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**A Study of The Chinese Government's
Approach in preventing Female Employment
Discrimination in The Context of The
Comprehensive Three Child Policy**

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Abstract

To ease the aging process of the population and change the situation that the fertility rate continues to decline, the Chinese government will adjust the two-child policy to the three-child policy in 2021. The implementation of the three-child policy can indeed release part of the reproductive potential, but childbirth will increase the employment cost of enterprises, which will lead to employment discrimination against women.

My thesis is based on the comprehensive three-child policy. The main research problem is the Chinese government's handling of female employment discrimination and putting forward reasonable countermeasures to provide strong support for the Chinese government to deal with female employment discrimination. First of all, through the existing data, we can understand the current employment situation of women in China, and compare the employment situation of women with the employment situation of men. It mainly includes four aspects: high employment threshold, unequal pay for equal work, difficult promotion, and reduced maternity security. The reasons for the current employment discrimination of Chinese women are explained through Becker's model of individual discrimination. When the preference for discrimination is greater than the cost of discrimination, discriminatory behavior occurs. It further proposes the particularity of female employment discrimination in the context of the comprehensive three-child policy, which may aggravate female employment discrimination. Then, through Smith's policy implementation

process model theory to analyze the problems existing in the process of the Chinese government's solution to female employment discrimination, it is found that in the process of the government's handling of female employment discrimination, there are weak executive agencies, insufficient supporting policies, unsound legal systems, and policy implementation is vulnerable to environmental influences. impact, etc. Finally, learn from the successful experience of dealing with female employment discrimination in the world, establish anti-discrimination institutions, improve supporting policies for three children, improve relevant legislation, and build a social environment of gender equality.

Keywords: *Female employment discrimination, government governance, comprehensive three-child policy*

Range of thesis: 114,721 characters

Declaration

1. I hereby declare that I have compiled this thesis independently, using only the listed resources and literature.
2. I hereby declare that all the sources and literature used have been properly cited.
3. I hereby declare that the thesis has not been used to obtain a different or the same degree.

In Prague

2022.7.27

Zhaoming Huang

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The two-year postgraduate career has come to an end. These two years are very short. Because of the epidemic, the real-time at school is very short, as if I just stepped into the campus yesterday. Although I am about to leave school, I know this is just the beginning of a new track in my life. Here, I would like to express my sincere thanks to the teachers and classmates who helped me in my master's study life and thesis writing process.

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Master Thesis Proposal

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Proposed Topic:

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Topic characteristics / Research Question(s):

Gender equality and family planning are two basic national policies formulated by the Chinese government in accordance with the actual needs of economic and social development. Addressing the issue of female employment discrimination and achieving equality between men and women are also the focus of the Chinese government. In order to alleviate the process of population aging and change the unfavorable situation of the declining fertility rate, the Chinese government timely adjusted the family planning policy from the one-child policy to a comprehensive three-child policy. As we all know, the interruption of careers caused by childbirth seriously affects the stability and continuity of women's careers and is not conducive to women's employment. The implementation of the comprehensive three-child policy has amplified this negative impact. Although not all women will have three children, this possibility makes companies worry about hiring female employees. Taking gender as the only employment criterion is a kind of employment discrimination. It damages the rights and interests of female workers and is not conducive to the implementation of the basic national policy of equality between men and women.

Based on the comprehensive three-child policy, my thesis mainly focus on the two issues of female employment discrimination and government governance of female employment discrimination. Through questionnaire surveys, HR interviews and other methods to understand the current female employment situation, and compare the employment situation of men to find the performance of female employment discrimination, which is specifically reflected in the employment threshold, salary, difficulty of promotion, and maternity security. And in the process of the government's governance of female employment discrimination, there are weakened administrative functions, insufficient

comprehensive three-child policy, incomplete legal systems, and insufficient cultural development. Finally, it analyzes the causes, summarizes the experience, and proposes a clear responsibility subject based on China's national conditions, completes supporting policies, and completes relevant legislation and other measures.

Working hypotheses:

1. Fertility becomes the biggest barrier to women's employment.
2. Comprehensive three-child policy reinforces female employment discrimination.
3. Female employment discrimination is not conducive to the comprehensive three-child policy working.

Methodology:

(1) Questionnaire survey method

I will use the online questionnaire method. The advantages of the questionnaire method are that it saves time, the respondents are not restricted by time and space, and the results of the survey are more easily quantifiable. The respondents will be contacted directly, and may be relatives, friends, classmates or online friends. The aim is to collect relevant data reflecting upon the existence of inequality between men and women in the workplace, mainly including the respondents' basic information, marital status, income status, experience of employment discrimination and their views on employment discrimination. I will also check the existing data related to the employment of men and women and combine it with my own data to draw conclusions from the final analysis.

(2) Interview method

To find out what employers really think about women workers and whether they treat them differently, I will interview staff from human resource management departments of different sizes and industries to find out what companies really do in terms of recruitment, training and promotion, as well as the impact of women's maternity behaviour on their businesses.

A combination of statistical data analysis (of survey results) and qualitative data analysis (for interviews) will be applied.

Outline:

1. Introduction

Subject matter & Methodology

2. Chapter 1: Female Employment Discrimination under Comprehensive Three-Child Policy and Government Governance Practices

- a. The Current Situation of Female Employment under Comprehensive Three-Child Policy
- b. Expressions of Female Employment Discrimination under Comprehensive Three-Child Policy
- c. Mechanisms of Female Employment Discrimination under Comprehensive Three-Child Policy
- d. The Government's Governance Practice of Female under employment Discrimination under Comprehensive Three-Child Policy

3.Chapter 2: Problems and causes of government governance of female employment discrimination under comprehensive three-child policy

- a. Problems of Government Governance of Female Employment Discrimination under the Comprehensive Three-Child Policy
- b. Causes of Government Governance of Female Employment Discrimination under the Comprehensive Three-Child Policy.

Chapter 3: Experience Reference of Foreign Governments in Governing Female Employment Discrimination

- a. Governance subject: professional anti-discrimination agency
- b. Public policy: highlighting the awareness of equality between men and women
- c. Laws and regulations: a sound legal system
- d. Social culture: gender equality social environment

Chapter 4: The Chinese government's approach to governance under female employment discrimination under the comprehensive three-child policy

- a. Governance Subject: Breaking the Dilemma of Women's Employment and Childbirth
- b. Public Policy: Improve supporting policies to ease the contradiction between female employment and childbirth
- c. Laws and regulations: guarantee women's employment and reproductive rights
- d. Social Culture: Realizing the Freedom of Women's Employment and Childbirth

Conclusion

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1. Introduction

For the Chinese government, the population issue is not only related to social stability, but also economic development. In 1971, the State Council of China proposed to have family planning, two children are the most suitable, and one is fine, according to the China Statistics Bureau (2009) report on China's population change. By 1982, the huge population led to an uneven distribution of social resources. Therefore, to alleviate the social pressure brought about by population growth, effectively reduce the total population and improve the quality of the population, China implemented a family planning policy. After decades of implementation of family planning, China's total population growth has slowed down, and China is slowly losing the economic growth brought about by the demographic dividend. What follows is a shortage of labor resources, an increase in total social support, and an intensified aging of the population. According to a summary by the Rule of Law Daily (2020), at the end of 2012, the labor force aged 15 to 59 in mainland China decreased by 3.45 million compared with the end of the previous year. This was the first decline in the labor force in China since the birth control plan, which made the Chinese government begin to re-examine its population policy. According to Xinhua News Agency (2013), the Chinese government proposes that couples, one of whom has no siblings in the family, can have two children. According to Xinhua News Agency (2015), after 2016, there is no limit for a couple to have a second child. Although the government allows the birth of a second child, China's population growth rate has not increased, the aging population has become more serious, and the natural population growth rate has also been decreasing year by year. The fertility rate is 1.3. Therefore, in May 2021, the Chinese government decided to implement the three-child policy, to release fertility potential, alleviate the aging of the population, and change the demographic structure.

As the main body of childbearing, women are the most direct stakeholders of the two-

child policy, and if they choose to give birth, it may affect their career development (Quan, 2016). In China, men in the past were more responsible for supporting the elderly and were also the main labor force in the agricultural society (Zhou & Li). Influenced by traditional thinking, the social division of labor in which men work outside to earn money and women manage household chores at home is accepted by most people, and women contribute more to the family. With the development of China's social economy and politics, more and more women choose to enter the labor market, and women can receive the corresponding remuneration. However, some women still undertake cumbersome housework after entering the labor market, and the conflict between family and work is more serious, which is not conducive to the career development of female workers (Sun, 2021).

Physiological differences between men and women are the root of "statistical discrimination"¹, and employers will judge workers' productivity and economic benefits based on such biological differences. By comprehensively evaluating the labor productivity, career development planning, and job adaptability of employees of different genders, companies believe that they need to bear higher employment costs when hiring female employees. Female workers need a longer time to complete the life course of pregnancy, childbirth, and rearing, which will shorten their effective working hours. For those, working women who are married and have children, having children will make them lose their job advantage, and at the same time, the company needs to provide corresponding benefits such as paid maternity leave (Zhang, 2016). In the case of companies seeking cost minimization, gender preference emerges when hiring employees. This gender requirement for employees makes the starting point of the two genders different in the market competition. Although the Law of China on the Protection of Rights and Interests of Women (2018) stipulates that "enterprises shall not refuse to hire women or raise the hiring standards for women on the grounds of gender", males usually have a clear advantage in career choice and future job development,

¹ Statistical discrimination: The situation of individuals is treated according to the average situation of the group to which they belong, rather than individual characteristics.

which is not conducive to women's job search.

Indeed, childbirth is a difficult choice for most women, and women entering the labor market are generally of childbearing age, and this period is also the best time for women's career development. Once they choose to have children, it is a long process, and it is very easy for women to suffer unfair treatment. How to protect their rights and interests requires not only the policy support of the government but also the support of the entire society. If the government's policies are conducive to women's employment, I think some Chinese women will reconsider whether to have another child.

Affected by the original one-child policy, the concept of childbearing in some families has changed. Coupled with the increase in childbearing costs, the attitude of the new generation of young people to childbearing has changed. In the eyes of many young people, it is no longer necessary in life planning. choose. This makes the Chinese government realize that the population policy needs to be updated in time to adapt to the social reality. During the implementation of the one-child policy, the policy effectively alleviated the social problems and pressures brought about by the population surge. However, at this stage, issues such as low fertility rates in some parts of China, the declining growth rate of the working-age population, and the imbalance in the gender structure of the population have also attracted the attention of the Chinese government. The Chinese government changed its population policy so that some people with reproductive potential could not be restricted by the policy.

