

The Lower Income Level of Chinese Females in Offices

—The Case of the Financial Industry in Beijing and Shanghai

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Abstract: This paper elaborates on the intrinsic impacts of several factors on the gender treatment gap. We further announce that factors such as traditional culture, family, personal characteristics, and legislation make a difference in the gender wage gap. Moreover, time-honored Chinese culture, like patriarchy, plays a vital role in forming the gender gap. Also, our statistical results illustrate that the regional difference among the financial industries of Beijing and Shanghai determine the extent of the gender gap, and variations in the added value of economic drives and labor force are the most influential factors. Thus, we conclude that regional discrepancy exists in China, and the significant indicators vary in distinct geographical areas. Besides, it is still worthwhile to explore regional sexual inequality in developing regions, and the impacts of determinants exclude the economy and education.

Keywords: gender gap, workplace, patriarchal, regional difference

1. Introduction

The proportion of Chinese females working in the financial industry increased sharply in the past few decades. But the amount of female senior managers and the income level can't reach the standard of males. In figure 1, women's salaries increased and reached the top of 120,602 in 2021. But the average income gap stays at a steady level; wages of women are approximately two-thirds of that of men from 2017 and 2021. According to figure 2, the proportion of female executives is only 16% and male executives' percentage account for 84%. The gender gap in financial industries reduced slightly in these years, but the overall gender treatment retains significant differences.

Different factors, including education choices, work experience, job, and industry preferences, employment breaks, stereotypes, historical background, and others, cause gender issues. In long-established cultural contexts, sex categorization in the financial sector might start from education. "Parents have higher educational expectations for boys than for girls" [1]. According to the data on absenteeism rates of Chinese children aged 7-15 years of Li & Tsang's paper, the ratio of girls was much higher than that of boys in three counties of four, the average rate for girls was 6.67%, and that of boys was just 1.67% [1]. Despite the economic burden, many households are eager to borrow money from banks or relatives to support their children's education [1]. Parents usually give priority to boys to continue their studies. But asserted by the America Glass ceiling committee, the number of women with graduate degrees surpassed that of men, but women's wages were only 72% of men

at the same level in 2005 [2]. Inequality occurs from education to the workplace; a small proportion of female participants in the financial industry can exemplify this. Fox revealed that over 50% assume females are afraid of taking management positions in finance, and women have to struggle with extra challenges in work [3]. Job promotions of financial women are usually interrupted by normative impediments; senior executives in financial industries acquiesced norms and follow their industrial autonomy, competence, and traditional customs may play a role [4]. Due to the industrial model, Usmanova reported that women at the highest level could still not earn the same amount as men in bank sectors even encountering a Great recession [5]. Besides, Finance is a specific intellectual and capital-intensive financial industry [2]. It has strict demands for each profession; it is considered that females will be overwhelmed by the overloaded work due to family stress. So there is less trust in women to be competent in finance work. Thus, the combination of culture and occupational norms in the financial industry hinders women from top-level management.

Nevertheless, these previous studies primarily focused on the general influencing factors, especially cultural background and occupational blocks. But there is limited research focusing on the career gender gap between regions under the same culture. This paper explores the regional significance of females less represented in the old board and emphasizes shared factors that lead to sexual discrimination.

It is acknowledged that the income level and the ratio at distinct levels of men and women are appropriate reflections of the significance of the gender chasm. China is a diverse country in all aspects of multiple nations and time-honored history; the gender pay gap may vary from developed regions to underdeveloped regions. "Women earn more than men in regions with a weak local economic structure and the absence of large firms providing well-paid manufacturing jobs" [6]. In this regard, Beijing and Shanghai are the best options to obtain accurate results, which are both economically developed cities in the People's Republic of China (PRC) (hereafter China), their developing paces in finance always get ahead of others, their strong industrial bases attract several financial companies with a full range of disciplines and official institutions. Urban residents are well-educated, with quality individual literacy in daily life and work. Thus, the difference in the subdivision of regional customs, degree of openness, and other factors will help us figure out the discrepancy among certain parts of China.

