

## **Analysis of Modernization and Social Role**

Shu-Ting Zhang\*

School of Foreign Languages, Huaiyin Normal University; Huaian Jiangsu 223300

China

[misituoduo@136.com](mailto:misituoduo@136.com)

**Abstract:** As a complex social process spanning the fields of economy, politics, culture and science and technology, modernization has triggered profound changes in social structure, values and social roles. The purpose of this thesis is to explore the relationship between modernization and social roles, to study how the social roles of individuals, families, communities and states evolve under the background of modernization, and to analyze the impact of such changes on society, economy and culture. This paper uses a comprehensive approach, combined with literature analysis and case studies, to discuss the shaping and changing of social roles caused by modernization from multiple perspectives. In the part of theoretical framework, the thesis first combs the basic concepts of modernization and social role. Modernization is regarded as a profound change in social structure, culture and system, which involves not only economic growth and industrialization, but also changes in human values. Social role, as the role and function of the individual in the society, has also undergone fundamental changes in the process of modernization. Next, the paper explores the relationship between modernization and social roles, emphasizing the mutual influence and interaction between modernization and social roles, and how modernization has shaped the evolution of social roles at different levels. The main part of the thesis discusses the transformation of social roles in traditional society and modern society, the change of gender roles, the evolution of family roles, and the diversification of professional and economic roles. In traditional societies, social roles are often strictly limited, such as the division of gender roles and family roles. However, modernization has brought about changes in the social structure, leading to more diverse and flexible social roles. The change in gender roles is one of the highlights, with modernization advocating gender equality and promoting women's participation and development in education, careers and politics. At the same time, the role of the family has changed significantly, from the traditional male outside, female inside gradually evolved to more equal and shared responsibilities. In addition, economic modernization has also given birth to new occupations, occupational roles have become more diverse, skill requirements have also changed, and individual career choices have become more diverse and personalized. The paper goes on to explore the evolution of the role of the citizen and the interweaving of cultural and social roles. The modern state plays a broader social role in the provision of education, health care and social security, and the role of citizens has shifted from passive obedience to more active participation and social responsibility. At the same time, social roles under different cultural backgrounds have also changed under the impact of modernization. Cultural inheritance and values of modern society may conflict, or integration and innovation may occur. Finally, the paper summarizes the findings, highlighting the complex relationship between modernization and social roles. Modernization has promoted the

diversification, equality and individuation of social roles, but it has also brought a series of challenges, such as the confusion of role identity and the conflict of traditional culture. However, this change has also brought more opportunities to the society, stimulated the individual's innovation ability and the vitality of the society. In the future, it is necessary to balance the relationship between modernization and social role, give full play to the positive role of social role, and promote the sustainable development of society. Through the analysis of modernization and the role of society, this thesis aims to deepen the understanding of this important issue and provide useful reference and insight for understanding the deep mechanism of social change.

Keywords: Modernization; Social Role; Analysis

## 1. INTRODUCTION

In today's era of globalization and rapid development of information technology, modernization, as a multi-dimensional social process, has had a profound impact on social structure, cultural values and social roles (Coltrane, 2000). With the continuous evolution of science and technology, economy and culture, the face of society is changing at an unprecedented speed and in an unprecedented way. In this process, the social role, as the role and function of the individual in society, has undergone a fundamental transformation. The purpose of this thesis is to explore the close relationship between modernization and social roles, and to deeply analyze the shaping and transformation of social roles at different levels such as individuals, families, communities and states, as well as the impact and challenges of such changes on society (Bianchi & Milkie, 2010). With the continuous evolution of the global society, modernization has become one of the core drivers of social change today. In the process of this evolution, earth-shaking changes have taken place in all fields of human society (Giddens, 1992). The growth of economy, the rapid progress of science and technology and the diversity of culture have jointly shaped a rapidly changing modern society. However, modernization is not only a superficial external change, but also a profound impact on the social roles of individuals and groups. The purpose of this thesis is to explore the relationship between modernization and social roles, and to gain an in-depth understanding of how the orientation, function, and expectations of individuals and groups in society have fundamentally changed in the course of modernization (Beck et al., 1994). We will also look at the challenges these changes pose to social stability, individual identity, and cultural inheritance (Walby, 2011). Through the in-depth discussion of the relationship between modernization and social roles, we hope to reveal the multifaceted and complex nature of this relationship and provide a deeper

