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Social Gender and the Formation of Gender Perceptions – A Field Study on a Sample of Working Women in Algeria

النوع الاجتماعي(الجندر) وكيفية تشكل التصورات الجندرية -دراسة ميدانية على عينة من النساء العاملات في الجزائر

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Abstract:

In recent decades, scholarly interest has grown markedly in explaining the persistent gaps between men and women across various domains—social, legal, health, educational, professional, and political—with the aim of promoting gender justice. Within this context, the present study explores the processes through which gender culture is formed in contemporary societies, focusing on the experiences of employed women in Algeria. A descriptive approach was adopted, and interviews were conducted with a sample of women working in various professional sectors. The findings reveal that gender culture among employed women is shaped through three interrelated dimensions—cultural, legal, and organizational—which collectively contribute to shaping women's perceptions of their social and professional roles and their understanding of their position within social and institutional structures.

Keywords: *Social Gender, Socialization, Gender Perceptions.*

ملخص:

شهدت العقود الأخيرة تنامياً لافتاً في الاهتمام الأكاديمي بتفسير الفجوات القائمة بين الرجال والنساء في مجالات متعددة، ولا سيما في حقل علم الاجتماع، وذلك سعياً إلى تعزيز عدالة النوع الاجتماعي، وفي هذا السياق تهدف هذه الدراسة إلى استكشاف آليات تشكّل ثقافة النوع الاجتماعي داخل المجتمعات المعاصرة، مع التركيز على تجربة النساء العاملات في الجزائر، ولتحقيق هذا الهدف تم اعتماد المنهج الوصفي وإجراء مقابلات مع عينة من العاملات في مختلف القطاعات المهنية، وقد بيّنت النتائج أن ثقافة النوع الاجتماعي لدى العاملات تتبلور عبر ثلاثة أبعاد مترابطة هي البعد الثقافي والبعد القانوني والبعد التنظيمي، وتسهم هذه الأبعاد مجتمعة في بناء تصوّرات النساء لأدوارهن الاجتماعية والمهنية، وفي فهم موقعهن داخل البُنى الاجتماعية والمؤسسية.

الكلمات المفتاحية: *النوع الاجتماعي، التنشئة الاجتماعية، التصورات الجندرية.*

1. Introduction:

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The concept of social gender, as distinct from biological sex, encompasses the culturally and socially constructed roles, behaviors, and expectations assigned to individuals based on their perceived gender identity. Within this framework, gender is not a fixed attribute but a dynamic process shaped by social interaction and institutional norms. In Algeria, where traditional values coexist with modernizing influences, the formation of gender perceptions—particularly among working women—presents a compelling subject of sociological inquiry. This study investigates **how gender culture is constructed among working women in Algeria**, focusing on three principal dimensions: **cultural, legal, and organizational norms**.

Understanding the lived experiences of employed women offers crucial insight into the broader mechanisms through which gender identities are shaped and negotiated in the Algerian context. While legislative progress has been made in favor of gender equality, and cultural attitudes are gradually shifting, the workplace remains a site where both progressive and restrictive gender norms coexist. Previous studies in Arab and North African societies (e.g., Moghadam, 2003; Ennaji& Sadiqi, 2011) have highlighted the role of legal frameworks, cultural narratives, and institutional policies in reinforcing or challenging traditional gender roles. However, there remains a relative paucity of empirical work that combines these dimensions specifically within the context of Algerian working women.

Employing a descriptive methodology, this study engages directly with a cohort of employed women in both public and private sectors in Algeria, utilizing **semi-structured interviews** to examine how gender culture is perceived, experienced, and potentially resisted. The analysis is informed by a review of relevant sociological and feminist literature on gender in the workplace, especially within MENA (Middle East and North Africa) contexts. By integrating empirical data with existing theoretical frameworks, the research aims to elucidate the cultural, legal, and organizational processes that contribute to the construction of gender culture, thereby offering a grounded understanding of gender dynamics in contemporary Algerian professional life.

2. Problem Statement:

The study of gender is crucial for understanding the myriad factors that shape gender perceptions and the social roles ascribed to women within society. These perceptions extend beyond the biological differences between the sexes to

include the socially constructed roles that society imposes on women. Often, women's roles are limited to traditional tasks such as household chores and child-rearing.

In this context, the prevailing social and cultural environment plays a pivotal role in shaping these gender perceptions and determining the roles deemed acceptable for women. This process begins during the socialization phase within the family and is perpetuated by various institutions that reinforce these stereotypes. Moreover, laws, legislation, and societal practices contribute to the entrenchment and perpetuation of these perceptions, thereby promoting a diminished view of women and restricting their opportunities to attain high-ranking positions and decision-making roles.

Consequently, these factors directly influence the gender culture among working women, impeding the achievement of gender equality and marginalizing women's roles in favor of elevating those of men. Therefore, the core issue of this study lies in understanding how social, cultural, and legal dimensions influence the formation of gender perceptions among women. Accordingly, the central research question addressed in this study is:

- How are gender perceptions formed among working women in Algerian society?

3. Study Significance:

This research is crucial for addressing the entrenched cultural norms that perpetuate sex-based discrimination and solidify entrenched gender roles within society. Such cultural constructs not only underscore values of inequality but also widen the disparities between men and women, reinforcing masculinity while marginalizing femininity.

Importantly, the study underscores how social, cultural, and legal frameworks shape gender perceptions and contribute to the prevailing culture of social gender among women. It delineates the role of socialization, community institutions, and legal and regulatory frameworks in perpetuating and reinforcing these gender norms within the societal structure.

