

A Study on Balance of Gender in 21st Century in Corporate Sector

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Abstract: *The above data examines the state of gender equality in the corporate sector in the 21st century, highlighting progress, barriers, and trends that have shaped gender dynamics. Through an analysis of literature, statistical data, and case studies, this paper explores the factors contributing to gender imbalance and the measures adopted to promote inclusivity. The research underscores the importance of addressing unconscious bias, corporate policies, and leadership diversity to foster a gender-equal environment. The findings highlight persistent challenges, including pay gaps and underrepresentation of women in senior management, despite improvements in policy initiatives aimed at promoting gender equality. The study emphasizes the need for stronger implementation of gender-focused policies and a cultural shift to ensure true equality in the workplace. Ethical considerations, such as confidentiality and unbiased data collection, were paramount throughout the research process. This report offers recommendations for corporate practices that can contribute to more equitable environments for all genders, helping pave the way for a more inclusive and balanced corporate future.*

Keywords: gender equality