

CHAPTER V

CLOSING

5.1 Conclusions

Women in the mining industry, despite more women participating in the mining industry, women still face marginalization, biases, and harassment that hinders their career advancement. As a product of the Interpretive Phenomenological Analysis, the research found similar and unique patterns that exist from all of the informants.

1. The Dominant Masculine Culture, Biases, and Harassment as the Main Reasons that Hinder Career Advancement for Women:

Women in male-dominated industries like mining often face a deeply entrenched masculine culture that marginalizes them, leading to biases and harassment that hinder their career advancement. These women are frequently excluded from key projects, their contributions undervalued, and their technical abilities questioned solely based on gender stereotypes. Biases often result in women being assigned less demanding, administrative roles, limiting their opportunities to demonstrate their full potential. Moreover, harassment, both verbal and physical, creates a hostile environment, further affecting their professional well-being. However, many women navigate these challenges by

excelling in their roles, proving their competence through hard work, and taking on additional responsibilities to counteract the biases they face. Over time, by maintaining emotional resilience and strategically adapting to the environment, they manage to gain respect and eventually advance in their careers, breaking through the barriers of discrimination. Some women even transform their experiences by becoming immune to harassment, no longer reacting to the behaviors intended to undermine them, thus reducing the likelihood of such behavior continuing.

2. Breaking Barriers Through Resilience, Adaptability, and Assertiveness:

The women in male-dominated industries like mining demonstrate remarkable adaptability, assertiveness, and resilience, which are crucial for advancing their careers. By embracing continuous learning and refining both technical and interpersonal skills, they navigate the challenges of gender biases and workplace norms. Their ability to assert themselves, whether through strategic decision-making or adapting communication styles to command respect, allows them to build credibility and break through barriers. Resilience plays a central role, as they confront physical and emotional challenges with determination, using setbacks as opportunities for growth. These qualities, combined with a strong sense of responsibility and a focus on personal and professional development, empower women to gain the respect of their colleagues and superiors, ultimately accelerating their career

progress in environments that have historically marginalized them. Through their adaptability and assertiveness, they not only overcome adversity but also reshape the experience for women in male-dominated sectors.

3. Proving Competencies and Maintaining Good Communication to Advance Career:

The importance of adjusting their communication styles and demonstrate their expertise to propel their careers forward. By aligning their approach to communication with the direct, logical, informal and confident style favored in these environments, they gain the respect of their colleagues and establish themselves as credible professionals. This shift, while still remaining true to their authentic selves, helps them challenge the biases they face and prove their competence. Through a combination of hard work, data-driven results, and emotional resilience, they consistently show their abilities, dispelling any doubts about their skills. Their success highlights the importance of blending strong technical expertise with good upward and downward communication, allowing them to overcome gendered stereotypes, secure leadership roles, and break through the barriers that hinder their professional growth.

The challenges faced by women in the mining industry are complex, but their resilience, adaptability, and competence help them overcome barriers and advance in their careers. Informant I emphasized professional communication and problem-

solving, which led to her directorial role. Informant II focused on building relationships with male colleagues and overcoming bias, while Informant III demonstrated determination to prove her technical abilities despite gender bias. Informant IV highlighted continuous learning and excelling in her duties to gain credibility. Overcoming these challenges requires systemic change, including better recruitment, mentorship, and inclusion initiatives.

This research, using the IPA method, sheds light on the struggles women face, such as gender bias and harassment, within a male-dominated culture. It highlights the importance of resilience, emotional strength, and mentorship in navigating these challenges. Women succeed by demonstrating their skills, commitment, and overcoming underestimation. The study emphasizes the need for cultural change and support systems to promote gender equality and career advancement in the mining industry.

5.2 Implications

5.2.1 Theoretical

Theoretically, this research aims to provide a broader understanding of women's experiences in the mining industry through the lens of phenomenology, specifically using Interpretive Phenomenological Analysis (IPA) to explore the lived experiences of women working in this male-dominated field. By focusing on the challenges and obstacles they face, the study seeks to uncover the underlying realities of a workforce where men

make up the majority. Additionally, the research will draw on the Glass Ceiling Theory to emphasize the barriers women encounter in their careers, particularly in environments where gender biases limit their advancement. Ultimately, this study aspires to deepen the understanding of systemic gender disparities in male-dominated industries, contributing to discussions on fostering inclusivity and equity, and giving a voice to women in mining in the broader context of gender equality in the workplace.

5.2.2 Practical

Practically, this research aims to provide a deeper understanding for individuals within the mining industry about the challenges women face, including biases and harassment. In a practical sense, the researcher hopes that mining companies will not only implement strict rules and policies but also prioritize the physical and mental well-being of their female employees. Additionally, this research aspires to encourage perpetrators within the mining industry to reflect on and change their behavior, fostering a more respectful and inclusive work environment for women.

5.2.3 Social

Socially, this research aims to bring the lived experiences of women in the mining industry to the public's attention, particularly for men, so that they can better understand these women's struggles and treat them with greater consideration and respect. In societies where masculine culture or misogyny still prevails, this research seeks to offer a fresh perspective on

how a male-dominated environment can affect women and their emotional well-being. The hope is that both perpetrators and society as a whole will become more empathetic and considerate towards women, treating them equally and respectfully in both professional and social contexts.

5.3 Suggestions

In accordance with the findings of this research, the researcher has several suggestions regarding the issues that women face in the mining industry, which may serve as a foundation for future researchers interested in exploring this topic further:

To gain a comprehensive understanding of the diverse experiences women face in the mining sector, it is recommended that future research include a wider range of subjects from various companies and locations, both nationally and internationally. By expanding the research to encompass different regions, cities, and companies, as well as incorporating global perspectives from multiple continents, researchers can explore how organizational cultures, geographical aspects, and cultural norms shape women's experiences in the industry. This broader and more inclusive sample will provide deeper insights into the challenges and strategies women employ to navigate male-dominated environments, ultimately contributing to greater awareness and offering valuable recommendations for improving the work environment for women in the mining sector.