understanding of modern social change. This paper will be divided into the following parts to discuss (Hochschild, 2003). First, in the theoretical framework section, we will clarify the basic concepts of modernization and social roles, and the relationship between them. Secondly, we will explore the transformation of social roles between traditional and modern societies, focusing on the transformation of traditional roles and the diversification of modern roles (Hakim, 2000, 2006). We will then delve into changing gender roles, exploring the importance of gender equality and the impact of modernization on gender role assignment and perception. In the section on the Evolution of family roles, we will explore the transformation of modern family structure and role distribution, and the impact of this transformation on family relationships and society (Acker, 1990; Kabeer, 2005). The diversification of Careers and economic roles section will look at the impact of modernization on career choices and economic roles, as well as changes in emerging careers and skill requirements (Conceição, 2020). We will then examine the evolution of the role of citizen in modern society, analyzing the changing relationship between the modern state and citizen, as well as the diversity and active participation of citizen roles. (Chafetz, 1990). The interweaving of culture and social roles will explore the shaping and constraining of social roles by culture, as well as the complexity of social role changes in different cultures (Nations, 2015; Sharma et al., 2021). Finally, in the Challenges and Prospects section, we will summarize the research findings, emphasize the mutual influence and interaction between modernization and social roles, and look forward to the trends and directions of future social role changes (Kimmel, 2000; Sen, 2001). Through the in-depth study of the relationship between modernization and social role, we are expected to better understand the nature and impact of modern social change, and provide useful enlightenment and guidance for the sustainable development of society. The research of this paper will provide a new perspective for us to understand the mechanism and driving force of social role change, and help to promote the in-depth thinking and practical exploration of social change (Connell, 2020).

## 2. MODERNIZATION AND SOCIAL ROLES: A THEORETICAL FRAMEWORK

### 2.1 Definition and Characteristics of Modernization

As a complex social process spanning many fields, modernization is usually defined as the evolution and change of society in many aspects such

as economy, politics, culture, science and technology. It is not only reflected in economic growth and industrialization, but also covers the comprehensive change of people's lifestyle, way of thinking and form of social organization. Modernization is usually accompanied by urbanization, globalization, information and other trends, which together promote social change and reconstruction. Modernization is characterized by diversity, uncertainty and continuity. Different countries and regions show different development tracks in the process of modernization, so modernization is not a unified model, but a collection of diversity. At the same time, modernization is not a static goal, but an evolving process, because social change and innovation are always taking place.

## 2.2 The Concept and Significance of Social Role

Social role refers to the status, responsibility and behavior of the individual in the society. It involves the way of interaction between the individual and the society, and is an orderly organization structure in the society. Social role is not limited to individual's specific occupation or status, but also includes gender, family status, social status and other dimensions. Social role plays an important role in maintaining social order, inheriting culture and realizing social functions. Social roles vary in different cultural and historical contexts, but together they form the fundamental building blocks of society and determine the place and behavior of individuals in society. Social roles make collaboration and interaction in society more orderly and efficient by providing guidance and a framework for individuals.

## 2.3 The Relationship Between Modernization and Social Role

There is a complex interaction between modernization and social role. First, modernization provides the ground for the evolution of social roles. With the development of economy and the change of social structure, the traditional division of social roles and responsibilities may change, and new occupations and social status may emerge. For example, the rise of information technology has given rise to many new types of occupations that did not previously exist in traditional societies. Secondly, the change of social role also affects the process of modernization in turn. The evolution of individual role can promote the adjustment and innovation of social structure. For example, the increased participation of women in the professional and political spheres not only promotes gender equality, but also influences the decision-making processes and values of society. In addition, modernization has also shaped the change of social role

cognition. Traditional social roles may be subject to fixed social expectations and norms, while in the context of modernization, individuals pay more attention to self-realization and self-expression, and role cognition becomes more diversified and personalized.

#### 2.4 Interaction Mechanism Between Modernization and Social Roles

The interaction mechanism between modernization and social roles is manifested in many levels. First, modern economic development offers more choices for different social roles. Economic diversification and the rise of new industries have allowed individuals to choose careers that better suit their skills and interests, thereby changing traditional occupational roles and societal expectations. Secondly, the transformation of social roles has in turn promoted the process of modernization. The diversity and personalization of social roles have made society more flexible and innovative. For example, the changing role of women in the workplace and at home has not only increased the dynamism of the labor market, but also led to more possibilities for families and society. In addition, the change of modern values also affects the change of social roles. The individual's cognition of career, family and social responsibility may change with the modern values. For example, individuals are more focused on self-actualization and balanced living, which may lead to a redefinition of family roles and diversification of professional roles. The relationship between modernization and social roles is a complex and multilayered issue. Modernization provides opportunities and motivation for the change of social roles, which in turn affects the process of modernization. In different cultural and historical contexts, this relationship shows diversity and variability. A thorough understanding of the interaction between modernization and social roles will help us better grasp the nature and trend of social change, and provide useful inspiration and guidance for the sustainable development of society. In the following chapters, we will further explore the impact and transformation of modernization on different social roles through practical cases and in-depth analysis.

