

Analysis on Gender Discrimination in China's Workplace Working Treatment

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ABSTRACT

With the rapid development of China, women are now playing a more and more important role in both their families and society. However, there are still some serious gender discrimination problems. This paper focuses on the discrimination in China's workplace working conditions. Through qualitative research based on the laws of the People's Republic of China and recruitment websites' social research reports, the paper aims to find out the causes, effects, and potential solutions to this social problem. The paper will focus on the impact of gender discrimination in the workplace on the promotion of women and whether there are gender differences in pay, and it will analyze the causes of the above-mentioned problems from the angle of female physiology as well as social analysis, with two potential solutions in the end. The paper concludes that gender discrimination in the workplace is caused by the government, economic pressure, and female physical characteristics. The discrimination caused female workers to have a hard time finding a job, face a lot of pressure from their companies, and suffer damage to their physical and mental health. To address the issue, the government should stop applying double standards, take steps to protect businesses and maternity leave, and allow reasonable group work within the company.

Keywords: *gender discrimination, People's Republic of China, female physiology, maternity leave*

1. INTRODUCTION

With the rapid development of China, women are now playing a more and more important role in both their families and society. However, there are still some serious gender discrimination problems. While the author believes that the government, traditional concepts, and bias are to blame for gender discrimination in the workplace, she also believes that these issues are easily resolved with few obstacles. Although the government is facing many other problems such as the decreasing population and total fertility rate, the government should focus on the workplace discrimination problem because it is now pushing women in China into an awkward situation. According to Yanling Lin, women's maternity leave plus lactation would cost 238,510 RMB, and it is all paid by the company itself [5]. In all types of job searching processes, more than 80% of female workers do experience gender discrimination [11], and according to Human Rights Watch, in 2018, about 19% of the national civic service jobs are labeled only for males, or more tend to choose male workers [2].

As there is not that much paper researched on this side so carefully, through the qualitative research based on the laws of the People's Republic of China and recruitment websites' social research report, the paper aims to find out the causes, effects, and potential solutions to this social problem. The paper will focus on the impact of gender discrimination in the workplace on the promotion of women and whether there are gender differences in pay, and it will analyze the causes of the above-mentioned problems from the angle of female physiology as well as social analysis, with two potential solutions in the end. It hopes to help female workers in China get rid of the dilemma of the job crisis and work for gender equality.

2. GENDER DISCRIMINATION IN THE FEMALE WORKPLACE

2.1 Working



Figure 1 Questionnaire report about gendered attitudes [6]

Women are influenced by biases in the workplace, and not just by those of the opposite sex. According to figure 1, more than 20% of men and 10% of women think that men's success is measured by their careers, and women's success is measured by their families. More than 20% of men and one hundred and eight women have no opinion on the subject. Nearly 30% of men and more than 10% of women say men are better project leaders. In this survey of 6,000 people, there are a lot of people who are obviously biased against women, but in fact, men and women should be equal. It is an unavoidable fact that men put their careers first and women put their families first under the influence of economic and other conditions in the past, but in

modern times, such a concept will have a negative impact on women's career development and may even hurt women's physical and mental health. The results of the second question revealed that nearly 40% of respondents had doubts or biases about women's abilities. They believe that men are more likely to lead and that women are less likely to lead than men. In fact, there are many female program leaders in China, like Tu Youyou, and just because there are fewer women in research, development, or management doesn't mean that men are better leaders than women.

