

Gender Differentiation In Labor Market: A Sociological Review Of Previous Studies' Results

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Abstract:

This research paper aims to delve into the concept of gender and the factors that have led to the division of roles between men and women in the workplace, in addition to highlighting the role of societal culture in establishing the existing gap between the roles of the genders. To achieve these objectives, the results of a series of relevant previous studies were analysed. The findings from these studies indicate a continued gender differentiation in the division of work into "masculine" and "feminine" domains, reflecting the profound effects of social upbringing and the stereotypical images associated with women, which confine their roles to specific jobs.

Keywords: Gender; Labor Market.

1. Introduction:

Gender issues have increasingly dominated the agenda of the international community, especially highlighted in the 1990s. The issue gained substantial attention at the Fourth World Conference on Women in Beijing in 1995, where the "Action Platform" was established, serving as a comprehensive strategy for women's empowerment and the elimination of barriers that obstruct their equal participation.

This initiative underscores the commitment to human rights and the necessity for sustainable development. Feminist liberation movements have been crucial in challenging pervasive discrimination and reevaluating established societal norms about gender roles, particularly those promoting male dominance and female subservience.

These gender norms, deeply embedded in cultural practices, necessitate proactive initiatives by governments and international organizations to foster changes that will enhance women's roles in society and secure equal access to educational and professional opportunities.

This necessitates a departure from traditional gender role definitions, fostering concepts of equality and social justice, and broadening awareness of women's roles that span economic, social, political, and cultural dimensions, fulfilling both practical and strategic human needs for overall societal well-being. These efforts are bolstered by supportive laws and effective measures.

Research Problem:

In recent years, the concept of gender, newly introduced to the Arabic lexicon yet familiar in essence, represents the socially constructed roles of males and females and has ignited substantial academic debate.

Despite a general advocacy for gender equality, a distinct societal bias favors men, often perceived as inherently stronger and more suitable for certain roles, particularly in leadership, thereby monopolizing significant professional opportunities. This bias is manifest in the disproportionate representation of women in specific sectors such as education and healthcare.

This study seeks to investigate the systemic obstacles that fundamentally influence the roles and functions of women from the family unit to societal structures, extending into the professional realm. Our research aims to dissect the factors contributing to the persistence of workplace disparities between men and women and to elucidate the underlying reasons for the gender gap. This inquiry addresses the critical question:

- What are the factors that contribute to gender differentiation in the labor market?

2. Reasons for Choosing the Topic:

_ We acknowledge the increasingly pivotal role of women in comprehensive development sectors, notably in human development, and their integral participation in driving the developmental process through their engagement in a broad spectrum of economic activities.

_ We are motivated by a profound interest in scrutinizing the mechanisms, both direct and indirect, that influence women's entry into the labor market, and in assessing the magnitude of the obstacles and challenges they encounter in the workplace.

3. Study Significance:

This study is prompted by the entrenched traditional culture in Algerian society, which sustains gender inequalities and exacerbates the gender gap. There is a critical need for specialized studies that investigate strategies to shift from focusing solely on women's development to adopting a broader gender or social type development approach.

This involves redefining the relationship between men and women, incorporating a gender perspective to foster equality and justice, enhancing the recognition of the roles and statuses of both genders, and challenging and revising age-old discriminatory notions. The ultimate aim is to catalyze their equal participation in all spheres of the development process, ensuring there is no exclusion or marginalization.

4. Study Objectives:

The formulation of explicit objectives is essential for any empirical investigation. The initial objectives identified for this study are:

- _ To illuminate the influence of societal culture on the perpetuation of gender-based disparities.
- _ To explore how shifts in roles emerge from the gender dynamics within the labor market.
- _ To analyze the impact of the labor market's gender culture on broader societal norms.

5. Study Concepts:

5.1 Gender Concept (Social Type):

• Linguistically:

Linguistically, the term 'gender' derives from the Latin 'genus' and the Old French 'genre', suggesting notions of pattern, category, class, sex, type, and the differentiation between masculinity and femininity. However, a more precise translation of 'gender' in sociological terms would be 'social type' or 'social role'.

This concept encompasses not only the distinctions recognized in grammatical gender (masculine, feminine, neutral) but also the broader cultural classifications of gender roles (Hamdawi, 2018, p. 13).

