

# ***Research on Women's Employment Discrimination***

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**Abstract:** At present, there are still major problems in employment of female college students China, the most important of which are employment discrimination. The current law has not made practical regulations on employment discrimination of invisible female universities. At the same time, it is too broad for explicit employment discrimination regulations, and the actual effect is not obvious. We should also study and discuss the employment discrimination phenomenon of female college students, and prevent and solve the employment discrimination of female college students from the level of improving the level of employment guidance for female college students, the development and improvement of the protection of female employment rights, and strengthening the intensity of inspection supervision. Different data and data will be collected in the article to reflect the three different aspects of discrimination in the workplace, namely physical discrimination, treatment discrimination and marriage discrimination. Solving this problem is also separate from three perspectives, national policies, ideological education, and self-awareness. The state needs to formulate more laws to protect women. Society needs to change the traditional ideas in the past, and women must strengthen their consciousness, have a better attitude, and become more confident.

**Keywords:** female college students, employment discrimination, employment mechanism, equal employment rights

## **1. Introduction**

Gender discrimination is the ability to judge an individual based on the gender group an individual belongs to. Sex discrimination is illegal in many countries, but almost all countries now have legislation guaranteeing the rights of certain gender groups. So far, this field has been studied from many perspectives, such as the national aspect, or the appearance aspect, etc. At the same time, different conclusions have been drawn to explain why these aspects are discriminated against. The focus of this paper is on discrimination against women in terms of reemployment. In this article, we will find relevant research data in the literature for investigation. The main significance of this research is to make countries around the world pay more attention to this problem and solve it, so that this society becomes equal and mutually beneficial.

## **2. Status of Discrimination Against Women in Employment**

### **2.1. Physical Appearance Discrimination**

During the female interview, in addition to the normal appearance requirements of the position, more special and even unreasonable requirements will be made on the appearance or body shape of the female. For example, words such as "height needs to be over 1.6 meters and have a good image" appear in recruitment advertisements. Under the influence of the spirit of "ism", the job-hunting scene has become a "large-scale beauty pageant scene". According to some investigations, a certain girl described that when applying for the position of assistant to the president, there was a competition between college students in terms of appearance and clothing. It is not denied that you do need to have some good image characteristics in the workplace, but appearance should not be the key to whether you are hired.

It is precisely because of appearance discrimination that some women even have appearance anxiety. Are you having appearance anxiety?" will have a reading volume of 780 million in 2021, and the topic of "appearance anxiety" has been popular on multiple online platforms many times in various forms. Search, and learned that the proportion of moderate anxiety among girls is 59.67%, and the proportion of boys with moderate anxiety is 37.14%. Obviously, the appearance anxiety of girls is more serious[1]. Therefore, women are also pressured by appearance anxiety in the presence of appearance anxiety.

### **2.2. Treatment Discrimination**

Treatment discrimination refers to the unfair treatment of employees due to gender differences in the recruitment, training and promotion of employees, and also includes different salaries and benefits for employees of different genders in the same position. Happening. "Equal pay for equal work" has been proposed by China as early as 2009, which refers to the fact that the employer's employees with the same technical and labor proficiency are engaged in the same type of work, regardless of any factors, such as gender, age and other differences. As long as the same amount of labor is provided, the same labor compensation is obtained. The research group of "Anti-Sex Discrimination in the Workplace in China" of Peking University Law School's Women's Legal Research and Service Center stated that over 20.9% of women indicated that they There is a situation where women are forced to transfer jobs and pay lower wages; from the perspective of training opportunities, 15.7% of the respondents indicated that there is a phenomenon in which female employees have fewer training opportunities than male employees; opportunities for career advancement. On the one hand, 33.9% of respondents stated that male employees have more opportunities for advancement in their units than female employees[2]. And even this year, there are still many college students who expressed on Weibo and Zhihu platforms that they had the experience of having fewer opportunities for promotion and training due to gender. From the above research, it can be clearly seen that the employment rate of college students is very low, and there are not many jobs for them to choose from, which puts a lot of pressure on them.

### **2.3. Marriage and Childbearing Discrimination**

Marriage and childbirth discrimination is based on marriage and childbirth as a factor limiting female employment and is also a part of personal privacy. Most of the female college students are facing the age of marriage, childbirth and job hunting. Men rarely encounter this kind of questioning. What's more, the interviewer will ask women not to get married or have children within a few years before entering the job. This kind of behavior that obviously violates the right to privacy and reproductive rights is actually for women. Sexual disguised discrimination [3]. These

phenomena are also subtly affecting the choices of college students. Through a convenient sampling method, a questionnaire survey was conducted on female students in Jilin University, and it was found that in practice, due to gender differences and influenced by factors such as the reproductive cycle, some women are at a disadvantage in the job search process and have to give up their marriage or postpone their marriage and childbearing plans. 39.41% of the women said they would postpone childbirth due to work and career development, and 91.08% of the women believe that work affects fertility. And in recent years, the problem of China's aging population has become more serious, resulting in a decline in the country's population. In order to ensure the development of the population, the state advocates the three-child policy to encourage childbearing. Therefore, the phenomenon of delaying childbearing and rejecting the second child caused by marriage and childbearing discrimination hinders the development of the country. Therefore, we should pay more attention to the issue of female employment discrimination [4]. However, the state still has not taken measures or actions to strengthen the protection of women. Although the state has regulations related to the protection of women, it is still far from enough.

