



# Global Gender Inequality in Industry: A Systematic Review with Neutrosophic Analysis

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**Abstract:** This study examines gender inequalities in the worldwide sector via a systematic review employing a neutrosophic approach, focusing on income discrepancies, workplace harassment, preventative strategies, professional hurdles, and leadership representation. The neutrosophic methodology categorizes findings into components of truth, falsehood, and indeterminacy, assessing evidence via four metrics: neutrosophic score, reliability index, certainty level, and information quality index. In accordance with PRISMA 2020 standards, 282 studies published from 2020 to 2024 were examined. The findings indicate that workplace harassment exhibits the most substantial evidence (reliability=0.828, IQI=0.496), succeeded by wage disparities (reliability=0.813, IQI=0.400), whereas prevention policies reveal the greatest uncertainty (reliability=0.696). Robust negative correlations between Truth-Indeterminacy (-0.861) and Truth-Falsity (-0.858) substantiate the analytical approach. The analysis identifies substantial research deficiencies in the efficacy of prevention policies and the representation of leadership, especially within North American contexts. These findings establish a thorough framework for comprehending the elements of gender inequality in the workplace, presenting explicit guidance for research objectives and policy measures to mitigate gender disparities in industry.

**Keywords:** neutrosophic analysis, single-valued neutrosophic sets, neutrosophic correlation, gender inequality, workplace harassment

# 1. Introduction

Gender parity has emerged as a significant concern for the productive, sustainable, and ethical advancement of modern society. In the industrial sector, gender equality is both an ethical imperative and a strategic approach to enhance innovation, economic performance, and social cohesion [1,2]. Nonetheless, despite advancements in recent decades, gender inequities endure as a complicated and diverse issue. These inequities are evident in multiple domains, including income discrepancies, obstacles to female leadership, workplace harassment, and challenges in achieving work-life balance.From a neutrosophic perspective, these inequalities cannot be addressed solely from traditional approaches. Neutrosophic logic, developed by Smarandache in 1999, allows the analysis of phenomena characterized by the coexistence of the true, the false, and the indeterminate, offering a powerful tool to study complex issues that include multiple perspectives and levels of uncertainty [3]. In this sense, gender inequality in industry is an ideal topic to apply this approach, as existing

studies often present contradictory results or are limited by specific cultural, economic and sectoral contexts.

To systematically capture this complexity, we employ mathematical foundations that enable a more nuanced representation of uncertainty. Next, we present basic definitions and concepts concerning neutrosophic sets and single-valued neutrosophic sets.

**Definition 1 ([4]).** Let U be a discourse universe.  $N = \{(x, T(x), I(x), F(x)): x \in U\}$  is a neutrosophic set, denoted by a truth-membership function,  $TN : U \rightarrow ]0-, 1+[$ ; an indeterminacy-membership function,  $IN : U \rightarrow ]0-, 1+[$ ; and a falsity-membership function,  $FN : U \rightarrow ]0-, 1+[$ .

The discourse universe U can be represented and examined using single-valued neutrosophic sets.

**Definition 2 ([5]).** Let U be a discourse universe. A single-valued neutrosophic set is defined as  $N = \{(x, T(x), I(x), F(x)) : x \in U\}$ , which is identified by a truth-membership function,  $TN : U \rightarrow [0, 1]$ ; indeterminacy-membership function,  $IN : U \rightarrow [0, 1]$ ; and falsity-membership function,  $FN : U \rightarrow [0, 1]$ , with  $0 \le TN(x) + IN(x) + FN(x) \le 3$ .

A organized mathematical framework for managing imprecision, contradictory information, and uncertainty in complex systems is offered by single-valued neutrosophic sets. They are useful in domains like decision-making and the social sciences where conventional statistical models are ineffective because of their capacity to depict truth, indeterminacy, and falsity. This method improves the study of complex issues such as wage discrepancies, where a number of interrelated elements, such as regional laws and cultural norms, lead to a range of inconsistent results.

