

RESEARCH
ARTICLE**Gender and Sustainable Development – A Comprehensive Approach to Achieving Gender Equality**

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Gender, Gender Equality, Sustainable Development, Feminist Theories, Gender Roles.

Abstract

The article discusses the topic of gender and sustainable development from a comprehensive perspective aimed at achieving gender equality. It explores gender as a social and cultural construct, distinct from biological sex, used to analyze differences and social roles between men and women. The article emphasizes that gender is not fixed but is shaped through socialization and diverse cultural contexts. It traces the historical development of the gender concept, evolving from rigid traditional views to a dynamic, multidimensional framework that intersects with class, race, and gender identity. The article then reviews major gender theories, including various strands of feminism, symbolic interactionism, intersectionality, queer theory, and others, explaining how gender roles are constructed and how they influence social relationships and power dynamics. Gender applications are examined across several domains: education, labor markets, politics, health, media, and law, highlighting persistent gender gaps and challenges, such as stereotypes, wage disparities, and underrepresentation in political spaces. The article proposes practical solutions including reforming educational and legal policies, promoting inclusive media content, and implementing gender-sensitive health and education programs. The article concludes that achieving gender equality is essential for sustainable development and comprehensive social justice. It calls for the dismantling of traditional gender roles and the empowerment of women through inclusive, context-aware reform strategies that reflect the complexity of social and cultural realities.

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Introduction

The concept of gender considered a central notion in the social and human sciences offers a lens through which to understand the dynamics governing social, economic, and political relationships between individuals, based on societal perceptions of masculinity and femininity. Since its emergence, the gender concept has encompassed dimensions that go beyond the simple binary of male and female, engaging in deeper analysis of roles, responsibilities, and opportunities granted or denied based on socially constructed notions of sex. Gender is shaped by historical and geographical contexts, making it a multi-layered framework for studying social inequalities and rethinking traditional power structures.

In traditional settings, gender roles were rigidly defined: women were assigned domestic and caregiving duties, while men were seen as primary providers. However, social, economic, and political changes particularly during the 20th century have dismantled these fixed patterns. Today, gender is a more

complex and intersectional concept, incorporating elements like race, class, and age, revealing diverse dynamics of gender-based discrimination.

Gender is not merely an analytical framework for understanding social roles; it is also a critical tool for examining how resources, power, and opportunities are distributed. Therefore, integrating gender analysis into discussions of development, education, health, and labor markets is vital, along with its role in shaping policies aimed at achieving gender justice.

Central Question:

Amid global socio-cultural transformations, how can the concept of gender be understood and applied effectively and equitably, considering existing challenges, theoretical perspectives, and practical solutions to promote gender equality and justice?

Sub-Questions:

What is the concept of gender, and how has it evolved historically?

What are the main theories explaining gender?

Where are the key applications of gender found, and what are the associated challenges and possible solutions?

Significance of the Study:

Studying gender is crucial for understanding the social and economic dynamics that shape relationships based on societal perceptions of masculinity and femininity. Gender analysis reveals inequalities in the distribution of power and resources, contributing to justice and equality across various fields. It also aids in understanding how cultural values and social norms shape gender roles and influence identity and opportunity. Additionally, gender studies address complex social issues like violence against women and labor market discrimination, promoting inclusive interaction and diversity. Gender research supports public policy development and fosters inclusivity, ensuring equal rights for all individuals regardless of their sex. Through this understanding, more equitable environments can be created where all individuals are equally represented in every aspect of life.

Objectives of the Study:

This paper aims to review the conceptual framework of gender by analyzing its definitions, the distinction between sex and gender, and gender roles and their impact. It further examines the theoretical framework of gender through feminist theories, symbolic interactionism, and intersectionality. Finally, it highlights the main applications of gender, particularly in education, labor markets, and media, with a focus on challenges and practical solutions for achieving true gender equality.

