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Role of Women in Commercial Driving – A Constructivist Grounded Theory (CGT) Approach

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Abstract

Women who work in fields where men predominately do so face particular difficulties and employ particular coping skills that have an impact on their motivation and retention in these fields. This study investigates women's experiences working in male-dominated sectors to comprehend the challenges they encounter and uncover coping mechanisms that allow them to continue their career paths. A lot of women who first favour jobs with a male preponderance quickly transition to female- or gender-balanced career pathways. Plans to motivate women in sectors with a male preponderance can be made easier by understanding their experiences. This exploratory qualitative study was carried out by the researchers utilizing a constructivist grounded theory methodology. They interviewed 60 well-chosen professional drivers in-depth and unstructured. To examine the data, they employ a constructivist grounded theory methodology. The authors contend that discrimination and sexism are mostly caused by unfair practices that women must deal with. These behaviours include disregarding the special physical traits of women and the necessity of work-life balance. Female resilience includes using femininity, accepting masculinity, mentoring, and intrinsic motivators. This study adds to the corpus of information on better retaining and integrating women in environments where men predominate.

Keywords: Constructivist grounded theory, Gender Discrimination, Male- dominated Profession, Women Workforce, Work-life balance.

1. Introduction

Compared to women in more gender-balanced and female-dominated jobs, women in jobs with a male majority confront various problems. Their retention and professional success may be impacted by these issues. The authors of this study examined the challenges these women faced as well as the coping mechanisms and solutions they adopted.

(Bowen, P., & Cattell, K, 2008) Due to equity laws, increased access to jobs and educational opportunities, and other factors the number of women working in South African has increased. (Frome, P. M; Alfeld, C. J; Eccles & Barber, 2006) Yet insufficient progress is being made towards gender equality and transformation in the South India workplace. Strong financial incentives exist for women to enter traditionally male-dominated professions (England, 2010). However, women who defy gender stereotypes and choose to work in fields with a male preponderance frequently switch to roles that better suit their responsibilities as primary caregivers. The typical male-female dynamic that is seen in families and society at large often makes it tough for females to make their way into, and thrive in, work spheres that have been historically ruled by men. The family structure is typically inclined towards the dominance of men, even in a world that is striving

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toward gender equality (Hartmann *et al*., (2010). In order to keep women on the outskirts of these male-oriented career arenas, conventional gender roles are imposed on organizational policies and processes and become integral to the environment's gender bias. It is a known truth that men have been the ones formulating policies for a long time now. Companies continue to be established and managed in a manner that does not necessarily accommodate women's professional paths and their need to manage both jobs and family duties. (Hicks, 2012) calls attention to the hidden elements of the mainly male-dominated institutional culture which makes verbal commitments to gender equality while still leaving women in an inferior position. And explain that men have mainly written and viewed the history of women from their point of view.

(Raghuram, 2008) encourages investigators to re-evaluate the influence of gender on job paths and ambitions in settings with a male overwhelming presence. Studies that demonstrate the harmful consequences on women's private and communal lives because of their engagement in male-ruled vocations underscore the continued need to concentrate on women in these areas. Women's well-being is affected by the work-family clash and the requirements of both work and home that women encounter in the workplace are very distinct from those of men (Brink, B., & de la Rey, 2001).

Generally, men are inspired by the urge for status, power, and rivalries. On the other hand, women are propelled by the aspiration to carry out a valuable job and improve the overall functioning of a company. Women's exclusive work encounters and traditional gender-based operating structures present exclusive problems for career-oriented women in general and, more specifically, for ladies who pick a typically male-dominated career (Hartmann, 2010).

To make a level platform for men and women, the authors argue that organizations must confirm the qualities, manners, and beliefs of women and give them a platform to express themselves.

