

Employment Status of Young Labor Force and Its Influencing Factors

--An Empirical Analysis Based on CGSS 2018 Data

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Abstract

In recent years, the size of China's youth population continues to decline, the youth unemployment rate remains high, affecting social stability and national development, so it is urgent to solve the problem of youth employment. Firstly, based on CGSS2018 data, this paper analyzes the employment situation of the youth labor force in China, and finds that the youth labor force unemployment problem is serious, especially in women, rural areas, central and western areas of the youth labor force group. Secondly, Stata16.0 software was used for binary logistic regression analysis of the sample data, and the influencing factors of youth labor employment were studied from the three dimensions of individual characteristics, family endowments and location characteristics. The results showed that: The influence of individual characteristics and location characteristics on employment is relatively significant, and the influence of family endowment on employment varies among different characteristic groups. Finally, based on the research results, the following suggestions are put forward: Firstly, the education level of young people should be improved to enhance their personal human capital. Secondly, protect women's rights and interests in employment and reduce the burden on young families. Thirdly, improve employment-related systems and policies to improve the employment environment for young people.

Keywords

Young labor force, Employment status, Influencing factors.

1. Introduction

Youth is an important part of the labor force group, with a wide range of social influence and social connection, is a very important human resources, its employment plays a key role in social stability and national economic development. According to the statistics of China Youth Development Statistical Yearbook 2020, the proportion of young people aged 14-35 in the total population of China has been declining since 1990, and the number of young people decreased year by year from 2000 to 2020, from 490 million in 2000 to 400 million in 2020. And the proportion of young people in the total population from 2010 to 2020 was lower than the world level [1,2]. Among the 750 million employed people in China in 2020, only 31.6% of them are aged between 16 and 34. At the same time, due to the impact of COVID-19 and the international economic environment, the unemployment rate of urban youth aged 16-24 in 2020 was higher than that in 2019, peaking at 16.8 percent. According to the National Bureau of Statistics, the surveyed unemployment rate of 16-24 year olds in urban areas reached 19.9 percent in July 2022.

With an aging population and declining fertility rate, the size of China's youth population is decreasing. The relationship between the supply and demand of the labor force in China has changed due to the transformation of the population structure. The supply of the labor force is in short supply, but the unemployment rate of the youth group is still high, indicating that the problem of youth underemployment and unemployment is very significant, which has a negative impact on social stability and national development. In recent years, due to the epidemic of COVID-19, our economy has been affected, a large number of small and medium-sized enterprises have been hit hard and faced with layoffs and bankruptcy, bringing great pressure to the employment of young people, and changing their employment outlook, more and more young people are more inclined to choose stable jobs. At the same time, the number of college graduates has been rising, with the number of college graduates reaching 10.76 million in 2022. With the continuous improvement of education and the quality of human resources in China, labor costs are also rising.

It is urgent to solve the problem of youth employment. It is of great significance to grasp the situation of youth employment in time, analyze the adverse factors of youth employment, find out the problems and put forward effective policy suggestions. Firstly, based on CGSS2018 data, this paper analyzes the employment status of Chinese youth labor force; Secondly, from the perspective of individual characteristics, family endowment and location characteristics, this paper comprehensively studies the influencing factors of youth employment. Finally, combined with the research results, the existing problems in the employment of young labor force are analyzed, and relevant policy suggestions are put forward.

2. Literature Review

2.1. Current Employment Situation of Chinese Youth Labor Force

In the context of demographic transformation, the size of China's youth population has continued to decline, the supply structure has been transformed, and there are notable problems such as unemployment, low employment stability and low quality of employment. The unemployment rate of Chinese youth groups remains high and shows a seasonal unemployment pattern, and the unemployment problem is more significant among the youth groups with education level, health level and younger age [3]. In the past two decades, with the improvement of the overall level of education, China's labor force participation rate has been declining, the quality of employment has been improved, and the average expected working time has been decreasing. In the context of aging and declining fertility rate, the size of the youth population is decreasing and the supply structure is changing, but there are still employment problems for the young labor force [4]. College graduates and young migrant workers are the main components of China's youth labor force. At present, the employment stability of these two groups is low, and they are relatively vulnerable in the labor market, especially in the catering industry, communication, warehousing, wholesale and retail industries [5]. At the same time, college graduates have higher turnover intention and lower satisfaction with their careers.

