

# *Feminist Development in the Workplace since the Twenty-first Century in China*

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**Abstract:** The film "Kim Ji-young born in 1982" sparked a discussion about gender inequality in the workplace after it revealed that even engineering graduates from Seoul National University were housewives. Staying at home as a full-time wife is seen as unproductive, and working outside the home is seen as lacking family values. When a similar number of men are promoted at the same time, a woman will advance no further than her male counterparts. In response to these three aspects of the film, the author researched sexism in the Chinese education workforce. This study examines the 21st-century feminist movement in the workplace. the author used four research methods. First, a case study of gender disparity in the education sector. "Literature analysis" looks at workplace discrimination against women in the 21st century. We'll examine workplace discrimination against women from economics, law, and human resources perspectives. The questionnaire method is a tried-and-true way to collect accurate data.

**Keywords:** Sexism, Workplace Feminist Movement Education, 21st century

## 1. Introduction

The film "Kim Ji-young born in 1982" sparked a discussion about gender discrimination in the workplace after it revealed that even engineering graduates from Seoul National University were not being hired and instead spent their time as housewives. Women face criticism for either choice they make: staying at home as a full-time wife is seen as unproductive, while working outside the home is seen as evidence of a lack of commitment to family values. Finally, when a similar number of men within the company are promoted at the same time, no matter how qualified a woman may be, she will advance no further than her male counterparts. As a result of these three aspects of the film, the author set out to learn more about the prevalence of sexism against women in the Chinese workforce in the field of education. Focusing on how the feminist movement of the 21st century has played out in the workplace is the central concern of this study. In total, four different research strategies were employed by the author. First, a case study approach; using the education sector as an example to examine gender disparity in the workforce. The second method is called "literature analysis," and it involves looking at the issue of discrimination against women in the workplace from the viewpoint of the 21st century. Finally, we will examine the phenomenon of discrimination against women in the workplace and its consequences from multiple disciplinary viewpoints, including economics, law,

and human resources. The questionnaire approach, in fourth place, is a tried-and-true method for collecting accurate data on the issue at hand.

It is hoped that this paper, along with other relevant research, will encourage the government to take action to better protect women's rights, improve social security, and construct necessary infrastructure. Individuals will be able to become familiar with laws and regulations and protect their rights and interests when necessary, while businesses may be able to reduce labor costs and encourage fair employment for women.

## **2. The Types of Discrimination**

Typical examples of discrimination include the following. Employees with similar skill sets and experience may be paid differently based on subjective factors that have nothing to do with the market value of their work. Discrimination in compensation is the term for this situation. Assuming all else is equal, employment discrimination occurs when a segment of the workforce, despite having superior labor supply circumstances, experiences a disproportionately high rate of unemployment as a result of the employer's rejection of them due to non-economic personal traits. Occupational discrimination occurs when certain segments of the workforce are barred from entering certain professions or are placed in lower-paying positions within the same field due to factors other than their ability to do the work. Human capital investment discrimination refers to situations in which workers are treated differently because of their demographic characteristics that are unrelated to their ability to earn a living. Although racism has been around since ancient times, the modern form we see today is a naive phenomenon that sprouted in the nation's capital. It was a direct result of the reactionary ruling class's successful efforts to promulgate ideas of racial superiority and racial hatred through legislation, administration, and other means. Racial discrimination has been repeatedly condemned as an affront to human dignity by both international organizations and public opinion. Discrimination based on chronological age does occur. Age restrictions are common in job advertisements, and often involve a preference for applicants between the ages of 22 and 30; for example, female applicants must be between 22 and 30 years old to be considered for clerical positions. However, due to the country's massive population, China's work force is disproportionately comprised of younger workers, and many companies have implemented near-ironclad age restrictions when hiring. A growing number of businesses are setting the minimum age at which they will hire as 35. Some companies force workers to retire or take time off after a certain age, and others limit career advancement opportunities for workers over a certain age threshold.

Discrimination against someone due to their health condition, whether it be direct or indirect bias in terms of treatment, access to resources, etc. When discussing the scope of illness discrimination, it is important to distinguish between discrimination based on a person's physical health and discrimination based on their mental health.

## **3. One of the Most Serious Discriminations --- Gender Discrimination**

Gender-based discrimination, such as sexism, is the most serious form of prejudice. This can take many forms, from overt comments to negative attitudes toward pregnancy. Listed below are some real-life examples of sexism from a variety of contexts and countries.

This exemplifies the sexism that exists in the United States today. He also mentioned that Murphy's age and baby meant she had to work and that her career would go nowhere if she didn't. One of her specialties is career guidance. Murphy's announcement to his boss that he was expecting was a game-changer in more ways than one. Her superior warned her that she would reach a professional plateau and then informed the staff that the most-read stories on a major news website had dealt with pregnancy and sexism.

A French female broker successfully sued BNP Paribas for gender discrimination and won. Stacey McCann testified in court that her male coworkers were frequently abusive and sexist towards her, such as leaving a witch's hat on her desk. She claims that her usual response to questions from her subordinates is "Not now, Stacey." McCann further claimed that jpmorgan consistently downplayed her contributions during performance reviews, as if that weren't bad enough.

