

Female Discrimination in the Process of Job Hunting: Manifestations, Causes and Countermeasures

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Abstract: With the development of society, more and more people participate in work, including women who were once considered to be only able to stay at home with children. But as the number of female workers increases, they face more and more unfair treatment than encouragement, so discrimination against women has become a severe problem. This paper summarizes the main manifestations of employment discrimination women face in job hunting in our country and analyzes the reasons for employment discrimination suffered by female graduates in higher vocational colleges in combination with political, economic, historical, and cultural aspects. Based on the national conditions of China and the unique historical and social background of China, this paper puts forward the countermeasures and suggestions to eliminate the employment discrimination of female graduates in higher vocational colleges. It provides a reference for solving the problem of employment gender discrimination in practice.

Keywords: female discrimination, job hunting, female rights, equality

1. Introduction

With the rapid development of our society, the competitiveness of all kinds of jobs is increasing, and the demand for the labor market is also expanding and innovating. More and more women want to improve their family's quality of life and contribute to their work. They are separated from the heavy family, not just at home with children, doing the laundry and cooking. Instead, they utilize their knowledge and ability to enter the broader stage and have their job. However, discrimination against women in society still exists, and the problem of gender discrimination in women's employment is a social problem that has always existed in China and even the world, not only in the workplace but also in the process of job hunting. Therefore, the employment situation of female workers has become dire. Some companies no longer put discrimination against women on the surface but are more obscure. The research shows that in the recruitment process, from the interviewer's point of view, 66.9 % of women clearly stated that they had experienced more stringent assessment requirements than men, and 73.7 % of women were asked about marriage and fertility and fertility plans, reflecting that employers integrate employment discrimination into the evaluation process through open assessment. In determining candidates, 78.3 % of the respondents believed that the company indirectly rejected female employees for recruitment and promotion, and 86.4 % of women said they had met the conditions but were rejected [1]. Furthermore, relevant studies mainly focus on the discrimination against women after entering the workplace, such as problems caused by pregnancy

and childbirth and unequal treatment, including the reasons for discrimination against women in the workplace and putting forward the corresponding solutions to the problem. This paper's topic is why there is so much discrimination in job hunting and the reasons behind countermeasures.

First, this article will discuss the specific manifestations of discrimination against women in job searching, such as unreasonable requirements for women's physical appearance, refusal to recruit women, etc. Secondly, the reasons for these kinds of discrimination towards women and what causes such prejudice against them. Finally, it puts forward solutions and countermeasures for female job discrimination. This paper aims to analyze the causes of discrimination against female workers in China and raise solutions from China's unique historical and social background to promote gender equality in employment and improve the employment discrimination of female workers from all aspects and angles. It also encourages people to reduce workplace prejudice and discrimination against women.

2. Expression of Job Discrimination

2.1. Objectifying Women

In modern society, women's job search depends on their knowledge and strength and on fulfilling the company's "requirements" for their bodies. During the interview, some companies, except for the position of women's standard appearance requirements, also have more memorable or even unreasonable conditions on women's appearance. For example, in a company's recruitment advertisement, words such as "beautiful facial features and good figure" exist. The implication is that they would only hire good-looking women rather than ugly ones. Understandably, occupations such as flight attendants or servers have appropriate requirements for appearance, but it is very inappropriate to apply the exact requirements to employees. As time passes, the idea of "beauty" is deeply rooted in every woman's heart, and even under the influence of some "appearance is the best" spirit, the job search site is turned into a beauty contest. According to a female college student, "Female college students are comparing their appearance and dress when working as election aides." In the waiting room, the women wore tights and high heels, hoping to show their superior appearance and body as a condition to be admitted to the company [2]. This will distort people's thoughts and worsen the workplace atmosphere. It is not denied that this position needs to have some good image characteristics, but it should not be based on appearance as the key to whether to be hired.

