

An Analysis of Gender Inequality Existing in the World

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Abstract: In 2000, the United States issued a detailed report on the situation of women around the world, which showed that although women and men lived in the same world, they enjoyed different education, employment opportunities, health, safety and human rights. But in almost every country, women are oppressed as second-class. This paper studies the phenomenon of gender inequality in the world, and finds that the traditional ideology of son preference in rural areas shows that in the workplace, women not only have fewer opportunities for employment and promotion than men, but also bear the double pressure of housework and employment. The COVID-19 pandemic has exacerbated women's employment difficulties and domestic violence. In order to solve the inequality between men and women, the government should improve relevant laws and regulations and guide the development of mass media. At the same time, women should improve their own quality and strengthen the construction of leadership.

Keywords: gender inequality, education, job opportunities, political

1. Introduction

Although human society has entered the 21st century, gender inequality between men and women is still an important manifestation of human social inequality. It is particularly prominent in the vast number of developing countries and regions. For example, according to The latest Global Gender Gap Report 2015, men's and women's performance in four areas - comprehensive health, education, economic opportunity, and political participation - has been measured separately over the past decade [1]. To gain a more comprehensive understanding of gender inequality in the world, this essay examined traditional thinking in rural areas, resource allocation, professional choice and opportunities for advancement in the workplace, wage distribution, and post-COVID-19.

2. Current Situation Research

2.1. Society in Rural Areas Favors Boys over Girls

2.1.1. Particularly Social Value Orientation: Raising Children for Old Age

Gender inequality is particularly prominent in China's rural areas. First of all, in the rural areas of our country, since ancient times, the view of gender characteristics of men and women are very different. This view gradually formed with history is the root of our traditional cultural concept, and has become a concept that people agree with in their hearts, which affects people's understanding of women and unreasonable evaluation of women's value and ability. This puts them at a competitive disadvantage

with men. Secondly, social expectations of women's roles also have an important impact on women's status. In the whole rural society of our country, there are still the old concepts of "men are outside, women are inside" and "women have no talent is virtue", which is also a kind of role expectation and evaluation of women. This kind of expectation neglects the development of women's ability and the promotion of family status, which is itself an unequal view of women, resulting in the phenomenon of gender inequality in rural areas [2].

2.1.2. Distribution of Family Resources: More Men Than Women

The economic, cultural and social resources of rural families in China are very limited. Under this occasion of limited family resources, the investment in family education will be biased towards the children whose market returns are more impressive. Since women are disadvantaged in the Labour market and market returns are relatively lower, household investment in women's education is less profitable than that of men. This has led most rural households to invest in education, due to the limited resource constraints of men, to the detriment of rural women. In rural households, even if there is no competition between men and women for educational resources, women's access to education is likely to be limited or even sacrificed when family resources are scarce., especially in poor areas.

2.1.3. Major Choice for Women: Choosing Unpopular Major

The choice of major in rural families will be affected by their rural family background. The proportion of rural girls studying art has always been significantly lower than that of urban girls. In general, urban students are more likely than rural students to study management, economics, art and other relatively popular majors that require more economic and cultural capital. In the absence of family resources, rural girls, in particular, often choose a major based on whether they can successfully enter university. In order to be successfully admitted by the school, they tend to be conservative in choosing relatively unpopular majors. Meanwhile, they will choose majors with relatively low tuition fees to reduce the burden on their families

2.2. Employment and Promotion

2.2.1. Female College Students Affected by Gender Discrimination During Hiring Process

The gender discrimination experienced during the job search is a reflection of the gender discrepancy in the employment of female college students. Male graduates are more likely to get hired by employers. Some employers even directly state "men only" in the job advertisement. According to statistics, in 2018, 16,144 positions were recruited for the National Examination, among which 4,162 positions preferred to employ men, accounting for 25.78% [3].

2.2.2. Get Different Pay for Equal Work Between Men and Women

According to the 2016 China Labor Market Development Report, the average monthly wage for male graduates is 4,351 yuan, compared to 3,896 yuan for female graduates, representing an approximately 500 yuan difference in income [3]. In a similar vein, the 2018 Survey Report on the Status of Chinese Women in the Workplace demonstrates that women's overall earnings are 22% lower than men's [3].

