

Employment Trap Types and the Preventive Measures

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Abstract: Under the influence of the contradiction between supply and demand, various employment traps also appear in the employment market. Many college students do not have a clear understanding of the employment trap. In the process of employment, they often fall into it, making themselves unable to obtain employment successfully and even damaging their own interests. To improve the employment ability of graduates is the goal of the society, universities, families and individual students. Only if graduates' individual employability is improved will they be able to cope with changes and uncertainties in the labour market and avoid the possibility of falling into various employment traps.

With the increase of graduates, the employment market is becoming more and more saturated, and the employment pressure of graduates is increasing fiercely. Under the influence of the contradiction between supply and demand, various employment traps also appear in the job market. During the employment, many college students often slip into the traps because of inexperience, which makes them unable to succeed in jobs and even harms their own interests. Therefore, it is an important task to guide college students to be vigilant, and guard them against employment traps. It is also an ultimate aim to increase the success rate of college students' employment, and to improve the quality of employment.

Employment has become a serious problem for college students who are about to graduate. Chen Hua, a college student said, "Now we are the ants on the hot pot, even dreaming about looking for a job day and night." Today, graduates have to be aware of the employment traps from the outlaws besides anxieties. A survey of 12,463 people showed that 55 percent of them had encountered employment traps, including fee traps, probationary traps and intellectual traps without pay and so on.

1. Employment Trap and its Characteristics

1.1 The Definition of Employment trap

Employment trap refers to the employers sand out some false, exaggerated or vague information for college students by the means of employment opportunities and favorable conditions for holding information in the course of employment, for the purpose of profit-making or other intentions. It happens to college students to make additional payments with the extreme unwillingness during the job-hunting. And the employment trap also easily forces college students to do some illegal behaviors that against the law and morality during the the job-hunting.

1.2 The Characteristics of Employment Trap

1.2.1 Fraudulence

It is mainly manifested that the employers obtain good expectations from college students by sending out fraudulent propaganda and empty promises. Only in this way can the employers improve the recruitment conditions and hide all kinds of illegal purposes.

1.2.2 Seduction

The seductive nature of employment trap is that the illegal units attract the attention of job-seeking college students with high salary and high treatment. For example, a certain unit promises how high the salary is, but when the job seekers get into the trap, they will be told that the salary including " Insurance and Housing fund—retirement insurance, medical insurance, unemployment insurance, worker's compensation insurance, maternity insurance and housing payment insurance)", food and lodging fees, etc., which is the total value of the salary.

1.2.3 Illegality and moral turpitude

The illegal nature of employment trap is mainly manifested in the violation of Labor contract Law, and even in violation of Criminal Law. For example, in order to retain talents, the employers try everything to seize students' identity cards, graduation certificates during a recruiting, when students have other good job choices, it is difficult for them to get out of the trap. This action is an open violation of the ninth rule of the Labor contract Law, "Employing units shall not seize labourers' identity cards and other certificates." The paradoxical nature of employment trap is mainly manifested in the use of society's recognition and trust in students to lure students to engage in the promotion of inferior products and so on, which is contrary to social morality and even on the path of law and crime.

1.2.4 Fuzziness

Fuzziness means that employers or individuals use more ambiguous words in recruitment information, which makes job-seeking students feel advantageous, but actually the information totally become unfavorable to job-seekers.

1.2.5 Versatility and Complexity

It refers to the employing units have strong power in employment information publishing by registering multiple companies with the same address and phone number, or by involving multiple areas of business in a single company. For example, a company in Shapingba District, Chongqing, covers the aviation industry, construction, medical, insurance and other businesses in their recruitment information.

2. Types of Employment Traps

2.1 Employment Channel Trap

Employment channel traps are various in job-seeking market, mainly manifest in website, QQ We-chat, Weibo and other channels. And the recruitment information from employing units and individuals in these channels are really hard to verify because of the lack of strict monitoring. Information publishers often use these ways to publish the attractive job information to attract the attention of job-seeking college students. For example, a company advertised to hire a "Management manager", and it was allowed to pay a high salary, and the conditions were not harsh. Many eligible college students crowded in and actually had to work in the business of salesmen finally. The so-called high salary also has to wait until a certain number of years or positions before they can enjoy.

2.2 Wage Trap

These employers often offer high salaries to college students who is badly in need of job. But college students are not allowed to sign any written contracts. And about wages they can't get the total back for the reasons of discounting or evading from the employer, even worse on the failure of getting a cent of money back for closures . For example, Zhengzhou's annual average salary in 2011 is 35,541 yuan. If the employers or individuals pay college students much more than that, then these recruiters often have a lot of problems. In addition, some employers and individuals promise to give job-seeking college students a very high salary and an unrealistic salary increasing plan. In fact, this

total amount includes insurance benefits, pensions, unemployment benefits, and so on. The college students finally can get really poor wages. What's more, the final explanation for promotions is up to the employers. What is more serious is that it is common for some employing units to use "employment" as bait to defraud training fees, but there are still many graduates who are eager to find jobs that easily fall into this kind of trap. When recruiting, these employing units often do not check any certificates of education, even no more any interviews, but only require job seekers to pay all kinds of fees, such as information fees, registration fees, recommendation fees, and so on. When they get the money, they will find a variety of reasons to "quit" the job seekers, which are the most commonly used deception ways for illegal units.