2.2. Job Limitation Towards Women

The words "only recruit men" and "male priority" are directly listed in the recruitment announcement, which is the most typical and common manifestation of female employment discrimination. Of course, with the enhancement of workers' awareness of rights protection and the popularization of corporate legal staff, this kind of recruitment announcement with prominent discriminatory words has become less and less, and it has been superseded by a more hidden way, which is what people call the hidden rules [3]. When companies recruit employees, the enterprises should follow the principle of equal recruitment, using the ability to measure whether a person should enter the company rather than through gender. Many enterprises will indirectly show gender employment discrimination during resume screening or interview. The leading victim group of this indirect discrimination is the first-time female graduates of higher vocational colleges. Some occupations, such as workers on construction sites, takeaway workers, couriers, and so on, hire far more males than females. When those men and women with the same conditions apply for the job, they will be more likely to engage the men. Moreover, mechanical engineering work shows that women are not recruited because companies generally believe women are not as hard-working as men and are not so flexible [4]. This

conclusion is based on gender discrimination against women from the one-sided, narrow point of view of all women.

2.3. Hidden Rules of Marriage and Pregnancy of Female Applicants

Some companies do not specify what requirements a woman should have for marriage or pregnancy. Instead, they might ask questions during the interview process. Some women are asked many questions about marriage when looking for a job, some are directly asking when they plan to get married, and some are beating about the bush and asking where their boyfriend is from and what work he does [4]. These seemingly casual questions contain the subconscious screening of women. Interviewers may judge the job seekers' emotional status and fertility planning based on questions about their marriage and relationship and then decide whether to hire. If they plan to have children in the future, their chances of employment may be relatively low. Because the problems of women having children and taking leave after joining the company will lead to certain losses, they want to avoid bearing such responsibilities. So, they choose to solve the problem from the root: to refuse or reduce the recruitment of female employees.

3. The Cause of Job Discrimination

3.1. Chinese Traditional Culture

The idea of "Men are superior to women, the preference of son" seems deeply rooted in every Chinese person. A long time ago, with the development of human society, men and women were given a clear division of labor. Because women's physical strength is not as good as men's, they are less efficient in farming and can only be responsible for picking, feeding livestock, and other low-physical work. After having a child, taking full responsibility for caring for children at home is necessary. Therefore, agricultural civilization is the best stage for men to show their social status and rights. This thought passed down for thousands of years is subtly affecting people. The mainstream consciousness of society has gradually formed the idea of male superiority [5]. The severe inequality between the sexes has hindered the progress and development of women. The traditional gender bias is deeply rooted. Women are considered far inferior to men in intelligence, physical strength, and ability. Even today, women with the same higher education as men do not have the same market competitiveness. The traditional Chinese concept of "men are superior to women" determines that women are born inferior to men, and women only need to be married to teach children. Sometimes, the recognition of female graduates' role orientation in higher vocational colleges is the surrender of gender discrimination. In the conflict between family and work, many women are more inclined to sacrifice their careers to play a good family role, which they think is to stick to their duty and is what a "good wife" should do [5].

3.2. Legal Institutions

First, China has not yet promulgated the relevant "anti-employment discrimination law." The applicable requirements against female employment discrimination are distributed in labor law, the constitution, women's rights and interests protection law, employment promotion law, and other relevant contents [6]. It is clearly stated in the employment promotion law that intermediary organizations and employing organizations need to create public and equal employment conditions and employment opportunities for working members and cannot carry out discrimination. Although it can well limit employment discrimination, due to the abstract and complicated content of the above laws and regulations, there are no systematic relevant provisions for preventing and controlling employment discrimination. Fragmentation has not yet produced a sizeable legislative scale, and the

legalization situation is not high. It isn't easy to meet the needs of China's social and economic development. Second, the relevant legal provisions on female employment Discrimination are relatively vague and overly moral, and there is no precise definition of female employment discrimination, nor is there a definition of judgment criteria. In the relevant regulations on employment protection, no specific indicators have been formulated for punishment measures and judgment criteria, making it difficult to implement later.