4. Study Objectives:

- To delineate the gender culture prevalent among working women in Algeria.
- To understand how gender perceptions are formed among working women in Algeria.
- To probe into the characteristics of these dimensions and their impact on the gender culture among working women in Algeria.

5. Previous Studies:

In this section, we attempt to present some previous studies that enable us to gain a deeper understanding of our research problem by examining the nature of the studies in terms of their subject, methodology, and key findings. These studies can assist us, directly or indirectly, in discussing and comprehending the results we will obtain through our research. They are as follows:

5.1. Al-Asaf Study (2016):

This study aimed to analyze the reality of women's contribution to the Jordanian labor market and to highlight the obstacles that prevent women's contribution to the labor market in proportion to their representation in society. It sought to identify the barriers faced by Jordanian employers and classify them according to sectors and types of professions, study and evaluate the educational levels of women in the labor market, and provide practical recommendations to policymakers for formulating strategic plans related to the effective employment of women in the labor market.

Additionally, it aimed to correct existing policies to align with the needs of the Jordanian labor market. The study was conducted on a random sample that included 400 employed and unemployed women in various jobs in both the public and private sectors, as well as unemployed women.

The study relied on a quantitative descriptive analysis approach, and the results were as follows:

- There is a lack of adequate job opportunities and a constrained labor market, especially in remote areas far from major cities. Additionally, there is a poor provision of necessary data regarding available job opportunities in the labor market, particularly for females.
- Women face long working hours and a lack of work environments that suit their nature, especially in the private sector. There is also a lack of

consideration for women's privacy and the household responsibilities required of them in addition to their work.

- There is insufficient attention to providing nurseries with specifications that ensure appropriate care for working women's children, particularly in the public sector.
- Significant wage differences exist between males and females, especially in the private sector. This leads to the exploitation of women, as some employers believe that women work solely to meet their personal needs and are not responsible for the family's essential expenses.
- The culture of shame in society persists, resulting in certain professions still being unacceptable for women.
- There are cultural and social issues associated with the sharing of family responsibilities, particularly those assigned to women. These roles are not shared equitably between husbands and wives.
- The legislations that ensure women's rights and job stability in the private sector are weak. These legislations limit employers' discretion in hiring and terminating employees, and there is a lack of oversight by government authorities concerned with the rights of female workers in the labor market.

5.2. Study by Jassim Mohammed (2015):

This study focused on the formation of gender roles in work environments through a field study conducted in the Directorate of Education in Anbar. The aim was to provide both quantitative and qualitative data for those interested in gender studies and to identify additional factors contributing to male dominance that lead to the formation of gender roles in the workplace.

The study was conducted on a random sample of 100 female employees from the Directorate of Education in Anbar, Iraq. The results concluded that the phenomenon of forming gender roles in work environments is a social issue affecting both developed and developing countries alike, but it is more pronounced in our developing nations.

- The contribution of socialization in forming gender roles has been passed down as a cultural heritage to subsequent generations.

- Women, particularly those who are poor, face issues of educational and cultural illiteracy due to poverty, lack of security stability, and many other factors.
- The concept of development is no longer limited to economic growth or individual incomes alone but has become more comprehensive by relying on human capital, with women being the most crucial part of this equation.
- Development cannot be achieved when more than half of the society (women) are unable to participate effectively in community life and are confined to the kitchen walls.

5.3. Study by Ghoraba (2015) on Gender Ideologies Among Academic Minds in Algerian Society:

This study aimed to identify the role of gender ideology in determining the social roles and statuses of university administrators and to assess the extent to which gender differentiations established by societal culture are reflected in the intellectual output of university researchers. Additionally, it sought to uncover the prevalent gender differentiations within the university regarding role performance and status, as well as the persistence of gender favoritism between the sexes. The study was conducted on 79 academics selected purposively from the University of Algiers 2, using interviews as a data collection tool and adopting a comprehensive survey approach. The study concluded:

- There is a relationship between the gender ideology held by faculty members and their role performance in the university. Male faculty members tend to perform roles that reflect a traditional gender ideology, while female faculty members tend to perform roles that reflect a liberal gender ideology.
- Male academic leaders possess a traditional ideology that reinforces male dominance, whereas female academic leaders hold a less traditional ideology that seeks liberation from stereotypes and inferiority. This is evident in men's fear of women's superiority in administrative management and competition for leadership positions in the university, compared to women's pursuit of institutional roles without embodying femininity in their roles.

- There are differences in administrative management skills between men and women, which include gender-based role stereotypes. Male administrators possess skills indicative of leadership traits, while female administrators have administrative management skills associated with feminine traits.
- A set of factors has contributed to the low number of women in leadership positions within the university, including organizational barriers related to administrative leaders' perceptions of women's work, lack of confidence and trust in women's decisions and capabilities, and limited qualifications and job experience.
- The dominant ideology expressed by male academics reinforces existing interests and maintains the status quo, in contrast to the ideology of submission and rejection of marginalization and exclusion combined with a desire for equality expressed by female academics. This is embodied in the relationships of conflict and competition for personal interests among faculty members and academic administrators.
- Gender favoritism continues in the university due to the prevailing stereotypical images of masculinity and femininity.
- Gender differentiation persists in dividing university fields into masculine and feminine areas.
- The traditional division of roles continues in the university, as reflected in the topics discussed by faculty members and academic administrators between men and women. Female researchers discussed expressive roles oriented towards the internal world, while male researchers discussed performative roles related to the external world. This traditional division of roles has impacted the effectiveness and quality of women's performance as faculty members and university researchers, with women exerting less effort than men in terms of time spent on teaching duties and producing less research output than men.

