

Research on Gender Discrimination in Chinese Workplace Based on Social Gender Theory

---- From the Perspective of Human Resource Management

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ABSTRACT: Gender discrimination in the workplace is a really important problem right now. Based on this backdrop, the purpose of this paper is to investigate this topic and establish the research subject, which will be China's workplace gender discrimination, with the hope of exploring certain common legislation from the perspective of human resource administration. Through the use of the literature, this study discovered that in the process of China's human resource management force, the definition of sex discrimination has its own unique meaning, the form has pay with different payment, single gender recruitment, female mating birth is limited by contract, and so on, investigate its reason, women's natural responsibility under the premise of unit of choose and employ persons does not undertake the cost, and so on. In order to address this issue, the government should reinforce policy support and guidance, better male supported baby rearing, and increase employers' awareness of their social responsibilities, according to the research published in this journal. The authors of this work hope that this research will serve as a resource for resolving or relieving this situation.

1. INTRODUCTION

Currently, an increasing number of people are considering the "women work environment." The workplace environment played a significant role in determining career longevity, said, Wolfram. However, many people said that "only feminism needs to care about female rights in their workplace. In 2017 October, American female artist Alyssa Milano poll out a scandal about Allegations of sexual abuse against several women by the Us producer Harvey Weinstein. She recommends that all women who have been sexually assaulted are urged to come forward with their stories and tag #METOO on social media to raise awareness[5].METOO movement is so important because it is the first time that This is the first such large woman's campaign against sexual harassment[1]. Alibaba, an Internet company, was exposed to a sex scandal on August 6, 2021. A certified employee of Alibaba said anonymously that -- the leader asked his subordinate KTV to accompany the customer and was molested by the customer. After getting drunk, the leader opened the room, entered and left the room four times, and raped him simultaneously; the human resources department responded fruitlessly to the victim's flyers in the cafeteria. So these cases have shown that work females' rights have not been preserved. Therefore, this passage will be going to talk about workplace sexism against working females[2].

This paper will focus on the following questions:

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what is the definition of workplace gender discrimination, what are the manifestations of workplace gender discrimination, what constitutes workplace gender discrimination, and what are the suggestions for workplace gender discrimination in this paper. The workplace does not need much explanation. However, in recent years, with the increasing number of places, ways, and types of work, the scope of "workplace" is not just the environment of public institutions, companies, enterprises, and other specific office places[3]. Therefore, the definition of the workplace should be the workplace of each employee. Domestic workers, ride-hailing drivers, and others who work at home, transport, and other places should be covered. Otherwise, the above workers will be excluded from the city's formal and standardized labor and employment system, and the lack of units and organizations will be difficult to protect such workers' legitimate rights and interests. Therefore, the definition of workplace gender discrimination should not be limited to office workers but should go into the nature of the workplace to make a specific and accurate definition. This paper argues that the workplace refers to the physical environment in which business trips, meetings, and other work-related content are carried out in such places as offices, factories, homes, and public transportation. The theoretical significance of the research in this paper is that it builds a description and explanation framework for the research on workplace gender discrimination, avoids the generalized description and analysis of research issues, and is conducive to

providing a reference description and explanation logic for other researchers. The practical significance of this paper lies in that it clarifies the legal regulations and judicial interpretation on the research of workplace gender discrimination, dedicates itself to improving the current status of gender discrimination in China, protecting the rights of women in the workplace, and providing a preferable solution for the victims. This paper mainly studies gender discrimination in China's workplace. Based on the theory of equity and justice and the theory of social gender equality, the author takes human resource management as the first perspective to discuss the gender discrimination of women in the workplace[4].

This paper takes China's workplace gender discrimination as the research object and studies it through secondary data and quantitative analysis. First, this paper will clarify gender discrimination, hoping to provide protection measures for Chinese women in the workplace by analyzing other cases. At the same time, this paper will analyze workplace sexism and try to provide a vaccine for women who will join the workplace.

2. LITERATURE REVIEW

Nowadays, there is a lot of comment, opinion, a paper about workplace gender discrimination. This paper is a study on Gender discrimination in China's Workplace based on a human resource management perspective. It mainly describes the definition, manifestation, and causes of workplace gender discrimination and provides suggestions for gender discrimination in China. Some people believe that a day's working woman has a super good working environment, and There is no need to pay too much attention to workplace sexism. This literature review will use papers on females' rights protection, the values of women in the entertainment industry, and news articles on inequities or sexism encountered by women in the workplace.

