Sexism at Workplaces on Social Media in Contemporary China

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Abstract: Gender discrimination and inequality at work are fundamental problems in China. One of the leading causes of gender inequality is the absence of laws and regulations and the profit-maximizing objectives of corporations. The effects of gender discrimination on companies, workers, and human capital investment are severe and detrimental. On a more serious note, prejudice and gender disparity have evolved during the past ten years. Therefore, a more thorough examination is warranted since gender discrimination has become severe and pervasive. Open structured interview is the methodology used to examine gender inequality at work in China over the past ten years.

Keywords: workplace, sexism, China, gender

1. Introduction

"sexism" refers to a cultural belief that discriminates capabilities based on gender and therefore states given preferences in economic, social, and political spheres. Sexism, gender bias, gender discrimination, male preference, and gender stereotypes are used synonymously. This study tries to explain how men and women are perceived differently and how these attitudes are related to our workplaces and the contemporary social media in China. Despite its ability to affect anybody, sexism harms women and young girls. It may also involve the idea that one sex or gender is inherently superior to another, related to sex roles and stereotypes. This discrimination is widely spread in our workplaces through specific descriptions of jobs and how they should be done.

In most workplaces, gender significantly impacts their spaces, from the managerial posts, through panellists in their interviews, to the workplace itself. Sexism first appeared in human civilizations during the early stages of economic development, when men predominated over women in production, wealth accumulation, ownership of family assets, and the acquisition of social and political authority outside the home. However, as economic modernization and technological advancement took place and machines, then robots, took the position of human muscles as the primary source of productivity, conventional gender roles saw a substantial upheaval. As a result, physical prowess no longer drives the acquisition of money, and males gradually lose their historical edge. However, on the contrary, they have not entirely lost their dominance in societies because the workplaces still offer jobs and promotions depending on the specific gender of the candidate.

However, at an early age, women faced discrimination through child marriages. Before they were old enough to be married off, they were sold off and made to work for their prospective husband's

families [1]. In traditional China, there was a solid male superiority complex and gender bias in schooling. At a very young age, women were taught to see themselves as inferior human beings and to always submit to their male superiors. The "three obedience's and four virtues" were expected of women. The "three obedience's" are obeying her father before getting married, her spouse when they are already married, and her son once she becomes a widow [2]. Women were expected to possess the four virtues of faithfulness, physical allure, spoken modesty, and needlework abilities. All of these have played a significant role in the existence of the stereotypes in china's workplace, which in turn dictates the job vacancies to an extent analysis states that 19% of the advertised jobs in 2018 were 'men only' jobs. Discrimination not only occurred at the early stage of their careers but also at the later stage. Women are categorized as less competent, knowledgeable, and physically weak to perform some jobs. If they are offered a chance, they are paid 18% less than their male counterpart's salaries.

2. Methodology

A semi- interview was adopted as the most probable and practical approach to establishing how male and female responses differ when assessing sexism in the workplace. A structured interview is a process of screening candidates that is standardized. A participant is interviewed by an interviewer, who then gets an answer from them. The interview is regarded as open-ended because, despite the possibility of rehearsed questions, the interviewer typically has no idea what the response will entail. While these interviews may include some questions to elicit participant demographic information like age and gender, they often emphasise the participant's opinions, feelings, experiences, knowledge, skills, ideas, and preferences.

For instance, when several interviewers are present, open-structured interviews add greater objectivity to your research. You can compare views somewhat since there is less room for interviewer bias when you develop a standardized list of questions and evaluation procedures. The business as an issue is contained in this methodology by keeping the responses from the interviewee as open-ended as possible, whereby each one is free to express what he/she feels. Nevertheless, it is among the most effective and accurate methods. This is because it is structured and handwritten with specific criteria. This gives the method a specific directive on how to contact and what is needed from the interviewee. As discussed earlier, an open structured interview is less biased, meaning candidates can be from different age brackets, workplaces, and backgrounds. The interviewer will be able to get what he/she needs and thus fully supports diversity.