In China, the government is one of the most authoritative subjects in social life. To study the practice of the Chinese government in dealing with the issue of female employment discrimination is to study the policies and laws formulated by the government to solve the problem of female employment discrimination. Summarize the problems existing in the policy implementation process and analyze the reasons. My thesis takes the comprehensive three-child policy as the policy background. First of all,

by studying the existing data to understand the current situation of women's employment under this policy, it is found that there is still a phenomenon of women's employment discrimination in China. Secondly, by studying the successful experience of the United States, Sweden, and other countries in dealing with women's employment discrimination, it is found that China lacks special anti-employment discrimination institutions, lacks policies to compensate employers, lacks anti-discrimination laws, and lacks gender equality education. Finally, put forward feasible suggestions, namely establishing anti-discrimination agencies in administration, promulgating anti-discrimination laws in legislation, compensating enterprises in terms of policies, and creating an environment of gender equality in culture, to provide the Chinese government with solutions to the problem of female employment discrimination. Strong support.

Compared with men, the employment rate of women is relatively low, and the value of their labor is also underestimated. Solving the problem of women's employment is related to the rationality of the overall layout of China's human resources and the fate of China's development. The full and reasonable employment of women is not only conducive to improving the competence of the population but also conducive to further realizing the social ideal of equality between men and women. Women's employment is an important premise and economic basis for women's development. If women's employment is successful, women's social status will naturally improve. Otherwise, women's status cannot be fundamentally changed. Whether the comprehensive three-child policy can achieve the goal of solving China's aging population and increasing the birth rate is inseparable from the support of the female population for this policy. In modern society, women not only assume the responsibility of economic production but also play an irreplaceable role in the process of population reproduction. At present, many women are faced with the choice of giving birth or employment. If the situation of women being discriminated against in the workplace can be improved, the third child will be fully realized. The effect of the policy will be positive.

2. Literature review

Liang (2002) once said that education plays a fundamental role in women's participation in economic and social activities. He believes that men despise women so that women cannot receive education, so they can only depend on men's life and thus cannot obtain equal status. "Women's Economic Independence Discussion" describes the disadvantaged position of women in the labor market in China in the 20th century: "In urban areas, women have almost no right to work, no matter what occupation they are, they are crowded out by men, and women who have the ability and can't get in" (Xie, 2021). With the development of China's economy and society, the problem of female employment discrimination has been alleviated to a certain extent, and many outstanding female entrepreneurs, scientists, and government officials have emerged. However, with the implementation of the three-child policy, the employment situation of women has once again become a social issue's concern.

2.1 Research on gender discrimination in employment

The analysis of gender discrimination from the perspective of economics can be traced back to Becker's (1957) labor market discrimination theory. In his doctoral thesis "The Economics of Discrimination", he proposed a discrimination preference model. discrimination, government discrimination, racism, and sexism, etc. The human capital theory put forward by Schultz (1960) believes that women's educational opportunities and occupational capital stock are far less than men's. After employment, women will interrupt occupation and human capital investment due to family factors such as marriage and childbirth, and lack of competitiveness in the labor market. Doeringer and Piore (1970) put forward the theory of dual labor market segmentation. The dual labor market is divided into the primary labor market and the secondary labor market. In the context of market discrimination, most women are forced to enter the secondary labor market, and because of their fixation of status creates a state of gender segregation in both gender occupations. American scholar Phelps (1972) formally put forward the

theory of statistical discrimination in the American Economic Review, which holds that employers often regard women as low-capacity and low-productivity out of subjective considerations, and employers are more inclined to be driven by interests. Hire men. The representative scholar who studies gender discrimination from a social perspective is the interaction theory proposed by Ridgeway (1997) of Stanford University, which believes that because people are affected by gender stereotypes in their interactions, people have different behaviors for different genders. Expectations, conventional wisdom recognizes male dominance, and women also see themselves as inferior to men, resulting in institutionalized inequality.

Olson (1983) believes that gender discrimination is the bottleneck that leads to women's advancement in the workplace. It compared the income and promotion status of men and women during 1973-1977 by setting up an employment quality group. Through analysis, it shows that women's promotion difficulty is higher than men's, and promotion opportunities are significantly less than men's. Based on data collected by the UK Women and Employment Survey in 1980 to investigate the gap between women's and men's pay, it was found that women's wages would have increased by 20 to 25% if there was no discrimination (Ermisch, 1991). Robert (1993) used detailed information on graduates of the University of Michigan Law School to study differences in pay between men and women in this sample. Men and women in this sample had nearly the same human capital when they graduated from law school, and the researchers used a set of external controls to remove factors such as childcare, work experience, and school performance and found that still a quarter left to One-third of the gender pay gap is unexplained.

The issue of the relationship between fertility and women's labor force participation has long been of interest to the social sciences and economics, and Becker (1993) suggested that most studies on the relationship between fertility and women's labor force participation take into account the new family economy in some form. The theory of

rational choice in microeconomics, which links the probability of childbearing to the level of direct and opportunity costs of childbearing, argues that if there is an incompatibility between labor force participation and motherhood, the gender division of work and family life is It is good for the family financially. Joshi (1996) found that fertility inhibits women's full-time employment, and the vast majority of women will be forced to choose intermittent part-time jobs after childbirth, embark on a more traditional, lower-paying path, and whether they can arrange or afford private employment Childcare is an important factor affecting women's employment after childbirth. Bailey (2006) found through research that postponing childbearing can increase the number of women in the paid labor force and increase women's labor force participation rate. David (2009) analyzed the relationship between fertility rates and female labor force participation in 97 countries from 1960 to 2000 and found that reductions in fertility rates increased female labor force participation, while every additional child a woman had in her lifetime would reduce it by approximately 4 years of work.

Scholars generally believe that there is an inverse relationship between fertility and female labor participation. Ray Rees (2001) proved through research that the relationship between female employment and fertility can be eliminated by reforming the country's tax system, improving family childcare services, and increasing subsidies. negatively correlated with more female labor supply and higher fertility. Gerda and Gunnar (2008) believe that the introduction of supportive policies related to women's employment and gender equality, such as parental maternity leave and childcare services, can effectively maintain women's labor participation and have a positive impact on fertility to a certain extent.

Western scholars generally analyze female employment discrimination from the perspective of economics, which is also applicable in China. In addition to employment discrimination in the workplace, Chinese scholars have also considered the impact of

traditional culture on women's employment discrimination.

Compared with men, Chinese women's employment is in a disadvantaged position. According to the data of the sixth Chinese census, the gender employment rate gap reached 13.8% in 2010. The employment rate of women aged 16-59 continued to decline in the ten years from 1990 to 2010, and the gender employment gap became more and more obvious (Jin, 2018). . The disadvantaged status of women is manifested in three aspects: First, the unemployment rate of women is higher than that of in-job workers. Second, there is a trend of "marginalization" in female employment, that is, more females are employed in labor-intensive industries, such as textile factories and leather factories. These factories generally have low welfare and low wages. Third, there is a phenomenon of unequal pay for equal work in the labor market, that is, the wage level of women with the same productivity is lower than that of men (Yun, 2007). Lan (2019) studied the employment status of women in Chongqing and found that during the interview process, nearly 30% of the respondents believed that the recruitment standards for women were higher, and more than 40% of the respondents believed that companies were concerned about women's fertility and that companies tended to recruit men. Yang (2017) analyzed random sampling data from five places in the country and came to three conclusions: first, more than 40% of women have experienced adverse effects of childbirth on employment; second, in all aspects of childbirth, pregnancy is the most likely to cause Women are unemployed, and childbirth has the greatest impact on personal income. Third, her data analysis proves that pregnancy, childbirth, and parenting have obvious adverse effects on women's employment.

Even the group of female college students with higher education has the same difficulty in the employment process. In recent years, the employment discrimination encountered by female college students in China can be summarized in three aspects: First, the employment agreement signing rate of female students is lower than that of

male students. Second, the employment of college students is concentrated in specific positions. Influenced by traditional concepts, the employment of female college students is concentrated in teachers, clerks, nurses, and other occupations, and most of them are engaged in repetitive work. Third, in similar employment positions, the salary and welfare level of female college students is significantly different from that of male students (Yu, 2010). Given the Chinese government's intensified crackdown on employment discrimination and the whole society's antipathy to gender discrimination, employers usually take covert measures to indicate their preference for male job applicants in the process of on-campus recruitment. For example: in the process of recruitment information promotion, it is highlighted that the working conditions are difficult and remote, and frequent business trips are required; in the resume screening process, the employer does not examine the resumes submitted by female college students. Although it is not easy to detect, female college students often get fewer interview opportunities than male college students. (Yu, 2018). Ge and Deng (2018) used a design simulation experiment to publish virtual paired resumes on the top two domestic online recruitment platforms to analyze the discrimination phenomenon of female college students in their job-hunting process. Three important conclusions are drawn: First, there is employment discrimination against female college students, and male college students with the same experience are twice as likely to receive feedback from employers as female college students; second, excellent academic performance and educational background cannot improve female college students' performance. Competitiveness and even discrimination against female graduates with outstanding academics and educational backgrounds have become more serious; third, rich internship experience helps female college students avoid discrimination.

Li (1995) believes that the reason why women are in a disadvantaged position in the labor market is that companies need to provide women with paid maternity leave. He (2010) believes that there are three reasons for women's employment discrimination: first, the career break caused by women's childbearing and breastfeeding periods, in

which wages and benefits have become an additional burden on enterprises; second, women retire earlier than men, and their life expectancy is longer than men's, so female employees have higher pension pressure; third, the cost of personnel training is almost the same, but men's career expectations are longer than women's, so this can also explain that most of the training objects of enterprises are male employees. The work handover of women during maternity leave is also a problem that enterprises consider. Whether there are employees who can take over the job for women during maternity leave, and how to adjust the work of female employees after they return, the cost of these problems is borne by the company (Wang, 2019). Rao (2014) sorted out relevant cases of female employment discrimination in recent years and recognized that the influencing factors of female employment discrimination include female physiological factors, defects in the current legal system, excess labor supply, and women's weak awareness of the protection of their own rights. Chen (2009) analyzed the impact of public policy failure on female employment discrimination, and found problems in China's anti-employment discrimination legislation and judiciary: the lack of a definition of discriminatory behavior in China's legal formulation; legal remedies are not smooth, and the cost is high; legislation There is a lack of correlation with law enforcement, and the corresponding law enforcement departments are missing. Liu (2007) believes that women have to devote more energy to the process of taking care of children due to physiological reasons, which will affect women's work. At the same time, the occupational discontinuity brought about by childbirth may also lead to a certain depreciation of women's accumulated work experience. Zang (2020) believes that in traditional Chinese culture, the gender division of labor in which men are responsible for earning money and women are responsible for housework raises the public's achievement expectations for men, while the opposite is true for women. China's basic economic system has changed from a planned economy to a socialist market mechanism, the labor employment system has changed from a distribution system to self-employment, and the labor supply has gradually increased. The corresponding employment forms in China have undergone profound changes, but laws

and regulations have not been adjusted and improved accordingly.