6. Definition of Terms:

6.1 Concept of Social Gender (Gender):

- **Linguistically:**

The term "Gender" has its etymological roots in the Latin word "Genus" and the Old French "Genre," suggesting patterns, categories, classes, sexes, and types, delineating masculinity from femininity. The term is synonymous with social gender or social role, denoting that the word "Gender," across its linguistic variations, refers to the grammatical and syntactical distinctions during conjugation (masculine and feminine), or to the three gender categories (he/she/neutral). (Jamil Hamdawi, 2019, p. 9)

- **Terminologically:**

Gender, or social gender, denotes the social attributes and characteristics ascribed to sexes, encapsulating roles, relationships, personal traits, attitudes, behaviors, and values that society bestows upon men and women.

It concerns not only females but also includes males and the dynamics between the two. (Fadia Hattit, 2014, p. 9) This is articulated as "the socially embodied characteristics that distinguish behavioral differences between men and women within a specific culture." (Kholoud Al-Sabaai, 2011, p 267)

According to researcher Maggie Humm, gender represents "a set of characteristics and behaviors that are culturally constructed and assigned to females and males. Modern feminist theory distinctly differentiates between sex and gender." (Maggie Humm, 1990, p 84)

6.2. Concept of Gender Perceptions:

Gender perceptions encompass concepts related to sensory and social cognitive perception, which connect us with others through mental processes that produce attitudes and behaviors towards characteristics, roles, positions, and professions specific to both sexes. These perceptions guide the course of social interaction and the relationships that arise from it. (Hawso, 2009, p 94)

7. Origin and Development of the Gender Concept:

The term "Gender" originated as an Arabization of the English word 'Gender,' specifically representing social gender in Arabic contexts. Introduced into the sociological lexicon by Ann Oakley and other proponents of women's issues in the 1970s, the concept underscores the variability across cultures in defining masculinity and femininity. (Hawso, 2008, p 61)

Ann Oakley elucidated that while 'Sex' pertains to the biological distinctions between male and female, 'Gender' refers to the social constructs and often unequal divisions between masculinity and femininity. The term has become foundational in most United Nations terminology, first significantly appearing without controversy in the Cairo Population Conference document in 1994, where it was used 51 times and translated in Arabic ambiguously as (male female). (Hussein, n.d) It garnered more attention in the Beijing document of 1995, mentioned 233 times. (Al-Omar, n.d, p 37)

These international frameworks are deeply influenced by feminist thought, a dominant intellectual movement that has thrived under the new global order and asserts its influence through UN bodies and civil society organizations.

These groups aim to establish international charters as legislative references globally, often sidelining cultural or religious contexts. (Al-Saad, n.d, p 175) The gender concept, pivotal in contemporary feminist theory, was fervently adopted by the women's movement in the latter half of the twentieth century. (Al-Bashaawi, n.d, p 40)

Feminism, in this discourse, is defined as any theoretical or practical endeavor aimed at revising, questioning, criticizing, or altering the existing social structures that position men at the center, symbolizing humanity, and relegate women to secondary or 'other' roles, thereby diminishing their experiences and attributes merely due to their femininity. (Hawso, 2008, pp 47-48)

Thus, civilization is portrayed as a predominantly masculine achievement, reinforcing male dominance and female dependence and marginalization. Femininity, therefore, represents a stage of self-discovery and an advanced phase of feminism, as reflected in the UN documents and actively promoted by global organizations, which define gender in terms of socially constructed attributes distinct from biological differences, as per the World Health Organization. (Hawso, 2008, p 46)

This expanded definition and its implications first penetrated Arab and Islamic societies with the Cairo Population Conference in 1994, where it has since been increasingly employed to denote individual and personal identity. (Hawso,2008, p 61)

8. Formation of Social Gender Perceptions:

The formation of gender perceptions is based on three stages:

- **First Stage:** Merely seeing any person leads to the formation of initial perceptions about them, even if we do not have enough information to form this perception. We resort to the stereotype, the fixed typical idea, or the general belief, which is often inaccurate.
- **Second Stage:** These perceptions consist of assumed relationships between details perceived by an individual through casual observation of others' behavior, such as linking masculinity with boldness and femininity with modesty, or the relationship between culture and clothing. These assumed relationships are reached through attributing things to other things, and this attribution process precedes social behavior, whether it involves preference or bias.
- **Third Stage:** The behavior of others in specific situations is predicted through these assumed relationships, and these expectations define the perceptions through which the behavior and reactions of others are interpreted, expressed by the individual through a series of conclusions and revealing the causal relationship, aiming to explain the behaviors or outcomes associated with these behaviors from various daily interactions, which might enable understanding and giving them meanings. (Carlson N, 1988, p101)

These social perceptions are linked to the social structure and social actors, forming a set of systems that guide and regulate our behaviors and social dealings, making our perceptions of social gender a product of our reality and the interaction between what is material and what is mental. Belonging to a specific environment and communicating with others forms a link between individuals and the environment they live in, enabling us to perceive and understand various phenomena.