Studying gender is not just about identifying discrimination between males and females; it also requires a deep understanding of how such differences are constructed and how they can be dismantled to create more just and inclusive societies.

Methodology:

To meet the objectives of this study and address the posed research question, a descriptive-analytical approach was adopted to outline the theoretical literature on gender. Information and data were collected from various sources, including books, journals, and relevant online platforms.

In line with the study's objectives and in response to the main research question, the study is structured as follows:

Conceptual Framework of Gender

Theoretical Literature on Gender

Applications of Gender

Challenges and Proposed Solutions

I. The Conceptual Framework of Gender

To achieve an accurate and comprehensive understanding of gender, it is essential to explore the key historical milestones that shaped the concept and highlight the main definitions proposed by scholars and thinkers.

1. Historical Evolution of the Gender Concept

The concept of gender has undergone significant transformations over time. It shifted from being viewed as a fixed biological division of roles between males and females to a complex social construct reflecting interactions between genders within various social and cultural contexts. The key stages in the development of the gender concept can be summarized as follows:

1.1 The Traditional Era: Biological Role Division

In traditional societies, gender roles were considered fixed and closely tied to biological characteristics. Men were perceived as strong and capable of working outside the home to provide, while women were assigned caregiving and domestic responsibilities. This perception dominated most societies globally for centuries, with little consideration for social or cultural differences affecting gender roles (Butler, 1990, p. 28).

1.2 The 19th Century: Emerging Awareness of Gender as a Social Issue

With the rise of feminist movements in Europe and the United States, the 19th century saw a shift in the understanding of gender. Feminist activism demanded women's rights in education, employment, and public life. A distinction began to be made between biological sex and gender, where gender was recognized as a social construct shaped through upbringing and social interaction (Walby, 1990, p. 56).

1.3 Mid-20th Century: Gender as a Social Theory

In the post-World War II era, academic interest in gender increased significantly. New theories and studies emerged, asserting that gender roles are not fixed but socially and politically contingent. Feminist theories such as liberal feminism advocated for legal and social reforms to achieve gender equality, while radical feminism identified patriarchy as the root cause of gender discrimination (Tong, 2009, p. 97).

1.4 The 1970s–1980s: Gender Intersecting with Other Issues

During this period, gender began to intersect with issues such as race, class, and sexual identity. Kimberlé Crenshaw introduced the theory of **intersectionality**, which highlights how gender discrimination overlaps with other forms of oppression like racism and poverty, creating unique experiences for marginalized individuals. Recognition of non-binary gender identities also emerged during this time (Crenshaw, 1991, p. 1244).

1.5 The Last Two Decades: Gender as a Tool for Social Analysis

In recent decades, gender has become a key analytical tool for understanding social, economic, and political structures. Academic discourse has expanded to include media representations, legal frameworks, and policy impacts. Gender is now central to global discussions on human rights and sustainable development, emphasizing gender justice as a prerequisite for equality worldwide (Moser, 2007, p. 67).

Today, gender is seen as a broad and inclusive framework for analyzing human and societal relationships, encouraging a reexamination of inherited social structures to promote gender equality and justice in all spheres.

2. Definitions of Gender

Gender has been defined in diverse ways by social scientists and scholars, with definitions varying depending on cultural, social, and political contexts. As feminist and sociological thought evolved, so too did the understanding of gender—from a biological classification to a complex social construct representing roles and behaviors shaped by societal norms regarding masculinity and femininity.

2.1 Gender as a Social Construct

Many studies define gender as a social construct reflecting the roles and expectations individuals are expected to fulfill based on their sex. According to Judith Butler, gender is not an innate or natural truth but a performance that reproduces cultural norms of what is deemed appropriate for men and women (Butler, 1990, p. 25).

2.2 Gender and Social Relations

Some researchers view gender as a central element in shaping social, political, and economic relationships. According to Shari Morgan, gender serves as a tool for distributing power and resources, institutionalizing roles and social hierarchies based on gendered assumptions (Morgan, 1996, p. 73).