The employment status of Chinese youth labor force is different among different characteristic groups. The employment rate of urban youth labor force is low, the unemployment problem is serious, and there is a high risk of unemployment [6]. The employment rate of rural young people is low, and their employment quality and stability need to be improved, and rural young people have insufficient social security [7]. Along with the process of industrialization and urbanization in China, the aging and hollowing out of rural areas are aggravated, and the unbalanced and inadequate rural development is not conducive to the implementation of the rural revitalization strategy [8]. Compared with other groups, the average employment level of married young women is low, and their employment enthusiasm needs to be improved [9].

Some young technicians lack practical training and career planning guidance during school, resulting in their majors unable to match and lack of experience support for employment and entrepreneurship after graduation [10]. Youth unemployment will not only lead to social injustice and social unrest, which is not conducive to China's economic and social development, but also reduce the enthusiasm of the masses for investment in education [11].

In recent years, great changes have taken place in the employment concept of Chinese youth groups. With the rapid development of our social economy and the rapid popularity of Internet platforms and related industries, the economic society is gradually digitized. Under the influence of the novel coronavirus pandemic, the use of the Internet has accelerated and a large number of new professions have emerged. Faced with the constantly upgrading industrial structure, more and more young people choose to enter the emerging fields, taking into account personal performance and career progress, and new changes in employment outlook and work form [12]. On the other hand, due to the impact of the epidemic, our economy has been hit, a large number of small and medium-sized enterprises have been hit hard and faced with layoffs and bankruptcy, bringing great pressure to the employment of young people. Meanwhile, the employment outlook of young people has changed, and more and more young people are more inclined to choose stable jobs [13]. The influence of money worship on the employment of young people is also increasingly significant. For example, young people pay more attention to salary but ignore the future development prospects when choosing employment [14].

2.2. Influencing Factors of Employment of Young Chinese Labor Force

In terms of comprehensive factors, gender, health status and marriage status in the micro-system affect youth employment; In the meso system, the proportion of disabled patients, disabled persons and chronic patients in the family population has an impact on youth employment. In the macro system, community service delivery, subsistence allowance system, special assistance system and employment and entrepreneurship service system have an impact on youth employment [15]. Some scholars divided the factors affecting youth employment into individual characteristics, family endowment and industrial structure. The factors of individual characteristics include age, gender, education level, health status and individual cognitive ability. The factors of family endowment include family size, household registration, family economic capital, family cultural capital and family social capital. In terms of industrial structure, factors include rationalization and upgrading of industrial structure, which can promote youth employment and weaken the negative impact of family endowment on youth employment [16]. Age, income level and industry affect the stability of youth employment. The older the age, the higher the income level, and the more stable the employment of young people who are engaged in manufacturing, transportation, storage and communication or construction industry [17]. The employment outlook of young people and the imperfection of laws lead to their dissatisfaction with their careers or their willingness to quit, which reduces the stability of their employment [18]. The employment path of youth labor force is affected by the working time, urban and rural background and education level [19]. Human capital factors, institutional dividends and youth selective employment can improve youth employment quality [20]. The factors that the labor force pays attention to in employment vary greatly in different gender and age groups. Young men expect higher stability in work, while young women expect more autonomy in work. Compared with middle-aged and elderly people, young workers pay more attention to the working environment, relevant rights and interests and work intensity, while middle-aged and elderly people pay more attention to income and the nature of the unit [21].

Some scholars pay more attention to the employment of rural young labor force. Gender, education level, family economic status and mobility factors are the factors that cause youth unemployment in rural areas. The unemployment rate of young women in rural areas is higher

than that of men; Compared with urban youth, rural youth are less educated, lack of better educational resources and lack of employment information, which leads to their lack of competitiveness in the labor market. Meanwhile, the employment situation of rural youth who move to cities is better than that of those who stay in rural areas [22]. Human capital factors such as employment skills and specialties can significantly affect the employment of rural youth labor force [23]. Policy factors can promote young rural laborers to return home and start businesses [24]. Factors such as county economic development mode, ethnic characteristics, individual development needs and equality of social opportunities have an impact on rural young people's willingness to work in urban and rural areas [25]. Wages and welfare, employability, employment environment and employment embedment can improve the employment quality of young migrant workers [26]. Low human capital and social system defects will reduce the employment quality of young migrant workers.

