

# Gender Discrimination and Differences in the Workplace

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**Abstract.** In the real world, gender discrimination as a ubiquitous phenomenon not only has a greater impact on people's daily lives, but also has a decisive influence on social governance, fairness and other macro issues. By searching academic websites such as Baidu Academic, we found a lot of useful information about gender discrimination in the workplace. At the same time, we also investigated the related reasons and the positions and groups that are prone to gender discrimination. In the investigation, we found some interesting phenomena. We found that workplace sex discrimination is a bit different from what we know. It is not only exploitation of employees and unfair wages, but also some very excessive behaviors. Some leaders even use job threats to force female employees to do things that do not belong to their jobs, such as picking up the children for the leader or even being molested by the leader.

**Keywords:** Sexism; workplace; squeeze.

## 1. Introduction

Our focus of this survey is on the differences and treatments received in the workplace due to gender differences, as well as the discrimination that may occur in some workplaces. The following literature provides a basic overview of surveys in the workplace, as well as some of the differences caused by gender differences in questioning during interviews.

In 2017, ZhiLian (Recruitment website) conducted a nationwide survey among a sample of approximately 130,000 professionals, revealing that 22% of female respondents perceived a significant prevalence of gender-based discrimination in the realm of employment, representing an increase of nearly 8% compared to their male counterparts. The findings presented in the "2017 Survey Report on the Current Situation of Chinese Women in the Workplace" elucidate that within the segment of women who experience a profound sense of gender discrimination in employment, the age range spanning from 25 to 35 manifests as a critical period for individual career advancement as well as a peak interval for childbirth. Consequently, during this stage, women experience the most conspicuous instances of gender bias throughout the employment process.

The reproductive status in the workplace has led to discrimination, and most companies believe that childbirth will affect work efficiency, so they will choose to dismiss or other methods.

Women have always had to face the challenges of gender discrimination in the workforce. In order to shed light on this issue, this article aims to examine the problem of female employment from a gender perspective, using questionnaire surveys and interviews with female migrant workers in the catering industry. The findings of the survey reveal that the new generation of female migrant workers commonly experience gender discrimination in their employment. This discrimination is particularly apparent in various aspects such as recruitment materials, interview processes, salary standards, and job promotions. Firstly, when it comes to recruitment materials, it has been observed that some employers specifically target male applicants, either through their wording or by specifying certain physical requirements. This sends a clear message to female migrant workers that they are not desired or valued in the workplace. Additionally, the interview process itself often proves to be biased against women. Female candidates may face inappropriate questions concerning their plans for marriage or childbearing, which are irrelevant to their ability to perform the job. Such questions create a hostile environment and limit the opportunities available to female workers. Furthermore, salary standards for female migrant workers are often set lower compared to their male counterparts. This kind of

unequal pay is not only unfair but also perpetuates gender discrimination in the workplace. It becomes a barrier for women to achieve financial independence and obtain the same opportunities for career growth. Lastly, the job promotion process is also fraught with gender discrimination. Female migrant workers often receive fewer opportunities for advancement compared to their male counterparts, due to biases and stereotypes that still persist in society. Women are frequently overlooked for higher-level positions, regardless of their qualifications or performance. In conclusion, gender discrimination remains a significant issue faced by the new generation of female migrant workers in the catering industry in Yantai. This discrimination is evident in various aspects of their employment, including recruitment materials, the interview process, salary standards, and job promotions. Recognizing and addressing these issues is crucial for creating a more inclusive and equal workplace environment, where everyone has an equal opportunity to succeed based on their abilities and qualifications, rather than their gender? The main reasons for gender discrimination in employment include women's lower physical strength than men, biases caused by social factors, and high reproductive costs for women. Summary: Due to the fact that the majority of female labor force is lower than that of men, they face discrimination and may choose not to pass through women, or may not be able to obtain promotion opportunities.

## 2. Overview of the current state of research

The company's dress code requirements for employees can also lead to gender discrimination

Traditional employment discrimination includes religious discrimination, age discrimination, discrimination against people with disabilities, gender discrimination, sexual harassment, and so on. The academic community has also conducted a lot of research on these types of discrimination. However, a phenomenon that has been accepted and ignored - the requirements made by work units for employees' dress and appearance - may also constitute gender discrimination. This article will analyze such phenomena through case studies and attempt to explore the relationship between dress and gender discrimination [1].

