To Explore the Inequality Caused by Household Registration Discrimination in China

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Abstract. This paper mainly discusses the inequality caused by household registration discrimination in China. Household registration discrimination refers to the unequal treatment caused by the prejudice of some people in terms of their household registration and place of birth. It usually occurs in some big cities, which is also the cause of some unequal policies and treatment for foreign job seekers and employees, resulting in the differential treatment of people with different household registration. The materials in this paper come from some news networks and papers published by past people, through the collection of news network cases and survey data released by some provinces. The structure of this paper is as follows: 1. Background of the investigation; 2. Literature review; 3. Explore what are the real causes of household registration discrimination, 4. What unequal treatment will be brought by household registration discrimination, 5. Based on the data, it provides suggestions on how to improve household registration discrimination. Finally, we canbegin to improve the current situation of household registration discrimination from these aspects.

Keywords: Inequality; household; discrimination.

1. Intronduction

Household registration discrimination is a very common phenomenon in China, and many enterprises have direct or implicit household registration discrimination in employment. They will choose not to hire employees with a certain household registration, or only hire employees with local registration. Therefore, household registration can also produce a large wage difference. Non-residents also do not receive subsidies when buying homes or working. On the other hand, children with household registration in some cities will also enjoy the benefits of lower scores in the high school entrance examination. Under such an unequal policy, this paper will explore its causes, effects and measures to change through case analysis and data analysis. Using the survey data on the urban and rural discrimination of enterprise human capital in Zhejiang Province, we can see that 20% of the impact comes from the urban and rural household registration discrimination, and even the SASAC requires permanent residence registration in Beijing when hiring. We can also find that different academic qualifications are affected by household registration discrimination, of which the biggest impact is high school education, so what are the reasons for household registration discrimination in corporate recruitment? Why is household registration discrimination related to educational background? What are the consequences of household registration discrimination? Is there any way to change this discrimination? The following part of this paper mainly discusses these issues through the explanation and analysis of cases and data. The rest of this paper is organized as follows: Section 2 is a literature review, and section 3 is a current situation analysis. Through these analysis and discussion, we hope to provide some references for improving the unequal treatment caused by discrimination in household registration

2. Literature review

The first case of employment discrimination based on household registration in China, which occurred in 2013, aroused widespread public concern. In this case, Jiang Yaping, a girl from Anhui Province, was refused employment when applying for the Nanjing Municipal Bureau of Human Resources and Social Security because she did not meet the requirements of Nanjing's household

registration. The party finally to its existence of household registration discrimination and the Nanjing Municipal Bureau of Human Resources and Social Security just to the court, and finally decided by the defendant within seven days to pay the plaintiff a one-time payment of 11,000 yuan[1].The results of a study on the impact of human capital on urban-rural household registration discrimination, using data from a recent survey of enterprise workers in Zhejiang Province, show that 80% of the wage differential is caused by differences in individual characteristics, and the other 20% by discrimination; urban-rural household registration discrimination occurs mainly in the high school group: the degree of discrimination in this group is as high as 45.9%, followed by the university group and the junior high school group, at 29.5% and - 2.0%[2].In terms of the manifestation of household registration discrimination, both forms of influence of household registration system on urban-rural wage differentials exist, but the influence of intra-occupational discrimination on wage differentials is higher than that of occupational discrimination in almost all age groups, indicating that intra-occupational discrimination, i.e., unequal pay for the same work in the same occupation, is the main manifestation of household registration discrimination, and that the wage differentials caused by such discrimination account for 12% to 51.42% of the wage differentials. Occupational discrimination, i.e., wage differentials caused by occupational segregation, exists in the pre-1960s to post-1990s cohorts, with a proportion of 2.23% to 27.85%, but inter-occupational discrimination in the post-1995 cohort is reversed, i.e., post-1995 rural migrant workers have preferential access to occupations relative to urban migrants[3].According to the framing scope of the urban household survey data, its sample refers to households with fixed residence, most of the migrant workers with no fixed residence are not included, and the employment environment of these workers with the clothes village registration is worse and their income is lower, if the sample includes these individuals, it will be easier to observe the phenomenon of urban-rural segmentation; for the provinces where urban-rural segmentation can be observed, the urban-rural segmentation of the relatively high-end areas (good industries, state-owned sectors) is relatively high compared with the urban-rural segmentation of the urban-rural segmentation. sector) the urban-rural segmentation is relatively weaker, while the urban-rural segmentation is stronger in the relatively low-end areas (poor industries, non-state sector); in terms of the overall inter-provincial comparisons of the observable urban-rural segmentation, the urban-rural segmentation of provinces with developed economies and high labor marketization is higher than that of provinces with relatively backward economies and low labor marketization; whether we observe it in terms of the high-end collaterals or in terms of low-end collaterals, the economies are developed, provinces with a high degree of labor marketization have a higher degree of urban-rural segmentation than provinces with a relatively backward economy and a low degree of labor marketization [4].The research strategy adopted in this paper finds that wage discrimination against rural migrant workers also includes a considerable degree of geographic discrimination, i.e., labor market discrimination against laborers from outside the country, which is not necessarily related to whether or not they have agricultural household registration. Geographical discrimination and household registration discrimination are obviously two completely different forces, and it is necessary for the government to adopt different policy measures to deal with different kinds of discrimination. Even if China abolishes the household registration system, geographic discrimination against rural migrant workers is not likely to disappear. Many factors, such as the degree of mastery of labor market information and access to it, may lead to geographic discrimination, and it is necessary to take different measures to deal with geographic discrimination [5].On September 7, a man in Henan was rejected by a headhunter on the basis that the company did not want employees with Henan household registration when he submitted his resume to the headhunter on a certain platform. The customer service of the group oil platform under the Energy Chain Group responded that the company's recruitment has never been geographically restricted, and 8.1% of the employees in the enterprise are of Henan nationality, which has been reported to the company for serious treatment, and the follow-up will continue to follow up [6].It is reported that in 2012, the number of Shenzhen secondary school examination 57,091 people, Shenzhen household registration candidates 29,000 people, non-Shenzhen household enrollment does not rise but fall. Shenzhen "four big schools" -