3.3. Enterprise Benefit Maximization

The People's Republic of China still needs many workers as a developing country. Among them, men and women have stepped onto the stage of history as workers, contributing their strength to constructing a new China. However, with the change in society, economic benefits have become the only pursuit of entrepreneurs. They tend to pay more attention to the benefits brought by employees to the whole company, and women will inevitably go through the process of having children after marriage. This part of time will not produce social labor nor bring any benefits. Entrepreneurs still need to pay labor remuneration for this, so many enterprises are reluctant to accept female workers or are only willing to take a small number of female workers, resulting in many women facing the risk of job rejection or dismissal. Employers are the main body of labor relations for profit. Many companies consider that women's birth expenses and maternity paid maternity leave have objectively caused the increase in the cost of employers [7]. To maximize economic benefits, although under the same conditions, even women's needs are slightly better than men's, enterprises still tend to recruit male employees, so the female employment situation is more severe. More and more employers are reluctant to pay for this part of the social cost under the mobilization of the market economy.

4. How to Protect the Fundamental Rights of Women in Job Hunting

4.1. Establish Female Consciousness

The government should first guide the public to change their ideas. Gender equality is an irreversible trend. Women are not accessories to men and have completely independent values and personalities. Female males have a different life body: male masculine, female soft, male rational, female perceptual, male most careless, and women are relatively careful. Therefore, women must pay attention to the difference between men and women. Still, they need to pay attention to equality, constantly carry forward their advantages, and face the difficulties encountered at work confidently. And can not take it for granted that they need to have a privilege. Women and men are not the opposite. Society needs to create a concept of gender equality but also needs to have a picture of gender differences, and from the traditional feudal ideas, to establish a "men and women are the same, women can top half the sky" rational thinking, independence, autonomy, thinking, they are the best to rely on [8]. Secondly, it is necessary to improve gender publicity in promoting social culture, continue to promote the concept of women, and eliminate the idea of male superiority and female inferiority in the feudal period. Television, radio, and self-media must be reasonably interspersed with public service advertisements. It is necessary to carry out publicity work on equal employment between men and women, adapt to the steady pace of social development, grasp WeChat, Weibo, and other related platforms loved by young people, and push the concept of employment equality publicity [9]. It can also apply for public welfare funds, create relevant departments to conduct reasonable publicity of correct employment concepts, effectively use general welfare activities, and guide the masses to update their images.

4.2. Improve Rules

On the one hand, people should refine the legal provisions and implement the legislative work on female employment discrimination from the legislative, judicial, and law enforcement aspects so that the government supervision department has the law to follow. It can introduce relevant policies to protect women's employment rights [10]. It can make enterprises more explicit about their responsibilities and obligations and reduce the phenomenon of drilling holes. On the other hand, people should further refine the judicial relief procedure and supervise the prevention and compensation relief to better and more comprehensively protect women's employment rights. Only by doing an excellent job in both the occurrence of discrimination and the relief after the event can people better enhance women's sense of security in employment [11]. In the face of discrimination, people should bravely say no rather than blindly avoid it because employment discrimination not only endangers women's employment rights but also hinders national development.

5. Conclusions

Discrimination against women in the workplace still exists in today's society. There are many reasons for discrimination against women in employment. It may be due to the deep-rooted traditional feudal idea, or it may be due to the excessive pursuit of their interests and the imperfection of the constitutional system. But to solve the problem of employment discrimination against women in our country, female graduates should strive to improve their personal quality and ability, in addition to learning professional skills during school, participating in social practice activities as much as possible, and improving their social power to overcome their disadvantages. Secondly, female graduates should give full play to their advantages in communication, language, thinking, and so on to improve their social competitiveness. To complete the existing system of protection for women, the government also needs to popularize the concept of gender equality and eliminate the idea of male superiority. Women should overcome their inferiority, stop psychological self-discrimination, have enough self-confidence and excellent ability to prove and express their value and strive to change the social and employer's understanding of self. In the end, if people want to truly achieve equality between men and women and equal pay for equal work, people need the attention and support of the whole society. More importantly, people need to improve the quality of women themselves, do enough psychological preparation, be able to coordinate family and career, and dare to face the inequality in work and bravely fight against it.

The academic contribution of this paper is to figure out why so many women during the job searching process are being discriminated against and the reasons behind this. The article's shortcomings mainly lie in the lack of examples of discrimination against women in the process of job hunting, and the proposed solutions to eliminate discrimination against women lack practice and may lack certain practicability, which is also the part that needs to be further improved in the future.

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