• Terminologically:

Gender is understood as the societal construct of sex, encompassing the roles, relationships, personality traits, attitudes, behaviors, and values that society ascribes to men and women (Hattit, 2014, p. 9).

This conceptualization extends beyond females, incorporating males and the dynamics between the two, defining it as "the socially constructed characteristics that manifest as behavioral differences between men and women within a particular culture" (Sabai, 2011, p. 267).

The focus on women within gender discussions often stems from their historically disadvantaged position, where societal norms and values confine their abilities and potential. Feminist scholar Maggie Humm articulates gender as "a constellation of culturally imposed traits and behaviors on both females and males."

Furthermore, in distinguishing between biological sex and social gender, modern feminist theories highlight their differences. Simone de Beauvoir, in her seminal work "The Second Sex" (1949), famously contended, "One is not born, but rather becomes, a woman," underlining the concept that gender involves altering the entire biological identity of women (Farhi, 2018, p. 620).

Gender is understood as the process of studying the intricate relationship between men and women in society, which is referred to as the "gender relationship." This relationship is defined and governed by various factors, economic, social, cultural, political, and environmental, that influence the value placed on the reproductive, productive, and organizational roles performed by both women and men. The term "gender" refers to:

- The distinct roles of women and men in society, which are reinforced by the civilization's cultural and social components.
- The relationship between men and women in that society at a specific place and time, in terms of:
 - _ The distribution of social roles between them.
 - _ Their ability to access resources.
 - _ Their capability to control these resources.
 - _ And their capacity to meet their needs to fulfill these roles (Miftah et al., 2006, p.9).

5.2 Gender Differentiation:

Gender differentiation denotes the societal preference for men over women regarding rights, responsibilities, and employment opportunities. This bias stems not from biological differences but from social conditioning, traditions, and patriarchal structures.

5.3 Labor Market:

From an economic perspective, the labor market is the arena where wage levels and employment conditions are established, reflecting the interplay of labor demand and supply. It is also defined as "the place where the demand for and the supply of labor or employment converge" (Ben Chahra, 2009, p. 197).

Additionally, the labor market encompasses all forms of human effort, both physical and mental, intentionally exerted to generate economic value (Tabari, 2013, p. 26).

6. Gender (Social Type) and Sex:

The term "gender" aligns with the sociological (social) notion corresponding to the English term "gender." This term often incurs confusion, ambiguity, and misinterpretation, blurring the distinctions between biological sex and social type. It is frequently misunderstood as relating solely to women and their specific issues. However, gender pertains to both women and men and their reciprocal roles within society.

Gender considerations, deeply entrenched in social and cultural contexts, have origins as ancient as humanity itself. The principal distinctions between gender (social type) and sex (biological type) are critical to understanding their respective impacts on societal structures and individual identities.

Table 01: Gender and Sex

Sex	Gender
Nature	Culture/Customs/Traditions/Economics/Politics
Male/Female	Woman/Man
Organs/Functions	Social/Cultural/Status/Image/Position/Roles and Relationships
Fixed, Unchangeable	Variable over time and place
Individuals	Society/Environment/Institutions
Born with (biologically)	Socially constructed
Unchangeable	Changeable

Additional differences are elaborated in the following table:

Table 02: Another Classification of Differences Between Gender and Sex

Sex	Gender
Biologically defined	Socially constructed
Static and unchangeable	Dynamic and fluid
Determined at birth	Built over time
Typically two distinct categories (male and female)	Carries multiple phenomena and markers
Universal with variations determined by genes	Can have cultural specificities

It is evident that sex determines the biological differences between men and women and refers to the innate biological characteristics of humans, which are unchangeable and thus born, not acquired. Gender, on the other hand, determines a set of relationships between the sexes and the difference in roles specified for each, and the ways these relationships are formed in society. Thus, gender is not born with a person but is shaped by society (Bahloul, 2013, p. 12).

