female takes more responsibility for family work, so female has more employment requirements and less profession devotion and has to lower evaluation for profession present and future. For that, female graduate should break restriction of traditional custom, strive for self-improvement. Employers and university also should build modern concept to eliminate the sexual discrimination still hidden in female employment and career development.

**Keywords:** Female Graduate Student, Employment Quality Gender Comparison, Social Gender Theory

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## 1. Introduction

Education and employment is the guarantee for female's basic rights and interests in independence and dignity. Since the reform and opening-up policy is implemented in China, the proportion of female graduate students rises year by year. According to statistics in 2012, the female graduate proportion accounts for 50.36% and 40000 more than male. After graduating from the university, most female become backbones in their companies and devote themselves to economic and social development. On the other hand, with the enrollment enlarging, female graduate employment problems gradually emerge which draws attention from society and academic circles.

From present research status, the research about female graduate employment problems in China can be roughly divided into three categories: The first kind is related to exploring female graduates' employment situation and problems. Such as Zeng Xiaofen (2012) who investigated female graduate status from 32 universities in the eastern,

central and western parts of China. The second kind is about to explore the influence factors of female graduate employment, such as Zhao Yue (2014); Song Han (2006) and Liu Hairong (2007). They investigated the influence factors such as gender, employment intention and professional enterprise's impact on female graduate employment. The third is about the countermeasure research, such as Zheng Xia (2011) and Li Jingyan (2011), they explored female graduate's employment promotion mechanism. Above authors all hold the view that female graduate (hereinafter referred to as the "female") employment quality is not as good as male graduate (hereinafter referred to as the "male"). Although this result is reasonable because of institutional experience. But there are still some problems. Firstly, most of the present researches about female initial employment status preferentially inspect individual employment characteristics. Such as salary condition, occupational reputation, welfare guarantee as well as vocational

development prospect etc. Then based on the above information, we get a overall qualitative judgment on male and female's employment situation. This kind of research method is simple and convenient, depending on intuition excessively but not scientific and existing "the fallacy of composition". Especially on this occasion, current graduates are under employment pressure and whether female overall employment status is really not as good as male. If we want to know what is the difference between them and what is the main reason, we must be conducted on the basis of the investigation about quantitative statistics and gender contrast. Only in this way can we get a scientific conclusion.

Employment quality is core index evaluating comprehensively employment quality, which can integrate systematically independent and dispersed employment characteristic value into quantitative value. That is good for comparing comprehensively men and women employment status in a scientific way. However, the specialized research on present Chinese female graduate employment quality is extremely rare. Based on this, this article introduced the employment quality concept, and we have made a questionnaire survey from five universities in Jiangxi province. The survey is about graduates initial employment quality. From the perspective of quantitative research and gender comparisons, we can explain questions whether female graduate employment status is really not as good as male, what are the differences between them, and what are the causes of these differences.

## 2. The Construction of Graduate Employment Quality Evaluation System

The employment quality is the theory which combines the subjectivity and objectivity, and covers the macro to micro. In the research and practice from China and abroad, the employment quality is also a set of flexible multivariate evaluation index system. For example, the International Labor Organization (1999) firstly put forward the evaluation system with 6 dimensions and 13 index on decent work, which laid the rudiment of the employment quality evaluation system; Economic Commission for Europe (2010) constructed an evaluation system which contains 7 dimensions: wages and benefits, labor time and so on; De-Sheng Lai (2011) established a employment quality evaluation system with 6 dimensions and 50 index, which uses the principal component analysis (PCA) to measure the quality of employment in China. Liu Si built the graduate employment quality system respectively from five dimensions: nature of work, work income, credit contract rate and so on, and used AHP to empower the evaluation indexes.