From the perspective of human capital factors, individual factors have a significant impact on the employment of young college students, among which personal quality and employment outlook have a more significant impact, which is closely related to college students' job hunting and income. However, some scholars have found that there is no significant difference between employment views of employed and unemployed young people. From the perspective of social capital factors, family background has an impact on college students' employment choice intention. College students with poor family economic status pay more attention to the stability of salary, while college students with good family background pay more attention to the expansion of interpersonal relationship and personal respect. Intergenerational support, such as the elderly helping with household chores, can promote the employment of young married women[27]. If young people are not able to accumulate practical experience and lack employment guidance and training during school, it will also be detrimental to young people's employment and entrepreneurship. The use of the Internet can promote non-agricultural employment of rural youth [28]. From the perspective of labor market factors, some scholars divided the causes of youth unemployment into cyclical factors and structural factors. On the one hand, under the influence of the novel coronavirus pandemic, the economy was hit, labor demand decreased, and cyclical unemployment followed. However, except for the high unemployment rate of youth, the unemployment rate of other groups gradually returned to the normal level. On the other hand, due to the enrollment expansion of colleges and universities, the number of college graduates increases year by year, bringing pressure on youth employment. Changes in the labor market brought about by globalization will lead to a decrease in the stability of the youth labor force.

To sum up, most scholars use employment, employment quality, employment stability and employment view to describe the employment status. Many scholars study the influencing factors of employment from the perspective of comprehensive factors, mostly focusing on human capital and social capital, while some scholars conduct separate studies on each dimension, and few scholars add location characteristics into comprehensive factors for research. Combined with the above views, this paper believes that the size of the Chinese youth population continues to decline, the supply structure has changed, unemployment, low employment stability, low employment quality are significant problems, but there are differences for different characteristics of young labor force. Youth unemployment will not only lead to social injustice and social unrest, but also be detrimental to China's economic and social development. Therefore, this paper will analyze the employment status of Chinese youth labor force, and comprehensively study the influencing factors of youth labor force employment from the three dimensions of individual characteristics, family endowment and location characteristics, and put forward relevant suggestions to solve the problem of youth employment.

3. Research Design

3.1. Data Sources

In this paper, CGSS2018 data is selected to study the employment status and influencing factors of Chinese youth labor force, and a questionnaire of the population aged 16-35 is screened out. After the samples with invalid answers are removed, there are 2,450 valid sample data remaining.

3.2. Definition of Variables

3.2.1. Explained Variables

According to the definition of the National Bureau of Statistics, the labor force refers to the population aged 16 and above, capable of working, participating in or requiring participating in social and economic labor, including the employed and the unemployed. In this paper, employment is used to indicate employment status, which comes from the question "Did you engage in labor (including joining the army) for more than one hour in order to obtain income last week?". This question is assigned a value of 0 if the respondent answered "did not perform any work for the purpose of earning income", and a value of 1 if the respondent answered "yes", "paid leave, study, temporary downtime or seasonal downtime" or "unpaid leave, study, temporary downtime or seasonal downtime".

3.2.2. Explanatory Variable

This paper selects ten indicators from three aspects: individual characteristics, family endowment and location characteristics. Individual characteristics have five indicators: gender, age, education level, health level and marital status; family endowment has four indicators: nature of household registration, family size, family economic status and father's education level; location characteristics have one indicator: region.

For gender, men were assigned a value of 1 and women a value of 0. According to the Medium and Long Term Youth Development Plan (2016-2025), the age of the youth population is defined as 14-35 years old. Most countries set 16 years old as the minimum working age, so this paper defines the youth labor force as the population between 16 and 35 years old. In terms of age, the youth group is divided into four ages: 1 for 16-20 years old, 2 for 21-25 years old, 3 for 26-30 years old, 4 for 31-35 years old. The education level is divided into five stages, with a value of 1 for junior high school and below, 2 for senior high school, technical secondary school and technical school, 3 for junior college, 4 for undergraduate and 5 for graduate students. In terms of health level, it comes from the question "What do you think is your current physical health status?" This question is divided into three levels of fitness, with "very unhealthy" and "relatively unhealthy" being given a value of 1, "average" being given a value of 2, and "relatively healthy" and "very healthy" being given a value of 3. Marital status, derived from the question "What is your current marital status?" For this question, "Unmarried" and "cohabiting" are defined as unmarried and assigned a value of 0, while "first married with spouse," "remarried with spouse," "separated without divorce," "divorced" and "widowed" are defined as married and assigned a value of 1.

