

# Gender Discrimination Inside Employment

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## ABSTRACT

Have you ever paid attention to whether the proportion of employment is related to sex? Would you say that ability is all that matters when it comes to employment? It is widely believed, nowadays, that as long as one performs preferably in work themselves, their sex matters not when it comes to the possibility of them getting employed by their preferred job post. However, possibly to the discomfort of many, sexual discriminations does exist in the workplace. Our research target was to find out whether or not a woman has a family plan is an important cause of gender discrimination in the labor market. By setting up comparisons between male and female with whether the applicant has a will to construct a family, we focused on the discrimination between male and female upon hiring. We narrowed down our object group to the field of real estate sales, which requires relatively less education and is more common of a job. We also decided to focus on one city in particular, Shanghai, China, for its relatively large demand in real estate sales. Our inference is that women and those with a plan of starting a family would gain a smaller possibility of getting an HR callback, amongst which women with fertility intentions would be the most discriminated.

**Keywords:** *Gender discrimination, employment, resume survey.*

## 1. BACKGROUND

Discrimination defined by The Merriam-Webster Dictionary is “the quality or power of finely distinguishing; the act of making or perceiving a difference.” And Gender Discrimination, by the U.S. EEOC’s definition, is: “treating someone (an applicant or employee) unfavorably because of that person’s sex.” [1] But the one we think with the most common relativity is the problem of maternity leave, since women with a will of setting up a family usually asks leave for one year or even more, and that is not something that business leaders or government officers like to see. When it comes to seeking a job, since women are those who are commonly faced with more problems, it tends to require much more confidence and courage in the female group. When being rejected more frequently than should, women may be passively deprived of the initiative to seek out for work. Its consequences could be severe, including effects on women’s mental health and overall happiness.

## 2. LOGIC

Should gender bias exist during the hiring process while becoming pregnant and taking maternity leave be a significant factor, employers will tend to hire the men and

those women who make the statement that they won’t have baby in the near future, comparing to those who doesn’t make the statement.

## 3. METHOD

We plan to perform a field study, sending edited resumes to real job openings and measure call-back rates. The HRs experimented would not be previously informed of our research purposes as a precaution to reduce subjective deviations. The resumes would be divided into four genres with the division of male or female and a statement of whether a fertilization plan would take place in the upcoming five years. The particular statement would be added into the “personal statement” zone of the resume to be obvious to the HR. A total of 100 resumes would be equally divided into the four genres, and we plan to present to 50 companies with similar market values and equally considerable sizes. In each company, one position would be chosen to send in our resumes, and two groups of four different genres of resumes would be given to each position.

## 4. PREDICTED RESULTS

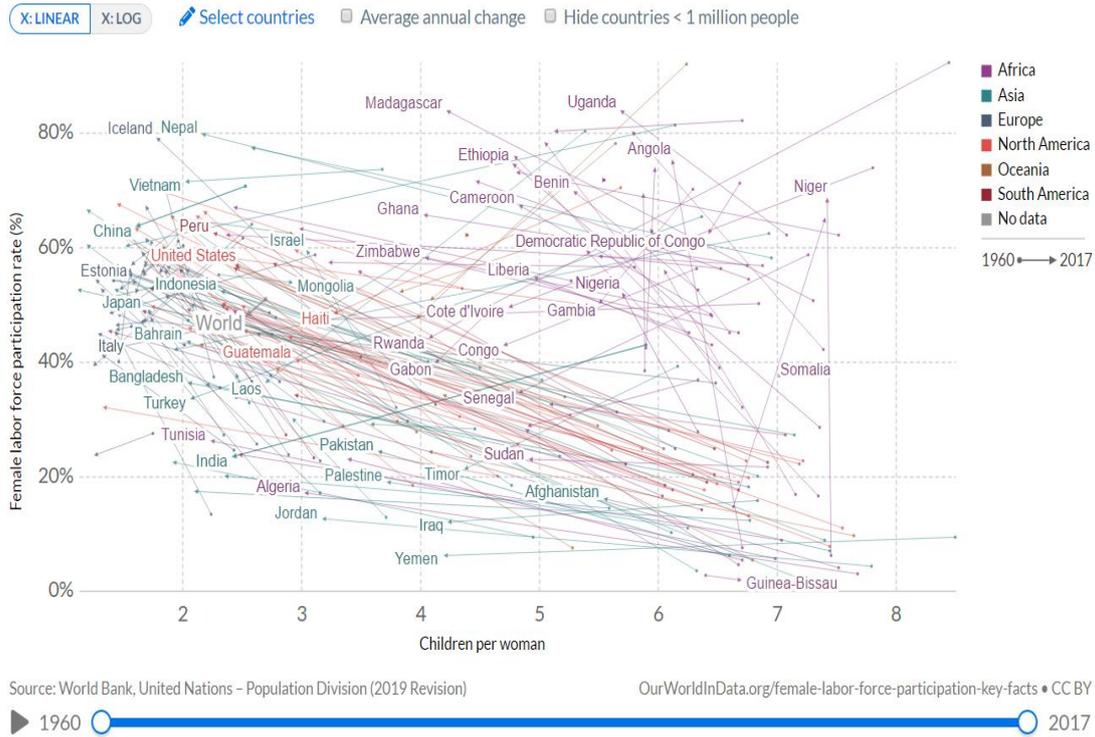
According to preexisting results in similar studies, we believe that there exists a gender discrimination in

