The Existence and Influence of Gender Employment Discrimination in the China's Labor Market

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Abstract—Gender discrimination in human resource management refers to decision-making processes related to employment, evaluation, promotion, and salary that are based on physiological and social gender attributes rather than individual qualifications and work performance, particularly discriminating against female employees. Currently, China's labor market is undergoing comprehensive development and continuous improvement. One of the most prominent issues in this market is the presence of gender-based employment discrimination. This discrimination negatively impacts the normal operation of the labor market. Therefore, it is both necessary and urgent to conduct a systematic theoretical study on this issue.

Keywords—gender discrimination, China's labor market, gender wage difference

I. INTRODUCTION

According to a 2017 survey conducted by Zhaopin on the current situation of Chinese women in the workplace, 128,576 young workers in China were surveyed. The results indicated that 22% of women believe gender discrimination in employment is serious, 59% believe there is general gender discrimination, and only 2% believe there is no gender discrimination at all (Zhao, 2017). Similarly, the Global Gender Gap Index 2023, released by the World Economic Forum, ranked Iceland as the country offering the most gender equality with a score of 0.91, while China scored 0.67. This places China near the bottom globally regarding gender equality. These data highlight the severe gender discrimination in China's labor market. Women facing such discrimination often experience pressure, low morale, and a lack of passion and motivation, which not only damages their self-confidence and increases prejudice against them but also negatively affects their productivity. Thus, it is of great practical significance to identify and eliminate the causes of gender discrimination to better develop and display human potential. Theoretically, this can address the deficiencies in human resource research, enriching and enhancing the theoretical framework of human resource management, making it more diversified and systematic. Moreover, it is essential to safeguard women's rights to equal pay for equal work, ensure their legitimate interests, regulate social behavior, and stabilize social order.

Against such a backdrop, it is of great practical significance to study gender discrimination against women in China's employment sector and to seek ways to reduce or eliminate such discrimination.

II. THE CAUSES OF GENDER DISCRIMINATION IN FEMALE EMPLOYMENT

A. Historical Reasons

Social culture shapes people's ideas, and traditional concepts of gender discrimination continue to negatively impact the labor market. Over more than two thousand years of feudal society in China, the notion of male superiority has been deeply ingrained. Traditional beliefs, such as the "three obediences and four virtues" and "a woman without talent is virtuous," have shackled women, denying them social status and reducing them to childbearing tools. Women's housework has been valued only for its utility, not for its intrinsic worth. Due to their economic dependency, women have become victims in a male-dominated society, evidenced by the legal system of "recording Ding's giving farmland," the idea that women should not have private savings, the traditional roles of "men farming and women weaving," and the dehumanizing view of women in business. Gender inequality has persisted for thousands of years across various aspects of life. When the social division of labor introduces gender differences, surplus products emerge, leading to uneven distribution of wealth and labor surplus, which naturally results in gender discrimination in employment. To this day, many people still believe that women are best suited for family work and childbearing roles. They assume that women should occupy jobs with low demands, moderate salaries, and higher stability. However, jobs requiring special physical and mental attributes or those that are particularly challenging are deemed unsuitable for women. This type of gendered positioning hinders women's career choices and development (Liu, 2005).

Family care involves detailed classifications, and scholars have provided various definitions of its connotations. Caregiving includes direct activities such as spiritual and physical care, which can be further refined into daily tasks like food, clothing, housing, transportation, and emotional support, according to international literature on female economics (Dong, 2009). Family care, as the most significant component of caregiving, has inherent characteristics including high time costs for caregivers and limited social mobility for them. However, family care has particularities unique to the family context. In China, the concept of family is deeply traditional, with a pronounced gender division of labor. Women bear the majority of family care tasks, while men are more involved in labor market activities and less in family care duties. Despite societal progress and the increasing recognition of women's status in the workplace, women remain the primary caregivers at home. Consequently, women often simultaneously bear the responsibilities of

childbearing and family care, leading to a growing conflict between family obligations and work. This conflict is especially evident in the income levels of women.