Table 1 : Variable definitions and descriptive statistics

Dimensions	Variables	Definitions	Mean	Standard deviation
Employment status	Whether or not employed	employed =1, not employed =0	0.685	0.465
	Individual characteristics			
	Gender	male =1, female =0	0.484	0.500
	Age	16-20 years old =1, 21-25 years old =2, 26-30 years old =3, 31-35 years old =4	2.871	0.997
	Education level	junior high school and below =1, senior high school, technical school, technical school =2, junior college =3, undergraduate =4, graduate =5	2.515	1.273
	Fitness level	unhealthy =1, average =2, healthy =3	2.771	0.513
Family endowments	Marital status	unmarried =0, married =1	0.557	0.497
	Nature of household registration	agricultural account =1, non-agricultural account =2, resident account =3	1.617	0.770
	Family size	1 person =1, 2 people =2, 3 people =3, 4 people =4, 5 people and more =5	3.059	1.305
	Family economic status	below or equal to average =1, above average =2	1.069	0.253
	Father's level of education	junior high school and below =1, senior high school, technical school, technical school =2, college and above =3	1.380	0.637
Location characteristics	Region	west =1, central =2, east =3	2.342	0.833

In terms of the nature of household registration, the value of agricultural household is 1, the value of non-peasant household is 2 and the value of residential household is 3. The size of the household is based on "How many people usually live together in your family?" The answer to this question is assigned a value of 5 for 5 or more people and a value of 5 or less according to the number of people living together. In terms of family economic status, it comes from "Which class does your family economic status belong to in your locality?" For this question, "well below average," "below average" and "average" are given a value of 1, and "above average" and "well above average" are given a value of 2. Divide the father's level of education into three stages, assigning 1 to junior high school and below, 2 to senior high school, technical secondary school and technical school, and 3 to college and above. According to the statistics Bureau, this paper included Inner Mongolia Autonomous Region, Guangxi Zhuang Autonomous Region, Chongqing Municipality, Sichuan Province, Guizhou Province, Yunnan Province, Tibet Autonomous Region, Shaanxi Province, Gansu Province, Qinghai Province, Ningxia Hui Autonomous Region and Xinjiang Uygur Autonomous Region in the western region, which was assigned a value of 1. Shanxi Province, Anhui Province, Jiangxi Province, Henan Province, Hubei Province and Hunan Province are included in the central region and assigned a value of 2. Beijing, Tianjin, Hebei, Shanghai, Jiangsu, Zhejiang, Fujian, Shandong, Guangdong and Hainan are listed in the eastern region, while the northeastern provinces of Liaoning, Jilin and Heilongjiang are also listed in the eastern region, with a value of 3.

3.3. Model Setting

Logistic model is a probabilistic nonlinear regression model, which is a multivariate analysis method, investigating the relationship between the classification result (Y) and several influencing factors (X). Its basic principle is to use a set of data to fit the Logistic model, reveal the relationship between independent variable (Y) and dependent variable (Y) value, reflecting the dependency relationship between Y and X. Logistic model can predict the probability of each classification in a classification variable, which is applicable to the case that the dependent

variable is a classification variable and the independent variable is a binary or multiple classification (including ordered and disordered multiple classification).

The model constructed in this paper is shown as follow

$$P = \frac{\exp\{a_0 + \sum_{i=0}^k a_i x_i\}}{1 + \exp\{a_0 + \sum_{i=0}^k a_i x_i\}} \quad (1)$$

After linear transformation operation, the above Logistic regression model is:

$$\ln\left\{\frac{P}{1-P}\right\} = a_0 + \sum_{i=0}^k a_i x_i \quad (2)$$

Where, P represents the probability of employment, x_i represents the independent variable affecting the probability of occurrence, a_i represents the response coefficient of the independent variable to the probability, and a_0 represents the error term, that is, other factors that may have an impact on the dependent variable.

