

Chinese Employment Report 2003:

**Job seeking of College Graduates in the Employment
Environment under transition**

Xiangquan Zeng

School of Labor & Human Resources

Renmin University of China

Abstract

The year 2003 is the first peak period of graduates since the expansion of university (college) enrolment. The promotion of graduates' employment has now become a new employment problem attracting much attention after the reemployment of laid-off workers and the employment of rural labor in urban units. This report deeply and systematically examines the difficulties of graduates' employment from the point of view of changing employment environment by using the research method of literature review, questionnaire survey and deep interview. The main contents of this report are as follows: analyzing the impact some institutional regulations such as graduates' employment dispatch, census register system and employment agreement system on the employment of graduates, testing the theoretical hypothesis that graduates usually overestimate their employment expectation by using some survey data, investigating the demand for graduates' employability from the angle of enterprise by using the survey inventory designed by researchers in Taiwan, exploring the impact of the demand on employment desirability and behavior, summarizing some experiences from developed countries on how to stimulate graduates to work in areas with harsh conditions but having demand for the graduates. The research conclusions and recommendations provided by this report have great theoretical implications and practical value for understanding, judging and solving the problem of graduates' employment of China.

"job seeking of College Graduates in Employment Environment under transition" is the first report of the "Chinese Employment Report Series " provided by the Chinese Institute for Employment Studies, and the School of labor & Human Resources at Renmin University. The next report in the series " the Measurement of Labor Market" will be published in 2005.

Preface

“Chinese Employment Report 2003: Job seeking of College Graduates in the Employment Environment under transition” is eventually published by dint of steadfast application.

In April 2003, Mr. Huang, Head of the Science Research and Ideological Work Department of the Ministry of Education, requested me to develop a manuscript for a video on how to facilitate graduates employment in the present ever changing situation in collaboration with some Professors of labor economics. We subsequently collected some literature on the research conducted in graduates employability after which our interest in researching the problem of graduate employability in China became greatly stimulated.

In 1978 which marked the initial stage of Reform and Opening Up, the amount of University annual enrollment is about 400,000. Since the resumption of the university entrance examination system, more people have struggled to enroll into University. After the era of Cultural Revolution, graduates were in great demand due to the modernization drive. In this period, the number of demand for graduates in China is higher than that of any other country at any particular point in time. In the last two decades of 20th Century, the supply of graduates increased very gradually; therefore, graduates were still in great demand in the graduates' employment system based on planned economy. China is lacking in physical and human capital, and graduates receive more human capital investment which makes it easy for graduates, as the elite in society, to seek a job.

Research problem is always a by-product of practical contradiction. In China, the first discussion about graduates' employment in academia dates back to the late 1990s. In 1997, the number of enrollment of universities expanded substantially to 1,000,000. Since 1999, the number has increased annually on a large scale. As a result, the year 2003 witnessed the first peak period of graduates since the expansion of university enrollment. In the year 2004, 2,120,000 graduates would enter the labor market. At

present, with China's entry into WTO and with the deepening reform, the reemployment of laid-off workers has become more difficult and more rural labors flood into the urban employment market. As a result, the contradiction between supply and demand in the Chinese labor market is severely unprecedented. Based on the present situation, the problem of graduates seeking for job is much more pronounced and has attracted more attention by the public, especially by researchers.

In China, the academic research on graduates' employment is seldom from the economics point of view, especially labor economics. From the mid 1990s, although we can identify some literature on graduates' employment, most of them are in the field of sociology and pedagogy. Labor economists pay little attention to graduates' employment. Furthermore, we discovered that much of the public discussion about graduates' employment is misleading or incorrect. These misconceptions have negative impact on making important policy decisions. For example, when the first employment rate was calculated, the number of employment includes the graduates who continue their studies for master's degree. Obviously, this is in variance with labor economics theory on the classification of labor. In face of the misrepresentations, it has become our responsibility to clarify these facts and provide clearer scientific points of view.