(Raghuram, 2008) points out that research into the experiences of women in usually male-dominated fields is often neglected. Women usually do not stay in such occupations for long, making it hard to retain them. Most of the research, which is mainly quantitative, concentrates on women in male-dominated occupations such as engineering, banking, entrepreneurship, and quantity surveying. (Fourie *et al*., 2006) carried out a qualitative investigation into career-oriented women's constructions of their life roles and highlighted the need for more thorough qualitative studies on women's views of their work-life roles. By examining qualitative studies on women's experiences working in historically male-dominated professions, we might learn more about how women maintain their motivation and perseverance in their careers in the face of adversity. In order to better understand the particular difficulties women face in these fields and the techniques they use to stay motivated and persevere under such conditions, the study's authors decided to examine the experiences of women who work in fields where men predominate.

The dynamics and effects of hiring more women in these industries need to be better understood by organizations aiming to encourage women to enter and excel in previously male-dominated professions. The study's findings, according to the authors, will give organizations crucial information they can use to create gender policies and strategies that will allow the effective and long-lasting coexistence of both sexes in formerly male-dominated fields, free from prejudice or dominance. From a scientific perspective, the majority of South Indian academics concentrate on quantitative analyses of certain events affecting women in particular situations where men predominate. By adding a qualitative research lens to the experiences of women working in male-dominated industries, the study's authors seek to further understand. The authors then outline the design they used in the remainder of the paper, detailing their research methodology, strategy, and methodology. Finally, they discuss their conclusions and make recommendations for future practice and research work. The objective of this research is:

1. To investigate the experiences of women who worked in industries where men predominated.

2. To Study the unique challenges, they faced as well as the strategies that enabled them to persevere and be resilient in their careers.

2. Literature Review

In their investigation, (Du Plessis and Barkhuizen, 2012) concentrated on the obstacles women engineers face when pursuing certain career paths. They found that the main professional obstacles to integrating women into the engineering field were a lack of mentorship opportunities and inadequate training, which is consistent with other studies conducted around the world. The authors conclude that gender discrimination is the biggest psychological barrier.

(Inal Cavlan, G, 2021) found that women shift from male-dominated occupations to female-dominated occupations due to negative psychological experiences such as gender stereotypes and discrimination in male-dominated occupations. Women often feel discriminated against and under-challenged in male-dominated occupations (Andrews, Tierney, & Seers, 2020). Other psychological barriers that prevent women from fulfilling their potential in male-dominated jobs relate to their expectations of stereotyped gender roles. These include gender role ideologies that make women feel unqualified and have low self-efficacy, and low self-confidence (Damaske, 2011). This also includes stereotypical inquiries about women's abilities. According to research (Hicks, 2012), the gender pay gap or gender pay gap is an example of gender inequality and discrimination that hinders women's career advancement. As a result, women don't feel like their organizations take them seriously, don't get challenging opportunities, and don't get paid or positions that match their talents.

In fields where men predominate, men have more resources and influence to enact discriminatory practices, ideologies, and laws (Damaske, 2011). The continued absence of visible and effective strategies to empower women in organizations could be attributed to male-dominated and sexist management practices (Hicks, 2012; Madikizela, 2010). Women in the construction industry, for instance, reported that there was not enough money available to raise the status and skills of female workers (Cha, Y, 2013). The male model of career advancement, which equates performance with longer hours and presenteeism, is upheld in workplaces with a disproportionate number of men (Turner, C., & Astin, F, 2021). (Cha, 2013) A covert form of marginalization that affects many women with family responsibilities is presenteeism, which in this context refers to staying on the job longer than anticipated to impress managers (Harris & Giuffre, 2010; Lewis-Enright *et al.,* 2009). Women who continue to serve as the family's primary carers while juggling their work demands may experience role overload and time management problems, which puts additional pressure on their perception of work-life balance (Franks *et al.,* 2006; Danziger & Eden, 2007).