B. Economic Reasons

With China's economic transition, especially after its accession to the WTO, employment has fully entered the market, and the state no longer engages in administrative assignments as before. From the perspective of maximizing interests, employing female workers is significantly more costly than employing male workers. According to economic principles, employers often avoid hiring women to evade the natural additional costs associated with female employees and to maintain a competitive advantage. Becker's theory of discrimination explains that these natural attachment costs—extra expenditures associated with employing women compared to men—are the fundamental reason why employers hesitate to hire women. In terms of "family work" and "labor cost," these costs include both women's labor and the inherent costs of their employment. In a market economy, only social labor, which is recognized and valued by the market, is considered legitimate (Zhang, 2000). Other forms of labor, such as childbearing, lack market value and do not generate profit in a market sense. However, this labor still consumes significant time and energy. Enterprises, focused on profit maximization, aim to acquire labor that can generate market value and are unwilling to incur the "gender loss" associated with non-market labor. Therefore, "rational" employers, after comparing the costs and benefits of hiring men versus women, tend to prefer male labor, considering it an economic choice.

C. Policy and Institutional Reasons

Imperfect policies also contribute to gender discrimination in employment. Although Chinese law stipulates that men and women enjoy equal employment rights, these regulations are often too general, lack strong enforceability, and are devoid of effective penalties. This makes it difficult for employers to face deterrents or consequences for discriminatory practices, as neither the administrative and civil liabilities nor the specific executive organs responsible for addressing employment discrimination are clearly defined. Especially with the shift towards a market economy, China's relevant policies and regulations have not been timely amended, exacerbating the difficulties women face in employment. For example, many important aspects and the scope of application of the "Regulations on Labor Protection of Female Workers," formulated in 1988, have not adapted to the current situation. Similarly, the "Law of the People's Republic of China on the Protection of Women's Rights and Interests" is no longer in line with contemporary requirements.

The current mechanisms for protecting women's rights are inadequate for contemporary needs. Traditionally, women's federations have relied on persuasion and education to safeguard women's rights, often operating in isolation and addressing issues with limited effectiveness. Their efforts, though well-intentioned, frequently fall short of solving practical problems comprehensively. Introducing a robust legal framework to address these issues could significantly improve the situation for women in the workplace. For instance, a law that mandates maternity leave wages to be borne by society or shared between society and enterprises could enhance women's employment status and reduce the burden on employers, thereby mitigating one of the key factors contributing to gender discrimination.

III. Research on the Countermeasures of Gender Discrimination in Female Employment

A. Strengthen the Construction of Gender Culture

The most fundamental way to eliminate gender discrimination is to change societal attitudes. We should cultivate a gender culture that promotes harmony and the common development of both sexes, fostering a sense of equality between men and women in the workplace. Within the family, responsibilities and housework should be equally shared by men and women. In the professional realm, both genders should have equal opportunities for employment, promotion, and training. Additionally, we can learn from the advanced experiences of other countries to accelerate the development of an advanced gender culture.

B. Encourage Enterprises to Hire Women

The reason of gender discrimination in recruitment is the physiological factor of female childbirth and the corresponding problems brought about by it. Pay wages on time and can't terminate the labor contract with employees, which causes "gender loss" to the company. Profit is the ultimate goal for enterprises, so they are generally reluctant to incur additional costs. Therefore, one effective way to encourage businesses to hire women is for society or the state to establish special institutions or organizations that can support enterprises by covering or sharing the costs associated with women's childbearing periods. By alleviating employers' concerns about these costs, such measures could help increase employment opportunities for women.

C. Improve the Legal System

To effectively protect women's legitimate rights and ensure their equal status with men in the workplace, establishing detailed and clear legal protections is crucial. Clear criteria for identifying and judging gender discrimination should be set to maintain a balanced employment market and prevent enterprises or employers from exploiting loopholes. Additionally, establishing special institutions to monitor and manage gender discrimination can help ensure compliance and address issues as they arise. On the one hand, the corresponding laws can be constructed to punish the employers' gender discrimination in recruitment. On the other hand, women who receive unfair treatment are given legal rights to protect their own interests. It is also necessary to strengthen law enforcement, make sure that violations of the law will be punished, and enterprises that have gender discrimination should not be tolerated.

D. Set a Female Role Model and Offer Training Opportunities

To achieve gender equality, it is essential to transform societal concepts. This requires improving women's self-awareness and overall capabilities. Women should set clear ideals and goals, and develop well-planned career strategies to enhance their knowledge and skills. Concurrently, vocational training should be strengthened, with enterprises

providing equal training opportunities for both male and female employees (Xiao & Chen, 2018). Women should seek and take part in on-the-job training and further education opportunities on their own, give full play to their own advantages, enhance the transformation of thinking, and actively enhance their professional quality and ability to enhance their competitiveness. Set up women's role models, improve their awareness and help them build their confidence in the workplace. Finally, to encourage women to start their own businesses, the state and society should give them corresponding help in the management of funds, technology and personnel. The employment rate and self-employment ability of women should be improved.

