

Research on Female Fertility Discrimination in the Technology Industry

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Abstract. The technology industry has always been considered a male-dominated field and women face various challenges and discrimination in the industry. One of the major issues that women face in the tech industry is maternity discrimination, which not only hurts the tech industry such as brain drain, but also affects the image of this industry. Maternity discrimination refers to unfair treatment or discrimination against women because they are pregnant, giving birth, or raising children. This paper analyses the current situation of the tech industry, its characteristics, requirements for employees and case studies in order to propose solutions and implications for the tech industry, of this maternity discrimination. The significance of studying female fertility discrimination in the tech industry is to reveal the unfairness that this discrimination has caused to women's career opportunities, salary packages, and promotion opportunities, and to provide a basis for promoting a more inclusive and equal working environment in the tech industry.

Keywords: Technology sector; Females; Maternity discrimination.

1. Introduction

1.1. Background

One of the modern world's most dynamic and forward-thinking sectors is technology. However, despite the industry's great achievements in technology and business, women in the tech industry still face serious discrimination in the area of maternity. The technology sector is one of the most important areas of mass employment globally, and maternity discrimination can lead to highly productive female employees being treated unfairly throughout their careers, or even forced to give up their jobs. This can hurt both human resources and economic development in the technology sector. This also violates the principle of social fairness, and studying this issue can increase public awareness and understanding of the gender inequality problem that exists in the science and technology industry. This will help trigger public attention to improving gender equality in the science and technology industry and promote the formulation of relevant policies and measures. Against this backdrop, a study of female fertility discrimination in the science and technology industry can provide a strong basis for eliminating inequality, promoting social fairness, and advancing the science and technology industry.

1.2. Related research

Data from the China Household Income Project was utilized by Tang and Long in order to analyze the income gap between the sexes and between female groups. The findings indicate that both the general gender income gap and the unexplained gender income gap have widened since 2002. [1]. Wang and Cai used data analysis to analyze the degree of gender income gap and its components. The results of the decomposition show that the gender income gap arises overwhelmingly within sectors. Some 86% of the intra-sectoral income gap cannot be accounted for by human capital and other individual criteria, and hence discrimination must be the cause. [2]. Wang et al. used data analysis to analyze changes in the income gap between men and female in urban China between 1988 and 2004. It was concluded that the income of women in the bottom decile had declined significantly compared to males in the same decile. Higher-income women have also lost ground, especially in the

first years of the twenty-first century, the disparity between men and women in the highest-income decile has been particularly pronounced [3].

Wei and Bo used data analytic techniques to examine one who represents national a sampling of 1987, 1996, and 2004 data and came to the following conclusions: Between 1987 and 1996 and 2004 there was a significant growth in both the total gender wage difference as well as its components (the "structure effect" and the "composition effect") [4]. Heshmati and Su analyzed gender wage differentials employing the conventional Brind-Oksaka decomposition and various weighting schemes urban labor market in China. Conclusion: Married women make less money than married men, but more money than single women, and having kids has minimal impact on the severity of prejudice [5]. Using Neumark and Appleton's decomposition method, Xian et al. analyzed the causes and developments in discrimination and gender pay in China's urban labor market gaps. Between the middle of the 1990s and 2007, China's urban labor market saw a variety of gender wage gaps and forms of discrimination against women, it is concluded. As discrimination increased in importance and endowment differences decreased, discrimination finally surpassed endowment differences as the primary cause of the gender pay disparity after 2002 [6].

Using regression analysis, li and song provide an updated examination of the gender pay gap since the mid-1990s in metropolitan China. Conclusion: The gender pay gap has grown dramatically, particularly between 2002 and 2007, and a large portion of this growth is attributed to unknown sources. This suggests that there is growing discrimination against female workers in the city labor market in China. Particularly for those who are unskilled and less educated, the gender wage disparity is wider in the low-wage category, and female employees' salary growth is more obviously constrained than male employees' [7]. It investigates the evolution of salary levels, income inequality, and wage factors for urban inhabitants in China using data analysis. It has been determined that the average pay has dramatically grown every two years. For a very long time, wage disparity has been getting worse. However, it did not significantly materialize between 2007 and 2013. During the planned economy, the wage gap between men and women in urban China was relatively small. However, it widened rapidly between 1995 and 2007 [8].

