Qualitative Analysis Gender Inequality in Chinese State-Owned Enterprises

Codes

| Name | Description |
| --- | --- |
| Career Advancement | In what ways does gender inequality affect career advancement opportunities for both male and female employees within the selected SOEs? |
| Gender Ratio in Leadership |  |
| Hiring Process and Marital Status |  |
| Impact on Opportunities |  |
| Male-Female Employee Ratio |  |
| Training Programs on Gender |  |
| Gender Composition | What is the gender distribution among employees at China Mobile Hubei Branch and State Grid Corporation of China, and how does it vary across different organizational levels? |
| Analysis of Gender Composition Over Time |  |
| Comparison of Male and Female Representation in Leadership Roles |  |
| Gender Distribution in Different Departments |  |
| Male-Female Employee Ratio |  |
| Overall Gender Distribution |  |
| Gender-Specific Tasks and Expectations | What gender-specific tasks and expectations do female employees face in the workplace, and how do these contribute to or perpetuate gender stereotypes? |
| Assigned Tasks for Female Workers |  |
| Dress Code Disparities |  |
| Expectations in Professional Settings |  |
| Normalization of Gender-Specific Tasks | The normalization of tasks like verbal assault or harassment as jokes, contributing to a discomforting workplace |
| General Research Question | How does gender inequality manifest in Chinese State-Owned Enterprises (SOEs), specifically in terms of workplace dynamics, hiring practices, training initiatives, and career advancement? |
| Challenges in Hiring Practices | A participant mentioned, "Hiring practices contribute to gender inequality. Biased questions during interviews may impact female candidates." |
| Stereotypes in Hiring process | A participant mentioned, "Hiring practices contribute to gender inequality. Biased questions during interviews may impact female candidates." |
| Impact on Career Advancement |  |
| Need for Gender-related Training |  |
| Overall Gender Inequality |  |
| Overall workplace Culture | A statement from Interview Transcript 1 indicated, "Workplace culture plays a role in gender inequality. There is a need for a more inclusive and supportive culture." |
| Hiring Practices | To what extent do hiring practices in Chinese SOEs reflect gender bias, particularly in the consideration of marital status, and how do these practices impact the composition of the workforce? |
| Gender-Related Questions in the Hiring Process |  |
| Gender-Related Training Programs |  |
| Inquiry about Family Life During Interviews |  |
| Perceived Need for Gender-Related Training |  |
| Reasoning Behind Gender-Related Questions |  |
| Perceptions of Leadership Roles | How do employees, especially female leaders like Ma, perceive and navigate gender-based challenges in leadership roles within traditional SOE settings? |
| Challenges Faced by Female Leaders |  |
| Perceptions of Female Leaders |  |
| Stereotypes and Biases in Leadership |  |
| Support for Female Leaders |  |
| Training Initiatives | What gender-related training programs exist in the selected SOEs, and how do employees perceive the effectiveness and necessity of such programs in addressing gender issues? |
| Existence of Gender-Related Training Programs |  |
| Necessity of Gender-Related Training |  |
| Protocols or Reporting Systems for Harassment |  |
| Reasons for Lack of Gender-Related Training |  |
| Training Programs on Gender |  |
| Workplace Culture | How does the drinking culture in China Mobile Hubei Branch compare to traditional expectations in other SOEs, and what impact does it have on the workplace environment, especially for female employees? |
| Drinking Culture in the Workplace |  |
| Experience in Non-SOE Company |  |
| Non-SEO | Not worked in SEO "Not actually. This was the first job I got into right after I graduated." |
| Personal Experience with Gender Inequality |  |
| Role of System in Gender Inequality |  |
| SEO Systems | The Systems in SEO's |