
NEWSLETTER

An Empirical Research on the Employment of Chinese University and College New Graduates under the Impact of COVID-19

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UNDER the impact of the pandemic, the employment status of recent graduates is unprecedentedly difficult. Recently, a study published in *Journal of East China Normal University (Educational Sciences)* investigated the employment situation of college graduates in China under the pandemic. Using the method of random sampling, the research group distributed electronic questionnaires to the fresh graduates, employers, and universities in 34 provinces, autonomous regions, and municipalities in China, from April to June 2020. As a result, 13,738 valid samples of students, 419 samples of employers, and 55 samples of colleges and universities were collected. According to the data analysis, the employment situation of the recent graduates shows:

- Half of the after-tax salary centralizes among 3,001 to 5,000 CNY, also the satisfaction and stability of attendance were relatively high.
- The difficulty for unemployed graduates increases. The pandemic did not significantly change the graduates' career expectations, while the mainstream is entering the enterprises, and the desire to take part in the civil servant examination is strong, what's more, the workplace and salary amount attract the most attention. Meanwhile, the expected career types do not adapt to the jobs available, and salary expectation is generally high.
- Regarding the evaluation of employment guidance services in universities, the feedback was generally positive. However, difficulties such as lack of full-time teachers, and insufficient professional knowledge still exist.

Based on the analysis above, the following research took the factors of physiology, family, organization, and individual as independent variables, and set the employment condition as dependent variables, and finally using the

logistic regression to further explore the core factors affecting employment. The results are as follows:

- Gender difference shows a strong impact on the employment situation. The employment rate of the female students is much lower than that of the male, which only accounts for 0.596 of the latter.
- As for the family influences, the non-needy students are easier to be recruited than the needy students, which reached 1.266 times.
- Considering the organizational and academic factors, students graduate from science and engineering universities, first-class universities, and those who graduate with “Double Tops” disciplines have an advantage over others, and students graduate with a degree in the humanities suffer the most.
- When it comes to the students themselves, the higher education background, the better academic performance, and the greater English proficiency representing the higher employment rate; therefore, it is recommended that the unemployed recent graduates should lower their expecting salary to increase the possibility of being hired, because volunteering to expect for less payment seems to be the most significant intervening variables; also, the higher expense they spend on job-seeking brings about the higher employment rate.

The author concluded the four considerable relevant issues that require urgent attention: 1). The unemployment situation of recent graduates from rural areas; 2). Targeted poverty alleviation for needy graduates; 3). The hidden and inevitable employment discrimination; 4). Practical assistance for graduates to start-up business as a result to improve the overall employment condition.

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