"Chinese Employment Report 2003: Job seeking of College Graduates in the Employment Environment under transition" is endorsed both by National Social Science Fund Program "Research on Job seeking of College Graduates in China" and by Program 211 "Chinese Employment Report Series".

This book includes one general report, ten sub-reports, two special reports and several appendixes. The general report, "Job seeking of College Graduates in Employment Environment under transition", systematically summarizes the academic research results. In this report, the research literatures on graduates' employment are gathered and the hypothesis, objectives and tasks of this research are presented. This report deeply and systematically examines problems on job seeking of graduates from the point of view of the evolution of the system of graduates' employment, personal

employment intention and behavior, the expectation of employers to graduates' employment and policies of graduates' employment overseas by using the research method of literature review, questionnaire survey, statistical analysis, deep interview and symposium. The conclusions drawn from the research are as follows. Obviously, the difficulty in seeking job for graduates is partially due to the lack of employability and the slow response to market of universities and graduates. Some institutional regulations such as census register system and employment agreement system have negative effect on the job seeking of graduates. There is an insufficiency of job seeking service for graduates and lack of incentive policies and measures that embody national employment strategy.

Some policy implications are put forward in this report. The educational departments should formulate the talent raising strategy as soon as possible. Whereas the total supply of incoming labor force in China before 2008 will be on the increase, the policies should place emphasis on the demand in the short run to alleviate pressure on the labor market in China. It is necessary to improve the system of indicator of graduates' employment and research on how to publish the employment rate of graduates. Some positive policies should be formulated to make the labor market absorb more labor force especially graduates. The reform of higher education system and the expansion of university enrolment should be paid equal attention. This report also suggests creating and maintaining a fair employment environment and making it more competitive. Employment advising in universities should be substituted by employment service and advising. And researchers should pay much attention to the policies and implications on promoting employment of graduates overseas to get some experience.

The ten sub-reports in "Chinese Employment Report 2003: Job seeking of College Graduates in the Employment Environment under transition" research on job seeking of graduates from different points of view. The first three sub-reports refer to the evolution of employment system of college graduates and the impact of changes in these systems on the employment of graduates. The main focus of "Changing Employment System of College Graduates", by Ding Fan, are historical analysis of

the employment system's change and analysis of institutional factors that have impact on the system. Based on the analysis, the basic conditions of college graduates' employment system and its institutional management system are described. In this paper, institutional factors and non-institutional factors, which are not found in previous research, or have been found but only being discussed separately is arranged systematically.

Census register system is an important factor in the management of population and labor in China, which has extensive influence on Chinese labor market. In early stages, Census register system was mainly related to planned disposition of college graduates and is a vital means for the government to dispose and manage labor. With the maketization of graduates' employment, the function of census register system in labor disposition is being weakened increasingly. Now most of middle-sized cities in China have eliminated the restrictions of register system in graduates' employment except several outsize metropolitan cities with large population. "The Impact of Census Register System on Employment of College Graduates", by Erduo Liu, emphasized the impact census register system has on graduates' employment currently in the advancing process of maketization. Based on the data of a sampling survey organized by the School of Labor & Human Resources, the paper analyzed the degree of the influences register quota has on graduates' employment. Implications were proposed in this paper, which were focused on the reform of the census register system related to graduates' employment in the metropolitan cities.

"Research on the Employment Agreement System of College Graduates" mainly written by Yanyuan Cheng analyzes the present problems inherent in the function of graduates' employment agreement, and research deeply into the conflict and relationship between employment agreement system and labor contract system. This paper argues that employment agreement is a necessary means of managing students' graduation nowadays, but future prospects and development favors combining employment agreement with labor contract.