### 3. THE TRANSFORMATION OF SOCIAL ROLES BETWEEN TRADITIONAL SOCIETY AND MODERN SOCIETY

#### 3.1 Social Roles in Traditional Societies

In traditional societies, social roles are often strictly limited and fixed. Traditional social roles are usually based on gender, family status and social traditions, which limit the orientation and behavior of individuals in

society. Gender roles are clearly defined, with men generally expected to play the role of breadwinner and protector of the family in the outside world, while women are expected to take care of the family and children. In addition, social class and family status also determine an individual's occupational and social status, and traditional social roles are often fixed and stereotyped.

### 3.2 The Impact of Modernization on Social Roles

With the advance of modernization, social roles have undergone profound changes. The economic growth, the acceleration of urbanization and the diversification of culture have jointly shaped the new pattern of modern social roles. In modern society, social roles are no longer strictly limited, but more diverse and flexible. Modernization has broken down gender role stereotypes, encouraged gender equality, and promoted women's participation and development in education, careers, and politics. Family roles have also undergone major changes, with more equal distribution of responsibilities and roles among family members, parents sharing family responsibilities, and the function of the family changing from a single financial support to a more diversified network of relationships.

### 3.3 Changes in Gender Roles

The change of gender role is one of the highlights of the role change in modern society. In traditional societies, the division of gender roles often leads to unequal status between men and women in society. However, modernization emphasizes the value of gender equality and brings a new definition of gender roles. In modern society, women are no longer limited to their traditional family roles, and they are increasingly showing remarkable abilities in professions, politics and science and technology. For example, the emergence of women in leadership positions, scientific research, and cultural creativity has changed traditional gender role stereotypes. This change is not only a reflection of gender equality, but also brings new vitality to social diversity and innovation.

### 3.4 Evolution of Family Roles

The impact of modernization on family roles has been equally dramatic. In traditional societies, family roles are often based on the division of labor between men and women, emphasizing the different economic and household responsibilities of family members. However, modernization

has led to changes in family structure and function. Family members pay more attention to equality and shared responsibility in modern society, and the cooperative relationship between husband and wife replaces the single mode of division of labor. This evolution of family roles allows family members to find a better balance between personal development and family responsibilities, and family relationships are more harmonious and stable.

### 3.5 The Impact of Social Role Change on Society

The change of social roles between traditional society and modern society not only affects individuals, but also has a profound impact on the whole society. First, the diversity and flexibility of social roles enhance the adaptability and innovation of society. Individuals are no longer limited by traditional social expectations, but are more likely to fulfill their potential and promote social progress and development. Secondly, the equality of gender roles and the transformation of family roles have promoted social harmony and stability. Gender equality is not only the embodiment of human rights, but also reduces the tension and conflict caused by gender discrimination in society. The evolution of the role of the family helps to strengthen the cohesion of the family and the cohesion of the society, and creates a good foundation for the sustainable development of the society.

### 3.6 Case Study and Comparative Analysis

In order to explore more specifically the transformation of social roles between traditional and modern societies, we will conduct case studies and comparative analyses. We will select different countries, regions, and cultural backgrounds to delve into the process of change in their social roles. Through the comparison of cases, we can better understand the commonality and difference of social role change under different social backgrounds, as well as the impact mechanism of modernization on social role. The transformation of social roles between traditional society and modern society is an important aspect in the process of modernization, and its profoundness and diversity are worthy of further discussion. Modernization provides an opportunity for the change of social roles, promotes gender equality and the improvement of family relations, and brings new development opportunities for society. However, social role change may also bring a series of challenges, such as confusion of role identity and cultural conflict. Through in-depth study of the changes of social roles in different social backgrounds, we can better understand the

impact and significance of modernization on social roles, and provide useful enlightenment and guidance for the sustainable development of society. In the following chapters, we will further explore the transformation process of gender roles, family roles and other social roles, in order to reveal the deep mechanism of the transformation of social roles caused by modernization.

