

Women's Studies Seminar Series

## Female Employees in Small and Medium-sized Enterprises, China

**Kewei Lin**

Post Graduate student, School of Business, University of Ballarat

**16 April 2008**

**12.30-1.30**

**School of Business  
Mt Helen Campus  
University of Ballarat  
Lecture Theatre B902**

**Women's Studies International  
Forum**

**Australasian Co-Editors:**

**Dr Lorene Gottschalk**

**School of Business**

**Dr Janice Newton**

**School of Behavioural and Social  
Sciences and Humanities**

**If you are interested in  
participating in this series  
please contact Anne Doggett  
email:**

**[a.doggett@ballarat.edu.au](mailto:a.doggett@ballarat.edu.au)**

In this seminar I will discuss career opportunities for Chinese female employees in Small and Medium-sized Enterprises in the Shenzhen Special Economic Zone, China. By means of a case study of an electronic manufacturing company in Shenzhen, I will consider the barriers women face to equal employment. The primary data suggests that although opportunities for Chinese female employees increased during the economic reform era, women at both worker and management level need to expend more effort than their male counterparts in order to reach the same level of employment. The barriers facing women in Shenzhen are due to gender bias, the impact of Chinese traditional ideas about the role and status of women, limited access to education, and specific Chinese cultural issues such as the Guanxi factor.