To answer these questions, this research adopts an internet search. All information that supports the search is drawn from open sources. After searching academic databases "Zhi net" and "Google scholar," exhaustive databases include all kinds of articles, journals, and newspapers; I used the keywords "gender gap," "workplace," and "income." Also, I did an online search by using the exact words. Meanwhile, I obtained average income levels and the percentage of women in the senior business class in Beijing and Shanghai during 2017 and 2021. The data was accessed from the Beijing and Shanghai Municipal Bureau of Statistics; official websites focus on statistics of all fields.

On the other hand, the official sources mainly reflect the overall level of financial industries; authorities are transparent in diluting the impacts of gender discrimination. It is hard to find direct data about the gender gap, so we also adopt partial information from reports of an administrative job-hunting website to display the sexual difference.

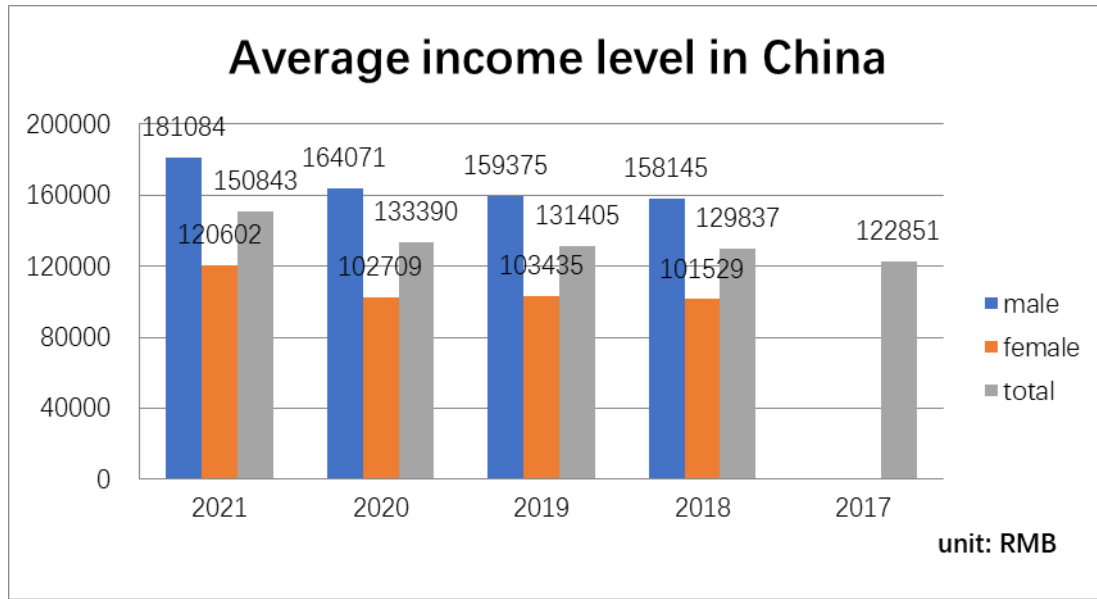


Figure 1: Average income level among men and women in financial industries of China between 2017 and 2021. Source: China National Bureau of Statistics; China Gender Pay Gap Report, 2017-2021.

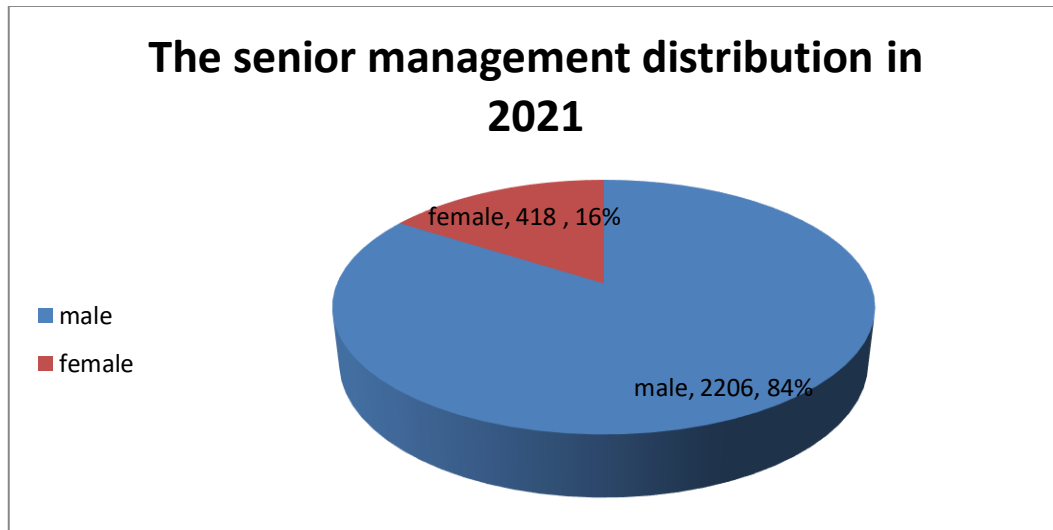


Figure 2: The senior management distribution of the Chinese financial industry in 2021. Source: China Banking Association; Securities Association of China.