Rousseau said in His Treatise on the Origin and Basis of Human Inequality: In the development process of human society, it is inevitable to produce and accompany the phenomenon of inequality[6]. Becker also pointed out that gender discrimination in hiring and paying workers is economically inefficient. He believes that the preference for male employees has caused the company to lose some profits. In the Universal Declaration of Independence issued by the United Nations, everyone has the right to enjoy all the rights and freedoms listed in the Declaration, without distinction as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status[6][7]. Everyone has the right to work, free choice of employment, just and favorable conditions of work, and protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone who works has the right to just and favorable remuneration, ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. Everyone

has the right to form and to join trade unions for the protection of his interests[3]. These litterateurs have pulled out an important social issue: gender discrimination in the workplace is out of the gravity of the situation, but it is also a good pattern that shows an increasing number of people are focused and worried about this social problem.

On the other hand, more brave females stand up to expose more social scandals and protect other females. Also, much teleplay comes out. From 1985 to 2016, quality TV series produced more than 100 working female characters. In recent years, there are two crucial changes in the cultural consumption market: first, the market-oriented reform of culture represented by the film and television industry attracts private capital to become the leading force of the cultural market, which also makes economic benefits become the most crucial standard of cultural products;

Second, the youth and teenagers represented by the post-90s and post-00s have become the main force of the cultural consumption market. As a result, cultural products, including movies and movies, have a youthful face, while entertainment and younger age reflect the realistic pressure that new young people face. It can be said that the popularity of TV dramas has a direct echo relationship with the social communication of young people, which is also the charm of mass culture, and the mainstream consumer groups always breathe together and share a common destiny. Since the founding of the People's Republic of China, the Female liberation movement and the pursuit of equality between men and women have been the goal of our Party's unremitting struggle, and it has become the national will. Entering the new era, the report to the 19th CPC National 4Congress continued to adhere to the basic state policy of equality between men and women, calling on society to strengthen care for women and protect their rights and interests[9][3]. Women are a vital force pushing forward social progress and development, Xi said. As creators of material and spiritual civilization, women have a unique position. Without women, there would be no humanity, and without humanity, there would be no society[10][11]. Women account for nearly half of China's population and play an immeasurable role in all walks of life. They are a vital force for social development and a firm undertaker of the great rejuvenation of the Chinese nation. Therefore, the mass media should objectively present the female image, change the stereotyped female impression, create real diversified women, eliminate gender discrimination, valuing women's social value and contribution.

However, the Chinese government, feminism, or even most females put much effort into preventing gender discrimination in the workplace[8][12]. Therefore, even a lot of people did take seriously on workplace gender discrimination. Gender discrimination against women in the workplace has become social cancer. One of the human rights of equality of men and women as the base of this, has a very significant impact on social harmony when women are under the pressure of social, choose to give up the family, abandon the mission, into the workplace sub-machine gun, the whole society will be

indifference, the social division of labor to imbalances. It will be the evil result that the whole society cannot bear. It is the whole society's responsibility to pay attention to the gender discrimination of women in the workplace and make efforts to rectify the situation at this imminent moment[12].

3. DEFINITION OF SEXISM IN THE WORKPLACE

3.1 Definition of the workplace

It is not necessary to provide an explanation for the workplace in its literal definition. However, since the location, style, and nature of employment have evolved in recent years, the meaning of "workplace" has broadened to include more than only specific office settings such as those of institutions, firms, and corporations. This article concludes that a person's place of employment should be defined as the location where he or she is employed. Worker groups such as domestic workers, online taxi drivers, and those who work from home, public transit, and other places, among others, should be safeguarded. Those working in the aforementioned industries would otherwise be excluded from the city's official and regulated labor employment system, and the absence of units and organizations would make it difficult to protect the legal rights and interests of these workers.

As a result, the notion of workplace discrimination should not be restricted to office workers, but should be explored farther into the core of the workplace in order to arrive at a clear and proper definition. For the purposes of this article, "workplace" refers to the physical environment in which work-related activities such as business trips and meetings take place. This includes office spaces as well as factories, homes, and public transportation.

3.2 The following is the definition of discrimination based on gender

Discrimination against women might be seen as a result of the concept of "gender essentialism." However, while essentialism believes that a person can be understood or evaluated in terms of the group to which they belong, feminism believes that a person can be understood or evaluated in terms of the gender group to which he or she belongs (male or female). Assuming that all humans may be classified as "male" or "female," this viewpoint ignores the existence of transgender people who are both male and female at the same time. Furthermore, because of the homogeneity of the group, this technique fails to recognize individual differences within the group. The fact that almost every country has laws safeguarding the rights of certain gender groups despite the fact that many countries outlaw some types of discrimination against women is a source of consternation. Generally speaking, gender-based discrimination may be divided into three categories: discrimination against women, prejudice

against men, and discrimination against transgender individuals.

