

The Dilemma of Women in the Workplace

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Abstract: Influenced by historical factors, women are often in a disadvantaged position in the workplace and in life. First of all, in the workplace, sometimes women and men are not paid equally even though they make the same contributions in the workplace. In addition, society often assumes that women need to take care of the family, resulting in women needing to adjust the balance between work and family. At the same time, men often do not have this problem. Second, young women entering the workforce are often vulnerable to sexual harassment by male leaders and bosses. This adds to the difficulties women face in the workplace. These inequalities are fundamentally caused by the subconscious existence of gender inequality in society and disrespect for women. This unequal treatment inhibits the enthusiasm of female employees and is not conducive to the guarantee of work efficiency. This paper analyzes the dilemma of women in the workplace and the causes of these difficulties, aiming to propose solutions to help women get out of the dilemma in the workplace, further realize gender equality in social status, and protect women's human rights.

Keywords: Workplace, Sexual Harassment, Gender Equality

1. Introduction

Due to historical factors, women in primitive and ancient times did not have a physical advantage, resulting in modern society. Even though men and women make the same contributions in the workplace, they are not paid equally [1]. However, today, the advantage of manual labor is not used as a criterion for judging gender status. China Daily, December 1, 2021. An article in the Economist in the United Kingdom introduced a study/investigation about the working conditions of women in the workplace in the United States. One of the professors pointed out that women should pay more attention to their families and children because they should be paid less than men in terms of work.

Women in the workplace struggle with the balance and conflict between work and family and, at the same time, suffer hidden discrimination and anti-discrimination in the workplace [2]. In the Chinese social atmosphere and people's ideas, there was also an ancient "male protagonist outside and female protagonist inside," which led to the prejudice suffered by women in the workplace. The unequal economic income difference between the sexes is an unfair manifestation, which is not conducive to developing a female-friendly society in the relationship between men and women in society, nor to enterprise management and development. At the same time, this unequal treatment suppresses the enthusiasm of female employees for work and is not conducive to the guarantee of self-sufficiency [3]. For example, suppose the whole society and enterprises can deal with the problem of equal pay for equal work and inequality women face in the workplace. In that case, they

can further realize the equality of gender social status, safeguard women's human rights, and stimulate their work confidence and normal work attitude. At the same time, eliminating the gender income gap caused by stereotypes is an important measure to protect the rights and interests of women and women. For example, government departments have introduced and implemented laws and regulations to solve women's compensation problems in the workplace. Since it is impossible to eliminate this phenomenon conceptually, society and enterprises should appropriately subsidize female employees who are unable to work normally due to discrimination and physiological periods to help women get out of their predicament in the workplace.

2. Dilemma of Women in the Workplace

At present, most of the victims of sexual harassment in the workplace are women, which is fundamentally due to the subconscious existence of gender inequality in society and disrespect for women [4]. Young women who are new to the workplace are often likely to be sexually harassed by male leaders and bosses. Some of the female victims of sexual harassment in the workplace are unable to deal with these problems due to the premise of some basic relationships, such as work relationships, internship relationships, superior and subordinate relationships, and application relationships, for example, superior male employees sexually harassed next-level female employees. Still, women could not call the police due to work reasons. Because of these problems, most victims will choose to be silent and forbearance, thus fueling the trend of sexual harassment in the workplace. Sexual harassment in the workplace is divided into two categories: verbal sexual harassment and physical sexual harassment. Verbal sexual harassment is always being harassed, and some bystanders use "jokes" as an excuse to glorify and overshadow sexual harassment, which will cause serious harm to the victim [4]. according to the proportion of the number of sexual harassment incidents in the domestic workplace and the victim calling the police, most of the women who were sexually harassed in the workplace did not choose to call the police. Dissuasion and self-doubt criticism from family, friends, and colleagues will rationalize sexual harassment in the workplace. Ms. Chizuruko Ueno of Japan once said, "Now it is recognized that the proportion of sexual harassment in the workplace is increasing, and society is slowly getting better." Nowadays, some enterprises that have foresight and attach importance to protecting the rights and interests of female employees are conducting internal training against sexual harassment in the workplace. More and more social groups have also begun to pay attention to this problem, which is good progress.