IV. METHODOLOGY

A. Research Approach

1) Comprehensive subject analysis

Comprehensive subject analysis methodology. as a result of gender discrimination involves multiple disciplines, similar to human resource management, law, economics, etc., this paper comprehensively applies the analytical ways and tools of human resource management, industrial economic science, law and different disciplines, to combine them in a diversified and economical approach.

2) Comparative analysis

Comparative analysis is one of the common methods to analyze problems in social sciences. This paper will use comparative analysis method to compare and analyze the provisions on gender discrimination in laws of different systems, for instance, the United States and the European Union.

3) Literature analysis

The literature reviewed in this study is divided into three main sections. First, current survey data on gender discrimination in the workplace is analyzed. Second, a theoretical analysis is conducted, with literature on gender discrimination being organized from an economic perspective. Finally, national policies and laws are examined, focusing on the protection of women's rights, the effectiveness of legal measures against gender discrimination, and the creation of an equitable work environment.

4) Empirical analysis

Gender discrimination in enterprise human resources management, this paper created a form survey, the aim is to are created specific, implicit gender discrimination from the Angle of empirical information, analysis the rationale and extent of gender discrimination from the angle of empirical information, and imply the direction for the proposal of legislation and enforcement. On the opposite hand, it additionally makes policy recommendations more focused, more targeted.

B. Research Contents

1) Analysis on Influencing Factors of employees' wages

Taking the average monthly income of employees as the dependent variable, gender, education background, working years, the nature of the unit and the scale of company as independent variables, this paper explores the influence degree of each factor.

2) Compare the differences of influencing factors

This paper compares the degree differences between male and female wage influencing factors, and explores the reasons for the difference in the degree of influence of each factor on the gender.

3) The model verifies whether there is discrimination in gender wage difference

This paper uses Oaxaca model to decompose the gender wage difference of employees. The difference includes the interpretable part and the unexplained part, and tests the proportion of each part.

C. Ethical Considerations

Ethical considerations regarding anonymity, privacy, and confidentiality were addressed before data collection. Prior to completing the questionnaire, participants were asked to review terms related to voluntary participation and consent to the use of their data for verification purposes. The questionnaire included open-ended questions designed to elicit independent and voluntary responses. When questions pertained to personal information such as gender, age, or race, respondents were reminded of the importance of privacy. At the end of the survey, measures were ensured to protect and maintain the anonymity of all participants.

V. ANALYSIS OF GENDER INFLUENCING FACTORS AND DECOMPOSITION OF GENDER WAGE DIFFERENCE

A. Analysis of Gender Influencing Factors

The Ologit model used in this study analyzes the influencing factors of employees' wages from two levels. There are two models:

$$p(y \geq j/x) = \frac{1}{1 + \exp(-\alpha_j + \sum_{j=1}^{n} \beta_j x_i)} \quad \text{Model 1}$$

Among them: Y represents the average monthly wage level of young white-collar workers, j = 5, y = 1:2000 yuan or less, y = 2:2001–3000 (yuan), y = 3:3001–5000 (yuan),

Y = 4:5001–8000 (yuan), y = 5: > 8001 yuan, Xi is the i-th factor affecting employees.

I = 1, 2, 8, respectively: X1 = gender, X2 = age, X3 = household registration, X4 = years of education, X5 = working time, X6 = position status, X7 = unit size, and X8 = nature of the unit.

Model of factors influencing salary of male/female employees:

$$p(y \geq j/x) = \frac{1}{1 + \exp(-\alpha_j + \sum_{j=1}^{n} \beta_j x_i)} \quad \text{Model 2}$$

Among them: Y represents the average monthly wage level of employees, j = 5, y = 1:2000 yuan or less, y = 2:2001–3000 yuan, y = 3:3001–5000 yuan, y = 4:5001–8000 yuan, y = 5: > 8001 yuan, Xi is the i-th factor affecting male / female employees. I = 2, 3, 8, X2 = age, X3 = household registration, X4 = years of education, X5 = working time, X6 = position status, X7 = unit size, X8 = nature of the company.

The difference between the two models lies in their focus. Model 1 aims to explore the factors influencing employees' wages in general, while Model 2 specifically investigates and compares how these influencing factors differ between male and female employees, with gender being a key variable in understanding wage disparities.

H1: Gender is one of the important factors affecting employees' wages, and the wages of male employees are

higher than that of female employees.