7. Gender: Emergence and Evolution of the Concept:

The term 'gender' was introduced into sociological discourse to underscore the importance of socially constructed concepts of masculinity and femininity and to steer the understanding of the system of relationships between men and women. Initially termed "Sex-Roles," the field primarily concentrated on the orientations and traits of individuals. (Al-Bashawy, 2000, p. 36)

The French philosopher Simone de Beauvoir was pivotal in shaping the discourse on gender. In her seminal work "The Second Sex" (1949), she articulated a distinction between sex and gender, famously asserting, "One is not born a woman, but becomes one." This declaration set the philosophical foundation for subsequent gender discourse and advocacy, urging the integration of the concept across various fields of knowledge. (Singh, 2000, p. 4)

De Beauvoir critiqued the biological constraints imposed on women, confining them to roles centered around reproduction and child-rearing. She argued for the recognition of "cultural sex" as distinct from "natural sex," advocating that the essence of being a woman is largely a social construct. (Singh, 2000, p. 6)

Following de Beauvoir, feminist Ann Oakley further advanced the conversation by defining 'gender' as a cultural categorization, delineating men and women into the social classes of masculine and feminine, which are not innately determined.

Oakley emphasized that the attributes of masculinity and femininity are culturally assigned, varying significantly across different societies. She clarified that 'sex' pertains to the biological and physiological distinctions between male and female, whereas 'gender' denotes the social and cultural differences, often aligned with stereotypes that subordinate women. These societal portrayals, which have evolved unscientifically across human history, often assess women based on prevailing customs, norms, and myths, devoid of scientific, logical, biological, or empirical cultural foundations.

Consequently, 'gender' reflects various constructed and arbitrary divisions between men and women that are inherently unequal and unjust. This concept links directly to the roles and functions ascribed to women in society, viewed through the lens of the social and cultural norms of specific groups or societies, influenced by flawed interpretations stemming from religious, cultural, political, and social biases. (Hamdawi, 2018, p. 32)

8. Previous Studies:

In this section, we delve into a selection of pertinent studies that enhance our comprehension of the research problem by scrutinizing their subject matter, methodologies, and key findings. These studies are instrumental in both shaping our discussion and deepening our understanding of the anticipated outcomes of our own investigation. Below, we outline a few exemplary studies:

A seminal study by Al-Rousan (2003), titled "*Gender in Jordanian Governmental and Non-Governmental Institutions in the City of Irbid from the Perspective of Its Employees*," sought to investigate the realities of gender dynamics within governmental and non-governmental organizations in Irbid.

This study aimed to discern the existence of gender disparities across various dimensions such as roles, functions, status, legislation, and laws between the two sectors. The research encompassed a total of 1,164 individuals employed in these institutions, with a targeted sample of 246 workers, 182 from governmental institutions and 64 from non-governmental organizations.

Employing a descriptive research design, the study utilized a questionnaire to gather data, which were subsequently analyzed using statistical techniques like the t-test to compare responses from employees across both sectors. Findings highlighted a notable variance in gender gaps, favoring non-governmental organizations in Irbid, manifesting in differences in gender roles, functions, and status. This was attributed to the emphasis on competency as a primary criterion over gender.

Furthermore, the study uncovered a general favorability towards men assuming leadership roles and a corresponding unfavorable bias against women in similar positions. Interestingly, the results also demonstrated that existing legislation and laws did not significantly influence the gender dynamics between the governmental and non-governmental sectors.

In the 2006 study "*Experiencing Gender Change in Public Sector Organizations*" by Raewyn Connell, the investigation centered on the shifts and disparities within gender dimensions in British governmental institutions. This study was prompted by the recognition that the state plays a pivotal role in shaping various aspects of societal lifestyle, including health, work, and social care.

Connell employed a methodological framework involving multiple case studies within extensive research programs, which collectively provided a comprehensive view of the public sector. The research spanned ten sites across diverse government agencies, encompassing both large departments and smaller entities.

Each selected site was strategically linked to either central management or the decision-making processes, with additional sites tied to service delivery operations, each varying in organizational structure. Data collection was executed through focused interviews with employees, specifically designed to enhance understanding while minimizing subjective biases.

These interviews delved into four key dimensions of gender relations at work: effort, power, institutional culture, and job behavior, aiming to elucidate the state of gender equality and the balance between professional and personal life.

The findings indicated that significant strides had been made toward opening pathways for women, challenging prevailing organizational cultures regarding gender. Changes in gender dimensions were seen as part of wider adjustments in the lives of both men and women within the state apparatus.

Nonetheless, the transformation was neither uniform nor seamless, and the study shed light on persistent disparities and occasional disruptions stemming from these gender shifts, underscoring the complex interplay between gender change and other dynamics of organizational transformation.

