

## *Women and Work*

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**Abstract:** This paper aims at the working women issue. Starting with an introduction. Then it states The World Economic Forum report adopting policies to encourage the incorporation of women into the world of work. Women roles in companies are mentioned .The role of women regarding work, and their role in society. Discrimination against women worldwide. The study states the women's liberation movement starting with French Revolution, then the feminist movements in England and the American women's liberation movement. The study highlights the Algerian women and work, the position of Islam and the West towards them. Their hidden tasks, unappreciated by society. The study reveals the gender differences in the use of information technology. The most important part of the paper and the core of the study gives the advantages of working women; professional satisfaction, their psychological aspect, their economic independence, and how they manage time effectively. The study goes to the other side of the issue that is the disadvantages; children's educational neglect. The disadvantages of a woman's work vis-à-vis her household. The conclusion gives the author point of view concerning the women's work.

**Keywords:** Women's work, Advantages, Disadvantages, Discrimination, Women's liberation movement.

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## 1 - Introduction

The role of women regarding work, and their role in society, considered from a general point of view, has totally changed in the course of the last decades. It is no longer about what women are capable of doing physically and intellectually; the experience has put an end to those long controversies and has shown palpably that women fit perfectly into a number of activities much broader than those compatible with the commonly accepted idea that they are the "weaker sex".

Different cultural traditions also make their influence felt in determining the place that women should occupy in society. In times past, women knew their status and their lives were spent caring for family and home. This situation has not changed considerably to date. But with the passage of time, the woman insisted on entering a field traditionally reserved for the man, as is the labor field; Her incorporation to work brought with it a countless of the most relevant problems that working woman encounters, is the discrimination that she is subjected to by the company, of the male sex and even more, of her own sex.

The present study revolves around this problem, since women are not allowed to develop all the intellectual and creative potential they can bring to the best development of society and for the enrichment of their personality. It is true that male and female begin at roughly the same level within a company, it is also true that by virtue of being a man there comes a time when he puts himself on the fastest lane that leads to better positions, big responsibilities and has greater opportunities for promotion than woman, so she will have to work harder and smarter than most of men who are at his level.

To talk about the work of women, it must first be specified that a woman already exercises a function within the house. Indeed, when she is a "housewife", she takes care of the management of her household and this requires the mobilization, full time, of a certain number of skills and abilities that only a housewife can have. It should be noted in passing that in some developed countries such as Germany for example, a housewife receives a salary because she is considered to be a domestic worker.

But the debate between proponents and detractors on the issue of women's work focuses more on women's work outside the home. The former see advantages while the others see only disadvantages. So what about this false problem, because in reality, women work and will not stop working, and this goes in the order established both by those who advocate equal opportunities and by those who demand a respect for a now controversial tradition.

We will first try to go back a little to the origin of the phenomenon, then we will explain the reasons of those who are against the involvement of women in the public sphere, then we will oppose them with the arguments of those who encourage leaving the private sphere. And finally we will try to take a position based on the validity of each other's arguments.

### 1.1- Women Among the Greeks

Fennell references have always been a problem. Already among the Greeks, women hardly benefited from the status of citizens. The pre-Islamic era saw the infanticide of baby girls; a daughter was considered a dishonor to her family. Without going into the foundations of this belief, emphasizing that there was a contradiction there, all the same logical. Indeed, it is the abolition of incest, according to (Fennell, 2008), which would have led to the gradual transformation of a society that lived under the natural order into another so-called cultural society. Marriage between different tribes would have led to the enrichment of cultures, the flourishing of civilizations, the

progress of humans. Still, the woman, even considered as a bargaining chip, was the vector of this progress. Where would the contradiction lie then?

It is clear that the man who lived under this regime, infanticide, was only responding to animal instinct where the dominant evil, following the example of the lion, begins first by eliminating its future rivals, by killing its own male babies. In a diet of nature, the practice had to be identical. However, the abolition of incest, having put an end to this social hegemony, would undoubtedly have made the presence of girls likely to belong to another male, a source of fear, contempt and dishonor.

Islam has abolished female infanticide, poets have sung the value of a well-educated child who would make a good mother and generate valuable offspring. Let us quote in passing Hafiz Ibrahim who says that "the girl is a school, if we educate her correctly, we educate a whole nation". All these attempts to restore value to girls' education will find their echoes, both in the East and in the West. Feminist movements will take up the issue and make it their battle horse. But all these efforts inevitably converge towards a single purpose, that of making her a good wife, a good mother. As well Voltaire, Fénelon as Rousseau who were interested in the question, all three, each from his point of view, only confined the girl to her role of lover, good wife, good housewife.