2. Various Reasons Behind the Gender Inequality

2.1. The Concept of Patriarchal

Chinese traditional male-dominated society derives sexual prejudice. Patriarchal poisoned civil beliefs for many generations. We suppose that the correction to such a discriminatory view may be necessary to achieve women's equality in modern China. In 2013, Andersen, Ertac, Gneezy, List & Mixmiano found that men are more competitive in their careers due to nature, nurture, or both. And they proposed “an important question in understanding the sources of the gender gap in competitiveness is at what stage the difference first arises and whether this interacts with the socialization process” [7]. This correlates with the relationship between gender differences and the nature of society. In a patriarchal society, humanity obeys unique evolutionary rules. Some residents

instinctively regard men are superior to women. That is the same in a matrilineal society.

Furthermore, Huang and Ham claimed that social thought and Chinese conventional family notions affected the percentage of Chinese females in senior management [2]. “When their educational level, marital status, age, work experience, and other personal characteristics variables are the same as those of men, the possibility of women gaining power is still significantly lower than that of men” [8]. Although the government advocates gender equality, inequality exists between men and women in the workplace. Patriarchal seems like a passive rule in modern China. Female talents have more restrictions in their fields, which are not concerned with capacities. Gender differences, in most cases, purely cause it. The patriarchal has existed for a long time throughout Chinese history, which only attaches importance to the right of men and suppresses the social position of women. This sexual prejudice in the patriarchal society leads to isolation between specific occupations [9].

According to Greenhalgh's articles, the sex ratio at birth in China climbed from 108.5 boys per 100 girls in 1982 to 118 in 2011 [10]. The difference in the number of births between genders indicates that simple Chinese families prefer boys. Gender discrimination practically exists at birth for females, particularly in rural or remote areas [10]. Grassroots managements play a minor role in policy execution; older persons with high status in a patriarchal clan will determine the newborn selection. Therefore, the Patriarchal is hard to remove due to mature authorities established by people with deep-rooted patriarchal ideology.

But the empirical tendency of sexual prejudice will be weakened by women's increasing age and social identity. Superficial discrimination may disappear on the surface. But men control a majority of influential posts, they have more trust in persons with similar characteristics, and the primary is gender. The patriarchal strength makes men confident in front of outstanding women, even incompetent persons. Anderson & Tomaskovic-Devey's survey pointed out that the power of patriarchy influences gender inequality socially, and occupational segregation and gender composition are predominant causes of inequality [11]. And the follow-up contexts, such as job specialization and experiences, will exaggerate the gap, and patriarchal thought from executives forces men to complete complex work; it accidentally forms a vicious circle. Thus, women's monthly income is only 64 percent by contrast with men, and the minimum is 51 percent in specific jobs [11]. The stereotype still interrupts labor force markets and practical business. Hence, the time-honored cultural background is the main factor, its implicit power troubles professional women in financial industries.

2.2. Different Family Payments of Men and Women

In Japan, Kato, Kawaguchi & Owan indicated that working hours are related to their wage grades, and women will get a higher income if they have fewer family payments [12]. “We find 19% and 28% gender pay differences among unmarried employees and married ones, after controlling for basic human capital variables” [12]. Women demonstrated a more significant role as wage earners; they are capable of commencing men's functions; their contributions are competitive with men's in contemporary life. But the fixed family structure is not updated with current changes; families contradict with subversive roles of females, which endure women's attachments to families. Furthermore, the competitive environment may be loose if women dominate a department or industry; the household burden for women would be smaller than in a male-dominated organization [13]. Typically, females undertake massive family affairs; males are responsible for acquiring money. There has been a transparent division of labor since our ancestors. The balance between genders supports the forward of Chinese notions. Since the social transformation in past decades in China, the classic family notions are outdated, but households and women haven't reached a consensus about the rebalance of family investment.