If you want to evaluate and compare male and female initial employment quality, you need to build related

evaluation system which includes evaluation index, index weight, and evaluation method. The first is index selection. Learning from the research achievements of China and abroad, and according to scientificity, conciseness, accuracy and independence principle, combining with the characteristics of graduate employment, we can select 8 evaluation indexes. The indexes can be divided into two kinds: one is objective employment quality indicator. It focuses on reflecting the objective characteristics of jobs, including wage, welfare, working time, training time, professional counterparts and time in the post. Among them, wage and welfare mainly reflect labor remuneration; working time reflects the labor intensity; training time reflects the normative organization and management and it emphasis on human capital; the professional counterpart reflects the degree of study; the time in the post reflects the stability of jobs. Another is subjective employment quality indicator. It includes occupational expectation inosculation and prospects, which mainly reflect graduates' subjective evaluation to current employment status and prospect. The above 8 indicators include the labor remuneration of graduate employment, security conditions, human capital investment, professionalism, stability, subjective evaluation and expectation of various subjective and objective factors. They are also the result of synthesizing the research literature from China and abroad, so it is reasonable to believe that these indicators can reflect the general picture of the graduate employment quality.

The second is to determine the index weight and grading standards. Index weight adopts subjective weight method; scoring method adopts grade rating scale, which means dividing employment characteristic values into 4-5 levels to collect data, and then according to each level of data, giving different values (out of 100 points). The specific operation method is to send out questionnaire to 30 master's graduate students and 10 teachers and their employers, and then to apply the Delphi method to determine the weights and criteria of the 8 indexes. (Each index weight assignment and the grading standard see table 1).

The last is to determine the evaluation method and its model. The evaluation method of this study adopts grade weighted average method which is current practice throughout China and abroad. Namely after taking a weighted average of the rating scores indexes, then we can sum them up and calculate the overall level. We assume that employment quality is  $M$ ,  $N_i$  ( $i=1, 2, \dots, 8$ ) representing evaluation indexes.  $A_i$  ( $i=1, 2, \dots, 8$ ) represents weight of every indexes.  $J$  represents evaluation grade. So the employment quality model is:  $M=$

$$\sum_{i=1}^n N_{ij} X_{jA_i} / X$$

. According to this, we can calculate the employment quality grade of male and female graduate. At the same time, it is so easy to deduce that the employment quality is the sum of objective employment quality and subjective employment quality.

**Table 1.** Graduate student's initial employment quality evaluation standards and rating scale.

	Index	Weight	Evaluation standard	score
Objective Employment quality	Working time	N <sub>1</sub> : (0.15)	Working no more than 30 hours a week	100
			Working 31-44 hours a week	90
			Working 44-50 hours a week	80
			Working more than 50 hours a week	70
			More than 3 months	100
	Training time	N <sub>2</sub> : (0.1)	1-3 months	90
			Less than one month	80
			Never training	70
			Much higher than the local economic level	100
			Higher than the local economic level	90
	Salary level	N <sub>3</sub> : (0.2)	Equivalent to the local economic level	80
			Lower than the local economy	70
			Much lower than the local economy	60
			Employer provides social insurance more than four kinds	100
			Employer provides three kinds social insurance	90
Subjective employment quality	Welfare guarantee	N <sub>4</sub> (0.1):	Employer provides one or two types of social insurance	80
			Employer does not provide social insurance	70
			Correlated profoundly	100
			Very correlated	90
			Correlated	80
	Professional counterpart level	N <sub>5</sub> (0.1)	Less correlated	70
			Uncorrelated	60
			Not resign so far	100
			Resign from the job after one year's working	90
			Resign from the job after 6-12 months	80
	Time in the post	N <sub>6</sub> (0.1)	Resign from the job less than 6 months	70
			Very anastomotic	100
			More anastomotic	90
			Anastomotic	80
			A little anastomotic	70
	Occupational expectation inoculation	N <sub>7</sub> (0.1)	Not anastomotic	60
			Great Satisfied	100
			More satisfactory	90
			Satisfied	80
			unsatisfied	70
	Job prospect	N <sub>8</sub> (0.15)		

### 3. The Survey Plan and Respondent

In order to investigate the difference between male and female initial employment quality, the author handed out questionnaires to the class of 2013 master's graduates who graduated from 5 universities in Jiangxi province. (Nanchang University; Jiangxi University of Finance and Economics; Jiangxi Agricultural University; Jiangxi Normal University; East China Jiao tong University)