2.2 The impact of the two-child policy on female employment discrimination

According to the China Women's Daily, working women in China are facing the dilemma of choice for fertility and promotion (Mo, 2019). Zhang (2017) studied the impact of the two-child policy on women's employment in Hunan Province through a questionnaire survey and found that the two-child policy increased the difficulty of women's employment, because more frequent births made women's careers more fragmented, and enterprises out of cost from the point of view of benefits, reduce the willingness to hire female employees. At the same time, urban women are in the predicament that it is difficult to balance family and career. Fan and Chen (2016) used the marginal benefit analysis method and believed that the two-child policy would increase the employment cost of women and strengthen the employment discrimination against women. At the same time, they also believed that the behavior of childbirth has a positive externality, so this part of the cost should not be borne by women only their own responsibility. Meng (2017) summarized the employment problems of women that the two-child policy may bring into six categories: gender discrimination, unstable working hours, lower work efficiency, increased living costs and reduced income, difficulties in career promotion, and career interruptions. point. Li (2019) found that after the implementation of the two-child policy, fertility has once again become a sensitive word in women's career choices. After the implementation of the two-child policy, professional women who have already given birth to a child have no advantage in returning to work. Under the one-child policy, women who are married and have children no longer need companies to provide maternity leave and breastfeeding leave, and the additional cost of childbirth to companies is almost zero, making them more competitive than other women. However, after the implementation of the two-child policy, women who have given birth still have the possibility of giving birth again, and employers will be more conservative in recruiting employees for cost-benefit

considerations (Lv, 2017). Song (2016) analyzed the data of the 3rd China Women's Social Status Survey in 2010. He believed that both the number of children born and occupational interruption hurt women's employment.

2.3 Policy research on the government's promotion of equal employment for women

Ouyang (2003) reviewed four discussions in modern Chinese history on whether women should give up their jobs to men and return to their families. The result of the four discussions is that the Chinese government supports women to participate in the construction and development of society and realize the common growth of individuals and society. Liu and Li (2003), based on the perspective of social gender, divided public policy into five categories: gender discrimination policy, gender equality policy, positive difference policy, gender-neutral policy, and gender-sensitive policy. Liang (2006) analyzed the employment situation of women in Shanxi, and summed up the policy reasons for the formation of women's employment difficulties: first, the employment policy is not rigorous enough and the state intervention mechanism is weak; second, the policy revision lags behind the development of society. Wang (2020) summarizes domestic and foreign policies and laws that protect women's employment equality rights and finds that there is no law specifically protecting women's employment equality in China.

2.4 Research on China's Population Policy

The family planning policy was established as China's basic state policy in September 1982. The so-called family planning policy refers to the family planning according to the population policy. Compared with other countries' population policies, China's family planning policy is very mandatory, stable, and long-term (Lu, 2016). China's population policy over the past 70 years has three phases. In the first stage, when China was just founded, the society generally advocated the theory of population appreciation,

and there were very few people who proposed population control; in the second stage, in the 1960s, the family planning policy was first proposed; in the third stage, the population control policy was implemented. Changes and improvements have been experienced during this stage, including planned population growth, strict one-child policy, and three transitions from single-children to comprehensive two-children (Chen, 2020). Zhang (2019) defined the family planning policy as a birth spacing policy and discussed the beginning of the birth policy, the generalization of birth spacing, and the adjustment and changes of birth spacing. He found that China's population development has three characteristics: first, policies and institutions have a profound impact on China's population development; second, China's population development is not balanced; third, China's population is undergoing rapid changes; fourth, Stronger volatility in population changes (Ren, 2020).

3. Methodology

3.1 Theoretical Framework

My thesis's research is based on the three-child policy background, starting from two issues, Chinese women's employment discrimination and the Chinese government's solutions to women's employment discrimination. I use the competitive market discrimination theory proposed by Becker (1957) to explain the current employment status of Chinese women. The premise of this theory is that individuals have a certain discriminatory preference, which directly leads to the occurrence of discriminatory behavior. Becker quantified the discriminatory behavior of employers in money in the process of theory construction. When the benefits of individual discrimination preferences are greater than the costs of discrimination, employment discrimination occurs. For example, companies pursue profit maximization, and hiring women need to provide paid maternity leave, while the cost of hiring men is much lower. Under the three-child policy, this problem can be solved by relying on the Chinese government to subsidize enterprises to reduce the cost of enterprises, followed by raising fines for

discrimination against women and reducing employers' individual discriminatory preferences.

When analyzing the Chinese government's handling of discrimination against women in employment, I use Smith's policy implementation process model theory. Smith (1973) believes that policy is a model established by the government to deal with public affairs. He believes that the policy itself, implementing agencies, target groups, and the environment, these four factors can affect the implementation of the policy. If the government wants an idealized policy, it needs a full understanding of the policy by the implementing agency and the acceptance of the target group. A good social environment is also an important factor to promote the implementation of the policy. Therefore, under the three-child policy, the key to the Chinese government's policy of prohibiting employment discrimination requires the cooperation of enterprises, the strong enforcement of law enforcement agencies, and an equal social environment.

3.2 Literature analysis method

My thesis collects and organizes the existing data on women's employment status, summarizes the relevant literature on the impact of the implementation of China's two-child and three-child policies on women's equal employment, and selects valuable information and analyzes it. The collection of literature mainly comes from statistical bulletins, survey reports, laws, journals, academic papers, etc. In the process of research, through reading and extracting useful viewpoints from Chinese and international materials on women's employment. In the context of the comprehensive three-child policy, this paper attempts to understand the current employment status of Chinese women, and provides data support for the study of female employment discrimination by sorting and summarizing relevant literature data.

3.3 Comparative analysis method

My thesis firstly compared the employment situation of women before and after the implementation of the two-child policy by using the 2012 and 2017 China General Social Survey as data, and found that they had an overall grasp of the impact of the three-child policy on women's employment; Relevant representative countries' policies on promoting equal employment of women and getting rid of employment difficulties draw lessons from the methods of the United States and Sweden to deal with female employment discrimination, such as anti-employment discrimination agencies, male parental leave, etc. On this basis, combined with China's national conditions, it proposes ways for the Chinese government to promote women's employment equality under the background of the comprehensive three-child policy.

4. The performance of female employment discrimination and government governance practices in the context of the three-child policy

4.1 The current situation of female employment under the three-child policy

Women's human capital investment is not far behind that of men. Sun (2021) conducted a questionnaire survey on 734 people to investigate the subjects' basic information such as age, gender, education, marriage, and childbirth. Sun is a personal researcher, and the questionnaire was done in Jilin Province. The gap between the rich and the poor in China is serious, and Jilin Province is not developed and is more representative than developed regions. Among the 505 valid questionnaires obtained from Sun, women with the highest degree of education accounted for 12.54% of junior colleges, 74.6% of

undergraduates, and 6.87% of masters. Men accounted for 21.76% of technical secondary schools, 60.00% of undergraduates, 9.41% of masters, and 1.76% of doctors. When Sun (2021) served as HR, he analyzed 334 resumes that had been submitted. These data are also completed by Sun himself, and the scope of the investigation is also in Jilin Province. According to Sun's data, female financial manager job seekers accounted for 12.96%, 79.63%, 7.41%, and 0.00% of the highest academic degree in junior college, undergraduate, master's, and doctoral degrees, respectively, while males accounted for 3.85%, 79.49%, 15.38%, 1.28%. Among financial interns, the proportions of women with the highest degree of college, undergraduate, and master's degrees were 2.44%, 81.70%, and 15.86%, respectively, while those of men were 0%, 76.92%, and 23.08%. The GPA while studying was 3.54 for women and 3.20 for men. The average number of internships for women was 0.675, compared to 0.550 for men, both of which were higher for women than men. This shows that in management, women are no less capable than men.

Women's occupations are mostly distributed in the manufacturing and service industries. Among the 334 valid data collected when Sun (2021) served as HR, manufacturing and service industries are important choices for women's employment, accounting for 23.88% and 20.3% respectively. However, women account for only 11.64% and 10.45% of industries with high incomes and high entry barriers, such as IT and finance, respectively. The proportion of women working in the government sector is 8.96%. Within men, in the IT industry and the financial industry, it is basically on par with women. More than 30% of men work in manufacturing.

Women are underrepresented in R&D and management roles. Forty percent of women work in functional departments, and 24.78 percent of women work in sales departments. Only 7.16% and 8.96% of women work in R&D and management. These two jobs are 21.76% and 20.59% respectively among men. There are significant differences between the sexes in terms of work content. Men occupy a higher proportion in management

and R&D positions, and women are concentrated in functional departments such as finance and human resources.

Chinese women's income is low. According to the data released by the National Bureau of Statistics of China (2021), the total urban per capita disposable income in 2020 will be 43,834 RMB, and the monthly average will be 3,652 RMB. To make the comparison more intuitive, I used 4,000 RMB as the standard salary to analyze the questionnaire collected by Sun (2021) and found that women with a monthly income of less than 4,000 RMB accounted for 27.46%, and more than one-third of these people were low at 2000 RMB. Women's income is concentrated between 4000-8000 RMB, accounting for 43.58%. Those with more than 2 times the standard salary accounted for 28.96%, and the absolute high-income group with more than five times the standard salary accounted for 2.39%. It can be seen that there are still nearly one-third of Chinese women earning less than standard wages.

4.2 The performance of female employment discrimination in the context of the comprehensive three-child policy

4.2.1 General manifestations of female employment discrimination in the context of the comprehensive three-child policy

The employment threshold for women is higher than that for men. In Sun's (2021) questionnaire, question 10, "Have you or your friend encountered discrimination when looking for a job?" The proportion of men who answered that they had never encountered it was about twice as high as that of women. 35.30% of men experience employment discrimination less frequently, which is lower than 32.54% of women. 5.67% of women think that they frequently encounter employment discrimination, which is

higher than 4.12% of men. This proves that women experience more employment discrimination than men. Question 13, "How much influence do you feel gender has on hiring?", 1.76% of men thought it had a great influence, while 5.97% of women did. 29.99% of men think that gender has a great influence, and 48.65% of women, the two are close to 20%, and the difference is obvious. 17.06% of men think they do not influence all and only 7.16% of women. In addition, in the 22nd question of the questionnaire "In some recruitment positions, have you encountered a request to recruit only men", 78% of the respondents agreed. It can be seen that among both genders, women are negatively affected by gender in the job search process.

Men and women do the same jobs but are paid differently. In the questionnaire survey of Sun (2021), the 17th question "In the same position in your company, women's wages will be lower than men's", except that 8.51% of the respondents do not believe that there are discriminatory wages against women, The rest of the respondents supported this statement to varying degrees, and the survey was basically the same for both genders. Among employees with similar educational backgrounds, similar work experience, and the same job content, men have higher wages. When Sun (2021) worked in HR in Jilin Province, he collected 30 resumes of financial managers with a bachelor's degree, working years of 10 to 15 years, and financial managers, and found that men earn higher incomes. Among women, the income is mainly concentrated below 10,000 RMB, accounting for 45.54%. Even among high-income groups, women's income levels are still at a disadvantage compared to men's.