The open structured interview is prepared in different stages as follows; in the first stage, an analysis consisting of a description and specifications of the research by thoroughly focussing on its requirement and processes. At this stage, one must choose suitable interview candidates depending on gender, age, and occupation. In this case, the respondents chosen were a 60-year-old male bank president, a 35-year-old female businessman, a 40-year-old female government employee, a 26-year-old female collaborator, and a 50-year-old male teacher, among others. After jotting down the list, the questions are designed, considering the candidate's behavioural and situational assessment as well as their smartness and knowledge. In this case, nine questions were designed to interview five candidates to examine male and female responses to sexism at workplaces in China. The questions are designed to allow the interviewee to expound and get to the depth of his/her answer to provide a more detailed answer. The final stage is conducting the interview. At this stage, the interviewer sticks to the list of the designed questions and asks all the interviewees the same questions in the same order giving them time to fully express their point of view as per their knowledge of sexism at their places of work. The questions are stated in the appendix.

3. Math and Equations

Measuring inequality of opportunity (x) starts with a viable population (P), x $\in$ {1,…P,} each one attaining an economic result (for instance, in this case, yearly labour wages), {hi }., with distribution hi, we can apply Roemer (1998). We infer that hi = f(Qi , Ji (Qi , vi), ui). It is expected that earnings are decided by a circumstantial vector, Qi, and a variable of efforts, Ji , which is somewhat circumstantial and established at its lowest level. The population sample can then be separated into "classes," meaning people with the same conditions.

In theory, it is simply determining a scalar measure in an absolute state of opportunity inequality by giving each person the average value for their class (suppressing all intra-class inequality in the process) and then calculating the inequality in the distribution of those averages using the appropriate inequality index. A as a percentage of overall inequality is the accompanying relative measure, IOR. However, this straightforward nonparametric strategy necessitates a sample size that is significantly larger than what we have or a significant decrease in the number of conditions to limit the number of "classes"—a compromise we are unwilling to make. So instead, we employ the conventional mathematical approach, which has been extensively elaborated in [3] and [4].

With the following structural forms, we first approximate the link between wages, circumstances, and effort (Equations m and n).

Equation m

$$ln(h_i) = k + bO_i + j_i + u_i$$

Equation n

$$j_i = t + eO_i + v_i$$

Substituting equation m into equation n yields the reduced-form of equation r

Equation r

$$ln(h_i) = a + \beta Q_i + e_i$$

Therefore In equation r $= k + qd, \beta = b + Q_e e = qv_i + u_i$ h is labour wages and Q is a discrete variable, divided into 'classes'. β as our appraised coefficients and the actual circumstance values, we develop a distribution, { h' } if h_i by substituting each h_i by its probable value, all inequality within the group is eliminated, providing direct appraisals of opportunity inequality given the variables of circumstances (that is the same among people of the same class), *IOA = l({h' })* and *IOR = l({h' })/l({h})*, where *l*(.)is a suitable measure of inequality. As customary, we select deviations of mean log GE(0) as our index of inequality.

a

Only a portion of the relevant circumstances that affect a person's wages will be included in the vector of observed circumstances. The calculated coefficients will be biased given that any unforeseen circumstances are linked with the circumstances observed, and they cannot be understood as causal ties between a specific condition and the result. The estimates of IOA and IOR would surely rise with adding more circumstance factors to the observed set, showing that these are lower-confined estimates of the 'real' opportunity with the inequality that would be assessed if all scenario variables could be observed. However, this is not significant for the total metric of opportunity inequality [3].

4.   Figures and Tables

Gender discrimination has an impact on the issue of gender inequality, just like social factors do. "gender discrimination" describes actions performed by one gender against another. Women workers typically experience gender discrimination in the workplace [5]. Discrimination against women also reflects the beliefs and values that people hold. Objectively speaking, several variables, including social and cultural background and organizational setting, impact gender discrimination [6]. It has a considerable impact on gender disparity. Organizational culture is specifically a problem with gender discrimination. Gender discrimination has a significant and detrimental impact on the evolution of organizational culture in many businesses. Because of this, men and women find it challenging to be equal in their workplace.

