



Gender and stereotype-related subterfuges in the professional environment: The case of private enterprises in Cameroon

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ABSTRACT

This article analyses the impact of value judgments on career advancement, particularly for single mothers and people with reduced mobility. It examines how negative biases related to their being, productivity, and performance hinder their career progression. Furthermore, it explores the effects of ideal preconceptions on individual work evaluation. The study reveals that both experienced and intended biases exacerbate discrimination and block career advancement, leading to the covert exclusion of women and people with disabilities in private companies, particularly in terms of access to positions of responsibility and assignment of tasks. This dynamic generates increased stress and faster burnout. In addition, the study questions the role of corporate policies and management practices in perpetuating these inequalities. Diversity policies, often superficial, fail to address the deep roots of prejudice and truly transform work environments. Finally, the article suggests avenues for positive change. He advocates for increased awareness of unconscious bias among managers and human resources teams, as well as the establishment of targeted mentoring and sponsorship programs to support the professional development of single mothers and people with disabilities. The introduction of objective assessment criteria, based on proven skills and concrete results, is also recommended to minimize the influence of subjective value judgments. In conclusion, a systemic transformation, involving both cultural changes and structural adaptations, is necessary to ensure equal opportunities and allow all talents to flourish.

Keywords: Gender, stereotype, productivity, career progression