Women are less likely to be promoted than men. An important sign of women's lack of promotion opportunities is that women's promotion time is longer. In the financial manager resumes collected by Sun (2021), the average promotion time required for men to take up leadership positions for the first time is 3.32 years, and women need 4.27 years. Another important manifestation of the lack of promotion opportunities for women is that women account for a small proportion of senior positions and

management positions. The ratio of male to female financial interns for entry-level positions is 20:145, while the ratio of males to females for senior financial managers is 77:55. From this inversion, it can be seen that even in the number of junior positions, there is an absolute advantage, men are still dominant in senior positions. In the 20th question of the questionnaire "Do the leadership positions in your unit mostly held by men?", 82.97% of the respondents agreed with this statement to varying degrees.

4.2.2 Special manifestations of female employment discrimination under the background of the comprehensive three-child policy

(1) Childbirth has become the main reason hindering women's equal employment

As mentioned above, employment discrimination refers to the differential treatment of groups with similar productivity output. The difference in physical strength between the sexes is considered to be an important basis for the low productivity of women, but China has officially entered the industrial age, information technology has been popularized on a large scale, and intelligence has replaced physical ability as the most important factor in productivity. From a biological point of view, at the overall level, there is no significant difference in intelligence between the sexes. Therefore, the most important factor affecting productivity can be seen as an investment in human capital. In China today, the difference in educational attainment between the sexes is very small, and even among the younger generation, women account for a slightly higher share of higher education than men. According to the data from the National Bureau of Statistics of China (2021), there will be 1.599 million female graduate students in higher education in China in 2020, accounting for 50.9% of all graduate students. Therefore, the quality of Chinese women does not lag behind that of men in the labor market.

Fertility affects workers of both sexes significantly differently. Half of the women who participated in Sun's (2021) survey had given birth to only one child, maintaining fertility levels before the comprehensive three-child policy. 12.54% of women gave

birth to two children, and only 5 of the total respondents gave birth 3 or more times. After the occurrence of childbearing behavior, it is inevitable to have the responsibility of raising and caring for the child. How parenting responsibilities are distributed within a family has a significant impact on career development. My thesis chose the assignment status of leaving for childcare to measure the distribution of childcare responsibilities between the sexes. Among the women surveyed, nearly 40% of the women have quit due to childbirth, 10.15% of the women will leave the job again due to childbirth after returning to work, and even 4.48% of the women have left the job because of more than two births. For comparison, 85.59% of men never quit their jobs because of childbirth. This dramatic contrast suggests that women take on greater responsibility in the family life scenario of childcare. In China, this kind of work within the family is rarely remunerated and is not included in GDP statistics, and even the term housewife often has a derogatory connotation. Women who have left their careers are truly vulnerable because they depend on other family members for support, lack social security, and their overall health is worse than that of professional women (Liu, 2009). They are even less able to pursue economic equality and women's independence. The opening of the comprehensive three-child policy means that more families may choose to have children again, and the family support responsibilities will be multiplied, bringing the possibility of some women leaving their jobs.

Based on the above analysis, the behavior of giving birth to one child mostly occurs in the initial stage of the career, and the behavior of the second child and the third child mostly occurs in a stable career rise period, and the career stability of women is not as good as that of men. Due to physiological factors of women, it is not suitable for women to engage in high-intensity work during pregnancy, and it takes time to recover after childbirth. Their work will inevitably be negatively affected to varying degrees, and employers will have to pay more costs for this. At the same time, parenting responsibilities are more borne by women, forcing a considerable number of women to give up their jobs. However, men are less affected by reproductive behavior and take

on less responsibility in caring for young children, which highlights the disadvantage of women in labor market competition.

(2) The two-child policy may exacerbate female employment discrimination

To explore the impact of the maternity policy on female employment discrimination, since the three-child policy has just been implemented, the author selects the 2012 and 2017 Chinese General Social Surveys (CGSS) before and after the implementation of the two-child policy as research materials. The survey, hosted by the China Survey and Data Center of Renmin University of China, started in 2003, is the earliest nationwide, comprehensive, and continuous academic survey project in China, and the survey results are highly authoritative (Li, 2017). The ratio of female occupational income to male occupational income is used as an indicator to measure the severity of employment discrimination and is widely used in research related to female employment discrimination. Therefore, I selected the 2012 China Social Survey and the 2017 Two-Year China Social Survey data on the gender income of 25-50-year-olds who are active in their careers as the basic data and eliminated deviations, outliers, and incomplete data to obtain the total number of samples. It is a research sample of 12492, and the data can truly reflect the income levels of both genders in 2011 and 2016. Benefiting from the rapid development of my country's economy, from 2011 to 2016, the annual wage income per capita of both sexes has been greatly increased. However, the proportion of women's wages to men's dropped from 71.03% to 66.01%, a significant decline. It is worth noting that while the proportion of male unpaid income groups dropped from 13.20% to 6.80%, the female unpaid income group increased from 22.90% to 25.50%, an increase of nearly three percentage points. The difference in wage income changes between the sexes may be due to the fact that the maternity policy has exacerbated the seriousness of the problem of female employment discrimination.

5. Government governance practice of female employment discrimination under the three-child policy

5.1 Review of the Government's Handling of Employment Discrimination against Women

To deal with the issue of female employment discrimination is that the government adjusts the interests of all parties in the labor market through public policies and changes the disadvantaged position of women; regulates labor market behavior through laws and regulations; and improves the occurrence of female employment discrimination through social publicity. Therefore, my thesis will review the practice of the Chinese government in dealing with female employment discrimination from four dimensions: institution, public policy, laws and regulations, and culture.

5.1.1 The establishment of the Women's Federation

According to the official website of the All-China Women's Federation (2013), it was established in March 1949 at the First Chinese Women's Congress as a social organization. The All-China Women's Federation played the role of a bridge between the government and the masses and played an important and positive role in the government's handling of discrimination against women in employment. The All-China Women's Federation made recommendations and assisted in the drafting, formulation, publicity, and implementation of laws to combat discrimination in women's employment and safeguard women's equal employment rights, including the Law on the Protection of Women's Rights and Interests, the Employment Promotion Law, and the Labor Contract Law. It has made outstanding contributions to the construction of a legal guarantee system for women's equal employment rights. Under the active

promotion of the All-China Women's Federation, female cadres above the division level have retired five years earlier, and the application age for young women's scientific research projects has been extended to 40 years old, which is beneficial to support the development of high-end female talents (Sun, 2021). The All-China Women's Federation exercises legitimate rights on behalf of women and says no to policies that hinder women's employment. In 1980, The All-China Women's Federation sent a letter to the Secretariat of the Central Committee of the Communist Party of China to oppose the suggestion in society that women who have worked should give their jobs to the unemployed. According to a report on the Women's Federation's official website (2019), in August 1980, the Chinese government held a meeting to discuss the matter, and the All-China Women's Federation's opinion was supported. In 2001, staged employment was included in the draft outline of the 15th CPC Congress as an employment policy. In the official terminology, the so-called staged employment refers to a form of employment in which workers leave their jobs for a long time to take care of their families and raise their children during their careers. It can be seen that this employment method is a kind of flexible employment, and its original intention is to promote employment. This policy was not implemented under the opposition of the All-China Women's Federation, because this policy would provide a policy basis for companies to fire pregnant women and women who take care of children, and exacerbate employment discrimination against women.

5.1.2 Public Policy

Since the founding of the People's Republic of China, the Chinese government has continuously introduced employment support policies to help women find equal employment and reduce employment discrimination. According to different economic systems, China's employment support policies can be divided into the following three stages: The first stage, is from 1949 to 1978. China implements a planned economic system. During this period, the most important form of employment was placement-type employment which was uniformly arranged through administrative orders. To

achieve a reasonable allocation, the state has made many efforts: mobilizing women for employment, planning the distribution of labor force, and assigning jobs to college graduates. Faced with the phenomenon of not wanting female employees in the society, the government actively promotes female employment employing administrative orders, requiring enterprises to match a certain proportion of male and female employees (Jin, 2012).

The second phase is from 1979 to 2000. The reform and opening up have profoundly changed Chinese society. China's economic model has shifted to a socialist market economy, and the practice of arranging employment by administrative orders is no longer in line with the historical process. According to the data from the National Bureau of Statistics of China (2009), the urban unemployed population reached 15 million in 1979, and the employment placement model is no longer suitable for the current situation. According to the report of the National Bureau of Statistics of China (2005), in August 1980, the government adjusted the employment policy to a combination of introduction by the labor department, voluntary organization of employment, and self-employment. In the mid-1980s, job competition began to emerge, and labor distribution shifted from planned to market-based means. The labor contract system is implemented among new employees in enterprises owned by the whole people (Zhao, 2012). According to the report of Xinhua News Agency (2009), around 1992, the socialist market economy system with Chinese characteristics was established. However, at this time, labor market norms are not yet mature, and the labor security system needs to be reformed. The restructuring of state-owned enterprises has brought a huge impact on the labor market, and there is a wave of layoffs. More than 70% of laid-off employees are female employees (Sun, 2021). In order to help them return to their careers, participate in social labor, and maintain family and social stability, the Chinese government launched the Reemployment Project in 1993, a public service project consisting of employment information services and vocational skills training. The government promotes the reemployment of laid-off workers by providing them

with basic living allowances and unemployment insurance and other policies (Wang, 1997).

The third stage is from 2000 to the present. The Chinese government's employment support for women is more systematic and planned. According to the "Outline for the Development of Chinese Women (2001-2010)" issued by the State Council (2001), the main goals of equal employment for women are clarified: First, to ensure equal opportunities for women to obtain economic resources. Second, across the country, ensure that women account for 40% of the workforce. This policy has greatly promoted the equal employment of women. In 2013, the proportion of female employees has increased to more than 45%, and female middle and senior technical personnel accounted for 44.1% of the total number (Sun, 2021).

The maternity security policy is an important prerequisite for equal employment for women because the maternity security policy can provide women with basic medical security and living security during pregnancy, childbirth, and breastfeeding until women return to work (Huang, 2014). China's maternity security system can be divided into three stages: the first stage is from 1949 to 1978. The government and state-owned enterprises have undertaken a large number of social functions. As a form of welfare, they have established public facilities such as hospitals, canteens, nurseries, and schools. Relying on this social reality, China has gradually established an early maternity security system. Although no separate regulations have been promulgated, the Labor Protection Regulations of the People's Republic of China has made detailed provisions on labor protection and maternity benefits for female employees (Ning, 1989). The maternity security policy in the early stage of establishment mainly covers employees of government agencies, public institutions and state-owned enterprises. Women can enjoy 8 weeks of maternity leave, one year of breastfeeding leave, 15 days of maternity leave in case of dystocia, and 15-30 days of rest in case of miscarriage. The medical expenses related to female childbirth shall be borne by the administrative expenses of

the enterprises where they work. Maternity leave is normally paid, and breastfeeding leave is counted as working hours. Women who are pregnant, they can apply to be transferred to a more relaxed position or to have reduced hours. The regulations also stipulate employees shall not be dismissed because of women's pregnancy and childbirth.