4. GENDER DISCRIMINATION MANIFESTS ITSELF IN THE WORKPLACE IN A NUMBER OF WAYS

4.1 Discrimination on the basis of gender during the recruitment process

This is prohibited. Many firms have stated explicitly in their hiring announcements that they would only employ men and not women, and equivalent national laws and regulations have been created and updated in recent years to reflect these statements. Because, as the adage goes, "when there is a policy at the top, there is a countermeasure at the bottom," some enterprises are becoming increasingly hidden; even if they do not explicitly state that they only recruit men, they still "secretly operate" in the interview to give men preference; even if some enterprises require women, they will still take their age into consideration. That certain firms, when entering into recruiting agreements with schools, even insist on the adoption of a "bundle," in which a female recruit is bundled along with a male recruit, is tragically insufficient to justify the practice. For example, numerous well-known Internet firms favor male candidates simply because they are more in keeping with the profession's public image. These firms will handle candidates in a similar manner, and they will be more likely to choose the most acceptable candidate based on assumptions rather than on actual skill.

4.2 Discrimination against women in employment contracts

Labor contracts are agreements between employers and workers. At the same time, they demand the inclusion of a number of provisions that obviously violate human rights and include gender discrimination, such as the prohibition on marriage, the prohibition on pregnancy, and the prohibition on birthing restrictions. For example, the Employee Code of a wholly foreign-owned hotel states that "if a female employee marries during the contract duration, the contract shall be terminated at the choice of the employee."

4.3 Gender discrimination in job promotion

Working conditions that are discriminatory towards women As a form of workplace gender discrimination, this is the most widespread and harmful, and it represents the greatest severe violation of women's equal rights and interests in the workplace. As a result of the retirement system reform, the amount of a pension is determined by the amount of base pay for which a contribution is made, the number of years of contribution that have elapsed, as well as the amount of money saved in an individual account, and the later a pensioner retires, the greater the pension amount. Female retirement age is lower than

male retirement age, which has an adverse effect on women's economic and political equality. Women's careers are becoming shorter as their educational level increases, and age discrimination is further limiting their ability to succeed in their jobs.

5. FACTORS THAT LEAD TO THE DISCRIMINATION AGAINST WOMEN IN THE WORKPLACE.

5.1 Objective physiological differences between females and males

In part because women are physically responsible for rearing the next generation, women's job positions are less stable than those of males, and their physiology requires that they work in a more restricted industry. Due to this physiological difference, employers often use it as the major reason for disregarding and compromising women's rights and interests, and hence as the fundamental excuse for workplace discrimination against women.

5.2 The high proportion of male leaders makes female employees vulnerable to some extent

At the present, males are in charge of the vast majority of firms and industry leaders worldwide. It is possible that gender inequality, social status discrepancies, and group differences would lead to male dominance in some social sectors, which will result in unequal treatment of women. As a consequence, the cost of investing in women deviates from the goal of Maximilian company benefits, which is to increase profits. Companies pursue profit maximization as a method of strengthening their competitiveness and assuring long-term development, which is a market economy law, therefore this is a market economy problem. The cost of women's work hours and special demands goes opposed to the goal of maximizing profit that is the goal of the development process. "Now that companies are aware of the law, their rules and regulations generally make no distinction between genders," said Ms. Lin, president of a Beijing-based economic and trade company, to reporters. "However, in the true interests of the drive, many companies will continue to hire more men, albeit in a more legalized form." Employers that lack fundamental empathy and refuse to offer specific protection for female workers during the "four periods," as mandated by relevant laws and regulations, are among the worst offenders. Women are being discriminated against by certain businesses, who are refusing to recruit female workers or forcing them to voluntarily quit through transfer or compensation reduction because of this "issue." As a result of the concealment of sexual harassment, the inadequacy of monitoring facilities, and the difficulty in obtaining evidence, the employer does not have reasonable rules and regulations in place, nor does it have corresponding punitive measures, making it difficult for female employees to obtain effective

evidence when confronted with sexual harassment on the job, if they can obtain evidence at all.

