



ORIGINAL CONTRIBUTION

Sociological Study About the Issues of Women Career Advancement at Male-Dominated Workplace

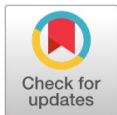
Shabana Muhammad Anwar^{1*}, Anam Aqil Khan², Palwasha Ain-ud-din³

^{1,3} Sardar Bahadur Khan Women University, Quetta, Pakistan

Abstract— Extensive studies have been conducted to focus on the obstacles of women's career advancement in organizations. Still, scarce literature exists related to women's career advancement in the tribal system of Pakistan. The purpose of this article is to reveal hinders of women's career advancement in a male's subjugated work environment. Statistics of current research disclose gender preference exists related to the career advancement of employees in organizations. Women in the workforce remain undervalued as compared to male workers. Gender disparity appears in career development based on age, education, traditional values, ethnicity, preference of male workers. Equal opportunities for both gender for career advancement play a significant role in progression. Several studies have been conducted related to issues of women's career advancement but, in the context of the tribal system of Balochistan little studies have been conducted. Therefore, a researcher is interested in highlighting the issues of women's career advancement, especially in the tribal system of Balochistan. The quantitative study was designed to achieve the objectives of the research. The information was collected from the universe composed of higher educational institutes and directorates of Quetta (Balochistan). The simple random sampling technique was used to select 500 female employees for the purpose of data gathering. A structured questionnaire was distributed, generated a hypothetical statement through previous literature was tested by SPSS. The result of the conducted study shows that organizations give more power, prestige and authority to men than women to achieve their professional goals smoothly. Women in the workplace do not have equal opportunities for career development; they have fewer chances of participation in different specialized pieces of training and workshops which enhance their professional growth. The male staff has more stable paths of career development in the male-dominated workplace. The present study will be helpful for policymakers, educationists and economists and those organizations which are working for women's progression.

Index Terms— Male domination, Career Advancement, Professional Development, Women's Career, Workplace Discrimination

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Introduction

Employees' career advancement categorizes as different plans, training, and chances of development provided by organizations. Career planning, workshops, gaining commend on modern technologies in relevant filed, enhancing professional skills, education, capacity building training are elements of career development. Every worker has career planning to attain professional success, seeking guidance and

*Email: zaibshabana@gmail.com

available opportunities of development given by organizations. Women in organizations face hindrances in obtaining supporters to have opportunities for career development. Generally, it is proved by many studies women have limited access to avail chances of development in the existence of male workers (Schulz & Enslin, 2014). Changes in globalization and modern technologies automatically change the demographic structure of the workplace day by day. The economic crisis increased the number of women in the labor market, but the managerial positions are still under the control of males. Women have no stable positions there. The main obstacle for women is to face difficulties in making their career paths in organizations. Gender stereotypes present women as weaker and emotional who are not able to maintain managerial positions in organizations. It tends to the realm of the male quo in the workplace, where women suffered from having career development (Mišić-Andrić, 2015). Many reasons affect the career advancement of women; the organizational mechanism is the major obstacle for women to achieve their professional goals. The non-supportive behavior of Administrative leaders discourages women's participation in the workplace (Alsharif, 2018). Gender discrimination is the burning issue although we live in the modern era, where women are working shoulder to shoulder with men. In developing countries, women's participation in economic activities is under-represented. Organizational policies support male supremacy in the workplace (Ashiq, Rehman, Rafiq, & Tariq, 2021). In the labor market males, stronghold generate a non-supportive atmosphere for working women which, stops women career advancement (Merluzzi & Burt, 2020). The career of women in the labor market affects where the organizations provide the authority of decisions making to their men over the women. Even though the earlier situation of discrimination against women has been changing, working women may still face numerous challenges in their male-dominated workplace. Those women who jump feet first into roles detained by males seek support from their coworkers while facing challenges of feeling unskilled, exploited, and lack of a voice in their workplaces (Gaines, 2017). Obstacles to women's career progression and inequality are more noticeable in developing and underdeveloped countries. In Pakistan, the ratio of women's involvement in the labor market was 24.5 percent in 2016, the gross domestic product (GDP) of Pakistan remains continuously low as compared to other neighboring countries. Pakistan is in 143rd position among 144 nations in similar incomes reported world bank 2016. International labor organization (ILO) declared in 2018 that Pakistan is worst in the phrase of the gender pay gap. The situation of women's education is also not good; only 25% of women have a university degree. Only one woman is working outside the home out of five women. Such as fewer women's participation in the labor market automatically give prominent space to male workers in the workforce. Previous studies emphasized that there are several organizational components that create a negative workplace environment against women to attain their career development goals (Sarwar & Imran, 2019). In the workplace men, are continuously looking to have their dominant status over the female workers. Lack of available opportunities for development in the labor market for women presents them subordinate to males (Wang, 2009). The workplace has its particular values male-dominated organizations present a work atmosphere that possesses the workplace performance of working women (Tabangin, 2018). Women services remain underrepresented in the workplace. Men workers are considered foremost beneficiaries to have all organizational advantages (Akinlolu & Haupt, 2019). Socially constructed gender roles of women discouraged their involvement in economic activities. Traditional values bound the women around the boundaries of home to fulfill domestic tasks. In a male-dominated workplace, male workers have their own culture to keep women in submissive positions in front of them. Therefore, the women are not facilitated with facilities of professional development (Chesters, 2021). The women face hindrance to have their professional career advancement due to the male-dominated system in the labor market. Societal values support males' supremacy as well (Cho et al., 2021). Working women at the workplace do not have equal organizational benefits due to gender stereotype perceptions. Women face restrictions such as general categorizes roles of men and women in society, negative attitudes of colleagues discourage the women from obtaining their professional opportunities (Raišienė, Gečienė, & Korsakienė, 2020). Pink-collar professions are suitable occupations for women instead of occupying the positions of males in the workplace. The masculine culture affects female appointments in labor force. Therefore, the number of female workers remain low than male workers (Bridges, Wulff, Bamberry, Krivokapic-Skoko, & Jenkins, 2020). Organizations and male workers never welcome women on the same ranking which males have in the labor market. Gender discrimination against women in the workplace is the problem of having stable career paths (Bartosz & Stevens, 2006).

