

Job ads have special requirements regarding age, gender, etc.



■ Government job postings

Provisions on Recruitment of Civil Servants of China (for Trial Implementation)

Article 16: Applicants for civil servants in China shall meet the following eligibility requirements :

- Between 18 and 35 years old.

News Center of the State-owned Assets Supervision and Administration Commission of the State Council

Post: Government liaison

- Applicants shall have permanent residence permit in Beijing.

■ Company job postings

Shenzhen 3Hing Electronics

Post: Surface mount technology manager

- Age: Around 30
- Gender: Male

Post: Manufacturing manager

- Age: Around 35
- Gender: Male

Post: Office clerk

- Age: Under 25
- Gender: Female

Job application forms require irrelevant personal information

Comparison of personal info on major Chinese and international job-seeking websites

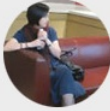
Required : ✓ Optional: ➤

	Name	Address	Gender	BD	Email	ID No	Photo	Nationality
	Location (city)	Cellphone Number	Work Years	Permanent residence	Current Salary	Marital Status	Communist Party Membership	
Zhaopin.com	✓	✓	➤	✓	✓	✓	✓	➤
51job.com	✓	✓	➤	✓	✓	✓	➤	➤
Indeed.com	✓	✓	✓					
LinkedIn	✓	✓			✓		➤	

Debate: Are there valid reasons to justify employment discrimination?



FOR



Having a family can distract a woman's attention while men are physically stronger and can better handle frequent business travel. This is part of the reason why employers prefer to hire men.



The information technology industry is noted for its age discrimination. Young people are seen as better able to grasp the latest technological developments, more creative and better able to recover from working overtime.



Although everyday social contact such as shaking hands, sharing a dormitory, eating in the same canteen or using the same toilet will not lead to infection, many companies reject hepatitis B virus sufferers to eliminate other employees' fears.



AGAINST



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- Whether a person is capable of doing certain jobs should depend on intelligence and ability, not sex, age or race.

- If one is prevented from becoming a police officer because of race, it could be seen as unreasonable and arbitrary. What matters is whether the person is capable of being a police officer, irrelevant of race.

- Except the limited disruption a woman may cause a company during the late stages of pregnancy or delivery, a female is as competent as a male in handling most jobs in a modern, civilized society.

- Employers should not reject applicants just because they suffer from a non-communicable disease unless it can be proved that it harms their learning or working ability. *Source*

China's laws against employment discrimination



Employment Promotion Law of the People's Republic of China



Labour Law of the People's Republic of China



Law on the Protection of Women's Rights and Interests



Law of the People's Republic of China on the Protection of Disabled Persons



Labour Contract Law of the People's Republic of China [Read More](#)

Possible problems	Chinese laws	US laws
<p>Key concepts poorly defined</p>	<p>No worker seeking employment shall suffer discrimination on the grounds of ethnicity, race, gender, religious belief, etc. <i>Source</i></p>	<p>It's illegal to discriminate against someone (applicant or employee) because of that person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. <i>Source</i></p>
<p>Prohibited practices not fully specified</p>	<p>No employment unit, when recruiting employees, shall discriminate against handicapped persons. <i>Source</i></p>	<p>It is illegal for an employer to publish a job advertisement that shows preference on personal characteristics. The information obtained and requested through the pre-employment process should be limited to those essential for determining if a person is qualified for the job; information regarding race, sex, national origin, age, and religion are irrelevant in such determinations. <i>Source</i></p>
<p>Penalties not clear</p>	<p>Where the lawful rights and interests of persons with disabilities are violated, the offended shall have the right to launch complaints to organizations of persons with disabilities. <i>Source</i></p>	<p>Any person who willfully violates any of the provisions of section 215 (prohibited acts) of this title shall upon conviction thereof be subject to a fine of not more than \$10,000, or to imprisonment for not more than six months, or both. <i>Source</i></p>