9. Dimensions of Gender Perceptions:

Gender perceptions are influenced by several critical dimensions:

- **Biological Differences Between the Sexes:** These encompass physical and biological variations, notably hormonal differences, which define sex-based distinctions. These hormones, differing significantly in their concentrations between males and females, exert their influence beyond birth and affect individuals throughout various life stages—childhood, adolescence, and adulthood. Additionally, disparities in physical structure and morphological strength, typically favoring men, also play a crucial role. (David Freedman, 2002, p 423)

- **Roles Based on Sex:** The perception and definition of gender roles commence early in life as a child becomes aware of their sex, with these roles becoming more distinct during adolescence. The formation of these roles is deeply connected to the child's interactions with their parents, experiences of marital conflicts, and encounters with discrimination or peer differentiation. These experiences are pivotal in shaping gender identity and roles during adolescence. The criteria for sexual identity are crucial for distinguishing roles linked to it, as influenced by cultural systems and their evolution, which recognize sex as both a biological function and a social competency. (David Freedman, 2002, p 423)
- **The Subordinate Status of Women in Society:** Women's subordinate status, which has historically marginalized and exploited them, persists today and is rooted in the totality of relationships characterized by disparities in property ownership, role performance in social settings, and the distribution of labor rewards. This enduring status reflects a societal structure where men have historically monopolized power through private ownership of production means and have established family and state systems to their advantage, often at the expense of women in both spheres. These dimension collectively influence and shape societal perceptions of men and women. (Walsh Mary Roth, 1997, p 83)

10. Field Study Procedures:

This section outlines the rigorous methodological steps undertaken in conducting the field study. It details the methods and methodological approaches employed, along with the data collection tools and analysis mechanisms utilized. The steps were meticulously organized and followed to ensure the accuracy and reliability of data, thereby enhancing the credibility of the findings and their applicability to broader contexts. This methodological rigor is crucial for validating the study's conclusions and ensuring their generalizability.

10.1. Methodological Approach:

A qualitative approach was employed in this study, adhering to interpretative and understanding-based methods to elucidate the formation of gender roles and the distinctions between the sexes in contemporary Algerian society. Qualitative research serves as a fundamental entry point for a deep and comprehensive exploration of gender differences within the labor market. This approach facilitates the investigation of individual experiences and life narratives of both

male and female workers, thereby enhancing the understanding of how social, cultural, and psychological factors influence their workplace experiences.

Qualitative methodologies enable researchers to examine the social dynamics and interactions between genders in the workplace, including power relationships, gender biases, and communication patterns, which can directly impact job opportunities and promotional prospects. Furthermore, this approach aids in comprehending how cultural and social contexts shape perceptions of gender roles and expectations within professional environments, thereby elucidating the behavioral and experiential differences observed between men and women.

10.2. Study Population

Defining the working woman as the primary subject and most critical element of this study proved both beneficial and practical. This focus is justified by the prominent presence of women across all levels of public institutions and their active engagement in tasks traditionally dominated by men within the labor market. Consequently, it was both necessary and pragmatic to concentrate on the Wilaya of Constantine due to several factors: the researcher's residency, familiarity with the local fieldwork environment, and the feasibility of obtaining the necessary research requirements and data within the public institutions of the Wilaya.

The selection of these institutions over others is justified by their status as some of the most significant public entities in the labor market. These institutions are also diverse in their legal nature, feature a substantial representation of female personnel, and provide favorable conditions for conducting research and field studies, including easy access to all necessary research materials. The researcher selected the following institutions:

- Agricultural Tractors Company (Sonacome)
- National Social Security Fund (CNAS)
- Mentouri University of Constantine 01

10.3. Study Sample

The study sample comprised 15 working women who were purposively selected from various public institutions within the Wilaya of Constantine. These women were chosen from managerial positions within these institutions, considering them as a representative sample of the research population due to several critical factors. Managerial women typically possess a high level of education and professional qualifications, enabling them to provide informed and insightful perspectives on gender perceptions in the workplace. Additionally, their involvement in decision-making processes within their respective institutions allows them to offer an accurate understanding of how gender perceptions influence professional interactions and the work environment.

Furthermore, the selection included women employed in diverse institutions in terms of legal nature and activities—specifically, the Agricultural Tractors Company (Sonacome), the National Social Security Fund (CNAS), and Mentouri University of Constantine 01. This diversity permits the examination of gender perceptions across different work contexts. The sample was chosen based on specific criteria to ensure a comprehensive and realistic representation of working women in public institutions, thereby achieving the study's objectives of understanding how gender perceptions are formed among working women. The results are presented in the table below:

Table 1. - Study Sample Distribution

Institution	Number of Participants
National Social Security Fund (CNAS)	**05**
Public Enterprise for Agricultural Tractors (ETRAG)	**05**
Abdelhamid Mehri Constantine 2 University	**05**
Total	**15**

10.4. Methodology of the Field Study:

The study employed a descriptive methodology, identified as the most appropriate approach to address the research questions and to comprehend the formation of gender perceptions among working women in public institutions. This methodology is distinguished by its capacity to accurately depict the phenomenon under investigation through the systematic collection and analysis of data pertaining to the experiences of working women. The primary objective

was to delineate the factors that influence the development of their gender perceptions.

The methodology sought to furnish a comprehensive explanation of the formation of gender culture among working women, beginning with socialization within the family, progressing through their interactions in the labor market, and extending to their professional relationships with men. Additionally, the methodology aimed to examine the cultural, legal, and organizational dimensions that significantly impact women's perceptions of work and their roles in society and the labor market. This approach facilitates a thorough understanding of these factors and their interplay in shaping gender culture.

10.5. Data Collection Tool

The semi-structured interview was selected as the data collection tool, wherein the researcher initiates discussions centered around the study's themes. In this study, the researcher conducted a series of interviews with 15 working women employed within public institutions distributed across the aforementioned departments.

These women were purposively selected from the following public institutions: Agricultural Tractors Company (Sonacome), National Social Security Fund (CNAS), and Mentouri University of Constantine 01. The interview was structured into three main sections, each comprising specific questions.

Through these sections, the researcher aimed to explore women's work by emphasizing the most significant perceptions that working women have developed concerning work domains, as well as attempting to identify the primary challenges they encounter within the workplace. Additionally, the interviews addressed the principal roles that working women assume within their work environments.