Shenzhen Middle School, Shenzhen Experimental Middle School, Shenzhen Foreign Language School, Shenzhen Higher Secondary School and the target students are not enrolled in non-Shenzhen candidates, only a small number of selective school quota left for non-Shenzhen household registration candidates. [7]. State-owned Assets Supervision and Administration Commission (SASAC) recruitment requirements "with Beijing permanent household registration", Gansu senior female students to the Ministry of Human Resources and Social Security, the SASAC sent an open letter, saying that this is household employment discrimination. Yesterday evening, the SASAC News Center responded to this, saying that according to the unit's attributes, job requirements and existing conditions, to determine the recruitment criteria [8].Anhui female college students Su Min (a pseudonym) to Nanjing to find a job, want to apply for Nanjing Human Resources and Social Security Bureau (hereinafter referred to as "Human Resources and Social Security Bureau") operator, but because of the non-Nanjing household registration was rejected, she believes that the household registration discrimination. In May this year, she filed a civil lawsuit to the court, requiring the Nanjing Human Resources and Social Security Bureau to apologize and compensate for damages, after encountering the Xuanwu Court and the Nanjing Municipal Intermediate Court of the "refusal", the Modern Express has continued to pay attention to this matter [9]. Cui, a freshly graduated girl from Shanghai, has been delivering resumes since March this year, but has never heard from her. The concern is that this situation is not because of her lack of ability, but because of her identity as a Shanghai resident, suffered from HR's rejection and geographical discrimination [10].

3. Conclusion

Through the above research, this paper finds that household registration discrimination appears in all aspects of life, such as in work, some companies will refuse to hire employees from other places or certain regions, and some regions will give priority to local students in their children's entrance exams. Also in life, people may have stereotypes about people from certain areas. We also find that household registration discrimination has the greatest impact on high school education and then decreases with the increase of education. In my opinion, the reasons for these reasons can be attributed to the following points: The Company’s labor cost has increased, and the stability of employees will become worse in the process of employing non-local employees, and the company will face the problem of increased replacement costs. And government support for local residency, such as lowering entrance scores for secondary school exams. There are also some people's stereotypes of certain areas, such as Henan scammers, Shanghai people have a sense of superiority, and Tianjin people like to lie flat, and as the reason for the impact of education on the degree of household registration discrimination, this paper believes that because the number of job seekers with high school education is the largest, while the number of highly educated talents is less, so they will be less affected in the job search process. Discrimination based on household registration has resulted in unequal employment for college students and job seekers in some cities, unequal wages for employees in some companies, and the inability of some enterprises and public institutions to provide social security and other benefits to their non-local employees.

The government should improve the laws on discrimination in household registration and strictly investigate those enterprises that refuse to hire employees with certain characteristics without valid reasons or competency-related reasons. 2. And to improve household registration discrimination from the perspective of improving the social treatment of outsiders in local communities, 3. Adopt various subsidy policies, such as reducing the difficulty of settling down, lowering the requirement of high school entrance examination for children from other places, increasing subsidies for employees from other places and submitting part of the social security amount for them

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