Justification of the study

Women in the workplace face hindrance to attaining their career advancement goals despite males' sovereignty. Women discriminate in every phase of work-life in the labor market. Many strategies and policies are introduced for providing equal opportunities to both genders in the workforce by organizations and states, but unfortunately, still, working women are suffering to achieve their career development paths. Pakistan's patriarchal system never welcomes women equivalent to men in any stage of life. Women's subjugated position empowers the men in society. The same situation remains in the labor market males have easy access to achieve career development compared to women. Therefore, the current study emphasized available opportunities for advancement for working women in the workplace. Therefore, the current study evaluates the chances of women's professional development at male-dominated organizations. Calculated data from working women will provide awareness to organizations and working women about their present condition. The conducted study will be gainful for the sociologist, economists, social workers, NGOs, policymakers to work on women's quality and provide them

facilities to have their career goals to achieve development.

The objective of the study

The objective of the current study developed in the light of previous literature is as follows.

- To highlight the chances of career advancement for women in a male-dominated workplace.

Review of Literature

Laterally, women have no equal status and respect in the workplace; they are fighting to have professional development opportunities worldwide. Discrimination in the workplace is a well-known phenomenon worldwide. It is not an issue for the woman who belongs to developing countries but prevailing in developed countries. Discrimination is documented as a system of inequality that affects women's ability, professional skills, and psychological wellbeing (Pokharel, 2008). Gender discrimination and gender stereotypes destroy individuals' values and social status in society. Discrimination against women represents them the second part of society. Globally, many organizations introduced strategies and policies to eliminate discrimination against women to have progression so that woman comes equal to man in every phase of life (Ellemers & Barreto, 2015). Administrations wish to provide professional benefits to male workers that may stop women from making the same career choices as men. Workplace gender discrimination presents the scenario less attractive to women for the job (Ellemers, 2014). Women do not have the same chances of career progression in the workplace as men have. Many studies conducted related to women's progress declared that there are huge differences between men and women to attain benefits given by organizations. Workplace discrimination against women is understood as male-dominated occupations. Women are known as queen bees, for whom the household responsibilities are more valuable, which makes women less attractive than men in the workplace (Derks, Van Laar, Ellemers, & Raghoe, 2015; Ellemers, 2014; Thuy et al., 2015). Generally, Women are presented as less competent, emotionally weak, and not strong enough to work outside the door in different fields of life. Women are primary homemakers. They ought to stay around the four walls of a home. These gender stereotype perceptions never welcome them to take part in economic activities. Women at the workplace are considered less capable for strong positions and stable professional careers (Hussin et al., 2021). Modern studies have emphasized the numerous problems that women still encounter in their professional day-to-day lives. Workplace discrimination is an issue for women to perform certain activities (Spinelli-De-Sa, Lemos, & Cavazotte, 2017). In the workplace, men and women are not treated equally and facilitated from all progression facilities. Men are considered more talented, active, and skillful than women. Organizations provide chances to men to enhance their job skills to maintain gender differences in the labor market. Men are more attractive for organizations to have career improvement than women (Ellemers, 2014; Jacolbia et al., 2015). The level of progression of women is low as compared to men. Organizations should provide the platform to women without gender disparity to participate in different training that helps upward mobility of women in their careers. Allocate equal specialized tasks to men and women to attain their career development in the future. The concept of Professional career development starts from the first day of work to till retirement of an individual. There are many factors, which affect women's careers, such as family, societal values and unfair organizational behavior etc. Organizations prefer to provide those tasks to men who bring them to high positions than women (Elvitigalage Dona, Amaratunga, Haigh, et al., 2006). Women's involvement in the labor market empowers women directly and plays a key role in economic growth. Globally, the ratio of women's involvement in the labor market is just 49% as compared to men, which is 