The questionnaires is consisted by three parts: graduates basic information, employment quality evaluation and employment intention and problems. Graduates basic information contains gender, major, work place and employer's nature etc. Employment quality evaluation mainly aim at investigating the employment quality indicators. "Employment intention and countermeasures", taken half-open structure, mainly finds out the motivation of graduates' employment and departure, what problem encountered in employment, and what helping is needed etc. Consequently, Explaining the graduate employment quality factors, the survey can also improves the graduate employment quality as a reference. 410 questionnaires were handed out in all and 270 have taken back. Among these questionnaires, 252 questionnaires were valid; the recovery

rate and the effective rate was 65.85%, 93% respectively.

"The basic information of graduates" statistical results show that most of respondents are female because the survey emphasized female graduate employment quality. The quantity of female is 150 accounts for 59%. Male master's quantity is 102 which accounts for 40.48% and the proportion of male and female students is about 4:6. Disciplines cover multiple subjects such as law, engineering, management etc. The proportion of male and female in every subject roughly reaches 4:6 (shown in table 2) which can fully and scientifically reflects the quality of graduate students employment condition.

The graduates initial employment location in table 3 shows that 94.1% male are concentrated in the economically developed coastal cities, municipalities or provincial capital cities in the Midwest of China. Only 5.9% male work in the small- medium cities in the mid-west where economy is relatively underdeveloped. And employment location of female is more widely distributed. Except the 74.7% of female employment working in developed areas, 25.3% females till work in relatively underdeveloped economy small and medium-sized cities, located in the Midwest and northeast, township and countries in China. The proportion of male is significantly higher than female.

The nature of graduates initial employer in table 4 shows

that the biggest difference between female and male is that the proportion of outside employment system of male is higher than female. The highest percentage is private enterprises accounting for about 41.1% which is 25.1% higher than

female; The more female choose to work in the inside of system employment. 28% female, higher than male's 20.2% choose to work in colleges, hospitals, institutions is

*Table 2. The discipline structure and scale of respondents.*

Subject	Law		Engineering		Management		Economy		Natural science		History		Sociology		Literature		Total	
Gender	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number of people	4	5	10	14	42	63	18	27	5	6	11	18	2	2	10	15	102	150
	9		24		105		45		11		29		4		25		252	
Percentage	3.57		9.52		41.67		17.86		4.37		11.5		1.59		9.92		100	

*Table 3. The initial employment place of respondents.*

Work place	Number of people		Percentage	
	male	female	male	female
Capital city in the Mid-west China	39	39	38.2%	26.0%
City in the Pearl River delta	25	49	24.5%	32.7%
City in the Yangtze River Delta	12	17	11.8%	11.3%
Municipality city	20	7	19.6%	4.7%
Smaller city in mid-west	6	8	5.9%	5.3%
Smaller city in northeast	0	7	0	4.7%
County and township	0	23	0	15.3%

*Table 4. The nature of respondents' initial signing unit.*

Nature of unit	Number of people		Percentage	
	Male	Female	Male	Female
State-owned enterprise	16	27	15.7%	18%
Party and government organs	14	10	13.8%	6.7%
Administrative institution	8	42	7.8%	28.0%
Joint-stock company	4	14	3.9%	9.3%
Private enterprise	42	24	41.1%	16%
Collective enterprise	14	17	13.8%	11.3%
Foreign enterprise	4	16	3.9%	10.7%

## 4. The Employment Quality of Male and Female Graduate

According to the above graduate employment quality evaluation system, tabulating the statistics of survey data shows that male employment quality overall is 81.33 which is higher than female of 80.32. From the single index, the employment quality of both male and female exist pros and cons.

- (1) Working hours. Based on the "Labor law" regulation, Chinese workers working hours are not more than 44 hours and workers shall have the right to refuse working overtime. Employer can provide the overtime pay as compensation. Table 5 shows the number of male whose working time more than 50 houses higher than female in. And female working time is concentrated in 44-50 hours. According to the grading standard, the weighted average of their working time is 82 points that is slightly higher than male of 81.76. The result means female has less work load.