Again, a pregnant officer who was demoted from the line to the desk won a sex discrimination case against the Devon and Cornwall Police. When Officer Tang revealed her pregnancy to her superiors, they had no choice but to transfer her to the Criminal Management Division. Despite being told it was appropriate for regular work, her employer deemed it "safe and suitable for pregnant women".

#### **4. The Relevant Survey on the Employment of Women**

##### **4.1. The Survey Conducted by the All-China Women's Federation**

The All-China Women's Federation once conducted a survey on female employment and discovered that the majority of female college students believed that "women have fewer opportunities" when searching for employment. The majority of female college students believe there are "fewer opportunities for women" during the job search. Similarly, the National Academy of Development and Strategy at China's Renmin University has also conducted research on this topic. The study is based on the use of the same background brief, the variables are limited to gender differences between men and women, and the results indicate that women are more likely to receive interview invitations than men. According to the results of the survey, men received 1.42 times as many interview invitations as women. According to the "2021 Workplace Women and Men Gender, Differences Data Report" published by the Hiring Big Data Research Institute, male job applicants received 1.42 times as many interview invitations as female applicants. According to the "2021 Workplace Women and Men Gender, Difference Data Report" published by the Hiring Big Data Research Institute, the proportion of female executives in 2020 will be 2.1%, while the proportion of male executives will be 2.1%. According to the data [1], the proportion of female executives in 2020 is only 2.1%, while the proportion of men is 5.8%.

It is evident from the data that promotion opportunities for women in the workplace are significantly lower than those for men, and that it is challenging for women to enter senior management.

It was a university education committee comprised of 572 students; 63% of the respondents said they had encountered employment gender discrimination, and 22% of them believed they encountered gender discrimination frequently. In 2021, "Do you suffer from appearance anxiety? This topic has been read by as many as 780 million people, and the topic of "appearance anxiety" has been trending on many online platforms in various forms. The questionnaire survey conducted by CYM for 2,063 college students nationwide on the topic of "appearance anxiety" reveals that 59.67% of female students are moderately anxious, while 37.14% of male students are moderately anxious; therefore, it is evident that female students are more anxious than male students. Due to factors such as gender differences and fertility cycles, some women are at a disadvantage in the job search process and are forced to forego marriage or delay marriage and childbearing plans. 39.41% of female students said they would delay childbearing due to work and career advancement, and 91.08% of women believed that work would affect childbearing [2].

##### **4.2. The Questionnaire on Gender Discrimination Created by the Author**

In August of 2022, the author created a survey regarding gender discrimination in the Chinese education sector. The questionnaire consisted of 30 questions, including one fill-in-the-blank question,

five multiple-choice questions, and 24 single-choice questions pertaining to the phenomenon's causes, effects, perceptions, etc. There were 105 attendees. The survey was completed by 43% men and 57% women. Forty-nine percent of respondents identified any discrimination based on sex as sex discrimination. The belief that one gender is superior to another is prevalent in China, according to 34% of respondents. Married well is superior to accomplished well. 58% of people believe that women are more likely than men to experience discrimination, whether in the workplace or in the entire history of the club. 55% of the human flesh lucky happiness should not have different social divisions of labor, they should have equal access to social resources. The majority of people believe that women should be like men, put the business first, and on whether the employer recruitment materials about gender discrimination problems, with 47% of people that a few have, and even 18% of most people that are visible in the workplace, women in the workplace is not equal to idea, and it is more difficult than for men. Even so, 46% of people continue to believe that employment discrimination is inevitable. The report reveals that 30% of people have experienced employment discrimination. 43% of workers have encountered situations in which male employees were more likely than female employees to receive training opportunities. In such cases, male workers are more likely to be promoted than female workers, 38% of the worker's salary management in areas such as female worker is significantly reduced, and the majority of women would delay having children because of the promotion time, indicating that the company will affect their promotion because women account for 20% of the organizations' sexual harassment cases involving female workers [3]. With 28% of people in the job search process engaging in inertial thinking, self-awareness, and secondary sexual difference, men are more dominant, and with 14% of people in society now aware of gender discrimination in the workplace, gender discrimination awareness in the workplace is very strong. 74% of people believe that the male preference in the hiring process is a form of severe gender discrimination, and that the same position is paid differently. The work content is the same for men and women, but the pay is not the same. This is a form of discrimination. When encountering discrimination, ordinary employees and managers at the grass-roots level are most likely to apply for the position. The majority of people believe that gender discrimination is the primary cause, based on the traditional role of division of labor and the influence of ideas, ability quality than men believe women's intelligence work, the economic interests of the unit of choosing and employing persons for cost consideration. Additionally, there are restrictions on certain jobs, and the biological characteristics of women make them unsuitable for the position. People believe that the most appropriate response to employment discrimination is. Female college students must enhance their self-awareness and employability. Second, the concept of self-employment must be reshaped so that employment ability and employment expectations are consistent. Continued employment is anticipated. It hinders the efficient distribution of social human resources. It will also undermine the confidence of those in the workforce, so that their ability to work is not reflected. When asked which social roles women are better suited for, some men still believe they are better suited for auxiliary roles such as mothers, but the majority of women desire jobs that require intelligence and allow them to demonstrate their abilities.