Similarly, the 2006 study "*Paving the Way for Gender Balance in the Management of the Financial Services Industry in the United Kingdom: Facilitating Factors and Obstacles*" by Susan Ogden Duncan focused on identifying the factors that both facilitate and impede the progression of women to mid and senior management levels within Britain's banking sector. Duncan employed a comparative analysis methodology across four case studies, representing a broad cross-section of the banking industry. Each case was documented through interviews with one male and one female from the middle and upper management levels, supplemented by focus groups comprised of employees at various stages of career advancement from both genders.

The research revealed a consensus among both male and female employees that women encounter more substantial hurdles in their professional advancement within the banking sector. These obstacles were predominantly associated with the industry's culture, which often demands long hours and places a high emphasis on communication and relationships. This environment led some women to self-select out of working in certain high-pressure departments, notably within investment banking firms.

The 2007 study by the United Nations Development Fund for Women (UNIFEM), titled "*Gender Dimensions in the Ministry of Education and its Various Directorates*," was aimed at assessing the extent to which gender considerations are integrated into the strategic planning of the Ministry of Education, focusing on achieving gender equality in various operational areas.

These areas included scholarships, training, promotions, the ability to earn rewards, and securing leadership positions, alongside an analysis of the legislation's effectiveness in fostering gender justice. The study also explored the level of gender awareness among both male and female employees within the ministry and its various directorates. Employing a descriptive approach, the study encompassed all employees at the Ministry of Education, totaling 35,182 individuals.

A representative sample was selected, and data were collected using a specifically designed questionnaire. The findings highlighted significant gender disparities, notably in leadership roles and advanced job grades, which predominantly favored male employees. These disparities were evident in aspects such as access to training, both domestic and international courses, and participation in committee work across the ministry and its directorates. In a related vein, the 2010 study by Al-Kharouf titled "*Gender Dimensions in the Higher Council for Youth and its Various Directorates*" sought to evaluate how effectively gender considerations were integrated by officials within the Higher Council for Youth.

The study focused on various dimensions such as equal opportunities for employees in accessing scholarships, participating in courses, achieving job grades, receiving rewards, and assuming leadership positions. Utilizing a descriptive methodology, the research analyzed the human resources database from a gender perspective for the year 2008 at the Higher Council for Youth.

A questionnaire was distributed to a representative sample comprising 207 male and 106 female employees across the council and its directorates. The study uncovered gender disparities in several areas, including differences in higher ranks, monthly income rates, and the distribution of leadership roles, which generally favored males.

It also noted a higher prevalence of male employees in lower job positions relative to females at the same level, and while there was a noted gender gap favoring females in job stability, males were more favored in areas such as training courses and international scholarships, although the rates for overseas scholarships were low for both genders.

The 2014 study by Al-Khroub titled "*Gender Dimensions in the Ministry of Political and Parliamentary Affairs*" sought to thoroughly assess the integration of gender perspectives within the ministry, focusing on areas such as job representation, social status, academic qualifications, and the overall employee awareness of gender issues. It also evaluated the ministry's commitment to ensuring gender equality in opportunities for appointment, leadership roles, scholarships, training courses, rewards, and participation in committees.

Furthermore, the study explored the attitudes of both male and female employees towards women's involvement in development and analyzed how demographic, social, and economic variables influenced these attitudes among married and unmarried employees.

Employing both quantitative and qualitative descriptive analytical methods, the study included all employees at the Ministry of Political and Parliamentary Affairs in 2014. A comprehensive survey was conducted with a sample size of 127 employees. The findings indicated a pronounced bias favoring male employees, including higher rates of singleness among female employees compared to their male counterparts.

A notable gender gap favored male employees with high school diplomas and female employees with community college diplomas. Additionally, there was a distinct gap favoring male employees in higher job grades, and male employees were predominantly represented in service roles. The study also highlighted significant disparities between male and female employees in accessing educational scholarships and participating in training courses within the kingdom.

In a similar vein, Ghroba's 2015 study titled "*Gender Ideologies of Academic Minds in Algerian Society*" delved into the role of gender ideology in shaping social roles and statuses within university administration at the University of Algiers 2.