*Table 5. Working hours contrast between male and female graduate.*

Working hours	Number of people		Percentage	
	Male	Female	Male	Female
31—44 hours	42	58	41.2%	38.7%
44—50 hours	36	64	35.3%	42.7%
More than 50 hours	24	28	23.5%	18.6%
Weighted average	81.76	82	——	——

- (2) The training hours. In table 6, according to the grading standard, female training time weighted average is 82.5 points lower than male of 84.31, which shows male has accepted a more fully training.

*Table 6. Training hours contrast between male and female graduate.*

Training hours	Number of people		Percentage	
	Male	Female	Male	Female
More than three months	12	19	11.8%	12.8%
1-3 months	32	34	31.4%	22.5%
Less than one month	46	63	45.0%	42.0%
Never training	12	34	11.8%	22.7%
Weighted average	84.31	82.5	——	——

- (3) Salary level. Table 7 shows: in high-income interval, the number of female is significantly higher than male, which leads to female salary weighted average of 73.06 is higher than male of 70.98. This means the salary of female is higher in generally.

*Table 7. Salary contrast between male and female graduate.*

Salary level	Number of people		Percentage	
	Male	Female	Male	Female
Much higher than the local economic level	8	6	7.84%	4.0%
Higher than the local economic level	6	27	5.9%	18.0%
Equivalent to the local economic level	9	25	8.8%	16.7%
Lower than the local economy	44	41	43.1%	27.3%
Much lower than the local economy	35	51	34.3%	34.0%
Weighted average	70.98	73.06	——	——

- (4) Welfare guarantee. Table 8 shows most graduates take more than four kinds social insurance. But the proportion of male who enjoy three social insurance is

higher than female. This leads to the welfare weighted average of male 91.67 is higher than female of 90.27, which shows male welfare level is higher in generally.

**Table 8.** Welfare guarantee contrast between male and female graduate.

Welfare guarantee	Number of people		Percentage	
	Male	Female	Male	Female
Employer provides social insurance more than four kinds	56	87	54.9%	58%
Employer provides three kinds social insurance	26	10	25.5%	6.7%
Employer provides two kinds social insurance	9	35	8.8%	23.3%
Employer provides one or two types of social insurance	3	6	2.9%	4%
Employer does not provide social insurance	8	12	7.9%	8.0%
Weighted average	91.67	90.27	—	—

(5) Professional counterpart level. Table 9 shows most graduates employment have a close contact with their professional major, which is related to graduates' highly specialized study. According to the grading standard calculation, female weighted average of professional counterpart level is 81.60 which higher than male of 81.08. The results show professional counterpart level of female is relatively higher.

**Table 9.** Professional counterpart level contrast between male and female graduate.

Professional counterpart level	Number of people		Percentage	
	Male	Female	Male	Female
Correlated profoundly	12	6	11.8%	4.0%
Very correlated	25	55	24.5%	36.7%
Correlated	36	53	35.3%	35.3%
Less correlated	20	29	19.6%	19.3%
Uncorrelated	9	7	8.8%	4.7%
Weighted average	81.08	81.6	—	—

(6) Time in the post. Traditionally, stable job is a symbol of high quality and the longer time in the post indicates the job is more stable. Table 10 shows the proportion of male initial employment over 1 year is significantly higher than female. On-the-job time weighted average of female is 86.2 which is lower than male of 87.84. This suggests that it is different with the traditional understanding that female job is stable. Actually female graduate initial employment turnover rate is higher than male.

**Table 10.** Time in the post contrast between male and female graduate.

Time in the post	Number of people		Percentage	
	Male	Female	Male	Female
Not resign so far	23	35	22.5%	23.3%
Resign from the job after one year	46	42	45.1%	28.0%
Resign from the job after 6-12 months	21	54	20.6%	36.0%
Resign from the job less than 6 months	12	19	11.8%	12.7%
Weighted average	87.84	86.2	—	—

(7) Occupational expectation inosculation. Employed person have an expectation for work. The higher inosculation between employment present situation and expectation means the higher employment quality. In table 11, there is no female choosing "very match", while male choosing "very match" accounts for 9.8%. The weighted average of female occupational expectation inosculation is 76.87 points, lower than male 81.56 points, shows that girls expectation inosculation is lower.