## 4. MODERNIZATION AND CHANGING GENDER ROLES

### 4.1 Limitations and Challenges of Traditional Gender Roles

In traditional societies, gender roles are often strictly limited to specific areas of the family and society. Men are expected to be the breadwinners of the family and the representatives of the outside world, while women are expected to take care of the family and raise children. This division of gender roles leads to inequality between men and women in terms of social status, educational opportunities and career choices. Women are often limited by their lower social status, which makes it difficult for them to realize their personal career aspirations and self-development.

### 4.2 Modernization Challenges and Changes to Gender Roles

With the advancement of modernization, gender roles have begun to undergo important changes, promoting social awareness and attention to gender equality. Modernization emphasizes equal rights and opportunities for individuals, advocates the elimination of gender discrimination and the creation of a more inclusive social environment. This has led to the questioning and redefinition of traditional gender roles. Women are gradually making breakthroughs in areas such as education, careers, and politics, breaking the old limits on their roles in society. Men's roles in the family are also beginning to change, with more fathers becoming involved in child rearing and household chores, bridging the gap between traditional gender roles.

### 4.3 The Evolution and Modernization of Family Roles

Characteristics of traditional family roles: In traditional societies, family roles are often divided based on gender, generation and social tradition. Men are given the role of breadwinner and external representative, assuming the economic responsibility of the family; Women, on the other hand, are expected to take care of household chores and raise children within the family. The division of roles between generations is also a feature



of the traditional family, in which the elderly act as traditional wisdom bearers and family advisers. The stability and clarity of traditional family roles provide order and stability for the family.

#### 4.4 The Impact and Change of Modernization on Family Role

With the development of modernization, the family role began to be challenged and changed. The economic growth and the acceleration of urbanization have changed the economic structure and lifestyle of families, leading to important changes in the role of families. Women are increasingly participating, not only in the workplace, but also playing a more active role in the home. The diversity of family roles is beginning to emerge, and the partnership between couples has replaced the traditional model of the male boss outside and the female boss inside. The role of the elderly has also changed, with the improvement of medical and pension conditions, they are more involved in social activities and take on social obligation roles.

#### 4.5 The Diversity of Family Roles

The diversity of modern family roles is manifested on many levels. First, the division of roles between husband and wife is gradually becoming equal. Women are no longer confined to traditional domestic roles, and they have achieved a balance between career and family, while men are also more actively involved in the responsibilities of the family and share the family role. Secondly, the relationship between parents and children becomes more equal and open. Parents pay more attention to individual development and autonomy in their children's education, which is different from the traditional strict way of discipline. In addition, the role of the elderly in the family has also changed, which is no longer limited to the traditional rearing and education, but more involved in family decision-making and social activities.

#### 4.6 The Influence of Evolving Family Roles on Society

The change of the role of the family in modernization not only affects the internal relations of the family, but also has a profound impact on the whole society. First, the diversity of family roles brings greater innovation to society. The active participation of women in the workplace and at home brings more perspectives and ideas to society and promotes innovation and development in society. Secondly, the equalization of family roles can help reduce gender inequality in society. By breaking down traditional gender

role restrictions, modern families promote more equal status of men and women in society and promote the realization of gender equality (Reskin & Padavic, 1994).

## 5. DIVERSIFICATION OF OCCUPATIONAL AND ECONOMIC ROLES

### 5.1 Diversity of Family Roles

In traditional societies, family roles often revolve around clear gender divisions of labor and intergenerational traditions. Modernization, however, has led to a diversification of family roles. The family is no longer limited to the traditional nuclear family model, but presents a more diverse composition, such as single-parent family, same-sex couple family and so on. The relationship between family members is also more equal and open, the division of roles between husband and wife is more flexible, and the communication between parents and children is closer. The diversity of family roles makes families more adaptable and better able to meet the needs of different individuals (Ridgeway, 2011).

### 5.2 Diversity of Professional Roles

With the development of modernization, the career field also shows the trend of diversification. The traditional occupational division of labor is being challenged, and new industries and occupations are gradually emerging. People's career choices are no longer limited by gender and traditional ideas, women are increasingly emerging in fields such as science, technology, engineering and mathematics, and men are increasingly entering traditionally female fields such as nursing and education. The diversity of professional roles provides more choices and opportunities for individuals, and at the same time promotes social innovation and progress.