The second phase is from 1978 to 2000. At this stage, the socialist market economy gradually replaced the planned economy system, and the public functions undertaken by government agencies and state-owned enterprises returned to society. Correspondingly, the maternity insurance policy has also been substantially reformed. According to the "Trial Measures for Maternity Insurance for Enterprise Employees" promulgated by the Ministry of Labor (1994), the enterprise shall pay maternity insurance for its employees, and female employees who participate in the insurance shall enjoy the reimbursement of maternity medical expenses and maternity allowances by the Social Security Bureau during the childbirth period.

The third stage is from 2000 to the present. At this stage, Chinese society has experienced rapid economic development. To meet the needs of social development, the Chinese government has set the general goal of universal coverage of social insurance, and a more comprehensive maternity insurance system has been included on the agenda as an important item. Expand the coverage of maternity insurance, including urban unemployed people and rural people into the population covered by the maternity insurance system. The "Notice on Proper Handling of Medical Expenses for Urban Residents' Maternity" issued by the Ministry of Human Resources and Social Security of China (2009) included the expenses for maternity and maternity examinations and hospital delivery expenses for urban residents in the payment scope of the urban residents' medical insurance fund. The Social Insurance Law of the People's Republic of China promulgated in 2010 included unemployed spouses of men with maternity insurance into the scope of maternity insurance. The "Decision on Further

Strengthening Rural Health Work" issued in 2002 mentioned that relying on the new rural cooperative medical care system, the cost of childbirth for rural women should be guaranteed. At the same time, the maternity security system of government units has also been integrated with the maternity insurance system for employees. "It is found from local policies and related research that government agencies and institutions that participate in basic medical insurance for employees also participate in maternity insurance" (Huang, 2020, pp.66). Another direction to improve the level of security is to improve security standards. The "Special Regulations on Labor Protection for Female Employees" promulgated by the State Council (2012) extended the statutory maternity leave to 98 days.

5.1.3 Laws and Regulations

At the constitutional level, the status of women's equal labor is determined. In 1949, the "Common Program of the Chinese People's Political Consultative Conference" was adopted at the first plenary session of the Chinese People's Political Consultative Conference. Among them, Article 6 stipulates: Abolish the feudal system that restricts women's development, and ensure that women enjoy equal rights with men in political, economic, and cultural aspects. In 1954, the Constitution of the People's Republic of China was formulated by summarizing and revising the "Common Program". Articles 85, 91, 92, 94, and 96 strongly supported women and men to enjoy equal labor rights and rest rights, the right to education. Article 48 of the Chinese Constitution, revised in 2018, stipulates that the state protects the rights and interests of women, implements equal pay for men and women for equal work, and trains and selects women cadres. The protection of women's labor rights and interests in the Constitution has been gradually strengthened.

At the legal level, discrimination in female employment is explicitly prohibited and the legitimate rights and interests of female workers are protected. Article 3 of the Labor Law (1994) stipulates women have equal rights to employment, remuneration and rest

as men. Article 12 stipulates that it is an illegal act to discriminate against workers in their employment. Article 13 stipulates: Except for the provisions of the state, the recruitment standards of female employees shall not be raised. Chapter 4 of the Law on the Protection of Women's Rights and Interests (2018) clearly defines women's labor rights and women's special labor rights. It can be said that the rights and interests of female workers are fully protected in terms of employment qualifications, employment, salary and benefits, job promotion, and social security. Articles 14 and 57 prohibit retaliation against women's employment discrimination and rights protection.

5.1.4 Social culture

Social culture is a summary of socially recognized values, and plays a role in guiding and regulating social phenomena. As an informal institutional arrangement, it has a profound impact on the behavioral logic and behavior of employers and workers in the labor market. Therefore, cultivating a social culture of gender equality is the most fundamental way for the government to deal with the issue of female employment discrimination, and it is also a good way for the labor market. environment and promote the fair participation of female workers in the labor market.

The Chinese government promotes the cultural cultivation of gender equality through various aspects. The first is to improve women's quality. The most effective way to improve women's quality is to develop education. According to the Xinhua News Agency (2019) report, in 1989, the All-China Women's Federation organized and led the "Spring Bud Project" to help out-of-school girls in poverty-stricken areas return to school for education. In 1996, the General Office of the State Education Commission issued a document requesting the governments of impoverished areas and ethnic minority areas to put the promotion of girls' compulsory education on the agenda (Sun, 2021). According to the Chinese People's Compulsory Education Law (2006), since 2008, compulsory education has been implemented nationwide regardless of the region, and tuition fees from primary to high school are exempted. This series of measures have

greatly improved the education of girls. According to the statistics of the National Bureau of Statistics of China (2010), the enrolment rate of girls in primary schools reached 99.73% in 2010.

Second, set up women's publications. Under the guidance of the All-China Women's Federation, the "China Women's Daily" was founded in 1984. The purpose of the newspaper was to show women the progress of society and the growth of women in the society. Pay attention to social hotspot issues and make female voices heard. In the digital age, the newspaper actively transforms into new media and continues to speak for women. "Women's Studies Series", a core journal, was founded in 1992. It timely reflects the research results of major practical problems in Chinese society and promotes the development of the discipline construction of women's studies in China. The Journal of China Women's University, founded in 1989, is China's first comprehensive academic journal focusing on the research and exploration of women's issues. According to Wanfang data in April 2018, the impact factor of "Journal of China Women's University" in 2015 was 0.41, with 2,209 articles, 7,855 citations, and 54,718 downloads.

Third, select outstanding models and publicize the advanced deeds of women. As China's highest honorary medal, the Medal of the Republic, there are currently two female winners: Ms. Shen Jilan, who proposed equal pay for equal work between men and women at the National People's Congress, and won the honorary title of National Model Worker several times; Ms. Tu Youyou, for discovering that artemisinin can treat malaria Remarkable effect, became the first local Chinese scientist to win the Nobel Prize in Science. Their outstanding deeds have been widely reported and disseminated, arousing heated discussions and repercussions in society. The All-China Women's Federation established the honorary title of "March 8 Red Banner Bearer" in 1960 to recognize advanced female workers in society. This award is the highest special honor for women in China. The establishment of the award is not only an affirmation of the

great contribution made by the majority of women in the construction of China, but also an encouragement to female workers.

5.2 The government's practice of promoting women's employment under the three-child policy

5.2.1 The government cracks down on employment discrimination and promotes female employment

The Employment Department of the Ministry of Human Resources and Social Security (2019) issued a notice on further regulating recruitment practices to promote women's employment. The notice can be summarized into three aspects: First, employers must not discriminate against women in the formulation of recruitment plans, release of recruitment information and other links, and must not restrict female fertility, and the public sector must play an exemplary and leading role. The publication of sex-discriminatory human resources markets shall be punished according to the seriousness of the circumstances. Second, help victims defend their rights. Incorporate employment discrimination into the grounds of action accepted by the courts, and provide victims with different levels of legal aid. The trade union organization and the All-China Women's Federation have established a joint interview mechanism to actively accept complaints of employment discrimination against women, interview relevant responsible persons, and order corrections. Third, support women's entrepreneurship and employment. The government should focus on female college students, provide employment guidance for women, and encourage employers to facilitate postpartum women returning to work.

5.2.2 Strengthening maternity security

The most notable reform in the maternity security system is the extension of maternity

leave. Article 25 of the latest revision of the Population and Family Planning Law by the National People's Congress (2021) clearly states that couples who meet the conditions to have children will be given incentives such as appropriate extension of maternity leave. According to the law, 31 provinces and cities across the country have extended maternity leave to varying degrees. Tianjin, Shanghai and other places with the shortest maternity leave have extended maternity leave to 128 days, and Xinjiang, which has the longest maternity leave, has extended maternity leave to 365 days.

6. International experience in addressing female employment discrimination

In dealing with the issue of female employment discrimination, the Chinese government needs to extensively learn from the effective practices of the international community and learn from them. Internationally, the United States and the European Union have established professional anti-discrimination institutions very early, which is lacking in China. Japan and South Korea also have NGOs to help discriminated women, and China also has women's federations, which can serve as a communication medium between companies and employees. In addition to relevant laws prohibiting employment discrimination, Sweden, Norway and other countries also have a social environment of gender equality.

6.1 Professional anti-discrimination agency

The purpose of the US Equal Employment Commission is to promote the process of social equality and eliminate the negative impact of employment discrimination on the labor market. The agency is headquartered in Washington and has branches nationwide. The main functions include three: the first function is administrative legislation, which

concretizes the content of Chapter VII of the Civil Rights Act through administrative legislation, so that the public can understand and invoke relevant legal provisions. At the same time, the Equal Employment Commission also provides guidance and explain. The second function is administrative supervision and enforcement. In terms of the process, it includes four stages: acceptance of allegations, investigation, mediation, and litigation. In the 30 years from 1997 to 2017, the Commission handled more than 80,000 cases per year (Feng, 2019). Investigate work after acceptance of a case, and determine whether to continue work based on preliminary findings. For cases that require a thorough investigation, after the investigation is completed, a decision letter is issued to the parties to the case, explaining the circumstances of the case. The Civil Rights Act encourages non-litigation methods such as negotiation and mediation to resolve discrimination-related cases. Therefore, before the formal investigation begins, the committee will arrange for all parties involved to discuss the possibility of reconciliation. Once the mediation is successful, the Equal Employment Commission will enter into a mediation agreement with the parties. If the mediation is unsuccessful, the Commission issues a Notice of Right to Prosecute or litigates on its behalf. The third function: education and training. In order to reduce the occurrence of discrimination, the Equal Employment Commission provides free training and paid training. Free training is to provide general knowledge of equal employment to the public, while paid training is the responsibility of the specialized training institute established by the Commission, which provides individualized educational training and technical assistance to employers.

The "Amsterdam Treaty" (1997) concluded between EU countries stipulates that each EU member state needs to set up a special anti-discrimination agency within its own government, and the European network of equality agencies will coordinate the cooperation between national anti-discrimination government agencies. Accordingly, Germany established the Federal Anti-Discrimination Agency, which is subordinate to the Federal Ministry of Family, Women and Youth, directly under the leadership of the

federal government, and is funded by the state's financial appropriation. The main function is to provide the discriminated persons with relevant professional information and mediate employment disputes to help them get rid of the discriminated situation. If a lawsuit is required, the agency refers the case to the Anti-Discrimination Federation, which assists victims in their prosecution. In addition, the Federal Employment Discrimination Agency conducts policy research and policy recommendations.