In today's social environment, the family has become one of the dilemmas young women face in the workplace. A large part of the reason for the problem of equal pay for male and female employees in the workplace is that young women are discriminated against and treated unequally in the workplace due to marriage problems [5]. For example, two young male and female interviewers with equal abilities and academic qualifications, among which women are very likely to cause men to be hired and women to be eliminated due to marriage and pregnancy problems. Since the emergence of factory production in the British Industrial Revolution, women have faced workplace discrimination caused by the problem of marriage and pregnancy. In the late 1950s and early 1960s, young women in the American workplace had a sense of equal rights. They began to carry out parades, calling on the public to pay attention to the plight of women in the workplace due to the problems of marriage and pregnancy. In China, this kind of discrimination still exists, which is an invisible discrimination. Due to the problem of marriage and pregnancy and other factors, men and women get different pay for equal work, which makes young women discriminated against and prejudiced in the workplace, forming a vicious circle. importantly, it is unreasonable for women's values and achievements in the workplace to be bound by the family, which is a kind of gender discrimination. Men can also do women's work in the family, so the difficulties of young women in the workplace caused by marriage and pregnancy can be eliminated with the change in people's ideas [6].

In the face of the difficulties of contemporary young women in the workplace, especially the problem of marriage and pregnancy and unequal pay for equal work, Japanese sociologist and feminist Ms. Chizuko Ueno once said: "In feminism, there are married, some are unmarried, some have children, some do not have children, and it's not that feminists who don't get married are greater. It seems that feminism is divided into three or sixty-nine, right and incorrect, and I think this is a kind of dogmatism. because feminism, in my mind, is the idea of pursuing freedom. Today, with rapid ideological and economic development, whether women are married or have children, they enjoy the same rights and freedoms as men. They should not be treated unequally due to various problems. All kinds of discrimination and human rights violations suffered by women in the workplace exist, are unreasonable, and contrary to the premise of social development. This topic and the current situation have triggered a lot of discussion among sociologists and the public. looking at the domestic social atmosphere and the current situation of the internet, feminism seems to have become a rude duality, attacking the position of men. The long-term trend has caused people to have negative emotions about feminism, which is not conducive to the development of feminism, and it is also not conducive to the protection of women's rights and interests at present, more and more people and social groups are aware of the plight of young women in the workplace, and at the same time, they are also making efforts to protect the rights and interests of women in the workplace.

3. Suggestions

Although the state, the government, and all social parties have been actively making efforts to eliminate the problem of female employment discrimination, the Chinese traditional feudal culture for thousands of years can not disappear in a short time, so there is still a long way to go to eliminate the problem of female employment discrimination. On the one hand, the country needs to strengthen legislation and establish and perfect law enforcement institutions. On the other hand, the government must strengthen law enforcement and increase the supervision and punishment of gender discrimination in employers. Third, all parties in society, including the media, should also supervise the problem of female employment discrimination so that all kinds of sexist behaviors are exposed in the public eye. At the same time, women themselves need to strengthen their own quality cultivation and seek more self-identification and self-value realization. Although the phenomenon of female employment discrimination still exists, looking at the world, women's personality liberation, free from the bondage of social role positioning, has formed a wave. We have reason to believe that in China and the world in the near future, the backward concept of gender discrimination left over from history will be completely replaced by the new human civilization.

4. Conclusion

This paper discusses the dilemma of women in the workplace. First, women are subject to unequal treatment. When making the same contribution, women are paid less than men. Then, because women tend to take care of the family by default and need to have children, many companies give priority to hiring male employees or use these reasons to reduce the salary of female employees. Women are also vulnerable to sexual harassment in the workplace, especially young women. The essence of these difficulties is gender discrimination. Now, more and more people are aware of this and are changing. Women's rights are gradually being protected, but it is far from enough. To eliminate the dilemma, the whole society must work together to protect women's rights and interests in the workplace.

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