

Gender Discrimination in China's Workplace from the Perspective of Corporate Human Resource Management

Jingwen Wang

University College London, London WC1B3DG, England.

Abstract: The realization degree of gender equality is an important symbol of social progress. China is also committed to protecting the legal rights and interests of women. During these years of development, the status of women in China has improved remarkably, and equality between men and women has been promoted. However, there is still discrimination against women in the workplace. Some employers have not improved the discrimination against women, which has affected the career development of women. Starting from the perspective of enterprise human resources management, this article makes an in-depth explanation of gender discrimination in Chinese workplace, analyzes its reasons, and puts forward the corresponding suggestions to promote gender equality in our country.

Keywords: Human Resource Management; Workplace Discrimination; Gender Discrimination; Gender Equality

1. The introduction

Gender equality has always been the goal of China, and women have been an important force in social development since ancient times. The characteristics of women, such as wisdom and Wen wan, are important symbols of Chinese society and very important subjects in the labor market. Only when men and women are equal in labor, can social harmony be promoted. In recent years, the number and frequency of women's effective participation in social labor have increased, which can not only promote their own development, but also promote the development of society. In the process of female employment, enterprises, as the return carrier, play an indispensable role. If there is gender discrimination in the human resources development of enterprises, it will have an adverse impact on the employment of female college students, the employment environment and social stability. Therefore, starting from the question of workplace gender discrimination, discusses our country in the unequal treatment of problems in the employment of women, and analyzes its reason, thus make effective strategy, help to improve the status of women in society in our country, uphold the principle of fair recruitment and standard unit of choose and employ persons, reducing gender discrimination, improve women's social status in China.

2. Manifestations of female gender discrimination in the workplace

2.1 Gender discrimination in the recruitment process

A few years ago when the recruiters in recruitment revelation, made it clear that the unit only for boys, not for girls, the recruitment of relevant laws and regulations is not openly, the solemn sex of law, also caused a severe blow to our country women, they ignored the concept of gender equality in the workplace, is a great provocation of social equality. Although some enterprises do not clearly specify the gender of the recruitment object, but in the actual interview process, they operate in the dark, increase the interview score of men, reduce the interview score of women, so as to achieve the purpose of only recruiting men. These are the problems of gender discrimination in the current workplace.

2.2 Gender discrimination in labor contracts

When the employer and the employer sign the labor contract, they do not consider the employer's feelings, and forcefully formulate some conditions that do not meet the recruitment needs, such as the ban on love, marriage, pregnancy, etc., which obviously infringes on the employer's population and is an insult to the employer's personality.

2.3 Gender discrimination in promotion

Job promotion is something that every employee attaches great importance to, which is related to their future personal

development. However, the survey found that job promotion is the most serious link of discrimination against women. Some women cannot get promotion because of their gender after hard work. In addition, in order to extract more value, some enterprises extend women's retirement time and make women work for a long time, all of which violate women's political and economic rights to a certain extent. After receiving higher education, women are already in their twenties, followed by age discrimination, which hinders women's career development space to a certain extent.

3. Attribution analysis of workplace gender discrimination

3.1 Enterprises pursue the maximization of economic benefits

Enterprises in the process of development, everything has economic interests as the goal, as long as can expand their economic benefits, anything can be done. The cost of an enterprise includes labor cost, production cost, operating cost and other contents, among which the labor cost accounts for a large proportion, and is also the most easy cost to reduce. In the process of development, enterprises will try to reduce the expenditure of labor cost as much as possible, so as to obtain greater economic benefits. Generally speaking, men are more cost-effective and hard-working than women. Therefore, enterprises tend to give priority to men in the recruitment process to obtain greater benefits with the same cost.

In order to protect the legitimate rights and interests of women in our country, our country "female worker labor protection sets" the specified, female worker enjoys maternity leave shall not be less than 98 days, during this period, the enterprise to pay the worker wages, and to retain their posts, wait until after the maternity leave, the employee can continue to work, to return to the location although may lead to the lower productivity, But this should be the responsibility of the enterprise, not the individual. Based on this, the status of women in recruitment has further declined, and some enterprises even do not recruit women.