And in Asia such as Japan and South Korea, there are also efforts to close the gender gap. In the 2020 Human Development Report released by the United Nations (2020), the two countries ranked 19th and 23rd in the world in the Gender Development Index. In order to promote gender equality, the Japanese government has established the Gender Equality Bureau Cabinet Office, which is subordinate to the Prime Minister's Office and regularly publishes annual reports to promote the development of gender equality (Lai, 2016). A Korean civil society organization, the Korean Women Workers Association (KWWA), was established in 1987 as an NGO dedicated to protecting female workers from discrimination. The organizer is active in training activities, including: opening a women's school to empower women leaders, and providing training programmes for members of the organization. KWWA actively carries out international cooperation and communicates with women's labor rights protection organizations in the United States, Japan, Sri Lanka and other countries and regions. Through various efforts, as of January 2008, KWWA has participated in the revision of the Equal Employment Law, the Non-regular Workers Law, and the Minimum Wage Law to protect female laborers and a number of policies and laws, effectively adding to the protection of the rights and interests of female laborers in Korea. It has provided legal weapons and promoted the advancement of women in the workplace.

Summarizing the experiences of the United States, Germany, Japan, and South Korea, we can draw the following conclusions: First, specialized anti-discrimination institutions can help solve the problem of employment discrimination, and NGOs can

also play a role. Secondly, the anti-employment discrimination agency needs the strong support of the government, so that it can really play its due strength.

6.2 Public policy: promoting the awareness of gender equality

The Swedish government has formulated and implemented a series of policies to support women's equal employment rights. These policies are very continuous and planned, and they have combated employment discrimination and fully reflected the awareness of gender equality from the policy level. The continuity of Sweden's equal employment policy for men and women is reflected in the fact that the Swedish government has always adhered to the general goal of "ensure that men and women enjoy the same rights and assume the same obligations in all aspects of life" (Li, 2019). To promote the implementation of policies, adjust the content of policies in a timely manner, and adapt to social development. In the 1930s, the right of married women to participate in paid labor was high on the Swedish government's agenda. This is related to whether the mainstream family model in Sweden has changed from a male earning model to a husband and wife supporting the family model. Its essence is the issue of equal rights between men and women. In 1939, the Swedish government proposed a bill to protect married women from participating in paid labor. In May of the same year, the parliament passed a bill: Women workers shall not be dismissed for reasons such as pregnancy and childbirth. The passage of the bill indicates that the Swedish government has begun to adopt a legislative approach to support the legal rights of female workers (Sun, 2021). As female workers play an increasingly important role in economic activities, the Gender Equality Act was passed by Parliament in 1980, and the Swedish Discrimination Act in 2009 added requirements for employers to take measures against harassment, aiming to further ensure women's equality. right to employment.

The planning nature of Sweden's equal employment policy is reflected in the fact that

the government regularly formulates government plans to promote affirmative rights and monitors the implementation of the policy. In 1994, the Swedish government officially implemented the gender mainstreaming strategy, and female consciousness plays an important role in public decision-making and social affairs. In 2016, the Swedish government formulated the National Action Plan for Gender Equality, which promotes the implementation of gender mainstreaming by formulating specific implementation plans and evaluating gender policies by the government.

In addition to the direct equal employment policy, the Swedish government has developed a family support policy to help women balance the role conflict between family and career. In 1974, the Swedish government introduced a maternity support policy, which is divided into two aspects: holiday adjustment and childcare allowances (Zheng, 2014). The policy stipulates: from maternity leave for pregnant women to paid parental leave used by husband and wife in turn. In 2005, parental leave was extended to 480 days. In order to increase the proportion of fathers' vacation use, better assume family responsibilities and share housework, the Swedish government stipulated that fathers must apply for 30 days of vacation in 1995, and in 2016 this policy became 90 days. The Swedish government supports infant and toddler education and builds public nurseries. With government financial support, this service is cheap and only accounts for 1% to 3% of household income (Shen, 2017). The Swedish government fully reflects the awareness of gender equality in policy formulation, that is, it has put forward a long-term goal of equality between men and women, and has also promoted the status of women in the labor market through the equal employment policy. With the assistance of relevant family policies, good policies have been achieved. As a result, the employment rate of Swedish women in 2020 will reach 78.3%.

6.3 Laws and regulations: a sound legal system

The United States has established a complete legal system and judicial remedies in the

field of combating discrimination against women in employment. The United States protects women's equal employment rights from three levels: the Constitution, federal legislation, and executive orders. At the constitutional level, the original U.S. Constitution was limited by the limitations of the times and lacked clear provisions on equality between men and women. In 1868, the Fourteenth Amendment to the U.S. Constitution stated that "no state shall deny to any person equal protection of the laws" (Cui, 1997). This is also seen as one of the constitutions that supports gender equality. The first to propose a gender affirmative action bill was Alice Ball, who drafted the Equal Rights Act in 1923, but did not pass the House and Senate until 1973, but failed to reach the four-point mark in the subsequent process of signing by the states. Passed by three-thirds of the state legislatures or the Constituent Assembly. There are three reasons. First, a considerable number of conservatives believe that women should focus their work on the family. Second, some people believe that this bill is superfluous. The judicial practice at that time shows that women's rights and interests have been protected. There are differences in the understanding of the concept of gender equality, and how to deal with the relationship between equality of rights and protection of women is also a contradiction. It can be seen from this that the idea of equal rights for men and women has received considerable support at the constitutional level, so although the Act has not really passed, it has played a role in judicial practice to a certain extent (Guo, 2010).

At the federal level of legislation, the Fair Pay Act of 1963 was introduced, which made it clear that men and women should be paid the same wages when doing the same amount of work under the same conditions. In 1978, the Pregnancy Discrimination Act continued to be introduced, which stipulated that employers' refusal to hire, promote, refuse to pay medical insurance, or even demote or dismiss employees because of pregnancy, childbirth, or medical conditions related to the employee constituted discrimination.

At the executive order level, in 1961, President Kennedy issued Executive Order No. 10980 to establish the Presidential Commission on the Status of Women, which was responsible for evaluating women's economic status, family status, and legal status. In 1965, President Johnson issued Executive Order 11246, prohibiting employment discrimination policies within the government system and prohibiting employment discrimination within federal government agencies.

The U.S. government provides legal remedies for those who have been discriminated against in employment in terms of behavior and money. First, remedies for employment discrimination refer to the Court's powers granted by the Civil Rights Act to prohibit defendants from discriminatory employment (Lu, 2019). Second, monetary relief is divided into two aspects: wages and compensation. The wage portion includes wages that employees should have received but did not receive, as well as economic losses to the plaintiff during unemployment due to employment discrimination. The compensation part includes the cost of mental damage to the discriminated person and the punishment for the discriminatory behavior of the defendant (Sun, 2021).

Summarizing the American legal system, the legal system is perfect, from the single protection of wages to the prohibition of employment discrimination in all aspects of employment. In terms of legal remedies, the rules are clear and practicable. Both are important guarantees for the law to play its due role.

6.4 Sociocultural: a social environment for gender equality

In the 2020 Global Gender Gap Report published by the World Economic Forum, Norway ranks second in the world for gender equality. In 2022, women will make up 47% of the Norwegian government. The Norwegian concept of women's rights has shifted to the concept of gender equality, moving from specific measures for women only to specific measures for women and men. The high level of gender equality in

Norway benefits from the cultural construction of gender equality with the participation of the whole society.

An equal environment requires the support of the Norwegian government. The Student Financial Aid Act, which went into effect in 2005, ensures that underprivileged female students have access to an equal education and can even convert loans into grants at the time of childbirth. Section 1 of the Gender Equality Act signed by the King of Norway in 2007 clearly states that the Act aims to improve the status of women. Section 12 stipulates that "the public administration shall make active, targeted and systematic efforts to promote gender equality." Section 13 stipulates that the ratio of at least 40% of the two genders in the management and decision-making departments of public institutions is achieved. In Chapter 4, employers are strictly prohibited from discriminating in recruitment, promotion, training, wage conditions, and cessation of employment; employers are expressly prohibited from collecting pregnancy, adoption, or child-planning information during the recruitment process.

Norway has active academic research. Norwegian NGOs and researchers are important actors both nationally and internationally in providing knowledge of gender issues and languages and in making new arguments about gender norms. The field of gender studies in Norway has adopted a dual strategy of integrating into mainstream institutions and organizations while establishing independent gender studies institutions and organizations. In Norway, organizations such as the National Center for Gender Studies, the Norwegian Association for Gender Studies, and the Center for Women and Gender Studies at the University of Bergen have been established to promote gender equality in Norway from a theoretical perspective through scientific research and exchanges. Statistics Norway mainstreams gender statistics in the regular dissemination of official statistics.

Norway implements gender equality education. Norway offers gender equality majors

in first-class universities, and the University of Bergen offers a bachelor's degree in gender studies, offering courses in gender, gender culture, gender equality, and family. The University of Oslo offers a Bachelor of Interdisciplinary Gender Studies, which conducts gender studies from the perspectives of anthropology, literature, philosophy, history and other disciplines. The Norwegian University of Science and Technology offers a Master's Degree in Equality and Diversity, which provides students with knowledge of cultural analysis and the ability to understand social change from a gender analysis perspective.

Through the efforts of the government and social organizations in legal support, scientific research, and education under the concept of gender equality, Norway has cultivated an excellent culture of gender equality.

7. Using Smith's policy implementation theory to analyze the existing problems and reasons for the government's handling of female employment discrimination under the three-child policy

7.1 Lack of policy enforcement agencies

Although the Chinese government protects women's employment rights and handles discrimination against women in employment, the role of current administrative agencies is still weak. Mainly manifested in: First, the lack of stable leadership institutions. Although the State Council of China has established a working committee for women and children, it is specifically responsible for promoting women's development. However, the committee is a temporary inter-departmental coordination organization. It does not have a separate establishment. Its main function is to publicize

the basic national policy of equality between men and women, and summarize the experience and achievements in the cause of women's liberation. However, it lacks administrative functions such as organizational leadership and supervision. Therefore, the symbolic significance of expressing that the Chinese government attaches great importance to the development of women's career is greater than the practical significance of the organization's fight against discrimination against women in employment. Second, the labor inspection department lacks a basis for law enforcement. The Labor Inspection Bureau is mainly responsible for formulating labor inspection systems, organizing and implementing labor inspections, and assisting laborers in safeguarding their rights. In many cases, employment discrimination against women occurs before an employment contract is signed, and it is difficult for the labor inspectorate to defend their rights. The result is that although there are multiple organizations responsible, there is a lack of truly responsible authorities to govern the issue of female employment discrimination.

