

# The Analysis of Corporate Management Bias in China's Public Sector: A Perspective from Gender Discrimination

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**Abstract.** Nowadays, gender discrimination has been gaining an increasing amount of attention which mostly focus on methods and adjustments to eliminate this inequality and spread the importance of sex equality, creating a fair and comfortable environment for all human to study, work, and live. In China, this issue has been focused on for a long time without suitable solutions and policies as well as real actions to change this unfair situation, especially in the workplace. If this cannot be solved, humans will keep the unbalancing between males and females which is shown not only in their careers but also in their daily lives. As soon as this gender discrimination issue is solved, people all over the world will gain respect, responsibility, development of human civilization, equality, and an open mind and so many advantages waiting to be discovered for humans. Finally, other problems and arguments are going to be solved by researchers and expertises and all citizen are going to have equal positions in China. Although there are still far more researches which are necessary to do and the gap between males and females has not been closed yet, the amount of women being executive managers is expected to rise from the author's perspectives and the gap has been getting smaller.

**Keywords:** Gender discrimination, corporate management, public sector.

## 1. Introduction

With the continuous improvement of people's awareness of equality, more and more women are able to participate in professional competition and career development like men. However, gender discrimination in the workplace still exists and has a significant negative impact on the development of businesses and women themselves. Gender discrimination has been being discussed as a hot topic for a long time among scholars, students, and others. Balancing the position between females and males is helpful for not only improving the overall performance of the firm but also fixing the norm of the whole society. This paper aims to research ways of gender discrimination in China as well as whether it is getting better in Chinese firms which especially belong to public sectors where discrimination appears in corporate management.

## 2. Literature Review

With sizable research having been proposed on sex inequality, some focus on colleague's attitude on women in the workplace, whereas others put effort into the development in Chinese history [1, 2]. To conclude, one of them strongly contends that women have been struggling with this unfair affair which includes psychological pain that lasts a long time in China and an inverse relation happens between females as top managers and corporate social responsibility [3]. Over time, a sizable literature developed their study about how to solve and eliminate this gap [4]. However, among these studies, they cannot be considered to be conclusive because there are always limitations when they research and the process cannot be forever ideal as well as data and theories continue to be updated. On the basis of Usman et al., when women are members of executives, the committee has a higher efficiency in setting compensation for top management [5]. However, several points of view from the literature have been undertaken as new ideas come up. As an illustration, some discriminating ways have revealed three kinds of discrimination which contains direct discrimination, indirect discrimination, and protective discrimination [6]. Nevertheless, there are still other ways that are sex discrimination in corporate management.

It has been suggested that women have been bearing gender discrimination, which is a major obstacle when they want to be executives even when they reach this position [7]. Furthermore, according to the literature, remaining other factors the same, the likelihood of companies inviting women to interviews is weaker contrasted with men [8]. Through the research, the situation of women who want to join executive management has been shown, that is, specifically, in a large amount of Chinese public companies, compared with men, the number of women who act as executive managers is smaller and this number has been rising in Chinese corporations [9]. Besides, one literature has stated that women who are in women-led firms are more likely to produce positive compensation outcomes and are given higher positions in the corporation compared to men-led firms [10]. This gives an indication that women who participate in the same gender-owned firm have more equality. In conclusion, according to these researches, women in China have been dealing with sex inequality in their career.

### 3. Analysis and Discussion

#### 3.1. Method

In this research, the paper explores and collects data from online statistics and searches public sectors among Chinese corporations. Moreover, company policy, requirements and salaries all are aspects that are to be researched and found. Apart from these, the trend will be claimed as well.