Family staffs have categorical types; spouses, parents and children are commonly relevant to

family conflicts. In the investigation of work-family contradictions in Singapore, Aryee asserted that married women experience three forms of competition [14]. The exact circumstances happen in other East Asia countries, including China; the difference in family payments usually depends on their marriage situations, and multiple pressures from all aspects make time management inefficient for women. “Role stressors explained the most variance in job-spouse and job-homemaker conflicts while task characteristics explained the most variance in job-parent conflicts” [14]. Women suffer from daily role switching as a communal consensus; their energy is confined to being homemakers, mothers, or wives, while men could take it for granted that they are free of the household. But conflicts have maintained a modest level since the decline of authoritative male identities. Women of lower breadwinner status prefer conventional family notions, men with lower earnings regard their family roles, and men and women both forward egalitarianism without limitations of traditional concepts [15]. In Table 1, the household contribution of men is considerably lower than that of women. In Beijing and Shanghai, males and females engaged actively in families, males merely paid 83 minutes and 37mins in 2008, respectively, but the figures grew to 110 minutes and 57 minutes in 2018. Their contributions are significantly lower than women's. Females spent 191 minutes and 102 minutes in 2008, which increased to 228 minutes and 116 minutes in 2018. Hence, it declares that the family pay gap between men and women remain in modern Chinese society, but localized shifts in breadwinner status cause an innovative gender ideology; both males and females seek equality in family investments, and male also attach importance to the family. Women's higher earner status makes them capable of forcing the gender gap closure in families.

Table 1: Residents' household labor time in Beijing and Shanghai unit: min. (Source: Beijing Municipal Bureau of Statistics; Shanghai Municipal Bureau of Statistics).

Year/Gender	2008	2018
Males in Beijing	83	110
Males in Shanghai	37	57
Females in Beijing	191	228
Females in Shanghai	102	116

2.3. Female Unique Characteristics

Females' psychological characteristics broaden the gender gap in the workplace, and Chinese legal regulations are hard to eliminate the gap [16]. In a German study, “Focusing on creative, highly skilled jobs, female inventors represent only 4.2% of total inventors, and they earn about 14% less than their male peers, but contribute to the development of high-quality inventions as much as men do” [17]. The dynamic personality of women makes employers tough to arrange challenging events for them. Gender inequality seems hard to be defeated in a variety of professions.

There are several significant factors to the characteristics of women, such as age, marriage, and personality. Females similarly possess effective characteristics in achieving career success; specific trait difference between women and men exists, *and* psychological traits will determine their occupational options [18]. Carefulness and risk aversion are widely regarded as common traits of women. Sexton and Bowman-Upton reported that females are lower than males on the energy level and risk-taking scale [18]. These features are pretty essential to finance employees. They have to struggle for gains and losses in frequent transactions, which demand them to be energetic and have higher risk tolerance.

On the other hand, “Significantly higher scores for the females were found for the scales of autonomy and change” [18]. Financial works are generally repetitive and urgent, and self-motivation and transition seem less vital in dealing with events. As noted in the results of Schein, managers

commonly possess characteristics that attribute to men [19]. Moreover, “women have to accept stereotypical male characteristics as a basis for management success may be a necessity for the woman seeking to achieve in the current organizational climate” [19]. About be a woman is a privilege for the early years of financial women. Male characteristics are likely to be requisite in accomplishing tasks. It is suggested that unique female traits hinder career promotion; sex role stereotypes in financial industries inhibit female characteristics. Unquestionable male characteristics force women to become masculine.

2.4. Legal Neglect

The official laws guaranteeing female rights became substantial in the Qing dynasty. But legal approaches published in later centuries overlooked female interest and evolved into abnormal traditions. Situations have been improved since the settlement of the PRC. “Rights are implemented according to current Chinese policy and are not derived from any universal theory of natural rights” [20]. The communist government gives priority to equality among different classes. They advocate women’s liberation campaign; Mao Zedong, a famous politician and the former director of the Communist Party of China (CPC) has said that “women hold up half of the world.” Therefore, “the PRC undertook to [legislate] a new socialist morality” [21]. The author observed the similarity between Qing laws and the PRC laws and informed their compromises for the desires of women's protection.