2.2.3. Employment and Promotion

Song Yueping found that Chinese female employees are more likely to be demoted and more difficult to be promoted than men [4]. Qing Shematsu pointed out that in the process of promotion, leaders

tend to have higher requirements for women while men have lower requirements than women, and gender discrimination may be an important reason [4]. Kuhn&Shen found that gender preference is very common in corporate hiring, only when companies are more inclined to hire employees with ideal looks or age than skills [4].

2.3. Family and Employment Dual Pressure

Under the influence of traditional concepts, women are often expected to submit to various family responsibilities. After hundreds of years of development, the concepts and thoughts of feudal culture are still deeply rooted in the minds of many people, and once they are really deep in practice, they will be reflected in specific rules and ways of dealing with problems. Most modern women assume multiple roles, including social roles and family roles. Under the influence of traditional concepts, society expects women to play the role of "good wife and good mother", and women themselves are eager to play this role, so they will unconsciously put their energy on the family and children. Once the two roles conflict, women often do not hesitate to choose the family role, to do their own good as wife and mother. Women tend to feel guilty if something goes wrong with their family and children and they don't do their best. Under such psychological pressure, few women can still work and live as before. Therefore, women's careers are often interrupted because of family and children, and even give up their social roles.

2.4. Absence and Dwarf of Female Leaders

2.4.1. Marginalization of Female Leaders

In China, from the perspective of vertical distribution, the proportion of women in political institutions at all levels is decreasing step by step, showing a "pyramid" or "pyramid-like" structure, and women are rarely found in the highest decision-making organs. Some scholars call this phenomenon: the "power tip defect" phenomenon. From the perspective of vertical distribution, women are relatively concentrated in the administrative organs, while the number of people working in the legislative and judicial systems is significantly less, and female leading cadres serving as organizational leadership, economic work and other departments of decision-making work are rare. Most female leaders are in charge of science, education, culture and health, family planning, and mass organizations [5].

2.4.2. Under Representation and Oldness of Female Leaders

Compared with the rising proportion of female leaders in many countries after the 1995 World Conference on Women, the development speed of female leaders in China is slow. The proportion of female deputies to the National People's Congress has been growing slowly, hovering around 21 percent for 20 years, and its international ranking has dropped from 12th in 1994 to 28th in March 2002 [6]. The proportion of female members of the National Committee of the Chinese People's Political Consultative Conference is only 15.5 percent [6]. In addition, with regard to age, at the tenth Conference on the Work of Women in the Central State Organs held in 2002, a survey on the current ranks of female leading cadres in the central State organs was disclosed, organized by the Central State organs and the Women's Working Committee. The survey reflects the overall situation of the age structure, educational level and political outlook of female leading cadres in 72 departments of the central state organs as of the end of December 2001. Among the current female leading cadres above vice ministers, cadres over 60 years old account for 53.66 percent of the total number of female leading cadres at the same level, and cadres between 55 and 59 years old account for 26.83 percent of the total number of female leading cadres at the same level, showing a large age structure [6].

Among the reserve female leading cadres at the vice-ministerial level, there are only 64 cadres at the department level who meet the age requirements. Among the current female leading cadres at the chief and deputy department levels, those over 50 years old account for 49.9% of the total number of female leading cadres at the same level, and the age structure is too large, while there are only 61 female cadres under the age of 35 who are part of the reserve cadre team, accounting for only 0.75% of the total number of female cadres at the same level [6]. Using the perspective of development to analyze the changes in the cadre team at all levels of leading positions in the next few years, the post-demand of female leading cadres at the vice-ministerial level and the bureau level of central state organs, and the current situation of the reserve cadre team there is a serious gap [6].

2.5. After COVID-19: Rising Global Gender Inequality

2.5.1. Intensification of Women's Employment Difficulties

First, occupational gender segregation makes women's employment more vulnerable to the pandemic. Due to restrictions such as quarantine measures and lockdown orders, the stagnation of economic activities has a direct impact on many industries, especially the decline in the tertiary industry, where women are concentrated in employment.

Second, women suffer more lasting adverse socio-economic impacts from the pandemic. As governments around the world move aggressively to contain the COVID-19 pandemic, with a significant gender gap in employment recovery rates, women are benefiting less from the economic rebound than men. Men in Europe now have 1.4 million jobs back thanks to the economic recovery, compared to just 700,000 for women. Among them, the rate of employment growth for women aged 25 to 49 was extremely low—only 0.3%—while the rate for men in the same age group—0.7%—was more than twice as high [7].