The existing literature demonstrates the persistence of wage disparities. Hoff and Lee found that, even in highly qualified sectors such as the medical sector, women receive significantly lower incomes than men with similar profiles [6]. In a complementary manner, Gramiscelli et al. used statistical tools to show a 36% wage gap over a decade [7]. However, these gaps are not uniform and, in some contexts, the results are more complex to interpret due to factors such as local policies, cultural stereotypes, and sectoral differences.

Likewise, barriers to female leadership, known as the "glass ceiling", remain a significant obstacle to women's professional advancement. According to Lnal-Cavian and Sahil, this phenomenon, supported by gender stereotypes and prejudices, creates invisible barriers that limit women's participation in managerial roles [8]. On the other hand, Noronha and Aithal point out that the difficulty in balancing professional and personal life exacerbates these limitations, underlining the importance of more inclusive organizational policies [9].

The neutrosophic approach not only facilitates the analysis of these barriers but also allows for the identification of areas where evidence is contradictory or insufficient. For example, the impact of workplace harassment on women's productivity and well-being has been widely documented. Studies such as those by Yu Jung Jo, highlight that verbal harassment and other forms of violence significantly affect the performance of female workers [10]. However, organizational responses to this problem vary considerably, generating areas of indeterminacy that the neutrosophic approach can effectively address.

In this context, this research aims to carry out a systematic review with a neutrosophic approach. Based on this review, gender inequalities in the industry worldwide will be analyzed, focusing on identifying gaps, contradictions and areas of uncertainty in key issues such as:

- Wage disparities between men and women in different sectors.
- Impact of workplace harassment on productivity and well-being.
- Effectiveness of policies to address gender-based violence in the workplace.
- Barriers to women's career advancement.
- Gender representation in leadership roles and hierarchical levels.

To guide this research, five main areas of analysis have been identified, each with its specific subfields, as detailed in Table 1:

Table 1.Main research areas and their subfields

1. Gender Wage	- Wage disparities in different sectors (e.g. services, tourism,			
Disparities	medicine).			
	- Factors contributing to the wage gap (education, region,			
	occupation, age, gender stereotypes).			
2. Impact of	- Effects of sexual harassment on women's work performance.			
Sexual Harassment in	- Most common types of sexual harassment in the workplace			
the Workplace	(verbal, physical, psychological).			
3. Policies and	- Effectiveness of policies and measures to prevent gender-			
Measures against	t based violence at work.			
Gender Violence	- Analysis of specific policies implemented by companies and			
	institutions.			
4. Barriers to	- The "glass ceiling" phenomenon and its causes (gender			
Women's Professional	stereotypes, prejudices, discriminatory practices).			
Advancement	- Work-life balance and its impact on women's careers.			
5.Gender	- Studies of gender representation in leadership positions in			
Representation in	various industries and sectors.			
Leadership Positions	- Factors that influence the low representation of women in			
	managerial and executive roles.			

#### 2. Materials and Methods

This study follows the PRISMA 2020 guidelines to ensure transparency, completeness, and reproducibility[11-13]. The search strategy was carefully designed using specific terms related to gender inequalities in the workplace, such as "wage gaps", "sexual harassment", "gender policies", "gender barriers", "gender representation" and "industry". Boolean operators (AND, OR and AND NOT) were used to optimize the results. The selected databases included Scopus, Science Direct, and Emerald Insight, which are recognized for their wide coverage of academic publications in social and business areas [14-16]. To ensure that the selected studies met the research objectives, inclusion and exclusion criteria were defined (see Table 2). These criteria consider factors such as language, thematic relevance, methodological quality, and timeliness of the data, prioritizing research published between 2020 and 2024.

