

The Inequality and Bias in Gender Discrimination

Gender discrimination has always been a critical issue in today's society and exists in education and workplaces. Many people still subconsciously judge and treat females differently than males; they probably don't even realize that some of their actions are inappropriate and insult women. Gender discrimination, in most of our concepts, may only be discrimination against women. But it's not the case, and it's two-way. Both men and women may encounter discrimination in different situations. Gender discrimination has impacted millions of men and women negatively worldwide, such as the minimum respect between people, the status imbalance, and inequality between men and women; it's even affected the stability of society. Some serious issues of gender discrimination will be unforgettable experiences and cause traumas throughout their lives.

In elementary school, our teacher always let a girl and boy sit at the same table as deskmates. I was introverted and quiet when I was young, and my grades were not excellent but considered average in the class. My deskmate, who was naughty and rude, had always taken pleasure in bullying, mocking, and disrespecting me just because I was a quiet girl and was afraid to resist. He often used the harshest and worst words to describe me and bashed me for my looks and appearance, such as "You are shifty-eyed and thievish-looking." "You don't have the image of a pig, but you have the temperament of a pig." "You waste the air while you live and the land when you die." When I finally took the courage to report this situation to the teacher, the teacher said, "He is ignorant and childish, don't take it to heart." My teacher didn't even try to change our seats to reduce this from happening again. This incident made me think that males

and females are always treated unequally, and those hurtful words stuck in my heart forever and turned me into a girl who was not confident and almost never took selfies.

A Weibo post by a professor of Sociology at Zhejiang University was reposted in large numbers and widely discussed by people. The content was mainly about how the gender ratio of postgraduates recommended for exempted examinations is out of balance, with more women than men. He also pointed out that, according to his experience, most female graduate students just aim to get a diploma, and few continue to pursue the academic research path after graduation. Female students occupy the postgraduate quota, which makes him worry about the male candidates who are determined to pursue the educational path. When replying to netizens' messages, the Sociology professor even said a lot of discrimination and prejudice against women, such as "History proves that academia is not the territory of women" and "If all girls understand boys' efforts, there won't be so many girls left alone."

However, gender discrimination doesn't only happen to women but also to men. I remember seeing a proposal in the past years that focused on and prevented the "Feminization" trend among males, claiming that the phenomenon of the "girlish temperament" of males needs to be effectively governed. This proposal not only makes females think that being feminine is inferior but also gives people a stereotype that males are always masculine and brave; women are always weak. However, we have no right to interfere with other people's preferences and appearances. Masculinity can only be used as one aspect of character evaluation, not everything. I hung out with Chris Wu for dinner during the winter break; he was my high school friend. He is a very delicate boy who pays attention to his appearance. He has a good personality and is always willing to help those around him. Since we hadn't seen each other for a long time, the day we met was no exception; his makeup was exquisite and covered up his skin flaws; he wore a

plain t-shirt and pants with a baseball jacket, and his Nikes were still spotless. What attracted me the most was his new black nails with flame decoration, which was cool and neat. As we sat down, I noticed a couple sitting next to our table, looking at us and whispering to each other. “Look, that boy wears makeup, paints his nails, and is so girly. What a disgrace to boys.” “Boys who wear makeup are so disgusting, and I don’t like boys wear makeup.” “If all boys are like him right now, then I would rather be single for the rest of my life.”

At this moment, I realized that gender discrimination is never gone; it just happens to other people differently. I believe there must be many more gender discrimination cases occurring worldwide. Although people kept saying that men and women are equal, we were never treated equally in many situations. Gender discrimination is also often seen in workplaces, and women are usually not dominant. I experienced being an HR in my first internship, mainly responsible for hiring people. When my leader gave us training, he said he doesn’t often recruit women who have already given birth to a child unless they are very talented and suitable for the job position because they are likely to have another child. A mother with two children is considered working hours are easily influenced by their children or family. However, considering the requirements of laws and regulations, most companies will not blatantly put forward the requirement of only recruiting men when recruiting, and gender requirements often become a hidden threshold. I also heard that some companies adopt a screening method of not even looking at women’s resumes, which makes it harder for many female job seekers to find a desired job.

Other than our family, school taught us not only academic knowledge but also a place to learn how to be a person. The painful school experience will reshape a person from the inside out. It penetrates the depths of my thoughts and makes me mistakenly believe that it’s a common

issue that happens in many schools, and it's me not being good enough that causes others to look down on me and bully me, but it's not the real case. Now, the contradiction between the sexes is becoming more and more acute, and it's inevitable for women to encounter some setbacks in pursuing equality. Various factors cause these contradictions. I think the key is that the sexes have different identifications for discrimination. For example, men don't consider talking about women's appearance and body to be discrimination, but women feel humiliated when the subject of this discourse. If we feel psychologically and physically uncomfortable, we should fight against this behavior.