27% below. In the workplace, women face discrimination in organizational benefits and remuneration (Bridges, Krivokapic-Skoko, Bamberry, Jenkins, & Wulff, 2019). Unequal distribution of organizational benefits affects the level of job satisfaction, enthusiasm, and loyalty of employees towards their organization. Women in the workplace have less compensation than men (Channar, Abbassi, & Ujan, 2011). Women's contribution to the workforce is a debatable issue in Pakistan. However, the number of working women is increased. They can perform a good job with the help of skill enhancement, but still, they cannot get chances of learning related to professional advancement in relevant field because of organizational, social structural barriers (Chinen, De Hoop, Alcázar, Balarin, & Sennett, 2017). Providing different training programs and workshops by organizations can improve the performance of employees. The target of need-based skill training is to recover the specialized skills of men and women. Organizations should provide these opportunities to working women who have mobility issues (Cheema, Khwaja, Naseer, & Shapiro, 2018). Eliminating gender discrimination in the workplace is still an unsolved phenomenon all around the world. Many economic advantages are away from working women. They do not come in the list of attaining organizational benefits such as equal pay, promotion, high positions. The organizations' beneficiaries remain male workers to keep hold of male dominance in the workplace (Farooq, Kai, & Feroze, 2019). Women in the labor market faced not equal behavior of organizations. They are not treated equally as compared to male workers. Countless occupations are still gender-segregated, which donates not only to unequal selections for employees but also creates a negative work environment for women (Norberg & Johansson, 2021). Women in the workplace are mostly paid less as compared to men even though having the same position. Because of gender-based discrimination, women are not treated equally by organizations; they are deprived of all professional benefits such as bonuses, appraisal of work, encouragement upward mobility, promotions, etc. (Channar et

al., 2011). Traditional values discourage women from the perspective of religious values. Male domination in the workplace compels the women to stay at home is the better option for them rather than taking part in economic activities. Previous researches highlighted that there is income disparity in the workplace. Men are more facilitated in the labor market by attractive salaries, promotions, and bonuses, etc. (Bukhari & Ramzan, 2013).

The hypothesis of the study

The hypothetical statement generated by the researcher with the help of existing past studies related to the relevant topic is as under.

H₁: The chances of women’s advancement are directed related to men’s domination in the workplace.

Research Methodology

Research methodology describes the systemic pattern of data collection regarding the selected social phenomenon. In the present study, the investigator focused on the career development of working women in the workplace. Though women face hindrances related to their career advancement worldwide, the researcher wants to highlight these issues in the tribal system of Pakistan. The study was conducted from Quetta city, the capital of Balochistan, where male dominance is prominent compared to other provinces of Pakistan. The sample of the study was higher educational institutes of Quetta. As the study is quantitative so, applying the method of simple random sampling, 500 working women were selected from the universe of the study. Data were collected by a structured questionnaire. A structured questionnaire is a close-ended list of questions to collect information regarding selected social phenomenon (Mazhar, Anjum, Anwar, & Khan, 2021). The reliability of the questionnaire for the present study is .805. The chi-square test was run to know the association between women’s career progression in the workplace and males’ dominance in the workplace. The gathered data shows that women in the workplace have fewer chances of progression due to male supremacy. All professional benefits are provided to males’ preference of male workers creates problems for women to achieve career advancement.

Data Analysis and Results

In study data examination, the researcher accumulates the data and develops helpful evidence from it.

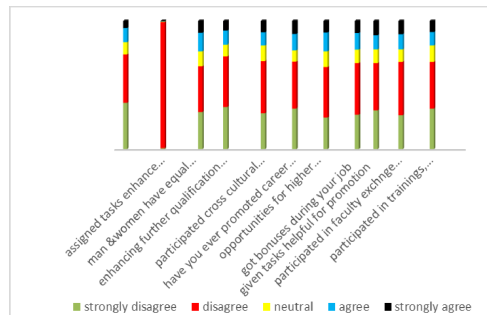


Fig. 1. Indicators

Table I
Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2489.737a	6	.000
Likelihood Ratio	1085.010	6	.000
Linear-by-Linear Association	.322	1	.000
N of Valid Cases	500		

The aforementioned p-value of the chi-square table indicates a significant association between women’s career advancement and male domination in the workplace. Working women in the male-dominated workplace face several problems to attain their career advancement. Discriminatory behavior of organizations preferably selects male workers to have success in their services. Organizations directly or indirectly facilitate their male staff to maintain males’ supremacy in the workplace, which affects women’s development.