4. Result Analysis

Based on CGSS2018 data, this paper calculates the number and proportion of employed and underemployed young workers with different characteristics, analyzes the employment status of Chinese young workers from four dimensions of individual characteristics, family endowment, location characteristics and urban and rural distribution, and makes comparative analysis among young people with different characteristics. The results are shown in Table 2 and Table 3.

4.1. Analysis of the Current Employment Situation of Young Labor Force

In general, 1678 young people are employed, accounting for 68.46%, and 772 young people are not employed, accounting for 31.51%. Although most of the young people are employed, 30% of them are not employed, indicating a serious unemployment problem. From the perspective of different characteristics of young labor force groups, the employment situation is quite different. Firstly, from the perspective of gender, there are 1187 young men and 1263 young women aged between 16 and 35 years old. The proportion of employed population in male youth is 77.59%, and that in female youth is 59.94%, which is 17.65 percentage points higher than that in female. It indicates that the unemployment problem of female youth is more serious than that of male youth. From the perspective of age, with the increase of age, the proportion of employed population among young people showed a linear upward trend, rising from 25.56% to 78.52%, with a large rise. With the improvement of education level, the proportion of employed population among young people fluctuated and increased. The proportion of young people with college education is the highest, accounting for 76.01%; the proportion of young people with college education is 69.79%, lower than that of young people with college education; the proportion of graduate employment population is higher than that of college education but still lower than that of college education. The improvement of the education level means the improvement of the quality of labor resources and the improvement of human resources. At the same time, the scale of the young people with college degrees is gradually expanding, but the proportion of the employed population is declining, indicating that the problem of unemployment and underemployment of the young labor force is serious. With the improvement of the health level, the proportion of the employed population among the young people shows a fluctuating upward trend. The majority of young people think their health level is "healthy", and the proportion of employed population of this group is lower than that of the young people who think their health level is "average", and higher than that of the young people who think their health level is "unhealthy". Generally speaking, young people with higher health level have higher employment rate, but some young people may have different assessment of their own health level. The proportion of married young people in employment was 72.75%,

while that of unmarried young people was 63.13%. The proportion of married young people in employment was 9.62 percentage points higher than that of unmarried young people.

Table 2 : Analysis of the employment status of the young labor force1

Variables		Unemployed		Employed		Total
		Number of people	proportion	Number of people	proportion	
Gender	Male	266	22.41%	921	77.59%	1187
	Women	506	40.06%	757	59.94%	1263
Age	16-20	201	74.44%	69	25.56%	270
	21 to 25	220	37.54%	366	62.46%	586
	26 to 30	177	22.58%	607	77.42%	784
	31-35	174	21.48%	636	78.52%	810
Education level	Junior high school and below	273	36.79%	469	63.21%	742
	High school, technical secondary school, technical school	179	32.43%	373	67.57%	552
	Junior college	95	23.99%	301	76.01%	396
	College undergraduate	203	30.21%	469	69.79%	672
Fitness level	Graduate students	22	25.00%	66	75.00%	88
	Unhealthy	37	34.91%	69	65.09%	106
	General Health	91	26.15%	257	73.85%	348
Marital status	Unmarried	400	36.87%	685	63.13%	1085
	Married	372	27.25%	993	72.75%	1365
Total		772	31.51%	1678	68.49%	2450

The proportion of employed youth in residential account is higher than that in non-agricultural account and agricultural account, with the latter accounting for the lowest at 64.44 percent, and the non-agricultural account accounting for 72.57 percent, 8.13 percentage points higher than those in agricultural account. The proportion of employed youth in the eastern region was 75.94 percent, higher than that in the central and western regions, where the proportion of employed youth was the lowest at only 54.11 percent. Young people in rural areas accounted for 66.65 percent of the employed population, while those in urban areas accounted for 71.77 percent, with a higher proportion in urban areas. It indicates that the youth unemployment problem is more serious in the central and western regions and rural areas. With the increase of the family size and the improvement of the father's education level, the proportion of the employed population in the youth group showed a trend of fluctuation and decline.