## 5. Results and Discussion

According to the survey of China's education industry, gender discrimination occurs even in the education sector, which employs a large number of women. The most significant factor is also the impact of conventional ideas. Therefore, the author believes that to promote gender equality, the concept of gender equality should first be instilled in students, and the most important thing is to help college students better understand themselves and enhance their employability in order to further improve the situation. Citizens are responsible for achieving gender equality, but businesses and governments should also collaborate toward this end. Because this can better promote the stable

development of society and is also conducive to the development of gender culture and the efficient allocation of social human resources. In China, individuals engage in ideal jobs, allow their ability to work to be reflected, and increase their employment confidence. In instruction or. Different industries. This is not only a form of respect for women, but also a demonstration of contributions and efforts toward the improvement of society. Citizens are responsible for achieving gender equality, but businesses and governments should also collaborate toward this end. Because this can better promote the stable development of society and is also conducive to the development of gender culture and the efficient allocation of social human resources. In China, individuals engage in ideal jobs, allow their ability to work to be reflected, and increase their employment confidence. In instruction or. Other industries. This is not only a form of respect for women, but also a demonstration of contributions and efforts toward the improvement of society.

China and Global Issues in the 20th U.S. Presidential Election, Section 20, 2021, Draft Amendment to the Law of the People's Republic of China on the Protection of the Rights and Interests of Women. U.S. Presidential Elections: A Report from the Commission on Presidential Elections, U.S. Presidential Elections: A Report from the Commission on Presidential Elections, This report covers the 2016 U.S. presidential election [4].

During the public comment period, over 320,000 comments and suggestions were submitted. There are currently 61 articles in the Law for the Protection of Women's Rights and Interests. There were 48 changes made to the original articles, with one being removed and 24 being added [5]. This has the same impact as creating brand new legislation.

An expanded definition of "discrimination against women" is proposed, as are clarifications regarding the specific circumstances under which gender discrimination in the workplace occurs, and expanded responsibilities for various parties involved in sexual harassment in the workplace and on campus. The proposed change expands on what is meant by "discrimination against women," makes clearer the circumstances under which such bias can occur in the workplace, and specifies the roles and responsibilities of various parties involved in sexual harassment cases in the workplace and on campus. It's a reaction to many of the everyday difficulties that women experience. The law exists as a solution to many of the issues that women face. The term "concretization" describes the most significant change brought by the new version of the Law for the Protection of Women's Rights and Interests. Costs associated with interpreting the law are reduced, and more leniency is provided in comparison to the current legal framework. As a result, the results of applications are more fair and consistent, and the cost of interpretation is reduced in comparison to the current law. The draft revision includes clear and specific provisions on measures to prevent and stop sexual harassment, such as the creation of anti-harassment rules and regulations, the identification of responsible institutions or individuals, and the introduction of educational and training programs. The most common types of sexual harassment are categorized and defined in the proposed changes. The proposed change also specifies that "the procuratorial organs may make procuratorial suggestions or bring lawsuits" if "the relevant units fail to take reasonable measures to prevent and stop sexual harassment, infringe upon the legitimate rights and interests of women, and cause major public damage." Noteworthy, the proposed amendment changed the current law from "The State guarantees equal personal rights of men and women" to "The State guarantees equal personal rights of men and women" and made it illegal to violate a woman's right to life and health by subjecting her to ill treatment, abandonment, or mutilation [6]. Abuse, abandonment, and mutilation were already prohibited; now, "all other acts that violate women's right to life and health" are as well, and the draft amendment specifically includes "mental manipulation" in the category of violation of women's rights and interests. The amendment draft seeks to protect women's mental and physical health by prohibiting and punishing non-violent acts such as brainwashing, domestication, and psychological manipulation.

## 6. Conclusion

Despite the fact that China's laws and regulations prohibit employment discrimination and gender discrimination and provide some protection for women's employment fairness, gender discrimination is still prohibited in the process of implementation, so government oversight and management play a crucial role. Create a favorable employment environment

Under the conditions of a market economy, businesses seek to maximize profits, and as "rational people," they want to increase the proportion of female workers. Consequently, they can request that the government establish clear regulations on the proportion of female employment in various industries and provide appropriate tax incentives to employers who hire more women. To encourage enterprises that employ more women to employ more women and provide them with a relatively fair employment environment and employment opportunities, the government should provide appropriate tax incentives to minimize the economic losses of enterprises that employ more women.

Strictly enforce national employment-related laws and regulations to eliminate gender discrimination; this will not only establish a positive social image for businesses, but will also improve employee cohesion and foster a positive corporate culture.

The concept of "male superiority over female, male dominance over female, and women's lack of talent as a virtue" must be altered. To enhance their employment competitiveness, women should take the initiative to enhance their abilities and professional quality and develop vocational skills. To improve the ability of female job seekers to choose a career, we should adapt and update our skills as much as possible to keep up with the ever-changing environment and market.

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