The expectations specific to these professions for typically male behavior present another obstacle for women who want to succeed in male-dominated occupations. In a field where men predominate, (Davey, 2008) discovered that female graduates view success as political and masculine. Women must therefore act in ways that go against their natural tendencies to succeed in environments that are dominated by men (Wong *et al*., 2017; Du Plessis & Barkhuizen, 2012). In their organizational contexts, they are forced to adopt aggressive male traits and competitive interactional styles, which, according to (Akingbade, 2010), disadvantages them. Women use mentoring and participative leadership styles, which are more in line with their natural feminine inclination, such as being caring, fair, and encouraging, to cope in environments that are dominated by men, according to (Davey, K.M., 2008) research. In contrast, female graduates engaged in uncharacteristically masculine behaviours like selfishness and individualism in order to survive (Davey, 2008). Contrary to popular belief, some theories contend that adopting stereotypically male behaviours has a negative effect on women's perceptions of their authenticity and professional selves (Du Plessis & Barkhuizen, 2012). Consequently, it appears that women are torn between rejecting and accepting masculine politics (Davey, 2008).

This study aimed to explore the experiences of women in traditionally male-dominated professions, in order to identify any obstacles, they may be facing and strategies they may use to remain in these fields. We found that a lack of suitable accommodations in these occupations, combined with the entry requirements in place, make them unappealing to many women. Moreover, a lack of understanding of the unique challenges faced by women in these areas may further impede their integration and progress in historically male-dominated professions.

3. Research Method

This qualitative inquiry was conducted by the authors using a constructivist grounded theory methodology, and it was mostly exploratory in nature. The authors employed a constructivist grounded theory approach for this qualitative inquiry, which largely served exploratory goals. A constant process of comparison between the theory, the data cases, and researcher field notes and memos is used in constructivist grounded theory (Charmaz, 2011; Gordon-Finlayson *et al*., 2012 Strauss & Corbin, 1990), which allows data collection, data analysis, and theory to stand in reciprocal relationships with one another.

Constructivism and the notion of critical or subtle realism are both compatible with the authors' ontological position, which maintains that subjective experience is both real and socially constructed (Terre Blanche; Kelly, 1999; Snape & Spencer, 2004). The authors also contend that one can only understand reality by empathically engaging with subjective experience.

Constructivist and relativist epistemological ideas, therefore, served as the authors' guides when making methodological decisions (Charmaz, 2011). Constructivist grounded theorists claim that the researcher and the subject of the research mutually construct meaning (Charmaz, 2011). The authors have made an effort to use accurate data analysis methods and to report on these, but they make no claims of objectivity in the interpretation of this data.

3.1 Sampling

60 women commercial drivers who had been employed in historically male-dominated fields for at least three years were chosen on purpose under the guidance of theoretical sampling (Babbie & Mouton, 2001). The authors also added follow-up interviews with the same 60 female commercial drivers who are between the ages of 25 and 45. They first engaged with and analyzed the data, then they went to another participant to ask about theoretical saturation.

3.1.1 Recording of Data

The interviews were digitally captured by the authors, who supported them with field notes. To ensure a thorough understanding of the data, one of the authors served as the transcriber and inserted the verbatim interview transcripts into Microsoft Excel.

3.1.2 Research Setting

60 individuals participated in the study, all of whom worked in the private transportation sector. To determine whether an occupation qualified as male-dominated, this study took into account historical and modern patterns of female entry and occupation in the respective participants' occupations. Participants were selected from occupations that the authors identified as being male-dominated in the transportation sector.

3.1.3 Research Method

Through comprehensive, unstructured interviews, the authors attempted to glean experiences of working in typically male-dominated occupations. (Preissle, 2000) The authors asked participants to answer these and other questions, such as Can you tell me more about yourself and your current job, the difficulties you have with it, and how your colleagues work together? Between self-esteem and your (male) colleagues Is there a conflict? As the conversation unfolded, the authors conducted follow-up interviews to explain or test the theory after applying conventions of counseling techniques such as paraphrasing, inquiry, and reflection to align it with the context and goals of the study Any problems and consequences that arise in sampling.