Table 3 : Analysis of the employment status of the young labor force2

Variables		No work		Employed		Total
		Number of people	proportion	Number of people	proportion	
Nature of household registration	Agricultural account	489	35.56%	886	64.44%	1375
	Non-farm account	175	27.43%	463	72.57%	638
	Resident account	108	24.71%	329	75.29%	437
Family size	1 person	64	17.49%	302	82.51%	366
	2 people	139	28.90%	342	71.10%	481
	3 people	231	33.77%	453	66.23%	684
	4 people	185	38.54%	295	61.46%	480
	5 and up	153	34.85%	286	65.15%	439
Family economic status	Below or equal to average	726	31.81%	1556	68.19%	2282
	Above average	46	27.38%	122	72.62%	168
Father's level of education	Junior high school and below	560	32.39%	1169	67.61%	1729
	High school, technical secondary school, technical school	129	25.20%	383	74.80%	512
	College and above	83	39.71%	126	60.29%	209
District	West	220	38.26%	355	61.74%	575
	Central part	212	45.89%	250	54.11%	462
	Eastern	340	24.06%	1073	75.94%	1413
Urban and rural distribution	Rural	519	33.35%	1037	66.65%	1556
	Towns	251	28.23%	638	71.77%	889
Total		772	31.51%	1678	68.49%	2450

4.2. Regression Analysis of Influencing Factors of Employment Status of Young Labor Force

In this paper, Stata16.0 software is used to conduct binary logistic regression analysis on CGSS2018 data, and the regression results are shown in Table 4. Model(1), Model(2) and Model(3) respectively carried out separate regression on the variables of individual factor, family factor and location factor. Model(4) added all explanatory variables. According to the regression results of model(4), the pseudo-R square is 0.151, the likelihood ratio test statistic is 460.640, the P value is less than 0.01, and the percentage of accuracy of model prediction is 73.31%, which is basically the same as the single regression result, indicating that the model is effective and has a good goodness of fit.

In terms of individual factors, the regression coefficient of gender is 0.987, P value is less than 0.01, OR value is 2.683, indicating that gender has a significant positive impact on the employment status, showing a significance level of 1%. When other independent variables are unchanged, the employment probability of male young people is 2.683 times that of female young people, and males are more likely to be in the employment state than females. Young women will be faced with childbearing after entering marriage. However, the current traditional concept assigns most of the responsibility of childbearing to women, so that they often fall into the dilemma of difficult balance between family and work. At the same time, there is still serious gender discrimination in the current labor market. Women are forced to give up their jobs under various pressures, resulting in a lower chance of employment for women than for men. The regression coefficient of age is 0.840, P value is less than 0.01, OR value is 2.316,

indicating that age has a significant positive impact on employment status, showing a significance level of 1%, and every increase of an age, the employment probability of young people increases by 2.316 times. First of all, a part of young people at a lower age are still studying on campus and have not yet entered the society. Secondly, with the increase of age, young people need to bear all kinds of life pressure and family responsibilities, and have to step into the society to seek work to make a living. And the older they are, the more work experience they have, so they are more likely to be employed (Wang Zhuo, Su Beibei, 2022). The regression coefficient of education level is 0.181, P value is less than 0.01, OR value is 1.198, indicating that education level has a significant positive impact on employment, showing the significance of 1% level, and with each stage of education level increase, the employment probability of young people increases by 1.198 times. The health level has a positive impact on the employment status of young people. The higher the health level, the more likely they are to be employed. However, it fails the significance test. Marital status has a negative impact on the employment status of young people. Compared with unmarried young people, married young people are more likely to be employed, but they do not pass the significance test.