To collect rich, in-depth data, the study utilized **semi-structured interviews** as the primary data collection tool. This method allowed for flexibility in questioning while ensuring that all core themes were consistently addressed. Participants were encouraged to articulate their experiences, perceptions, and interpretations of gender roles in their professional environments, with attention to how institutional and societal norms influence their occupational trajectories and self-perceptions.

The interview guide was carefully developed and underwent a **two-stage validation process** to ensure its reliability and relevance. First, it was reviewed by a panel of academic experts in sociology and gender studies, who assessed the thematic coverage, conceptual clarity, and alignment with the research objectives. Second, a **pilot test** was conducted with three external participants who met the inclusion criteria but were not part of the main sample. Their feedback contributed to improving the clarity, cultural sensitivity, and flow of the interview questions.

The study employed a **purposive sampling strategy**, targeting women employed in **three public institutions** in the city of **Constantine, Algeria**. The final sample consisted of **15 working women** from diverse professional and personal backgrounds, ensuring variability in terms of age, marital status, years of service, and sector (e.g., education, health, administration). While the sample size is limited, it aligns with the standards of qualitative research, where the goal is not statistical representativeness but rather **depth, context, and thematic saturation**.

All interviews were conducted in Arabic, recorded with participants' informed consent, and subsequently **transcribed verbatim**. Data were analyzed using **thematic analysis**, following Braun and Clarke's framework. This entailed several stages: open coding of transcripts, categorization of recurring themes, and interpretation of patterns across the three analytical axes—**cultural**, **legal**, and **organizational**. This analytic strategy allowed for the emergence of both anticipated and novel insights into the construction of gender culture in the Algerian public sector.

First Axis: Social and Cultural Dimensions

Table 2. - Social and Cultural Dimensions

Instruction	Repeated Phrases	Frequency	Percentage
Main motives for entering the workforce	Economic necessity	11	73,33%
	Liberation from male dominance	4	26,66%
	Seeking self-actualization	9	60%
	Financial and psychological independence	7	46,66%
	Family supports women going to work	8	53,33%

Role of the family in choosing the type of work	Attributed to traditional community culture	9	60%
	Social upbringing	10	66,66%
	Educational style	9	60%
	Intervention of paternal authority	8	53,33%
	Family prefers public sector over private sector	8	53,33%
	Freedom of choice is personal	2	13,33%
Society's view of working women	Social acceptance	8	53,33%
	Respect and appreciation	9	60%
	Traditional negative view	5	33,33%
	Reserved view	4	26.66%
	Stereotypical image	6	40%
Family responsibilities and roles	Balancing job and family roles	5	33,33%
	Supportive factors such as daycare	8	53,33%
	Using sick leave for family roles	6	40%
	Relying on a man to represent her	5	33,33%
	Giving up responsibility when necessary	4	26,66%

From the data presented in the table below, it is evident that the experiences of working women and their interactions with their social and family environments regarding the primary motivations for employment indicate that economic necessity stands as the foremost motivation at 73,33%. This is followed by the pursuit of self-actualization at 60%, and financial and psychological independence at 46,66%. In contrast, the desire to emancipate themselves from male dominance accounts for a lower percentage of 26,66%.

Concerning the family's role in determining the type of employment, the influence of socialization is predominant at 66,66%, followed by educational methods at 60%, with parental authority and social acceptance each contributing 53,33%. Conversely, the impact of traditional societal culture favoring employment in the public sector over the private sector is observed at 53,33%, while personal freedom of choice remains minimal at 13,33%.

Regarding society's perception of working women, rates of respect and appreciation have risen to 60%, whereas the prevalence of stereotypical and negative traditional views stands at 40% and 33,33%, respectively, highlighting a significant disparity in societal perspectives. Finally, in addressing the balance between familial roles and professional responsibilities, reliance on supportive mechanisms such as nurseries is reported at 53,33%, while 40% of women resort to taking sick leave to prioritize family obligations. This underscores the ongoing challenges in harmonizing work and family life.

The analysis reveals a multifaceted interplay of social and cultural factors influencing the status of working women in Algerian society. While economic necessity remains the predominant motivation for entering the labor market at 73,33%, it is not the sole impetus, as women also pursue self-actualization and financial and psychological independence.

This reflects a gradual shift towards overcoming traditional constraints that historically confined their roles to the domestic sphere. Nevertheless, familial and societal institutions continue to shape women's professional choices through mechanisms of socialization and parental influence, thereby restricting personal autonomy and favoring employment in the public sector as a more socially secure option.

Although societal respect and appreciation for the role of working women have increased to 60%, traditional views and stereotypes persist, presenting significant barriers at 40%. This indicates a duality in societal attitudes towards women's employment. Faced with these challenges, women bear the dual burden of managing both professional responsibilities and familial roles, leading them to seek adaptive strategies such as reliance on partners or the utilization of nurseries. This reality underscores the enduring disparity between women's professional contributions and the prevailing traditional values that sustain male dominance in society.