3.1.4 Data analysis

According to (Charmaz, 2011), coding and memoing were the main analytical norms applied by the authors in their grounded theory study. Line-by-line analysis was used to analyse the initial interview transcripts, which is typical of open coding in traditional grounded theory (Corbin and Strauss, 1990). From these initial codes, the writers discovered repeating patterns that were re-labeled and categorised. The axial coding phase is referred to as the code categorization phase in the original grounded theory textbooks by (Glaser and Strauss, 1968) and (Gordon Finlayson, 2010 & Urban, 2010). The writers continuously examined different data sets as they conducted their study, found codes, and recorded their interpretations of the underlying themes and codes in memos.

Throughout their analysis, the authors kept writing memos about how they were comprehending the codes and changing themes. While they documented the results, these notions continued to develop and expanded, becoming quite substantial and helpful. The authors admitted that their current and growing theoretical, experiential, and personal viewpoints had an impact on their interpretations even though they made an effort to avoid applying existing theoretical notions to the data.

The conceptual framework these authors offer relates to creating a core theoretical idea as a result of a constructivist grounded theory study, as described by (Charmaz, 2011). It displays how they created women's experiences of working in industries with a male preponderance.

3.1.5 The Authors' Methods for Ensuring Accurate Data

The authors made an effort to ensure the validity of the study by selecting participants carefully and describing them in an open manner. They also tried to plan, analyze, and present the study in accordance with the methodological and epistemological tenets that support constructivist grounded theory research (Cooney, 2011).

Theoretical sampling encouraged the authors to conduct additional interviews and recruit a second participant for their study. Instead of constantly comparing them, they regularly compared the transcripts to live recordings, case data to the goal of the research, each other, and emerging themes (Gordon Finlayson, 2010).

Reporting

The study goes into further detail on the major themes and sub-themes in the next section. The findings are grounded in the data through verbatim extracts, and to maintain anonymity, The research participants were given numbers by the authors (RP1, RP2, RP3, RP4, ... RP60). The authors' conceptual framework proposal and discussion come after the findings. Following a constructivist grounded theory methodology, the authors only incorporated pertinent literature in the later data analysis stages (Charmaz, 2011). Their examination of the conceptual framework reflects this.

Following a grounded theory analysis, the authors divided the data into two theme clusters that are both consistent with the study's goal: The particular difficulties women confront in fields dominated by males and "Elements of their resiliency". Their main themes, primary themes, and sub-themes are listed after their organized theme clusters.

The specific challenges women face in male-dominated occupations

1. Organizational policies, both formal and covert, that uphold bias and discrimination

- Poor infrastructure, biased policies, and insufficient resources.
- Expansion of gender stereotypes and expectations that apply to women.
- The lack of genuine change brought on by male resistance and prejudice

2. The special physical, professional, and work-life needs of women:

- The challenges women face in terms of their physical and mental health.
- Poor opinions of one's professional identity.
- Work-life harmony

Elements of their resilience

1. Resources and coping techniques:
2. Workplace motivational factors include:

- Recognizing the advantages of women
- A positive outlook on future career opportunities
- Adopting male traits; and
- Challenging work that keeps employees
- Mentoring engaged
- and success and recognition.

Box 1: Transcripts extract the expansion of gender stereotypes and expectations that apply to women

RP1: 'My family was incredulous when I told them I was starting a driving job?".'

RP2: 'Men have an impression that women are always below him

RP4: 'The majority of men think that women belong in the kitchen and that you should not do anything..'

RP6: discovered"... they held the belief that it was unlucky for a woman to visit a male-dominated workplace. I had to fight against the culture.".

Memo

The organizational culture is permeated with gender-stereotypical roles. In societal beliefs and conventions, men are seen as the dominant, breadwinner type. Women are expected to act as subordinates and work in more domestic jobs. Workplace superstitions based on cultural beliefs are also pervasive, making it challenging for women to find acceptance.