Table 4 : Regression analysis of influencing factors of young labor force employment

Variables	Model(1)		Model(2)		Model(3)		Model(4)	
	C	OR	C	OR	C	OR	C	OR
gender	1.014***	2.755					0.987***	2.683
Age	0.889***	2.432					0.840***	2.316
Education level	0.236***	1.266					0.181***	1.198
Fitness level	0.027	1.027					0.048	1.049
Marital status	0.236*	0.790					0.048	0.953
Nature of household registration			0.303***	1.354			0.144**	1.155
Family size			0.194***	0.823			0.220***	0.803
Family economic status			0.199	1.220			0.214	1.239
Father's level of education			0.196***	0.822			0.214**	0.808
area					0.383***	1.466	0.245***	1.278
Constant	2.653***	0.070	0.962***	2.617	0.102	0.903	2.567***	0.077
N	2450		2450		2450		2450	
LR chi2(5)	398.770		61.330		55.430		460.640	
P	0.000		0.000		0.000		0.000	
Pseudo R2	0.131		0.020		0.018		0.151	
Predict the exact percentage	71.43%		68.41%		68.49%		73.31%	

Note: ***, ** and * respectively represent significant at the statistical level of 1%, 5% and 10%.

In terms of family factors, the regression coefficient of household registration nature is 0.144, and the P value is less than 0.05, indicating that household registration nature has a significant positive effect on employment. At the 5% level, youth with residential registration are more likely to be employed than those with agricultural registration. The regression coefficient of family size is -0.220, P value is less than 0.01, OR value is 0.803, household registration nature has a significant negative impact on youth employment, every increase of one permanent household population, employment probability decreases by 0.803 times. Family economic status has a positive impact on youth employment, but the regression result is not significant. The regression coefficient of father's education level is -0.214, and the P value is less than 0.05,

indicating that father's education level has a significant negative impact on youth employment. The regression coefficient of the region is 0.245, P value is less than 0.01, OR value is 1.278, indicating that the region has a significant positive impact on the employment situation, showing the significance level of 1%, the employment probability of the eastern region is greater than that of the western region.

4.3. Heterogeneity analysis

4.3.1. Gender heterogeneity analysis

In this paper, the sample of young labor force is analyzed by regression according to different genders, and the results are shown in Table 5. According to the regression results of male samples, the P value is less than 0.01, and the percentage of prediction accuracy is 83.66%, indicating that the model is effective and has a good goodness of fit. In terms of individual factors, age, health level and marital status have a positive impact on youth employment, among which age and marital status are significant at 1% level through significance test. Education level has a significant negative impact on youth employment, which is significant at 5% level. In terms of family factors, the nature of household registration and family economic status have a positive impact on youth employment, among which the nature of household registration is significant at the level of 10% after passing the significance test. Family size and parents' education level have a positive impact on youth employment, and family size is significant at the 1% level after passing the significance test. In terms of location factor, region has a significant positive impact on youth employment, which is significant at 1% level.

Compared with the regression results of male youth, the regression results of female youth have great differences in education level and marital status. Education level has a significant positive impact on the employment of female youth, which is significant at 1% level. The marital status has a negative impact on the employment of female young people, which is significant at the 5% level. The employment probability of married women is less than that of unmarried women. In addition, household registration and regional factors have greater impact on male employment than female youth, and parental education has greater impact on female employment than male youth.

Table 5 : Regression analysis of influencing factors of male and female youth labor force employment³

Variables	Male		female	
	C	OR	C	OR
Age	1.085***	2.960	0.750***	2.116
Education level	0.191**	0.826	0.354***	1.425
Fitness level	0.064	1.066	0.004	0.996
Marital status	0.618***	1.854	0.438**	0.646
Nature of household registration	0.206*	1.228	0.123	1.131
Family size	0.290***	0.748	0.188***	0.829
Family financial situation	0.336	1.399	0.216	1.241
Father's level of education	0.201	0.818	0.229**	0.795
District	0.421***	1.523	0.143*	1.154
Constant	1.889***	0.151	2.148***	0.117
N	1187		1263	
LR chi2(5)	309.470		172.290	
P	0.000		0.000	
Pseudo R2	0.245		0.101	
Predict the exact percentage	83.66%		68.25%	

Note: ***, ** and * respectively represent significant at the statistical level of 1%, 5% and 10%.

4.3.2. Analyze the heterogeneity of urban and rural areas

In this paper, the sample of young labor force is classified by rural and urban regression analysis, and the results are shown in Table 6. According to the regression results of rural samples, gender, age, education level, marital status, nature of household registration, family economic status and region have a positive impact on youth employment, among which gender, age, education level and region have a significant impact at the 1% level. Health level, family size and father's education level have negative effects on youth employment. According to the regression results of urban samples, there are differences in health level and marital status. The health level of urban young people has a positive impact on employment, while the marital status has a significant negative impact on employment. The influence degree of education on the employment of rural youth is greater than that of urban youth, and the influence degree of household registration and father's education is greater than that of rural youth.