However, the exercise of rights for women, like gender equality, which is listed in published laws, should sacrifice for the interests of families, society, or other organizational groups [20]. Therefore, such formal rights can be ignored in vital situations. The freedom of taking rights will depend on the authority. Nominally, Protections for women's rights can be conveniently executed, but different levels of legal agencies restrict women's rights with conflicts between groups and individuals. Although the Labor Protection Regulations (1988) and the Labor Law (1994) were published, these regulations initially aimed at addressing reasonable requests of female workers, and such extreme protections for women became legal discrimination in practices [20]. Enterprises may take advantage of benefits for women to clarify the status of men and women. Also, When the PRC government promulgated Law Protecting Women's Rights and Interests (1992), Bulger reviewed that it ideally implied a unique official expression for women. And it indeed facilitated gender equality, prohibiting excuses like “pregnancy, maternity leave, or lactation” [20]. But exceptional circumstances mentioned in it give opportunities to employers with immoral motives and ambiguous explanations like “unfit” and “unsuitable” lack of practical utility. According to these examples, given laws only announced specific provisions to protect women but overlooked executive implements and operational mechanisms. These principles are inefficient in dealing with women's problems, which are more likely to be suggestions rather than compulsory guidelines. We summarize that the gender gap will not be eradicated with the assistance of laws; inherent prejudices in male-dominated society impede progress legally. Official regulations partially play the opposite role in exaggerating gender discrimination.

3. The Nature of Sexual Divergence and Its Applications in the Modern Authority

3.1. Sources

The gender gap has a long-established history since ancient China. Initially, females have priority to make decisions about important stuff at an early age because they donate more resources to the survival of all memberships. Governing roles have changed since humans, and the usage of fire invented fundamental tools. Females were forced to take secondary duties, and males’ physical utility made significant contributions in primary productive sectors; they naturally supervised leading

positions and authorized feudal dynasties like the Xia dynasty, the first hereditary dynasty recorded in Chinese history books. Instead, a Male-dominated society gradually replaced the female-dominated one. Confucian Morality became the popular style in the Qing dynasty, which “advocated li, or moral suasion by rites” [21]. And Ruskola noted that gender equality is still positive through the example of marriage, marriage has no actual restrictions from laws, and family represents the informal law regulations to restrain behaviors of males from protecting females’ legitimate equity [21]. Afterward, Emperors misconstrued the notions of Confucianism since the Western Han dynasty, “The original Confucian indifference to women eventually evolved into an attitude that has been characterized as a misogynist” [21]. The sexual prejudice became severe: authority deprived women’s freedom of life, and they seemed like male slaves for sex. These codes of ethics with educational effects eventually suffered from an alternation into ideological weapons of rulers. The establishment of the PRC in 1949 ushered a new situation. The combination of communist law with Confucian morality has attenuated the contradictions of different classes [21]. The combined laws provide equal rights to women in employment. However, the gender difference persists for thousands of years; equality stays in form. Chinese youth have become more independent in challenging remaining inequalities and flawed law systems since the comprehensive reform in 1979; accompanying western beliefs, young residents pressed the government to efficiently implement and revolutionize current laws to adapt to women’s desires [20].

3.2. Applications

Sexual discrimination endures in residents’ minds in modern society. Robinson confirmed that the impact of minimum salary on the treatment gap differentiates between regions; women will relatively narrow the gender pay gap if they are the more significant proportion of low-paid staff [22]. Territorial gender variations are apparent without the controlling factor and remain a common feature: women are excessively represented at the bottom of income distributions, despite temporary and permanent jobs. Individuals are generally open-minded and independent on most occasions; ingrained feudal remnants will display unconsciously when competing with female colleagues. Legal and social changes lag behind women's discrimination [20]; these cases significantly compromise between ancient concepts and national policies.

Analyzing the annual average wages data of financial industries in Beijing and Shanghai, this phenomenon is also significant when compared with the cite by Robinson [20]; as described in figure 3 and 4, the overall average salary of the financial industry in Beijing stabilized at around 260,000 while wages of the financial sector in Shanghai expanded from about 250,000 in 2017 to 330,000 in 2021. Still, the treatment gap between males and females in Beijing has reduced from nearly 62,000 to 50,000. Besides, the treatment gap during this period in Shanghai was even narrower than that of Beijing; its differences declined from approximately 54,000 to 45,000. Though the statistical description presents an overall shrinking tendency among the gap, it is still evident that the sexual treatment gap between Beijing and Shanghai in the financial industry is still broad; financial professions in Shanghai enjoyed relatively more equal treatment. Governors in Beijing make tremendous efforts to pursue equality; we could conclude that improving the acceptance of females needs a long period since the conventional industrial barrier.

