

# Discussion on Employment Equity in the Workplace from a Gender Perspective

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## Abstract

**This paper, from a gender perspective, delves deeply into the issues faced by employment equity in the workplace. By analyzing the gender differences existing in the acquisition of employment opportunities, career development, salary and benefits and other links, and analyzing the social culture, institutional policies and other factors behind them, strategic suggestions for promoting employment fairness in the workplace are put forward to promote the realization of gender equality in the employment field.**

## Keywords

**Gender perspective, Field of work, Employment equity.**

## 1. Introduction

In contemporary society, employment equity is an important manifestation of social justice and development. Gender inequality in the workplace will harm the rights and interests of workers and restrict the rational allocation of social resources. An in-depth exploration of the issue of employment equity from a gender perspective is highly important [1].

## 2. Gender differences and Their causes in employment equity in the workplace

In the field of employment, gender differences are mainly reflected in three aspects:

First, employment opportunities. Women are mostly concentrated in industries such as education, healthcare and services, and are considered more suitable for jobs like care and communication (Workplace Gender Equality Agency, 2019). Men, on the other hand, tend to enter fields such as technology, engineering, and finance. These positions are often regarded as industries that require stronger rational thinking and technical decision-making abilities (Hanson and Pratt, 1991) [2].

Second, career development. The "glass ceiling" is still widespread. Women face invisible obstacles after being promoted to a certain level, and have fewer training and development opportunities than men, which limits their career growth (Mohamed, Elsaid and Ela, 2023).

Third, salary and benefits. Although the principle of equal pay for equal work has been established legally, in reality, the average salary of women is still significantly lower than that of men [3]. This is caused by both direct discrimination (such as unequal salary setting) and indirect factors (such as occupational segregation and promotion differences) (Coyle, 2022; Schifman, Oden and Koestner, 2021).

The causes of these inequalities mainly come from three aspects:

Social and cultural factors: Traditional concepts position men as the breadwinners of the family [4], while women are regarded as the main caregivers, resulting in a lower recognition of women's professional achievements in society (Heilman, Caleo and Manzi, 2023).

Institutional and policy factors: Although some countries or regions emphasize gender equality, they do not fully consider the special needs of women in terms of childbirth, child-rearing, and

family car [5]. They lack flexible working hours or child-rearing support policies, forcing women to quit or switch to part-time work, thus creating an "institutional disadvantage" (Blau and Kahn, 2017).

Corporate culture factors: Some enterprises have gender bias, believing that women cannot devote the same amount of energy due to family responsibilities, thereby restricting their development in important positions (Nongo and Ikyanyon, 2012) [6].

### **3. Suggestions for promoting employment equity in the workplace**

#### **3.1. Strengthen the construction of laws and regulations and the intensity of law enforcement**

The government plays a crucial role in promoting workplace employment equity (Sarter, 2023). It should establish clear legal definitions of gender discrimination, covering not only recruitment, promotion, and pay, but also indirect factors such as work environment and career opportunities. Convenient rights-protection channels—like hotlines and online complaint platforms—should reduce victims' costs of safeguarding rights [7]. Enterprises violating laws must face strict penalties, with results made public to deter misconduct.

#### **3.2. Promote the transformation of social and cultural concepts**

The transformation of social and cultural concepts is long-term and complex. Strengthening publicity and education is an important means (Davis, 2025). The government and social organizations should leverage their advantages to carry out diverse gender equality campaigns (such as the concept of equality and successful cases of women), guiding the public to establish correct gender concepts [8].

#### **3.3. Optimize enterprise human resource management**

##### **3.3.1. Establish a fair recruitment and promotion mechanism**

Enterprises should adopt fair recruitment and promotion systems to advance employment equity. Structured interviews with standardized questions and scoring ensure impartiality. Promotion criteria must be transparent and based on performance and ability rather than gender [9]. A feedback mechanism should guide employees not promoted, clarifying improvement directions.

##### **3.3.2. Provide equal training and development opportunities**

Training plans should align with job requirements and employees' career paths, guaranteeing equal access to resources for skill enhancement. Programs may include professional, managerial, and communication training. Gender differences must be considered to avoid neglecting specific training needs [10].

##### **3.3.3. Give full play to the collaborative role of the government and society**

A cooperation mechanism among government, enterprises, and society should be established. The government should lead by building platforms, organizing gender equality seminars, and facilitating policy dialogue [11]. Incentives such as tax reductions for gender-equal enterprises and subsidies for training or childcare facilities can further encourage equity promotion.

### **4. Conclusion**

The issue of employment equity in the workplace is a complex and severe social problem, and the gender differences behind it cannot be ignored. This article, from a gender perspective, conducts an in-depth analysis of the gender differences existing in the acquisition of employment opportunities, career development, salary and benefits, and other links, and explores the social culture, institutional policies and other factors behind them. In response to

these issues, this article puts forward strategic suggestions such as strengthening the construction of laws and regulations and law enforcement efforts, promoting the transformation of social and cultural concepts, and giving full play to the collaborative role of the government and society. It is hoped that these suggestions can provide useful references and lessons for promoting gender equality in the field of employment.

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