Second Axis : Legal Dimension

Table 3. - Legal Dimension

Instruction	Repeated Phrases	Frequency	Percentage
Equal opportunities in employment	Attributed to women's advancements in education and training	10	66,66%
	Due to competence and capability	10	66,66%
	Cultural change in the view of women's roles	9	60%
	Because there is gender equality	8	53,33%
	No equality with a preference for men	2	13,33%
Competence and capability as a primary criterion for employment	Creates equal opportunities in employment	11	73,33%
	Facilitates the selection process with objectivity and justice	10	66,66%
	Respectful and appreciative view of the job applicant	5	33,33%
	Importance of qualifications and experiences required for the job	12	80%
	Due to other criteria	3	20%
Equality in promotions and training	No discrimination between genders	8	53,33%
	Regulatory laws do not discriminate between genders	9	60%
	Encouraging women to take on leadership positions	9	60%
	Competence and professional experience are the only factors applied	8	53,33%
	Men have a special advantage in training	4	26,66%
Equality in promotions and training	Social protection	10	66,66%
	Job position guaranteed after maternity leave	12	80%
	Equality in pay	11	73,33%
	Legal right to promotion	9	60%
	The right to receive bonuses	7	46,66%

From the data presented in the table, it is evident that the experiences of working women and their interactions with their social and family environments

regarding the primary motivations for employment reveal that economic necessity stands as the predominant motivation at 73,33%. This is followed by the pursuit of self-actualization at 60%, and financial and psychological independence at 46,66%. In contrast, the desire to transcend male dominance constitutes a lower percentage at 26,66%.

Regarding the family's role in selecting the type of employment, the influence of socialization is foremost at 66,66%, followed by educational methods at 60%, with both parental authority and social acceptance contributing equally at 53,33%. Conversely, the impact of traditional societal culture favoring employment in the public sector over the private sector is observed at 53,33%, while personal freedom of choice remains minimal at 13,33%.

In terms of societal perceptions of working women, rates of respect and appreciation have risen to 60%, whereas the prevalence of stereotypical and negative traditional views stands at 40% and 33,33%, respectively, highlighting a significant disparity in societal perspectives. Finally, concerning the balance between familial roles and professional responsibilities, reliance on supportive mechanisms such as nurseries is reported at 53,33%, while 40% of women resort to taking sick leave to prioritize family obligations. This underscores the ongoing challenges in harmonizing work and family life.

The analysis reveals a multifaceted interplay of social and cultural factors influencing the status of working women in Algerian society. While economic necessity remains the primary motivation for entering the labor market at 73,33%, it is not the sole impetus, as women also seek self-actualization and financial and psychological independence.

This reflects a shift towards overcoming traditional constraints that historically confined their roles to the domestic sphere. However, familial and societal institutions continue to shape women's professional choices through mechanisms of socialization and parental influence, thereby restricting personal autonomy and favoring employment in the public sector as a more socially secure option.

Although societal respect and appreciation for the role of working women have increased to 60%, traditional views and stereotypes persist, presenting significant barriers at 40%. This indicates a duality in societal attitudes towards women's employment. Faced with these challenges, women bear the dual burden of managing both professional responsibilities and familial roles, leading them to seek adaptive strategies such as reliance on partners or the utilization of

nurseries. This reality underscores the enduring disparity between women's professional contributions and the prevailing traditional values that sustain male dominance in society.

The data presented in the table underscore the significant impact of legislative measures in supporting working women and advancing social justice within the labor market. Specifically, the advancement in education and training, accounting for 66,66%, emerges as a primary factor facilitating the enhancement of women's professional opportunities. This figure underscores the critical role of educational empowerment in preparing women to enter the labor market on an equitable footing with men. Furthermore, a rate of 73,33% highlights the contribution of laws in creating equal employment opportunities, thereby fostering the integration of women into work environments in a fair and just manner.

Regarding employment criteria, the standard of qualifications and experience garnered the highest percentage at 80%, indicating a growing reliance on objective competence in professional selection processes. This trend is further supported by 53,33% of participants affirming the absence of gender discrimination in standards of competence and capability. Conversely, a relatively low percentage of 20% reflects a continued reliance on other criteria, indicating persistent gaps in the application of comprehensive justice. In the context of promotions and training, a rate of 60% emphasizes the role of regulatory laws in ensuring equality, demonstrating significant progress in cultivating more equitable work environments.

Additionally, the 66,66% figure reflecting the role of social protection highlights efforts aimed at ensuring the stability of working women, either through the safeguarding of their rights or the provision of social safety nets. Legal rights for working women received the highest percentages, with the guarantee of a job position post-maternity leave at 80%, illustrating a clear legal commitment to protecting their rights as both mothers and professionals.

Equal pay at 73,33% confirms the ongoing trend toward reducing the gender gap in financial rewards, while notable percentages for the right to promotion at 60% and the right to bonuses at 46,66% indicate substantial progress in addressing traditional forms of discrimination.

The data reflect a fundamental and positive shift in the status of working women, attributable to legal frameworks that have played a pivotal role in

supporting their rights and enhancing their participation in the labor market. The high percentage of 80% for qualifications and competence as basic employment criteria reinforces a culture that prioritizes objectivity and fairness in the hiring process, signaling a decline in traditional biases that have historically favored men based solely on their gender. This transformation supports the development of a more inclusive work environment where competence and professional experience are the primary standards.

Moreover, the assurance of legal rights such as equal pay at 73,33% signifies tangible progress in achieving economic equality, thereby contributing to the overall improvement of women's status within society. Equal pay not only impacts the financial dimension but also fosters a sense of justice and reduces the economic disparity between genders, thereby undermining traditional male dominance that has historically impeded women's advancement in the labor market.

Moreover, regulatory laws, which demonstrated a 60% rate of equality in promotions and training, play a crucial role in empowering women to assume leadership positions. This empowerment transcends individual advancement, reflecting a broader social transformation that acknowledges women's capabilities and their active participation in leadership and decision-making roles. These laws exemplify the capacity to drive cultural change by challenging long-standing stereotypes that have traditionally linked leadership positions with men. Consequently, this paves the way for new roles founded on competence and achievement rather than entrenched traditions.