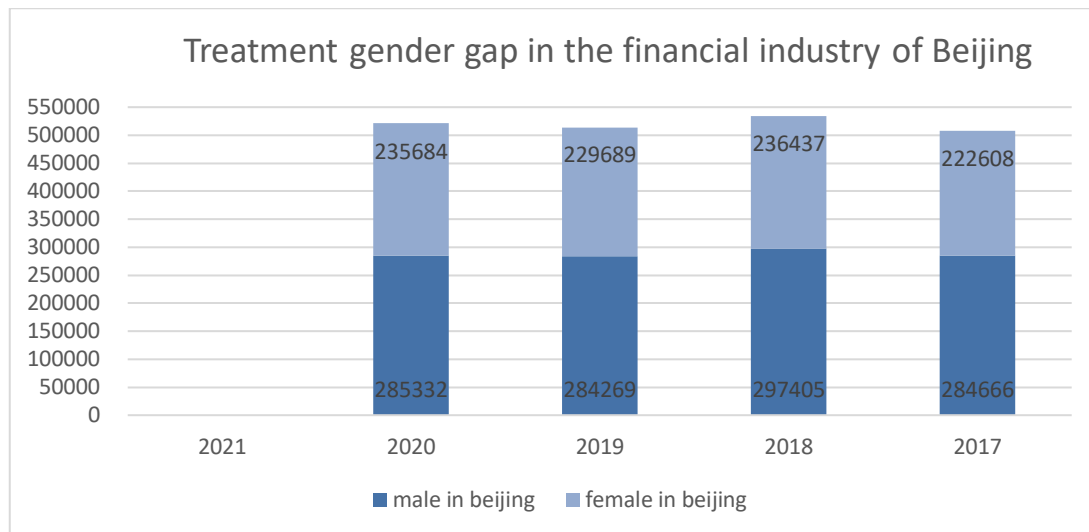


Figure 3: Treatment gender gap in the financial industry of Beijing from 2017 to 2021. Source: China National Bureau of Statistics; Beijing National Bureau of Statistics.