Our government is at the forefront of the world in advocating and promoting equal pay for men and women for equal work. However, there is still wage income inequality between men and women, and even the income gap continues to widen, which also exists in the income distribution of male and female college graduates [2-5].

A survey by Michaels shows that among 2007 college graduates, whether female undergraduate or female vocational/university graduates, even if studying traditional female majors, the average monthly salary six months after graduation is generally lower than that of corresponding male graduates. Among them, the salary gap between male and female graduates majoring in French is the largest. The average monthly salary of male graduates is 5552 yuan, while the average monthly salary of female graduates is 4520 yuan, with a difference of 1032 yuan between the two. Is it the top 10 majors with the highest average monthly salary for female college students [3].

The proposed resolution entails a strategic approach towards addressing the prevailing issue of gender-based disparity in the professional sphere. The complex nature of this problem necessitates an acknowledgment that expeditious rectification is unfeasible for human resource management. Nevertheless, it remains imperative to reassess the prevailing societal standpoint on the contribution of women, and foster an enhanced gender culture that fosters inclusivity. Additionally, creating an accommodating socio-cultural milieu conducive to the employment of women is essential. Simultaneously, it is crucial for women to focus on developing their own skills and abilities. They should work relentlessly towards enhancing their genuine and timely professional and psychological qualities, while also cultivating a heightened sense of competitiveness. Additionally, the most significant challenge that women face in their professional lives is often related to giving birth and the subsequent challenges that arise. In the present context, it is imperative for the government to proactively foster an environment wherein enterprises are motivated to augment the proportion of female workforce [6-9]. Nevertheless, the inherent financial considerations of profit-driven

establishments often engender their inclination to resist the notion of gender diversity, as the recruitment of female employees tends to be regarded as incurring avoidable losses. Consequently, even when such enterprises eventually succumb to the idea of hiring women, they tend to adopt strategies aimed at diminishing wages and employment opportunities, thereby disproportionately impacting women themselves. In light of this issue, it is crucial for corporations to provide commensurate subsidies, enhance the societal security framework, and externalize the expenses associated with childbirth. It is imperative to establish a nation-wide, homogeneous, and autonomous maternal insurance program within the societal security system. Furthermore, the creation of dedicated institutions tasked with the management and oversight of the maternal insurance fund is essential. Incorporating maternal insurance into the broader societal security system, alongside medical insurance as well as pension insurance and other relevant endeavors, facilitates synchronization and broadens the funding base for maternal insurance. The underlying root cause of gender discrimination lies in the inadequate allocation of human capital resulting from female employees' reduced investment caused by familial and personal obligations, which hinders enterprises from maximizing their gains. Consequently, the most efficacious remedy entails bolstering educational investments aimed at female employees and augmenting the reservoir of human capital. The proposed resolution entails a strategic approach towards addressing the prevailing issue of gender-based disparity in the professional sphere. The complex nature of this problem necessitates an acknowledgment that expeditious rectification is unfeasible for human resource management. Nevertheless, it remains imperative to reassess the prevailing societal standpoint on the contribution of women, and foster an enhanced gender culture that fosters inclusivity. Additionally, creating an accommodating socio-cultural milieu conducive to the employment of women is essential [10].