employment, and it is positively correlated to maternity wills. As shown in the graphs below, the worldwide female to male labor participation rate is still only approximately 66.7% [2], and in China, the statistics are only more unpromising. Women employees are also faced with the problem of fertility tendencies, for with a

stronger will to give birth, a smaller percentage of female employees would be devoted to work, thus resulting in a low employment rate for female in the first place, especially for those who have expressed a will of maternity.

### Fertility and female labor force participation

The labor force participation rate corresponds to the proportion of the population ages 15 and older that is economically active. Fertility corresponds to the number of children that would be born to a woman if she were to live to the end of her childbearing years and bear children in accordance with the age-specific fertility rates of the specific year.

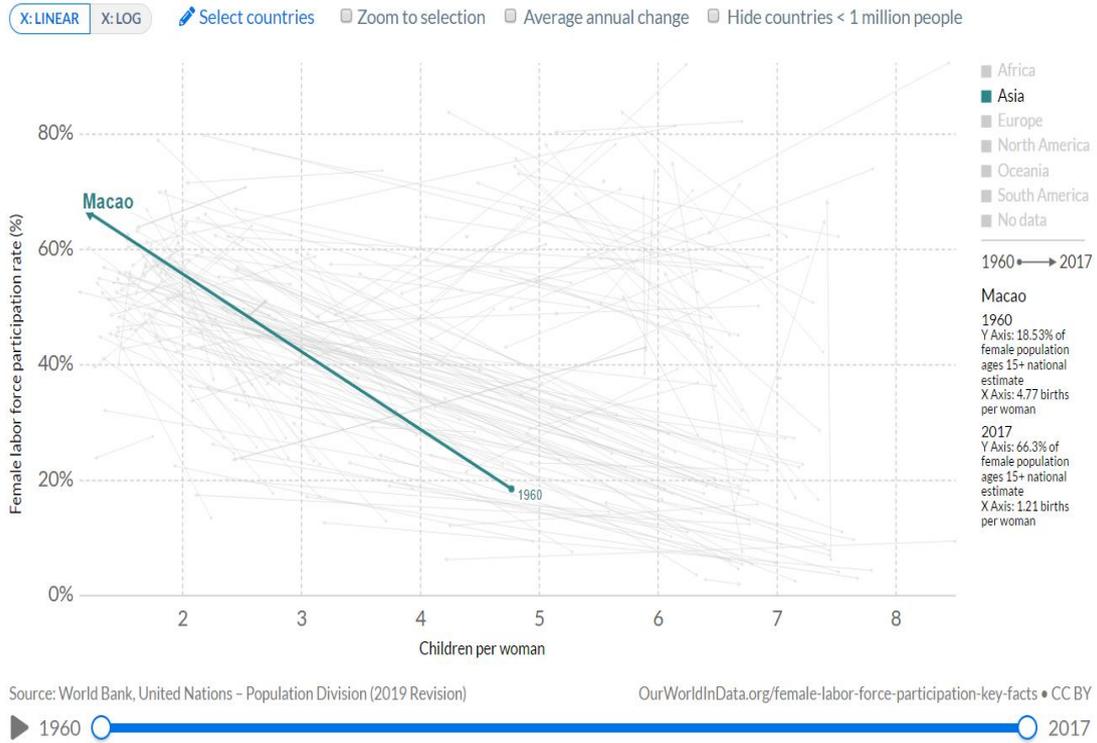


Source: World Bank, United Nations - Population Division (2019 Revision) OurWorldInData.org/female-labor-force-participation-key-facts • CC BY

**Figure 1** Global Fertility and Labor Participation Ratio [3]

## Fertility and female labor force participation

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**Figure 2** Fertility and Labor Participation Ratio in Macao, China [3]

## Ratio of female to male labor force participation rate (%) (modeled ILO estimate)

Derived using data from International Labour Organization, ILOSTAT database. The data retrieved on June 15, 2021.