### 5.3 Change in the Role of the Economy

Under the background of modernization, the change of economic role can not be ignored. The traditional economic model usually sees men as the breadwinners of the family, while women assume the role of caring for the family. Modernization, however, has led to a redefinition of the economic role. Women gradually participate in economic activities and become an important part of the economy, which promotes the status of women in the professional and economic fields. At the same time, the economic role of men in the family also began to become flexible, and couples shared the economic responsibility of the family, forming a more

equal economic relationship.

#### 5.4 The Impact of Diverse Roles on Individuals

Diverse family, professional, and economic roles have a profound impact on individuals. First of all, in terms of family roles, individuals can choose family patterns and role division more freely, and achieve a more equal family relationship. This change helps reduce tension and conflict in the family and promotes harmony among family members. Secondly, in terms of professional roles, individuals have more diversified career choices and can better play their own advantages and interests. This not only contributes to the self-realization of individuals, but also injects new vitality into the innovation and development of society. Finally, in terms of economic roles, diversified economic roles can reduce family economic pressure and improve family life quality (Sharma et al., 2021).

#### 5.5 Social Challenge and Adjustment

However, the diversity of roles can also present some challenges. Individuals can be confused when faced with different role expectations and demands, and how to strike a balance between family, professional, and financial roles is an issue that needs to be addressed. In addition, society needs to provide support and resources for diverse roles to ensure that individuals can reach their full potential and achieve their full development.

### 6. CHALLENGES AND PROSPECTS OF MODERNIZATION AND SOCIAL ROLES

#### 6.1 Challenge: Confusion and Conflict of Role Identity

Modernization has led to the diversity and flexibility of social roles, but it may also lead to confusion and conflict of role identity. Individuals may face role expectations from multiple levels, such as family, profession, and society, and it is difficult to find a balance among these different roles. For example, while pursuing professional success, women also need to juggle family and social responsibilities and may face role conflict and anxiety. This confusion and conflict of role identity may affect individuals' mental health and quality of life.

#### 6.2 Challenge: Clash of Cultures and Values

With the globalization trend of modernization, there may be conflicts between different cultural values, especially in terms of the definition and

expectations of social roles. In some traditional cultures, gender, family and social roles are still strictly regulated, in conflict with modern values. This kind of cultural conflict may lead to the tension and instability within the society, and also affect the positioning and behavior of individuals in the society.

#### 6.3 Challenge: The continuation and Increase of Social Inequality

Despite modernization's emphasis on equality and inclusion, inequality has persisted or even increased in some societies. Factors such as gender, class, and race may result in some people being limited in terms of social roles and opportunities. Particularly in developing countries, gender inequality and poverty remain acute. Modernization may have exacerbated inequality to some extent, and society needs to take measures to address these problems.

#### 6.4 Prospects: Achieving Gender Equality and Social Diversity

Despite the challenges, modernization also offers the prospect of achieving gender equality and social diversity. Modern society is paying more and more attention to gender equality and promoting women's participation in the political, economic and social fields through laws and policies. Women's status in the workplace and at home has improved, laying a solid foundation for gender equality. In addition, the diversity of society also provides more opportunities and choices for individuals of different genders, cultures and backgrounds, and promotes the innovation and development of society.

#### 6.5 Perspectives: Changes in Education nd Consciousness

As modernization progresses, changes in education and awareness will help overcome the challenges posed by social roles. Education is an important way to change the concept and cognition, through education can cultivate the individual's sense of equality and respect for diversity. Fostering an educational awareness of gender equality can help people better adapt to changing role expectations in modern society.

### 7. CONCLUSION

The interweaving and transformation of modernization and social roles is a complex and thought-provoking topic. This paper explores the diversity of family, professional and economic roles, the transformation of