Our current reality imposing equal opportunities in schooling, which has become compulsory, means that the girl who has pursued studies and who often succeeds there better than the boy because she sees in it the chance to change the condition of women obtains diplomas and qualifications that predispose her to gainful employment. Therefore, it becomes unjust to deprive her of it.

## **1.2- Discrimination Against Women Worldwide**

Although the legislation of the last decades tries to moderate the position historically unfavorable to women, gender equality, in most cases, does not transcend the formal level.

According to The World Economic Forum, trade unions have urged the Union government to address the issue of unemployment. "Women employment in India has come down, particularly in sectors such as healthcare as a result of the COVID-19 pandemic. The ILO report suggests that the purchasing capacity of the workers should be improved. ILO has been proposing decent jobs and decent wages. They do not have decent employment there in India. Most people are on contract without any social security. If there are no decent wages, purchasing power will also come down. The Code on Wages was passed in 2019 but is not yet implemented.

The report added that women earn 17% less than men in Latin America and the Caribbean, but the "unfavorable conditions" they face in the labor market are not restricted to wages, "The female unemployment rate exceeds the male rate and cultural barriers persist in the entry of men and women into important segments of the predominantly female (domestic service) and predominantly male (mining) labor markets," said the report.

Women are the largest excluded group in the world; especially in these classes of marginalization: social, legal and economic. No place in the world offers them the same opportunities as men, therefore they are marginalized. Women do not have the same opportunities, nor the same treatment, as men in activities of public and private sectors, despite the fact that there are no restrictions laws that prevent their access. The low participation of women in development economic, is due to various factors such as the number of children, the absence of employment opportunities, the traditional

emphasis on women's employment, the discrimination against women with children, limited access to professional training and higher paid occupational levels, inadequate career guidance, age and marital status.

The World Economic Forum recommended adopting policies to encourage the incorporation of women into the world of work and proposed that companies equip themselves with personnel hiring systems "without gender bias", among other measures. It highlighted that women receive wages on average "17% lower than those of men with the same age, education" and also warned that "the speed at which female labor participation had been increasing slowed down" after the year 2000.

Although working women represent 40% of the global workforce, and many manage to start their own businesses, the International Labor Organization estimates that about half of their productive potential (48%) is not used, compared to 22% of men. The urgent need to have a job to survive in a world where the economic situation is critical and where there is no room to waste time, makes the situation very complicated for women who have children and work since they have no other alternative. To sacrifice time to stay with their children and hope that the media, social networks, bad companies, violence and organized crime do not negatively influence the lives of their children, but if the need to work is evident? Well, there will be no other choice but to live with that latent risk that they have to take in order to raise those children to whom they want to give the best possible life.

Balancing family and professional life is the great challenge for women with children in the labor market, since being single mothers or living with a partner who ignores the chores and education of the children, will produce wholesale complications and problems, both on a physical level as well as on an emotional level, since the load of stress will be present 24 hours a day. However, women inclinations are not always the same with that of men; most of the studies conducted in the US on computer skills performed mainly on the male contingent of subjects. Finally, funds media also describe working with a computer as male domain activities (Ware and Stuck, 1985). Study of gender differences in the use of information technology attracts considerable attention of foreign researchers. For example, numerous data have been obtained on the influence of the user's gender on the nature of his interaction with a computer. It has been shown that gender differences in behavior and mental activity of a person are fixed in the very construction of human computer dialogue (Whitley, 1997). Applicable for educational and play activities, computer programs are addressed to boys rather than girls. The most computerized are those training courses that involve just boys. This situation led to the hypothesis that the representative's females have less positive attitudes towards computers, than men (Canada and Brusca, 1991). However, experimental data on this issue are contradictory. As shown by (Canada and Brusca, 1991), source ambiguity in the data obtained was incorrect wording experimental problem, expressed in the heterogeneity of the studied change.

### **1.3. Women Roles in Companies**

Speaking about their female subordinates, the vast majority of bosses noted that women are more responsible, efficient, and attentive; their loyalty to the company is higher than that of men. Yes, there are certain difficulties, but the problems can be overcome already because of the greater patience of women. The opinion of the majority of leaders is interesting.