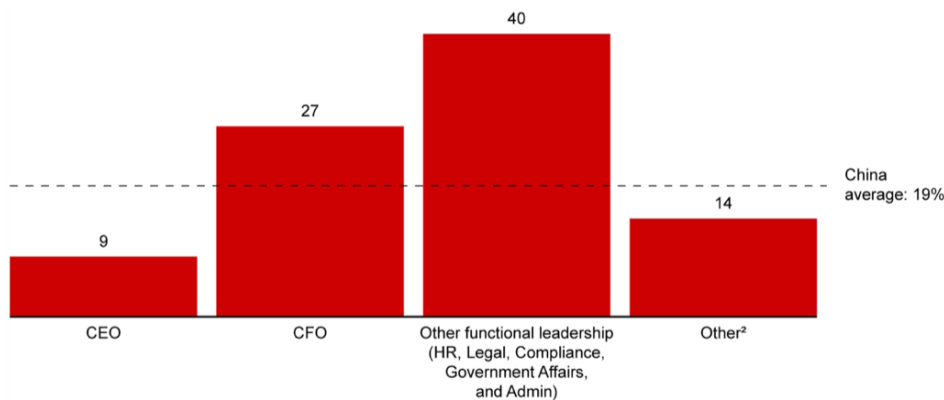


Figure 1. Female participation in executive roles in China [11]

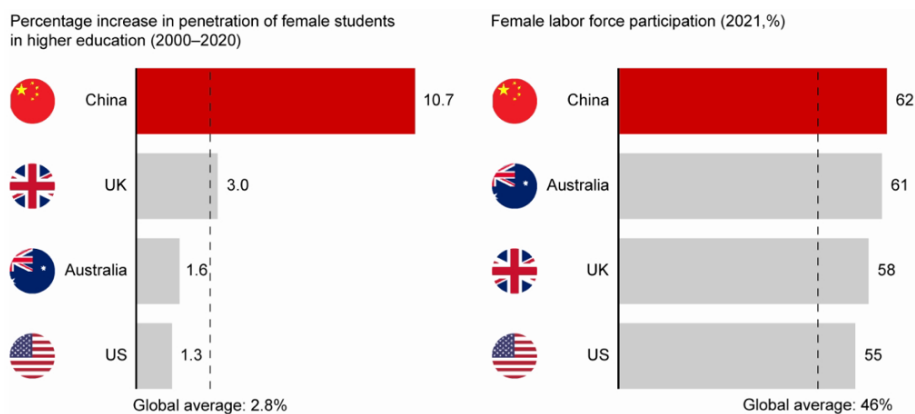


Figure 2. Education level and labor participation rate [11]

First of all, based on the data shown in Figure 1, only 19% of Chinese females participate in executives on average. Moreover, according to Figure 2, what is worthy to notice is that women are being more accessible to a higher level of education compared to the global average and they obtain one of the highest labor participation rates globally which is 46% on average. According to the research, companies lagging on gender diversity lessen approximately 10% on average financial performance and capital market metrics in comparison with companies leading on gender diversity.

In this situation, the data defines lagging companies as female penetration in executives lower than 15% while leading companies are defined as those with more than 20%. Next, the material ranks the top 3 biases against women in the workplace, and the final ranking is less committed, less decisive, less ambitious, less energetic and lack expertise respectively. In fact, one research has suggested the benefit when women lead their firms and improve much more overall performance compared with man-led companies.

Another point puts forth the idea that the gap between wages received by female and male executive management is huge (shown in Figure 3). Surprisingly, this gap has been getting smaller and smaller as the awareness of gender equality has been being obtained by a rising number of people since 2019. Also, 25.5% of women are being discriminated and this brings obstacles to promotion. Comparatively, sex discrimination happening on men causes only 11.2% of male employees to be promoted hard. Considering marriage and pregnancy, 23.2% of females and 10.7% of males in China have the hard promotion. Regarding to the survey done by this research, it has been found that more than 90% of females have gone through unfair events when they work which is approximately twice as much as males. Additionally, 61.1% of women have been asked whether they will marry or have babies when they find jobs which is far more than man that is 21.5%. Finally, 51.1% of women think that age has effects on their career which means that the older the harder the career. This amount is larger than 28.8% which is the number of men who think that way [12].