2.5.2. Trapped Family Roles, Devalued Care and a Surge in Domestic Violence

First, the lack of childcare is one of the main factors that has led to a large number of women dropping out of the labor market during the COVID-19 pandemic, and the closure of schools and childcare services has indirectly limited women's employment opportunities, forcing them to find a new balance between struggling for wages and caring responsibilities. At the same time, the heavy housework burden leads to an increased likelihood of anxiety and depression in women, which in turn has a gender difference in the impact of family relations. According to a Japanese survey, 40% of respondents had considered divorce during the pandemic, and 82% of them were women [8]. Under the epidemic, the characteristics of female-led divorce are more prominent. This also clearly reflects the greater pressure and disadvantage of women in the pandemic. Second, due to the tightening of social isolation measures, people are generally confined to the families, and the surge of domestic violence faced by women during the COVID-19 pandemic has had a serious adverse impact on family and social stability. In 2020, a total of 142 countries around the world have implemented lockdown measures of varying degrees. UN Women has warned of a potential fallout from quarantine policies amid the coronavirus Pandemic, highlighting the "Shadow Pandemic" of violence against women taking place behind closed doors in homes [9].

3. Suggestion

3.1. Strengthen the Publicity of Civic Cultural Concepts in the New Era

People should actively encourage rural families to implement the concept of gender equality in all aspects of child-rearing and education, and treat men and women equally in education issues. Such as

achieving equal distribution of educational resources in the family and having the same educational expectations for men and women. Since the resources of rural families will be limited, it is more likely to limit the educational opportunities of rural women, and it is necessary for the village government to provide policy support to these families and subsidize the educational expenses of rural women whose families have financial difficulties, so that rural women can enjoy high-quality educational resources inside and outside schools. In terms of the college entrance examination system, the government needs to further favor rural girls in addition to rural students, in particular, it should strengthen the implementation of the enrollment policy of key universities to favor rural girls, and broaden the green channel for rural girls to study in key universities.

3.2. Improve Gender-related Laws and Regulations

The government should improve laws and regulations related to gender perspective and attach importance to women's rights and development from the legal system. In view of the lack of effective regulation of employment discrimination in our current legislation, there is a strong call for the formulation of a special anti-employment discrimination law. In the expected anti-discrimination in employment law, not only should sex discrimination in employment be defined according to the characteristics defined by the law, but the scope of protected objects should be clearly defined. In addition to current employees, it should also cover a wider range of protection objects, including future employees and contract workers. At the same time, relief and enforcement measures should be clearly defined, and strong remedies can strengthen law enforcement by deterring violations [10].

3.3. Improve the System for Recruiting, Training and Selecting Leading Officials

The government should adhere to the principle of open and fair competition, adhere to the principle of combining assessment and examination, and break the boundaries of identity. In view of the lack of female leaders in economic decision-making departments, it is necessary to promote the post-exchange system and pay attention to exploring those who have the potential to be in charge of the economy. For female leaders in non-economic sectors (engaged in party affairs, personnel, science and technology, and group work), they will be exchanged and trained in industry and communications, finance and trade, and political and legal positions. The selection field can also be expanded to include women in the intellectual, business and managerial sectors.

3.4. Standardize Government Functions

The government should regulate and guide the development of mass media, and vigorously publicize and advocate the development of gender diversity in school colors and images.

The media should strictly require their staff to abide by professional ethics, exercise strict self-discipline, resolutely resist media works related to gender inequality, and strictly review programs before they are released to provide healthy programs for the audience. The media can regularly invite gender experts to train social media staff to improve their sensitivity to gender concepts, so that they can establish the concept of gender equality, take a firm stand, and improve their ability to publicize gender concepts. Social media can go deep into the countryside, understand the gender concept and daily life of rural people, find out the phenomenon of gender inequality in rural life, and report in real-time, explain the harm of traditional gender culture, promote the change of traditional gender concept of rural people, and achieve social gender equality and harmonious and stable development.

4. Conclusion

Today's society still has not realized true gender inequality, which is mainly manifested in the first, rural families still retain traditional ideas and concepts, which affect rural women's education and growth, etc. Second, there are fewer female leaders in the workplace, promotion opportunities and salary inequality, and finally, it is more difficult for women to find employment under the influence of the COVID-19 pandemic, and domestic violence incidents occur frequently. It is believed that with the development of society and the progress of mankind, people can eliminate gender discrimination and achieve true gender equality.

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