2.3 Employing Unit Qualification Traps

In order to attract job seekers, some organizations often distort, fabricate, beautify, and pack the job information. These employing units every possible way to trap job seekers by using high pay as the bait, forcing candidates to sign contracts immediately and agree on a high amount of breach of damages. There are also some non-standard websites and agencies obtain large amounts of personal information and finally sell them to businesses as sales information by accepting a lot of job seekers' resumes. What's more, some employing units post the jobs in the newspaper that actually is a "drunken trap" aims to tempt candidates to hand in their personal data and leave it for their own reserving. In short, in order to lure those inexperienced college students, these employing units or individuals, describe their own units impractically by illusive qualifications, honors, achievements, etc., which are not part of their own qualifications. The inexperienced college students may think that the units are really good, and they will certainly be able to develop in the future. But in fact, it is indeed a small company or small unit that is not conspicuous, that even a "bogus company".

2.4 Referrer Traps

During the job-seeking, college students often meet some people who take the initiative to introduce them to good jobs, but there some unknown fact behind these passions, such as pyramid selling scam. According to the study, in recent years, the pyramid selling groups were mainly concentrated between the ages of 18 and 25, and the proportion of newly graduated students accounted for a considerable proportion, some even in college, secondary schools and senior high school graduates. These referrers always show a successful attitude in front of job-seekers by boasting to job-seekers with high wages, soft jobs, potential prospects and so on, which often makes the college students who lack of life experience be deceived.

3. The Precautions of Employment Trap

On the basis of fully recognizing employment trap, it is easy for college students to prevent employment traps. As the saying goes, "Don't lose your head when you run into some strange things. Then it can be self-defeated. For these employment traps, as long as college students keep their eyes open and increase the understanding of relevant knowledge, they can avoid entering the employment traps easily and improve the success rate of employment in the process of job-seeking.

3.1 School Aspects

3.1.1 Strengthen the publicity and education on employment policies

The school employment department should carry on the employment education to the graduates in time. In this way can the graduates recognize the current employment situation, have a better understanding of the latest employment policies and cultivate the employment consciousness and entrepreneurial spirits. For example, to make students understand the state-established policy of "Self-employment for laborers, Job monitoring for employment, Employment promotion for government." And make every effort to increase employment rate and expand the scale of employment. At the same time, it is necessary to make students realize that the contradiction between supply and demand is still outstanding. At last, help students to set up a correct outlook on

job-choosing and employment concept, cultivate students' entrepreneurial thought and ability, and encourage students to set up their own businesses as they can.

3.1.2 Strengthen the pertinence of employment guidance

The employment guidance departments of schools should inform graduates the relative employment policies in time. And guide graduates to face all kinds of policies, combined with the Primary Organization, Western Plan, and the construction for western region. And also combined with career planning education and life goal planning education for graduates to improve the pertinence of employment. The guidance can not be called for in general and hollow advocacy.

3.1.3 Introduce more employment traps knowledge to students

The graduates are so inexperienced, and with the great pride and dignity that they can't identify the traps easily in the course of employment. Schools should carry out preventive education on the types of employment traps, make students to obtain employment information from the state, government, schools or legal job-seeking markets, and avoid trusting the deceptive advertisements and unreliable recruiters. Make students learn to identify the credibility of wages according to the actual situation, and describe the company's qualifications by ask a few more questions. They can also verify the employment information through the business departments, websites, and so on. Don't believe classmates and friends around you easily and don't crave for a moment of vanity and profits.

3.2 Student Aspects

3.2.1 Take a correct attitude towards employment

First of all, it is necessary to study hard, master professional and technical knowledge, and reserve good employing ability, and this can also lay a good foundation for future employment. Secondly, believe in "No pains, no gains". Job-seekers can't believe in the traps of high wages, high treatment, good welfare, fast-earning recruitment news and so on. Only firmly believe that there will not be succeeded without any efforts. Third, recognize yourself clearly and what situation you are in. Don't boast to others, and keep a clear head when the cheaters talk to you with exaggerations or sweet words.

3.2.2 Constantly raise awareness of the law

College students should understand the relevant contents of the Labor law, Contract Law and so on, and increase the discrimination of employment traps in their employment process. In addition, college students should strengthen their law concept and consciousness of rights safeguarding. And dare to take up legal weapons to protect their own interests when they encounter violations of their rights. It is difficult for students to get a job because they do not know enough about themselves and society. Students should take a correct attitude towards employment and increase their ability to distinguish the employment information, keep a high level of vigilance at all times, and guard them against all kinds of employment traps. In this way can we improve the success rate of employment. What is more important is that we should improve our own study, consolidate the foundation, improve our practical ability, and communicate more with teachers and classmates. When students prepare well for entry into society, they can identify employment traps and relieve employment pressures easily., and also find a more satisfying job easily.

3.3 Government Aspects

We should give a further leading to the government's policy guidance and behavior-leading role. The relevant government departments should summarize and reflect on the current employment mode of college students with the current situation, new problems, new phenomena, and introduce relevant regulations to prevent and eliminate the bad behavior in the process of employment. Strengthen feedback and spot check to urge employers to strictly comply with the relevant laws and regulations.

3.4 Media Aspects

We should set up an effective role of the news media in conducting propaganda and media supervision. The government should take advantages of the political advantage of the propaganda media. To set aside a certain period of time for broadcasting and broadcast some related content on radio and television. In order to guide the students' employment behavior and effectively stop the malpractice in the recruitment process, it is necessary to set up employment columns in newspapers, publishing relevant employment information and enumerating employment traps to the society on a regular basis.

To sum up, graduates' employment has always been a systematic problem. Therefore, improving graduates' employment ability is the same goal for society, colleges and universities, families and students. When the individual employment ability of graduates is improved, can they cope with the changes and uncertainties of the job market. Then can avoid the possibility of falling into all kinds of employment traps.

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