H2: Age, years of education, working hours and unit size are the important factors affecting the wages of young white-collar workers, and the coefficient between them is positive and positive correlation.

H3: Status of permanent urban residence certificate and position status also have an impact on employees' wages. The average wages of employees from urban cities are higher than those from rural areas, while the average wages of dispatched employees are lower than that of regular employees.

H4: The nature of the unit has no effect on the salary of employees. No matter the government organs, public institutions and state-owned enterprises with strong state-owned nature and monopoly nature, or foreign-owned enterprises and private enterprises with weak state-owned and monopoly nature, there is no difference in employees' wages.

H5: Male employees and female employees have different values in different wage influencing factors, that is, the coefficient is different (Bian, 2010).

Table 1. Variable definition & assignment (Ologit Model)

Variable	Definition	Assignment
Y	Monthly wages	<2000 (yuan) =1, 2000-3000 (yuan) =2 3000–5001 (yuan) =3, 50001–8000 (yuan)=4
X1	Gender	Male=1, Female=0
X2	Age	21–34 years old
X3	Permanent urban residence certificate	Urban=1, Countryside=0
X4	Years of education	12–20 years
X5	Time of participating in work	0.5–21 years
X6	Position	Dispatched employee=1, Regular employee=0
X7	Scale of companies	< 20 =1, 20–100=2, 100–500=3, >500=4
X8	Kinds of companies	Government & State-owned enterprises=1 Foreign enterprises & Private enterprises=0

B. Decomposition of Gender Wage Difference

1) Hypothesis of gender wage difference model

Taking the monthly average salary Y of employees as the dependent variable Lnw, in line accordance with the Oaxaca-Blinder model, the model can be assumed as:

$$\ln \overline{W}_m - \ln \overline{W}_f = (\overline{X}_m - \overline{X}_f)\hat{\beta}_m + \overline{X}_f(\hat{\beta}_m - \hat{\beta}_f)$$

W_1, W_0 represents the monthly wage levels of male and female, x1 is gender, x1=1 is male, x=0 for female, $\overline{X}_1, \overline{X}_0$ for male workers and female personal characteristics, respectively. $\overline{X}_1 - \overline{X}_0$ is the part of wage difference caused by factors like age, working time, years of education, position, the scale of company and occupation nature (namely in the table x2, x4, x5, x6, x7, x8, x9), $\hat{\beta}_m - \hat{\beta}$ refers to the wage difference caused by the differences of the same personal characteristics. $(\overline{X}_m - \overline{X}_f)\hat{\beta}_m$ stands for the explainable parts, for instance, age, years of education, working hours, nature of the company and the scale of company.

The expression $\overline{X}_f(\hat{\beta}_m - \hat{\beta}_f)$ represents the unexplained part, that is, gender discrimination.

2) Variable assignment

In Oaxaca model, the dependent variable monthly average income uses logarithm, LNW, the wage interval involved in this study, y = 1 means the average monthly income is less than 2000 yuan, y = 2 is the average monthly income between

2001 and 3000 yuan, y = 3 is the average monthly income between 3001 and 5000 yuan, y = 4 is the average monthly income between 5001 and 8000 yuan, and y = 5 is the average monthly income above 8001 yuan. The purpose of logarithm is to eliminate the natural heteroscedasticity and reduce the volatility of data. It has the same effect to divide the income into grades (Oaxaca, 1973).

The average monthly income of employees is used as the dependent variable. The independent variables include age, years of education, working hours, position, company size, and company type, all of which are measured using the Ologit model. Additionally, a new variable representing occupational nature is included. Since occupational nature is a nominal variable and does not exhibit a hierarchical relationship, it is crucial that the independent variables in the Ologit model possess hierarchical significance. In contrast, the Oaxaca model does not impose such a requirement on the independent variables. Based on previous studies, adding the occupation type variable is deemed highly relevant for analyzing wage differences between male and female employees. Therefore, this variable is included in the analysis. The definitions and assignments of the variables used in this study are detailed in the following table.