2.3 Gender as Personal Identity

From a psychological and cultural standpoint, gender is also defined as part of an individual's identity, encompassing how one expresses themselves through behavior, clothing, and emotions. This view acknowledges that some individuals may not align with traditional gender roles and may identify differently from their assigned biological sex (Stryker, 2008, p. 58).

2.4 Gender and Social Differentiation

In the context of social stratification, gender categorizes individuals into groups based on their sex, leading to inequalities in access to resources and opportunities. Simone de Beauvoir argued that gender constructs women as the "Other" in opposition to men, who are seen as the "norm" (de Beauvoir, 1949, p. 30).

2.5 Gender and Social Violence

Many scholars emphasize gender as a factor in social violence. Martha Nussbaum contends that violence against women stems from societal systems that reproduce unequal power dynamics, leading to gender-based violence and discrimination (Nussbaum, 2000, p. 116).

2.6 Gender in the Arab Academic Context

In Arab academic discourse, Halim Barakat offers a comprehensive definition of gender, linking it to cultural and social constructs and gender-based dominance. He argues that gender is not merely a distribution of roles but a complex cultural system with social, economic, and political dimensions that produce power relations favoring men. Barakat notes that this system arises through socialization processes that reinforce patriarchal values and beliefs positioning men in authority and women in subordinate roles. These structures are rooted in historical and political contexts, with Arab political and social systems playing a major role in reinforcing gender hierarchies (Barakat, 1993, p. 240).

3. The Difference Between Sex and Gender

This section explores the concept of sex and the key distinctions between it and the concept of gender.

3.1 Definition of Sex

Sex refers to the biological and physiological characteristics that differentiate males from females, including reproductive organs, chromosomes, and hormones. Sex is considered relatively fixed and unchangeable, as it is based on innate natural traits determined at birth (Connell, 2002, p. 10). Sharif Atiya defines sex as "the natural biological differences between men and women, which include reproductive organs and physiological functions" (Atiya, 2010, p. 45).

3.2 Key Differences Between Sex and Gender

Element	Sex	Gender
Basis	Biological	Social and cultural
Constancy	Fixed and unchangeable	Variable and influenced by culture and time
Impact	Determines physical traits and biological functions	Determines social roles and responsibilities
Focus	What is natural and innate	What is learned and shaped by socialization

3.3 Importance of Distinguishing Between the Two Terms

Distinguishing between sex and gender is essential for understanding issues related to social justice and gender equality. While sex focuses on biological traits, gender helps analyze the social and cultural causes of disparities between men and women. This understanding is vital for developing strategies that eliminate discrimination and promote equality.

4. Gender Roles

Gender roles are defined as the set of social expectations that assign roles and responsibilities to individuals based on their biological sex. These roles respond to prevailing cultural and social patterns and differ between societies. They also shift with social and economic changes, making them a dynamic topic worthy of analysis.

4.1 Gender Roles in Traditional Societies

In traditional societies, gender roles were clearly defined: men were expected to be providers and protectors of the family, while women were responsible for caring for the home and children. These roles were reinforced by cultural values that emphasized gender division as natural and unchangeable, reinforcing male dominance (Barakat, 1993, p. 240). In rural Arab communities, for instance, gender roles revolved around agriculture and family, with men working in the fields and women caring for the household (Abdel Rahman, 2008, p. 65).

4.2 Cultural Shifts and Challenges to Gender Roles

Feminist movements and increased awareness of gender equality have led to shifts in gender roles. In the Arab world, women's rights movements and legal reforms have gradually altered traditional gender roles. For example, legislation in countries like Tunisia has expanded women's rights in employment and political participation (Al-Afif, 2007, p. 34). These transformations were driven by both internal and external influences, as more women began accessing education and participating in the workforce, reshaping traditional gender expectations (Atiya, 2010, p. 50).