### **3. Reasons for Discrimination in Female Employment**

#### **3.1. Traditional Ideas**

The first is because of the influence of traditional ideas. This idea has persisted from ancient times to the present. The traditional idea of "male superiority and inferiority between males and females inside" has been influencing modern people, and women are forced to take on the social responsibilities of taking care of their homes and children. The second factor is the imbalance of social supply and demand. According to incomplete statistics, since the expansion of higher education enrollment in China, the total number of college graduates has increased by nearly 10 million, with an average annual increase of more than 420,000. At present, the number of new jobs in my country is far from enough to meet the number of college graduates, and this state of oversupply continues. According to a research survey, the labor force participation rate in Jiangsu Province gradually decreased from 82.20% to 80.79% from 2016 to 2040 [5]. It can be seen that the phenomenon of social supply and demand imbalance will still exist in the current and even ten years. Faced with the increasing number of college graduates and the decrease in labor supply and demand year by year, both men and women have huge employment pressure. Corresponding measures have been taken, many related majors have been opened, and educational resources such as correspondingly better teachers have been found. However, the development of majors takes time, and at the same time, students facing these majors generally have poor motor skills and practical difficulties. And other problems, causing female college students to have shortcomings in competition in such industries, which is not conducive to their employment.

#### **3.2. Policy**

The third is that China has problems with legal protection of female employment. In terms of legislation, my country's legislation on the protection of the employment rights of female workers is mainly the Constitution, followed by the Labor Law, the Law on the Protection of Women's Rights and Interests, and the Employment Promotion Law. There are also legal provisions for this aspect. However, these laws are all too rough and general, and they only give a general outline without strict restrictions, and at the same time, they do not give a clear judicial interpretation of the specific implementation methods. In the absence of specific restrictions, implicit employment discrimination is prone to occur, which makes some companies take advantage of legal loopholes [6]. For example, it is affected by the retirement system, or it is affected by the fertility policy. The early promulgation of the retirement system was based on the consideration of women's physical fitness,

which is the protection of women's rights. However, this also objectively results in the effective working years of females being longer than those of male juveniles. When hiring female employees, the employer will spend more labor costs to recruit new employees. China has opened up the three-child policy, and the issue of female fertility is already a huge problem in the workplace. Originally, married and fertile women were far more competitive in the workplace than unmarried women, but because of the emergence of the three-child policy, employers lost more employment opportunities for women.

#### **4. Female Employment Equality Measures**

Since gender discrimination still exists in the workplace today, we must need a solution to this problem. The first and most urgent action is the state. The orientation of the state's policies guides the society to gradually get rid of traditional social concepts; the state should improve laws and regulations as soon as possible, strengthen the supervision and management system, improve high-quality education, and improve the job-seeking environment. The second one needs to develop from the individual. To improve the working attitude, women no longer need to worry about their own appearance, or care about other people's eyes. Instead, you should accept your imperfect self and keep your mind level. Develop your own advantages. Although women are not as good as men in some physical abilities, women have a more gentle mentality, so they will have stronger empathy, and they can also use this advantage to work better. own profession. The third needs to change the old thinking of this society's view of women and spread the right education. In ancient times, the idea that women's sexual status was always inferior to men's has not changed until now. Most of the reasons are because children have been indoctrinated with incorrect educational ideas, resulting in such a social status quo. This paper thinks it is necessary to change the ideological education of parents and schools into the idea of equality between men and women, break the previous traditional concepts, and create a more harmonious society.

#### **5. Conclusion**

The problem of discrimination against sexuality exists straight. The reason for the part is because the country does not pay attention to it, and at the same time, the traditional thought has spread to the present. But both men and puppets are the creation of this world, and they are the same existence. It should not be discriminated against because of the weakestness. This article believes that because such a male is so much that the society needs to take care of the sorcery, which will be more conducive to the development of this society. The first thing that needs to be changed is the country. The state has always been reported to women's discrimination, which has caused this problem to continue. If the country slowly values the problem of discrimination against women and stipulates more laws to protect women, then other people will also pay attention to it, and the social atmosphere will gradually become better. Therefore, the future research and investigation needs to focus on the country. As long as the country no longer escapes this problem, then this problem will be solved well. The people who need to act next are the people. Most men still have the eyes of women's prejudice on women, and even in the workplace will make more unreasonable requirements for women. These companies in the workplace need to reduce their requirements for women's appearance and physical appearance, making women find jobs more convenient, which also affects the public's no longer requires so many requirements for women's aesthetics. Future research should also pay attention to investigating the country and the people, because the impact of these two factors is the most serious place for gender discrimination.

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