Discussion

Women in male subjugated work atmosphere have not equal chances of career advancement as compared to male staff; they are struggling for their stable career path (Derks et al., 2015; Ellemers, 2014; Pokharel, 2008). Hence, the result of the present study shows that 36% of respondents strongly disagreed that organizations provide equal opportunities for career advancement in the workplace, while 37.8% disagreed. There are fewer chances that men and women are treated equally and facilitated from all facilities of development. Men are considered more talented, active, and skilled than women. Organizations provide chances to men to enhance their job skills to maintain gender differences in the labor market. Intentionally organizations assigned those tasks to men workers, which brought victory for them. Thus, 26.2% of respondents of the present study were strongly disagreed that given tasks from organizations are not plentiful to enhance their professional skills; on the other hand, 38.4% disagreed with the previously asked question. Workplace discrimination is a general phenomenon. There are huge differences observed by many previous studies that organizational benefits and compensation are mostly provided to men compared to women at the workplace (Channar et al., 2011). Thus, the result of the conducted study shows the same scenario 28.8% of working women at the male-dominated workplace were strongly disagreed that they have equal organizational benefits, whereas 35.6% disagreed. The social structural hurdles discourage women's participation in different professional development programs from polishing their skills related to their fields organized by organizations. Organizations select the male staff for different training, seminars, workshops compared to female workers; it is another issue for women to take part in those activities which enhance their professional growth (Cheema et al., 2018; Chinen et al., 2017). The picture of the present research article also shows that 31.6% of selected respondents strongly disagreed that they are not facilitated by different skillful training, workshops to polish their professional fields according to the modern era. On the other side, 36.4% disagreed. Removing all kinds of gender disparity in the workplace is still an unresolved problem worldwide. Numerous economic compensations are gone from working women. They do not come in the list of achieving organizational benefits such as equal pay, promotion, high positions (Farooq et al., 2019). The present study indicates the same situation of working women 31.6% of respondents were strongly disagreed that they have opportunities for promotion in the workplace due to male dominance; in compression, 36.6% disagreed with this statement. Male domination in the workplace requires women to stay at home rather than take part in economic activities. Numerous studies emphasized that there is earning a difference in the workplace. The culture of organizations facilitates male workers in the labor market in the case of pay, promotion, and bonuses, etc. (Bukhari & Ramzan, 2013). 26.6% of selected respondents of the present study were strongly disagreed that they got bonuses during their job services, whereas 40.40% disagreed with the asked previous question.

Recommendations

Based on the results of the present study suggest how to develop women's career advancement in a male-dominated work environment. The findings of research recommend that organizations, educational system, government, legislative bodies, non-governmental organizations work for women development, the supreme council of women and several women's associations ought to include their efforts to work for women's career development and take actions such as Provide awareness about fundamental rights, entitled by the birth of every individual without any discrimination.

- Organizations should highlight the importance of skillful training, workshops, capacity building programs.
- There must be provided equal opportunities for career advancement to men and women without any disparity.
- In organizations, there must be equal participation of both sexes in different professional training.
- The environment of a workplace should be cooperative and motivational for all employees.
- Highlight the situation of gender stereotyping that hampers the work of female employees that discourage the women from having their career progression.

Conclusion

The results of the conducted study indicate in Pakistan's context that working women face several problems related to attaining their career advancement due to the strong patriarchal system. Issues about women's career development are generated from stereotypical theories of the gender roles of men and women. The socially constructed role of a woman made less comfort zone for them in the labor market to achieve the same positions as man has in the workplace. The social norms of Pakistan's limited the chances of women's occupational progression in every phase of their job.

In a patriarchal society, women are considered not competent, capable and intelligent as men. Followers of this concept never welcome women to have strong positions in the labor market. Organizations have the same strategy for working women. So, officialdoms intentionally provide facilities of career development to their male staff as compared to women. The present study is greatly helpful

for educationists, economists, sociologists, policymakers and different community developing researchers, especially for those who are working for women's development.

Limitations of the study

The focus of the present study is to highlight the barriers related to the career advancement of working women in the tribal system of (Quetta) Balochistan. Furthermore, this study can be conducted from both genders; in this study, the researcher gathered the data from female employees. The study focused on the impact of male dominancy on the career advancement of women, but in the future, further studies can be conducted on other issues which affect women's career advancement in the workplace.

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