

## **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*