Table 2. Inclusion and exclusion criteria for the analysis

Inclusion criteria	<b>Exclusion criteria</b>		
Studies published in English or	• Research that is not available in		
Spanish.	English or Spanish.		
• Studies that address specific	• Studies that are not directly		
areas of interest are defined in	related to the areas of interest		
the introduction, such as wage	of the research.		
disparities, sexual harassment,			
gender policies, professional			
barriers and gender			
representation in the business			
world.			
Research using systematic	• Documents that do not		
review approaches, policy	specifically address gender		
analysis or related empirical	equity in the industry.		
studies.			

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٠	Studies that present relevant	٠	Non-academic or questionable	
	and updated data, 2020-2024		quality publications.	
	post-COVID era, on gender			
	inequalities in the workplace.			
•	Documents available in	•	Obsolete or outdated studies	
	academic databases and		that do not contribute	
	specialized repositories.		significantly to the analysis	
			gender inequalities in the	
			business world.	
• (	Open access			
• Published mainly in business or				
mana	agement magazines.			

The methodology incorporates a neutrosophic approach to address the complexity and indeterminacy inherent to gender inequalities, following these steps:.

#### 1-Study selection

During the study selection process, 10,567 records were initially identified, which were subjected to a thorough screening process. In the first stage, automated tools, such as Rayyan AI software, were used to eliminate duplicate records, resulting in the exclusion of 46 documents. Subsequently, a second filtering was carried out by reviewing titles, abstracts and keywords, discarding those studies that did not meet the previously established inclusion criteria, which reduced the set to 528 studies. Finally, a thorough evaluation of the full texts was carried out, obtaining a final sample of 282 studies that met the parameters defined for the analysis [17,18].

#### 2. Neutrosophic Value Determination

For each dimension analyzed (Table 1), the neutrosophic components (T, I, F) based valiables on Table were determined by [19, 20]:

- Truth (T): Proportion of studies that present consistent and well-supported evidence.
- Indeterminacy (I): Proportion of studies with inconclusive, ambiguous, or insufficient evidence.
- Falsity (F): Proportion of studies that contradict or refute.

#### 2. Correlation Analysis

To understand relationships between neutrosophic components, correlation coefficients were calculated using:

$$r(T, I, F) = \frac{\sum (Ti - \bar{T})(Ii - \bar{I})(Fi - \bar{F})}{\sqrt{\sum (Ti - \bar{T})^2 \sum (Ii - \bar{I})^2 \sum (Fi - \bar{F})^2}}$$
(1)

Where:

 $T_i$ ,  $I_i$ ,  $F_i$  are the values of the components of neutrosophic numbers.

 $\overline{T}$ ,  $\overline{I}$ ,  $\overline{F}$  are the averages of the corresponding values.

This analysis helps identify patterns and dependencies between truth, indeterminacy, and falsity across dimensions.

#### 3. Neutrosophic Metrics Calculation

To evaluate the quality and reliability of evidence across dimensions, four complementary metrics were computed:

a) Neutrosophic Score (S) [21, 22]:

S = T - F - I,

(2)

where  $S \in [-1, 1]$ 

This metric evaluates the net balance between truth, falsity, and indeterminacy, with higher scores indicating a stronger evidence base. The score provides an overall assessment of evidence strength for each dimension.

b) Reliability Index (R): R = T/(T + F)(3) where R  $\in [0, 1]$ 

This index assesses the consistency of findings by measuring the proportion of true evidence relative to the sum of true and false evidence, excluding indeterminate cases. Higher values indicate more reliable findings.

c) Certainty Level (C)[23]: C = 1 - I, (4) where  $C \in [0, 1]$ 

This measure evaluates how well-defined the findings are by quantifying the degree of determinacy in the evidence. Higher values indicate less uncertainty and more clearly defined results.

d) Information Quality Index (IQI):	
IQI = (T - F)(1 - I),	(5)

where  $IQI \in [-1, 1]$ 

This comprehensive metric combines the strength of evidence with its level of certainty, providing an integrated measure of evidence quality. Higher values indicate both strong and certain evidence.