**Table 11.** Occupational expectation inosculation contrast between male and female graduate.

Occupational expectation inosculation	Number of people		Percentage	
	Male	Female	Male	Female
Very anastigmatic	10	0	9.8%	0
More anastigmatic	22	29	21.6%	19.3%
Anastigmatic	44	52	43.1%	34.7%
A little anastigmatic	26	62	25.5%	41.3%
Not anastigmatic	0	7	0	4.7%
Weighted average	81.56	76.87	—	—

(8) Job prospects. Job prospects depend on employees' subjective expectations of their career development. In table 12, weighted average score of female job prospects is 77.73 which generally lower than male of 81.47. The result suggests male expectations of job prospects are better.

**Table 12.** Job prospects contrast between male and female graduate.

Job prospects	Number of people		Percentage	
	Male	Female	Male	Female
Great Satisfied	8	6	7.8%	4.0%
More satisfactory	21	49	20.6%	32.7%
Satisfied	58	80	56.9%	53.3%
unsatisfied	8	15	7.8%	10.0%
Great Satisfied	7	0	6.9%	0
Weighted average	81.47	77.73	—	—

## 5. The Causes of Different Employment Quality Between Male and Female Graduate

To sum up, male graduate initial employment quality is 80.32 which is lower than male of 81.33. This shows female employment quality is not as good as male. On the one hand, female employment quality is not lower than male in an all-round way. From the objective index of evaluation, the female score is only slightly lower than male in training time, welfare guarantee and time in the post. While the female score is slightly higher than male in working time, salary levels and occupational expectation inosculation. Only in these two subjective indicators about occupational expectation inosculation and job prospects male score is significantly lower than female. On the other hand, from using employment quality evaluation model statistics, we found that objective employment quality of male and female is 60.95 and 60.95

respectively. The score of female is higher than male. While in subjective respect of employment quality, male and female is 20.38 and 19.35 respectively. The score of male is higher than female. This suggests that female graduate employment environment has improved, at least in the "primary Labor market". Female have not encountered significant institutional discrimination after being employed. The main reason of female initial employment quality worse than male is that female don't keep a high evaluation for present employment situation and job prospect., which makes the prospects of subjective employment quality low. Now that the female objective employment quality is higher than male. But why female subjective employment quality is significantly lower than male? At this point, we can explain it with the Social gender theory.

Being different from person's physical characteristics, a symbol of "natural gender", social gender refers to the social identity and expectation which is build by social method. From the social gender theory, the social role and status of the responsibility between men and women is not inherent, but constructed by the social system and cultural construction. Eventually that forms a kind of collective unconscious which is widely accepted. According to the definition of social gender, the typical image of male is a dominator of strength and independence, while women are subordinates of soft and dependence. Namely this is the gender image of "the strong man and weak woman". Society advocates encouraging that excellent male should have ambition to conquer the world, go out of family, engage in social labor and play their talents. While good female should stay at home and take care of their family as a bounden duty. Namely male working outside and female staying home is a phenomenon of gender division. During the acquired socialization process, people make the impression rectifying according to this kind of social division of labor to define and correct their behavior. This also affects the female graduate outlook and evaluation for their job.

First of all, female graduate must take working and family into consideration in job hunting. So female employment requirements may be higher than male, which leads to low career expectations. Occupational expectation inosculation reflects the gap between employment expectation and employment present status. Since the objective employment quality of female is higher than male. The low occupational expectation inosculation largely comes from high requirements of jobs. Because as a highly educated person, most female graduate have a strong dedication to work, they desire for career development as male do; On the other hand, as a woman, they also shoulder the responsibility of looking after their family. And most female, between 25 to 30 years old, are in the peak of marriage and birth-giving period. So they are different from most male who only take career professional development as the main motivation. The ideal job must meet double requirements of career development and taking care of family. The survey of "Employment intention and problem" showed that 85% (86 people) of male would like to chose the job which can prompt professional development. While 61% (92 people) female take the requirement of

"whether they can stay with family together" in to consideration. In this rigid situation, compared working at a system unit with challenging and liquid employment, female give preference to look for a stable and development prospects job at the location of parents or husband (boyfriend) where the unit has a "in-system unit".