gender roles, and the transformation of social roles in different contexts, aiming to reveal the impact, challenges and prospects of modernization on social roles. Examining the shaping of social roles by modernization from different angles will help us to understand more comprehensively the changes in society and the position and influence of individuals in it. By exploring the relationship between the evolution of family roles and modernization, we find that modernization promotes the diversification of family structures and roles. The traditional family model is gradually evolving into a more equal and open relationship model, the division of roles between husband and wife is becoming more flexible, and the communication between parents and children is becoming closer. This change in family roles can help ease tension and conflict within the family and provide more choices and opportunities for family members. However, it is also necessary to face the confusion and conflict of character identity, and the difference between traditional and modern values. In the future, society needs to better support family members to find a balance between different roles, and it also needs to pay attention to the combination of traditional cultural values and modernization to achieve harmony and stability in family roles. In the professional world, modernization has led to profound changes in professional roles. The traditional division of labor is being challenged, and men and women are becoming more equal in the workplace. Women have made significant progress in fields such as science, technology, engineering, and math, and men are increasingly moving into traditionally female fields. This diversity of professional roles provides more choices and opportunities for individuals, and at the same time promotes social innovation and development. However, social inequality still persists, especially in developing countries, where factors such as gender, class and race can contribute to increasing inequality. To achieve diversity and equality in professional roles, societies need to develop inclusive policies and institutions that provide equal opportunities for every individual. The changing role of the economy is also an important aspect of the modernization process. The traditional family economic model is gradually evolving into a more equitable and flexible one. Women's participation in economic activities has gradually increased, becoming an important part of the economy, and family financial responsibilities are more equally shared between couples. This change helps to reduce the pressure within the family and improve the quality of life of the family. However, the diversification of economic roles may also lead to family economic instability, which requires the support of policies and institutions to protect

the economic rights and interests of family members. In the face of the challenges posed by modernization, societies need to actively seek solutions to achieve more equal, inclusive and diverse social roles. The change of education can cultivate the consciousness of equality and diversity of individuals, and help people better adapt to the change of roles. Policy and institutional innovation can support gender equality, cultural diversity and social inclusion, and reduce social inequalities. Individuals also need to constantly adapt to changing roles and develop flexibility and adaptability to better cope with the challenges of modern society. In short, the relationship between modernization and social roles is a complex and multilayered process that brings challenges as well as prospects. Through in-depth study of the change and impact of social roles, we can better understand the impact of modernization on society, and provide useful enlightenment and guidance for the sustainable development of society. Together, through education, policy and individual efforts, we can achieve a more equal, inclusive and diverse society, creating better opportunities and quality of life for everyone.

#### Reference

- Acker, J. (1990). Hierarchies, jobs, bodies: A theory of gendered organizations. *Gender & society*, 4(2), 139-158.
- Beck, U., Giddens, A., & Lash, S. (1994). *Reflexive modernization: Politics, tradition and aesthetics in the modern social order*. Stanford University Press.
- Bianchi, S. M., & Milkie, M. A. (2010). Work and family research in the first decade of the 21st century. *Journal of marriage and family*, 72(3), 705-725.
- Chafetz, J. S. (1990). Gender equity: An integrated theory of stability and change. (No Title).
- Coltrane, S. (2000). Research on household labor: Modeling and measuring the social embeddedness of routine family work. *Journal of marriage and family*, 62(4), 1208-1233.
- Conceição, P. (2020). Human development report 2020-the next frontier: Human development and the anthropocene. *United Nations Development Programme: Human Development Report*.
- Connell, R. W. (2020). *Masculinities*. Routledge.
- Giddens, A. (1992). Modernity and Self-Identity: Self and Society in the Late Modern Age. In: HeinOnline.
- Hakim, C. (2000). *Work-lifestyle choices in the 21st century: Preference theory*. OUP Oxford.
- Hakim, C. (2006). Women, careers, and work-life preferences. *British Journal of Guidance & Counselling*, 34(3), 279-294.
- Hochschild, A. R. (2003). The time bind: When work becomes home and home becomes work. *The cultural study of work*, 261-272.
- Kabeer, N. (2005). Gender equality and women's empowerment: A critical analysis of the third millennium development goal 1. *Gender & development*, 13(1), 13-24.

- Kimmel, M. S. (2000). *The gendered society*. Oxford University Press, USA.
- Nations, U. (2015). Transforming our world: The 2030 agenda for sustainable development. *New York: United Nations, Department of Economic and Social Affairs*.
- Reskin, B. F., & Padavic, I. (1994). *Women and men at work*. Pine Forge Press Thousand Oaks, CA.
- Ridgeway, C. L. (2011). *Framed by gender: How gender inequality persists in the modern world*. Oxford University Press.
- Sen, A. (2001). The many faces of gender inequality. *New republic*, 35-39.
- Sharma, R. R., Chawla, S., & Karam, C. M. (2021). 10. Global Gender Gap Index: World Economic Forum perspective. *Handbook on Diversity and Inclusion Indices: A Research Compendium*, 150.
- Walby, S. (2011). *The future of feminism*. Polity.