"Macro-analysis on the amount of college graduates' employment in a changing employment environment" written by Dinghong Yi investigates the characteristics of

China's varying circumstances of employment and sums up the specificities of graduate employment market concerning the dynamic process of China's economic development. On the basis of the above investigations, the paper presents a future forecast of the pressures of employment for graduates covering the period 2004-2010 with the help of analyzing the demand and supply of graduates. The paper argues that the pressure of employment of graduate will increase tremendously. Predictably, In the year 2010, if the per capita is 7,670 US dollars in China according to the calculation of purchasing –power parity, the enrollment ratio of high education will reach 25 percent and the graduates in the population of one hundred thousand persons with the age between 25-64 will amounts to 12,500 persons. With the development of high education at such a speed, the total supply of graduates in China will exceed the demand by the end of 2010. The paper analyzes the macro-reasons that may influence the consequences of such development and puts forward some suggestions for the Chinese policy makers.

The expansion in enrollment of China's higher-learning institutions greatly arouses the enthusiasm of consumers to invest in higher education and brings great opportunities. However do they have rational employment expectation facing competitive employment market? “Empirical Analysis of the Anticipation of College Graduates’ Employment——The example of Universities in Beijing”, by Dajian Ding and Ke Zhang, analyzes the level and the construction of employment expectation and estimates how rational their employment expectation is by using the methods of literature review and empirical research and taking advantage of the latest first hand data of Beijing. It also constructs multiple regression models to analyze major factors affecting the employment expectation of graduates and their effects. The conclusions drawn from the research are as follows: the level of expectation for employment is significantly high; the construction of expectation doesn't accord with the real demand and the variables, such as sex, hometown, university, speciality, academic record and the level of consumption, influence significantly graduates’ employment expectation.

Graduates’ employment is a process for graduates to transit from non-labor to

labor status. In this process, we should pay much attention to the graduates' intention and demands especially at the first peak period of graduates since the expansion of university enrollment. In 2003, what are the graduates thinking and doing? "2003 Survey Report of College Graduates' Employment Intention in Beijing" analyses the data of the survey developed by the School of Labor & Human Resources, Renmin University of China in April 2003 and reveals the status, characteristics and problems existing in employment intention and expectation, employment value judgment and the mechanism of employment coaching.

"Research on Employers' Demand Behavior of College Graduates", by Kuang Tang, fills up the research gap in this field in China and makes an important contribution to the research on graduates' employment, although the sample collected is not very adequate because of the multi-faceted difficulties in the investigation. With the changing employment system, unit's demand behavior has changed from the traditional model to the modern model based on human resource management. The Unit model appreciates more of graduate's ability rather than their attitude; and prefers male graduates to female graduates in view of their higher work efficiency. Unit's employment model mainly include two types; to organize meetings in universities for graduates and to build a special website for students. Curriculum vitae is very important in applying for a job. The significance of graduate non-employability problem is that the human capital returns begin to decline, and the tendency probably is it may last for a very long time in our country.

"Analysis of Demand and Supply Conditions of Female College Graduates in Beijing", by Jintang Pan, analyzes and evaluates the supply and demand status of female graduates in Beijing and discusses the sex discrimination problem in Chinese labor market based on the result of the survey on graduates' employment developed by the School of Labor & Human Resources, Renmin university of China. This report examines the difficulties faced by the female graduates in Chinese labor market with an impersonal and dispassionate attitude and tests the sex human capital theory proposed by Professor Pan. Some recommendations made are as follows: creating and maintaining fair competitive environment in market, prohibiting job advertisements

with sex discrimination by law, transferring some responsibilities on maternity insurance and female labor protection from the enterprise to the government. These measures will be helpful in enhancing the employment opportunity of females and keeping the employment environment fairly competitive.

In china, the education departments and universities use the number of graduates who have signed employment agreements and the first employment rate as measures of estimating the situation of graduates' employment. There is an underlying assumption that the graduates who have not signed employment agreements are unemployed. "Reasons for non-signing of contract agreement? —— Case Study of Graduates who have not signed contract agreements in Universities in Beijing in 2003" written by Fu Xue challenges this assumption. This report tries to discover the reasons for non-signing of contract agreement. And the object of the investigation are the graduates of a university in Beijing who have not signed contract agreements or enrolled in universities for further study in June, 2003. The analysis is very meaningful for us in understanding the employment situation, the graduates' employment behavior in labor market and in developing scientific graduates' employment index.