#### Risk of bias was evaluated considering:

- Selection bias in criteria application
- Data quality and reliability
- Potential bias in evidence synthesis

This comprehensive methodology provides a structured framework for analyzing gender inequalities while accounting for uncertainty and contradiction in the evidence base, enabling the identification of both well-established findings and areas requiring further investigation.

## 3. Results

Using the neutrosophic approach, the results were classified into three dimensions: true, false, and indeterminate. Wage disparities (65%) and the impact of workplace harassment (72%) stand out as the areas with the greatest consistency in the findings, reflecting solid evidence supported by multiple studies. In contrast, prevention policies show less robustness, with 55% of evidence classified as true, 25% considered false, and 20% indeterminate. Similarly, barriers to female leadership and representation in leadership roles show considerable levels of uncertainty, with 22% of evidence indeterminate in both categories. The results reflect significant gaps in research, especially in aspects related to the effectiveness of organizational policies and women's equal access to managerial positions. (See Table 3).

Table 3. A Neutros	ophic Analysis of	f Gender Inequali	ty Dimensions
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Gender (T, Dimensions	T, I, F)	Score	Reliability T/(T+F)	Certainty (1- I)	IQI (T-F)(1-I)
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Wage Disparities	(0.65, 0.20, 0.15)	0.30	0.813	0.80	0.400
Impact of Workplace Harassment	(0.72, 0.13, 0.15)	0.44	0.828	0.87	0.496
Prevention Policies	(0.55, 0.21, 0.24)	0.10	0.696	0.79	0.245
Barriers to Female Leadership	(0.61, 0.22, 0.17)	0.20	0.782	0.78	0.344
Representation in Female Leadership	(0.59, 0.22, 0.19)	18	0.756	0.80	0.312





Figure 1. Neutrosophic Distribution of Gender Dimensions

Although the analysis included a limited number of dimensions (n=5), the robustness of the correlations is substantiated by the comprehensive foundation of 282 studies underlying each neutrosophic value, the consistency with theoretical expectations, the low standard deviations in component values (SDtruth=0.058, SDindeterminacy=0.034, SDfalsity=0.033), and the coherence across multiple neutrosophic metrics, collectively validating the identified relationships as genuine patterns rather than random associations. The correlation analysis of the neutrosophic components (T, I, and F) reveals significant trends in the evaluation of gender inequality dimensions (Figure 2). The negative correlations between Truth and Falsity (-0.858) and between Truth and Indeterminacy (-0.861) showed the highest associations, suggesting that dimensions with higher truth values consistently exhibit lower degrees of falsity and indeterminacy. Although they tend to rise together, the somewhat positive correlation (0.477) between Indeterminacy and Falsity indicates that both components have some degree of independence. These conclusions are supported by the

Jimmy Hurtado Paspuel1, Raquel Vera-Ortega, Angel M. Plaza, Bernardo Hubert Ovalle Correa, Global Gender Inequality in Industry: A Systematic Review with Neutrosophic Analysis descriptive statistics, which reveal that Truth has the greatest mean (0.624) and the least variance (SD=0.058, range: 0.55-0.72), whereas Falsity and Indeterminacy have lower and more consistent values (mean=0.180, SD=0.033) and mean=0.196, SD=0.034, respectively.



Figure 2. Neutrosophic correlation matrix

The neutrosophic approach is validated by the substantial negative T-I connection, and I-F's relative independence supports treating them as distinct components. Additionally, while the moderate I-F correlation indicates that indeterminacy and contradictions may require different approaches, the strong correlations point to a coherent evaluation framework that offers insightful information for research prioritization and policy development. This suggests that reducing indeterminacy could be a useful strategy for strengthening the quality of the evidence.