Additionally, the high percentages associated with rights such as guaranteeing a job position after maternity leave at 80% and ensuring equality in pay and promotions at 73,33% underscore that these legislative measures not only bolster women's participation in the labor market but also enhance their job stability. Furthermore, these laws facilitate the balancing of professional and familial responsibilities, thereby supporting women in maintaining both career and family life. This dual support system positively influences society's perception of working women, fostering greater respect and appreciation for their contributions as productive individuals who drive economic and social development.

In summary, the data illustrate that legal frameworks extend beyond mere legislative texts to serve as effective instruments for transforming social and

cultural realities. By creating a supportive environment for working women, these laws undermine traditional male dominance and promote the establishment of a more balanced society grounded in gender equality in both rights and opportunities. This legislative support is instrumental in advancing gender parity, ensuring that women can fully participate and thrive in all sectors of the labor market, thereby contributing to the overall progress and equity of society.

Third Axis: Organizational Dimension

Table 4. - Organizational Dimension

Instruction	Repeated Phrases	Frequency	Percentage
Feeling when participating in decision-making	Feeling of belonging	7	46,66%
	Loyalty to the organization	5	33,33%
	Feeling of respect and appreciation	9	60%
	Feeling of social status	10	66,66%
	Management does not participate in decision-making	2	13,33%
Delegation of responsibilities and decision-making	Delegation of authority	9	60%
	Participation in disciplinary boards	5	33,33%
	No restrictions in making decisions	8	53,33%
	Limited responsibility in reality	3	20%
	Man's control over responsibilities and decisions	4	26,66%
Leadership positions and career advancement	Women's desire to hold leadership positions	9	60%
	Acceptance by colleagues in leadership positions	8	53,33%
	Social and personal relationships	10	66,66%
	Organizational relationships within the institution	9	60%
	Favoritism and nepotism	2	13,33%
	Educational level	10	66,66%
	Knowledge capital and academic	10	80%

Empowerment, academic qualifications, and job performance	achievement		
	Experience and competence	8	73,33%
	Ability to manage and hold leadership positions	9	60%
	Practices of job roles within the organization	9	46,66%

The data presented in the table reveal that the high percentage of academic qualifications and professional experience as criteria for employment and professional excellence, standing at 80%, underscores a significant emphasis on competence and merit as foundational standards in employee selection. This prioritization enhances the fairness and objectivity of the employment process. Additionally, the 73,33% figure highlighting the importance of practical experience and competence emphasizes the critical role of hands-on experience in advancing women's career opportunities.

Regarding leadership positions, the 60% aspiration among women to assume leadership roles, coupled with the 53,33% social acceptance of women in these positions, indicates a growing support from the surrounding environment. This support subsequently improves their prospects of attaining top-tier roles. Conversely, the 26,66% figure related to male dominance in decision-making signifies that traditional constraints continue to limit women's autonomy in certain leadership responsibilities.

In terms of participation in decision-making, the 66,66% percentage reflecting the perception of an enhanced social status as a result of participation indicates a positive impact of women's involvement in decision-making on their standing within the organization. However, the lower percentage of 13,33% suggests that some departments do not involve female employees in decision-making processes, highlighting ongoing challenges in empowerment and academic qualifications.

Regarding empowerment and academic qualifications, the 80% percentage emphasizing the importance of academic attainment and a robust knowledge base emerges as a key factor in empowering women within institutions. Furthermore, the 66,66% percentage indicating the influence of educational level demonstrates the close relationship between academic qualifications and women's empowerment in the labor market.

Examining relationships within the institution, the 66,66% figure for social and personal relationships and the 60% for organizational relationships highlight the significance of a collaborative environment in supporting women's success. Meanwhile, the relatively low percentage of 13,33% pointing to negative practices such as nepotism and favoritism reflects the presence of individual challenges that may impact fairness.

The shift in roles signifies a profound transformation in the cultural and social structures of institutions. High percentages for statements such as "encouraging women to assume leadership positions" at 60% and "legal right to promotion" at 60% corroborate an increased awareness of the significance of gender diversity in leadership and organizational settings.

This transformation is linked to alterations in organizational culture towards greater inclusivity, thereby elevating women's status and supporting their effective contributions to institutional development. Conversely, the 53,33% figure indicating the support women receive from their colleagues in leadership roles reflects a growing social acceptance of their leadership, signaling the erosion of traditional stereotypes that previously constrained their professional aspirations.

However, the low percentages for statements like "there is no equality with preference for men" at 13,33% and "there is favoritism for men, especially in training" at 26,66% indicate the persistence of certain obstacles that are remnants of traditional culture within organizations. These obstacles, despite their reduction, continue to present challenges to achieving full gender equality. The 26,66% percentage related to male dominance in certain responsibilities and decision-making demonstrates a form of resistance to change in some contexts, necessitating further efforts to overcome these barriers.

In terms of empowerment and academic qualifications, the high percentages related to knowledge base and academic attainment at 80% and experience and competence at 73,33% signify the development of a work culture increasingly reliant on individual abilities. This new organizational culture reflects a significant shift in the structure of gender relations within institutions, where women are now able to leverage their qualifications and experiences to advance their career paths.

Overall, the data in the table reveal a trend towards building a more just and equitable organizational culture, where women's opportunities in leadership and

participation in decision-making are expanding thanks to changes in laws and practices. These transformations are not merely indicators of progress in the workplace but also reflect deeper changes in the social structure that have begun to pave the way for a new gender social culture. This new culture challenges traditional roles and supports gender equality. Nevertheless, the persistence of some traditional practices underscores the need for ongoing efforts to change societal values and concepts to achieve comprehensive and sustainable transformation.

11.Results:

The study revealed that the gender culture of working women is shaped by the interplay of three primary dimensions: the cultural dimension, the legal dimension, and the organizational dimension.