"Policies of College Graduates' Employment Overseas: Backgrounds, Measures and Experiences" written by Weiguo Yang expresses some views as follows. Generally speaking, graduates are the majority group in labor market, but the process of entering the labor market for graduates is not stable. Since entering the new millennium, business depression seriously aggravates employment difficulties for graduates. Many countries formulate special employment policies for graduates. These policies aim to create much more employment positions, stimulate graduates to accept jobs in areas with unpleasant working conditions, promote graduates' employability, enhance employment adaptability and flexibility, reinforce job matching service and improve the efficiency of graduates' employment. These policies promote graduates' employment comprehensively through the intervention into demand, supply and the match of demand and supply. The implementation of these policies provides China with a lot of lessons such as stimulating

entrepreneurship, creating employment positions, providing employment incentive, meeting special demand, improving education system, promoting employment competence, perfecting employment coaching, improving market efficiency, enhancing policy research and making the intervention modest.

This book also has two special reports on the interview I granted between August-December, 2003. A reporter from Sina.com interviewed me on problems of graduates' employment. The two special reports expressed some of the current views and conclusions from the research on graduates' employment. In August 2003, the news that Buxuan Lu, a graduate of Peking University becomes a butcher resulted into a lot of controversy. "Potential talent is best self-discovered" provides some useful comments on the matter. In 2003, the commencing salary of graduates decreased to a certain extent and a job vacancy often attracted hundreds of candidates. In the face of this situation, "Notion Revolution needed by College Graduates who are regarded as God's favored ones" discusses whether there is enough positions for graduates and offers some advice to graduates on how to understand themselves, adjust themselves to their environment and develop a notion revolutionary of employment.

"Job seeking of College Graduates in Employment Environment under transition" is the first report of the "Chinese Employment Report Series" white book. This report series will become the representative academic research results in labor economics regarded as the key subject of our school. We deeply appreciate the endorsement provided by the National Funds Office of Philosophy and Social Sciences. We would like to express our appreciation to the Office of Program 211 of Renmin University of China for the support and endorsement of the "Chinese Employment Report Series". We also appreciate the help of many organizations and people who have contributed to the investigation and collection of data. We especially want to thank Xueliang Ma and Li Li for their efforts in the publication of this book. In addition, it is worthy to mention that Renmin university have authorized the establishment of the Chinese Institute for Employment Studies(CIES) on January, 12th, 2004, which is another important result of this research. CIES aims to generate

more knowledge on international employment theory, and draw some useful practical experiences overseas and promote research on employment of China. With the publication of this report, we believe that the research on employment in China will be deepened as a result of this worthy effort of the researchers. We expect that “Chinese Institute for Employment Studies” will play an important role in promoting employment theory research and shaping employment policies now and in the future.

Xiangquan Zeng

Professor, Dean

The School of Labor & Human Resources,

Renmin University of China

25/03/2004

Index

Job seeking of College Graduates in Employment Environment under transition

1. Literature Review on job seeking of College Graduates
2. Propositions, Approaches and Data Resource
3. Conclusions
4. Future policy Implications and Research Problem

Changing Employment System of College Graduates

1. Vertical Research on Employment of College Graduates
2. Lateral Research on Employment of College Graduates

Research on Census Register System in the Employment of College Graduates

1. Census Register System's Impact on Labor Market in China
2. Census Register System's Impact on the Employment of College Graduates
3. Analysis of College Graduates' Employment Investigation Data
4. Reforming the Census Register System and enhancing College Graduates' freedom during job-seeking process

Research on the Employment Agreement System of College

Graduates

1. Proposal of the Employment Agreement, the Significance and Objectives of the Research
2. Functional Analysis of Employment Agreement
3. Problems of Employment Agreement System
4. Conflicts and Contradictions: Employment Agreement System Need to be Linked to the Labor Contract System
5. Conclusions and Implications

Macro-analysis on the amount of college graduates' employment in a changing employment environment