4.3 Gender Roles in the Era of Globalization

Globalization has facilitated the exchange of cultures and ideas, contributing to the redefinition of gender roles in many Arab societies. Studies show that global media has promoted a new image of women as active societal contributors, encouraging many to challenge traditional stereotypes (Al-Najjar, 2015, p. 22).

Simultaneously, some urban households have seen increased male participation in child-rearing and domestic work, influenced by evolving cultural norms (Hammad, 2016, p. 90).

4.4 Gender Roles and Media Culture

Media plays a significant role in shaping and reinforcing gender roles. Advertisements and TV shows often depict stereotypical images of women as homemakers concerned with beauty and care, while men are portrayed as strong providers. However, recent years have seen more diverse media representations of women in leadership roles, such as politicians and scientists, reflecting changing cultural and social norms (Atiya, 2010, p. 78).

4.5 Gender Roles in the Arab World

Despite ongoing changes, many Arab societies still maintain traditional gender roles, especially in rural areas. Nonetheless, major cities show noticeable shifts, with increasing female participation in the labor market and higher education. For example, a United Nations study reported a 15% increase in Arab women's labor force participation over the past two decades (UNDP, 2020, p. 12). These advances still face challenges such as societal pressure to maintain traditional roles, particularly in conservative environments (Abdel Rahman, 2008, p. 70).

4.6 Gender Roles and Sustainable Development

Gender roles are closely linked to sustainable development, particularly regarding gender equality. Involving women in economic, social, and political spheres contributes significantly to achieving sustainable development goals. In the Arab world, changes in gender roles are seen as essential steps toward fostering development (Al-Afif, 2007, p. 55).

II. Theoretical Framework of Gender (Paragraph Format)

1. **Feminist theories** focus on how patriarchal systems shape gender relations, using power structures to uphold male dominance and marginalize women. These theories argue that gender is not innate but a social construct designed to benefit certain groups over others (Beauvoir, 1995, p. 24). This perspective is prominent in the works of Arab feminists like Nawal El Saadawi, who linked gender inequality to cultural and religious systems (El Saadawi, 2000, p. 17).

1.1 **Liberal feminism** promotes equality between men and women through legal and institutional reforms. It asserts that gender discrimination stems from unfair laws and practices, which must be amended to guarantee equal access to education, employment, and political participation. For instance, liberal feminists advocate eliminating barriers to girls' education and ensuring women's right to work and vote (Tong, 2009, p. 45).

1.2 **Radical feminism** considers patriarchy the root cause of gender oppression. According to this approach, traditional gender roles originate from male dominance, leading to systemic exploitation of women. Radical feminists call for a complete overhaul of social and political structures to dismantle patriarchy and achieve true gender equality (Tong, 2009, p. 63).

1.3 **Cultural feminism** highlights differences between the sexes as essential cultural strengths. This theory encourages redefining traditional feminine roles—such as motherhood and compassion—as sources of empowerment, rather than burdens. It promotes valuing women's unique contributions to society on their own terms (Francis, 2012, p. 573).

2. **Symbolic interactionism** views gender as a fluid and socially constructed identity formed through everyday interactions. Rather than being biologically determined, gender emerges from how individuals interact in contexts like work, education, and family. Through these experiences, people learn what is considered "appropriate" for their gender, thus reinforcing societal norms (Jenkins, 2000, p. 45).

3. **Intersectionality theory**, introduced by Kimberlé Crenshaw, emphasizes that gender-based discrimination does not operate in isolation. Instead, it overlaps with other forms of oppression, such as racism, classism, and ableism. For instance, a woman from a marginalized ethnic group may experience both gender and racial discrimination, shaping a unique social reality that cannot be understood through gender alone (Crenshaw, 1991, p. 1253).

4. **Social construction theory** argues that gender is not fixed or biologically predetermined but is continuously shaped by cultural and social practices. This process begins in childhood and is reinforced throughout life. In Arab societies, for example, boys are often encouraged to pursue risk and strength, while girls are directed toward nurturing and domestic roles, contributing to the formation of gender identity (Atiya, 2010, p. 72).