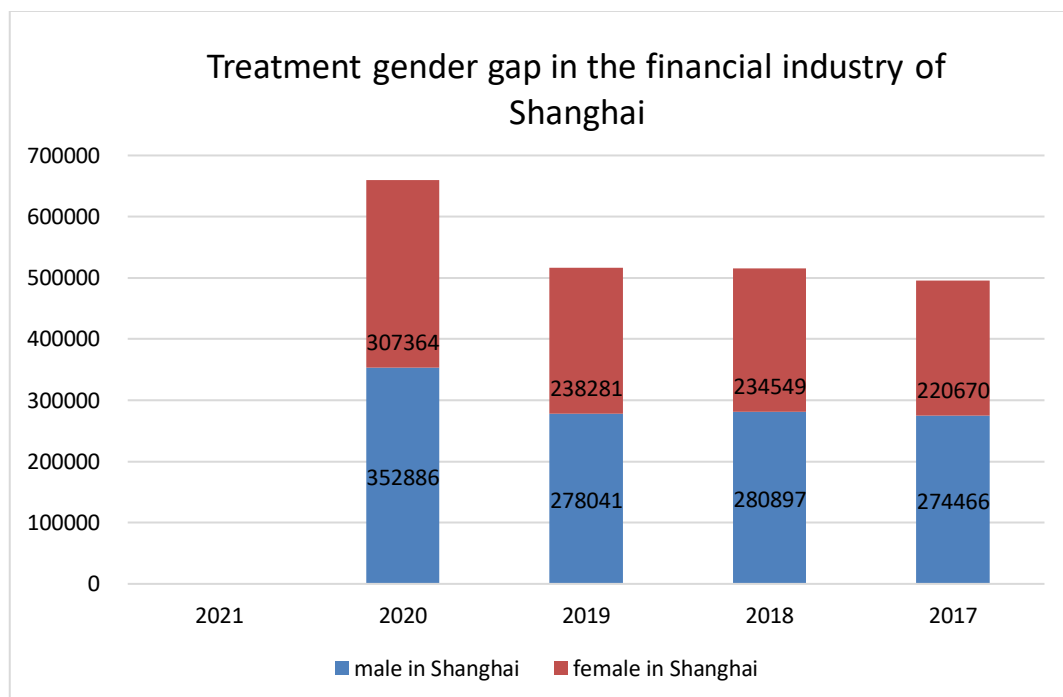


Figure 4: Treatment gender gap in the financial industry of Beijing from 2017 to 2021. Source: China National Bureau of Statistics; Shanghai National Bureau of Statistics.

4. How Regional Diversity Influences the Degree of the Gender Gap in the Workplace

4.1. Background

Chinese long-established male society generates gender prejudice. The significance of the gender gap will be various in distinct regions. So different territorial areas may have subtle distinctions in the gender gap of treatment. And this can be reflected in the income gap between men and women. Especially Beijing and Shanghai, two developed cities with completely diverse customs, lifestyles, and thoughts. But they have comparable economic levels.

After observing sexual separation across the proportion of senior executives and their average wages, it is claimed that the distinction remains in our data. And it is customarily recognized that Shanghai has a narrower gap than that Beijing. Different cultural notions of the two cities and the opening degree will become significant aspects. The typically conventional cities like Beijing familiarly preserve and inherit more traditions; most follow ancient rules and hold specific activities, hardly changed. However, cities that opened abroad, like Shanghai, have an open view of other cultures and a tolerant attitude toward novel objects and accept them in rapid progress. Citizens have a greater frequency in adapting popularity to achieve ambitions. Notably, the pursuit of profit and efficiency are their personalities.

4.2. Reasons

Innovation and revolution predominantly originate from cities with geographical advantages and opening conditions. The historical reason must be vital. Ancient governments emphasized the economic development of specific regions. From the 19th century to modern times, imperialist aggression and rulers' reforms stimulated its boost, and advanced technologies and sorts of the mature system, including the financial system, were brought to China. Forced-to-open towns gained benefits from it.

Moreover, most of these geographical areas are along the coast, with abundant natural resources and better developing environments. These conditions guarantee sustainable progress. "Regional financial development has a significant positive association with regional economic development" [23]. Thus, residents' perspectives in these districts are entirely different from others.

Historical events and policies will help shape the differential sectional gender gap [24]. Territorial Diversity began from social changes such as reforms or the founding of regimes. It leads that beliefs and values of crowds vary with evolving historical and cultural circumstances, thereby revealing essential variations in behavior and thought" [24]. Time-honored norms gradually formed as regional features,

4.3. Impacts

The variation in the level of the gender pay gap reflects the difference in the local economy. The study results demonstrate that the average salary gap between genders is continuously smaller than in Beijing. According to Table 2, our research selects regional factors such as GDP and labor force differences to investigate the relationship between areas and the gender gap. The GDP difference was transparent; amounts in Shanghai were about 300 billion larger than in Beijing from 2017 to 2021. But Beijing contains more equality in educational level and labor force. However, added values in financial industries were frequently changed between the two cities; the count of Shanghai surpassed that in Beijing in 2020. It is presumed that those developed cities will perform their regional advantages in various domains, and influences on the gender gap might be similar. To investigate the gender pay gap among young full-time workers in western Germany from 1975 to 2004, the payment difference declined in both developed and developing districts. However, empirical results explained that such a pay gap is still notable and 10 percent more prominent in rural areas [25]. Likewise, table 3 marks that these regional factors correlate considerably with the gender gap. The labor force is the most potent factor; its coefficient is -0.967. Its regional significance hurts diminishing the gap. And the increasing value of financial industries has a meaningful positive effect, which has a 94.26% correlation. Thus, regional significance existed worldwide, including in China, with substantial differences in cultures in distinct geographical areas. And the disparity in the distribution of labor force and industrial development across regions played a prime role in removing the treatment inequality.