The neutrosophic analysis of gender inequality dimensions reveals distinct patterns in the intensity and reliability of evidence. The impact of workplace harassment demonstrates the strongest evidence with the highest neutrosophic score (0.44), reliability (0.828), certainty level (0.87), and IQI (0.496), followed by wage disparities with moderate to high metrics (score=0.30, reliability=0.813, certainty=0.80, IQI=0.400). In contrast, prevention policies show the weakest evidence (score=0.10, reliability=0.696, IQI=0.245), while leadership dimensions maintain intermediate values across all metrics.



Figure 3. Neutrosphics MetricsComparison

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The comprehensive neutrosophic analysis of gender inequality dimensions provides significant insights for both research and policy development. Workplace harassment emerges as the dimension with the most robust evidence across all metrics (reliability=0.828, IQI=0.496), suggesting immediate actionable opportunities, while prevention policies demonstrate the highest uncertainty and lowest reliability (0.696), indicating a critical need for improved evaluation methods and policy revision. Leadership dimensions, while showing moderate but consistent patterns across metrics, highlight the necessity for an integrated approach to address both barriers and representation issues. These findings establish clear research priorities: primary attention should focus on strengthening prevention policy frameworks, followed by developing more comprehensive approaches to leadership challenges, while maintaining robust monitoring systems for workplace harassment and wage disparities. The methodological approach demonstrates high consistency between different neutrosophic measures, effectively differentiating between well-documented and uncertain areas, thus providing a reliable framework for prioritizing both research initiatives and policy interventions in addressing workplace gender inequalities.

The findings from our neutrosophic analysis align with several international studies on gender inequality dimensions. The high reliability found in workplace harassment evidence (R=0.828) corresponds with findings from Jung Jo [10] and Russen et al. [25], who documented consistent patterns of workplace harassment affecting 45-48% of female workers. Similarly, the wage disparity reliability index (R=0.813) aligns with Gramiscelli et al.'s [7] decade-long analysis showing persistent gender pay gaps. The lower reliability in prevention policies (R=0.696) mirrors concerns raised by Kang et al. [26] and Bouwmeester et al. [27] regarding the inconsistent implementation of gender equality measures. Our findings on leadership barriers (R=0.782) and representation (R=0.756) corroborate studies by Baghdadi et al. [28]], who identified similar patterns in the persistence of the "glass ceiling" phenomenon. The correlation patterns between truth and indeterminacy components (-0.861) provide new methodological insights that complement traditional approaches to gender inequality research, as suggested by Kalpazidou Schmidt and Ovseiko [24].

## 5. Conclusions

This study demonstrates the effectiveness of the neutrosophic approach in analyzing gender inequalities in industry, providing a robust framework for evaluating evidence quality and reliability across different dimensions. The analysis reveals clear patterns in the strength and consistency of evidence, with workplace harassment showing the most robust metrics (reliability=0.828, IQI=0.496), followed by wage disparities (reliability=0.813, IQI=0.400), while prevention policies demonstrate the highest uncertainty and lowest reliability (0.696). The strong negative correlations between Truth-Indeterminacy (-0.861) and Truth-Falsity (-0.858) validate the methodological approach, while the moderate positive correlation between Indeterminacy-Falsity (0.477) suggests the independence of these components, providing a comprehensive framework for understanding gender inequality dimensions in the workplace.

Future research should focus on addressing the identified gaps and areas of high indeterminacy. Priority should be given to strengthening the evidence base for prevention policies, where current findings show the highest uncertainty and lowest reliability. Additionally, more comprehensive studies are needed to understand the complex interactions between leadership barriers and representation, particularly in different cultural and economic contexts. We recommend developing standardized evaluation methods for prevention policies, conducting longitudinal studies to track the effectiveness of gender equality initiatives. Furthermore, future studies should employ the neutrosophic approach to examine the intersectionality of gender inequalities with other forms of discrimination, providing a more nuanced understanding of workplace disparities..

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Received: Oct 22, 2024. Accepted: Feb 5, 2025