2.2 Job searching

Recruitment for civil service posts

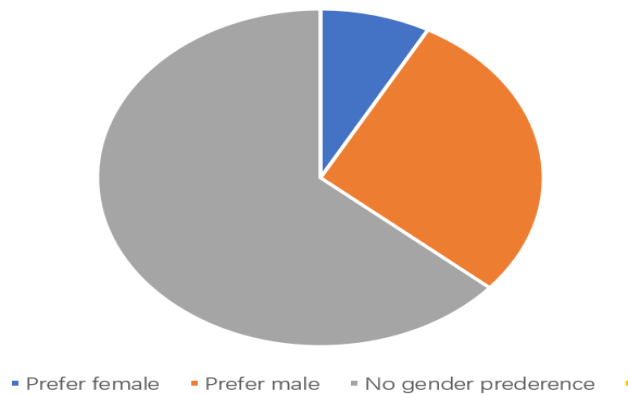


Figure 2 Recruitment for civil service posts

Gender-limited positions

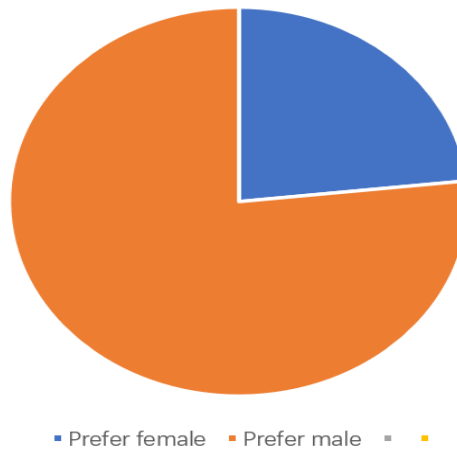


Figure 3 Gender-limited positions

The problem of gender discrimination in the process of Chinese women's employment even appears in the recruitment of civil servants, which will have some negative effects on society. According to figures 2 and 3, about 27% of civil servants prefer male jobs and about 8% prefer female jobs. More than 70% of jobs in gender-limited positions preferred men, and fewer than 30% preferred women. As can be seen from the chart, the government favours men in some civil service jobs, but this is especially true in gender-restricted jobs, where preference for men is about three times as high as that for women. According to Ziyue, "there were 788 jobs with a preference for men, accounting for 44.20%, and 461 jobs with a preference for men, accounting for 25.86%," the State Administration of Taxation said. "Institutions directly under the executive branch of the central government (at and below the provincial level) recruited 6,426 positions, of which 2,571 positions were subject to gender restrictions, accounting for 40.01% [10]. Gender-limited positions account for 40% of all civil service recruitment, with more than 70% favoring men. The tax bureau and the Maritime Bureau, as two important administrative organs of the state, ensure the normal operation of society. However, 44.20 per cent and 25.86 per cent of the positions in these two important administrative departments are in favour of men. The existence of these phenomena for women is a multi-faceted disaster. First, competition has become more stimulating for women who want to apply for civil service jobs, especially those where gender preferences are more pronounced. Secondly, since the government is an important part of society, its behavior, to a certain extent, represents the attitude of the state. There is clear discrimination against women in a large number of government positions in civil service recruitment, which undoubtedly contributes to gender discrimination against women in social recruitment. Whatever the impact, it has a huge impact on the employment of

women, which is very detrimental to the development of gender equality.

3. THE CAUSES OF WORKPLACE SEXISM

3.1 Associated effects of pregnancy in women

Women are entitled to the treatment required by national law during pregnancy. "The employing unit shall not reduce the wages of female employees due to pregnancy, childbirth, or breast-feeding, dismiss them, or terminate their labor or employment contracts." [8]: "Maternity leave for women is paid leave, which is the most basic maternity wage provision. Female workers are entitled to 98 days of maternity leave for childbirth, of which 15 days may be taken before childbirth; in cases of dystocia, the maternity leave shall be increased by 15 days; in cases of multiple births, the maternity leave may be increased by 15 days. " [9]. As a result of these Chinese laws, companies have to pay female employees at least three months' basic salary during maternity leave, which results in financial losses for the company. In order to reduce the economic impact of maternity leave for female employees, many companies will reduce the basic salary of female employees and even raise the threshold of female support interviews in order to control the number of women in the company. For working married women who are not pregnant, the impact of pregnancy can be huge. Because employees are not required to work during maternity leave, this can lead to job vacancies. If a company's management is left vacant for up to three months because of maternity leave, it can have an impact on the company. Therefore, some companies

control the positions where these women work. As a result, pregnancy can have a serious impact on the careers of married women who are not pregnant.

3.2 Traditional concept

To a great extent, the traditional ideas in China have influenced the equal relationship between men and women. In Chinese tradition, men are expected to work to earn money for their families, while women are expected to bear children, raise children, and do household chores. For the past few thousand years, men have been the main labor force and the mainstay of a family, compared to women. As this situation has only gradually improved in recent decades, men are still given more weight than women in some traditionally strong families. When the men in these families work outside the home, they will be influenced by the ideology and gender discrimination in the workplace because they should stay at home with the children and do the housework instead of working outside the home.