The study announces that the gender treatment gap can't immediately disappear in occupations, but highly developed cities' beneficial conditions will speed narrow the gap. The significance of abstracting female talents and their natures boosts industrial advancement, forming a delicate financial improvement cycle. As a consequence, consistent efforts to gender fairness will provide feedback to regional progress entirely. The tendency for gender equality precisely conforms to women's elementary rights, and conflicts among genders are eased. Hence, our analyses indicate that the sexual problem has been partially solved in two metropolises; policymakers and enterprises attempt to recover office cracks.

Table 2: Regional gap among different elements between Shanghai and Beijing. Source: China National Bureau of Statistics unit: 100 million.

year	GDP	Sexual educational level	Labor force	Added value in financial industries
2021	2945.3	-	-	369.6
2020	3020	-	-	159.1
2019	2542.5	1.32%	3.01%	-9
2018	2905.8	5.83%	3.82%	-49.4
2017	3042	1.13%	0.43%	34.9

Table 3 The relationship between the gender gap and regional differences between Beijing and Shanghai. Source: China National Bureau of Statistics.

	Gender	GDP	Education	Labor	Added value
Gender	1.0000				
GDP	0.7221	1.0000			
	0.2779				
Education	-0.6411	0.0575	1.0000		
	0.5569	0.9634			
Labor	-0.9670	-0.5309	0.8155	1.0000	
	0.1640	0.6437	0.3929		
Added value	0.9426	0.3516	-0.9399	-0.9641	1.0000
	0.0574	0.5618	0.2218	0.1711	

5. Conclusion

The time-honored cultural background and discriminatory gender prospects affect the gender gap [2,7]. The educational level is not essential to gender issues [1]. We further confirm that patrilineal values significantly impact conventional ideology under Confucianism. Moreover, the product of ancient civilizations enacted as a hidden form to continue in contemporary society, the workplace still prefers to give priority to males as an informal principle, with the guise of gender inequality. Furthermore, it induces gender isolation and occupational segregation [9,11]. Our analysis deduces that the treatment gender gap is hardly eliminated in the short term.

When it comes to the gender difference in the family, our findings illustrate that abnormal family payment structures remain in modern society, but shifts in breadwinner status cause an innovative

gender ideology; More females occupy leading financial positions in their families, cumbersome businesses that women carry oblige both males and females to seek for the equality in family investments. Thereby higher earner status of women makes them capable of forcing the gender gap closure. Nevertheless, female proprietary traits will be barriers to career promotion and earnings; employers are almost males in financial domains, so emotional attitudes, depressed risk tolerance, autonomy, and flexible minds will not be recognized [18]. The results declare that sex role stereotypes in financial industries inhibit female characteristics, and authoritative male factors force women to become masculine. Also, previous research has exemplified legal negligence correlates to gender breach. Its study proves that PRC laws spotlight female egalitarianism and the laws of the Qing dynasty. But judicial practices are quickly taken advantage of by people with patrilineal mindsets. Legal provisions, in theory applicable, are feeble when facing authentic scenes. Written equality genuinely becomes a kind of equality. Therefore, our research also strongly substantiates gender gap will not be eradicated with the assistance of laws; inherent prejudices in male-dominated society impede progress legally. Official regulations partially play the opposite role in exaggerating gender discrimination.

The sexual difference sustains robust vitality in industries. In cases in financial sectors, equitable trends of treatment between genders are unavoidable. Still, the maintenance at a comparably high level announces that improving the acceptance of females needs an extended period because of the conventional industrial barrier. Primarily regional significance play a unique role in discovering the differential gender gap. The analysis suggests that regional diversity exists in China, and clear indicators like Gross Domestic Product (GDP) and public literacy vary in distinct geographical areas. Citing cases in the previous text, the empirical results have convinced that the gender gap between Beijing and Shanghai in the financial industry is still broad. Their discrepancy in statistical indexes, especially policy and economy that are relevant to the extents of gender variations, correlation coefficients justified that the distinction of GDP and instructional levels of residents between Beijing and Shanghai strongly correlate with the degree of the treatment gender gap in financial industries.

Although we have further demonstrated the effects of prime factors on the gender gap in workplaces and figured out its regional significance among developed Chinese cities, the limitations of authoritative data make it tough to reach a real general relationship. Future studies may emphasize the regional differences among remote districts of China. It is suggested that their focus should alter to religious traditions or other cultural conventions. Furthermore, the comparison of regional significance between developing and developed areas will assist us in better understanding the correlation between the gender gap and the influence of various territorial factors.

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