Box 2: Transcripts extract the lack of genuine change brought on by male resistance and prejudice

RP14: 'It was difficult coming to work because guys wanted us to work like them; they wouldn't say "you are a man, I will give you four rides and [you are a woman], I will give you two rides...No, it's four [rides] apiece."

RP18: Some people are obstinate; even if they pass you and notice you struggling, they won't help. Men claim that despite your claims that women wanted equality, you received this instead.

RP20: They withhold their information due to threats, and they will do anything to get rid of you. It's a constant battle because your department head doesn't trust you and they are always looking for ways to hurt you.

Memo

Attempts to teach women that gender leniency is unacceptable mask vengeful and punishing attitudes and behaviour. Women are purposefully isolated at work by their male coworkers' sabotage and unsupportive behaviour.

Box 3: Special physical, professional, and work-life needs of women: Transcript extract by identified subtheme

Challenges women face in terms of their physical and mental health

RP24 remarked "I guess the stress was too much for me, and I started having problems with my feminine hormones and had surgery," RP24 said. At the age of 42, I went through menopause, but we were unaware of it because I felt terrible and all the tests were negative.

They asserted that the stress levels, heat, environment, and underground conditions were all having an impact. The fact that women are aware of their monthly cycles and have no support systems in place to help them manage them, which has an impact on their ability to drive, is what I think makes it the most difficult for them.

RP28: "I feel less worn out. You know, when I used to get home, I used to sleep a lot, and I didn't want to do anything; I just wanted to sleep."

Poor opinions of one's professional identity

RP35: "There is no comment if a guy does their role well, but if a woman does her duty well, they will say "oh wow, well done," as if they were not expecting you to be able to complete it."

RP37: "I had to work twice as hard as a man to prove myself because they didn't believe in a girl."

RP40: they treat you like a child first and an idiot second and sort of look down on you.

RP42: "I believe that the primary problem was my [poor self-esteem, how I believed they viewed me, and how I perceived myself in this situation."

RP46 stated, they often treat you poorly because they can see that you struggle with things. It eventually wears on you to the point where you do break.

Work-Life Balance

RP51: "Around 7 o'clock, we both get home at the same time. He can then unwind on the couch while I finish slaving away at the stove, wash the dishes, and take care of other household duties. If I ask him to do something, he will object, asking "Why am I expected to do that?" The dynamics [at home] worry me more than those at work, I believe, which is why I am more concerned about that.

RP53: "I might still be able to complete the task as quickly as the men, but it might take me longer because I have other obligations when I go home." You understand that I have other things to focus on when I come home and cannot concentrate on [job]. I basically only have my time at work.

RP55: There are a select few women who are truly making a difference, but the majority of them [are] becoming pregnant because being a mother is very challenging. The biggest challenge for me at the time was being a single mother.

Box 4: Resources and coping techniques: Transcript extract by identified subtheme

Recognizing the advantages of women

RP52: Being a woman on [driving circuits] may occasionally be preferable since you are, in a sense, more delicate.

RP53: I believe that you have a wider perspective as a woman. Men are more closed-minded, which is problematic since they "will continue to do the same thing for a hundred years," not to be discriminatory.

RP54: She will take advantage of the males because she is aware that they are ignorant of us ladies, according to RP4. She will therefore approach them and say, "I'm on my period," and if it's just guys, they will reply, "Okay, go home."

Adopting male traits

RP55: You'll notice that all women who assume male roles have the ability to move and speak like men.

RP56: "They [guys] like to bully; they'll make you do everything to demonstrate that you want to be half as [excellent] as they are, and I'll say No I'm not going to work for (your) salary; everybody has to work for their income."

Mentoring

RP57: "In the courses I teach, I have two mentors. They both are men, and they to be men, and they both help me a lot."

