Gender Inequality in the Workplace: Sociological Perspectives

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Abstract. This article explores the persistent issue of gender inequality in the workplace, analyzing its roots and manifestations from a sociological perspective. By examining structural barriers, cultural norms, and organizational practices, we aim to shed light on the complex dynamics that perpetuate gender disparities in employment. Our findings emphasize the need for comprehensive strategies to promote gender equality in professional settings.

Keywords: Gender Inequality, Workplace, Structural Barriers, Cultural Norms, Employment

Introduction

Despite significant advancements in gender equality, disparities in the workplace remain a pressing issue. This article delves into the sociological aspects of gender inequality, focusing on structural barriers such as unequal pay, limited career advancement opportunities, and pervasive stereotypes. We examine the cultural and organizational factors that contribute to these disparities, drawing on recent studies and theoretical frameworks. Our analysis highlights the importance of addressing both systemic and cultural dimensions to foster a more equitable work environment.

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References

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