There are two types of gender discrimination in the workplace: explicit gender discrimination. For example, a company uses the gender of the applicant as a screening requirement in its recruitment information. The other is invisible sexism, such as asking female applicants about their marital status during interviews. This study tries to explain how men and women are perceived differently and how these attitudes are related to our workplaces and the contemporary social media in china. Despite its ability to affect anybody, sexism harms women and young girls. It may also involve the idea that one sex or gender is inherently superior to another, related to sex roles and stereotypes. This discrimination is widely spread in our workplaces through specific descriptions of jobs and how they should be done. This led to several differences in the workplace as gender is concerned. Figure 1 below comprehensively depicts the disparity in employment among men and women. In addition, it distinctively illustrates the labour force participation rate for female employees in China.
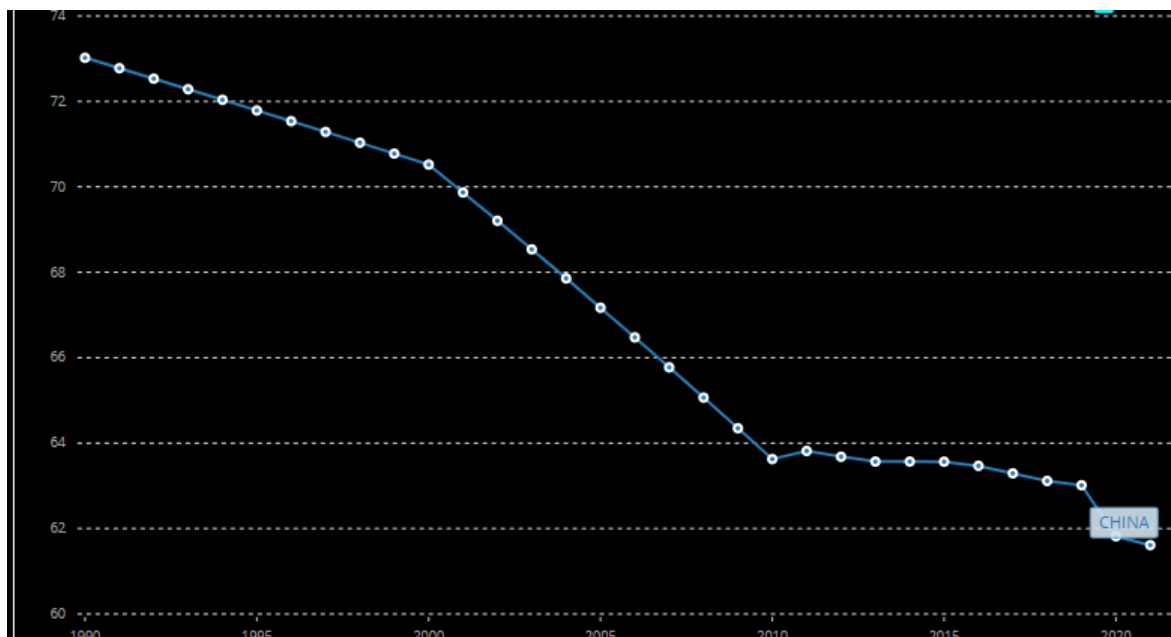

Figure 1: Labour Force Participation Rate of female employees in China (%).

Table 1: Regression results for the national sample.

	Nationwide	**females**	**males**	**Female/male ratio**
Age cohorts				
26-30	27,477	23,660	31,162	0.76
31-35	22,128	16,557	27,984	0.59
36-40	18,949	15,456	22,358	0.69
41-45	18,589	14,301	22,777	0.63
46-50	17,703	12,547	22,108	0.57
51-55	15,714	9,477	19,572	0.48
EFFORT VARIABLES				
Own education				
Juniour high or below	13,531	9,372	17,662	0.53
senoir high school and above	29,029	25,296	31,966	0.79
own occupation				
Agriculure,forestry and fishery	8,566	6,327	11,055	0.57
non-agricultural	26,011	21,210	29,879	0.71
Political party				
No communist party membership	18,126	14,107	22,117	0.64
Communist party member	28,577	24,506	30,722	0.80
Migration status				
Ever migrated	18,387	10,779	24,161	0.45
Never migrated	19,818	15,618	23,686	0.66
Marital status				
married	19,543	14,867	23,828	0.62
Not married	21,235	19,294	22,800	0.85

Notes: Table 1 above shows a sample of all respondents with a labour income greater than zero. "Non-1agricultural low-skill occupations" include secretarial support, service and sales, and craft and allied trade employees. The term "non-agricultural high-skill occupations" includes managers and professionals. The village is the same as "rural," whereas town, town-city, and city are all the same as "urban."

According to Equation r, Column 1 of Table 1 only includes the circumstance variables. However, the second column expands this to incorporate the "effort" values as well, according to Equation a. Table 1 displays the regression results for the national sample. As seen in Column 1, men earn 0.54 log points more than women in the labour market. 12 The signs and relative magnitudes of each coefficient are as expected; for instance, they all increase with an educational and professional background, urban status, and east to west. Now, the age profile displays an anticipated reversed-U form (in comparison to the raw data).