The best employees are divorced women with one or two children. It is they who, having serious material incentives, strive for career growth and at the same time

are more tolerant and diligent. They are easier to manage. In our opinion, this suggests that the problem of managing a women's team, and not only a women's team, largely lies in the leader himself in his desire and ability to patiently and painstakingly build a work process and the ability to stimulate employees.

## **2- Women's Liberation Movement**

### **2.1. French Revolution**

Insert your results in this section in the same format (font, size, line spacing). A summary of the collected data should be presented in the form of proportions or totals. Then, the data analysis procedure should be explained both using text and illustrative means (the tables and figures referred to in the Appendix) in accordance with the method and instruments presented above. After presenting the results, their contents can be evaluated and interpreted statistically and psychologically in the light of the hypotheses, and they are compared to what others have found in previous studies One of the most important movements in the history of mankind is the French Revolution, in which equal human rights were declared; in it the woman played a very important role, but the fact of participating so actively did not make her receive all the historical-social relevance that implied having initiated and collaborated in a event of such universal significance, the doors may have been opened to achieve equality between men and women and thus also their access to political and economic power.

### **2.2. Feminist Movements in England**

Among the most relevant feminist movements we can mention, the one that began in England, whose main purpose was to achieve the right to vote, a purpose that distorted the feminist movement, since by having this sole objective, it left out other more important, such as equal rights and opportunities.

### **2.3. American Women's Liberation Movement**

The history of the American women's liberation movement, beginning with the efforts of "Elizabeth Kidney Stinton", and the most famous event in the history of American women's liberation, which is "The Seneca Falls Convention" in 1848 CE, through the American women's obtaining the right to vote in the parliamentary and presidential elections in 1921 CE and the effects of the two world wars on the issue of women's work and equality with men, up to the current situation of American women in all their sects (working women, breadwinners, unemployed women, and unemployed women).

### **2.4. Algerian Women and Work**

Just after its independence, the development plans in the country tended to raise the idea of the Algerian manpower, and to increase their participation and effectiveness in the public and private sectors in what was termed as Algerianisation. So, Algerianisation became a practical concept that the state seeks to implement, and this was not limited to males only, but the females' share from it was modest. The employed woman has clearly contributed to bridging the poverty and destitution of many families, and this is an important matter in order to preserve dignity and personal pride, and to stop asking for support and consequently they preserved their dignity and avoid all kinds of humiliations.

## **3- Position of Islam and the West Towards Working Women**

From time to time, suspicions arose about the position of Islam towards women, which leads to degrading their status and belittling them.

There is no doubt that the talk about the status of women in Islam is very much, and there are those who come out to us shouting at the top of their voice that Islam has oppressed and oppressed women, confiscated their freedom and prevented them from their right to live like other women from other civilizations.

### **3.1. The Calif Omar Ibn Al-Khattab pointed Al-Shifa as a market controller in Madinah**

Al-Shifa was a woman of intelligence and was highly respected for her learning and wisdom. Very few women of her time learnt to read and write. As the Madinah society developed, The Calif Umar felt that it was important that supervision should be provided in the market place, where people buy and sell. He appointed Al-Shifa as the market controller in Madinah. Her duties were to ensure that business practices should always be consistent with Islam. She would go around the market, making sure that no cheating or tricks took place and that buyer and seller conformed to Islamic values.

The appointment of Al-Shifa was highly successful. Therefore, when Umar felt that it was advantageous to have a market controller, he appointed one in Makkah as well. What is contrary to our perceived ideas about Islamic society is that in Makkah also he appointed a woman, Samra' bint Nuhayk, as market controller. This suggests that in those early Islamic societies, there were women shoppers and women shopkeepers. (AdilSalahi, 2011).

### **3.2. The Napoleonic Code of 1804 Disdained French Women the family.**

The father totally dominated the public space and alone enjoyed political rights, but his powers were also domestic. "The inability of the married woman was particularly apparent when it came to money. Until 1907, when the wife produced wage labor, her wages were paid to the husband. From 1907, a first evolution appeared with the possibility for the wife to freely dispose of her earnings and wages"(Code civil 1804). It was necessary to wait for the Second World War and in particular two laws of September 22, 1942 and February 1, 1943 to achieve the emancipation of married women.