5. **Queer theory** challenges traditional binary understandings of sex and gender. It posits that gender identity is not inherent or static but is socially and culturally constructed. This theory calls for acceptance of non-binary and fluid identities. Though relatively new in the Arab world, queer theory has begun to influence advocacy movements in countries like Lebanon and Egypt, despite societal resistance (El Saadawi, 2018, p. 89).

6. **Marxist and materialist theory** relates gender roles to economic systems, particularly capitalism. According to this view, gender roles serve the interests of dominant classes by assigning labor in ways that reinforce male authority—placing men in public roles and women in domestic spheres. Recent economic shifts, such as women's increasing entry into the workforce in countries like the UAE and Saudi Arabia, call for a Marxist analysis to understand how class dynamics reshape gender roles (Hammad, 2016, p. 99).

7. **Symbolic interactionism (expanded)** further elaborates on how gender is constructed through symbols like language, behavior, and media portrayals. In Arab societies, schools and mass media play a significant role in perpetuating traditional gender norms, often depicting men as strong and women as weak. These daily reinforcements contribute to maintaining gendered expectations (Atiya, 2010, p. 88).

8. **Intersectionality theory (expanded)**, or the theory of overlap, integrates additional dimensions such as ethnicity, socioeconomic status, and physical ability into the analysis of gender. In the Arab context, women in rural or impoverished regions face compounded challenges compared to their urban counterparts. Ethnic and cultural disparities further complicate the gender landscape, necessitating a multidimensional approach to understanding inequality (Abdel Rahman, 2008, p. 42).

III- Applications of Gender

Gender applications are manifested in many social and economic fields that are significantly affected by gender roles. The impact of gender can be observed in the unequal distribution of opportunities and resources. Some of the most prominent areas that reflect gender applications include **education, the labor market, and media**. Below is an explanation of gender applications in each of these areas:

1. in Education

Education is one of the key fields that contribute to constructing and transforming gender roles. It is a fundamental tool for reducing the gender gap by providing equal opportunities for all. Historically, girls were often deprived of access to higher education or of receiving equal educational opportunities compared to boys in many societies. However, with the development of educational policies in recent years, this gap has gradually begun to narrow. Educational programs that encourage girls to pursue education have played a significant role in reducing this gap.

According to UNESCO data (2020), girls in many developing countries have seen notable improvements in access to education, which has led to social and economic changes affecting these groups (UNESCO, 2020, p. 28). Furthermore, many modern educational policies aim to eliminate barriers preventing girls

from studying in fields such as science, technology, engineering, and mathematics (STEM), helping to promote equal participation in areas traditionally dominated by men.

2. in the Labor Market

The labor market is one of the key areas reflecting gender inequality, where gender-based discrimination remains an issue in the distribution of opportunities and wages. In many countries, the gender pay gap persists despite ongoing efforts to achieve gender equality. According to the International Labour Organization (2019), women earn, on average, 23% less than men in similar positions globally (ILO, 2019, p. 5).

Despite this gap, some countries have made notable progress in employing women in new sectors such as leadership and politics, reflecting the gradual shift in gender roles within the labor market. As women's roles expand in various economic sectors, studies show that promoting equal opportunities in the labor market is a fundamental step toward reducing gender-based economic and social disparities. As Abu Sa'da (2010) notes, emphasizing equality in the labor market helps create a conducive environment for professional growth and economic equality between the sexes (Abu Sa'da, 2010, p. 98).

3. in Politics

One of the primary applications of gender in the political field is the effort to increase women's representation in the political arena by encouraging their participation in decision-making. These efforts aim to promote gender equality in political participation and policymaking. This includes the representation of women in government positions and support for efforts to increase female representation in parliaments, cabinets, and governmental bodies. Political programs targeting women also play a role in this, focusing on issues such as social and economic rights and promoting women's participation in elections. These efforts help raise political awareness among women about their rights and how to represent their interests.

