

Research on Gender Discrimination in Contemporary Women's Employment and Countermeasures

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Abstract: As a special team with vitality, knowledge, epochal and pioneering among women, they have the same potential as men. The stage of employment preparation mainly refers to that workers obtain employment opportunities through recruitment, but there are many gender-based discrimination in this process, mainly including explicit discrimination and implicit discrimination. Therefore, this paper makes a further study on the gender discrimination in contemporary women's employment and its countermeasures. By discussing the problems and causes of gender discrimination in contemporary women's employment, this paper puts forward the ideas of public interest litigation and credit system from the legal point of view, establishes an efficient and perfect guarantee mechanism for contemporary women's employment, and finally realizes the protection of contemporary women's equal employment rights. Providing them with professional career counseling, focusing on helping them discover and cultivate their self-potential and creativity when guiding women to make career choices, and solving the problem of female employment discrimination plays a decisive role in improving women's enthusiasm for participating in social construction and promoting population fertility.

Keywords: Contemporary women, Employment, Gender discrimination issues, Countermeasure.

1. Introduction

The employment problem of contemporary women has always been a serious problem that puzzles us. As a special team with vitality, knowledge, epochal and pioneering among women, they have the same potential as men. The stage of employment preparation mainly refers to that workers obtain employment opportunities through recruitment, but there are many gender-based discrimination in this process, mainly including explicit discrimination and implicit discrimination. China, which is in the period of social transformation, needs a lot of talents, and discrimination against contemporary women will greatly reduce the enthusiasm of Chinese women to participate in economic development, which will undoubtedly hinder the transformation and development of China, and even have a huge impact on the basic national policy of equality between men and women in New China for decades [1]. For the sake of self-interest, employers think that the use cost of female labor force is obviously higher than that of men. For example, maternity problems will interrupt the work and life of female employees in a certain period of time, which will increase the operating cost of employers [2]. Therefore, employers artificially raise the employment threshold and set gender restrictions, which objectively affects the employment of contemporary women. In this case, the turnover rate of women is much higher than that of men, and in the process of re-employment, compared with men, women will also face a more severe re-employment situation due to gender, age and other related factors [3]. Although the labor law clearly stipulates that attention should be paid to equality between men and women in the process of employment, in real life, the phenomenon of women encountering employment discrimination is widespread. Some units will expressly stipulate that it is only for men, and some of them will often raise the employment standards of women and raise the employment threshold of women. This tangible and intangible gender discrimination exists among contemporary women who have just left school [4]. Therefore,

by discussing the problems and reasons of gender discrimination in contemporary women's employment, this paper puts forward the ideas of public interest litigation and credit system from the legal point of view, establishes an efficient and perfect guarantee mechanism for contemporary women's employment, and finally realizes the protection of contemporary women's equal employment rights [5].

2. Analysis of the Causes of Gender Discrimination

Female Employment discrimination refers to the situation in which employers refuse to employ women or raise the employment standards for women on the grounds of gender in all aspects, resulting in the loss of women's equal employment opportunities or other damages. This chapter analyzes the reasons for gender discrimination, which can be explained from three aspects, as shown in Figure 1.

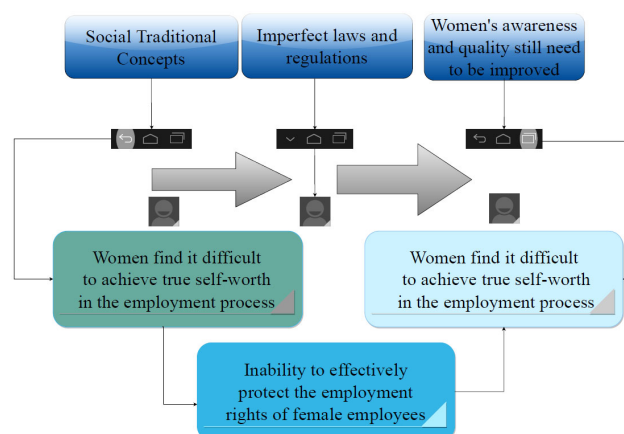


Figure 1. Analysis of the Causes of Gender Discrimination

2.1. Social Traditional Concepts

The Chinese culture is rich, and the traditional Confucian ideology generally exists the gender discrimination, gender

prejudice, Machismo, and the idea of husband's power that "men are superior to women", "men dominate women", "men are superior to women", and "men are inferior to women". In traditional beliefs, women are not suitable for working in core or even leadership positions, and existing leaders are mostly male, and they themselves tend to let men take over their positions; Under the long-term influence of this ideology, women's enthusiasm for promotion is gradually diminished. Women's family role is far more than their Role. In this case, women are often unable to move forward in the process of employment and promotion, and it is difficult to achieve real self-worth. In addition, the traditional division of labor model of "men leading the outside, women leading the inside" also limits people's understanding of women to the family[6]. After thousands of years of inheritance and accumulation, traditional gender concepts have become an invisible force that, with great inertia, influences the thoughts and actions of people in modern society. Many men respect women on the surface, but look down on them at the bottom, lacking sufficient recognition of their social values and setting too many barriers to exclude them[7].