5.   Conclusion

Through the use of the interview, it was discovered that gender disparity is a significant problem that exists in China's workplace. There are both males and women among the interviewees. Per research

expectations, it appears that practically not all interviewees concur that they had experienced workplace gender discrimination. The interviewees who are most bothered by gender inequity are the women interviewees. This demonstrates how gender disparity harms women and hinders their ability to advance in their careers [7]. Most women experience sexism due to the culture's nature and the stereotypes put in place. They are perceived as weak and best for home chores more than the managerial posts. They are, in turn, grouped as a short-time option for a job since they must have a life to live as a mother and a wife, meaning they might abscond duty because of pregnancy or giving birth which might not be suitable for business. "Ask about women's reproductive status and plans when entering the job, their work content is mostly internal work, and when promoting, the male colleagues under the same condition are given priority." (Interviewee W, a female government employee). "I have heard women are not given opportunities to apply for jobs, children are not given vacations according to regulations, and there are few opportunities for promotion, etc." (Interviewee L, a male president of the bank) According to the interviewee's comments, it appears that women employees do not have the same access to opportunities for training and promotion within the company as men employees [8]. More importantly, women have fewer opportunities to work due to the practical challenges they experience, like taking care of families, getting pregnant, and giving birth. This fact demonstrates that gender disparity exists. In addition, the situation is unjust and unequal, which makes it difficult for Chinese women employees to guarantee satisfactory treatment at work.

Both males and females respond to sexism in their workplaces. Only the most affected are ladies. Discrimination is seen in real life and on social media, with which all genders are devastated by the fact that it affects the discriminated individuals. This is demonstrated by both genders being willing to make a step toward correcting the bad sexism has brought to our workplaces. The males are ready and willing to expose any of the sorts on social media if they feel something odd is happening than ladies who try to find another way of handling the situation without exposure. Most ladies will not expose themselves freely to social media due to the culture around them to the extent that they feel they might be ignored or lose their jobs [9]. The fact that some corporations offer jobs to more men than ladies even though the law states it to be offered equally has dramatically led to discrimination, but the ladies are not willing to expose it.

In our workplaces in the present day, sexism is pervasive and is openly demonstrated both in the managerial categories and by workmates [10]. All our male and female interviewees are open and free to accept the availability of discrimination; for instance, interviewee X confirms she has seen and even experienced fit at her workplace. In addition, interviewee W confirms, "there is no fairness anywhere. Gender inequality was an issue but was sorted, and new regulations in the organizations were formed to manage the behaviour of employees to counter the inequality [11]. Even though the government has made many laws and regulations on gender equality at our workplaces, a lot is happening behind its back. Both sexes took it as their responsibility to effectively reduce gender discrimination in the workplace, and mainly, it can be done by improving the laws and regulations on the same.

During the interview, we challenge and limitations. Some interviewers struggle to provide adequate responses to some interview questions. One issue that some interviewees overlook is the gender inequality that other co-workers have to deal with. In order to successfully gather additional information, the interviewer concentrates more on other interview questions based on this type of context. Only a small number of respondents are used as the research subjects due to time and the expensive expense of interviews. It is recommended that more research interview subjects be chosen for future studies. In this method, more samples are available for the qualitative interview, increasing the reliability and persuasiveness of the research findings.

On the other hand, it appears that the qualitative interview and text analysis are not correctly connected. The two methodologies should be better integrated, which will help the research be developed more effectively. The research's main weakness is that it emphasises the gender disparities in China's workplace. Future studies might concentrate on societal gender disparities as well. More in-depth aspects of gender inequality will be learned and debated by integrating the issue into the workplace and society.

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Appendix

The interview questions include:
1.   What do you think is gender discrimination in the workplace?
2.   Have you experienced gender discrimination at your place of work? What kind of sexism?
3.   Do you see others being discriminated against on social media? What kind of sexism?
4.   Have you seen others being discriminated against by gender in the workplace in real life?
5.   What if you were reacted by sexism? (For example, will it be exposed on social media, etc.)
6.   How do you react when you see someone being sexist on social media?
7.   Do you think there is gender discrimination in the workplace now?
8.   What do you think should be done to effectively reduce gender discrimination in the workplace?
9.   What do you think of gender discrimination in the workplace?