Table 2. Variable definition and assignment

Variable	Definition	Assignment
Y	Monthly wages	<2000 (yuan) =1, 2000-3000 (yuan) =2 3000–5001 (yuan) =3, 50001–8000 (yuan)=4
X1	Gender	Male=1, Female=0
X2	Age	21–34 years old
X3	Permanent urban residence certificate	Urban=1, Countryside=0
X4	Years of education	12–20 years
X5	Time of participating in work	0.5–21 years
X6	Position	Dispatched employee=1, Regular employee=0
X7	Scale of companies	< 20 =1, 20–100=2, 100–500=3, >500=4
X8	Kinds of companies	Government & State-owned enterprises=1 Foreign enterprises & Private enterprises=0
X9	Nature of occupation	Production / Sales / Marketing = 1 Nature of occupation Finance / Administration / Human Resource = 3 Professionals = 4

From the above table, we can make out the results of the analysis of gender wage difference. According to Oaxaca blinder model, the decomposition formula of wage difference is:

$$\ln \overline{W}_m - \ln \overline{W}_f = (\overline{X}_m - \overline{X}_f)\hat{\beta}_m + \overline{X}_f(\hat{\beta}_m - \hat{\beta}_f)$$, and the difference caused by total difference personal characteristics = discrimination. 0.25 represents the total wage gap, scilicet, $\ln \overline{W}_m - \ln \overline{W}_f$, of which 0.063 or $(\overline{X}_m - \overline{X}_f)\hat{\beta}_m$ can be explained by the characteristics of human resources, accounting for 24.74% of the total wage difference, while the remaining 0.19, that is, $(\overline{X}_m - \overline{X}_f)$ =0.191117 is the unexplained part, and the discriminating part accounts for 75.26%.

The explainable parts of gender income differences include age, education years, working hours, company size and

company nature. The explanation of these factors has been explained in detail in the Ologit model. The influence of the nature of occupation on employees' income may come from the different wage levels of different positions. Production / sales marketing, technical personnel are usually the technical backbone and business backbone of the enterprise, and the salary level is usually high. The finance / administrative / human resource and other positions in the company are mostly auxiliary posts, and the wage level is relatively low. According to the survey, the number of women in this position significantly exceeds that of men. In contrast, men predominantly occupy roles with relatively high wages, such as technical research and development and business positions. Therefore, the nature of the occupation plays a crucial role in influencing the wage differences between male and female employees. Research indicates that industry has a greater impact on the overall wage gap than geographic region, suggesting the presence of industry-specific monopolies affecting wage disparities (Vinkenburg *et al.*, 2011).

VI. DATA ANALYSIS AND FINDINGS

A. Results of Thematic Analysis

Based on classical theories from population economics, gender economics, and labor economics, this paper incorporates variables such as gender, age, years of education, and position into a general equilibrium framework. Through logical reasoning and mathematical modeling, it aims to preliminarily validate the issue of gender discrimination within enterprises and provides a detailed analysis of the mechanisms through which these variables affect gender discrimination. The findings of this paper indicate that:

- Gender discrimination is evident in Chinese enterprises, with a notable wage gap between male and female employees attributable to gender differences. A significant portion of this wage disparity remains unexplained, which can be considered a manifestation of implicit discrimination.
- The explicable reasons for the wage difference between men and women include age, years of education, working time, unit size, unit nature and occupation.
- There is a significant wage disparity between men and women, with men generally earning higher wages than women.
- The relationship between wages and variables such as age, education, and work experience varies by gender. Generally, wages are positively correlated with age, education, and work experience, with older employees and those with higher education levels tending to earn more. However, age does not significantly impact the wages of female employees, and there is no discernible effect of age on the discretion of salaries. In contrast, age shows a positive correlation with wages among male employees, where older age tends to be associated with higher wages. Education also plays a role, with higher educational attainment correlating with higher wages. The impact of education on wages differs by gender; female employees with higher education levels tend to experience greater wage increases compared to their male counterparts. This disparity highlights the issue of differing returns on education for men and women. Work experience positively affects wages, with employees who have more years of experience

generally earning higher wages. The length of work experience is linked to accumulated job skills and experience, which in turn influences job performance and opportunities for promotion, ultimately impacting wage levels.