The cultural dimension is intricately linked with social and cultural factors that shape gender perceptions in contemporary societies. These perceptions are deeply embedded through socialization and cultural heritage, which traditionally confine women to specific roles within both the family and the workplace. The study indicates that these entrenched perceptions continue to influence women's status in society, corroborating findings from Al-Asaf's study, which confirmed the significant impact of prevailing cultural norms in limiting opportunities for women's empowerment.

Regarding the legal dimension, the study demonstrated that legislation and laws play a crucial role in enhancing women's rights and ensuring their equality with men across various sectors. These legal frameworks provide essential protections for women in the workplace, including the right to equal pay and equal opportunities for professional advancement.

This aligns with Ghoraba's study, which highlighted the role of legislation in promoting gender equality. Furthermore, the results indicated a positive shift in the perception of working women as a result of these laws. Such legislative measures contribute to empowering women and safeguarding them from discrimination, thereby reflecting an overall improvement in gender culture.

In terms of the organizational dimension, the study found that the increasing involvement of women in institutions and organizations has significantly contributed to altering traditional perceptions and expanding women's participation in leadership positions. The data revealed that women have begun

to occupy leadership roles in numerous institutions and benefit from promotion opportunities and professional support systems that enable them to achieve a balance between work and personal life. This trend reflects the gradual changes occurring within the organizational environment.

These findings intersect with Jassim Mohammed's study, which emphasized the impact of the organizational environment in enhancing women's status. Mohammed highlighted the importance of organizational support and a conducive environment in developing women's skills and broadening their participation in leadership roles.

Based on these results, there is a noticeable progression in empowering women and increasing their participation in leadership positions within institutions, signifying a positive shift in gender culture within contemporary society. However, challenges persist, particularly related to the cultural dimension, which necessitates further transformation to alter traditional gender perceptions. Achieving true gender equality across various fields requires coordinated efforts at both cultural and legal levels.

12.Discussion

The findings of this study illustrate that the **construction of gender culture in Algeria** is not a unidimensional process but rather an intricate interplay between **socio-cultural traditions**, **legal structures**, and **institutional practices**.

12.1.Cultural Persistence and Transformation

Cultural norms remain deeply entrenched in **traditional gender role expectations**, particularly regarding the division of labor between the public and private spheres. These findings are consistent with Al-Asaf’s (2016) study in Jordan, which emphasized the influence of family upbringing and cultural attitudes in limiting women’s employment to socially accepted fields or positions. While a shift toward more individualistic and career-oriented aspirations among women is noticeable, this evolution often collides with persistent societal expectations.

12.2.The Law: Principle vs. Practice

Legal reforms aimed at promoting gender equality are recognized and valued by participants. However, their **implementation remains uneven**, often constrained by **cultural inertia** and **institutional inefficiencies**. This reflects Ghoraba's (2015) findings in the Algerian academic context, where legal protections are undermined by pervasive **masculinist ideologies** and implicit biases in decision-making structures.

The discrepancy between **formal rights and lived realities** suggests the need to strengthen not only legal instruments but also **mechanisms of accountability**, including clearer reporting channels, independent monitoring, and gender-sensitive institutional audits.

12.3. Organizational Ambiguity and Opportunity

Organizations play a pivotal role in either reproducing or challenging dominant gender norms. The study confirms Jassim Mohammed's (2015) assertion that **institutional commitment and structural support** are essential for empowering women. Although a number of the interviewed women reported increasing opportunities and support, the lack of **equitable access to leadership roles** and decision-making authority illustrates the **slow pace of transformation** within public sector institutions.

12.4. Toward a Multilevel Strategy for Gender Justice

The study concludes that achieving substantive **gender justice** in Algeria requires a **multi-pronged approach**. Legislative reforms must be coupled with **cultural transformation**, through education, family upbringing, media representation, and the promotion of gender-sensitive organizational practices. Such a strategy must recognize the intersectionality of cultural, legal, and institutional domains and prioritize women's **agency, representation, and voice** in both formal and informal structures.

Conclusion:

The social gender culture of working women in contemporary societies is significantly shaped by an interplay of cultural, legal, and organizational dimensions. These dimensions collectively create the framework within which women operate and interact.

Culturally, social and cultural factors are pivotal in shaping perceptions regarding the roles and responsibilities attributed to each gender, defining the

expected roles for men and women across various aspects of life, including work, family, and community interactions.

Legally, laws and legislation play a crucial role in enhancing women's status in both the labor market and broader society. These legal frameworks offer protection for women and ensure their equality in rights and duties with men, thereby exerting a positive influence on the social gender culture.

Organizationally, the increasing roles of women within institutions and organizations are instrumental in transforming traditional views of gender roles and reinforcing the concepts of gender equality.

The study demonstrates that the dynamic interaction among these three dimensions leads to positive transformations in the social gender culture of working women. Through heightened awareness of women's rights and enhanced opportunities in education and employment, the gender gap in opportunities and rights is gradually narrowing. This shift results in increased participation of women in public spheres and more effective societal engagement.

Overall, the study underscores the necessity of adopting a comprehensive approach to address social gender issues. Achieving gender equality requires integrated efforts across cultural, legal, and organizational levels. This can be realized through:

- ✓ Raising awareness about social gender issues and challenging traditional views of gender roles.
- ✓ Enacting laws and legislation that bolster women's rights and ensure their equality across all spheres.
- ✓ Supporting women's participation in diverse fields and providing opportunities for them to enhance their skills and capabilities.
- ✓ Creating a safe and supportive work environment for women that facilitates the balance of work and family responsibilities.

Through these concerted efforts, it is possible to foster fairer societies that empower women to realize their full potential and achieve true gender equality.

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