## **4- The unappreciated work of the woman**

In family life, women perform many duties that are not noticeable at first glance. For example, men are perplexed how cleaning can take half a day, or even a whole day: wipe the dust, wash the floors - a maximum of a couple of hours. The woman patiently explains that the dust must be wiped not only from such clearly visible surfaces as a TV or DVD-player, but also from shelves, vases and figurines that are behind glass. A man resigns himself and takes for granted the presence of such complexities and trifles. Also, men don't know why it is on Friday/Sunday morning that they need to make purchases, go to their parents for lunch, then ride bicycles with their children in the park. Why some actions can't be reversed, for example, go to the park on bicycles in the morning, and go to lunch with parents on Friday/Saturday! And why any changes in the schedule cause such a violent reaction of the second half! But, as they say, it is useless to argue. It's easier to calm down. In the workplace, male leaders at first, out of inertia, do not resist what they put up with at home. But over time, "female specificity" noticeably bothers. Our research shows that the rejection of women's "tricks" escalates when it comes to three key issues:

- a. Waste of time.
- b. Women's solidarity.



c. Difficulties with the choice of priorities by employees.

Let's dwell on each problem in more detail

## **5- The Advantages and the Disadvantages of Women Work**

### **5.1. The Advantages**

The idea of a woman's work, whether she needs this work or not, is in itself a confirmation of herself and her being, and a glorification of her self-confidence. In the beginning, it is based on the psychological aspect - which is not seen from the outside - first; from self-realization, experiencing experiences, and contact with the outside world, and two dimensions, the material aspect, including her independence, and her participation in the costs of life if she is married.

Speaking about this issue, it comes to everyone's favorite part because of the many gossip about it, which is the positives and negatives, but I prefer to start with the positives first because of their abundance and the possibility of overcoming the negatives.

Being a mother should be the best experience a woman can have and therefore they will have to efficiently combine love for their children and for work, because when they are working they should do it out of love for their children, but also out of love for their career because their success will depend on it. Therefore, being a working mother is not an easy task, but it must also have its positive side, so here are the advantages and disadvantages of a working mother:

#### **5.1.1. Achieve Professional Satisfaction**

Being a mother and reaching the highest hierarchical levels within an organization by putting into practice all the knowledge acquired at university and in the various jobs she has had in her professional life, would be the perfect dream for any woman who is attentive to what it happens to her family and she is very successful in her work environment, since personal and professional satisfaction will lead her to achieve the fullness and happiness that every being aspires to.

There are many examples of mothers who are successful in both aspects of life, so those who want to jump over any barrier, however high it may be, will not be a reason to give up in their attempt to achieve the desired success, they will always manage to go forward until they achieve their dream.

#### **5.1.2. The Psychological Aspect**

The psychological aspect plays a very important role in the positives - as mentioned previously - through self-realization and maximizing self-confidence and not being confined to one path, which is preoccupation with household chores only, as well as its connection and contact with the outside world and its vision of many different people and daily situations, all of which provides for its experiences and for a strong influence on the formation of her personality and the way she deals with life in all its aspects. And the woman's feeling that she is an active person in society, in whose hand she has strength and self-confidence, I do not believe that there is any other need that can be given to her; because man, by nature, is in a state of constant desire to achieve and elevate himself.

#### **5.1.3. Economic Independence**

Another advantage of being a mother with a job consists of the economic independence that they acquire when they generate their own income, since buying things for the children, for the house, or for themselves will not be an issue that is the cause for generating a discussion with the husband about the budget assigned for family purchases, of course, excesses could also cause family problems, so it is recommended

to maintain adequate control of income so that they are used as best as possible and not because of having an extra income gives them the power to disappear the expected economic balance.

In fact, the material aspect is less important compared to the psychological aspect, but considering that a person likes to always receive compensation for his/her fatigue and effort, then the material aspect is also of great importance in the life of a working woman, and while she is married and has children, the material aspect is slightly equal in importance with the psychological aspect due to participation in the expenses of life with the husband and her responsibility to share the costs of life with her husband. One of the positive aspects of a woman's work is that she does not look like any other woman, meaning that her job prevents her and distances her from some trivial matters due to the different mentalities in the surrounding environment and the surrounding world, which happens around her from many different things. Her thought is always on development and that she makes her position higher and higher and is more capable of making difference and changes and increasing her creativity in her work.