6. ATTITUDES ABOUT GENDER-BASED JOB DISCRIMINATION IN THE WORKPLACE

6.1 Propaganda should be boosted

Increase the effectiveness of propaganda, disseminate laws and regulations protecting the labor rights and interests of female employees throughout society, and improve the legal knowledge of female employees through propaganda meetings and community activities, thereby establishing a positive trend throughout the entire society. 1. We are expanding recruitment information and organizing government vocational skills training sessions to promote women's sense of self-reliance and economic independence. This will help to broaden women's employment possibilities. Carry out continuous education programs aimed at raising awareness among employers of their legal obligations and legal responsibilities when it comes to violating the labor rights and interests of female workers. Aside from that, we encourage female workers to take the initiative in protecting their legal rights, regardless of external public opinion or commercial objectives. However, because good publicity alone may not be sufficient to change an enterprise's orientation in the face of competing interests, the national government bears the primary responsibility for enacting special laws and regulations, as well as for putting in place targeted, specific, and feasible policy measures. As reported by several news outlets, after the adoption of China's "Measures to Promote the Employment of College Students," the employment concerns of college students have been somewhat alleviated. The government should put in place policies that encourage the employment of women in certain fields of endeavor. For the second point, in terms of management and oversight, the government should find a balance between corporate interests and the expense of female employment by, for example, encouraging layoffs to be rehired and giving companies with specific economic and reputation benefits.

6.2 Make a foundation for man's paternity leave and make it stronger over time

The collaboration of both husband and wife is required for the maintenance of family harmony. Society cannot accept that women must sacrifice their career possibilities in order to have a happy family life, especially in light of the specific problems that women confront during pregnancy and childbirth. Paternity leave for men should be established and improved in China in order to promote family harmony and the advancement of social civilization. This should be done without restricting the scope of applicable subjects, so that any man who gives birth to a child within the scope of applicable laws and regulations can take advantage of

paternity leave for men. This would encourage males to share family obligations and help to balance the pressures that female employees feel in the home and at work as a result of pregnancy and delivery, which will benefit both parties. At the same time, appropriate legislation must outline the number of paternity leave days that men are entitled to, the benefits that men are entitled to while on paternity leave, and the legal implications for employers that fail to comply with the system. Improved legal protections should make it possible to carry out the paternity leave program for men in a suitable manner. Additionally, all parties should have responsibility for decisively reducing sexual harassment in the workplace, since this is advantageous to enhancing women's working conditions and fostering social and economic development. Chinese authorities should implement specific laws and regulations to deal with sexual harassment in the workplace, clearly define the standard of evidence and the burden of proof, and increase the legal accountability of both employers and sexual harassment offenders. Employers' policies and processes for protecting victims of sexual harassment in the workplace and disciplining perpetrators should be updated and enhanced. This will be accomplished via the establishment of legislation that effectively handles workplace sexual harassment and encourages the development of morality that is socially responsible.

6.3 The innovation's starting point

By strengthening various legal rules aimed at protecting women's employment rights and interests, this document will help Chinese women in the workplace get better legal assistance and humanitarian assistance, as well as improve the current state of gender equality in China. In order to reduce the expense of maternity and marriage leave for women in the workplace, some companies require female job candidates to sign a labor contract that contains a provision barring them from having children or married during the following 3-5 years. This article will focus on providing a number of more easily understandable strategies for assisting women in the workplace in reclaiming their legal rights to the vast majority of female job seekers and women already in the workforce, with the goal of making them more accessible to the general public. A lack of research on gender discrimination in the workplace from a human resource management perspective exists at the moment, and there is a continuous need to address the issue of bias caused by overly masculine supervisors' male gaze on female job candidates.

7. CONCLUSION

Following extensive investigation, the following conclusions are reached in this paper:

First and foremost, let us define workplace gender discrimination. Gender discrimination in the workplace refers to policies that are discriminatory against female employees or job seekers in the workplace (including special places such as private cars), resulting in

employees of the same gender not being able to obtain equal pay, equal employment opportunities, and other rights and benefits as their male colleagues. Sexism is the assumption that people can be understood and judged based on their gender groupings or roles (male or female). Such a viewpoint argues that all persons are either plainly "male" or "female," and it denies the reality of certain transgender people who are both male and female in their gender expression. Furthermore, because of the uniformity of the groups, this point of view does not take into account individual distinctions within them. Many countries have laws prohibiting certain forms of gender discrimination, but practically every country has legislation protecting the rights of specific gender groupings. Gender discrimination can be classified into three categories: discrimination against women, discrimination against men, and discrimination against transgender persons.

Second, there are several sorts of gender discrimination in the workplace. According to this paper, the forms are as follows: equal pay, single gender recruitment, female job searchers whose marriage and childbirth are restricted by contract, and so on.

The next point to discuss is the root causes of gender discrimination in the workplace. In this study, the authors argue that women bear a greater responsibility for natural reproduction than men, and that public institutions lack a sense of social duty.

Fourth, there are some tips for dealing with gender discrimination in the workplace. Government propaganda is being used to increase the quality of male-assisted newborn feeding throughout the country. We will instill a greater sense of social responsibility in public institutions and ensure that they comply with laws and regulations protecting and promoting women's rights and interests.

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