1. Literature Review
2. Change of the employment environment and the characteristics of College graduates' employment
3. Macro-analysis on the amount of college graduates' employment during 2004-2010
4. Pressure on the demand and supply of Graduates and analysis of the macro factors affecting graduates' employment during 2004-2010
5. Implications

Empirical Analysis of the Anticipation of College Graduates' Employment—The Example of Universities in Beijing

1. The Significance of the Research

2. Background
3. Data and Proposals
4. Models of Income Anticipation and Analysis
5. Models of the Anticipation of Employment Unit Choices and Analysis
6. Models of the Anticipation of Employment Region Choices and Analysis
7. Conclusions

2003 Survey Report of College Graduates' Employment Intention in Beijing

1. Background of the Survey and Literature Review
2. Samples and Questionnaire Design
3. Problems Revealed by the Survey
4. Conclusions

Research on Employers' Demand Behavior of College Graduates

1. Proposal
2. Literature Review
3. Approaches
4. Data Analysis and Conclusions
5. Further Discussion of the Conclusions
6. Implications

Analysis of Demand and Supply Conditions of Female College Graduates in Beijing

1. Introduction
2. Basic Information of the Samples
3. Academic Record and Work Abilities on Campus of Female College Students are better than that of Males.
4. The Employment Site Choices and Wage Expectation of Female College Students are similar to that of Males.
5. Male and Female College Students' Opinions on the Significance of "Academic Record, Gender and Appearance"
6. Difficulties of Female College Students' Employment
7. Conclusions
8. Suggestions of Female College Students' Employment

Reasons for non- signing of contract agreements? —— Case Study of the Graduates who have not sign contract agreements in Beijing Universities in 2003

1. There is no significant difference between the Graduates who have not signed contract agreements and others
2. The main reason why graduates who have not sign a contract chose job-waiting or work without a contract is to pursue advance education
3. The main reasons that caused the failure of job applications are high expectations and introverted character

4. The Plan of Serving the West was approved and most graduates agreed with the opinion to work first and choose job later.
5. Training on Spoken English and Specialty Lessons should be enhanced.

Policies of College Graduates' Employment Overseas: Background, Measures and Experiences

1. Introduction
2. Background of the Policies
3. Measures
4. Experiences we should learn from
5. Conclusions

Special Report By Sina.com: potential talent is best self-discovered.

Special Report by Sina.com: Notion Revolution needed by College Graduates who are regarded as God's favored ones.

Job seeking of College Graduates in Employment Environment under transition

Xiangquan Zeng

Professor, Dean

School of Labor & Human Resources

Renmin University of China

Abstract

This paper gathers domestic and foreign research literatures on graduates' employment on the basis of which it examines the problems associated with graduates job seeking in China from the point of view of the evolution of the system of graduates' employment, the change of supply and demand in graduates' employment market, personal employment intention and behavior, the expectation of employers to graduates' employment and policies of graduates' employment overseas, through the use of questionnaire survey, statistical analysis and deep interview. The paper suggests that although there are some difficulties associated with graduates job seeking, the difficulties are magnified because of the limitation in designing the indicators of graduates' employment, such as first employment rate. The conclusions drawn from the research are as follows: the difficulty in seeking for jobs by graduates is partially due to the lack of employability and the slow response to market of universities and graduates; Some institutional regulations such as census register system and employment agreement system have negative effect on the job seeking of graduates; There is an insufficient job search services for graduates and lack of incentive policies and measures that embody national employment strategy. At the end of this paper, some policy implications are put forward on how to alleviate difficulties of graduates' employment in labor market, especially on how to decrease structural unemployment and frictional unemployment and promote the efficiency of human capital investment.

Key words: graduates; difficulty finding employment; employment environment

Changing Employment System of College Graduates

Ding Fan

Head

Center of Employment Guidance,
Renmin University of China

Abstract

During the transition from planned to market economy, College graduates' employment system has experienced changes from planned disposition by the government to bilateral selection between the employer and the graduates. This change propelled the reform of Chinese educational system greatly. Therefore, it is necessary to discuss and research the development of College Graduates' Employment System during our analysis of the graduates' employment status and future conditions.