#### **5.1.4. Self-Promotion**

Developing her personal skills, this is through working them on a daily basis, which makes it easier for them to acquire new experiences and skills day by day, and to be able to adapt to all different circumstances and their ability to face problems and find all possible solutions. And that when she has children, they will be very proud of her, and they will take her as a role model in their lives, and she will have the experience and the ability to raise her children for what she went through in her life, and she will be worthy of being a mother who takes responsibility and helps their children in making decisions and consulting in some of their issues and finding solutions to their problems.

#### **5.1.5. Effective Time Management**

Mothers who have a job become whirlwinds and time management machines, because we don't know how they do it, but they manage to do hundreds of activities throughout the day and thus effectively fulfill each activity that comes their way, for example, having breakfast ready, leaving the children at daycare or school, arriving at work on time, exercising.

However, the exodus of women to work outside the home led to an increase in educational problems, children's escape from family control, and even the escalation of difficulties in adapting to the environment, the emergence of psychological problems in children, and disruption of the marital relationship due to the wives' inability often to reconcile family burdens and work responsibilities. This was also accompanied by the negative attitudes of the husbands and their often lack of cooperation - with regard to helping wives to manage the internal affairs of the house, the daily absence of women from the family for long periods created a huge void with clear negative repercussions.

### **5.2. Disadvantages**

#### **5.2.1. Children Educational Neglect**

However, not everything is hunky-dory for mothers who have to go out to work, either due to economic necessity or to generate professional satisfaction, since the care and education of children is left in the hands of third parties, which can be very dangerous, because children may present poor school performance or be involved in delicate situations that parents who go to work do not find out about because they have little contact with their children and when they arrive tired, the last thing they want is to find out about the problems of the children. Thus, they avoid reality, they give little importance to the tasks and the fatigue of the working day prevents them from efficiently permeating the values that must be instilled in the children, since it has been



shown that 90% of these values come from the bosom maternal and paternal, so it is a matter with which we must be very careful.

### **5.2.2. Unfair Promotions**

We are living in a time where women prefer to have children when they are close to 40 years old and have successfully pursued their professional career, this is because in most companies when they are promoted to the next levels, they tend to discard women who have children, under the false premise that they will have little availability to fulfill the new activities offered by the position of change.

### **5.2.3. Double-Work Acquirement**

When a mother enters or decides to stay in the working world, in reality she is acquiring a double work session, because in addition to fulfilling the stressful working day, she will have to take care of the needs of the home, especially living in countries where it is said that machismo has been decreasing, but the reality is different, because the woman continues to be in charge of the supermarket, the domestic cleanliness and the complaints of the children and the husband, which sooner or later leads to scenarios of conflict within the familiar, because the struggle to know who has control of family decisions will become a daily bread.

The arrival of children continues to be a preponderant factor in the lives of women, as they will find themselves in the dilemma of having to make the decision to leave work to care for the children or continue with their professional life despite all the problems and obstacles that they will face due to the double responsibility represented by the workload and the burden of housework, which will obviously condition both family and professional development.

### **5.2.4. Disadvantages of a Woman's Work Vis-à-Vis Her Household**

The married woman suffers doubly from the problems of work. In addition to the stress of work, she finds her household, and has to take care of her husband and children. It must organize itself accordingly, and this requires efforts, even concessions, on its part. Indeed, not being able to be present to prepare lunch, an important moment of the day as a meal but also as an opportunity for a convivial meeting which allows the whole family, especially the children, to redo the point of reviewing the benchmarks social and affective, the woman finds herself faced with two alternatives. The first is to prepare meals in advance, often the night before, and reheat in a hurry, at lunchtime. This of course influences the eating habits of the family, and often the quality of the food leaves something to be desired both in taste and in nutritional intake. We could also cite the case of the woman who resorts several times to food prepared outside, or who gives her children something to eat outside. The second alternative is to hire a cleaning lady, a maid, or what is called today, a service lady. This will cost money, and it is the woman who, by a tacit agreement with her husband, must pay the one who will replace her at home. So in both cases, there are additional costs, which are the responsibility of the woman.

In the evening, the woman regains control of the house, but she is exhausted and in a bad mood. She still has to review the work of the children, prepare their clothes, take care of their cleanliness, before preparing for the next day. She is in a vicious circle that does not leave her time to devote herself to regenerative personal activities, to take care of herself, to take stock of the day or simply to prepare to enjoy deserved intimacy with her husband.