From the survey data, female employment unit mainly concentrated in the national party and government organs, institutions and large state-owned enterprises. Graduates basic information survey shows the proportion of 150 female who work in public institution, large state-owned enterprises and national party and government organs is 28%, 18% and 6.7% respectively. Total number of people who have signed is 79, accounting for 52.7% of the female total number. And female employment proportion within the system significantly more than male of 37.3%. In these 79, 78.48% (62 people) female think their employment present situation and employment expectation are "more anastigmatic" or "anastigmatic". The degree of satisfaction is far higher than outside employment system of female. This means female have special position preferences within system. On the other hand, lacking ideal job, female often sacrifice career development and accommodate themselves to family member when they are facing the conflict between individual career development and taking care of the family. So it is difficult to work at an ideal place and employer in our initial employment, which makes separation rate rise. This may also explain why the proportion of female employment and turnover rat are both higher than male in the economic underdeveloped regions. The survey of "the employment intention and problem" shows that (58) 39% of female said choosing initial working place is for family reunion (Including 23 are working in economic less-developed areas). While the proportion of male who makes such choices only 20% (20 people). When we asked female reason for leaving their company, 15% (23) women said they are just for family reunite and 16% (25) women said they only take family into consideration without individual development. This all suggests both initial employment and obtain employment again, needing from family is a constant and important factor when they choose a job.

Obviously, compared male who take career development as their main motivation, female not only consider the career development but also take family needing into consideration. So their jobs requirements are higher than male. Even female objective employment quality is higher than male but female evaluation of job current status is also lower than male.

Secondly, traditional gender division of labor affects the job prospects of female. The influence of traditional concepts of women employment prospects mainly embodied in two aspects: On the one hand, the idea of "man have duty to make money, woman taking care of family" requires female put more effort on taking care of family. At the same time, most female are at the peak of marriage and birth-given period. As a result, most female are not better than male in job involvement and achievement, so female career expectations prospects is not better than male. On the other hand, the differences performance between man and woman also strengthened

employer's idea of "prefer male than female". So during the new staff training and promotion planning, the great importance is given to male and they have more training opportunities and workload. (which can explain why the overall work time and training time of male is longer than female in the investigation). The unfair starting point solidify the different work enthusiasm between men and women and the pattern "strong man, weak woman", leading to the female job expectations prospects not better than male. The survey of "Employment intention and problem" also showed that 38% (57) female think the traditional view of "prefer male than female" is the biggest factor hindering their career development. And another 22% (33) female hold the view that taking care of family is a distraction for their work. Thus it can be seen that traditional gender division of labor and "prefer male than female" concept of employment are the important factors, which impact female employment prospects.

Above all, compared with male in job selection and taking career development as the main orientation, female job selection mentality is more complex. On the one hand, they require professional development; on the other hand, they have to obey the traditional social labor division of assisting husband and bring up children. So female have more requirements on employment and their employment energy is relatively less, which leads to the evaluation of employment status and job prospect is lower than male. Thus the subjective quality of employment becomes low.

