GENDER INEQUALITY, SOCILIGICAL AND ECONOMIC CONSTRAINTS: SYSTEMATIC REVIEW

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Abstract - The issue of gender inequality is broad and complex, as well as how it interacts with cultural legacies and social norms. Gender inequality can be related to different dimensions, such as inequality in enjoyment of rights, legal and cultural discrimination between males and females, differentiation between males and females in terms of decision making and paid employment, pay and social roles (European Commission, 2004). However, the focus of this paper will be on gender inequality in the labour market and how social and gender norms may influence females' preferences and choices in terms of labour market participation. Therefore, in order to obtain a clear understanding of the problem of gender inequality, each element will be discussed separately. The first part of the paper tackles the issue of gender inequality measurements. The second part presents possible explanations for gender inequality in labour market outcomes and why it occurs. The third part reviews culture and social norms theories, and the fourth part discusses how social norms can impact female economic participation.

Keyword - Gender, Inequality, Female Employment, Female Empowerment