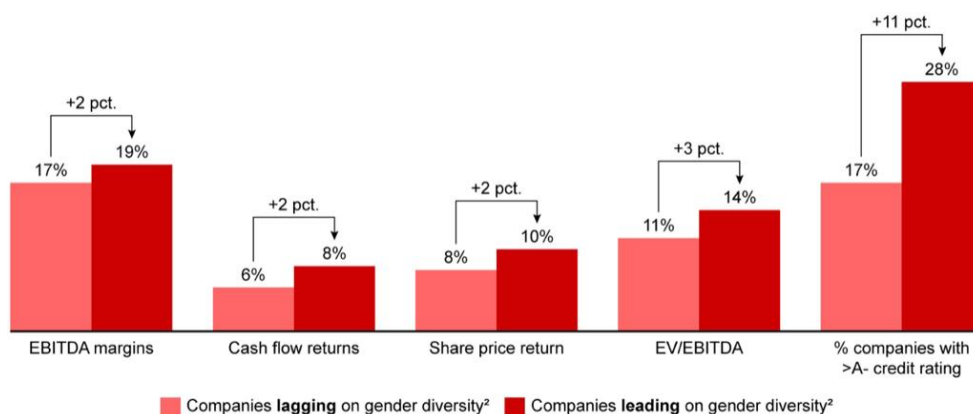


Figure 3. Average financial performance and capital market metrics [11]

### 3.2. Result and Analysis

This research summarizes several ways and excuses that women are being discriminated in the workplace, especially among executive members. The first way is discrimination in origin which is to increase difficulties and special requirements in the entry. To be more specific, it is to be directed against female’s physiological nature such as many Chinese corporations usually tend to hire young women or women who do not have incentives to have kids. Higher working positions stimulate this kind of indirect inequality with discriminating ages and judging outlooks which is also a way to objectify women as they need women who match their beauty judgment and can be a strategy of attracting customers and gaining more profits from their perspectives especially sales in the shopping mall and other occupations are examples of this discrimination. This could be a factor that causes such a lower number of women who are executives and females who have difficulties on being promoted and getting voted to be an executive.

Except these, the data also infer that sex discrimination happening on women is far more severer than men who also occupy a high fraction of executives rather than women as they have been stuck on the way to climb higher positions in their careers because of sex inequality, provided that other factors are equal such as professional skills and so on.

Apart from this, women are bearing direct discrimination too. This includes unfair requirements and tasks when they work such as illegal actions, threatening with demotion even being unfairly dismissed, asking to do something rude or bad for their physical or psychological health, and so forth.

These findings emphasize the significance of eliminating the gap between men and women and encouraging that all humans are equal. It is also advised that more monitoring and improvements are needed to reduce and avoid those kinds of gender discrimination happening in the workplace which is not only beneficial for the whole society but also helpful for promoting equality. By doing so, the performance of companies may be stimulated as there is gender diversity.

The result seems to appear in an agreement with the research. Similarly, they both explore ways used by employers and peers to discriminate female employees psychologically and physically in public sectors in China [6].

#### 4. Limitation and Outlook

The research and the material used are as deep as possible as this is merely a perspective from a high school student and the author still lacks professional pieces of knowledge and experience. Insights and statistical knowledge are still needed in the future. Additionally, ideas and discoveries are waiting to be revealed so there is a possibility that the balance between males and females will change and the rank of female positions in executives will rise and so forth. Better solutions and adjust abilities for elimination are still not enough and real action has been developing.

#### 5. Conclusion

This study takes the Chinese public sector as an example to analyze the common gender discrimination imagination in the workplace and its adverse effects on enterprises and women.

To summarize, the paper not only collects, compares, and analyzes the data from differentiated materials online but also gives a conclusion that women have been bearing physical and psychological harm from peers and employers which brings females severe resistance on the way to higher positions, especially executive management. Common ways are inequality in requirements of marriage and having kids, appearance, and so on. However, this hard situation is getting better and females are expecting as well as waiting for more real actions on eliminating and declining the gender gap and real equality.

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