### **5.2.5. The disadvantages of the woman vis-à-vis the company**

Within the company, the woman poses some problems. Among these problems, we find first of all the constraint of motherhood. Indeed, when the woman is pregnant,

these contributions decrease since her metabolism undergoes transformations due to this pregnancy. The constraints increase as the pregnancy develops until the last month, when the future mother gets her maternity leave. The absence of the woman disrupts the work at the level of the position she occupies, and the use of a substitute (or a replacement) leads to a drop in performance and additional costs.

The right to breast-feeding after the resumption still leaves the woman free to have one hour in the morning and one hour in the afternoon, which are all hours lost in the performance of the company.

Another problem that arises when the presence of women dominates, or neutralizes that of men, is that of the personal conflicts known to be the prerogative of women when they meet. In this sense, they reproduce in the work, the socio-cultural tensions that they experience outside, or in public places. Jealousy, gossip, and friction are found in the workplace. Working conditions are worsened, and the poor quality of human relations. Professional communication having become a major asset in the success of the company, its deterioration inevitably leads to a drop in performance.

It should also be mentioned that de facto work is still considered optional, even if there are more and more women heads of households. Therefore, employers know how to take advantage of this state of affairs, and hire women who are willing to work for less than a man's salary. This inevitably leads to a feminization of employment, and higher unemployment in the male ranks. The company that takes this direction is doomed to stagnation, because its profits will be made on the backs of its employees, who, knowing that they are being exploited, will no longer seek to evolve, which affects the general quality of the company.

To sum up, we can raise a final negative point caused by the work of women. The presence of women in the midst of men provokes a sexism that influences the relationship between employees and civil servants. The preference for one sex or the other complicates relationships between employees within the company. This gender difference still marked by the patriarchal heritage, even in developed countries, leads to phenomena such as sexual harassment or the right of seigneur. A society that lives its phenomena tarnishes its brand image and ends up losing its footing in a world where competition is increasingly fierce.

## **6- Conclusion**

The international laws established the right of honorable work for a woman just like a man, and refused to let anyone around her, whether a father, a brother, or a husband, control her decision to go out to work as long as this work is honorable and the woman, when she goes out and practices it, is bound by Islamic values and morals, and this work was commensurate with the nature and capabilities of women, and it does not result in dereliction of duties. Whereas, others see that, the natural distribution in existence requires that the natural work of the man is outside the house, and the natural work of the woman is inside, and whoever says otherwise has gone against the instinct and the nature of human existence; Because the home is the natural place in which the functions and fruits of femininity are realized, and that staying in it is like an immunity that preserves the characteristics of these functions and their laws, and avoids them from the causes of confusion and sedition, and provides them with harmony and beauty, and surrounds them with many causes of warmth and psychological and mental stability and all other things that prepare them the necessary conditions for their work, work in which women are in desperate need, such as obstetrics and medicine, as well as teaching women in private schools. In such facilities the nation should prepare for it a group of women who meet the needs of society and fulfill its requirements, just as the nation

must provide someone who performs the duties of sufficiency. These women's matters are among the most important duties of competencies that must be provided by women who have the ability to do so. We have seen throughout this work that the question of women's work has as many advantages as disadvantages. Indeed, the working woman enjoys independence, and takes care of her personal development. She also brings moral and material comfort to her family. She helps her husband in the prosperity of the home and invests in the success of the business.

In return, she pays for her personal comfort, lives under pressure both from her parents and within her home, and finally undergoes the tensions and conflicts of group work. However, as a citizen, work is one of her most basic rights, and the consecration of her studies only finds its fair value in the exercise of a job that guarantees her full citizenship.

Reminder of the problem

If it is true that among so many questions that oppose people's points of view, the subject of women's work has long occupied the first place in these controversies. Some consider it useless, others recognize its right to exist, the fact remains that the question deserves our interest. And if it is true that women can also ask themselves the question of the usefulness of their work, it must still be recognized that this subject can only come from a masculine vision of the world. Shouldn't we review mentalities, and think that now the rules of the game have changed, that we can no longer go back?

Women work and will work more, and if the man does not think to make a consensus, soon the reins will slip away from him. Wouldn't it be better for him to think, in just fairness, of negotiating the sharing of both the tasks and the riches of this world? Otherwise, in a just reversal of things, he will witness a world of amazons, where there will be no more room for the masculine except to perpetuate the species, and here again the sperm banks will be responsible for providing the woman the necessary material because it is in her that there is the possibility of giving birth to both man and woman, and in this wonder of life, man no longer has the essential role!

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