As the crucial factor effecting the employment of college graduates, the change of employment system has its own characteristics, and is impacted by other institutional factors at the same time. Historical analysis of the employment system's change and analysis of institutional factors that have impact on the system will be the main focus of the paper. Based on the analysis, the basic conditions of college graduates' employment system and its institutional management system are described. In this paper, institutional factors and non-institutional factors, which are not found in previous research, or have been found but only being discussed separately is arranged systematically.

Key Words:

Employment System; Reform Planned Economy; Market Economy;
Planned Disposition of College Graduates; Bilateral Selection

The Impact of Census Register System on Employment of College Graduates

Erduo Liu

Associate Professor
School of Labor & Human Resources
Renmin University of China

Abstract

Census register system is an important factor in the management of population and labor in China, which has extensive influence on Chinese labor market. In early stages, Census register system was mainly related to planned disposition of college graduates and is a vital means for the government to dispose and manage labor. With the maketization of graduates' employment, the function of census register system in labor disposition is being weakened increasingly. Now most of middle-sized cities in China have eliminated the restrictions of register system in graduates' employment except several outsize metropolitan cities with large population. The paper emphasized the impact census register system has on graduates' employment currently in the advancing process of maketization. Based on the data of a sampling survey organized by the school of Labor and Human Resource, the paper analyzed the degree of the influences register quota has on graduates' employment. At the end of the paper, implications were proposed which were focused on the reform of the census register system related to graduates' employment in the metropolitan cities.

Key Words

Census register system; Labor market; Graduates' employment;
Register quotas of staying in Beijing

Research on the Employment Agreement System of College Graduates

Yanyuan Cheng

Associate Professor
School of Labor & Human Resources
Renmin University of China

Fei Wan, Zhaoxia Wang

Postgraduates
School of Labor & Human Resources
Renmin University of China

Abstract

By studying the function of graduates' employment agreement, this paper analyze the present problems inherent in it , and research deeply the conflict and relationship between employment agreement system and labor contract system. Nowadays, employment agreement is a necessary means of managing students' graduation. But future prospects and development favours combining employment agreement with labor contract.

Key words: graduates; employing agreement; study

Macro-analysis on the amount of college graduates' employment in a changing employment environment

Dinghong Yi

Associate Professor
School of Labor & Human Resources
Renmin University of China

Abstract

The present existing literatures on the research of graduate employment are mostly phenomenal descriptions and reason investigation in China; systematic and quantitative research of graduate employment has rarely been conducted in theory. The paper investigates the characteristics of China's varying circumstances of employment and sums up the specificities of graduate employment market concerning the dynamic process of China's economic development. On the basis of the above investigations, the paper presents a future forecast of the pressures of employment for graduates covering the period 2004-2010 with the help of analyzing the demand and supply of graduates. The paper argues that the pressure of employment of graduate will increase tremendously. Predictably, In the year 2010, if the per capita is 7670 US dollars in China according to the calculation of purchasing –power parity, the enrollment ratio of high education will reach 25 percent and the graduates in the population of one hundred thousand persons with the age between 25-64 will amounts to 12500 persons. With the development of high education at such a speed, the total supply of graduates in China will exceed the demand by the end of 2010. The paper analyzes the macro-reasons that may influence the consequences of such development and puts forward some suggestions for the Chinese policy makers.

Key words: graduates; employment environment; macro aggregate

Empirical Analysis of the Anticipation of College Graduates' Employment

——The example of Universities in Beijing

Dajian Ding

Associate Professor
School of Labor & Human Resources
Renmin University of China

Zhang Ke

Postgraduate
School of Labor & Human Resources
Renmin University of China

Abstract

The expansion in enrollment of China's higher-learning institutions greatly arouses the enthusiasm of consumers for investing in higher education and brings great opportunities. However do they have rational employment expectation facing competitive employment market? This paper analyzes the level and the construction of employment expectation and estimates how rational their employment expectation is by using the methods of literature review and empirical research and taking advantage of the latest first hand data of Beijing. It also constructs multiple regression models to analyze major factors affecting the employment expectation of graduates and their effects. The conclusions drawn from the research are as follows: the level of expectation for employment is significantly high; the construction of expectation doesn't accord with the real demand and the variables, such as sex, hometown, university, speciality, academic record and the level of consumption, influence significantly graduates' employment expectation.