- The scale and nature of an organization significantly impact employees' wage levels, with larger companies generally offering more opportunities for advancement, better pay packages, and superior benefits compared to smaller firms. Employees in larger companies tend to receive higher wages. However, the influence of company size on wages differs between genders. For female employees, the size of the company has a greater impact on their salary compared to male employees. Wages also vary depending on the nature of the company. Companies with monopolistic characteristics or strong state ownership tend to offer lower wages, while those with more autonomy, such as foreign and private enterprises, often provide higher wages. This discrepancy is because foreign and private companies typically have more flexible wage structures, with pay growth based on performance and greater variability. In contrast, government agencies, public institutions, and state-owned enterprises usually offer more stable wages, with compensation primarily based on position and seniority. It is noteworthy that the nature of the company has no significant effect on women's wages, while it substantially influences men's wages. In many cases, women predominantly perform auxiliary roles in government agencies, public institutions, and private enterprises, resulting in less wage volatility. Conversely, men, especially those in foreign and private companies, have greater opportunities for wage growth based on their contributions and performance. This results in a more pronounced impact of company nature on the wages of male employees.
- Some of the inexplicable reasons for the gender wage gap may include age discrimination, employer attitudes, promotion possibilities and women's self-perception.
- It is true that there is a glass ceiling dilemma in the career development of women, and the career promotion opportunities of both sexes are not equal.

VII. CONCLUSION

A. Summary of Findings

The issue of gender discrimination in the workplace has garnered significant societal attention. Many women, particularly those who are social elites, possess better educational backgrounds, engage in high-level job roles, enjoy improved working environments, and have access to more employment opportunities.

Excellent women have a rich stock of human capital and strive to realize their own value. It is found in this study that there is a significant gender wage difference among the employees in the enterprise through an ordered Logit regression model. The reasons for the wage difference include multiple aspects. The influencing factors of employee wage in this study include age, years of education, working time, scale of companies, occupational nature and company nature. In the Oaxaca-Blinder model, it is also verified that there is a categorical significant discrimination factor among

employees, accounting for more than three-quarters of the wage difference among employees, and only a quarter of the difference can be partially explained by the influencing factors in the ordered Logit model, that is to say, human resource endowment can be explained. The unexplainable gap is partly caused by discrimination, which often excludes female workers from certain occupations and positions and keeps them in a limited number of occupations. In the meantime, gender discrimination makes female employees at a disadvantage in terms of salary level, welfare benefits, work motivation, work efficiency and career.

This study reveals a notable disparity in the distribution of job levels between male and female employees. Specifically, male staff members constitute 61.11% of the workforce, whereas female staff members make up 38.54%, resulting in a 22.57 percentage point difference. This highlights a gender imbalance in the distribution of job ranks. The proportion of female employees in management positions is significantly lower at 19.89%, compared to 28.76% for male employees. Conversely, 80.11% of female workers are in grassroots positions, which is substantially higher than the 71.24% of men in similar roles. This indicates a pronounced gender difference in job positions, particularly in the early and middle stages of employees' careers.

With the expansion of college enrollment and the increasing pressure of employment competition, women are facing more severe challenges in their work. These challenges come not only from the objective environment, but also from their own cognition and motivation. Due to the influence of traditional family roles, many female workers do not have a high self-esteem and self-motivation. Their achievement motivation is momentously lower than that of men, and their sense of competition is also lower than that of men. Facing the fierce competitive environment and pressure, women should adjust their mentality, enhance their autonomy, pay attention to their own development and improvement, and strive for the same opportunities as men, including employment opportunities, promotion opportunities and training opportunities and equal pay for the same work to narrow the gap with men.

An unfair enterprise environment can significantly impact social stability and lead to a waste of valuable human resources, hindering stable economic growth. Workplace discrimination against women can negatively affect decisions related to human capital investment, increasing the risk that women may not receive quality education. This, in turn, exacerbates social instability. Women who attain higher education levels possess substantial human capital, and their equal participation in the workforce can enhance overall social benefits. Conversely, if women are unable to realize their full potential, it diminishes their self-worth and disrupts the rational allocation of social resources, ultimately impeding the maximization of social interests. Promoting fair competition between men and women in career advancement within enterprises is crucial for eliminating gender discrimination. Such fairness not only supports individual career development but also enhances production efficiency and contributes to overall organizational success.

B. Limitations and Areas of Further Research

Although the author has invested significant time and effort into this research, the scope of the study is somewhat limited. This paper primarily measures gender discrimination in enterprises through the lens of gender wage differences. However, gender discrimination can manifest in various other areas, including employment opportunities, income levels, job distribution, employee satisfaction, and the costs associated with unemployment and reemployment. Expanding the research to include these additional dimensions could provide a more comprehensive understanding of gender discrimination in the workplace.

Given the size and complexity of the enterprise, the extent to which the findings are representative of the entire human resource system remains uncertain. However, the structure of the sample provides valuable insights into the nuanced differences in gender discrimination across various types and sizes of enterprises. The results underscore the ongoing challenges of gender discrimination within human resource management.

CONFLICT OF INTEREST

The author declares no conflict of interest.

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