2.2. Imperfect laws and regulations

In actual job hunting, in the face of explicit or implicit gender discrimination by employers, these laws and regulations cannot become a weapon for disadvantaged women to protect their rights and interests. The reason is that these legal provisions are relatively general, too principled, and have poor operability. They lack specific evaluation criteria for gender discrimination, and cannot effectively constrain employers' explicit or implicit gender discrimination [8]. China lacks specific regulations and policies to regulate the employment behavior of enterprises. The regulations for enterprise recruitment are too general, and the relevant departments' supervision of the recruitment process is too lax, especially in some economically underdeveloped remote areas. The low legal level has led many companies to exploit legal loopholes. At the same time, in various laws and regulations issued by the state, there are no clear provisions on legal responsibilities and punishment methods related to Employment discrimination, which greatly reduces the prestige of the law and cannot effectively protect the employment rights of female workers [9].

2.3. Women's awareness and quality still need to be improved

A considerable number of female students are not well-positioned in their employment positions, lacking psychological preparation to start from the immediate and grassroots levels, and always hope to find decent, well-paid and comfortable jobs. Physiologically and psychologically, women will face pregnancy and childbirth, which will interrupt their work to varying degrees, and then adversely affect the training of female employees' professional skills and career development [10]. At the same time, women have psychological characteristics such as sensitivity, poor psychological endurance and weak ability to resist pressure, which will also have a corresponding negative impact on their career development. In the workplace, men are usually arranged to do business work, while women are arranged to do clerical work. Obviously, professional jobs have more opportunities for promotion than clerical jobs, which is not difficult to explain the social situation that the promotion ratio of men is higher than that of women in the same period, and

that men are more likely to move to senior leadership positions than women. If the result is high, it will be low, and the scope of work I am willing to engage in is limited. At the same time, with the advent of the era of knowledge economy and the continuous updating of people's ideas, employers pay more attention to the comprehensive quality of graduates. In addition to professional knowledge and ability, more and more enterprises pay more attention to college students' ability to solve practical problems and innovate.

3. Suggestions and Countermeasures for Gender Discrimination in Contemporary Women's Employment

3.1. Improve legal policies related to women's employment

Although relevant laws in China clearly stipulate that men and women have equal employment rights, the phenomenon of discrimination against women in the employment process has not been effectively curbed due to factors such as weak operability during the implementation process. In order to alleviate this phenomenon, feminist researchers believe that gender awareness should be incorporated into the process of policy formulation to promote Gender mainstreaming. In the actual judicial relief process, there are few cases in which the discriminated can take the initiative to protect their rights and ultimately win the lawsuit. However, due to the high cost of litigation, time-consuming and laborious, low amount of compensation for mental damage and other factors, many discriminated people are unwilling to obtain relief through judicial channels. On the other hand, it also shows that the illegal cost of enterprise Employment discrimination is low, Therefore, the relief measures for the discriminated can learn from the Punitive damages system of European and American countries. Vigorously promote the concept of gender equality and raise awareness of women's employment. To meet the needs of the development of the times, we should establish the concept of active learning, advanced learning and Lifelong learning, expand our vision and improve our ability in learning, build our position with quality, and seek equality with quality. Widely explore knowledge related to the profession, absorb cutting-edge information from the field, broaden the scope of knowledge, and cultivate innovative awareness and ability. At the same time, it is necessary to strengthen innovation in traditional culture and create a better cultural and institutional environment for women's employment. It has become an indisputable fact that Employment discrimination makes it difficult for women to obtain employment. In today's increasingly severe employment situation, through the continuous efforts of all sectors of society, women can be successfully and fully employed, which will not only enable China's human resources to be more effectively developed and utilized, but also make China's road to popularity more and more broad in building a harmonious socialist society.