Zhang examined gender discrimination and the protection of women's human rights in the Chinese labor market using the analytical method of data analysis. She concluded that both social and workplace gender segregation denied women equal access to the labor market and violated the principles of justice and fairness [9]. Fang used qualitative analysis to study the problem of discrimination against women in employment in China and concluded that the problem of discrimination still exists because national legislation is imperfect, the level of legislation is low, legislation is fragmented and varies greatly from region to region, and the provisions of the law are overly principled and lacking in operability. It is recommended that a special anti-discrimination law be enacted [10].

1.3. Objective

This paper will examine the issue of maternity discrimination faced by women in the tech industry, and Chapter 2 will focus on the current situation and problems of maternity discrimination against women in the tech industry, and Chapter 3 will examine the solutions and implications of these problems.

2. Status and Problems of Maternity Discrimination against Women in the Science and Technology Sector

2.1. Current situation

With the rapid development of the science and technology industry, the status and participation of women in this field have been increasing. However, there is still the problem of female fertility discrimination in the technology industry, which negatively affects the professional development and

personal lives of female employees. This paper will discuss the current situation and problems of female fertility discrimination in the technology industry.

First of all, the status quo of female fertility discrimination in the technology industry is widespread. Many companies will hold prejudice against female employees' maternity plans during the hiring and promotion process. They worry that female employees will hurt their work during pregnancy and maternity leave, thus affecting the progress of their teams. This bias leads to resistance in the interview and promotion process for female employees.

Secondly, the issue of maternity discrimination faced by women in the tech industry is also reflected in the work environment. The tech industry is often stressful and fast-paced, which can be challenging for women who are pregnant and raising children. Although the state grants women special leave during pregnancy and childbirth, the lack of flexible working arrangements and support measures in many companies makes it impossible to meet the needs of female employees during maternity. In addition, women face issues such as gender discrimination and workplace bullying in the tech industry, which further exacerbates their unfair treatment.

Third, there is a male-dominated work culture and gender bias in the tech industry. The technology industry is often perceived as a male-dominated industry, and this culture can lead to the existence of gender bias and discrimination. Some female employees may face being ignored, devalued, or marginalized. In addition, the working environment and working hours in the tech industry are usually more demanding, placing higher demands on female employees to balance their work and family responsibilities.

Female fertility discrimination not only negatively impacts individuals, but also takes a toll on the growth of the tech industry as a whole. First of all, maternity discrimination limits the career development opportunities of female employees. Women may choose other companies because they learn that the company discriminates against female maternity, leading to brain drain and wasted talent. Many potential female employees are forced to leave their jobs or stagnate because of maternity, which adversely affects the innovation and competitiveness of the technology industry. Second, maternity discrimination also hinders diversity and inclusion in the tech industry. The tech industry needs to attract and retain talent from a variety of backgrounds and experiences to drive innovation and growth.

In conclusion, female fertility discrimination in the technology industry is an issue that deserves attention and solution. By taking appropriate measures, we can eliminate such discrimination, provide better career development opportunities for female employees, and promote the sustainable development of the technology industry.

2.2. Requirements and characteristics of employees in the technology industry

The first is professional and technical skills. The technology industry requires high technical skills from its employees. Employees need to have solid technical knowledge and skills, be able to skillfully utilize a variety of technological tools and software, and have the ability to solve technical problems and innovate.

Secondly, it should be the ability to learn. The technology industry is developing rapidly, and we should have a strong learning ability to keep up with the development and not be eliminated.

The third is team communication skills, teamwork is very important in the tech industry, without good communication skills, the team will not be able to focus on the problem quickly enough to solve the problem while working on the task.

The last one is the ability to adapt; change in the technology industry is rapid and employees need to be well equipped with the ability to adapt quickly to new work environments and requirements. They need to be able to be flexible to changes and adapt to new technologies and ways of working.

2.3. Problems and Cases of Female Maternity Discrimination

Maternity discrimination against women in the tech industry falls into the following categories: hiring discrimination, promotion discrimination, pay discrimination, and job placement discrimination. The following are specific examples.