## 6. Research Conclusion and Inspiration

Through the study of this article, we can make the following conclusion:

1. Although the view of female graduate students employment being inferior to male is widely circulated in society, there is still lacking of quantitative researches. The study through the survey statistics found that male initial employment quality score 81.33 points, higher than female 80.32. From solid evidence, it fully demonstrated the phenomenon that male initial employment quality is better than female.
2. Although female employment quality is not as good as male, the difference between them is slight. Especially in the aspect of subjective employment quality, female graduate is 60.97 which is slightly higher than male of 60.95. This shows that, at least in institutional aspect, the higher-education female employment discrimination is not significant, which reflects the progress of equality rights between Chinese men and women as well as the improvement of female employment environment. On the other hand, traditional gender division of labor require female to take care of family. In a result their employment demand is high, less job involvement and low evaluation of employment prospects. So female subjective employment quality is 19.35 which is significantly lower than male of 20.38. Therefore, the main reason is traditional gender division of labor for female employment quality is lower than male. From the

investigation and research, it is easy to find that female graduate employment environment has improved but employment and career development still exist implicit discrimination. This not only shows the female employment process is longer than male but also reflect the tendency of employment unit's "preference male than female" on career development. This will widen the gap between male and female in long-term employment quality. Based on this, furthering optimize the employment environment of the female graduate student, we can start from the following aspects:

Firstly, female graduate students should take initiative right to break the shackles of traditional concepts and keep a pragmatic and enterprising heart, with changing social expectations and cognition. In the contemporary concept of gender division of labor, taking care of family, developing career, and sharing responsibility of the living cost are common duty and right for both male and female. So female graduate should start from themselves to take initiative right to break the bondage of traditional concept, trying to balance the relationship between social and family, relying on their own knowledge and efforts to constantly improve their own competitiveness and effectiveness in employment. This is the essential way for female graduate to get out of the employment dilemma, safeguard their own rights and interests, and finally achieve their individual value.

Secondly, employer should build equal concept of choosing and employ person as well as the promotion channel. Human resource is the core competitiveness for enterprises. While influenced by traditional concepts, there are still some employers ignore actual demand and personal performance and give priority to male in personnel recruitment, staff training, distribution, promotion etc. Those will lead to a waste of human resources, kill female staffs' motivation and not conducive to the advancement of the unit. Accordingly, employing unit should further build the equality of the induction, training and promotion channels. The principle of promotion is defined by employee's individual ability and work performance. In this way not only can it promotes healthy competition between employees, but also creates a fair employment environment for the society.

Thirdly, schools should strengthen the employment guidance for female graduate students. Female graduate lacking enough work experience and social experience are relatively disadvantaged groups to apply for a job. Sometimes, they also encounter some employment discrimination, and therefore schools should provide special employment guidance urgently. But most graduate employment guidance centers have not this special functions. On the other hand, guidance teachers whose overall quality is not competent to do consulting work mainly make up of administrators in school. Therefore, these universities should introduce and cultivate more teachers with abundant professional knowledge and practical experience. At the same time, we can dovetail female employment quality into school employment index evaluation system and monitoring scope. As for the big difference between male and female employment quality in the same

departments and major, we should study and put out a improvement scheme, effectively raise the quality of female graduate student's employment.

## Note

- (1) Samuelson has originated the concept of “The fallacy of composition” that namely means the overall nature is not always equal to the sum of the local nature. If it is thought that the nature of local satisfied must be established with overall. And this is a “The fallacy of composition”.
- (2) Subjective employment quality indicators are also called “college students' subjective indicators”. The introduce of this kind of index reflects the self assessment of graduates. Many graduates. Many graduates said they don't like to work at the unite even if where they provide the generous treatment and the nice prospects. So the quality of employment should be associated with the graduates' personal preference and subjective feeling, which embodies the humanistic consciousness of employment quality evaluation. Therefore, at present most of the related research are introduced such indicators.
- (3) Compared with collecting the original data directly, the advantage of collecting hierarchical data is that respondents filling in the questionnaire is more convenient and accurate, and has a high efficient cooperation degree and questionnaire efficiency. At the same time, it is easy for data statistics and achieving conciseness and scientific unity. This is the mainstream scoring method in current employment quality research.
- (4) “The dual labor market segmentation theory” suggests that there is the segmentation of the Labor market barriers between major and minor labor market. Compared with the minor labor market, the main labor market with high income, stable work, good working conditions, normative management, less institutional discrimination, are preferred by the highly educated people. What's more, the income can be significantly improved in education and training process. So most of female graduate students work in the primary Labor market where less institutional discrimination has.

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