Key words: graduates; employment; expectation; multiple regression analysis

2003 Survey Report of College Graduates’ Employment Intention in Beijing

Dajian Ding

Associate Professor
School of Labor & Human Resources
Renmin University of China

Qingbo Gao

Postgraduate
School of Labor & Human Resources
Renmin University of China

Abstract

Graduates’ employment is a process for graduates from non-labor to labor. In this process, what are the graduates’ desirability and demands? The year 2003 is the first peak period of graduates since expanding university enrollment. What are the graduates of this year thinking and doing? In April 2003, the school of Labor & Human Resources Renmin University developed a large-scale sample survey on employment desirability of graduates in Beijing. This report analyses the data of this survey to reveal the status, characteristics and problems existing in employment desirability and expectation, employment value judgment and the mechanism of employment coaching.

Key words: graduates; employment; survey report

Research on Employers' Demand Behavior of College Graduates

Kuang Tang

Associate Professor
School of Labor & Human Resources
Renmin University of China

Abstract

With the changing employment system, unit's demand behavior has changed from the traditional model to the modern model based on human resource management. Unit appreciates more of graduate's ability rather than their attitude; and prefers male graduates to female graduates in view of their higher work efficiency. Unit's employment model mainly include two types; to organize meetings in universities for graduates and to build a special website for students. Curriculum vitae is very important in applying for a job. The significance of graduate non-employability problem is that the human capital returns begin to decline, and the tendency probably is it may last for a very long time in our country.

Key Words: Unit; Graduates; Demand behavior; Employment

Analysis of Demand and Supply Conditions of Female College Graduates in Beijing

Jintang Pan

Professor
School of Labor & Human Resources
Renmin University of China

Abstract

This paper analyzes and evaluates the supply and demand status of female graduates in Beijing based on the result of the survey on graduates' employment developed by the school of Labor & Human Resources, Renmin University. This paper also discusses the sex discrimination problem in the Chinese labor market.

Key words: female graduates; employment; sex discrimination

Reasons for non-signing of contract agreement?

—— Case Study of Graduates who have not signed contract agreements in Universities in Beijing in 2003

Fu Xue

Abstract

In china, the education departments and universities use the number of graduates who have signed employment agreements and the first employment rate as measures of estimating the situation of graduates' employment. There is an underlying assumption that the graduates who have not signed employment agreements are unemployed. This paper challenges this assumption and draws some meaningful conclusions based on the result of a survey on graduates who have not signed employment agreements.

Key words: graduates with no agreement; no-agreement employment; voluntary unemployment

Policies of College Graduates' Employment Overseas: Background, Measures and Experiences

Yang Weiguo

Associate Professor
School of Labor & Human Resources
Renmin University of China

Abstract

Generally graduates are the majority group in labor market, but the process of entering the labor market for graduates is not stable. Since entering the new millennium, business depression seriously aggravates employment difficulties for graduates. Many countries formulate special employment policy for graduates. These policies aim to create much more employment positions, stimulate graduates to accept jobs in areas with harsh natural conditions or work in industries with harsh working environments, promote graduates' employment competence, enhance employment adaptability and flexibility, reinforce job matching service and improve the efficiency of graduates' employment. These policies promote graduates' employment comprehensively through the intervention into demand, supply and the match of demand and supply. The implementation of these policies provides China with a lot of lessons such as stimulating entrepreneur spirit, creating employment positions, providing employment incentive, meeting special demand, improving education system, promoting employment competence, perfecting employment coaching, improving market efficiency, enhancing policy research and making the intervention modest.

Key words: graduates; employment policy; experience