3.2 Female pregnancy brings pressure to enterprise operation

Due to family reasons, women have to get married and have children at the corresponding age. The working efficiency and working ability of women during pregnancy and lactation period will decrease, which will have an impact on women's work. At this time, women's psychological pressure is also very great. Some large companies may have more manpower to make up for the temporary vacancy, but some small companies, just in the critical period of development, if there is a vacancy of talent at this time, it will have an adverse impact on the development of the enterprise. Based on this, enterprises may dismiss women or even refuse to recruit women, which is not conducive to the further development of women.

In recent years, the aging phenomenon has become increasingly serious in China, the country in order to solve this problem, have two children, three foetus open policy, encourage women to birth, but due to the crucial position of women in the workplace, hard to juggle work and family, the child will affect women more long-term development, it also virtually affect the enterprise personnel planning, may need to the original promotion plan to change it.

3.3 Rigid constraints of traditional gender concepts

Influenced by the traditional concept of gender, people subconsciously always think that women are not as competent as men, which is one of the reasons why women are discriminated against in the workplace. In ancient agricultural society, women generally assume the responsibility of family, while men go out hunting, in the long run, to form a kind of traditional gender concept, the traditional gender concept that men as a dominant, main complex go out to work to make money, while women are responsible for the family, the traditional thought still bound for most people, To some extent, it promotes the emergence of gender discrimination in the workplace, reduces the opportunities for women to participate in social labor equally, and also makes women accept discrimination to a certain extent in the workplace. In addition, there are differences in career expectations between men and women in the workplace. Men tend to be more motivated, have better ability to work, have more enthusiasm, and have better opportunities for promotion. Women are more conservative, just to seek a stable job, leading to a certain difference in the status of men and women. With the continuous progress of the society, the influence of this traditional concept is being weakened. Women can also mix and prosper in the workplace, while men can also undertake family affairs. The concept of men and women in the new century is worth further strengthening.

4. Suggestions for improving gender discrimination in the workplace

4.1 Objective physiological differences between females and males

Women compared to men in physical bear the mission of the next generation, will be more sensitive than boys, there are uncertain factors, and the girl's physique than men, would be at a disadvantage, lack of power, patience is not enough, the objective physical differences is inevitable, some unit of choose and employ persons are all in the name of women than men, gender

discrimination in the workplace, It undermines the human rights of women.

4.2 Establish a perfect performance appraisal system

Performance appraisal system is very important in the enterprise management system, is related to the development of individual and the determination of salary, perfect performance appraisal system, can improve the staff's enthusiasm, improve work enthusiasm, so relevant enterprises shall formulate perfect appraisal way, for some quantifiable criteria actively implement, ensure fair assessment. In the process of assessment, we should respect the equal status of men and women, establish the equal status of women and men with unified standards and unified assessment methods, and take positive actions to remove gender discrimination, so that all employees of the enterprise establish the concept of equality between men and women, and form a benign corporate culture.

4.3 Establish a fair and just promotion system

Tell managers need to make a fair and just system of promotion, let women like men have equal opportunities for advancement and to remove gender factors, men and women have the right to fight for promotion, when after the completion of the promotion to be the result of the promotion of the public, and listen to the opinions of the public, comprehensive improvement promotion system and promotion process, achieve the fair and just.

4.5 Provide professional guidance and cultivate women's workplace confidence

The survey found that women lack a clear career plan and professional guidance in the workplace, resulting in women often confused in the workplace and lack of effective help and response. Aimed at this situation, the enterprise's human resources department to women with a little attention, solve the difficulties of women in the workplace, and provide the professional career planning, allow women to clear their own direction, set up the confidence, let the women also have equal opportunities in the workplace struggle, constantly improve their own comprehensive quality, encourage women to learn from the excellent example, Not only can improve your current market landing, but also can promote the economic benefits of the enterprise.

Conclusion

Women in the workplace gender discrimination in the current society is a very important problem, the female market planning and social harmony have adverse factors, especially some obvious workplace sexual discrimination is serious, caused the imbalance of social division of Labour, in order to improve this phenomenon, should focus on career women gender discrimination, through a series of strategies to improve the status of women in the workplace, Building a harmonious society.

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