7.2 Lack of supporting policies leads to unsatisfactory policy implementation

As a basic national policy of China, family planning has profoundly affected every Chinese person, especially women who take on more reproductive behaviors. As the latest stage of this basic national policy, the three-child policy has broken the situation that most ordinary urban families have only had one child under the one-child policy over the past 30 years, which has brought fertility back into people's field of vision. However, giving birth may cause women's careers to face many long-term interruptions, reduce career stability, and directly cause employers to lower their expectations for female employees. Therefore, when the government deals with the issue of female employment discrimination, the focus is on reducing the impact of reproductive behavior on women's careers. However, since the introduction of the comprehensive three-child policy, relevant supporting policies have not been implemented, especially

in the following three aspects:

First, the supply of childcare institutions for children aged 0-3 is insufficient. Thanks to government financial support under the planned economy system, in order to support female workers' participation in production and construction, the number of nurseries in China increased from 119 in 1949 to 5,775 by the end of 1956 (Li, 2019). These institutions are mainly for children aged 0-3, which greatly eases the conflict between women taking care of their young children and working normally. After the reform and opening up, the number of newborns declined due to the stripping of social functions by enterprises and the one-child policy after the reform of the economic system, and the development of nurseries was naturally affected. With the implementation of the comprehensive three-child policy, the development of childcare institutions has received attention. In particular, the "Guiding Opinions of the General Office of the State Council on Promoting the Development of Care Services for Infants and Children under 3 Years of Age" issued by the State Council (2019) proposed that children aged 0-3 infant care services are included in the economic and social development plan, which also encourages the standardized development of nursery institutions. At this stage, this policy has not really been implemented.

Second, there is a lack of compensation for employers. Women's normal work from pregnancy to childbirth may be affected by various medical needs, such as the time cost of antenatal check-ups during pregnancy, and the low work efficiency caused by physical discomfort, which will translate into economic costs for enterprises. Enterprises need to bear the wages during maternity leave, women leave their jobs during production, and the workload caused by the decline in work efficiency will be borne by other employees or newly hired employees, which will result in more overtime expenses or new employment costs. It is understandable for enterprises and institutions to undertake social responsibilities, but at present the social cost of female childbirth is more borne by employers, especially with the implementation of the three-child policy,

this social responsibility is getting bigger and bigger. From a macro perspective, population reproduction is the driving force for the country's sustainable development. The government is the biggest beneficiary and should take more responsibility for childbirth, but it is currently borne by enterprises. From the perspective of cost and benefit, women's employment discrimination has been repeatedly prohibited, mainly because companies need to bear additional labor costs for women.

Third, the lack of male parental leave system. China has yet to establish an international holiday that encourages men to participate in family life as fathers. In contrast to women's maternity leave, this absence invisibly concentrates the burden of parenting that is shared by both sexes on women. Under the three-child policy, for families willing to have children, the cost of raising children is bound to increase exponentially. If women's responsibility for raising is emphasized, the cost of more time for women will increase exponentially. This situation is not conducive to the government's management of women's employment discrimination.

7.3 Insufficient protection of women by the government

In order to combat discrimination against women in employment, the Chinese government has established a legal system based on the Constitution, supported by the Labor Law and the Law on the Protection of Women's Rights and Interests, to regulate illegal employment practices. But there are two shortcomings.

The first is the lack of specific anti-discrimination laws. The legal provisions against employment discrimination scattered in the Constitution, the Labor Law, and the Law on the Protection of Women's Rights and Interests, although they embody the spirit of equality between men and women, prohibit women's employment discrimination and other discriminatory behaviors, but in the Law on the Protection of Women's Rights and Interests. (2018), "jobs or positions that are not suitable for women" appear but are not

clearly defined, allowing employers to find loopholes in the law. At the same time, there are no important issues in Chinese law, such as what kind of responsibility the infringer should bear and how to protect the interests of the infringed. This ambiguity seriously weakens the operability of the existing legal system. Local governments uphold the spirit of the Constitution and the law to promote women's employment, lacking specific operational standards, and can only formulate administrative regulations on their own. The consequence is that the legal basis for discrimination against women in employment is actually relatively low, and there are obvious differences between regions.

Second, the relief channel is narrow. China's current labor law (1994) stipulates that after labor disputes occur, they can be resolved through negotiation, mediation, arbitration or litigation. However, the scope of Chinese labor disputes does not include situations where labor relations have not been formed. This means that workers who are not hired because of gender discrimination are not covered by labor law remedies. Although it is stipulated in the Employment Promotion Law that employment discrimination can be brought to court directly, the difficulty of producing evidence limits women's exercise of legal rights. China's current laws do not clearly stipulate the burden of proof in cases of employment discrimination against women. In judicial practice, most women who suffer employment discrimination bring lawsuits on the grounds of disputes over personality rights. They need to provide evidence that they are competent for the position and that they have been treated differently based on gender rather than other factors (Sun, 2021). It is very difficult to obtain evidence for female workers who are in a disadvantaged position in the labor market, and it is almost impossible to obtain all the evidence in their favor.

7.4 Policy implementation is vulnerable to environmental influences

The Chinese government has always spared no effort in creating a social and cultural environment of gender equality. The People's Daily mentioned in 1956 that "women hold up half the sky" (Geng, 2015, pp.74), which is an example of women's outstanding contribution to the construction of socialist China. Contributions are highly acknowledged. However, in the process of building gender equality, the Chinese government has the problem of insufficient cultural construction, which is manifested in the following three points:

First, negative traditional culture has not been eradicated. In ancient China, women's responsibility was to take good care of the family and honor their in-laws, and their room for advancement was only within the family. Today, this concept is still in play. Women put more energy into housework and raising children, especially under the three-child policy. After giving birth, many women give up their careers and choose to return to their families in order to take care of their children. In addition, positions such as nurses, kindergarten teachers, and secretaries in which female employees are the majority can be regarded as socialized care and a continuation of the family division of labor (Sun, 2021). The consequence of this social division of labor is that women in traditional society have no independent economic status, and men monopolize all important roles in economic life, which breeds the backward cultural concept that men are strong and women are weak.

Second, education on gender equality on campus is insufficient. There is a lack of gender equality in China's existing compulsory education and higher education. There are neither relevant courses nor social practice activities to cultivate the awareness of equality between men and women. It relies more on the subjective education of teachers, which lacks stability and unity. Even in the textbooks, there are obvious differences in

the images of the sexes. Taking the junior high school Chinese textbooks that have been used nationwide since the fall of 2019 as an example, male characters account for 91.03%, and most of them reflect a rational and courageous image. Female characters account for only 20.32%, and most of them highlight the sensual and weak side of women (Ding, 2020). This contrast is not conducive to adolescents' correct recognition of women and their evaluation of women's social value.

8. The government's solution to female employment discrimination under the three-child policy

According to the theoretical analysis of Smith's policy implementation, in the process of addressing female employment discrimination, the Chinese government found that it lacked major executive agencies, anti-employment discrimination agencies, and major supporting policies, such as nurseries that could help mothers save time. The government's legal protection of women lacks anti-discrimination laws and remedies; the environment is also a factor affecting policy implementation, and schools as educational institutions lack gender-equitable educational programs. Therefore, to solve the employment discrimination of Chinese women, we can start from the perspectives of policy implementing agencies, public policies, laws and regulations, and culture.

8.1 Establish a responsible subject

The Chinese government's implementation of the three-child policy has given some families who want children a chance, but employment discrimination against women is also a problem that most Chinese families need to consider. The Chinese government can refer to the United States, set up a special agency, and cooperate with the

coordination and publicity of NGOs to solve the problem of employment discrimination.

8.1.1 Establish a gender equality agency within the government

The Chinese government has set up the Working Committee for Women and Children as a temporary coordinating agency, and it is difficult to truly play the main role in resolving employment discrimination. Therefore, the Chinese government should establish a normalized and professional gender equality agency, which not only has the practical significance of protecting women's rights and interests and promoting women's employment, but also the symbolic significance of acknowledging the contribution of women in history. implementation of national policy. The agency collects and analyzes gender equality-related data, learns international advanced theoretical and practical knowledge, and acts as a decision-making department to issue and implement gender equality policies. As an authoritative organization against female employment discrimination, it needs to coordinate the work of various departments, change the status quo that there is no special department to deal with female employment discrimination, and establish a top-down system to combat female employment discrimination.

8.1.2 Mobilize social forces

(1) Play the active role of NGOs

As a non-governmental organization, the All-China Women's Federation plays an important role in China's political life. It has the advantages of nationwide organization and closeness to women's lives. It is an important social force in dealing with women's employment discrimination. Give full play to the coordination role of the All-China Women's Federation, build bridges between women and the government, other NGOs, and other groups, eliminate barriers and express their demands, and create a good atmosphere in which the whole society respects women's equal employment rights and opposes women's employment discrimination. Women's federations can promote

women's employment through various forms such as organizing labor skills training and holding special job fairs. When the women's federation is active to a certain extent, a propaganda department can be established to promote equal employment.

(2) Give full play to the educational function of colleges and universities

As the last stop for talents from campus to society, colleges and universities should carry out effective education on entrepreneurship and employment to help students master job-seeking skills, accumulate internship experience, and learn relevant laws and regulations to better participate in employment competition. It is even more necessary to carry out gender equality education and promote the trend of gender equality in the whole society.

8.1.3 Guiding market forces

(1) Enterprises should take the initiative to assume the social responsibility of equal employment for women

Enterprises should actively undertake the social responsibility of promoting equal employment of men and women. When formulating enterprise development plans, the promotion of gender equality should be raised to the strategic height of the enterprise, fully reflecting the concern for equal employment of women, in order to promote equal employment of men and women and obtain fair wages Remuneration and benefits for contributions. In the construction of corporate culture, we should focus on women, create a respectful, inclusive and harmonious gender cultural atmosphere; establish a strategy for diversity training and talent reserve, with emphasis on the training strategy for female employees, to help female employees get rid of the difficulty of gender discrimination Realistic dilemmas such as getting a fair employment environment, salary treatment and promotion opportunities. Secondly, enterprises should pay more attention to the particularity of female human resources, incorporate gender perspective into the career development planning of enterprise employees, effectively empower female employees, and regard female employees as the main body of enterprise

development. Meet the special needs of women in the work process, such as providing women with flexible working hours and working locations. Only in this way can female employees truly feel the charm of corporate culture, enhance the aspirations and qualifications of female employees, and thus help to improve the work confidence and work ability of female employees. Thirdly, it is necessary to increase the protection of the safety of female employees in the workplace. The senior management of the enterprise should lead by example, formulate rules and regulations to protect women's work safety, and strengthen gender equality education for employees, and implement gender opposition and hostility, sexual harassment and unspoken rules in the workplace. Strict supervision and establishment of an effective complaint mechanism. Finally, it is necessary to actively cooperate with relevant government departments to establish a sound social security system. At present, the three-child policy is fully implemented in China. Enterprises should establish a maternity security system that is conducive to the implementation of the three-child policy and a support mechanism to assist employees in caring for children, share the cost of childbirth and child care for female employees, and relieve female employees, especially the second child. The pressure from family and work faced by female employees will also improve the cohesion of employees and the recognition of the company to a certain extent.