SouEIF (2015) emphasized the need to empower women for effective political participation, noting that such empowerment contributes to the development of public policies that promote gender equality (SouEIF, 2015, p. 134).

4. in Health

Gender applications in the health sector relate to the provision of equitable healthcare that considers gender differences between men and women. In this context, health programs are developed to reflect the specific needs of each gender, with attention given to both reproductive and mental health for women and men. This includes health awareness programs that focus on gender issues—such as breast cancer awareness for women and the importance of early detection—and the provision of comprehensive gender-sensitive healthcare services, including reproductive health programs and maternal health campaigns.

Studies by Jaber (2012) confirm that applying gender considerations in healthcare helps achieve comprehensive and balanced care, which positively affects individuals' overall health (Jaber, 2012, p. 78).

5. in Media

Media plays a key role in shaping public awareness around gender values. It can either reinforce stereotypes or contribute positively to reshaping them. While media has often promoted traditional images of men and women, recent years have seen a rise in media campaigns focused on promoting gender equality.

One prominent example is the "HeForShe" campaign launched by the United Nations, which seeks to engage men as allies in advancing gender equality. The campaign aims to change prevailing perceptions of gender roles and promote the understanding that gender equality is a shared issue that requires the involvement of all members of society, including men (Gill, 2007, p. 90).

6. in Legal Rights

Legislation governing gender rights is a fundamental step toward ensuring justice between genders, allowing individuals to access equal rights in various legal domains such as work, education, and health. This includes adopting laws that guarantee gender equality in areas such as employment, education, and inheritance, as well as protecting women from violence through laws combating domestic abuse and sexual harassment. It also involves protecting the rights of gender minorities and developing legislation that safeguards the rights of non-binary and LGBTQ+ individuals and prohibits discrimination against them.

Ibrahim (2018) highlights the importance of laws that ensure women's rights across various fields, noting that the implementation of these laws contributes to improving women's social and economic status (Ibrahim, 2018, p. 142).

IV – Challenges and Proposed Solutions

The issue of gender faces major challenges worldwide, affecting individuals and societies alike. Although there has been noticeable progress in some areas, many barriers still hinder the achievement of gender equality. These challenges vary across different sectors such as **education**, **the labor market**, and **media**, each of which requires tailored solutions to overcome them.

1. in Education

1.1 Challenges: One of the most prominent challenges facing gender in education is the continued reinforcement of gender stereotypes in school curricula. Traditional gender roles are often portrayed as normal and acceptable. In many cases, women are directed toward traditional fields such as literature or teaching, while men are encouraged to pursue fields like engineering and science. There is also a disparity in access to higher education, especially in some developing countries where girls are still denied educational opportunities due to social or economic norms.

1.2 Proposed Solutions:

- **Redesigning curricula:** Curricula should be revised to promote gender diversity and equality. By presenting examples of women in science, technology, and leadership, girls can be inspired to pursue ambitions in non-traditional fields.
- **Implementing targeted educational programs:** Special programs should be implemented to target girls in marginalized areas, encouraging them to pursue higher education and participate in science and engineering fields.

2. In the Labor Market

2.1 Challenges: The wage gap between men and women remains one of the biggest challenges in the labor market, with women generally earning less than men in similar jobs. Additionally, women still face difficulties in accessing leadership positions in many industries, and discriminatory practices continue to hinder their professional advancement. Women working in flexible jobs such as remote work or part-time roles often suffer from a lack of professional recognition and dual stress due to family responsibilities.

2.2 Proposed Solutions:

- **Implementing equal pay laws:** Companies that do not comply with equal pay policies should face penalties, and wage transparency between genders should be strengthened.
- **Encouraging flexible policies:** Companies should adopt flexible policies that support women's career advancement without compromising their family roles, such as providing paid maternity leave and organizing flexible working hours.