### 3. Basic fact analysis

This paper has pondered on gender research in the workplace, and I believe that the main reason for gender discrimination is that many people believe that women's labor shortage leads to discrimination, but in fact, everyone has the same abilities and different advantages. Sometimes there may also be gender discrimination due to clothing issues. Of course, in the old society, women were more likely to work from home, which led to a higher social status for men, making it difficult for women to have sufficient respect in employment positions. This further promoted gender discrimination in the workplace, and in this era, various industries are also reducing discrimination, the law is also constantly improving to prevent these phenomena from happening again. In 2010, the third study on the social status of Chinese women, conducted by the All China Women's Federation and the National Bureau of Statistics, provides valuable insights into the current situation of women in China. The results show that more than 72% of women had a firm awareness of gender-based discrimination, such as not being employed or promoted. Among the surveyed populace, a substantial majority of urban females born in the 1980s opine that discrimination manifests in situations where individuals are denied employment opportunities or upward mobility on the basis of their gender. Notably, this proportion exceeds that of their male counterparts by nearly two percentage points and surpasses the corresponding figure for females born in the 1950s and 1960s by nearly three percentage points. More than 75% of women have a clear understanding of discrimination against being dismissed due to marriage/childbirth, while women born in the 1970s and 1980s with high school education or above have a higher level of awareness of discrimination against being dismissed due to marriage/childbirth than men. Women born in the 1980s who have received higher education are more aware of discrimination than those who have only completed junior high school or less, with awareness levels of "being hired or promoted due to gender" and "being dismissed due to marriage/childbirth" being 14 and 12 percentage points higher, respectively. The knowledge of gender discrimination in the workplace increases with age, education level, and youth.

The core point of this statement is that getting married and having children can lead to a decrease in women's awareness of gender discrimination in the workplace. Unmarried women have a higher

level of awareness of discrimination based on gender and not being hired or promoted than married individuals. Married individuals without children have a higher level of awareness than those who have already given birth. Women who have given birth to multiple children have the lowest level of awareness of discrimination. In terms of the perception of discrimination against being dismissed due to marriage, pregnancy, and childbirth, unmarried women have a higher level of cognition than men, while married women have a lower level of cognition than men. Moreover, as the number of women giving birth increases, the level of cognition rapidly decreases and the gender gap continues to widen. Marriage and childbirth play significant roles in the lives of most women, serving as crucial milestones in the life process. Furthermore, from a societal perspective, they serve as methods for the reproduction of labor and the maintenance of sustainable development. However, in a labor market driven by market-oriented resource allocation, marriage and childbirth have unfortunately become justifications for employers to engage in discriminatory practices against women in employment. As a result, numerous women find themselves losing their jobs due to these circumstances.

2% of women have been "dismissed due to marriage, pregnancy, or childbirth," while almost over 5% of women reporting that they have faced obstacles in being hired or promoted solely because of their gender. "On the basis of this, it may be assumed that the number of urban women who are denied employment or advancement because of their gender will approach 7.43 million nationwide, which is more than Israel's whole population (7.42 million). Over 3.12 million urban women have experienced discriminatory experiences of being fired due to marriage or childbirth, which is more than 1.44 times the permanent population of the "Six Prevalences" in Dongcheng and Xicheng, Beijing (2.162 million people). Gender discrimination in employment is a significant issue that needs to be addressed. It is not only a matter of fairness and equality but also has serious implications for socio-economic development and the overall well-being of societies. One of the key points that highlights the severity of gender discrimination in employment is the proportion of women who experience it [7].

Unmarried women experience the highest proportion of not being hired or promoted due to gender. In the discriminatory experience of not being hired or promoted due to gender, the proportion of urban women experiencing discrimination continues to increase with the decrease in fertility, with unmarried women experiencing the highest proportion of such discrimination.

As more babies are born, gender disparities and the proportion of women who experience being fired as a result of marriage, pregnancy, and childbirth continue to grow. The termination rate due to marital status, pregnancy, or childbirth is higher among urban women with multiple children, ranging from 1.1 to 1.6 times greater, whereby 2.3% of this particular population is affected. Women's equal right to employment is a fundamental right granted to them by the Constitution and relevant laws. To address gender discrimination in employment, it is necessary to have a correct understanding of the social value of women's marriage and childbirth, as well as the joint efforts of relevant departments.