The study aimed to explore how entrenched societal gender distinctions are reflected in the intellectual contributions of academic researchers and to identify the prevailing gender distinctions concerning role performance and status in the university setting. The study involved 79 academics, selected through purposive sampling, with data gathered through interviews. Key findings from this comprehensive survey included:

- A correlation between the gender ideologies held by faculty members and their role performances within the university. Specifically, male faculty members tended to exhibit roles that align with traditional gender ideologies, whereas female faculty members demonstrated roles indicative of more liberal gender ideologies.
- A distinction in gender ideology between male and female academic administrators, with male administrators displaying a traditional ideology that supports male dominance. In contrast, female administrators showed a less traditional ideology, aimed at challenging stereotypical and subordinate perceptions. This was evidenced by men's apprehensions

regarding women excelling in administrative management and competing for leadership positions, while female administrators endeavored to fulfill institutional roles without embodying traditional femininity in their roles.

- _ Differences in administrative management skills between men and women include role stereotyping based on gender, where male administrators possess skills indicative of leadership traits. In contrast, female administrators have administrative management skills associated with feminine traits.
- _ Several factors contribute to the scarcity of women in leadership positions within the university, including organizational barriers linked to the administrative leader's view of women's work, lack of conviction and confidence in women's decisions and capabilities, and limitations in qualifications and job experience.
- _ The persistence of dominance ideology expressed by male academics, which perpetuates interests and maintains the status quo, contrasts with the ideology of submission and rejection of marginalization and exclusion mixed with a desire for equality, expressed by female academics. These ideologies are reflected in conflict and competition for personal interests among faculty members and academic administrators.
- _ The continuation of gender preferences in the university due to the prevalence of stereotypical images of masculinity and femininity.
- _ The persistence of gender differentiation in dividing university fields into masculine and feminine areas.
- _ The ongoing traditional division of roles in the university, evident in the topics discussed among faculty members and academic administrators, where topics researched by females express expressive roles oriented towards the internal world, while topics researched by males express instrumental roles related to the external world. This traditional role division impacts the effectiveness and quality of performance of female faculty members and researchers, where women exert less effort in terms of time spent on teaching duties and produce less research output than men.

In 2016, Assaf conducted an investigative study to analyze the extent of women's participation in the Jordanian labor market, highlighting the multifaceted barriers that inhibit women from achieving a representation proportional to their demographic percentage. This study was crucial in identifying the specific challenges faced by Jordanian women across different sectors and job types, while also evaluating the educational attainment levels of women within the labor force.

The primary aim was to offer actionable insights and recommendations to policymakers, facilitating the development of strategic initiatives tailored to enhance women's integration into the labor market and to refine existing policies to better meet the demands of the Jordanian labor context.

The methodology employed involved a random sample of 400 women, encompassing both employed and unemployed individuals across various occupations in both public and private sectors. Data collection was rigorously conducted through the analysis of official statistics pertaining to employment and unemployment, newly created job opportunities, and gender-specific indicators. These statistics were sourced from the Ministry of Labor and the National Center for Human Resources Development, employing a quantitative descriptive analysis approach.

Key findings from the study included:

- _ A pronounced scarcity of adequate job opportunities, particularly in remote areas distant from major urban centers, coupled with a lack of comprehensive information regarding available positions, which disproportionately affects women.
- _ The prevalence of long working hours and a work environment in the private sector that often does not accommodate the specific needs of women, including considerations for privacy and the balance between domestic responsibilities and professional commitments.
- _ A notable deficiency in childcare facilities within the public sector, which compromises the ability of working mothers to secure reliable and appropriate care for their children while engaged in professional activities.
- _ Persistent wage disparities between male and female employees, especially marked in the private sector, where some employers exploit the perception that women work primarily for personal financial needs rather than as primary contributors to family income.
- _ Societal stigmas associated with certain professions deemed inappropriate for women, reflecting a broader cultural reluctance to accept women in diverse occupational roles.
- _ Cultural and social challenges related to the distribution of family responsibilities, often disproportionately assigned to women, and the absence of equitable sharing of these duties between spouses.
- _ Inadequate legal protections that ensure women's rights and job stability in the private sector, characterized by limited legislative measures to curb employer arbitrariness in hiring and termination practices, along with a lack of governmental oversight to enforce the rights of female workers in the labor market

9. Results:

The issue of gender differentiation in the workplace is a pervasive social challenge that affects both developed and developing nations, albeit more starkly in the latter. An analysis of results from various studies sheds light on multiple factors contributing to this phenomenon:

- _ The perpetuation of gender roles through social upbringing serves as a cultural legacy handed down to future generations. This transmission of roles significantly shapes societal expectations and individual identities.
- _ Male roles are often valued more highly than female roles, particularly in leadership contexts. This trend of male dominance is observed even at higher academic levels and reflects broader societal dynamics where men hold elevated statuses due to their control over resources, while women are often seen in subordinate positions under male authority.
- _ The association of specific types of work with a particular gender is not inherently based on physical or emotional capabilities but rather is a social construct that evolves over time and varies across different cultures.
- _ Persistent gender differentiation in labor division into masculine and feminine fields is evident. This is manifested in preferences for male colleagues, leaders, and managers, as well as a gender bias that favors interactions with the same gender.
- _ The prevailing ideology of male dominance perpetuates traditional interests and maintains the existing social order. This contrasts with the ideology of submission and rejection of marginalization experienced by women, intertwined with aspirations for equality.
- _ Several barriers inhibit women's ascendancy to leadership roles, chiefly the challenge of balancing professional and family responsibilities, diminished self-confidence due to societal conditioning, fear of failure, and prevailing societal norms that devalue women's leadership capabilities.
- _ While there are generally positive attitudes towards men in leadership positions within both governmental and non-governmental sectors, the same cannot be said for women. Additionally, existing legislation and laws do not significantly impact gender issues between these sectors.
- _ Opportunities for women have begun to open, and challenges to traditional organizational gender cultures are emerging. However, changes are not always uniform or smooth, and there is considerable evidence of disparities and occasional disruptions arising from these gender shifts, highlighting the significant impact of gender dynamics on organizational change.
- _ Both genders acknowledge that women face more obstacles in professional advancement, primarily due to a culture of long working hours and issues related to communication and interpersonal relationships. This environment has led some women to opt out of certain departments or roles.
- _ A higher proportion of male employees are found in lower-level positions within councils and directorates, yet there is a gender gap favoring females in terms of job stability. Conversely, males are more favored in training opportunities, both domestically and internationally.

10. Recommendations:

In light of the persistent issue of gender differentiation, which reflects the deep-seated patriarchal values and cultural upbringing that disproportionately privilege men in the workplace, we propose the following strategic recommendations based on our findings:

- _ Reevaluate prevailing social culture and inherited societal concepts, promoting an upbringing that advocates for equality between males and females starting from the family and schools, and increasing awareness about the roles and social status of both women and men, emphasizing their rights and responsibilities.
- _ Formalize the system of male dominance within laws and policies that undermine women's status, ensuring women are considered equal to men in the eyes of the law.
- _ Work on changing traditional cultural perceptions of gender roles through targeted community awareness and education programs to promote gender equality.
- _ Enhance women's self-confidence and capabilities through empowerment and training programs targeted at women in various fields.
- _ Revise employment and promotion policies and practices to ensure equal opportunities for both men and women without gender discrimination.
- _ Encourage women to take on leadership positions through incentives and support programs, and remove obstacles that prevent this.
- _ Involve both men and women equally in the cultural and organizational change process towards accepting gender equality in the workplace.
- _ Conduct further studies and research on gender differentiation in the workplace to understand its dimensions more deeply and address it effectively.
- _ Develop mechanisms to monitor and evaluate progress made in achieving gender equality in the workplace at various levels.

Conclusion:

The challenge of gender differentiation in the labor market remains a significant hurdle in contemporary societies, including Algerian society. Despite notable advancements in women's rights and moves towards gender equality, the

lingering effects of cultural and social heritage continue to impact the opportunities available to women, particularly in leadership and equitable access to training and promotions.

Addressing this issue necessitates multifaceted efforts, including reevaluating ingrained social norms, amending discriminatory legislation, and transforming organizational cultures in workplaces. Empowering women and enhancing their self-confidence are essential for breaking down the psychological and social barriers that hinder true equality in the labor market.

Achieving gender equality is not merely a matter of social justice but also a critical economic and developmental imperative. Fully leveraging the talents and capabilities of all members of society, both women and men, is essential for achieving the comprehensive and sustainable development that contemporary societies strive for. Therefore, eradicating all forms of gender differentiation in the labor market should be a strategic priority for all state institutions and civil society organizations.

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