3. In Health

3.1 Challenges:

- **Gender-based discrimination:** One of the major challenges in health related to gender is gender-based discrimination in healthcare delivery. This discrimination can affect both women and men differently. In some cases, women's health needs—such as reproductive care or breast cancer awareness—are neglected. In other instances, men's mental health issues are downplayed due to stereotypes that expect men to be strong and not show vulnerability or depression.
- **Lack of awareness of gender health:** Another challenge is the lack of awareness about gender-sensitive health and the need for tailored health programs that address different gender needs. Often, the needs of non-binary or LGBTQ+ individuals are ignored, exacerbating their health issues.
- **Impact of stereotypes on care delivery:** Prevailing gender stereotypes in society affect how healthcare is delivered. For example, doctors may struggle to provide appropriate treatment based on the patient's gender due to entrenched gender role assumptions.

3.2 Proposed Solutions:

- **Increasing awareness and training for medical professionals:** Healthcare providers should be trained to understand gender concepts and their impact on health care. Workshops and training courses can help increase awareness and promote more equitable health services across genders.
- **Developing gender-specific health programs:** Health programs should focus on different gender needs—such as reproductive health care for women and mental health support for men—and include services for non-binary or LGBTQ+ communities, such as specialized mental health counseling.
- **Updating health education curricula:** It is essential that medical and health school curricula include gender studies to educate students on how gender affects health and the importance of providing gender-equitable care.

4. In the Political Sphere

4.1 Challenges:

Women face numerous challenges in the political field that hinder their effective participation in decision-making and public policy. One of the most prominent challenges is the low political representation of women in most countries. According to the World Economic Forum (2021), women still make up less than 25% of parliamentarians in many countries, reflecting the significant gender gap in legislative bodies (World Economic Forum, 2021, p. 12).

Moreover, cultural and social barriers prevent women from participating in political life in certain societies. Many traditional values that define a woman's role as a mother and wife restrict her political involvement, reinforcing gender gaps in politics. Additionally, women in politics often experience political violence—ranging from threats and incitement to physical attacks—which compromises their safety and limits their participation in the political process.

4.2 Proposed Solutions:

To address these challenges, several solutions have been proposed to promote women's political engagement:

- **Adopting gender-balanced policies:** It's essential to implement laws and policies that promote balanced representation of both genders in political positions. Many countries have adopted gender quota systems to ensure a certain percentage of women are represented on electoral lists.
- **Awareness campaigns:** Launch campaigns to raise awareness of the importance of women's political representation and their role in decision-making. This can encourage women to run for public office.
- **Training and support programs:** Provide political training programs for women aspiring to enter politics, including leadership skills and campaign management.
- **Support networks:** Establish support networks and institutions that offer space for female politicians to collaborate and share experiences. These networks help develop their political skills and improve their opportunities.

5. In Media

5.1 Challenges:

Media is one of the most influential forces in shaping social perceptions of gender. However, much of the media content continues to reinforce traditional gender stereotypes. Women are often depicted in nurturing or emotional roles, while men are portrayed as leaders and heroes. Moreover, media perpetuates narrow beauty standards that affect women's self-image and reinforce cultural values that support male superiority.

5.2 Proposed Solutions:

- **Promoting diverse gender roles in media:** By presenting content that reflects a variety of gender roles, the media can help change prevailing perceptions of men's and women's roles in society.
- **Awareness campaigns:** Campaigns like “HeForShe” encourage men to support women in their struggle for gender equality. Such initiatives help dismantle cultural barriers preventing male involvement in women's rights advocacy.

6. In the Legal Field

The legal domain also presents significant gender challenges that affect individuals' rights in society. The main challenges include:

6.1 Challenges:

- **Discriminatory laws:** In many countries, there are laws that discriminate between men and women—for example, inheritance laws that grant men larger shares than women. Personal status laws in some Arab countries also restrict women's rights within the family.
- **Legal violence against women:** Personal status laws often perpetuate violence against women by favoring men in cases such as divorce, thereby marginalizing women's rights and protection. Furthermore, some legal systems do not provide sufficient protection for victims of domestic violence.