3.2. Break the traditional gender prejudice

As outstanding members of the female community, women also have to accept this traditional gender bias, coupled with the lack of any work experience, and have always been in a discriminatory position in the employment process. In order to improve this phenomenon, feminism believes that the

gender awareness of gender equality must be incorporated into all fields of political and economic life, promote social Gender mainstreaming, and achieve gender equality. Strengthen ideological education and employment concept education, and help women establish a correct outlook on career choices. At the same time, it is also necessary to strengthen psychological counseling and counseling services for women, to relieve their psychological distress, help them adjust their negative attitudes, improve their psychological resilience, and enable them to actively face market competition with a peaceful attitude. Eliminating gender discrimination in women's employment, helping them establish correct employment concepts, and solving their employment difficulties require the joint efforts of the government, schools, employers, various sectors of society, and women themselves. The detailed analysis of strategies to eliminate gender discrimination and promote women's employment is shown in Figure 2.

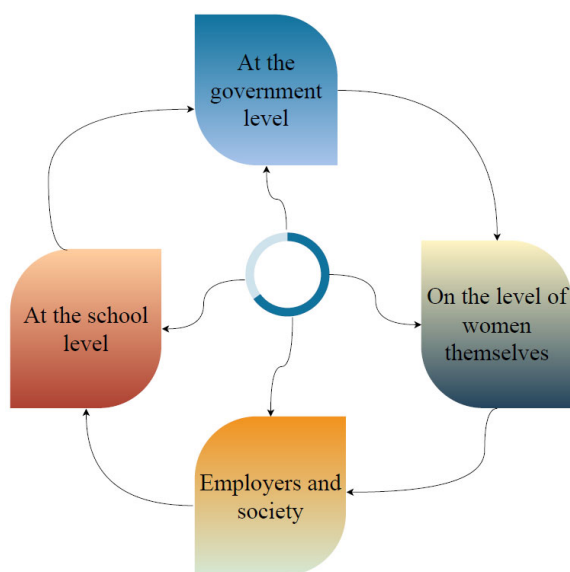


Figure 2. Analysis of Women's Employment Strategies

Regardless of the form of gender discrimination in employment, it is a violation of the equal employment rights between men and women, which contradicts the spirit of a rule of law society. Solving the problem of women's Employment discrimination plays an important role in improving women's enthusiasm to participate in social construction and promoting population fertility. Women's independent entrepreneurship not only solves their own employment problems, but also provides more employment opportunities for society, thereby helping more women participate in employment and driving social and economic development, achieving more with one go. Therefore, the government should provide strong support for women's entrepreneurship, such as establishing specialized women's entrepreneurship funds, providing small loans with favorable interest rates, and reducing taxes to create a good policy environment for women to achieve independent entrepreneurship.

3.3. Establish and improve a mechanism for ensuring fertility

The main reason why women suffer from Employment discrimination is that men and women have different

employment costs. Reducing the cost of employing women is one way to promote employment equity, so increasing the cost of employing men is also necessary. Enrich the connotation of laws, enhance the rigor of regulations, and severely crack down on any behavior that discriminates against women in employment. At the same time, it is also necessary to strengthen law enforcement efforts, achieve "strict law enforcement and punishment for violations", strengthen the operability of laws and regulations, and provide comprehensive legal support for women's fair employment. At the same time, in order to truly solve the problem of difficult employment for girls, it is necessary for government departments to participate, take effective measures, strengthen social management, establish and improve operable and practical employment regulations, and create a good legal environment for ensuring fair employment for women. It is undeniable that if multiple female employees give birth at the same time, it will affect the normal operation of the enterprise for a period of time, especially for some enterprises with a majority of female employees. Medical statistical analysis shows that the pregnancy rate for one year of pregnancy preparation is as high as 80%. We may as well set a one-year planning period, where female employees plan their childbirth time in advance to the employer, allowing them enough time to schedule and arrange, and establish a system to supplement vacancies in the education department and employer.

4. Conclusions

Eliminating gender discrimination and helping women solve the employment problem is a long-term task. In order to realize women's equal employment and eliminate discrimination, we should fundamentally get rid of the stale idea of "men are superior to women", establish the concept of equality between men and women, and change the traditional division of labor mode of "men are the masters outside and women are the masters inside" to realize that husband and wife share housework, so that women can have more time and energy to work. I believe that with the correct guidance of the government and the joint efforts of all walks of life, a good employment environment will be created for women. At the same time, as the main body of employment, women should actively face difficulties, strive to improve their abilities and qualities in all aspects, establish a correct concept of employment, be self-respecting, self-reliant, self-reliant and confident, and actively adapt to and participate in market competition. Understand the employment situation clearly, change the employment concept, broaden the employment horizon, adjust the employment mentality and establish a correct employment concept. At the same time, professional career counseling is provided for women, focusing on helping them discover and cultivate their self-potential and creativity when guiding women to make career choices, so as to cultivate and convey their independent viability and entrepreneurial spirit. Only in this way can women succeed in the fierce competition, get an ideal career and realize the value of life.

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