PR58: "[My mentor] has good ideas, but he's not the kind of guy you can talk to about anything," I said. A female would be more advantageous, in my opinion, as she can understand your struggles with work/life balance.

RP59: My emotional side was particularly challenging to manage. The physical challenges were challenging, but I was able to overcome them. However, the emotional challenges were more challenging because I lacked a mentor and no one to look up to.

RP60: "You know, none of the other males can connect that now that I am expecting a baby." None of them have ever taken maternity leave, and I will be. So, in this particular department, whom do I contact if I need guidance on something similar?

4. Discussion and Implication Practices

The authors' main objective was to look into the experiences of women who worked in industries where men predominated and to conceptualize the unique challenges they faced as well as the strategies that enabled them to persevere and be resilient in their careers. (Feyerherm, A., & Vick, Y. H, 2005) The participants' suggested conceptual understanding, along with some of their resiliency, reveal the participants' specific challenges as women who worked in fields with a male predominance. The primary challenges that the women in this study faced related to their unique physical characteristics, sense of identity, and demands for a work-life balance, as well as overt and covert gender-discriminatory organizational practices. They demonstrated their resilience by using creative and resourceful coping strategies as well as the inspiring elements of their work that encouraged them to persevere in pursuing professional success (Van Aarde, A., & Mostert, 2008).

The main challenges women face seems to be discrimination and bias, whether they are evident in formal rules and resources or covert corporate culture elements that reflect harmful preconceptions and male resistance. Women frequently come across open and veiled maltreatment, which makes it tough for them to move ahead professionally in fields dominated by men (Harris & Giuffre, 2010; Sargent, 2005; Ward, 2004; Watts, 2009).

The researchers' findings concur with those of (Madikizela and Haupt, 2009), who discovered a lack of resources for gender-based education and written gender regulations in the construction industry. Despite employment equity legislation, the authors concur with them that there is still an absence of a visible and material dedication to empowering women in organizations.

(Earnshaw, 1993) The workplace is pervaded with gender stereotypes that perpetuate male-female roles and expectations, which is a covert form of discrimination. The lack of support and assistance provided to female employees by male co-workers is another indication of it. Due to patriarchal arrangements in households where women play submissive roles to men, stereotypes and male opposition come from cultural and societal standards (Bobbit-Zeher, 2011; Mathur-Helm, 2006; Cha, 2013). Due to men's unwillingness to letting go of the masculine culture and integrate female coworkers, conventional gender roles and expectations continue to be embedded in organizational structures and behavioural patterns. Women still struggle with the time management issue of juggling their traditional roles as homemakers and employed individuals with their obligations (Cha, 2013; Franks *et al.,* 2006). The authors found that organisational culture in these disciplines continues to reflect an underlying patriarchal role distribution, which is detrimental to gender equality in male-dominated occupations see also (Chisholm, 2001; Chovwen, 2007; Hicks, 2012).

Studies that focus on certain occupations offer comparable findings. According to "Davey and Davidson" (2000), male coworkers and even passengers have occasionally engaged in violent and sexist behaviour because of the poor position of female pilots in the profession. "Mathur-Helm" (2006) asserts that managerial practises that lead to organizations treating women unfairly are brought on by stereotypes that are widely held in societal structures, attitudes, conventions, values, and corporate cultures. A 2011 research by Dodge, Valcore, and Gomez of female officers in male-dominated special weapons and operations teams offers proof of this (SWAT). They argue that meeting the challenge of integrating female officers into the SWAT subculture requires a change in perception within the larger culture, which still insists on values of masculinity.

Due to their particular physical, identity, and need for a work-life balance, women face additional difficulties in fields where men predominate. The authors discovered that environments, where men predominate, do not empower or accommodate women.