Ms. Liu from Wuhan City, Hubei Province, applying for property company positions, recruiters asked about their marital status, after Ms. Liu replied "unmarried", the other side to "unsuitable" reasons for refusing to hire, and then Ms. Liu through the Wuhan City Message Board to reflect the problem. According to the follow-up report, the relevant departments of Jiangnan District confirmed that the recruitment of the unit there are violations, and has asked for rectification. In recent years, increasing employment pressure has made the problem even more pronounced. According to "In the '2022 Survey Report on the Status of Women's Workplace in China' published by Wisdom Recruitment, it was revealed that approximately 60% of women had their marital and childbearing statuses questioned throughout the hiring process.

3. Solution and Implication

3.1. Hiring Discrimination

Employment discrimination refers to the process of applying for a job in which the interviewer decides whether a woman can pass based on her reproductive status and plans, rather than on her ability. According to the relevant data report of Zhiliang Recruitment, at present, Women in China say there is 22% substantial gender discrimination in the hiring process, compared to 14% of males. The research also reveals that 43% of women with master's degrees, as opposed to only 18% of men, think that substantial gender discrimination exists in the workplace. For the technology industry, which is even more highly educated, the discrimination is even more serious. Under these circumstances, the government should enact and enforce anti-discrimination laws for the tech industry, explicitly prohibiting discrimination based on maternity and increasing the severity of penalties for employers who violate the law.

3.2. Promotion Discrimination

Promotion discrimination refers to the unfair treatment of women in the course of their career development because of pregnancy, childbirth, or childcare, which results in their being restricted in promotion opportunities or unfairly assessed. According to a report on relevant data from Wisdom Recruitment, 25% of the country currently believes that there is serious gender inequality in promotion, compared to 18% of men. The report also shows that, among them, 44% of women report not having been promoted so far, compared to 31 percent of men. Women who have been promoted also report that it has taken longer to get promoted than men. This suggests that promotion discrimination is particularly acute in highly educated sectors such as the skilled trades. The Government should enact legislation to compel companies to disclose the conditions for promotion that meet the requirements, rather than based on the discretion of leaders.

3.3. Pay discrimination

Pay discrimination is the unfair treatment of women's wages because of pregnancy, childbirth, or childcare. Maternity has a significant negative impact on female wage rates in the country. Each child is associated with a 7% decrease in the female wage rate, and the number of children born has a negative impact that grows. Additionally, the human capital of women, the peculiarities of their jobs, and family considerations do not adequately account for this adverse effect of motherhood. The study also demonstrates that the three groups of women—highly educated, employed in management and technical fields, and employed in the public sector—are more severely affected by the adverse effects of childbirth on wage rates. So, for the tech sector, this discrimination needs to be taken more seriously. That's why employers should be stepping up their efforts to review and revise pay systems

to ensure they don't unfairly impact women. This could include eliminating the gender pay gap, ensuring that pay is related to job value and performance, etc.

3.4. Job placement discrimination

Work arrangement discrimination refers to unfair treatment or discrimination by an employer or organization against an employee's work arrangement during pregnancy, childbirth, or childcare. This includes failure to provide reasonable work adjustments, mandatory maternity or parental leave, appropriate job retention, necessary support and resources, and so on. In this regard, the State already has relevant legal provisions, and what we need to do is to strengthen regulation and increase penalties for enterprises that violate the provisions. Enterprises themselves should also carry out self-regulation and provide pregnant employees with reasonable work adjustments, to enhance women's sense of well-being during pregnancy, maternity, or childcare, thus alleviating maternity discrimination in the enterprise, enhancing the image of the enterprise, and reducing the loss of talent.

4. Conclusion

This paper examines the issue of fertility discrimination against women in the technology industry, analyses the characteristics of the technology industry and the general requirements for employees, and gives separate recommendations for different types of fertility discrimination. Solving the problem of fertility discrimination against women in the technology industry requires the joint efforts of the government, employers and employees. Strengthening legal protection, raising employee awareness, promoting equal opportunities, breaking gender stereotypes, changing industry culture and conducting more research are all key steps. Only through comprehensive measures can equal rights and career development for women in the technology industry be realized.

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