3.3 Economics pressure

Any financial loss incurred during maternity leave for women is borne by the company, resulting in gender discrimination in recruitment. In China, women cannot take less than 98 days of maternity leave, and the company should pay the basic salary of the employee who is taking maternity leave, that is, more than three months of paid leave. This kind of loss is hard for both big and small companies to accept. Big companies are well funded and doing well, but they have a large number of employees, which means there is a good chance that a certain number of women are on paid leave at all times. For small companies with shaky operations and finances, even a few months of paid vacation for employees can affect the company's operations. According to Amy Qin, a female employee at the company demanded an agreement promising not to get pregnant for two years. Women can be fired if they violate the agreement [7]. There are many women in society who are troubled by the problem of procreation. On the one hand, they face the challenges of many inconveniences during pregnancy; on the other hand, they face gender discrimination in the job-hunting process because of the cost to the company of taking maternity leave. Starting in 2021, the government began to vigorously promote the three sets of policies to encourage women to have children, but at the same time, relevant supporting measures were not available or effectively implemented. This made the gender

discrimination that women face in the job-hunting process more severe.

4. RELEVANT SUGGESTION

4.1 The action of government

The government's duplicity has had a negative impact on workplace sexism. According to Human Rights Watch, gender discrimination in recruitment is explicitly prohibited in Chinese law, but there is a serious problem of gender discrimination in the government's own recruitment process [3]. There is no doubt that the government's actions will have negative social consequences, including but not limited to increasing discrimination against women in the job search process. To achieve the goal of gender equality in society, the government should stop its blatant acts of gender discrimination, set a good example for society, and stop publishing sexist advertisements in the workplace in order to stop the government's image from continuing to develop in the public eye in a negative way, thus ensuring the government's positive image in the public eye.

4.2 Family education

Right and good child discipline is the key to fundamentally addressing sexism in the workplace. Although compulsory education is widely used in China, child discipline largely determines the ideological makeup of a child, and just because parents have a degree doesn't mean they can do a good job at home schooling. Child discipline says that in order to avoid the problem of gender discrimination caused by child discipline, the government should transmit correct ways and ideas to parents through schools and the media, which child discipline says. Only by instilling in parents the right educational values can children receive good child discipline.

4.3 Fertility laws

The government's emphasis on population ageing has encouraged women to have children, but it has neglected to address the problems women face in the workplace. The government should stop trying so hard to support women giving birth [4]. Premature ageing of the population is a real problem for a developing country, especially a country like China that is eating the demographic dividend. But the government should not blindly pursue the population growth brought about by female bearing while ignoring the serious negative

impact of encouraging female bearing on women's careers, such as signing "special agreements." Although the government has a series of supporting measures for the opening of the three-child policy, it is still not perfect and these measures are targeted at maternity families, which means that the loss of the company during the period of maternity leave will still be borne by the company in full. This can force companies to resort to discriminatory or coercive measures to reduce the cost of maternity leave for female employees. While the government is vigorously promoting the three-child policy, the corresponding supporting measures should also be started and need to be effective and feasible. Until the measures are complete, the government should stop promoting procreation to reduce the pressure on women from gender discrimination in the workplace.

4.4 Reasonable dividing of work

According to the study, men's and women's brains are structurally different, so both men and women are good at something. The division of labour in areas where men and women excel can be used to demonstrate that women are not inferior to men in terms of their overall competence in the workplace, thus improving the situation of gender discrimination. Men's brains were better at tasks such as math; those in that row were better at integrating information from regions of Lettie's brain [1]. It is reasonable to prefer one sex over another in a particular job based on what the male and female brains are good at, but this is not a reason for gender discrimination in the workplace, and the number of gender-limited jobs will shift from a reasonable division of labor to gender discrimination when the number of jobs is significantly increased. Companies as well as governments should consider a reasonable division of labour when recruiting staff and arranging working groups so that making the best use of what each employee is good at cannot only promote the development of gender equality in the workplace, but can also generate higher returns for companies or governments.

5. CONCLUSION

In conclusion, gender discrimination is a problem that has existed for a long time on a global scale, especially in developing countries. Gender discrimination in the workplace is caused by the government, economic pressure, and a female's physical characteristics. The discrimination caused female workers to have a hard time finding a job, face lots of pressure from their companies, and suffer damage to

their physical and mental health. These problems can be solved through the efforts of society. Governments, companies, and even parents play an important role in this process. In the future, it is hoped that with the joint efforts of society, women will no longer be discriminated against because of their sex. This research is quantitative, so there would be some inaccurate information. To resolve the problem, the government should stop their double standards behavior and set up a standard example for companies, as well as provide companies with maternity leave so that the cost of using female workers would decrease, and lastly, encourage reasonable group work inside the company. In the future, to improve the quality and credibility of the research, the author needs to conduct qualitative research to gain first-hand information.

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