The physically and mentally taxing nature of labor-intensive work as well as working in environments that are inherently hostile to women cause stress. According to a 2011 study by Inn strand, Langballe, Falkum, and Aasland, women generally reported higher levels of physical and emotional exhaustion than men did in eight different occupational groups. In this study, it seemed that women had internalized negative notions about their level of competence. Due to this, self-efficacy and confidence were low. The participants said it was difficult to maintain their self-efficacy and confidence because so many of their male co-workers persisted in undermining female competence and perpetuating gender stereotypes.

The results of this study also demonstrate how valuable mentorship is as a coping mechanism for female employees working in typically male-dominated sectors. This is similar to how important mentors are to accountants in Ghana. (Hinson, Amidu, and Otieku, 2006) The women in the current study believe that a mentoring relationship should be comprehensive, offering expert advice and support as well as addressing their worries about mental health and work-life balance. In contexts where men predominate, there seems to be a problem with the availability of female mentors in specific jobs and professions (Chovwen, 2004). Female mentors were specifically recognised as being necessary by study participants. Participants in the author's study concluded that a variety of factors inspire. (Ashraf, 2006)

Despite the incredibly difficult circumstances, they gave the women the courage to carry on working in fields where men predominate. Some of the women were optimistic about the possibilities for women's careers in the future and remained upbeat about the gradual changes being made to equalize women in historically male-dominated professions. In their 2009 study of women employed in the construction industry, Madikizela and Haupt had similar sentiments discovered.

Innstrand, S. T., Langballe, E. M., Falkum, E., & Aasland, O. G. (2011).

The authors claim that for women who choose to stay in male-dominated professions, overcoming the unique challenges they face in those fields presents a constructive challenge. They experience engagement, success, and feelings of accomplishment as a result. They appear to be proud of overcoming gender-based obstacles at work. This demonstrates a desire for success and personal achievement. Contrarily, being a member of a minority makes women susceptible to prejudice and discrimination while also enabling them to stand out as distinctive and trailblazing—qualities that (Bagihole, 2006) identified as advantageous for the work identity of female priests. Study participants knew that achieving success and notoriety was a testament to their talent and a reason to continue working in male-dominated fields. According to (Sturges, 1999), Because they define success in terms of a variety of internal and intangible qualities like achievement, achievement, personal acknowledgment, and influence, women are less likely than males to describe career success in terms of money and social progress. Organizational strategies for advancing

women's careers cannot be as effective without an effort to better understand how women perceive their professional success.

5. Recommendations

Organizations that need to hire women into male-dominated occupations and keep them on staff shouldn't assume that these women will be able to successfully integrate into these environments. Organizations must implement official organizational initiatives to foster a climate where women can enter and remain in professions where men predominate. Clear, efficient rules that address women's physical demands, new management techniques that promote cultures that value women, and adequate emotional support and mentoring are all examples of organisational activities that should be implemented. It is necessary to review current laws protecting women, such as maternity leave, and to create better plans for expectant workers who cannot work in dangerous conditions. Organizations should equip themselves with gender-inclusive policies in order to properly support the affected female employees. Furthermore, gender sensitivity training must be integrated into orientation and induction protocols for all new hires. (Van den Berg, H. S &Van Zyl, E. S, 2008) As such, future research should include women who left male-dominated fields in order to gain insight on their experiences. The authors observed various cultural traditions and gender roles associated with the subjects' stories; thus, further research is required in this area to accurately reflect how diverse cultures impact the inclusion of women in male-dominated settings.

6. Conclusion

The participants in this study provided valuable insights about the male-dominant occupations, even though they only made up a small portion of that population. As a result of their heavy workloads, it was particularly challenging to collect data from them. Nonetheless, the authors found that women who are part of male-dominated occupations often have to work in environments that don't adequately meet their needs due to covert and implicit gender biases. Furthermore, there are few supportive practices offered for these women in such workplaces. However, if organizations create clear career paths for female employees, provide physical support and recognition for both successes and efforts, as well as remove potential barriers to their drive for success, they can help encourage more women to remain in such male-led fields. It is crucial to provide these women with gender-balanced mentoring in order to help them cope and persevere.

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