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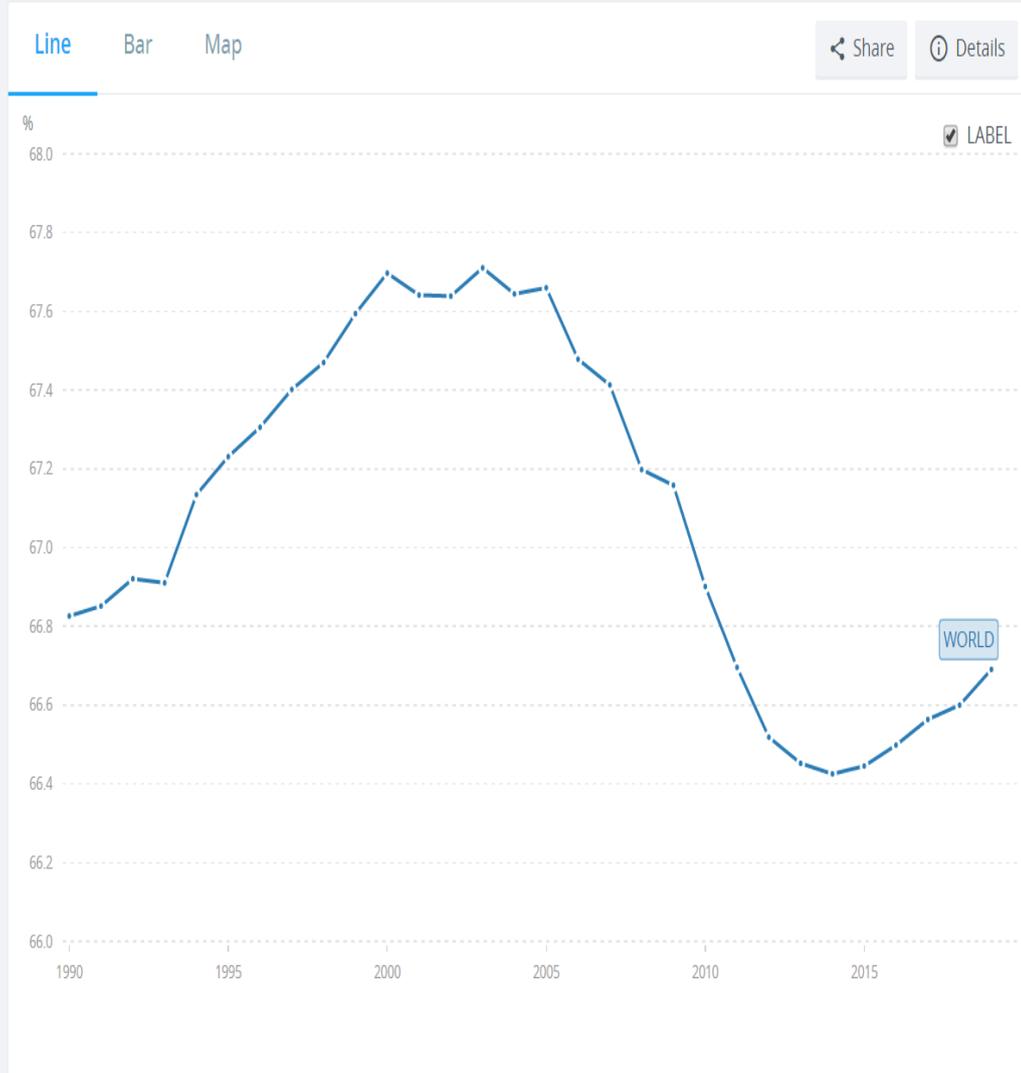


Figure 3 Global Ratio of Female to Male Labor Participation Rate [4]



Figure 4 Ratio Trend of Female to Male Labor Participation Rate in China [4]

## 5. DISCUSSION

### *Acknowledged Limitations:*

Though the steps of the experiment are clear, they are, of course, important. We acknowledge that there are limitations to our experimental plans. First, there could be a difference in the evaluation criteria of the companies and the HR, since every company requires different traits, which could be more complicated than gender. Also, each individual has their own set of values.

There also exists a possibility of a pre-chosen candidate, which could mean that none or some of our experimental resumes would be bound to be turned down.

Another potential risk factor is that since our resumes are somewhat similar to each other, there is a chance of them being identified by the HR and thus be turned down.

In our experiment, we try to reduce the effects of these limitations to the smallest. For example, we are ready to choose our experimental subjects in the same city, Shanghai, and in areas of similar economic status.

We avoid our resumes being identified by choosing varied but similarly graded backgrounds of colleges and work experience.

### *Future Expectations:*

Before our experiment, we have done research online for theses of similar directions, but have found little that could be of use. We believe that, since sexual discrimination in workplaces is a severe issue, it should be given the attention it deserves. Thus, we have come up with these possible future directions to help dig deeper into the pre-existing discriminations, and hopefully raise the public's awareness of the inequalities lying around in the workplace.

## 6. CONCLUSION

Gender discrimination does exist in the employment area. The discrimination upon both sex is positively correlated to their will of maternity in the upcoming years, but the effect is especially intense for the female group.

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