Table 6 : Regression analysis of influencing factors of rural and urban youth labor force employment⁴

Variables	Rural		Towns	
	C	OR	C	OR
Gender	1.189***	3.284	0.700***	2.013
Age	0.591***	1.805	1.227***	3.411
Education level	0.169***	1.184	0.126	1.134
Health level	0.003	0.997	0.109	1.115
Marital status	0.188	1.207	0.450*	0.638
Nature of household registration	0.023	1.024	0.251**	1.285
Family size	0.215***	0.807	0.205***	0.814
Family financial situation	0.067	1.069	0.381	1.464
Father's level of education	0.132	0.877	0.253**	0.776
District	0.233***	1.262	0.261***	1.299
Constant	1.721***	0.179	3.625***	0.027
N		1384		1061
LR chi2(5)		212.720		272.930
P		0.000		0.000
Pseudo R2		0.121		0.214
Predict the exact percentage		69.80%		77.47%

Note: ***, ** and * respectively represent significant at the statistical level of 1%, 5% and 10%.

5. Conclusions and Suggestions

Based on CGSS2018 data, this paper analyzes the employment status of Chinese youth labor force and studies the influencing factors of the employment of Chinese youth labor force, and draws the following conclusions: First, youth unemployment is a serious problem. Especially women, rural areas, the central and western areas of the youth labor force group. The central and western regions and rural areas are relatively short of educational resources, and the human capital of the young labor force needs to be improved, as well as the quality and quantity of employment positions. Corresponding measures should be taken according to regional characteristics. Secondly, in terms of individual characteristics, gender, age and level of education have a significant impact on employment. Males are more likely to be employed than females, and the older and more educated young people are, the more likely they are to be employed. The influence of individual characteristics on employment is obvious. Young women's employment is often affected by the pressure of taking on family responsibilities and the gender discrimination of enterprises. At the same time, individual capital has a great impact

on employment, which indicates that improving individual capital is the key to solve the employment problem. Thirdly, in terms of family endowment, the nature of household registration, family size and father's education have a significant impact on employment. Young people with non-agricultural household registration are more likely to be employed than those with agricultural household registration. Young people with smaller family size and less educated father are more likely to be employed. Compared with individual characteristics, the influence of family endowment on employment is weak, among which, household registration restrictions have a greater impact on employment. Fourthly, region has a significant effect on employment. Young people in eastern China are more likely to be employed than those in western and central China.

Based on the research conclusions, this paper puts forward the following three suggestions: First, improve the education level of young people and improve the individual human capital of young labor force. The government should improve the education level of young people, to some extent increase the education input in central and western regions and rural areas, and promote the balanced development of the education level in all regions; Vocational guidance platforms and vocational training institutions should be established to provide more channels for young people to improve their skills. Young workers should take the initiative to plan their careers, conscientiously complete their studies, take an active part in vocational training, increase practical experience, complete work skills and improve their overall quality. Second, women's rights and interests in employment should be protected to reduce the burden on young families. Since women are in a dilemma between career and family, corresponding measures should be taken to ease the pressure on young women and reduce the burden of having and raising children. We should ensure women's employment rights institutionally, ensure the implementation of maternity insurance, maternity leave, child-rearing leave, paternity leave and other related systems, properly ensure the benefits of extended maternity leave and paternity leave for men, promote flexible working mode, and share related costs for enterprises. Economic or administrative penalties shall be imposed on units that harm women's employment rights and interests, or corresponding rewards shall be given to enterprises that actively cooperate with the system, so as to improve women's willingness to participate in labor. Third, improve employment-related systems and policies to optimize the employment environment for young people. We should establish a youth unemployment insurance system and introduce employment assistance service policies to support the unemployed youth. Improve relevant laws and regulations to protect the rights and interests of young people in employment; Unify urban and rural household registration, accelerate the integration of urban and rural household registration, and break barriers to household registration; Strengthen supervision over standardized employment of enterprises to create a better employment environment for young people.

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