6.2 Proposed Solutions:

- **Reviewing and amending discriminatory laws:** It is crucial to review and revise laws that discriminate against women in areas such as inheritance, divorce, and employment. These amendments should align with principles of gender equality and enhance women's legal rights.
- **Enacting laws to protect women from domestic violence:** Strong laws should be enacted to combat domestic and sexual violence, alongside providing legal and psychological support for female victims. Additionally, public awareness programs should educate communities on women's rights within personal status laws.

Conclusion

The concept of gender has witnessed a remarkable evolution throughout history, transitioning from a fixed biological division of roles between males and females to a complex social framework that reflects interactions between the sexes in various social and cultural contexts. With this conceptual development, numerous theories and frameworks have emerged to explain gender roles and how they affect social and political relationships. This shift in understanding has led to the expansion of the gender concept into several fields such as education, the labor market, and the media, prompting a reconsideration of traditional gender values and patterns.

Theoretical analysis of gender is now considered a fundamental tool for understanding how gender roles are constructed and how they interact with different social and cultural forces. Feminist theories, symbolic interactionism, and intersectionality theory have all contributed to explaining gender from a multidimensional perspective, reflecting the evolution of academic and research thought on the subject. Furthermore, the practical applications of gender are evident in daily life, where its influence can be seen in the distribution of opportunities and resources across various sectors such as education, the labor market, and media.

Despite notable progress in some areas, the greatest challenge remains overcoming the cultural and social barriers that hinder the realization of true gender equality. Traditional gender roles continue to pose obstacles in many societies, calling for innovative and sustained solutions—such as reforming educational policies, promoting workplace equality, and shifting prevailing media perceptions of gender roles.

It can thus be said that striving to achieve gender equality is not only a human rights imperative but also an investment in sustainable development and social justice. Cultural change that leads to the redefinition of gender roles helps create more balanced and inclusive societies, where individuals—regardless of gender or gender identity—can reach their full potential without restriction or discrimination.

Study Findings

- **Main Research Question:** *How can gender equality be achieved across various social and economic fields?*

The answer lies in adopting a comprehensive gender perspective that includes analyzing and deconstructing traditional gender roles, alongside implementing educational and economic policies that promote equal participation. Addressing the cultural and institutional challenges that hinder gender justice is also essential.

- **Sub-questions:**

1. **What is the conceptual structure of gender and its roles?** Gender is a social construct that reflects expectations and roles that individuals are expected to fulfill based on their sex. These roles vary according to cultural and social contexts, making gender a multidimensional framework for understanding social disparities.

2. What are the main challenges to achieving gender equality? Challenges include gender stereotypes, the wage gap, underrepresentation of women in politics, and the persistence of traditional social norms.

3. What are the proposed solutions for achieving gender justice? Solutions include revising educational policies, enacting laws that ensure wage equality, and launching awareness campaigns aimed at transforming dominant perceptions of gender roles.

Recommendations

In Education:

- Revise school curricula to eliminate stereotypes and promote gender justice concepts.
- Provide educational programs that encourage girls to enter scientific and technical fields.

In the Labor Market:

- Implement laws ensuring equal pay between genders.
- Establish support programs to help women reach leadership positions.

In Health:

- Develop gender-sensitive health programs.
- Update health curricula to integrate gender-related content.

In the Political Sphere:

- Promote gender quota systems to ensure women's representation.
- Launch training programs for women to support their political engagement.

In the Media:

- Support the production of content that promotes gender equality and portrays women in influential and leadership roles.
- Conduct awareness campaigns such as "HeForShe" to challenge traditional perceptions.

In the Legal Field:

- Review and amend discriminatory laws.
- Enact legislation to protect women from domestic violence.

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