(2) Female workers

It is best for women in the middle not to stop learning from the best in the industry during pregnancy. It takes time for women to recover from childbirth and if they do not maintain their enthusiasm for learning, they are prone to emotions when they return to work because they do not understand what they are doing, which can indirectly affect their productivity. This is why female workers continue to improve themselves while meeting the conditions of physical and mental health during pregnancy.

The achievement of equal employment for women requires both the improvement of the system and the efforts of women themselves. Female workers should be fully aware

of the fierce competition for employment and develop a sense of lifelong learning in order to adapt to an increasingly changing world.

8.2 Public policy: improve related supporting policies

If it is recognized that men and women have equal values, then public policy should ensure that both genders enjoy equal rights in politics, economy, culture, life, and many other scenarios. But not in reality, especially in the labor market, where the ideal of equal pay for equal work has yet to be truly and fully realized. The essence of public policy is “the act of assigning rights and privileges according to the law” (David, 1993). As a common problem in Chinese society, female employment discrimination requires the government to introduce public policies to coordinate the relationship between female workers and enterprises in the labor market.

8.2.1 Gender Mainstreaming

Governments should mainstream gender awareness into decision-making. The core of gender lies in recognizing that all people are created equal. However, the existing gender relations in Chinese society are not unequal, and the government should assume the responsibility of improving the status of women. It can learn from the Nordics that set the minimum proportion of female officials in government departments, and fully consider the different impacts of public policies on the genders in the entire policy process.

8.2.2 Build a childcare service system

At this stage, there is a large gap in China's infant and childcare institutions. A survey data from 10 provinces shows that two-thirds of the respondents have all needs for childcare, but only 4.1% of children actually enter the nursery. 32.9% of women became stay-at-home mothers because their young children were left unattended and forced to

leave their jobs (Yang, 2020). The government should develop the nursery industry, the advantage is that it can not only reduce the impact of childbirth on women's employment, but also increase the employment of women in related industries. Through the financial support of the government, we will establish cheaper childcare institutions, refer to expert recommendations to issue industry standards, standardize the operation of childcare institutions, build a high-quality childcare service system, meet social needs, and reduce women's troubles.

8.2.3 Establishment of male parental leave

Raising children and educating future generations is an important responsibility of the family and requires the joint efforts of both sexes. Due to the traditional gender division of labor, women take on more of the burden of raising children. The Chinese government can refer to the successful experience of the Nordic countries and set parental leave, so that both parents can play the role of parents in the education of their children and assume equal responsibilities. Change the current situation of women's unilateral sacrifice, and let both sexes share the responsibility of raising their offspring. Women are also able to return to work better and earlier after giving birth. At the same time, it is also an important means to convey the concept of gender equality to the society and advocate equal employment.

8.2.4 Compensation to Enterprises

In China's current maternity security system, individuals do not bear maternity insurance premiums, and enterprises pay uniformly regardless of gender. This system supports the employment of female employees and reflects the concept of gender equality. For an individual, childbirth is a rationally thoughtful choice. For society, population reproduction means the stable existence and development of society. However, female childbirth has no direct benefit for employers, but bears a considerable cost. Therefore, the government, as the most important manager of the society, should

formulate policies to compensate enterprises for the extra labor costs incurred by female employees for childbirth. The feasible method is: after the relevant departments evaluate, design the compensation calculation method, apply for it by the enterprise, and issue subsidies to the enterprise in cash or tax relief after strict review.

8.3 Laws and regulations: Improve relevant legislation to protect women's employment and reproductive rights

The implementation of the comprehensive three-child policy has also aroused people's concern about related issues, that is, how to protect women's equal employment rights and reproductive freedom through legal means. As a compulsory tool, the law is the last guarantee of civil rights. China has now ordered the prohibition of employment discrimination and the protection of women's special rights during childbirth in the Labor Law, the Law on Promotion of Employment, and the Law on the Protection of Women's Rights and Interests. On the surface, employment discrimination against women has disappeared, but there are more and more invisible discriminatory behaviors. It is precisely because of the lack of clear provisions on the punishment of employment discrimination in China's legal system. According to the international experience in dealing with this issue, the anti-employment discrimination legislation plays an irreplaceable role in the process of dealing with female employment discrimination.

8.3.1 Promulgate specific legislation against employment discrimination

The importance of the law in maintaining social fairness does not need to be repeated. Combating employment discrimination against women requires more precise legal constraints to regulate the behavior of all parties in the labor market.

(1) Formulate special laws

The Chinese government should formulate a special Anti-Discrimination Law to combat employment discrimination and all forms of discrimination. Clarify the concept of employment discrimination, and make clear provisions on the elements of female employment discrimination and the scope of legal coverage, so that the law has greater operability in practice. In addition, it is necessary to make clear provisions for exceptions, which can not only protect women from being forced to participate in labor that is not suitable for women's physical characteristics, but also prevent employers from discriminating against women in the name of protecting women.

(2) Comprehensive law enforcement.

The Chinese government should, on the basis of the existing fine model, allow the persons in charge of enterprises that violate the discrimination law to study the law for a certain period of time according to the degree of violation. Second, the Chinese government should set up methods to restore the rights of the infringed, such as reinstatement of positions and compensation for wages, to reflect the educational and protective functions of the law. For those companies that repeatedly violate the discrimination law, the amount of punishment should be increased to increase the cost of illegal discrimination against female workers and make those companies pay the price.

8.3.2 Improve laws and regulations related to anti-employment discrimination

At present, China's "Labor Law" mainly regulates the behavior after signing a labor contract, but female employment discrimination mostly occurs before signing a contract. To this end, all stages of the labor market should be included in the scope of employment discrimination in the Labor Law. In short, the employment discrimination of women in the three stages of job search, appointment, and retirement should be

covered. Prohibited by law.

8.3.3 Broadening legal remedies

Broaden the relief channels for those who suffer from employment discrimination against women, and minimize the losses of victims.

(1) Reasonable allocation of the burden of proof

Whether it is mediation or arbitration litigation, evidence is needed to support it. The current situation of discriminated people should be changed, and the successful judicial practice in the United States should be used for reference. Instead, employers should submit evidence that there is no female employment discrimination. Evidence provided by employers in a powerful position can reflect the spirit of the law to protect the weak.

(2) Strengthen law enforcement

Labor and social security departments should take more responsibility, bring employment discrimination into the scope of labor inspection, and strengthen the supervision of employment discrimination that may occur in various links such as recruitment, hiring, remuneration, benefits, training, promotion, and retirement. monitor.

(3) Increase efforts to popularize the law

We should increase legal publicity, and carry out law popularization activities in colleges, employment agencies, employers and other relevant places, so that women can understand that discrimination in female employment is prohibited by law, and more importantly, how to file complaints and protect themselves. legitimate interests.

8.4 Social culture: creating an equal environment

The implementation of the comprehensive three-child policy has raised public opinion on the issue of discrimination against women in employment. In ancient China, women were excluded from economic and political life, so women's active scope was limited to the family, and they lost the opportunity to participate in social labor extensively. What is even more regrettable is that women perform heavy housework, but receive no monetary return, so this kind of hard work is often not respected and recognized. In such a social environment, it is difficult for women to do anything. And now, while women are still disadvantaged in the labor market, they still make a huge contribution in all walks of life.

To solve the problem of female employment discrimination, the Chinese government needs a complete social and cultural reform, abandoning backward gender concepts and building an advanced gender culture. Advanced gender culture means "the human and dignity of men and women are treated equally, guaranteeing equal rights and opportunities for men and women to participate in political, economic, educational, social, cultural and family life, and promoting equal treatment of men and women in society and family life. , a culture of harmonious coexistence, benign interaction and common development" (Tan, 2007, pp.25-34+48). By spreading advanced gender culture, the Chinese government provides women with a more relaxed employment environment and reproductive environment to freely exercise their rights.

8.4.1 Give play to the exemplary role of the government

As the defender of social order, the government's value orientation plays a guiding role in the whole society.

(1) To create an equal environment for others within the government

The Chinese government should promote a culture of gender equality internally,

especially in the appointment of personnel in government departments to fully reflect the awareness of gender equality. Empower capable and responsible female civil servants to leadership positions. Provide space for female civil servants to display their abilities, and do not bury talents for any reason.

(2) Recognize gender equality culture

The Chinese government should commend and publicize those individuals or organizations that have made outstanding contributions to building a gender-equal environment. Penalize individuals or organizations that disseminate content that discriminates against women, and promote a mainstream social and cultural environment for the harmonious development of both genders.

8.4.2 Carry out research and education on gender equality

The Chinese government should promote the cause of women's higher education, allow more women's colleges and universities to join the women's colleges and universities alliance, expand the scale and depth of exchanges and learning among members of the women's colleges and universities alliance, and let women's colleges have higher visibility and greater awareness in social life. Influence. Encourage women's theoretical research, improve the quality of outstanding women's theoretical research publications, and reflect more women's awareness in the academic field, so that the public can recognize women's capabilities. Corresponding courses are set up for students of different ages, so that students can understand gender and respect gender differences from an early age, so as to create a more positive and healthy gender equality culture in the whole society.

8.4.3 Strengthening female subject consciousness

Female subject consciousness is that women can consciously realize and fulfill their historical mission, social responsibility, and life obligations, and clearly know their own

characteristics, and participate in the transformation of social life in a unique way, affirming and realizing their own needs and values. Recognize that men and women are different, but do not stand on the opposite side of men and pursue equality in rights and obligations. Encourage women to be self-reliant and self-improving, to give full play to their strengths, and to face difficulties bravely. The specific manifestation is that women enter the labor market, plan a reasonable career based on their own abilities and social development, independently decide whether to exercise their reproductive rights, and ultimately realize their personal value.

Conclusion

In the decades since China was established, the status of women has been constantly changing. From housewives to women who are active in various fields today, they are all making their own contributions to society. With the emergence of the three-child policy, the balance between women's family investment and career development has been affected.

My thesis uses available data to find that women are discriminated against in the labor market. The general manifestations of female employment discrimination in the context of the comprehensive three-child policy can be summarized as follows: higher employment thresholds than men, unequal pay for equal work, difficult job promotion, and reduced maternity guarantees. According to Becker's theory of individual discrimination model, it is found that the special performance of female employment discrimination in the context of comprehensive three-childhood: this policy may exacerbate the phenomenon of female employment discrimination, and childbirth has become the most important reason for hindering women's equal employment. Then, through Smith's policy implementation theory, it analyzes the Chinese government's governance of female employment discrimination from four dimensions, and finds that

there is a lack of executive agencies, namely anti-discrimination employment agencies; lack of equal gender environment; lack of laws and regulations to protect women; lack of supporting policies for three-child policy. Finally, a solution is proposed: the government should establish anti-discrimination employment agencies, promote education about gender equality, formulate anti-discrimination laws, and establish a childcare service system.

Starting from practice, my thesis analyzes the problems existing in the Chinese government's handling of female employment discrimination and puts forward suggestions, providing reference for the Chinese government to implement new policies in the future.

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