There are many types of workplace discrimination faced by society today, such as Recruitment targeting gender discrimination

In the recruitment phase, women frequently confront gender-based bias and experience disparate treatment. Despite the concurrent entry of both sexes into the labor market, organizations may decline acceptance of female candidates based on presumed proclivities, rather than tangible efficacy concerns. Significantly, even highly accomplished female college graduates, who exhibited marginally superior academic performance relative to their male counterparts, encountered refusal for employment. This discerns that women must surpass men substantially across all dimensions in order to effectively demonstrate their merits, should they aspire to compete for comparable roles. As a result, women often face difficulties in finding suitable job opportunities during the recruitment process, either settling for slightly inferior positions or having to invest more time and effort into their jobs compared to men. This perpetuates and reinforces gender discrimination in the workforce. Although women's status in society has been steadily improving, many still aspire to have fulfilling careers. Unfortunately, the existence of glass ceilings creates significant obstacles for women to advance professionally due to gender bias. Research conducted by Groot and Van den Brink (1996)

confirms that women are less likely to receive promotions or be considered for higher positions compared to their male counterparts. Consequently, due to gender-related biases, women's career options and opportunities for advancement are hindered by an impenetrable glass barrier. Despite the influence of gender-specific traits on women's performance in finance, human resource management, administrative public relations, and other domains, they frequently encounter systemic barriers preventing their ascendance to prominent leadership roles within organizations, notably as general managers. This pervasive gender bias perpetuates discrimination in training practices, as numerous enterprises exhibit an unmistakable inclination towards selective training criteria. Regrettably, women receive significantly less investment in professional development endeavors, with on-the-job training allocations amounting to a mere fraction - approximately one-tenth - of those allocated to their male counterparts. In contemporary workplace environments, gender discrimination persists, notably with regards to remuneration and investment in employee development. This discriminatory practice materializes in the form of unwarranted employer preferences and entrenched cultural biases, resulting in wage disparities between male and female workers. Observably, male employees receive a disproportionate allocation of training resources, signifying an inherent bias towards their professional development. Conversely, female employees encounter greater scrutiny and unfavorability when it comes to the allocation of training funds. Consequently, women face multiple disadvantages, ranging from diminished employment prospects to a persistent income disparity vis-à-vis their male counterparts. Based on the findings of the survey, it has been observed that within male-dominated occupations such as mechanical equipment repair and Chinese and Western food cooking, as well as within industries like wholesale and retail, catering, and social services where women's participation is more pronounced, a prominent gender wage disparity exists, with women earning significantly less than their male counterparts. This evident gender discrimination within the professional sphere in China underscores a pervasive phenomenon. Furthermore, China faces challenges in effectively addressing issues related to gender discrimination. A notable example illustrating this is the revelation made by the human resources supervisor of a foreign-funded company during an interview with journalists. The supervisor candidly acknowledged that if they have reservations about hiring someone based on gender, they would not openly disclose this reason. Instead, they would resort to finding various other justifications [8].

The aforementioned statement by the CEO of a renowned advertising firm expressed her challenges to the press: recognizing the necessity for additional safeguards for female employees due to their gender, she simultaneously aspires for their wholehearted dedication to work as a business proprietor. Initially, her company employed an accountant who unexpectedly conceived within less than a year. Unfortunately, the expertise that had been painstakingly cultivated turned out to be superfluous during critical periods, resulting in rushed decision-making by the company and subsequent direct and indirect financial losses solely shouldered by the company. Consequently, the company discreetly imposed certain criteria during the recruitment of female staff, a measure that she regrettably deemed as an act of "helplessness". At present, it is no longer possible to openly discriminate against women in all aspects of employment. However, implicit discrimination against women in employment objectively exists, and some even manifest in the form of special care for specific genders, which is more covert. "Experts have analyzed.

#### **4. Conclusion**

Experts point out that current laws and regulations do not clearly specify the administrative and civil responsibilities to be borne, nor do they specify specific enforcement agencies for employment discrimination, making it difficult for employers to have the deterrent and deterrent effect they should have. Simultaneously, it should be noted that the labor market suffers from inadequate oversight and management from regulatory bodies, deficient legal enforcement mechanisms, and negligence on the part of certain local government departments regarding supervision of private enterprises and

informal labor sectors. These factors collectively contribute to a dearth of safeguards for the employment rights of female workers.

Not only is there a lack of implementation mechanisms, but China also lacks specialized institutions to deal with employment discrimination, which often makes it difficult for parties who encounter discrimination to solve and can only admit their misfortune.

## Authors Contribution

All the authors contributed equally and their names were listed in alphabetical order.

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